

Gender Equality and Decent Work: Good Practices in the Workplace

How can gender be mainstreamed into the workplace so that it improves gender equality in the world of work? This report presents 25 gender equality initiatives carried out by governments, employers' organisations and trade unions across 21 countries. 'Good Practices' by these institutions fall into eight main categories. They include : - Adopt overarching legislation and policy on gender equality so that the impact cuts across sectors - health, education, transport, labour etc. Many countries for example have adopted national action plans on gender equality. - Formulate gender equality objectives and policies which provide an enabling environment for the advancement of equality in the world of work. In Norway, Malta and Malaysia child care facilities, extended paternity leave and home working options are provided to assist people to balance work with family responsibilities. - Use gender expertise such as women's committees, gender advisers and gender focal points to advise on and monitor implementation of action plans and policies. - Take gender specific actions. For example, trade unions in Canada, Dominica and the Russian Federation have quota systems to increase the number of women in decision-making positions in their organisations. - Form strategic partnerships - the Dominica Public Service Union, for instance, advocates on behalf of domestic helpers and women who work late-night shifts in collaboration with both government and non-government organisations.

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