



ITC-ILO Course A1-52114

**Trade Union Training on Labour administration and Inspection
for trade unions of the East Africa Community**

(TMLC, Kisumu 4 to 8 April 2011)

*Gender Mainstreaming in
Labour Administration & Labour Inspection*

Objectives of the Session

To try and understand:

- What is gender mainstreaming?
- Background to gender mainstreaming
- Key steps in gender mainstreaming
- Major obstacles to promotion of gender equality and empowerment
- Suggested recommendations

What is Gender Mainstreaming?

- A commitment to ensure that women's as well as men's concerns and experiences are integral to the design, implementation, monitoring and evaluation of all legislation, policies and programmes so that women as well as men benefit equally and inequality is not perpetuated.
- Forging and strengthening the political will to achieve gender equality and equity, at the local, national, regional and global levels.
- Incorporating a gender perspective into the planning processes, particularly those concerned with macroeconomic & development planning, personnel policies and management, and legal affairs.

What is Gender Mainstreaming?

- Integrating a gender perspective into all phases of sectoral planning cycles.
- Using sex-disaggregated data in statistical analysis to reveal how policies impact differently on women and men.
- Increasing the numbers of women in decision-making positions.
- Providing tools and training in gender awareness, gender analysis and gender planning.

Background to Gender Mainstreaming

- In 1970s and 80s “Women in Development” emerged.
- UN General Assembly designated 1975 as the International Women’s Year.
- In 1979, the UN Convention of the Elimination of All Forms Discrimination against Women (CEDAW) was adopted.
- In the 1990s, “Gender and Development” emerged.

Background to Gender Mainstreaming

- **In 1995, the UN Beijing 4th World Conference on Women highlighted significant areas touching on gender inequality.**

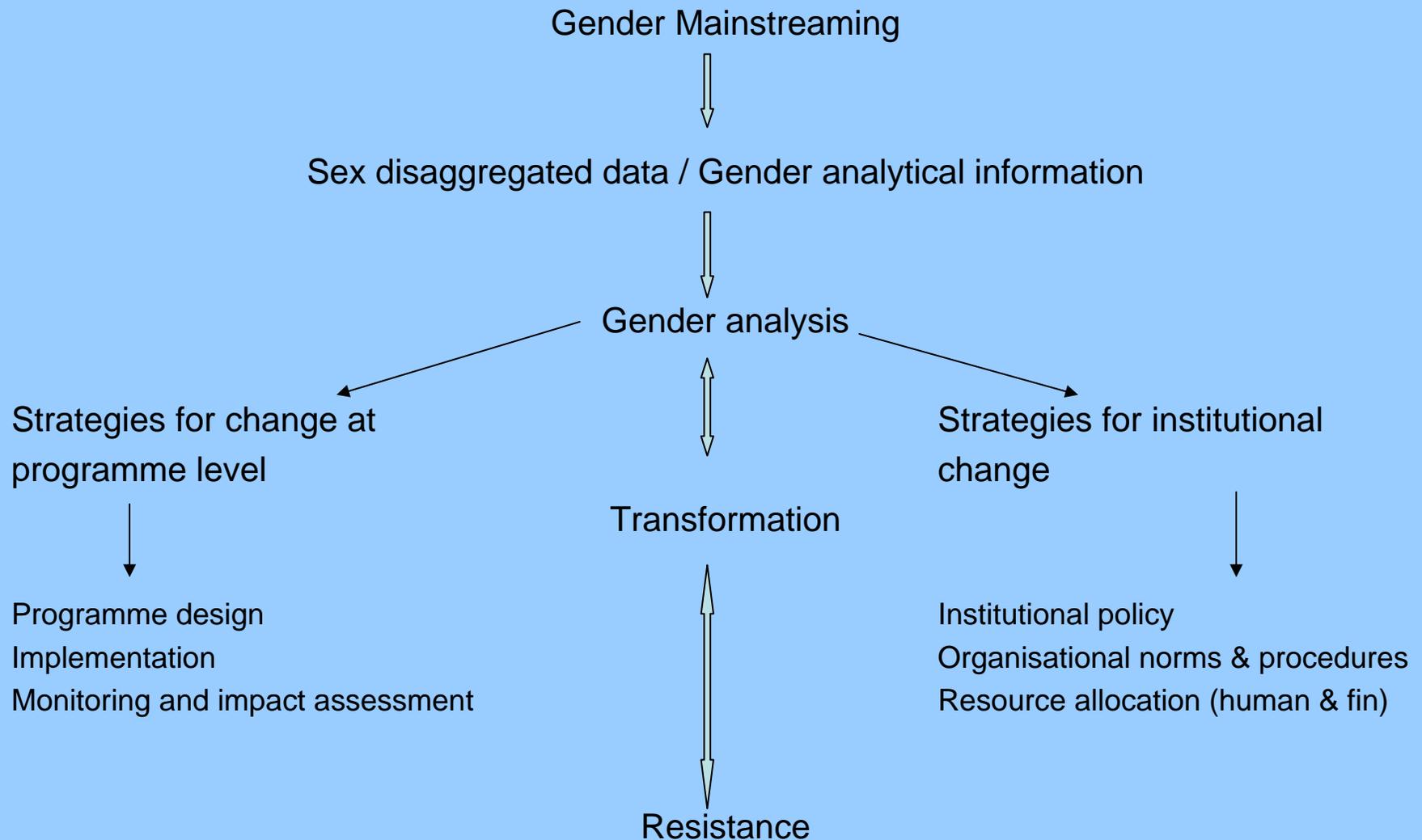
- **A Platform of Action that builds on CEDAW was drawn following this conference that declared that:**

