
**Gender Equality and Social Dialogue:
An Annotated Bibliography**

**ILO, Social Dialogue Sector
Geneva, 2012**

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Foreword

Gender equality and social dialogue are both fundamental values and cross-cutting issues for the International Labour Organization. In 2009, the International Labour Conference concluded its discussion on “Gender equality at the heart of decent work” by reaffirming that tripartite social dialogue is an essential policy tool to advance gender equality in the world of work.

This annotated bibliography is a part of a comparative research project with the objective of demonstrating that gender equality and social dialogue are mutually beneficial and their promotion should go hand-in-hand. It presents relevant publications of the ILO and other organizations, including academic literature, to give an overview of issues and trends on this topic worldwide.

The “Annotated bibliography on gender equality and social dialogue” consists of 130 entries, all introduced with a brief summary and main findings. This resource tool provides insights on the following topics:

- Comparative, regional and national studies on gender equality and social dialogue;
- Gender equality in collective bargaining;
- Gender equality and employers’ organizations;
- Gender equality in trade unions, including on organizing workers in the informal economy; and
- Specific gender issues addressed through social dialogue, such as gender pay gap, gender-based violence at work and work-family balance.

We hope that the readers, - be they ILO tripartite constituents, ILO staff members, academic researchers and others interested in the topic of gender equality in social dialogue – will find inspiration and insights from this annotated bibliography and the experiences and examples highlighted.

We wish to express our thanks to Angelika Muller, Gender Coordinator of the Social Dialogue Sector, and Henrik Moller, Senior Adviser to the Executive Director of Social Dialogue, who were responsible for developing the annotated bibliography and to Tiina Eskola who conducted the research and literature review.

Moussa Oumarou
Officer-in-Charge
Social Dialogue Sector

Contents

| | |
|--|-----------|
| Foreword | i |
| Introduction | 1 |
| Objectives of the annotated bibliography | 1 |
| Methodology | 2 |
| Overview of the sections..... | 3 |
| List of Entries | 5 |
| Gender Equality in Social Dialogue – general, regional and national studies | 10 |
| Gender Equality and Collective Bargaining | 24 |
| Gender Equality and Employers, Business and Employers’ Organizations..... | 27 |
| Gender Equality and Trade Unions and Workers’ Organizations..... | 32 |
| Organizing in the informal economy | 40 |
| Specific Gender Issues dealt through Social Dialogue | 43 |
| Gender Pay Gap | 43 |
| Gender-based violence at work..... | 46 |
| Work-Family Balance | 47 |

Introduction

Objectives of the annotated bibliography

Gender equality and social dialogue are both fundamental values and interlinked, cross-cutting issues for the ILO in its commitment to advancing opportunities for women and men to obtain decent and productive work. Tripartite social dialogue is an essential policy tool to advance gender equality in the world of work. Conversely, when women and men are equitably represented in social dialogue, it better resonates with the needs and interests of all participants.

Social dialogue is both the manifestation of tripartism and the mechanism by which it is realized. Social dialogue includes all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy.

What does promoting gender equality mean in the context of social dialogue? What issues does it include? This annotated bibliography includes a selection of papers, publications and tools that deal with various aspects of social dialogue as it relates to gender equality. In doing so, it aims to:

- Give the reader an overview of issues related to gender equality in social dialogue, and the current debates and challenges in promoting gender equality through social dialogue;
- Contribute to the knowledge base on gender equality in social dialogue through reviewing existing literature on the topic; and
- Provide a source for finding further information and guidance on the promotion of gender equality in social dialogue.

The bibliography is intended as a resource for ILO tripartite constituents, the ILO staff members and others interested in the topic of gender equality within social dialogue.

Key concepts

Gender equality, or equality between women and men, entails the concept that all human beings, both women and men, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles and prejudices. Gender equality means that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born female or male.

Gender equality in the world of work refers to:

- Equality of opportunity and treatment in employment and occupation;
- Equality in association and collective bargaining;
- Equality in obtaining a meaningful career development;
- A balance between work and family life that is fair to both men and women;
- Equal participation in decision-making, including in the constitutive ILO organs;
- Equal remuneration for work of equal value; and
- Equal access to safe and healthy working environments and to social security.

Adapted from A manual for gender audit facilitators: The ILO participatory gender audit methodology. International Labour Office: Geneva, 2007. Pages 127, 130.

Social dialogue includes all types of negotiations, consultation, or exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. It can be tripartite, involving representatives of governments, employers' and workers' organizations, or bipartite, involving representatives of labour and management (or trade unions and employers' organizations). It can be an informal or institutionalized process, or a combination of the two. Equally, it can take place at the national, regional or local level; and inter-sectoral, sectoral or at enterprise level.

Social Dialogue: Finding a common voice. International Labour Office, Social Dialogue sector: Online brochure, URL: <http://www.ilo.org/public/english/dialogue/download/brochure.pdf>.

Methodology

The bibliography was compiled by reviewing relevant literature on gender equality and social dialogue, published mainly in English over the last ten years (since 2001). Some key documents specifically on gender equality and social dialogue have been included in other languages. The bibliography includes books, papers, reports and tools by the ILO, the United Nations' organizations, social partners and various other sources, including academic journals. While much of the literature is available on-line, some of the books and journal articles included are provided with references without web-links.

The literature was identified by searching the internet, the ILO LaborDoc database and the ILO journal databases. The search keywords included words such as 'gender', 'equality', 'women', 'men' combined with 'social dialogue', 'employers' organizations', 'workers' organizations', 'social partners', 'industrial relations', 'collective bargaining' and 'tripartism'.

Literature related to gender equality topics that lend themselves well to workers' and employers' organizations was also reviewed, such as equal pay, work and family reconciliation, childcare, informal economy, violence in the workplace and gender equality in decision-making. In addition to the internet and database search, some documents were found through a snowball method of reviewing the references of key documents on gender and social dialogue.

Naturally, the method, the keywords and the sources chosen have influenced the results of the review. Thus, the bibliography does not attempt to provide a comprehensive academic review of the literature and debates related to gender equality in social dialogue, but it serves as a base for understanding what gender equality means within social dialogue and as a source for broad information on the topic.

Overview of the sections

The bibliography consists of some 130 entries. Each entry provides a brief summary of the resource, highlighting the main messages and issues discussed in the document. The entries are organized into five main sections according to their main topic, which are briefly introduced below. The sections include international, regional and country-based, as well as general tools on the topic at hand. While there is an unavoidable overlap between the sections, and some of the documents could be organized under more than one section, the entries have been listed only under the most relevant section for each text.

Within each section, the entries are listed in descending chronological order, from the most recent to the oldest one. As this review mainly includes texts published in English, the summaries are also provided in English. For ease of access, website addresses to the documents are provided, including links to other language versions when available.

1. Gender Equality in Social Dialogue – general entries

This section comprises entries that broadly cover gender issues within social dialogue institutions and processes. The section also contains tools on how to include gender perspectives in social dialogue.

Regarding the role of social dialogue in promoting gender equality, two interlinked issues emerge in the literature. The first issue has to do with ensuring equal representation and participation of women and men in social dialogue institutions (i.e. tripartite bodies, as well as within government units, trade unions and employers' organizations). Much of the literature highlights that women's underrepresentation in social dialogue institutions, particularly in leadership positions, remains a challenge. The second one relates to integrating equality issues on the social dialogue agenda, so that the interests of both women and men are taken into account. These include addressing, among others, gender pay gap, balance between work and family responsibilities, promoting career development and combating sexual harassment.

2. Collective Bargaining

This section contains entries on gender aspects in collective bargaining. The gender issues arising from the literature relate to the gender balance among negotiators and the bargaining power of women and men in negotiations, as well as gender issues within collective bargaining agenda. The section also includes guidance on promoting gender equality through collective bargaining and including gender considerations in the bargaining process.

3. Employers, business and employers' organizations

This section concentrates on the role of employers, businesses and employers' organizations in advancing gender equality. In addition to providing examples and guidance on gender mainstreaming among businesses, the section includes several documents that deal with gender balance in decision-making and among business leadership, particularly senior management and boardrooms. As women tend to be underrepresented in corporate management, the section includes entries that discuss barriers that affect their achieving management positions and possible strategies to overcome these barriers.

4. Trade unions and workers' organizations

- Gender equality and workers' organizations
- Organizing in the informal economy

This section focuses on gender issues related to trade unions and workers' organizations, divided into two subsections. The first subsection contains documents that are generally related to gender equality and workers' organizations. Besides discussing the role of workers' organizations in promoting gender equality at work, the section highlights mainstreaming gender perspectives into policies and practices of workers' organizations. This involves both recruiting equal numbers of women and men as members and leaders, and implementing gender-responsive activities. The section also features a number of gender-specific entries that consider women's groups and activism as a vehicle for union renewal and gender equality in workers' organizations.

The second subsection deals specifically with organizing workers in the informal economy. As many informal workers are women, this topic has a strong gender dimension. The section includes both journal articles and capacity building materials related to gender aspects of mobilising informal workers.

5. Specific gender issues and social dialogue

- Gender Pay Gap
- Gender-based violence at work
- Work-Family Balance

This section contains entries on three specific gender issues that can be addressed through social dialogue. The first subsection examines gender pay gap, factors affecting it and the role of social partners in tackling pay discrimination. The second subsection discusses different aspects of workplace violence and highlights strategies to prevent it. The third subsection provides resources on policies and practices that promote work-family balance, including childcare, maternity and paternity policies.

List of Entries

| | |
|--|-----------|
| Foreword | i |
| Introduction | 1 |
| Objectives of the annotated bibliography..... | 1 |
| Methodology..... | 2 |
| Overview of the sections..... | 3 |
| List of Entries | 5 |
| Gender Equality in Social Dialogue – general, regional and national studies | 10 |
| Promoting Gender Equality through Social Dialogue: global trends and persistent obstacles..... | 10 |
| Gender balance in the International Labour Conference: Statistics on the representation of women and men in the ILC (2005–11)..... | 10 |
| Social Dialogue at work: Voices and choices for women and men..... | 10 |
| Comparative study on social dialogue and gender equality in New Zealand, Australia and Fiji..... | 11 |
| Social Dialogue and Gender Equality in the European Union..... | 11 |
| Gender equality and social dialogue in Uruguay..... | 12 |
| Gender equality and social dialogue in India..... | 12 |
| Gender equality and social dialogue in South Africa..... | 13 |
| Gender Equality in the Labour Market in Ukraine..... | 13 |
| Report III (1B): Giving globalization a human face..... | 13 |
| Report VI: Fundamental principles and rights at work: From commitment to action..... | 14 |
| Equality at work: The continuing challenge..... | 15 |
| Training module on labour inspection and gender equality..... | 15 |
| Industrial Relations in Europe 2010..... | 16 |
| Promote tripartite consultation: Ratify and apply Convention No. 144..... | 16 |
| The Global Gender Gap Report 2011..... | 16 |
| World Development Report 2012: Gender Equality and Development..... | 17 |
| Women, Work and Industrial Relations in 2009..... | 17 |
| Framework of Actions on Gender Equality: Final evaluation report..... | 17 |
| Gender equality at the heart of decent work..... | 17 |
| A gender perspective in labour market governance..... | 18 |
| Women’s participation in social dialogue institutions at the national level..... | 18 |
| Decision-making: Exchange of good practices..... | 19 |
| Equality at work: Tackling the challenges..... | 19 |
| Gender and career development..... | 20 |
| Gender Equality and Decent Work. Good Practices at the Workplace..... | 20 |

| | |
|--|-----------|
| Gender mainstreaming in industrial relations..... | 20 |
| Social dialogue indicators – Trade union membership and collective bargaining coverage: Statistical concepts, methods and findings..... | 20 |
| Women’s access to occupations with authority, influence and decision-making power..... | 21 |
| Breaking through the Glass Ceiling. Women in Management, Update 2004..... | 21 |
| Gender mainstreaming tools for government, employers’ and workers’ organizations in Tanzania..... | 21 |
| Hidden in the past: how labour relations policy and law perpetuate women's economic inequality..... | 22 |
| Social Dialogue and Poverty Reduction Strategies: A Guide to the Integration of Gender Equality..... | 22 |
| Equal opportunity? Women’s managerial careers in governmental organizations in China..... | 22 |
| Guide for mainstreaming gender into technical cooperation projects on social dialogue..... | 22 |
| Labour Legislation Guidelines..... | 23 |
| Gender Equality and Collective Bargaining..... | 24 |
| Manual on collective bargaining and dispute resolution in the Public Service..... | 24 |
| Industrial relations and collective bargaining: Argentina, Brazil and Mexico compared..... | 24 |
| Paid Maternity and Paternity Leave and the Emergence of 'Equality Bargaining' in Australia: an Analysis of Enterprise Agreements, 2003–07..... | 24 |
| Women at Work in Australia: Bargaining a Better Position? | 24 |
| Promotion of Gender Equality at the Workplace: Gender Mainstreaming and Collective Bargaining in Italy..... | 25 |
| Equality Bargaining: Where, Who, Why? | 25 |
| Equity Bargaining/Bargaining Equity..... | 25 |
| Convention No. 154 - Promoting Collective Bargaining..... | 25 |
| Gender and enterprise bargaining in New Zealand: Revisiting the equity issue..... | 26 |
| Gender Equality: A Guide to Collective Bargaining..... | 26 |
| Gender Equality and Employers, Business and Employers’ Organizations..... | 27 |
| Chipping away at the glass ceiling: gender spillovers in corporate leadership..... | 27 |
| Report on Progress on Equality between Women and Men in 2010: the Gender Balance in Business Leadership..... | 27 |
| Why are so few females promoted into CEO and vice-president positions?: Danish empirical evidence 1997-2007..... | 27 |
| More women in senior positions: Key to economic stability and growth..... | 28 |
| Women on Board: The Norwegian Experience..... | 28 |
| Gender Equality and the Corporate Sector..... | 28 |
| Pay, Power and Position: Beyond the 2008 EOWA Australian Census of Women in Leadership..... | 28 |

