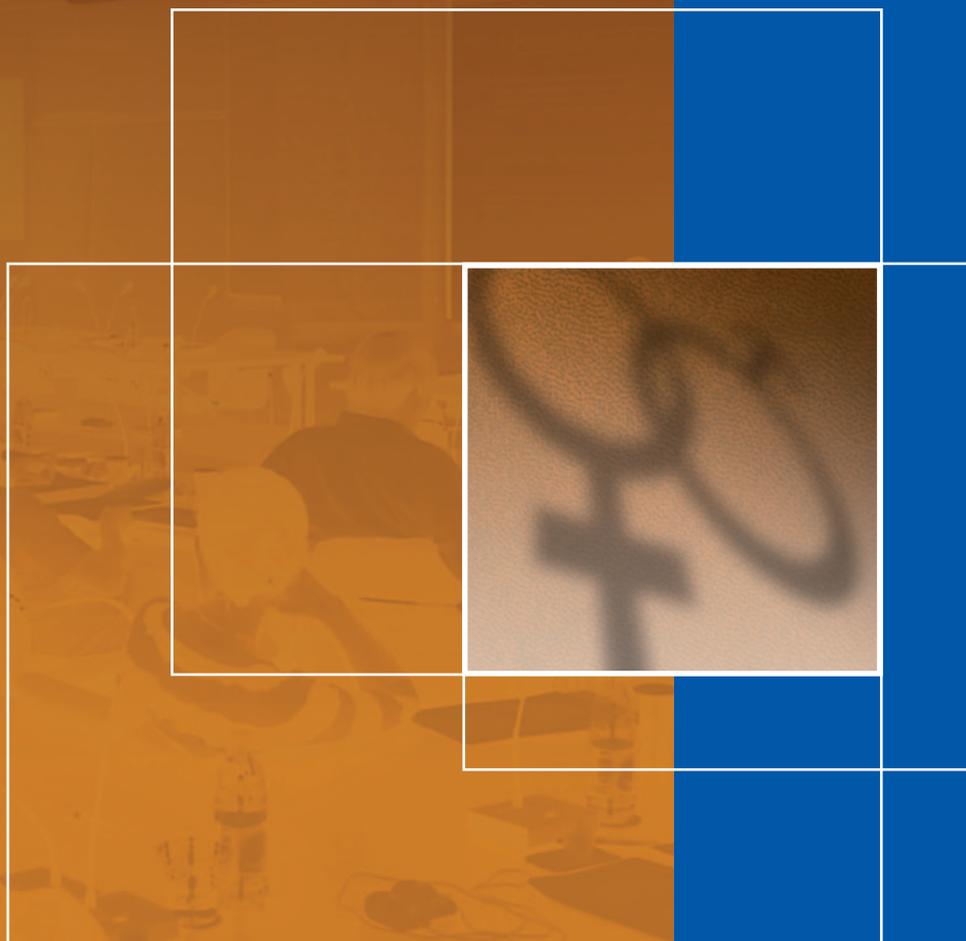




International
Labour
Office

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.

You may purchase ILO publications and other resources securely on line at <http://www.ilo.org/publns>; or request a free catalogue by writing to ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland; fax +41 (0) 22 799 6938; email: pubvente@ilo.org

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

A MANUAL FOR GENDER AUDIT FACILITATORS

**THE ILO PARTICIPATORY
GENDER AUDIT METHODOLOGY**

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, and 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.

A MANUAL FOR GENDER AUDIT FACILITATORS

**THE ILO PARTICIPATORY
GENDER AUDIT METHODOLOGY**

Copyright © International Labour Organization 2007
First published 2007

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to the ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered in the United Kingdom with the Copyright Licensing Agency, 90 Tottenham Court Road, London W1T 4LP [Fax: (+44) (0)20 7631 5500; email: cla@cla.co.uk], in the United States with the Copyright Clearance Center, 222 Rosewood Drive, Danvers, MA 01923 [Fax: (+1) (978) 750 4470; email: info@copyright.com] or in other countries with associated Reproduction Rights Organizations, may make photocopies in accordance with the licences issued to them for this purpose.

ILO

A manual for gender audit facilitators: The ILO participatory gender audit methodology

Geneva, International Labour Office, 2007

ISBN 978-92-2-119825-3 (print)

ISBN 978-92-2-119826-0 (web pdf)

Guide/gender mainstreaming/gender equality/evaluation/evaluation technique. 03.02.2

ILO Cataloguing in Publication Data

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org

Visit our website: www.ilo.org/publns

Graphic design in Switzerland, Buxum
Printed in Switzerland, Atar

TABLE OF CONTENTS

Foreword	5
Acknowledgements	6
Introduction	7
Aim and objectives	7
The target audience	7
Using the Manual.....	7
General tips for gender audit facilitators	8
Part One: An overview of the Participatory Gender Audit methodology	11
What is a Participatory Gender Audit?.....	11
Aim and objectives of gender audits.....	12
Twelve key areas of analysis.....	13
The four pillars of the Participatory Gender Audit methodology	20
Part Two: The implementation process	25
Gender audit timeline and stages at a glance.....	25
Before the audit	26
Inviting work units to volunteer for audits.....	26
Submission of proposals by work unit directors	26
Identification and agreement on work units to be audited.....	26
Appointment of a contact person by the director of the unit.....	26
Responsibilities of work unit contact person.....	27
Work unit planning and preparation for the audit	27
Call for facilitators to form audit facilitation teams	28
Formation and coordination of the audit facilitation team.....	28
At the beginning of the audit	29
Audit facilitation team meeting	29
Audit facilitation team meets the unit director	30
Audit facilitation team meets the entire work unit.....	30

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_22709

