



FOR DEBATE AND GUIDANCE

SIXTEENTH ITEM ON THE AGENDA

Report of the Director-General**First Supplementary Report:****Outline of Action Plan for Gender Equality 2010–15**

1. This document outlines the Action Plan for Gender Equality 2010–15, which is aligned to the periodicity of the Strategic Policy Framework. It incorporates the results of the accountability and evaluation mechanisms foreseen in the Action Plan 2008–09, Office-wide consultations on gender mainstreaming in the context of the 2009 International Labour Conference resolution on gender equality at the heart of decent work, and the gender-related strategies and indicators of outcome-based workplans within the Programme and Budget for 2010–11.¹
2. The proposed Action Plan 2010–15 will be aligned with the Strategic Policy Framework. While using a similar layout to the Action Plan 2008–09, it will introduce specific minimum performance standards which have been agreed with key units among those identified as holding primary responsibility in the enabling institutional mechanisms' section. The proposed Action Plan 2010–15 will take further the modalities for more transparent accountability for poor performance by aligning with the new accountability framework,² and will include stricter adherence to results-based management benchmarks. As requested during various Governing Body discussions, the proposed Action Plan 2010–15 will reflect medium- and long-term efforts to ensure implementation of the 2009 Conference resolution on gender equality at the heart of decent work. Linkages between the Conference conclusions and each outcome of the Strategic Policy Framework will assist the Office to chart long-term strategies and build on existing successful policies and programmes for promoting gender equality in the world of work. The Governing Body will be given the opportunity in 2011 to examine how the conclusions will be integrated in the programme and budget 2012–13 outcomes. It will receive regular information through programme implementation reports, a mid-term stocktaking report in 2013, and a final report in 2015.
3. In addition to the enabling institutional mechanisms' section, the proposed Action Plan 2010–15 includes new sections designed to strengthen and reinforce the results of the four

¹ See GB.306/3/2, para. 3.

² Director-General's Announcement No. 137, 15 Jan. 2010.

strategic objectives in order to achieve decent work for all women and men. Highlights are outlined below.

(a) Employment

4. Within the strategic objective to create greater opportunities for women and men to secure decent employment and income, the Office will promote equal opportunities for women and men through a gender checklist, which encompasses the policy areas of the Global Employment Agenda and the Global Jobs Pact. The gender dimension of the Global Employment Agenda implementation framework will help mainstream gender equality in national and sectoral policies. Skills development initiatives will include a focus on gender issues in apprenticeships for young women and men, community-based training, and recognition of informally acquired skills. The sustainable enterprises strategy – which targets needs in the informal economy and groups such as women entrepreneurs – will provide assistance to constituents on reforms that promote respect for workers' rights and gender equality.

(b) Social protection

5. Concerning the strategic objective to enhance the coverage and effectiveness of social protection for all, the ILO will support rapid gender-responsive extension of social security coverage, including the social protection floor, and assist constituents in developing rights-based and gender-sensitive policies for migrant workers' protection and integration. Monitoring of the effectiveness of social security policies will include progress in equity, gender equality and non-discrimination. To promote more equitable working conditions among women and men, policy-oriented research will include a focus on maternity protection and its actual coverage, and work and family balance, the promotion of up to date ILO Conventions on working conditions – particularly the Workers with Family Responsibilities Convention, 1981 (No. 156), and the Maternity Protection Convention, 2000 (No. 183) – and the development of a maternity protection resources package. The gender dimension of the AIDS epidemic will continue to be included in HIV/AIDS policy and programme development, and related training. Gender analysis will be mainstreamed in policy guidance on occupational safety and health.

(c) Standards and fundamental principles and rights at work

6. For this strategic objective, the Office will focus on consolidating progress and ensuring advances in the implementation of standards and fundamental principles and rights, including for women and particularly those in vulnerable groups. Gender-sensitive technical assistance will be provided to member States on prevention and elimination of forced labour, including human trafficking – taking into account the particular vulnerability of women and girls as well as factors that make men susceptible to trafficking for labour exploitation and debt bondage. The gender dimensions of child labour will continue to be systematically addressed. A foundation for a multi-pronged strategy to address discrimination in employment and occupation will be based on the framework of the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). The ILO will help increase tripartite capacity to develop and implement national equality policies, and to apply the principle of equal remuneration for work of equal value. Key equality Conventions – Nos 100, 111, 156 and 183 – will be promoted and the gender dimensions of other Conventions will be examined and addressed.

(d) Social dialogue

7. The ILO's promotion of effective social dialogue mechanisms will focus on priorities such as eliminating discrimination in employment and occupation, and creating enabling environments for achieving gender equality. Special efforts will be made to help employers' organizations meet the specific needs of women in business. Assistance will help strengthen the capacity of workers' organizations to promote the rights of working women, and campaigns will be conducted with trade unions to combat discrimination and unfair, abusive working conditions that women often face. The Office will intensify its efforts to provide member States with support to strengthen legal and institutional frameworks and policies, including through implementing gender-sensitive Decent Work Country Programmes. It will provide gender-sensitive technical advice on labour law reforms. Research on industrial relations trends, which will include sex-disaggregated data, will cover national studies on gender in social dialogue and collective bargaining. In sector-specific approaches, attention will be given to gender equality, and sex-disaggregated statistics will be compiled on employment and working conditions.

Geneva, 10 February 2010.

Submitted for debate and guidance.