| | |
|---|-----------|
| What Would You Sacrifice? Access to Top Management and the Work-Life Balance..... | 29 |
| Women managers and hierarchical structures in working life..... | 29 |
| (A) gender in the boardroom..... | 29 |
| Female Presence on Corporate Boards: A Multi-Country Study of Environmental Context..... | 29 |
| Talent not Tokenism: the business benefits of workforce diversity..... | 30 |
| The Gendered Impact on Organizations of a Critical Mass of Women in Senior Management..... | 30 |
| Employers' Organizations taking the lead on Gender Equality. Case studies from 10 countries..... | 30 |
| Tracing Differentiation in Gendered Leadership: An Analysis of Differences in Gender Composition in Top Management in Business, Politics and the Civil Service..... | 31 |
| Women's issues in Mauritius: of CEO attitudes and platitudes..... | 31 |
| Gender Equality and Trade Unions and Workers' Organizations..... | 32 |
| Progress on Women's Equality within UK and Canadian Trade Unions: Do Women's Structures Make a Difference..... | 32 |
| The Role of Women's Groups in NZ, UK and Canadian Trade Unions in Addressing Intersectional Interests..... | 32 |
| Trade Unions and Decent Work Country Programmes: A Resource Package..... | 32 |
| Decent Work, Decent Life for Women: Trade Unions taking the lead for economic and social justice & equality..... | 33 |
| Organizing the high-tech ghettos of globalization..... | 33 |
| The Decent Work agenda: a gender perspective..... | 33 |
| Trade union membership 2003–08..... | 33 |
| Trade unions and women's empowerment in north-east Brazil..... | 34 |
| Women's collectivism in context: women's groups in UK trade unions..... | 34 |
| Achieving gender equality: a trade union manual..... | 34 |
| Women and labour organizing in Asia: diversity, autonomy and activism..... | 34 |
| Women's Union Leadership: Closing the Gender Gap..... | 34 |
| All for One and One for All. A gender equality guide for trade unionists in the agriculture, food, hotel and catering sectors..... | 35 |
| Gender Related issues: Good Practices within European Works Councils..... | 35 |
| I knew I could do this work: Seven strategies that promote women's activism and leadership in unions..... | 35 |
| Sisters organizing in Japan and Korea: the development of women-only unions..... | 36 |
| The challenge of mainstreaming for trade unions in Europe: How can Trade Unions foster gender equality in the work place and in daily life? | 36 |
| TUC Equality Audit 2007: A statistical report on trade union action on equality..... | 36 |
| Women in Trade Unions in Europe: Bridging The Gaps..... | 36 |
| Challenging misconceptions about organizing women into unions..... | 37 |

| | |
|--|-----------|
| Report on a Survey of Women and Gender Issues in Trade Union Organizations in Indonesia..... | 37 |
| Small is beautiful? The development of women’s activism in a small union..... | 37 |
| Towards Equality and Renewal: Women’s Groups, Diversity and Democracy in British Unions..... | 38 |
| Women in trade unions: methods and good practices for gender mainstreaming..... | 38 |
| The influences on women joining and participating in unions..... | 38 |
| Does the future of unions depend on the integration of diversity? | 38 |
| Advancing Gender Equality: The Role of Women-Only Trade Union Education..... | 39 |
| Gender, Diversity and Trade Unions: International Perspectives..... | 39 |
| International trade union organizations and women’s policy..... | 39 |
| Male face of trade unions in Central and Eastern Europe: the secret of invisible women..... | 39 |
| The position of women in trade unions: male leaders and invisible female assistants..... | 39 |
| Promoting Gender Equality: A Resource Kit for Trade Unions..... | 40 |
| Organizing in the informal economy..... | 40 |
| Recruiting Informal Workers Into Democratic Workers’ Organisations. Organising In The Informal Economy: Resource Books For Organisers, No. 1..... | 40 |
| Women, gender and the informal economy: An assessment of ILO research and suggested ways forward..... | 40 |
| The path of deliverance: organizing and empowering rural informal economy workers..... | 40 |
| The SEWA way: shaping another future for informal labour..... | 41 |
| Organizing the invisible and the informal: a study of unions in the Beedi industry in Telangana region of Andhra Pradesh..... | 41 |
| Labour activism and women in the unorganized sector: garment export industry in Bangalore..... | 41 |
| Trade Union Actions to Strengthen the Status of Workers in the Informal Economy..... | 41 |
| Enhancing African trade unions' capacity for promoting gender equality: focus on poverty, informal economy and HIV/AIDS: training manual..... | 42 |
| Women organizing for socio-economic security..... | 42 |
| Organizing in the informal economy..... | 42 |
| Specific Gender Issues dealt through Social Dialogue..... | 43 |
| Gender Pay Gap..... | 43 |
| Addressing the gender pay gap: government and social partner actions..... | 43 |
| Promising Paths to Pay Equity: A Comparison of the Potentials of Strategic Litigation, Collective Bargaining and Anti-Discrimination Authorities in Switzerland, Germany and France..... | 43 |
| The gender pay gap in top corporate jobs in Denmark: glass ceilings, sticky floors or both? | 43 |
| Gender pay equity, wage fixation and industrial relations reform in Australia, One step forward and two steps backwards? | 44 |

| | |
|---|----|
| Promoting equity: Gender-neutral job evaluation for equal pay: A step-by-step guide..... | 44 |
| Equal pay: exchange of good practices..... | 44 |
| Unions and pay equity in New Zealand: organization, negotiation, legislation. Gender pay equity..... | 44 |
| Some Notes on Workplace Equality Renewal in the Swedish Labour Market..... | 45 |
| The gender pay gap — origins and policy responses. A comparative review of 30 European countries..... | 45 |
| The Struggle for Pay Equity on the Ground..... | 45 |
| Equal pay in the collective bargaining: The Spanish, Italian, German, Greek and Dutch situations..... | 45 |
| Understanding International Differences in the Gender Pay Gap..... | 46 |
| Unions and pay equity bargaining in Canada..... | 46 |
| Gender-based violence at work..... | 46 |
| Violence at Work..... | 46 |
| Sexual Harassment at Work: National and International Responses..... | 46 |
| Action Against Sexual Harassment at Work in Asia and the Pacific..... | 47 |
| Work-Family Balance..... | 47 |
| Employer offered family support programs, gender and voluntary and involuntary part-time work..... | 47 |
| Maternity at work: A review of national legislation: Findings from the ILO's Conditions of Work and Employment Database..... | 47 |
| Workplace solutions for childcare..... | 48 |
| Trade Unions and Work-life Balance: Changing Times in France and the UK? | 48 |
| Work and Family: Towards new forms of reconciliation with social co-responsibility..... | 48 |
| A Training Package on Work and Family..... | 48 |
| Parental leave in European companies: Establishment Survey on Working Time 2004–05..... | 49 |
| Reconciling work and family responsibilities: Practical ideas from global experience..... | 49 |

Gender Equality in Social Dialogue – general, regional and national studies

Promoting Gender Equality through Social Dialogue: global trends and persistent obstacles

Briskin, Linda & Muller, Angelika; International Labour Office. Geneva: ILO, 2011

URL: http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/publication/wcms_172636.pdf

This paper is part of an ILO comparative research project that aims to investigate the relationship between gender equality and social dialogue. It provides an overview of gender issues in social dialogue, focusing on two central, interlinked aspects: (i) representation and participation of women and men in tripartite bodies, government units, trade unions and employers' organizations, and (ii) integrating gender equality issues on the social dialogue agenda, including in collective bargaining.

The paper addresses ideas for comparative research to highlight best practices and provide guidance for developing new policy initiatives and innovative mechanisms for implementation. The study confirms persistent under-representation of women at all levels and in all arena of social dialogue, which is undoubtedly related to their under-representation within government units, trade unions and employers' organizations. Both vertical obstacles and horizontal segregation are widespread and are intimately connected, which may also explain the scarcity of meaningful discussion and initiatives on gender equality issues in the social dialogue fora. This paper suggests developing new approaches for addressing such deficits and moving towards representational democracy, such as rethinking the 'glass ceiling' and confronting the challenge of quotas.

Gender balance in the International Labour Conference: Statistics on the representation of women and men in the ILC (2005-2011)

International Labour Office, Bureau for Gender Equality, Geneva, 2011.

URL: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_162651.pdf

"The ILO should improve the representation of women at all levels, in all ILO meetings", states the Resolution concerning gender equality at the heart of decent work, adopted by the June 2009 International Labour Conference (ILC). This booklet provides statistics in the participation of women and men in sessions of the International Labour Conference (ILC) between the years 2005 and 2011. It also includes data on the percentage of women and men speakers at the plenary. The booklet shows that while the ILC has become more gender balanced over the years, the "critical mass" of at least 35 per cent of women as participants is yet to be reached.

Social Dialogue at work: Voices and choices for women and men

Brochure for the Gender Equality at the Heart of Decent Work Campaign, 2008–09.
International Labour Office. Geneva: ILO, 2009.

URL:

English - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_103890.pdf

Español - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_104785.pdf

Français - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_104784.pdf

Українська - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_120507.pdf

This background brochure, prepared as part of the ILO public awareness raising campaign on “Gender equality at the heart of decent work”, gives an overview of gender considerations in social dialogue. The key issues in this respect are ensuring equal participation of women and men in social dialogue institutions and placing gender equality on the agenda of social dialogue.

The brochure provides examples of international, regional and national level activities related to gender equality and social dialogue, and suggests some steps to advance gender equality in social dialogue. It also introduces the ILO’s role and activities in promoting social dialogue and tripartism, including relevant ILO conventions on gender equality and on social dialogue and a list of key ILO publications related to the topic.

Comparative study on social dialogue and gender equality in New Zealand, Australia and Fiji

DIALOGUE working paper No 22. Parker, Jane; Nemani, Tino; Arrowsmith, James; Douglas, Julie, with Cooper, Rae; McDonnell, Nadine; International Labour Office. Geneva: ILO, 2011.

URL: http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/publication/wcms_175007.pdf

This paper examines how gender equality issues are promoted within social dialogue in New Zealand, Australia and Fiji. It is part of an ILO comparative research project that aims at investigating the relationship between gender equality and social dialogue, and thus, the paper adopts a comparative approach to analyse national and case data.

After reviewing the economic and political context relating to gender equality in the three countries, the paper outlines the legal and institutional frameworks for social dialogue and gender equality and introduces the key social partners. It then examines women’s participation in trade unions and employers’ organizations as well as the role of social dialogue bodies in promoting gender equality at work. It also considers how gender equality is addressed via collective bargaining, and discusses the key challenges in achieving gender equality at work, such as low pay, horizontal and vertical occupational segregation, women’s low representation at senior workplace levels, inadequate attention to work-life balance issues, and job insecurity, etc.

The paper highlights a number of good practices for dealing with gender inequality at work as well as recommendations on legal reforms and challenges, eliminating gender stereotypes and improving social dialogue on gender equality; capacity building of the social partners, data collection and analysis of gender inequality and collaboration with international organizations.

Social Dialogue and Gender Equality in the European Union

Weiler, Anni; International Labour Office. Geneva: ILO, 2012.

URL: <http://www.ilo.org/ifpdial/lang--en/index.htm>

This paper, as part of an ILO comparative research project on the relationship between gender equality and social dialogue, examines gender and social dialogue issues within the European Union (EU). It mainly focuses on the supranational level of social dialogue, although examples of national level measures are also provided.

The first chapter outlines the legal and institutional framework for social dialogue and gender equality within the European Union, including relevant EU directives, guidelines and strategies. It also provides sex-disaggregated employment and labour market data on the European level. The paper then discusses the participation of women in European trade unions, employers’ organizations and works councils. The subsequent chapters examine gender issues in cross-industry and sectoral social dialogue, respectively. Cross-industry framework agreements are negotiated by European social partners on gender-related topics such as gender segregation in the labour market, women in decision-making, work-life

reconciliation, gender pay gap and violence and harassment at work. European sectoral social dialogue includes gender issues such as equal opportunities, diversity management and non-discrimination, including equal treatment, equality plans at the workplace, gender pay gap, gender portrayal and positive discrimination in recruitment policies.

In conclusion, the paper highlights the key issues in the context of the European social dialogue and the relevance of integrating gender equality issues in regional social dialogue.

Gender equality and social dialogue in Uruguay

Industrial and Employment Relations Department, Working Paper 15. Espina, Alma & Pedetti, Gabriela; International Labour Office. Geneva: ILO, 2012.

This study provides valuable information on the legal and institutional framework for gender equality and social dialogue in Uruguay. Significant achievements on these issues in practice were initiated by the Tripartite Commission for Equal Opportunities at Work. The Uruguayan example is an illustration of several successful activities of the network of similar tripartite gender equality commissions in Latin America.

URL:

English - http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/publication/wcms_187872.pdf

Spanish - http://www.ilo.org/ifpdial/information-resources/publications/WCMS_187872/lang--en/index.htm

Gender equality and social dialogue in India

Industrial and Employment Relations Department, Working Paper 17. Sankaran, Kamala & Madhav, Roopa; International Labour Office. Geneva: ILO, 2010.

URL: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_150428.pdf

This paper explores how gender equality at work is promoted through social dialogue in India. It looks at both women's and men's participation in social dialogue institutions (national tripartite bodies, government agencies, trade unions and employers' organizations) and gender equality issues on the agenda of social dialogue, including collective bargaining. The focus is both on the formal and informal economy, and sectors, where women dominate or are widely represented in the workforce.

The first part outlines the developments regarding gender equality in the labour market, and it identifies different types of gender-based discrimination affecting women, ranging from pay gaps and sexual harassment to inadequate and poor representation in social dialogue institutions. The second part reviews trade unions, employers' organizations, social dialogue institutions, labour law and policy measures in India, and examines how gender issues have been addressed within these institutions. The paper also discusses on how the process and outcomes of bargaining impact gender equality, based on the analysis of selected collective agreements, and identifies gender considerations that are specific to the Indian bargaining process.

The paper suggests that, in general, instituting gender equality issues in the agenda and organizational structure within social dialogue institutions is a challenge. Gender issues tend to be directed to women-specific wings of the organizations which has helped focus attention on the specific concerns of women members but not brought gender concerns to the mainstream. It concludes with a number of recommendations on how to promote equality at workplace and to create enabling mechanisms that allow women's voices to be articulated and heard.

Gender equality and social dialogue in South Africa

Industrial and Employment Relations Department, Working Paper 16. Budlender, Debbie; International Labour Office. Geneva: ILO, 2010.

URL: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_150430.pdf

This paper explores how gender equality at work is promoted through social dialogue and collective bargaining in South Africa, focusing on the formal sector. It reviews the legal and institutional frameworks and socio-economic and political developments related to gender, introduces main social dialogue institutions and identifies their initiatives related to gender equality and representation of women.

The paper finds that in the national social dialogue institution NEDLAC, women represent only the communities. Furthermore, although there is a slight majority of women as trade union members, men still dominate in leadership positions. The paper also suggests that the public sector fares better than the private sector in terms of representation of women. With regard to mainstreaming gender on the institutions' agenda, it finds some examples of unions - both at central and individual union level - actively engaging on gender related issues, such as promoting parental leave. The overview of collective agreements finds that gender equality-related clauses are not common and mainly focus on family leave and paternity leave.

Gender Equality in the Labour Market in Ukraine

Gulbarshyn Chepurko; International Labour Office. Kyiv: ILO, 2010.

URL: http://www.gender.ilo.org.ua/eng/Gender%20equality/Publications/Baseline_EN.pdf

This paper, developed in the framework of the ILO project "Gender Equality in the World of Work", explores a wide range of gender equality issues in the Ukrainian labour market, including in social dialogue. The information is based on review of various documents as well as interviews with representatives of the government, employers' and workers' organizations, and NGOs.

The paper discusses the role of social dialogue in promoting gender equality and non-discrimination at work. It presents the main social partners and their gender-related initiatives, and reviews the existing social dialogue institutions' effectiveness in promoting gender equality. What emerges is that the social partners are increasingly engaging in gender equality issues, albeit the topic is not regarded as a priority. With regard to equal representation of women and men, gender disparities are noted.

