



GENDER MAINSTREAMING IN ILO TECHNICAL COOPERATION

Over the past decades the ILO has made considerable progress in promoting gender mainstreaming, through technical cooperation, as a viable strategy for advancing equality between women and men in the world of work. In order to further consolidate this strategy, the ILO Governing Body, at its 292nd session in March 2005, made the following decision.

Governing Body decision¹:

223. The Governing Body requested the Director-General:

- (a) to work with constituents, donors and the beneficiaries so that all future ILO technical cooperation programmes and projects systematically mainstream gender throughout the project cycle. Specifically, this implies the involvement of both women and men in constituents'/beneficiaries' consultations and analysis; the inclusion of data disaggregated by sex and gender in the background analysis and justification of project documents; the formulation of gender-sensitive strategies and objectives and gender-specific indicators, outputs and activities consistent with these; striving for gender balance in the recruitment of project personnel and experts and in representation in institutional structures set up under projects; and, finally, in the terms of reference for evaluations, requiring the inclusion of impact assessment on gender equality and gender expertise in the evaluation team;***
- (b) to work with donors so that all future ILO technical cooperation partnership agreements make specific provisions to guarantee and support gender mainstreaming in all the programmes included in the agreement;***
- (c) to increase, through technical cooperation, the capacity of ILO constituents and implementing partners to promote gender equality in the world of work.***

The above decision is responsive to the ILO's two-pronged approach to gender mainstreaming. The first is through addressing the specific and often different needs and concerns of both women and men in all policies, strategies and every step of every activity. The second is through gender-specific interventions when analysis shows that one sex – usually women – are socially, politically and/or economically disadvantaged. The decision also promotes a systematic approach to mainstreaming by promoting gender equality provisions, not only at the implementation stage, but also in the overall agreements signed between the ILO and donors. Moreover, the decision promotes sustainability of achievements through building the gender mainstreaming capacity of ILO constituents and implementing partners.

In June 2006 at the 95th session of the International Labour Conference, the Conclusions of the Committee on Technical Cooperation identified gender equality as a cross-cutting issue in all such

¹ Excerpt from *Minutes of 292nd session of ILO Governing Body*, GB292/PV. The decision was based on the *Thematic evaluation report: Gender issues in technical cooperation*, GB.292/TC/1 (see attached).

cooperation. Among other things, the committee said that technical cooperation should “take in account the need for gender analysis of programmes, so as to ensure equal opportunities for women and men to participate in the programmes and provide equal access to the benefits. This will give full weight to equal opportunities and treatment for women and men in training, employment and occupation”.