



International
Labour
Office

A MANUAL FOR GENDER AUDIT FACILITATORS

THE ILO PARTICIPATORY
GENDER AUDIT METHODOLOGY



A GENDER
EQUALITY
T O O L

The International Labour Organization

The International Labour Organization was founded in 1919 to promote social justice and, thereby, to contribute to universal and lasting peace. Its tripartite structure is unique among agencies affiliated to the United Nations; the ILO's Governing Body includes representatives of governments, and of employers' and workers' organizations. These three constituencies are active participants in regional and other meetings sponsored by the ILO, as well as in the International Labour Conference – a world forum that meets annually to discuss social and labour questions.

Over the years the ILO has issued for adoption by member States a widely respected code of international labour Conventions and Recommendations on freedom of association, employment, social policy, conditions of work, social security, industrial relations and labour administration, and child labour, among others.

The ILO provides expert advice and technical assistance to member States through a network of offices and multidisciplinary teams. This assistance takes the form of labour rights and industrial relations counselling, employment promotion, training in small business development, project management, advice on social security, workplace safety and working conditions, the compiling and dissemination of labour statistics, and workers' education.

ILO Publications

The International Labour Office is the Organization's secretariat, research body and publishing house. **ILO Publications** produces and distributes material on major social and economic trends. It publishes policy studies on issues affecting labour around the world, reference works, technical guides, research-based books and monographs, codes of practice on safety and health prepared by experts, and training and workers' education manuals.

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Other ILO publications

Gender equality around the world

Articles from *World of Work* magazine 1999–2006

This compelling and comprehensive collection of articles highlights good practices in gender equality in the world of work. International in scope, it reveals the intrinsic nature of gender equality in decent work and reflects on the ILO's response to critical issues through the support of governments and employers' and workers' organizations around the globe.

ISBN 978-92-2-119317-3 [2007] 25 Swiss francs

Gender equality and decent work

Selected ILO Conventions and Recommendations promoting gender equality

This guide provides the text of some of the key ILO Conventions for promoting gender equality in the world of work, including the Discrimination (Employment and Occupation) Convention, 1958 (No.111), one of the most comprehensive and dedicated instruments on the subject. Other Conventions with particular implications for gender equality include those on equal remuneration, workers with family responsibilities, maternity protection, employment promotion, working conditions, and migrant workers.

ISBN 978-92-2-119256-5 [2006] 30 Swiss francs

Gender equality and decent work

Good practices at the workplace

Drawing on the practices and experiences of 25 countries, this book shows how governments, employers' organizations and trade unions around the world bring gender equality into their institutional structures, policies, programmes and activities. It provides step-by-step outlines of the actions undertaken to make the elements of good gender practice visible and comparable, and to make it easier for readers to find the aspects most relevant to their own situations.

ISBN 92-2-116991-X [2005] 25 Swiss francs

Reconciling work and family responsibilities

Practical ideas from global experience

by Catherine Hein

Conflict between work and family responsibilities is increasing in many countries and can cause major problems for societies, enterprises, families, men and particularly women and is a major source of gender inequalities in employment. These examples provide useful ideas for action by governments and employers' and workers' organizations as well as concerned civil society organizations.

ISBN 92-2-115352-5 [2005]

35 Swiss francs

Women, gender and work

Edited by Martha Fetherolf Loutfi

This important anthology of articles from the *International Labour Review* brings together the thinking of leading philosophers, economists and lawyers on this complex subject. It illuminates questions such as how we should define equality, what equal opportunity means and what statistics tell us about differences between men and women at work, how the family confronts globalization and what is the role of law in achieving equality. Policy issues examined include how to deal with sexual harassment and wage inequality, part-time work, the glass ceiling, social security, and much more.

ISBN 92-2-111386 [2001]

40 Swiss francs

ABC of women workers' rights and gender equality. Second edition

This concise and easy-to-read guidebook assists the layperson in understanding the legal frameworks and socio-economic developments surrounding gender equality in the world of work. It incorporates important information relevant to women workers such as women in development, gender mainstreaming, the glass ceiling and much more. Each entry provides a clear, succinct definition and directs the reader to relevant laws, ILO Conventions, and other topics for further research.

ISBN 978-92-2-119622-8 [2007]

30 Swiss francs

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ILO commitment to gender equality in the world of work

Since its founding in 1919, the ILO has been committed to promoting the fundamental rights of women and men at work. The ILO promotes gender equality, not only as a basic human right, but also as intrinsic to the goals of decent work and poverty alleviation and as an instrument for a more inclusive globalization.

Gender equality is fundamental to the ILO's four strategic objectives to achieve decent work for all women and men. These are to:

- promote and realize standards and fundamental principles and rights at work;
- create greater opportunities for men and women to secure decent employment and income;
- enhance the coverage and effectiveness of social protection for all; and
- strengthen social dialogue and tripartism among the ILO's three constituents – governments, employers' and workers' organizations.

The ILO seeks to fulfil the various United Nations commitments concerning gender equality, including the UN Charter itself, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform for Action and the Millennium Development Goals (MDGs).

The ILO Bureau for Gender Equality supports the implementation of the organization's Policy on Gender Equality and Mainstreaming through capacity building, knowledge sharing and policy advice to constituents and ILO staff on measures to ensure that policies, legislation and institutions are more gender-equitable. The Bureau plays a leading role in conducting gender audits both within the ILO as well as among its constituents and other national international organizations.

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