The paper also examines collective bargaining agreements from a gender equality perspective and provides some examples of good practice. The paper suggests that only between five and seven per cent of agreements include gender sensitive provisions or language. However, representatives of employers' organizations estimate that a number of sectoral, regional and company level agreements are increasingly paying attention to gender equality issues. The paper concludes with a number of suggestions on how to tackle gender stereotypes in employment and to raise the effectiveness of social dialogue on gender equality.

Report III (1B): Giving globalization a human face

General Survey on the fundamental Conventions concerning rights at work in light of the ILO Declaration on Social Justice for a Fair Globalization, 2008. Conference paper, International Labour Conference, 101st Session, 2012; International Labour Office. Geneva: ILO, 2012.

URL:

English - http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_174846.pdf

Español - http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_174832.pdf

Français - http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_174829.pdf

The most recent General Survey, which deals with all eight fundamental Conventions, provides a comprehensive overview of their application by ILO member States, both in legislation and practice. It examines the positive country-level developments as well as challenges in implementation; it also highlights the main considerations and guidance by the Committee of Experts with respect to the ILO Conventions. Each Convention is discussed by analysing its scope, methods and difficulties of application, and by examining its relevant thematic features, as well as enforcement and impact.

Several parts of the survey report discuss aspects of gender equality and social dialogue. For example, gender equality and non-discrimination are examined in relation to freedom of association and the effective recognition of the right to collective bargaining. In addition, of particular relevance here is Part V of the report that covers two Conventions: Equal Remuneration Convention, 1951 (No. 100); and Discrimination (Employment and Occupation) Convention, 1958 (No. 111). This part includes recent country-level information and data concerning equality, non-discrimination and equal remuneration, and contains examples of initiatives and tools developed in different parts of the world.

Report VI: Fundamental principles and rights at work: From commitment to action

International Labour Conference, 101st Session, 2012; International Labour Office. Geneva: ILO, 2012.

URL:

English - http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_176149.pdf

Deutsch - http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_176785.pdf

Français - http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_177133.pdf

Русский - http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_176537.pdf

This report was prepared for the Recurrent Discussion on the Strategic Objective of Fundamental Principles and Rights at Work (FPRW) at the 2012 International Labour Conference. It covers the four categories of FPRW: (1) freedom of association and the effective recognition of the right to collective bargaining; (2) the elimination of all forms of forced or compulsory labour; (3) the effective abolition of child labour, and (4) the elimination of discrimination in respect to employment and occupation.

The report, divided into four main chapters, aims to both highlight the developments in the world of work with respect to principles and rights as well as examine relevant ILO activities to this end. The first two chapters introduce the fundamental principles and rights at work and outline the trends and gaps in the action taken for the realization of the four categories of FPRW. While issues related to gender equality are discussed throughout the report, Chapter 2 includes a specific section on sex-based discrimination and gender equality in the world of work.

The latter two chapters focus, respectively, on ILO initiatives and performance in supporting the constituents to realize FPRW as well as initiatives in other frameworks – with or without ILO involvement - to promote fundamental principles and rights at work. Included are examples of technical cooperation activities on gender equality.

Equality at work: The continuing challenge

Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. International Labour Conference, 100th Session 2011, Report I(B); International Labour Office. Geneva: ILO, 2011.

URL:

English –

http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@relconf/documents/meetingdocument/wcms_154779.pdf

Español – http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_154780.pdf

Français – http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_154781.pdf

العربية – http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_154831.pdf

Deutsch – http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_154783.pdf

Português – http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_155394.pdf

Русский – http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_154782.pdf

中文 – http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_154784.pdf

This is the third Global Report on discrimination under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work (adopted in 1998). It considers general trends and emerging issues related to workplace discrimination and inequalities, discusses policy responses, and outlines the ILO action in tackling discrimination in the world of work. It also suggests priority themes and strategies for future action by the ILO and its constituents.

The report starts with an overview of the impact of the economic crisis on different groups of workers. It notes that the crisis has affected women and men differently in different parts of the world. The second section of the report describes recent developments with regard to different grounds of discrimination, and reviews activities of governments, employers' and workers' organizations in tackling discrimination. With regard to sex discrimination, it discusses persistent gender pay gaps, balancing work and family responsibilities, issues related to maternity and paternity, access to education and sexual harassment. It also provides various examples of how different stakeholders have addressed sex inequalities.

Training module on labour inspection and gender equality

ILO, 2010 (ITC-ILO in Turin in collaboration with LAB/ADMIN and the Gender Bureau).

This module is part of a larger training curriculum for labour inspectors developed under the project whose purpose is to promote the use of labour inspection to enforce gender-related principles and rights at work and to mainstream gender into all the main functions of labour inspection.

The module covers a broad range gender issues at the workplace, including sex discrimination, equal pay for work of equal value, maternity and family responsibilities, sexual harassment, and the gender dimension of occupational safety and health. It is further designed to be a practical tool for inspectors to identify instances of gender inequality in the workplace, as well as assist in the development of enterprise gender equality plans. It has also been structured as an entry point for inspectors to access ILO knowledge in different fields related to gender equality and women workers' rights. The module is available in several languages.

Industrial Relations in Europe 2010

European Commission, Directorate-General for Employment, Social Affairs and Inclusion Unit B1. Luxembourg: Publications Office of the European Union, 2011.

URL: http://www.etuc.org/IMG/pdf_English_complet.pdf

This report look at/assesses the developments in industrial relations over the period 2009-2010, specifically dealing with the issue of the economic crisis. The report makes various references to developments in gender equality issues, summarizing relevant equality action plans. In particular, it highlights the EU framework agreement on parental leave which was signed by the European social partners in 2009 and resulted in the EU Parental Leave Directive 2010. The report introduces the main provisions of the directive and its implications for workers and employers.

Promote tripartite consultation: Ratify and apply Convention No. 144

Industrial and Employment Relations Department (DIALOGUE), International Labour Standards Department (NORMES). Geneva: ILO, 2011.

URL:

English - http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/genericdocument/wcms_159700.pdf

Español - http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/publication/wcms_159702.pdf

Français - http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/publication/wcms_159701.pdf

This booklet provides information on *Convention No. 144 on Tripartite Consultation (International Labour Standards)*, which was adopted by the International Labour Conference in 1976. The Convention requires that effective consultation takes place between government, employers' and workers' representatives at each stage of the standards-related activities of the ILO.

The booklet outlines the main elements of the Convention, discusses the benefits of ratifying and applying it, and the ILO's assistance to countries to this effect. It advises on how the Convention can be used to promote gender equality, for example, by ensuring equal representation of women and men in the consultations and by addressing issues of specific concern to either women or men.

The Global Gender Gap Report 2011

Hausmann, Ricardo; Tyson, Laura D.; Zahidi, Saadia; World Economic Forum. Geneva: World Economic Forum, 2011.

URL: <http://www.weforum.org/reports/global-gender-gap-report-2011>

This report measures gender-based disparities and developments related to gender equality in over 130 countries, by using the Global Gender Gap Index. The index examines the gap between women and men in four categories: economic participation and opportunity, educational attainment, health and survival and political empowerment, and it provides country rankings. Each of the categories is comprised of several variables. Of importance here are the ratio of women with seats in parliament over male value, women at ministerial level over male value and number of years with a female head of state or government over male value. The second part of the report presents country profiles.

Previous Global Gender Gap reports, URL: <http://www.weforum.org/issues/global-gender-gap>.

World Development Report 2012: Gender Equality and Development

The World Bank. Washington: the World Bank, 2011.

URL: <http://siteresources.worldbank.org/INTWDR2012/Resources/7778105-1299699968583/7786210-1315936222006/Complete-Report.pdf>

The World Development Report provides an overview of a range of gender-related issues in development. The report has been divided into three parts: part 1 provides facts and data on changes in key dimensions of gender equality; part 2 introduces the analytical framework of the report and explores factors that have impeded and facilitated the attainment of gender equality; and part 3 suggests policy recommendations and a global agenda for action.

Based on the analysis in part 2, four priority areas for action are identified and examined: reducing gender gaps in human capital endowments, promoting access to economic opportunities among women, closing gender gaps in household and societal voice, and limiting the intergenerational reproduction of gender inequality. The issue of societal voice is of importance here, as it encompasses the equal participation and representation of women and men in formal politics and engagement in collective action and associations. Equal economic representation is also dealt with.

Women, Work and Industrial Relations in 2009

Baird, Marian & Williamson, Sue. Journal of Industrial Relations, Volume 52, Number 3 (2010), pages 355-369.

This paper discusses the main economic and political developments affecting women in the labour market in Australia during the year 2009. Its focus is on four themes: new paid parental leave scheme, pay equity, award modernization process by the Industrial Relations Commission (AIRC), and the lack of women in senior management, which are all discussed in detail.

Framework of Actions on Gender Equality: Final evaluation report

European Trade Union Confederation; BUSINESSEUROPE/UEAPME; European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest. October 2009.

URL:

English -

http://www.etuc.org/IMG/pdf_Final_Evaluation_Report_Framework_of_Actions_on_gender_equality_2009_EN.pdf

Français -

http://www.etuc.org/IMG/pdf_Rapport_Final_Cadre_d_action_sur_l_egalite_des_genres_2009_FR.pdf

The European social partners adopted a Framework of actions on gender equality in 2005, comprising four priority areas: (1) addressing gender roles, (2) promoting women in decision-making, (3) supporting work-life balance, and (4) tackling the gender pay gap. This evaluation report examines social partners' activities on gender equality, comprising national evaluation reports jointly developed by social partners in the different Member States. It provides information on various activities undertaken at European, national, cross-industry, sectoral and company levels.

Gender equality at the heart of decent work

Report VI, International Labour Conference 2009, 98th Session. International Labour Office. Geneva: ILO, 2009.

URL: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_105119.pdf

This report, prepared for the ILO International Labour Conference in 2009, reviews ILO's progress in assisting constituents in their efforts towards gender equality in the world of work; describes ILO's action to promote gender mainstreaming in the Decent Work Agenda and provides a framework for assessing future actions to this end. It notes the importance of tripartism and social dialogue in attaining gender equality; highlights the necessity of national gender machineries to become sensitive to world of work issues, and national social dialogue institutions to increase women's membership and to address gender concerns in their policies and programmes.

The report employs a life-cycle approach, each chapter describing gender equality issues in different stages of lives of women and men, from childhood to old age. ILO's action, including on social dialogue, is outlined in each of the chapters. The last chapter of the report outlines the main policy orientations for international and national action. In terms of social dialogue, it analyses the equal representation of women and men in government bodies, workers' and employers' organizations as well as women and men in leadership positions.

A gender perspective in labour market governance

Lazo, Lucita S.; International Labour Office, Subregional Office for South-East Asia and the Pacific. Manila: ILO, 2008.

URL: http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-manila/documents/publication/wcms_126153.pdf

This paper explores the Decent Work Agenda and gender equality in the labour market in the Philippines. Drawing mainly on secondary data and statistics, it discusses gender issues in relation to (1) access to decent work, (2) conditions of work, and (3) the participation of women and men in labour market governance institutions.

Regarding the latter, it discusses the representation of women and men in labour market governance bodies: the government, the employers' and workers' organizations, and introduces gender equality measures taken by them, such as establishing gender-specific committees and quotas. It finds that despite progress, gender balance has not yet been achieved in terms of equal representation of women and men, nor have gender issues been adequately mainstreamed in these bodies. The paper concludes with recommendations on making labour market governance more gender responsive.

Women's participation in social dialogue institutions at the national level

Social Dialogue, Labour Law and Labour Administration Branch, Paper No. 16. Breneman-Pennas, Tracy & Rueda Catry, Marleen; International Labour Office. Geneva: ILO, 2008.

Countries need to upgrade their efforts to increase women's participation in social dialogue institutions, suggests this study, based on a survey of national social dialogue institutions from Africa, Asia, Europe and Latin America and the Caribbean. It examines women's participation and the level of gender mainstreaming in social dialogue institutions (governments, workers' and employers' organizations). The research was carried out by using questionnaires, and it analyses data from 48 bipartite, tripartite and tripartite plus bodies.

The study finds that on average, women make up 14.7 per cent of the representatives in social dialogue institutions, which is considerably below the 30 per cent target rate that many countries have set for women's participation in parliaments and management positions in the public administration. The average representation of women is slightly higher in institutions with women in leadership positions. The study also reviews existing initiatives for the promotion of women participants, such as quotas, and discusses how women's participation could be further promoted in policy decision-making. It suggests that one of the ways is to promote strategies that increase the share of women in managerial positions.

Decision-making: Exchange of good practices

European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities Unit G.1. Luxembourg: Office for Official Publications of the European Communities, 2007.

URL: <http://ec.europa.eu/social/BlobServlet?docId=2389&langId=en>

The EU *Roadmap for equality between women and men* (2006-2010) highlights the importance of equal representation of women and men in decision-making. This publication comprises the profiles of 23 projects focusing on equal participation of women and men in decision-making. The projects have been co-funded by the EC and implemented by the EC Member States, regional and local public authorities, NGOs, social partners and other relevant stakeholders. The projects adopted a variety of approaches and emphasis, which are described here, including awareness-raising, the role of businesses and trade unions, and gender mainstreaming in public administration. Each profile outlines the aims, methodology and results of the project.

Equality at work: Tackling the challenges

Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. International Labour Conference, 96th Session, Report I (B); International Labour Office. Geneva: ILO, 2007.

URL:

English - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms_082607.pdf

Español - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms_082609.pdf

Français - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms_082608.pdf

Deutsch - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms_082610.pdf

العربية - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms_082624.pdf

Русский - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms_082611.pdf

This is the second Global Report on discrimination under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work (adopted in 1998). It assesses emerging issues in workplace discrimination and inequalities, discusses policy responses, and outlines the ILO action in tackling discrimination in the world of work.

The report examines women's status in the labour market using eight indicators, including the gender pay gap and the female shares in legislative and managerial positions. Regarding the latter, the report compares female share in legislative and managerial positions in 1995 and 2004, and finds that while women are still in the minority in such positions throughout the world (28 per cent), there has been an increase in women's positions in all regions. The report suggests a variety of measures to promote women's participation in decision-making. These include raising the proportion of women in managerial positions through training, quotas or measures to reconcile work and the family.

The rather low average representation of women in social dialogue institutions is also observed. The report suggests that social partners have a significant role to play in advancing equality in the workplace and recommends equipping them to be more effective in making equality a reality at the workplace. Furthermore, it presents examples of what social partners have done to this end. For example, a number of trade unions include work-family reconciliation measures and pay equity requirements on their bargaining agenda; and have initiated process to organize informal economy workers.

Gender and career development

European Foundation for the Improvement of Living and Working Conditions. Dublin: European Foundation for the Improvement of Living and Working Conditions, 2007.

