

Fact Sheet – Gender Equality in the World of Work in Brazil, Angola, South Africa, India and China (BASIC)

The project seeks to promote gender equality and women's economic empowerment in the workplace in the five above-listed countries. In the view of the International Labour Organization (ILO), gender equality is a matter of social justice and is anchored in both a rights-based and an economic efficiency approach. The project works with constituents to:

- Develop the knowledge base on gender equality in the workplace;
- Promote representation, advocacy and voice for women workers;
- Build the capacity of constituents to promote gender equality and women's economic empowerment.

The project advances this strategy via a number of inter-related issues:

- Gender sensitive workplace practices: The project works to promote gender responsive workplaces where women and men are given equal respect, and have equal opportunities for advancement. Capacity building tools such as the ILO's Participatory Gender Audit (PGA)¹ are used to advance this goal. The project also has a particular focus on combating violence against women and sexual harassment in the workplace.
- The legal, policy, and institutional framework: The project commissions research and provides training and technical assistance on the ILO's four 'gender equality' conventions.² Through a process of social dialogue the project examines national compliance with existing obligations, and works with constituents to advocate the benefits of ratification of new conventions. It also promotes the creation or strengthening of a national body with overall responsibility for gender equality issues.
- 'Engendering' of research and labour statistics: The project works to ensure that research undertaken by national labour administrations and the social partners is gender sensitive, both quantitatively and qualitatively. Sex disaggregation of data is one part of the picture. The project also works to ensure that research and data collection is focused on issues pertinent to promoting gender equality in the workplace, i.e. time use and work-life balance, availability of childcare, maternity and paternity protection, discrimination and equal remuneration.
- Promoting decent work for domestic workers: Domestic workers often work behind closed doors, in informal and often exploitative arrangements. The project works to ensure that domestic workers, the vast majority of whom are women, are empowered to access their rights as workers, including the right to freedom of association and collective bargaining.

The project is managed by a Chief Technical Advisor (CTA) based in the Bureau for Gender Equality at ILO HQ in Geneva and by National Programme Co-ordinators in each of the five countries.

For further information contact: Ned Lawton, CTA (lawton@ilo.org; +41 22 799 7834)

¹ The PGA is a self assessment of how gender is mainstreamed into a workplace's staffing and outreach.

² These are the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), Equal Remuneration Convention, 1951 (No. 100), Workers with Family Responsibilities Convention, 1981 (No. 156) and the Maternity Protection Convention, 2000 (No. 183).