“Discrimination against women violates the principles of equality of rights and respect for human dignity and amounts to an obstacle to women’s participation on equal terms with men in the political, social, economic and cultural life of their countries and hampers the growth of prosperity of society and the family.”

Background to Gender Mainstreaming

- In 1999, the UN Commission on the Status of Women adopted an Optional Protocol to CEDAW, which aims at conducting enquiries and making appeals on issues regarding violations of CEWAD.
- In September 2000 world leaders adopted the Millennium Declaration which consolidate a set of goals designated as MDGs.
- The Commonwealth Plan of Action on Gender Development 2005 – 2015, forms part of Commonwealth's contribution to UN Beijing +10 Global Review was published

Key Steps in Gender Mainstreaming



Major Obstacles to Promotion of Gender Equality and Empowerment

- Continued presence of strong cultural and traditional practices constraining progress in achieving gender parity.
- Lack of ratification of the instruments that promote gender equality.
- Ineffective institutional and policy implementation mechanisms
- Lack of adequate resources

Major Obstacles to Promotion of Gender Equality and Empowerment

- Lack of enforcement of laws that promote gender equality and lack of knowledge of laws
- Lack of full involvement of men and boys
- Continued lack of recognition of women's unpaid work
- Violation of women's human rights
- Limited gender equality in decision making and governance

Major Obstacles to Promotion of Gender Equality and Empowerment

- Lack of supportive complementary policies
- Inadequate documentation and dissemination of successful practices for replication
- Limited role of the media
- Lack of sex disaggregated and gender responsive data
- Weak monitoring and evaluation systems

Suggested Recommendations

- Advocate for the ratification and domestication of international standards and regional frameworks
- Call for strengthen of Gender Machineries at all levels both with trade unions and the public arena
- Improved research and collection of gender responsive statistical data
- Improve coordination
- Demand the expeditious review and amendments of discriminatory laws

Suggested Recommendations

- Lobby government to scale up measures that economically empower women
- Strengthen documentation and dissemination of information on promoting gender equality and women's empowerment

Discussion Questions

1. Make a critical review of your countries' laws on labour inspection and ascertain the extent of their gender sensitivity?
2. Provide a sex disaggregated statistics of staffing in the labour inspectorate divisions in your respective countries.
3. Based on the above analysis, is there need for change in order to achieve a balanced representation between men and women in labour inspection in your countries?
4. Is there sufficient attention to gender equality in the decent work concerns in the crisis response and recovery in your countries?
5. How is inequality between men and women been addressed by your trade unions?
6. What would you need from the ILO to support your countries' and your trade unions' efforts in mainstreaming gender in labour inspection?

Thank you!



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