URL: <http://www.eurofound.europa.eu/docs/eiro/tn0612019s/tn0612019s.pdf>

This comparative study looks at gender and career development, in particular the challenges in realizing equality of opportunity in career development. The study draws on individual national reports from EU countries and Norway, developed in response to a questionnaire.

It discusses changes in career patterns, sectoral and occupational segregation, women's dominance in part-time employment and attitudes of the social partners regarding gender and career development. With respect to social partners, the study finds that most trade unions have been active in campaigning, raising awareness and capacity of their members in the issue. However, employers have been less active and find it challenging to put legislation into practice at company level.

Gender Equality and Decent Work. Good Practices at the Workplace

International Labour Office, Bureau for Gender Equality. Geneva: ILO, 2005.

URL:

<http://www.ilo.org/dyn/gender/docs/RES/398/F1448380228/Good%20practices%20at%20the%20workplace%20-%20text.pdf>

This book explores how ILO constituents, governments and workers' and employers' organizations integrate gender equality in their organizational policies, practices and programmes. It presents 25 good practice case studies throughout the world: ten refer to governments, six to trade unions, five to employers, and four include more than one constituent. The cases are based on information received through questionnaires and desk research.

Examples of the good practices are analysed under eight thematic categories: multi-sectoral approach to gender equality in legislation; policies and planning for gender equality; use of sex-disaggregated data and information; use of gender expertise; gender-specific actions; building knowledge and capacity on gender equality; strategic partnerships; and participatory approaches.

Gender mainstreaming in industrial relations

Grünell, Marianne & Schaapman, Marian. European industrial relations observatory on-line (EIRO), 2005.

URL: <http://eurofound.europa.eu/eiro/2004/10/study/tn0410101s.htm>

This online report examines how gender has been mainstreamed within industrial relations in 17 EU Member States and Norway. It sheds light on the national equality context in each country, gender mainstreaming policies and practices within trade unions and employers' organizations as well as in collective bargaining (agreements). The report finds that the central trade union organizations have integrated gender equality in their agenda as have employers' organizations, which however tend to emphasize diversity issues. In many countries, collective bargaining at national level also includes gender considerations. The report maintains however that while the equal treatment of women and men is generally acknowledged, there are not many links between the governmental regulatory framework and collective bargaining systems.

Social dialogue indicators – Trade union membership and collective bargaining coverage: Statistical concepts, methods and findings

Working Paper No. 59, Policy Integration Department, Bureau of Statistics and Social Dialogue, Labour Law and Labour Administration Department. Lawrence, Sophia & Ishikawa, Junko. Geneva: ILO, 2005.

URL: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms_079175.pdf

This paper examines social dialogue and industrial relations indicators, namely the trade union density rate and collective bargaining coverage rate. The first part introduces the rationale behind the collection of social dialogue indicators, and how they can help our understanding of industrial relations. It then describes the ILO data collection methodology, as well as statistical concepts and definitions and possible methods of measurement.

The second part contains a detailed documentation of the different underlying methodologies used in each reporting country. An appendix presents data from 36 countries on trade union membership and from 34 countries on collective bargaining coverage. Many of the statistics are disaggregated by sex. An updated data set is available online, see *Technical Brief Social Dialogue Indicators. Trade union density and collective bargaining coverage. International Statistical Inquiry 2008-09*, URL: http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/genericdocument/wcms_165194.pdf

Women's access to occupations with authority, influence and decision-making power

Working Paper No. 44, Policy Integration Department, Statistical Development and Analysis Group. Richard Anker; International Labour Office. Geneva: ILO, 2005.

URL: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms_079178.pdf

This paper analyses the extent to which women around the world are legislators, senior officials and managers in private establishments, using data from the ILO Yearbook of Labour Statistics database, the ILO's global SEGREGAT database and the EUROSTAT database. The paper also explores how the level of feminization in these occupations is related to the level of economic development and other indicators of gender equity in society.

It finds that women make up only about 27 per cent of legislators, senior officials and managers in the world and are a minority in these occupations in all regions. Furthermore, the study discovers that feminisation of LSOM occupations is not positively related to a country's development level as measured by GDP per capita, indicating that economic development alone is not sufficient to change gender stereotypes.

Breaking through the Glass Ceiling. Women in Management, Update 2004

International Labour Office. Geneva: ILO, 2004.

URL: <http://www.ilo.org/dyn/gender/docs/RES/292/f267981337>

This publication updates the Chapter 2: "Women in Professional and Managerial Jobs" of the original *Breaking through the Glass Ceiling: Women in Management* (2001) by Linda Wirth. The book presents statistics concerning women in management derived from the ILO's Yearbook of Labour Statistics (2003), and statistical data from governmental organizations, United Nations organizations, non-governmental organizations (NGOs) and research institutes, as well as information drawn from a literature review on the subject. The publication highlights the institutional and attitudinal barriers that affect women's progress into professional and management jobs. Some policy recommendations are provided.

Gender mainstreaming tools for government, employers' and workers' organizations in Tanzania

International Labour Office. Dar es Salaam: ILO, 2004.

This toolkit was developed under the Dutch-funded ILO Project *Enhancing Gender Mainstreaming Capacity of ILO Constituents in Tanzania*. It provides strategies, guidelines and monitoring indicators

on gender mainstreaming for Tanzanian employers' and workers' organizations and government bodies dealing with employment and labour issues. The toolkit is divided into four sections: Section 1 introduces the gender mainstreaming tools, their application and origins; Section 2 describes the conceptual framework for gender mainstreaming and decent work; Section 3 consists of gender mainstreaming guidelines for the tripartite structure; Section 4 provides detailed tools identified by the gender mainstreaming needs assessment conducted by the ILO constituents.

Hidden in the past: how labour relations policy and law perpetuate women's economic inequality

Forrest, Anne. *Canadian Woman Studies*, volume 23, Number 3 (2004), pages 64-71.

This short paper looks at the Canadian labour relations policy from a gender perspective and argues that while collective bargaining has narrowed the gender pay gap, the labour relations policy is not gender-sensitive. It discusses issues such as organizing women-dominated industries, gender job segregation and decentralized wage bargaining. It concludes that women in unions have pushed the issue of gender equality on the agenda on unions but industrial relations system is male-biased.

Social Dialogue and Poverty Reduction Strategies: A Guide to the Integration of Gender Equality

Geneva, International Labour Office. Geneva: ILO, 2004.

This Guide, consisting of five modules, discusses how to integrate gender equality into countries' poverty reduction strategies. It highlights the issue of gender inequality both in poverty reduction strategies and in the process of consultation and participation when developing Poverty Reduction Strategy Papers (PRSPs). Each of the modules introduces a specific theme with a set of questions and answers, followed by a series of checklists relating to gender issues.

The guide emphasizes the gendered nature of poverty which makes it vital to address gender considerations in poverty alleviation efforts, and the benefits of integrating a gender perspective in a PRSP process through social dialogue. It further illustrates how conducting a gender analysis can help identify the causes and consequences of gender inequality in the world of work.

Equal opportunity? Women's managerial careers in governmental organizations in China

Cooke, Fang Lee. *The international journal of human resource management*, Volume 14, Number 2 (2003), pages 317-333.

In China, women make up only 20 per cent of the employees within government bodies. This paper investigates which opportunities Chinese women have and which barriers they face in rising to managerial positions in governmental organizations, drawing on both secondary data and informal interviews with female and male managers. The paper first provides an overview of the equality legislation and women's employment in China, and then examines women's participation and careers within the governmental organizations. This is followed by a discussion on the factors that affect women's advancement within the sector, highlighting tokenism, lack of implementation of equality laws and gendered social norms. In conclusion, the paper compares the characteristics of gender inequalities in China to those in the Western countries.

Guide for mainstreaming gender into technical cooperation projects on social dialogue

Herrell, Ileana; Hodges, Jane; Kelly, Peggy and Rueda, Marleen. Geneva: ILO, 2003.

URL: http://www.ilo.org/public/libdoc/ilo/2003/103B09_374_engl.pdf

Gender is regarded as a cross-cutting issue in all ILO activities and means of action. This guide assists ILO project advisers, social dialogue specialists, consultants and others in integrating gender considerations in their work related to social dialogue. It introduces the key concepts related to gender and provides guidance on addressing both women's and men's needs in designing and implementing technical cooperation projects on social dialogue. The guide illustrates, through practical examples, the specific steps in mainstreaming gender, for example, in meetings and training activities, and in collecting information.

Labour Legislation Guidelines

International Labour Office. Geneva: ILO, 2003.

URL:

English - <http://www.ilo.org/legacy/english/dialogue/ifpdial/llg/main.htm>

Español - <http://www.ilo.org/legacy/spanish/dialogue/ifpdial/llg/main.htm>

Français - <http://www.ilo.org/legacy/french/dialogue/ifpdial/llg/main.htm>

العربية - <http://www.ilo.org/legacy/arabic/dialogue/ifpdial/llg/main.htm>

Русский - <http://www.ilo.org/legacy/russian/dialogue/ifpdial/llg/main.htm>

These guidelines aim to assist representatives of governments, employers and workers involved in developing labour legislation and making social dialogue on labour legislation more effective. They address a range of themes relating to labour legislation, and provide guidance on principles, process and techniques of legislative drafting, including gender neutrality in labour law formulation.

Substantive labour legislation in the fields covered by the ILO Declaration on Fundamental Principles and Rights at Work is discussed: freedom of association and the right to collective bargaining; the right to establish and join workers' and employer's organizations; the settlement of labour disputes; the right to strike; the abolition of all forms of forced or compulsory labour; the elimination of discrimination in respect to employment and occupation, and the elimination of child labour.

Chapter VII highlights the importance of equality in the world of work in terms of sex and other variables. It discusses international instruments concerning the elimination of discrimination based on sex and other variables, and advises on setting policy and drafting legislation to this end. The guidelines include national labour law texts relating to the eight ILO fundamental Conventions, and provide links to relevant further resources.

Gender Equality and Collective Bargaining

Manual on collective bargaining and dispute resolution in the Public Service

Sectoral Activities Department, International Labour Office. Geneva: ILO, 2011.

This publication exists in Arabic, English, French, Macedonian, Serbian, Spanish.

URL: http://www.ilo.org/public/libdoc/ilo/2011/111B09_371_engl.pdf

This manual, intended for workers' organizations, governments and other stakeholders, provides information and assistance on collective bargaining, dispute prevention and resolution in the public sector. It provides an overview of the issues related to collective bargaining process in the public service, and discusses a range of approaches to dispute prevention and resolution. The manual includes several country examples on the topics discussed.

A specific chapter highlights the gender aspects of collective bargaining in the public sector. It emphasizes that collective bargaining should address the concerns of both women and men, and gives guidance on how to ensure that gender considerations are included in the bargaining process. The manual also outlines how to address gender dimensions in dispute resolution.

Industrial relations and collective bargaining: Argentina, Brazil and Mexico compared

Cardoso, Adalberto & Gindin, Julián; International Labour Office. Geneva: ILO, 2009.

URL: http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/publication/wcms_158020.pdf

This paper discusses industrial relations in Argentina, Brazil and Mexico through a comparative analysis of the three countries. In doing so, it makes various references to gender issues in social dialogue. It explores the extent to which gender issues are included in collective bargaining, and finds issues such as maternity and paternity leave, the security of pregnant women and working hours, crèches, nursing time, care for sick children or family members and adoption-related rights – and to a much lesser extent – matters related to gender discrimination at work in collective agreements in Brazil and Argentina. It provides gender disaggregated data on trade union density by sector in the three countries.

Paid Maternity and Paternity Leave and the Emergence of 'Equality Bargaining' in Australia: an Analysis of Enterprise Agreements, 2003–07

Baird, Marian; Frino, Betty; Williamson, Sue. *Australian Bulletin of Labour*, Volume 35, Issue 4 (2009), pages 671-691.

This journal article examines the bargaining for paid maternity and paternity leave in Australia (before the introduction of paid parental leave in January 2011) as well as equality bargaining in general in Australia. It provides a review of the literature on bargaining and parental leave and analyses the incidence and duration of paid maternity and paternity leave in Australia, based on enterprise agreement data. The paper concludes that the number of paid maternity leave clauses was higher than in previous years and higher than that of paternity leave clauses, but neither is common. The paper observes sectoral differences and evidence for equality bargaining in certain sectors.

Women at Work in Australia: Bargaining a Better Position?

Van Wanrooy, Brigid. *Australian Bulletin of Labour*, Volume 35, Issue 4 (2009), pages 611- 628.

This journal article examines women's position in the Australian labour market and their role in workplace bargaining, in the context of increasingly decentralized industrial relations system. Drawing on the Australia at Work study, the paper discusses on how women participate in the labour market,

what types of work they do and what is their bargaining power and involvement in workplace negotiations. The paper suggests that industry and occupational standards are the key to strengthening the working conditions of women while individual bargaining is likely to contribute to inequitable outcomes.

Promotion of Gender Equality at the Workplace: Gender Mainstreaming and Collective Bargaining in Italy

Samantha Velluti. *Feminist Legal Studies*, Volume 16, Number 2 (2008), pages 195–214.

URL:

<http://lib.scnu.edu.cn/ngw/ngw/xwbk/Promotion%20of%20Gender%20Equality%20at%20the%20Workplace.PDF>

Gender equality in collective bargaining in Italy is the focus of this journal article. Specifically, the article examines to what extent gender issues have been mainstreamed in industrial relations systems in Italy and the potential impact of such mainstreaming. It introduces gender equality measures in Italy, discusses the importance of gender mainstreaming at the workplace and the role of law, equality advisers and social partners in implementing gender equality in Italy, and examines the Italian industrial relations system. The article concludes by highlighting the importance of concerted action in gender equality policy-making and implementation.

Equality Bargaining: Where, Who, Why?

Heery, Edmund. *Gender, Work and Organization*, Volume 13, Number 6 (2006), pages 522-542.

This journal article discusses equality bargaining in trade unions, and specifically bargaining for equal pay, through a quantitative analysis of UK trade unions. The focus is on the role of paid union officers. The article addresses the following issues: the incidence of bargaining on equal pay, the place of negotiation on equal pay within the system of collective bargaining, the characteristics of the union officers engaged in equality bargaining and the reasons for getting involved in equality bargaining. A number of conclusions are drawn from the findings; the paper suggests that equality bargaining depends on women's voice within unions, the characteristics and preferences of bargainers and the public policy environment. Bargaining on equal pay is also more likely to take place in centralized bargaining systems.

Equity Bargaining/Bargaining Equity

Briskin, Linda. Toronto: Centre for Research on Work and Society, York University, 2006.

URL: <http://www.yorku.ca/lbriskin/pdf/bargainingpaperFINAL3secure.pdf>

This paper considers the thematic of equity bargaining and bargaining equity, using resources from Australia, Canada, European Union, the UK and the US. "Equity bargaining" refers to the process of bargaining and bargaining strategy, and includes issues such as the gender balance among negotiators, while "bargaining equity" refers to the issues on the bargaining agenda. The paper is divided in two parts. Part 1 discusses a range of issues related to equity bargaining/bargaining equity: collective bargaining regimes, human rights legislation and bargaining equity, equity agenda, collective agreements, negotiation process and union support for equity. Part 2 provides a range of resources on the topic, including a list of union documents and government resources related to equity bargaining, searchable databases and a list of secondary resources.

Convention No. 154 - Promoting Collective Bargaining

Olney, Shauna & Rueda, Marleen. Geneva: ILO, 2011.

URL:

English - http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/genericdocument/wcms_172186.pdf

Español - http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/publication/wcms_172300.pdf

Français - http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/publication/wcms_172299.pdf

This booklet discusses on how countries can promote collective bargaining through ratifying and implementing *Convention No. 154 on Collective Bargaining*, which was adopted by the International Labour Conference in 1981.

The booklet introduces the main elements of Convention, ways of promoting collective bargaining and what to consider when ratifying and applying the Convention. It addresses the question of how the ratification of Convention No. 154 can promote gender equality, highlighting the importance of collective bargaining in addressing gender-sensitive issues such as equal pay, overtime, hours of work, leave, maternity and family responsibilities, health and the working environment, and dignity at the workplace. It underlines that women workers should be consulted and women should be represented in negotiations.

Gender and enterprise bargaining in New Zealand: Revisiting the equity issue

Harbridge, Raymond & Thickett, Glen. *New Zealand Journal of Industrial Relations*, Volume 28, Number 1 (2003), pages 75-89.

“Can collective bargaining promote gender equity in wages and working conditions?” asks this paper. It attempts to ask this question by analysing collective bargaining agreements in New Zealand in 2002. The paper first introduces the New Zealand collective bargaining legislation and developments, and then presents a range of findings emerging from the analysis. It maintains that collective bargaining seems to decrease the gender pay gap and that some “women-dominated” agreements have been more successful in their bargaining related to working conditions.

Gender Equality: A Guide to Collective Bargaining

Olney, Shauna, Goodson, E., Maloba-Caines, K. and O’Neill, F. Geneva: ILO, 1998 (reprint 2002).

URL: English - <http://actrav.itcilo.org/english/library/socdiag/v07000.htm>

Español - http://www.ilo.org/public/libdoc/ilo/1998/98B09_13_span.pdf

Français - http://www.ilo.org/public/libdoc/ilo/1998/98B09_13_fren.pdf

لعربيية - http://www.ilo.org/public/libdoc/ilo/1998/98B09_13_arab.pdf

Bahasa Indonesia - http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/publication/wcms_120214.pdf

This guide, targeted at employers, employers' organizations, individual workers and workers' organizations, provides information and guidance on promoting gender equality through collective bargaining. Organized in six booklets, the guide provides an overview of gender equality bargaining, and discusses a range of specific topics that have a gender aspect: working conditions; maternity and family responsibilities; defending rights of non-permanent and vulnerable workers; dignity at the workplace and giving women a voice. Various examples are also provided.

Gender Equality and Employers, Business and Employers' Organizations

Chipping away at the glass ceiling: gender spillovers in corporate leadership

Matsa, David A.; Miller, Amalia R. *American economic review*, Volume 101, Number 3 (2011), pages 635-639.

Many possible explanations for the unequal share of women among top executives have been given in the literature, ranging from demand side explanations emphasizing institutional barriers to supply side explanations highlighting, for example, preferences. This short paper looks into whether women's representation on company boards has an effect on the share of women among company management, i.e. whether women executives hire women managers. The paper uses a multivariate regression framework, relying on panel data on corporate board members and executives in the US between 1997 and 2009. It concludes that women's representation on boards can increase women's share among management.

Report on Progress on Equality between Women and Men in 2010: the Gender Balance in Business Leadership

European Commission. Luxembourg: Publications Office of the European Union, 2011.

URL: <http://ec.europa.eu/social/BlobServlet?docId=6562&langId=en>

This report outlines the progress and developments towards gender equality in the European Union. The first part focuses on the five priority areas of the EC's Women's Charter and the Strategy for Equality between Women and Men (2010 – 2015): equal economic independence; equal pay for equal work and work of equal value; equality in decision-making; dignity, integrity and an end to gender-based violence; and gender equality outside the Union. Drawing on numerous data from the EC databases, it highlights the steady (albeit slow) changes towards equality.

The second part deals specifically with the gender balance in business leadership where women continue to be under-represented, especially in corporate boardrooms. It provides a range of data on this issue and discusses the obstacles to gender equality in business management. The report makes a business case for gender equality in business leadership. It also gives examples of how governments, the social partners and the corporate sector have tackled the issue of gender imbalances, such as gender quotas and corporate codes.

Why are so few females promoted into CEO and vice-president positions?: Danish empirical evidence 1997-2007

Smith, Nina; Smith, Valdemar; Verner, Mette; Forschungsinstitut zur Zukunft der Arbeit. Bonn: IZA, 2011.

URL: <http://ftp.iza.org/dp5961.pdf>

Although the number of women in management positions is increasing, still few women as compared to men reach executive positions. This paper explores the factors that contribute to the gender imbalance among top executives in Denmark. Based on employer-employee data on Danish companies between the year 1997 and 2007, it examines the probability of promotion for women into Vice-President and CEO positions. The paper discusses issues such as discriminatory mechanisms, career decisions, individual preferences, characteristics and risk behaviour of male and female managers, as well as periods out of the labour market because of family reasons.

More women in senior positions: Key to economic stability and growth

European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities, Unit G1. Luxembourg: Publications Office of the European Union, 2010.

URL: <http://ec.europa.eu/social/BlobServlet?docId=4746&langId=en>

Men make up 89 per cent of board members among the largest companies listed on the stock exchanges across Europe. Equally, in the decision-making bodies of trade union organizations the women's share is less than 23 per cent and in the employers' organizations less than 12 per cent. Against these figures, the message of this report is that action is needed to achieve gender balance in decision-making. The report discusses the current gender balance in decision-making positions in banking and finance, in boardrooms, in science and research, among social partners, in European and national politics as well as in public administration. It also deliberates on the different ways gender balance in decision-making can be promoted, such as role models, mentors, networks and gender quotas. The report relies mainly on data from the European Commission database on women and men in decision-making.

Women on Board: The Norwegian Experience

Storvik, Aagoth & Teigen, Mari. Berlin: Friedrich-Ebert-Stiftung, 2010.

URL: <http://library.fes.de/pdf-files/id/ipa/07309.pdf>

In 2003, Norway introduced a legislation that established a 40 per cent quota for women in company boards. This paper examines the Norwegian quota experience, describing its origins, its implementation and the changes it has initiated. The paper argues that the quota legislation is essential to achieve gender parity in leadership positions, and identified a number of lessons learned, drawing on the Norwegian experience.

Gender Equality and the Corporate Sector

Warth, Lisa. United Nations Economic Commission for Europe Discussion Paper Series, No 2009_4. Geneva: United Nations, 2009.

URL: http://www.unece.org/fileadmin/DAM/oes/disc_papers/ECE_DP_2009-4.pdf

How can the commitment of businesses to promote gender equality within their organizations be strengthened, asks this paper. It seeks answers to this by considering three issues: the gender imbalance in management and corporate boards, the gender pay gap and work-family balance. After presenting the business case for gender equality in the corporate sector and barriers to gender equality, the paper reviews European policy responses to addressing inequalities and what lessons can be learned from them. To conclude, some policy recommendations are given.

Pay, Power and Position: Beyond the 2008 EOWA Australian Census of Women in Leadership

Equal Opportunity for Women in the Workplace Agency (EOWA). Sydney: EOWA, 2009.

URL:

http://www.eowa.gov.au/Australian_Women_In_Leadership_Census/2008_Australian_Women_In_Leadership_Census/Pay_Power_Position/Pay_Power_Position_Beyond_the_Census.pdf

Based on the research conducted as part of the EOWA 2008 Australian Census of Women in Leadership, this report discusses the pay, numbers and positions of women and men in senior management in Australia's Top 200 companies. It makes a number of observations: for example, while women are underrepresented at board director level, their influence as director is equal to that of their male counterparts. It also suggests that the pay gap for women key management personnel is on average 28 per cent.

What Would You Sacrifice? Access to Top Management and the Work-Life Balance

Guillaume, Cécile & Pochic, Sophie. *Gender, Work and Organization*, Volume 16, Number 1 (January 2009), pages 14-36.

This paper examines which barriers women face in accessing management positions, as well as which strategies both women and men managers use to either conform to the organizational norms or go around them. It draws on both quantitative data and 60 qualitative interviews, carried out in a large French utility company, based on the findings, identifying a number of career patterns for women and men managers.

Women managers and hierarchical structures in working life

Lyly-Yrjänäinen, M. & Fernández Macías, E.; European Foundation for the Improvement of Living and Working Conditions. Dublin: European Foundation for the Improvement of Living and Working Conditions, 2009.

URL: <http://www.eurofound.europa.eu/pubdocs/2008/103/en/1/EF08103EN.pdf>

This report looks into the situation of women in management as well as the common barriers to women achieving management positions in the European Union. It does so by reviewing existing literature as well as data on numbers of women in management from the European Working Conditions Surveys. It also makes an attempt to analyse what effect (if any) the manager's sex has on working conditions.

The report concludes that while women are still underrepresented in management, more and more women enter management positions in Europe. Currently, female managers tend to be in lower hierarchical levels than men and in highly gender-segregated occupations. The report observes that gender equality and non-discrimination policies have done away with many of the structural obstacles to women becoming managers but complex cultural barriers still exist – and require more research. Finally, the sex of the manager does not seem to affect one's suitability as a manager.

(A) gender in the boardroom

Egon Zehnder International; Equal Opportunity for Women in the Workplace Agency. Sydney: Egon Zehnder International/ EOWA, 2008.

URL:

http://www.eowa.gov.au/Information_Centres/Resource_Centre/EOWA_Publications/EOWA_Census/2008_Census/AGender_in_the_Boardroom_Report/%28A%29Gender_in_the_Boardroom_Full_Report.pdf

Although women constitute almost 50 per cent of managerial and professional positions in Australia, their representation on company board remains low, according to a leadership census conducted by Equal Opportunity for Women in the Workplace Agency (EOWA). This report, commissioned by EOWA, seeks to explore workplace-related barriers that affect women's participation in company boards. Drawing on interviews with women and men public company directors, it looks into women's experiences as board members and attitudes and perceptions toward women in boardrooms. Among the issues that emerge are unequal access to training and development opportunities, lack of mentoring and networks and unsupportive work culture. The report concludes with a number of suggestions on how to recruit, retain and promote women.

Female Presence on Corporate Boards: A Multi-Country Study of Environmental Context

Terjesen, Siri & Singh, Val. *Journal of Business Ethics*, Volume 83, Number 1 (2008), pages 55–63.

URL: <http://www.springerlink.com/content/126124426162q18n/fulltext.pdf>

This paper contributes to the discussion about women's representation in company boards. Utilizing secondary data from several sources and 43 countries, the paper examines the following environmental factors in relation to the proportions of women on corporate boards: the percentage of senior women leaders, the gender pay gap and historical patterns of women's representation. Based on the results of a regression analysis, the paper suggests that countries with higher representation of women on boards are more likely to have women in senior management levels and smaller gender pay gaps. However, countries that have a longer tradition of women's political representation are less likely to have high levels of female board representation. The paper discusses these findings and the possible explanations for them.

Talent not Tokenism: the business benefits of workforce diversity

Equality and Human Rights Commission; Confederation of British Industry; Trades Union Congress. United Kingdom: Confederation of British Industry (CBI), 2008.

URL: http://www.equalityhumanrights.com/uploaded_files/talentnottokenism.pdf

This short guide emphasizes the business benefits of a diverse workforce, without discrimination on the basis of sex or any other characteristics. It assists employers on how to attract and retain talent and serve diverse customers. The guide contains case studies and tips from UK-based companies on valuing diversity as well as information on the UK law on equality and diversity.

The Gendered Impact on Organizations of a Critical Mass of Women in Senior Management

Chesterman, Colleen; Ross-Smith, Anne; Peters Margaret. University of Sydney, Volume 24, Number 4 (2006), pages 69-91.

This paper discusses the potential impact of women executives on management culture, based on a study that interviewed 255 Australian senior executives from public and private sectors. The paper finds that the majority of the interviewees maintain that women executives have brought about changes in the management and organizational culture. However, gender stereotypes also prevail – women executives' different management culture was often credited to their womanliness and not to their skills as a manager.

Employers' Organizations taking the lead on Gender Equality. Case studies from 10 countries

Bureau for Employers' Activities, International Labour Office. Geneva: ILO, 2005.

URL: http://www.ilo.org/public/english/dialogue/actemp/downloads/publications/emp_gender_06.pdf

This paper comprises ten case studies of how employers' and their organizations' can advance gender equality. It provides examples of gender-related activities and initiatives of employers' organizations in different parts of the world: Croatia, Jamaica, Kenya, Malaysia, New Zealand, Norway, the Philippines, Saudi Arabia, the Syrian Arab Republic and Yemen. The case studies describe a wide range of action carried out by employers' organizations, including advocacy on gender matters; assistance to members for the development of gender policies and measures; entrepreneurship training and promotion; and action to raise the profile of gender issues within employers' organizations.

The paper also draws some conclusions on the basis of the cases. It proposes that while gender inequalities persist, progress has also taken place as the acceptance of the principle of gender equality has become more widespread. It points to the instrumental role of employers in promoting equality and suggests that employers, through their organizations, can influence policy reforms relating to equality to the benefit of both employers and society as a whole.

Tracing Differentiation in Gendered Leadership: An Analysis of Differences in Gender Composition in Top Management in Business, Politics and the Civil Service

Højgaard, Lis. *Gender, Work and Organization*, Volume 9, Number 1 (2002), pages 15-38.

This paper sheds light on gendered differences in top management in Denmark. It analyses survey data of female and male leadership in business, politics and public administration. Using the concepts of “access conditions”, such as social background, education, career course, and “conditions of gendered positioning”, such as family, children and distribution of household responsibilities, it reveals a complex picture of leadership positions and gender equality.

Women’s issues in Mauritius: of CEO attitudes and platitudes

Ramguttty-Wong, Anita. *Gender, Work and Organization*, Volume 9, Number 1 (2002), pages 1-14.

Women’s share in top management positions in Mauritius is just under five per cent in the private sector and just under six per cent in the public sector. To shed light on the progress of women in decision-making, this paper investigates the awareness of and attitudes towards women’s issues (identified in the paper as sexual harassment, family-friendly policies, child care, etc.), in particular women managers’ issues, among chief executives in Mauritius. It presents the findings of survey of managerial structures and cultures in Mauritius, and suggests that the awareness of issues important to women is in general low.

Gender Equality and Trade Unions and Workers' Organizations

Progress on Women's Equality within UK and Canadian Trade Unions: Do Women's Structures Make a Difference

Parker, Jane & Foley, Janice. *Relations Industrielles*, Volume 65, Number 2 (2010), pages 281-303.

This paper looks at trade unions' women groups and their impact on gender equality in the UK and Canada, two countries that have a history of women groups within unions and share certain commonalities in their collective bargaining systems. The analysis is based on a survey of unions in both countries. After introducing the characteristics of the unions and their women's structures, the paper discusses the findings of the survey, illustrating issues such as union membership and activism, education and training, union position and leadership roles related to equality of women and men.

The Role of Women's Groups in NZ, UK and Canadian Trade Unions in Addressing Intersectional Interests

Parker, Jane & Douglas, Julie. *International Journal of Comparative Labour Law and Industrial Relations*, Volume 26, Number 3 (2010), pages 295-320.

URL: <http://union.org.nz/sites/union.org.nz/files/The%20Role%20of%20Women%27s%20Groups.pdf>

This paper analyses the role of trade union women's groups in advancing the diverse/intersectional interests of their members. In this context, intersectionality refers to the notion that a person or a group may belong to more than one marginalized group, and intersectional interests refers to (i) interests of subgroups of women; (ii) interests which may have gendered impacts; and (iii) gender interests which emphasize women's situation relative to that of men. Utilizing national surveys of trade unions in the UK, Canada, and New Zealand and the literature on the subject, the paper maintains that women's groups and unions are increasingly focusing on intersectional interests. Implications of this are discussed in conclusion.

Trade Unions and Decent Work Country Programmes: A Resource Package

International Labour Office; Bureau for Workers' Activities (ACTRAV). Geneva: ILO, 2010.

URL: http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_152355.pdf

Social partners should not only be beneficiaries but be also active participants in the development of the ILO's Decent Work Country Programmes (DWCPs) on the country level. This resource package, intended for ILO Specialists in Workers' Activities and trade unions, offers guidance on how to involve trade unions in each step of the DWCP process. The package provides information and materials (policy, guidelines and practical instructions) that cover a range of issues related to the DWCP process.

As gender equality is integrated into all ILO's work, the resource package makes specific references to mainstreaming gender considerations into the DWCP development and implementation. Drawing on key ILO documents on gender, it discusses gender issues in the labour market, including the financial crisis and how to ensure that DWCPs are gender-responsive. It offers detailed guidance on how to integrate gender in the project cycle: design, implementation and evaluation.

Decent Work, Decent Life for Women: Trade Unions taking the lead for economic and social justice & equality

International Trade Union Confederation (ITUC) Discussion Guide. ITUC First World Women Conference, Brussels (Belgium) 19-21 October 2009. Brussels: ITUC, 2009.

URL: http://www.ituc-csi.org/IMG/pdf/DECENT_WORK_DECENT_LIFE_FOR_WOMEN.pdf

This discussion guide was developed for the participants of the ITUC First World Women Conference and as a resource guide beyond the Conference. It introduces the concept of Decent Work and how the concept can be used in. It covers issues such as gender differences in the labour market; labour legislation; social protection measures and promoting gender equality through social dialogue at national, industry and international level.

The guide provides facts and figures and case studies on gender aspects in the global economic crisis, climate change, domestic workers and young women.

Organizing the high-tech ghettos of globalization

Holdcroft, Jenny, *International Journal of Labour Research: Trade union strategies towards global production systems*, Volume 1, Issue 1 (2009), pages 97-105.

URL: http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_114951.pdf

This article discusses organizing workers in global electronics production, which is a highly feminized sector. It describes the barriers that the male-dominated unions have faced in organizing these employees. It provides an example of a trade union in Indonesia that has succeeded in organizing significant numbers of electronics workers through addressing gender equality issues within the organization.

The Decent Work agenda: a gender perspective

International Trade Union Confederation (ITUC) Report. ITUC First World Women Conference, Brussels (Belgium) 19-21 October 2009. Brussels: ITUC, 2009.

URL: http://www.ituc-csi.org/IMG/pdf/women_report_EN.pdf

This report is prepared by Incomes Data Services (IDS) for the International Trade Union Confederation (ITUC). It explores women's access to decent work, covering topics such as the gender pay gap, trade union membership and coverage by collective agreement, work-life balance, and career progression. The report analyses data from 12 countries: Argentina, Brazil, Finland, India, Mexico, the Netherlands, Poland, Russian Federation, South Africa, Sweden, United Kingdom and United States, collected through the WageIndicator survey and the Decent Work Check by WageIndicator Foundation from 2007 to 2009. The report also includes a 'decent work profile' of six out of the 12 countries covered.

Trade union membership 2003–08

Carley, Mark; European Foundation for the Improvement of Living and Working Conditions. Dublin: European Foundation for the Improvement of Living and Working Conditions, 2009.

URL: <http://www.eurofound.europa.eu/docs/eiro/tn0904019s/tn0904019s.pdf>

This report provides data on trade union membership in the European Union and Norway from 2003 to 2008. The data has been disaggregated by sex where available. It finds that on average the women's share of trade union members is increasing, while in a number of countries the trade union membership in general is decreasing. However, a wide variation between the countries can be observed.

Trade unions and women's empowerment in north-east Brazil

Selwyn, Ben. *Gender and Development*, Volume 17, Number 2 (2009), pages 189-201.

This journal article focuses on the export horticulture sector in north-east Brazil, a sector with is mainly employing women workers. In particular, it discusses how the rural trade union in the region has represented and mobilized these women workers and how the women workers themselves have influenced the trade union. The article suggests that the women workers have gained in various ways through their participation in trade union activities.

Women's collectivism in context: women's groups in UK trade unions

Parker, Jane. *Industrial Relations Journal*, Volume 40, Number 1 (2009), pages 78–97.

Women's groups in UK trade unions are the topic of this article, which assesses how the development of women's groups has been affected by wider union and environmental factors, such as external political, industrial/workplace and domestic influences. Drawing on qualitative and quantitative survey data from two national postal surveys and semi-structured interviews, the analysis reveals that various factors influence the development of women's union groups in complex ways: these include support from the union leadership, organizational restructuring and merger activity, workplace-related matters (e.g. job conditions, pay), and to a lesser extent, equality legislation and government policy.

Achieving gender equality: a trade union manual

International Trade Union Confederation. Brussels: ITUC, 2008.

URL: http://www.ituc-csi.org/IMG/pdf/manuel_ENGOK.pdf

This manual is designed to assist trade unions in mainstreaming gender issues – women's and men's perspectives – in their policies and activities. It provides information and background material, ideas for group activities as well as checklists and examples on a range of equality issues. It starts by discussing what a gender perspective means, and goes on to considering gender in the context of trade unions, for example, organizing gender relations within unions and role of women's committees. Furthermore, it provides guidance on gender mainstreaming through undertaking gender analysis, and covers various topics related to equality at work, such as family and work responsibilities, equal pay and sexual harassment. It also introduces relevant international standards related to gender equality.

Women and labour organizing in Asia: diversity, autonomy and activism

Broadbent, Kaye & Ford, Michele. New York: Routledge, 2008.

This book consists of ten chapters, exploring the role of women and labour activism in Asia. It describes unionized and non-unionized women's activism in China, India, Japan, Korea, Indonesia, Malaysia, Sri Lanka, Thailand and Bangladesh. Among others, it discusses women's experiences of union and labour activism, the barriers that they have faced, the relationships between women union members and activists and male officials and male union members, links with other social movements and specific labour campaigns and struggles.

Women's Union Leadership: Closing the Gender Gap

Kaminski, Michelle & Yakura, Elaine K. *WorkingUSA: The Journal of Labor and Society*, Volume 11 (2008), pages 459–475.

Women tend to be underrepresented in union leadership positions. This journal article discusses the numbers of women leaders in different unions in the US and why it is important to have a union leadership that is representative of its members. The reasons include promoting equal pay, bringing different issues on the union agenda and new approach to union development. To advance women's leadership, the paper first introduces a four-stage model of how union leaders develop: finding your

voice, developing basic skills, figuring out the politics, and setting the agenda; it then suggests actions for union leaders for each stage of the model.

All for One and One for All. A gender equality guide for trade unionists in the agriculture, food, hotel and catering sectors

International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations. Geneva: IUF, 2007.

URL: <http://www.inclusivecities.org/toolbox/IUF%20All%20for%20One.pdf>

This booklet, based on information from workshops and interviews with representatives of IUF affiliated Unions, discusses how to strengthen trade unions through promoting gender equality, at the workplace and within the unions. In particular, it highlights how to increase women's representation in unions.

The booklet identifies issues that are relevant to gender equality such as equal pay, health and safety at work, maternity protection and work-life balance. It then describes methods or organizing what have proved useful in increasing women's membership of and activism in unions, in ensuring that their concerns are taken into account and in persuading men to support gender equality. Examples of union actions are provided to encourage other unions to develop their own strategies and activities to this end.

Gender Related Issues: Good Practices within European Works Councils

Monaco, Marina; Social Development Agency (SDA) of the European Trade Union Confederation (ETUC). Brussels: ETUC, 2007.

URL: <http://www.sda-asbl.org/TestiPdf/Women%20in%20TU-ENG%20Pdf.pdf>

This paper examines the extent to which gender equality issues have been integrated within the European Works Councils (EWCs). It presents the findings of a study that analysed 755 EWC agreements as well as 90 joint texts which are negotiated by the workforce and management at European level. It finds a rather low number (12 per cent) of EWC agreements that include the principle of gender equality while observing a higher number (44 per cent) of joint texts that promote equal opportunities. The paper concludes that although the principle of gender equality has not been widely institutionalized within the EWCs, they present a potential avenue for raising awareness and sensitivity towards gender related issues within the framework of social dialogue.

I knew I could do this work: Seven strategies that promote women's activism and leadership in unions

Caiazza, Amy. Washington: Institute for Women's Policy Research, 2007.

URL: http://www.iwpr.org/publications/pubs/i-knew-i-could-do-this-work-seven-strategies-that-promote-women2019s-activism-and-leadership-in-unions/at_download/file

To promote women's representation in leadership positions in US trade unions, this report discusses strategies to increase women's trade union activism at local, state, regional, and national levels. Drawing on interviews with union representatives in the US, it identifies six main obstacles to women's leadership, ranging from family responsibilities of women to lack of interests from trade unions' part to the interests of women workers. It then suggests seven strategies that unions can employ to overcome these obstacles, including training and mentoring programmes, creating dedicated space for women to address their concerns, and providing child care and other supports.

Sisters organizing in Japan and Korea: the development of women-only unions

Broadbent, Kaye. *Industrial Relations Journal*, Volume 38, Number 3 (2007), pages 229-251.

This journal article discusses the development of women-only unions in Japan and Korea. It highlights the ways women workers have organized in unions and the position of women-only unions as secondary unions within the industrial relations context in both Japan and Korea. The article suggests that the women-only unions have been successful in reaching out to full time workers, the majority of whom are women, who are often excluded from the enterprise-based union movements. Furthermore, they have addressed issues such as unfair dismissal, non-payment of wages and benefits, gender discrimination and sexual harassment, and have raised awareness on these issues beyond the women-only unions.

The challenge of mainstreaming for trade unions in Europe: How can Trade Unions foster gender equality in the work place and in daily life?

European Commission, Directorate-General for Research. Luxembourg: Office for Official Publications of the European Communities, 2007.

URL: <http://cordis.europa.eu/documents/documentlibrary/100124061EN6.pdf>

This report compares gender equality practices and activities within trade unions in six European countries: Austria, Belgium, Denmark, France, Italy and the Netherlands, based on the results of a research programme. It considers how gender mainstreaming has been introduced (if at all) in trade unions and what role trade unions have in advancing (or hindering) gender equality. After providing an overview of gender equality situation in the labour market as well as the industrial relation system in each country, Part 1 of the report specifically focuses on gender mainstreaming practices in the unions. Part 2 presents the findings of comparative studies on gender mainstreaming in national sector-level unions: the metal industry, commerce and public services. Part 3 highlights the experiences of trade unions in promoting equal pay and work-life at enterprise level. To conclude, the report ends with some implications for policy.

TUC Equality Audit 2007: A statistical report on trade union action on equality

Trades Union Congress (TUC). London: TUC, 2007.

URL: <http://www.tuc.org.uk/extras/2007equalityaudit.pdf>

To benchmark the gender responsiveness of its affiliated unions, the UK-based Trades Union Congress (TUC) conducted its second Equality Audit in 2007. This report describes the findings of the audit survey, representing 99.7 per cent of all TUC-affiliated union members. The first part of the report outlines the questions asked in the survey and the responses received from the unions. These relate to union policies, membership and structure, union as an employer, services and training, communications, successes achieved and impact of TUC Equality Audit on equality issues. The second part provides a summary of TUC practices and activities on equality.

Women in Trade Unions in Europe: Bridging The Gaps

Sechi, Cinzia; European Trade Union Confederation (ETUC). Brussels: ETUC, 2007.

URL: http://www.etuc.org/IMG/pdf_English_complet.pdf

Drawing on a survey conducted among affiliates of the European Trade Union Confederation (ETUC), this report explores the share of women in trade unions affiliated to the ETUC and their decision-making bodies. It also describes how the trade unions have integrated gender issues in their policies and practices.

The report discusses in detail both national confederations and European industry federations with regard to: (a) policies to increase women's presence in decision-making positions; (b) statute provisions on women in decision-making and gender equality; (c) trade union political bodies, their composition and policies on women in decision-making; and (d) the role of trade unions as employers. It observes an increase in women's trade union membership but challenges for organizing women among the confederations with low levels of female membership. It notes varying levels of gender mainstreaming and existence of gender disaggregated data. Annexes provide tables with comprehensive survey data.

An earlier survey, *Women in Trade Unions: making the difference* (2003), which the present report updates is available at:

http://www.etuc.org/IMG/pdf/genre_an_080403.pdf

Challenging misconceptions about organizing women into unions

Yates, Charlotte. *Gender, work and organization*, Vol. 13, no. 6 (2006), pages 565–584.

As many unions face decline in membership, recruiting more women in trade unions has become more important, states this journal article. Focusing on the Canadian situation, the article discusses the common gender biases in union organizing practices and ways to overcome them, for example, through hiring more women, changing union organizing strategies and targeting the sectors where women work.

Report on a Survey of Women and Gender Issues in Trade Union Organizations in Indonesia

International Labour Organization. Jakarta: ILO, 2006.

URL:

English - http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/publication/wcms_117189.pdf

Bahasa Indonesia - http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/publication/wcms_117190.pdf

This report discusses the role of women in trade unions in Indonesia and strategies for mainstreaming women and/or gender concerns in trade union organizations, drawing on available literature and the findings of a survey conducted among a total of 33 female and male unionists in Indonesian trade union organizations.

First, the report provides a review of literature on practical strategies for promoting gender equality in trade unions. It then presents background information on women workers and trade union organizations in Indonesia, such as data on female labour force participation, the national legal framework for women workers and for trade unions, and political and economic factors influencing trade unionism in Indonesia. The last part of the report introduces the survey process, and presents the findings of the survey. It finds that women's participation and representation as leaders, and members, of trade union organizations is on average disproportionately low. It analyses reasons for this and provides strategies to improve women's participation, such as through recruitment and better representation of gender equality issues.

Small is beautiful? The development of women's activism in a small union

Sayce, Susan; Greene, Anne-Marie; Ackers, Peter. *Industrial Relations Journal*, Volume 37, Number 4 (2006), pages 400-414.

This journal article examines the issue of increasing women's involvement in trade unions through a case study of the National Union of the Lock and Metal Workers (NULMW) in the UK, a union that promoted women's involvement in its activities (before its merger with the Transport and General Workers' Union (TGWU)). The article discusses the factors contributing to women's successful

integration in the union and suggests that the reasons include the small size and community-based nature of the union, among others.

Towards Equality and Renewal: Women's Groups, Diversity and Democracy in British Unions

Parker, Jane. *Economic and Industrial Democracy*, Volume 27, Number 3 (2006), pages 425-462.

This paper assesses to what extent women's groups in UK trade unions take into account the diversity of their constituents on their agendas. To analyse this issue, it draws on a national survey of TUC affiliates as well as other sources. The paper suggests that most women's groups do address diversity issues to some extent, and concludes with discussions on the implications of this to union renewal.

Women in trade unions: methods and good practices for gender mainstreaming

Homa, Dean; European Trade Union Institute for Research, Education and Health and Safety (ETUI-REHS). Brussels: ETUI-REHS, 2006.

URL: <http://www.newunionism.net/library/organizing/ETUI%20-%20Women%20in%20Trade%20Unions%20-%202006.pdf>

This report focuses on how to mainstream gender issues in trade unions in order to promote gender equality. It starts by explaining the concept and policy implications of gender mainstreaming, as well as data on women and men in trade union leadership positions. It then discusses, with examples, ways to increase women's participation in trade unions, trade union decision-making and collective bargaining, and provides examples of gender-sensitive collective agreements. It highlights the importance of organizational change in increasing gender equality.

Profiles of six trade unions and their gender mainstreaming activities are included as annexes.

The influences on women joining and participating in unions

Gill Kirton. *Industrial Relations Journal*, Volume 36, Number 5 (2005), pages 386-401.

Despite the increasing share of women as union members, men are still more likely to join unions in the UK. This article explores why women join and participate in unions through analysing four influences: family, union, work and feminism. The article relies on qualitative data from a study of women in two male-dominated UK unions carried out between 1999 and 2002. It maintains that family background, gendered experiences of unions and the workplace and feminist beliefs and values all combine to shape women's union orientations in complex ways.

Does the future of unions depend on the integration of diversity?

Hansen, Lise Lotte. *Industrielle Beziehungen*, Volume 11, Number 1&2 (2004), pages 129-142.

URL: http://www.hampp-verlag.de/ArchivIndB/1_04_Hansen.pdf

This paper contributes to the discussion on trade union renewal through integrating diversity/gender equality issues in trade union practices. It argues that by adopting gender equality policies and implementing them "in the right way", unions can both become more gender-responsive and strengthened. To examine this, the paper discusses the gender equality policies in two trade unions, the LO (Denmark) and in UNISON (UK).

Advancing Gender Equality: The Role of Women-Only Trade Union Education

Greene, Anne-Marie & Kirton, Gill. *Gender, Work and Organization*, Volume 9, Number 1 (2002), pages 39-59.

This journal article discusses equality education as a strategy to increase the number of women as trade union members and activists within British trade unions. It analyses the cases of two British trade unions, Manufacturing, Science and Finance (MSF) and Transport and General Workers' Union (TGWU) and their women-only education courses, and argues that the education to promote equality is integral in the renewal of trade unions.

Gender, Diversity and Trade Unions: International Perspectives

Colgan, Fiona & Ledwith, Sue (eds). London and New York: Routledge, 2002.

This collection of 14 articles explores gender and diversity issues in trade unions and discusses changes that trade unions face in the context of globalisation. The topics covered include self-organizing in trade unions; women in formal and informal economies; and equity strategies, to name a few.

International trade union organizations and women's policy

Reutter, Werner & Rutters, Peter. *Economic and Industrial Democracy*, Volume 23, Number 1 (2002), pages 35-58.

This article focuses on the development and impact of women's policies in three international trade secretariats. After providing some theoretical background to trade union internationalism, the paper discusses the development of women's policies through past decades and the impact that they have on their members as well as other institutions. It suggests that women's policies have been somewhat institutionalized in trade union secretariats.

Male face of trade unions in Central and Eastern Europe: the secret of invisible women

Petrović, Jasna A; International Confederation of Free Trade Unions. Zagreb/Brussels, ICFTU, 2002.

This report focuses on the position of women in trade unions in Central and Eastern Europe, in particular women's participation in trade union leadership. Drawing on research data from 23 trade union confederations, collected under the ICFTU/FNV project *Promotion of Gender Specific Policy within Trade Unions in Central and Eastern Europe*. The first chapter introduces the research, and the second chapters focuses on the proportion of women in trade union decision-making bodies, such as congresses, parliaments and governments, and in different positions such as heads of departments, experts and administration. It then examines the existence of gender policies, such as quotas or women's seats, as well as the existence of gender equality and/or women's groups. It also considers women's participation in trade union education, gender disaggregated statistics (or lack thereof) and cooperation with other organizations on women's rights.

The chapters three and four expand the analysis to women in the labour market and in society and politics, respectively.

The position of women in trade unions: male leaders and invisible female assistants

Petrović, Jasna. *South-East Europe Review for Labour and Social Affairs*, Volume 5, Number 2 (2002), pages 59-86.

This paper focuses on the position of women in trade unions in Central and Eastern Europe, in particular women's participation in trade union leadership. It summarizes the parts of the research described above; see "Male face of trade unions in Central and Eastern Europe".

Promoting Gender Equality: A Resource Kit for Trade Unions

International Labour Office. Geneva: ILO, 2001.

This kit is intended to serve as an information resource for promoting gender equality among trade unions, and as a tool for awareness raising, advocacy and training and practical action on the topic. It consists of six booklets, each considering a different facet of trade union activity. Among the topics covered are gender equality within trade union structures and policies; gender equality through collective bargaining; guidelines for gender equality bargaining; organizing in the informal economy; diversity issues and forging alliances. The resource kit provides background information, guidelines and checklists, case studies and examples, and reference materials on the issues discussed.

Organizing in the informal economy

Recruiting Informal Workers Into Democratic Workers' Organisations. Organising In The Informal Economy: Resource Books For Organisers, No. 1

Bonner, Christine; StreetNet International and WIEGO. [no place given]: 2009.

URL: <http://wiego.org/sites/wiego.org/files/resources/files/ICC1-Recruiting-Informal-Workers-Orgs-English.pdf>

This resource guide is intended to assist in organizing workers in the informal economy. It discusses some of the common issues and challenges that informal workers face, depending on their sector, and outlines the steps in recruiting informal workers into workers' organizations. It includes a specific section on organizing informal women workers. The guide contains checklists, tips and exercises.

Women, gender and the informal economy: An assessment of ILO research and suggested ways forward

Chant, Sylvia & Pedwell, Carolyn; International Labour Office. Geneva: ILO, 2008.

URL: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_091228.pdf

This paper reviews ILO research on women, gender and the informal economy undertaken over the last two decades. It examines methodological approaches used in various studies and provides an assessment of literature organized by themes.

One of the themes explored is "organization, representation and social dialogue". The section gives an overview of the existing literature related to gender considerations in organizing the informal economy, equal representation of women and men and social dialogue in the informal economy. It also identifies research gaps and areas for future research relating to this topic, and recommends further ILO research to be carried out on, for example, the barriers to and constraints on women's collective organization and political participation; the gendered dimensions of trade union organization and informal economy workers and the risks in promoting gender equality within unions as solely women's issues.

The path of deliverance: organizing and empowering rural informal economy workers

Haque, T & Varghese, Susamma; International Labour Office. New Delhi: ILO, 2007.

This publication provides information on organizing and empowering rural informal economy workers, based on the experiences gathered in ILO-ACTRAV Workers' Education Project which was implemented in Madhya Pradesh and Tamil Nadu in India between 2004 and 2006. The project focused on poverty alleviation by developing employment generation strategies in rural areas and in the informal economy. While many of the informal economy workers, women particularly, were organized

in cooperatives and other groups, their organizations needed strengthening. The publication illustrates activities and programmes implemented under the project as well as the results achieved.

The SEWA way: shaping another future for informal labour

Kapoor, Aditi. *Futures*, Volume 39, Number 5 (2007), pages 554-568.

This journal article illustrates how the Self-Employment Women's Association (SEWA), one of the first unions to organize informal women workers, was established in Gujarat, India. The article highlights the way in which SEWA functions compared to trade unions organizing formal labour, the impact it has had and lessons that can be drawn from its experience.

Organizing the invisible and the informal: a study of unions in the Beedi industry in Telangana region of Andhra Pradesh

Madhavi, P. *Indian journal of labour economics*, Volume 49, Number 4 (2006), pages 947-954.

This paper describes the efforts to organize informal workers in the beedi industry in Andhra Pradesh, India. An overwhelming proportion of the beedi workers are women who work from home. The paper examines the emergence of the beedi industry in the Telangana region of Andhra Pradesh, the nature of the work, the activities, achievements and setbacks in organizing the beedi workers and the present situation of unions. The paper highlights how the union activities have changed from militant activism to more conventional unionism.

Labour activism and women in the unorganized sector: garment export industry in Bangalore

RoyChowdhury, Supriya. *Economic and political weekly*, Volume 40, Number 22&23 (2005), pages 2250-2255.

This short paper discusses new ways of organizing workers as opposed to traditional trade union activism. It considers the case of organizing workers in the garment manufacturing industry in Bangalore (India) through CIVIDEP, an organization that resembles a trade union but is established as an NGO. CIVIDEP focuses on workers' interests specifically in the garment industry, which is characterized by poor working conditions and employs mainly women. The paper provides an overview of the garment sector and its unionization in Bangalore, and then describes the development, activities and achievements of CIVIDEP.

Trade Union Actions to Strengthen the Status of Workers in the Informal Economy

World Confederation of Labour. Brussels: World Confederation of Labour, 2004.

URL: <http://wiego.org/sites/wiego.org/files/resources/files/10-Trade-Union-Actions-World%20Confederation-Labour.pdf>

This manual deals with the improvement of the position of workers in the informal economy through promoting new rights as well as existing national and international labour standards. It includes a theoretical part that discusses different groups of workers and introduces relevant legislation, a practical part that provides information on the situation of informal workers in Colombia, Ghana and Sri Lanka, and a strategic part that outlines actions to develop a legal strategy. One of these actions focuses on organizing women.

Enhancing African trade unions' capacity for promoting gender equality: focus on poverty, informal economy and HIV/AIDS: training manual

International Labour Office. Geneva: ILO, 2003.

This training manual, developed under the Dutch-funded ILO project *Gender Mainstreaming Project for African Trade Unions* (GEPATU), aims to increase trade union members' understanding of gender equality issues within trade unions and their capacity to address gender issues that relate to poverty, informal economy and HIV/AIDS. In addition to the background module, the manual includes four thematic modules: Gender equality and trade unions, gender and poverty, gender and the informal economy and gender and HIV/AIDS, each containing brief lesson plans and group work exercises.

Women organizing for socio-economic security

Dasgupta, Sukti. *Indian journal of labour economics*, Volume 46, Number 1 (2003), 39-68.

Work in the informal economy is often characterized by low earnings and inadequate working conditions. Given that a large share of informal economy workers in India are women, this paper focuses on the socio-economic status of low-income, informal women workers in India, and the importance of organizing them to improve their socio-economic security. To examine the role of organizing in increasing the socio-economic situation of informal women workers, the paper uses (a) data from the People's Security Survey and (b) case studies of members of Self-employed Women's Association (SEWA). It concludes that organized women were more likely to have access to credit, loans and training as well as control over resources, while their earnings were on average lower than those of un-organized women.

Organizing in the informal economy

Gallin, Dan, *Labour Education: Unprotected labour: What role for unions in the informal economy?* 2002/2, No. 127 (2002), pages 23-27.

URL:

English - http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_111464.pdf

Español - http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_117527.pdf

This article suggests that in order to organize workers in the informal economy, many of whom are women, trade unions need to collaborate with women's movements that also aim to organize workers. It states that many trade unions have initiated organizational change to increase the representation of women and entered into partnership with women's NGOs to represent informal workers' interests.

Two paths of organizing informal workers are observed: (1) existing unions extend their activities to include informal workers and (2) informal workers establish their own unions. The article provides various examples of both paths from around the world.

Specific Gender Issues dealt through Social Dialogue

Gender Pay Gap

Addressing the gender pay gap: government and social partner actions

Aumayr, Christine; Ponzellini, Anna Maria; Wolf, Felix; European Foundation for the Improvement of Living and Working Conditions. Dublin: European Foundation for the Improvement of Living and Working Conditions, 2010

URL: <http://www.eurofound.europa.eu/docs/eiro/tn0912018s/tn0912018s.pdf>

This report provides an overview of the European national-level research on gender pay gaps and explores the role of the social partners in tackling pay discrimination. It introduces the European Commission policies related to equal pay; it outlines studies on the unadjusted and adjusted pay gap in European countries, and it discusses different factors affecting the gender pay gap, including horizontal and vertical segregation and gendered roles in childcare.

The report then describes various measures that governments have undertaken to reduce the gender pay gap, such as national action plans, direct or indirect legislation, dedicated bodies and specific wage policies. Next, it introduces activities by trade unions and employer organizations and outlines good practices among social partners, in minimizing the gender pay gaps related to equal pay. These include awarding employers with prizes or labels, addressing the issue of pay equality in collective bargaining, revising job classification schemes, and developing joint statements and agreements on equal pay. The report also suggests that centralized collective bargaining and establishing/increasing minimum wages may reduce gender pay gaps. The report concludes with a set of policy pointers.

Promising Paths to Pay Equity: A Comparison of the Potentials of Strategic Litigation, Collective Bargaining and Anti-Discrimination Authorities in Switzerland, Germany and France

Fuchs, Gesine. *Social Science Research Network* [online]: October 26, 2010.

URL: <http://ssrn.com/abstract=1664468>

This article examines three different ways to reduce gender pay gaps in the EU context: strategic litigation, collective bargaining and anti-discrimination authorities. The paper adopts a comparative approach, using media analysis, interviews and court decisions to compare the situation in Switzerland, Germany, and France. A detailed discussion is provided on the role of strategic litigation, collective bargaining and anti-discrimination authorities in the three countries. In terms of collective bargaining, the paper notes the new strategy of gender mainstreaming of collective agreements among women's trade union departments, i.e. analysing them for gender biases. The paper concludes that the avenues to combat wage differentials depend on national legal opportunity structures available.

The gender pay gap in top corporate jobs in Denmark: glass ceilings, sticky floors or both?

Smith, Nina; Smith, Valdemar; Verner, Mette; Forschungsinstitut zur Zukunft der Arbeit. Bonn: IZA, 2010.

URL: <http://ftp.iza.org/dp4848.pdf>

Using a data set of employer-employees between the years 1996 and 2005, this paper assesses the gender pay gap of corporate executives and management in the 2000 largest Danish private companies. In particular, it explores what the factors behind the gender pay gap are, whether family responsibilities affect gender pay gaps and whether gender pay gaps are diminishing as a result of improved

performance, once company boards become more gender balanced. The paper maintains that the gender pay gap on the executive level is narrowing, but unexplained gender gaps in compensation exist.

Gender pay equity, wage fixation and industrial relations reform in Australia: One step forward and two steps backwards?

Lyons, Michael & Smith, Meg. *Employee Relations*, Volume 30, Number 1 (2008), pages 4-19.

This journal article examines the impact of the federal wage fixing system on gender pay equity in Australia, after its reforms in 2006. The system emphasizes agreements at the workplace or individual level, instead of the tribunal based wage determination system. The article maintains that the federal system undermines the “equal remuneration principles” adopted by the State level industrial tribunals - and thus does not serve to promote gender equality in wage setting.

Promoting equity - Gender-neutral job evaluation for equal pay: A step-by-step guide

Chicha, Marie-Thérèse; International Labour Office. Geneva: ILO, 2008.

URL: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_101325.pdf

This guide tackles the issue of gender pay gap which, despite narrowing in some places, is still present throughout the world and presents a barrier to gender equality in the labour market. It is intended for workers’ and employers’ organizations, officers of equal opportunity bodies and human resource managers, gender specialists and pay equity practitioners.

Drawing on country studies and practitioners’ experiences, the guide assists in developing and applying a job evaluation method free of gender bias. It explains the process of pay equity programme in six steps, from identifying the jobs to evaluate, through the various phases of job evaluation, to making pay adjustments. Practical examples and checklists for easy reference are provided throughout the guide.

Equal pay: exchange of good practices

European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities Unit G.1. Luxembourg: Office for Official Publications of the European Communities, 2007.

URL: <http://ec.europa.eu/social/BlobServlet?docId=2058&langId=en>

The EU *Roadmap for equality between women and men* (2006-2010) regards closing the gender gap as one of its priority areas. This publication comprises the profiles of 26 projects that deal with equal pay issues. The projects have been co-funded by the EC and implemented by the EC Member States, regional and local public authorities, NGOs, social partners and other relevant stakeholders. The projects adopted a variety of approaches and emphasis, which are described here, including the role of employers’ and employees’ representatives or collective bargaining. Each profile outlines the aims, methodology and results of the project.

Unions and pay equity in New Zealand: organization, negotiation, legislation. Gender pay equity

Harré, Laila. *Labour and industry*, Volume 18, Number 2 (2007), pages 51-67.

This paper examines the role of trade union in advancing pay equity in New Zealand. It describes *the Fair Pay Campaign*, a campaign for pay equity by nurses in New Zealand between 2003 and 2005 and the strategies that the trade union employed during the campaign. The campaign succeeded in increasing the wages of experienced nurses between 21 to 47 per cent as well as in mobilizing a high number of trade union members and in increasing the number of trade union members. The paper is based on the experiences of the author as the New Zealand Nurses Organization manager and as a member of the Taskforce on Pay and Employment Equity.

Some Notes on Workplace Equality Renewal in the Swedish Labour Market

Fransson, Susanne & Thörnqvist, Christer. *Gender, Work and Organization*, Volume 13, Number 6 (2006), pages 606-620.

This journal article discusses the strengths and weaknesses of the Swedish 'workplace equality renewal' system (självsanering). The system, in force since 2001, requires all companies with ten or more employees to undertake annual wage surveys, 'workplace equality audits' on collaboration with local trade union or other representatives of employees. The audits allow for correcting and preventing unjustified wage differentials and other unfair employment terms between women and men. Employers are also required to explain what they mean by work of 'equal value' and to prepare an action plan for equal pay between the sexes.

The article discusses the workplace equality renewal system in practice. It argues that the Swedish industrial relations system might change as a result of the system, but its practical implementation remains unclear to small employers or local trade union branches.

The gender pay gap — origins and policy responses. A comparative review of 30 European countries

Plantenga, Janneke & Remery, Chantal; European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities Unit G.1. Luxembourg: Office for Official Publications of the European Communities, 2006.

URL: <http://ec.europa.eu/social/BlobServlet?docId=2007&langId=en>

This report examines the gender pay gap in Europe, providing data from European Union countries as well as Iceland, Liechtenstein and Norway. The focus is on how the EU countries have tackled the wage differentials between women and men through public policy, such as developing new legislation, transparent systems of remuneration and gender-neutral job evaluation, facilitating childcare, addressing occupational segregation, increasing the level of the minimum wage and re-evaluation of low-paid jobs. It contains a range of 'good practice' examples from European countries, many of which involve the social partners.

The Struggle for Pay Equity on the Ground

Judy Haiven. *Canadian Women Studies*, Volume 23, Number 3-4 (2004), pages 89 – 95.

URL: <http://pi.library.yorku.ca/ojs/index.php/cws/article/view/6242/5430>

This short journal article describes a case from the Canadian province of Saskatoon where an employers' effort to implement pay equity lead to a conflict between the employer and the union. Saskatoon did not have legislation for pay equity (i.e. equal pay for work of equal value). After discussing the case, the paper ends with a number of conclusions, emphasizing the importance of enabling legislation in achieving pay equity, trade union education and equal representation of women within trade union membership and leadership.

Equal pay in the collective bargaining: The Spanish, Italian, German, Greek and Dutch situations

Unión General de Trabajadores de España. Madrid: Comisión Ejecutiva Confederal de UGT, 2003.

Prepared under the EC Project *Pay Equality in Collective Bargaining*, this book presents national studies on equal pay and collective bargaining in five European countries: Germany, Greece, Italy, the Netherlands, and Spain. Each study has been carried out by the organization participating in the EC project. Although the studies differ from each other in terms of their content, they all discuss the national situation with respect to pay (in)equality, examine legislation and policies and review collective agreements regarding equal pay.

Understanding International Differences in the Gender Pay Gap

Blau, Francine D. & Kahn, Lawrence M. *Journal of Labor Economics*, Volume 21, Number 1 (2003), pages 106-144.

This journal article tests the hypothesis that overall wage compression and low female supply relative to demand reduce a country's gender pay gap, using data from the 1985–94 annual files of the International Social Survey Programme (ISSP) that covers 22 countries. This research finds evidence to this hypothesis. The study also suggests that the extent of collective bargaining coverage would be significantly negatively related to the gender pay gap. On the basis of the findings, the paper suggests that wage-setting institutions considerably affect the gender pay gap.

Unions and pay equity bargaining in Canada

Hart, Susan M. *Relations Industrielles*, Volume 57, Number 4 (2002), pages 609-629.

This paper analyses the role of unions in Canadian provincial pay equity bargaining through two case studies. After discussing pay equity methodology and the literature on pay equity, unions and gender equality, the paper examines in detail the cases of pay equity bargaining within Ontario civil service and Newfoundland health care. It concludes that unions can benefit from gender analysis and pay equity expertise in negotiations.

Gender-based violence at work

Violence at Work

Chappell, D. & Di Martino, V.; International Labour Office (third edition). Geneva: ILO, 2006.

URL: www.ilo.org/public/libdoc/ilo/2006/106B09_110_engl.pdf

This book sheds light on different types of workplace violence and strategies to prevent violence at work. Part one examines the occurrence and severity of workplace violence in different countries and occupations as well as its causes and consequences. It discusses gender aspects workplace violence and ways in which violence is rooted in gender roles. Part two identifies various responses to workplace violence, including how the issue has been addressed in legislation and regional, national or industry-sector specific collective agreements. It also provides good practice examples by workers' and employers' organizations. Part three outlines lessons learned, international initiatives and suggestions for specific action.

Sexual Harassment at Work: National and International Responses

McCann, D., Conditions of Work and Employment Series, No. 2, ILO Conditions of Work and Employment Programme. Geneva: ILO, 2005.

URL: http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_travail_pub_2.pdf

Focused on governments and workers' and employers' organizations, this report reviews how workplace sexual harassment has been addressed at the international and national level. It discusses current trends in preventing and combating sexual harassment through international standards, national legislation, the activities of governments, employers' and workers' organizations and NGOs, as well as workplace policies and programmes. For example, with regard to social partners, many workers' and employers' organizations produce model policies and collective agreement clauses, provide guidance on complying with laws, and carry out research and training.

Action Against Sexual Harassment at Work in Asia and the Pacific

Haspels, N.; Kasim, Z.M.; Thomas, C. and McCann, D.; International Labour Office. Bangkok: ILO, 2001.

URL: http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_bk_pb_159_en.pdf

Focusing on the Asia and Pacific region, this book discusses various aspects of sexual harassment at work. Drawing on 12 studies conducted by the ILO in the region, it discusses the occurrence of sexual harassment, outlines its effects on victims, enterprises and organizations and society as a whole, and identifies different legal measures, workplace policies and practical actions that have been taken at the international, national and enterprise levels. For example, trade unions, employers' organizations and individual employers have adopted policy statements against sexual harassment, or developed workplace policies that address sexual harassment at work. The book includes practical guidance on sexual harassment policies, training for prevention and grievance handling as well as examples of awareness raising material, policies and model codes.

Work-Family Balance

Employer offered family support programs, gender and voluntary and involuntary part-time work

Zeytinoglu, Isik U.; Cooke, Gordon B.; Mann, Sara L. *Relations industrielles*, Volume 65, Number 2 (2010), pages 177-195.

This paper focuses on the availability of family support programmes by employers in Canada. Drawing on the 2003 Workplace and Employee Survey by Statistics Canada, it looks at the existence of employment-based childcare and eldercare, and explores the employment status or employees' sex in relation to the support programmes offered. The paper maintains that only a small number of employers have family support programmes, and that if such programmes exist, full-time workers and men are more likely to be offered support.

Maternity at work - A review of national legislation: Findings from the ILO's Conditions of Work and Employment Database

International Labour office, second edition. Geneva: ILO, 2010.

URL:

English - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_124442.pdf

Español - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_142159.pdf

Français - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_142158.pdf

Drawing on the ILO's Conditions of Work and Employment Database, this report reviews national legislation on maternity protection in 167 ILO member States. It discusses maternity leave provisions in terms of their duration, the benefits paid and the source of funding as well as other kinds of leave provisions, such as paternity and parental leave. The focus is on how well the countries' provisions conform to the ILO Maternity Protection Convention, 2000 (No. 183) and its accompanying Recommendation (No. 191). With regard to financing maternity benefits, the report observes a shift from employer liability systems towards schemes in which employers and social security systems share the responsibility. In terms of maternity protection coverage, it finds that women employed in casual or temporary work, and thus, are often excluded from maternity protection legislation.

Workplace solutions for childcare

Hein, Catherine & Cassirer, Naomi; International Labour Office. Geneva: ILO, 2010.

URL: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_110397.pdf

Organizing childcare is one of the means to promote gender equality in the labour market. This publication reviews existing workplace childcare programmes and practices, drawing on examples from both industrialized and developing countries around the world. It discusses the role of social partners in workplace childcare. The first part of the publication provides an overview of workplace solutions for childcare, gleaned from literature and the country case studies presented in Part 2. It discusses government approaches to childcare; describes the various types of partnerships in organizing childcare; and provides lessons learned regarding workplace initiatives for childcare from the point of view of policy-makers, of enterprises and of workers' and employers' organizations. The second part provides ten country profiles on childcare, including detailed case studies of workplace childcare programmes.

Trade Unions and Work-life Balance: Changing Times in France and the UK?

Gregory, Abigail & Milner, Susan. *British Journal of Industrial Relations*, Volume 47, Number 1 (2009), pages 122-146.

This journal article discusses trade unions' involvement in promoting work-life reconciliation. In particular, it explores what might encourage or constrain trade unions from involvement in work-life balance issues. The article adopts a comparative approach, drawing on research carried out in two sectors, insurance and social work, in France and in the UK. It finds that while trade unions are not always central players in introducing and implementing work-life policies, there are also examples of unions actively getting involved in work-life issues. The article suggests that union work-life balance programmes and bargaining agendas are linked to gender equality concerns within the union.

Work and Family: Towards new forms of reconciliation with social co-responsibility

International Labour Organization and United Nations Development Programme. Santiago: ILO and UNDP, 2009.

URL:

English - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_111375.pdf

Español - http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_111376.pdf

This report examines reconciliation between work and family as a way of promoting equality in the world of work. Focusing on Latin America and the Caribbean, it suggests that work and family balance can be achieved by redistributing care responsibilities between women and men, and among the family, the State, the market and society, involving employers' and workers' organizations. The report provides country examples and recommendations for public policy.

A Training Package on Work and Family

International Labour Office. Geneva: ILO, 2008.

URL: http://www.ilo.org/public/english/dialogue/actemp/downloads/projects/diversity/work_family.exe

This package was developed to build the capacity of employers' and business organizations in promoting diversity and equality at the workplace through work and family policies, as part of competitive and productive enterprise management. The resources of this online package are structured

into five user-friendly sections. Included are a set of fact sheets on different aspects of work and family practices, such as addressing gender equality through work and family measures; group and individual activities; guidance and tools on how to design and implement a work family policy; examples of good practices and other resources to guide action and initiatives on work and family links to further resources on work and family.

Parental leave in European companies: Establishment Survey on Working Time 2004–05

European Foundation for the Improvement of Living and Working Conditions. Luxembourg: Office for Official Publications of the European Communities, 2007.

URL: <http://www.eurofound.europa.eu/pubdocs/2006/87/en/1/ef0687en.pdf>

This report sheds light on employers' parental leave practices in Europe, drawing on the European Establishment Survey on Working Time and Work–Life Balance 2004–05. The survey inquired, among others, about whether employers had experience of employees taking parental leave; whether those who took leave included any fathers human resources; (HR) strategies for covering parental leave and reintegration of employees resuming work after a period of leave; and whether companies made other provisions aimed at reconciling work and family life. The report analyses the survey data in order to identify the national, sector and workplace characteristics of companies in terms of parental leave, and to analyse enterprises' policies and challenges related to managing parental leave.

Reconciling work and family responsibilities: Practical ideas from global experience

Hein, Catherine; International Labour Office. Geneva: ILO, 2005.

URL: http://www.ilo.org/public/libdoc/ilo/2005/105B09_142_engl.pdf

As the work environment and family structures change, reconciling work and family responsibilities is becoming more challenging in many countries, suggests this book - and this can be detrimental to gender equality in the labour market. In the light of this, the book considers how work-life balance is beneficial to the economy, what governments and employers' and workers' organizations can do, and what policies and practices exist in countries, communities and enterprises around the world to reconcile work and family responsibilities. This book includes discussions on family-friendly working conditions, such as maternity leave, paternity leave, parental leave and flexible work schedules, part-time work and teleworking.