



**ILO/ACFTU Workshop  
on Gender Equality  
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# **International Experience on Promoting Gender Equality through Social Dialogue**

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# Social Dialogue and Gender Equality : Core Values of the ILO

## ■ Social dialogue

- tripartite social dialogue bodies
- bipartite collective bargaining

## ■ Gender Equality

- equal representation of men and women in social dialogue
- gender equality issues at the agenda of social dialogue bodies





# Levels of Social Dialogue to Promote Gender Equality

## **International level**

-  global trade unions and multinational companies

## **National level**

-  tripartite social dialogue bodies or tripartite plus

## **Regional level**

-  tripartite and bipartite agreements

## **Sectoral level**

-  in both female and male dominated sectors

## **Enterprise level**

-  collective agreements



# Participation of Women in Social Dialogue Bodies

Region	% of women in social dialogue bodies	% of women in the government group	% of women in the employers' group	% of women in the trade unions' group
Asia	11	11	11	8
Africa	12	15	5	4
Latin America	14	26	7	7
Europe	17	18	14	21
<b>TOTAL</b>	<b>15</b>	<b>19</b>	<b>10</b>	<b>13</b>



# Equal Participation of Women and Men in Social Dialogue





## ■ Examples of measures to ensure the equal representation of women and men in social dialogue bodies

- quotas (1 woman at least, 15%, 30%, 50%)
- voluntary informal initiatives
- programmes of promotion of women's participation in the social dialogue bodies
- specific plans of action for the government, trade unions and employers' organisations (membership and leadership positions)



# Gender Equality in Tripartite Social Dialogue

## Institutional promotion of gender equality

-  special sub-committee
-  specific plan of action
-  collaboration with women's organisations
-  collaboration with NGOs representing the informal sector
-  autonomous tripartite commissions on gender equality







# Promoting Gender Equality through Social Dialogue

## ■ Gender issues in the social dialogue agenda

- 48% total worldwide
- 57% in Asia and 65% in Europe

## ■ Concrete measures

- proposals and comments on legislation related to gender equality
- trainings programmes
- awareness raising campaigns to combat stereotypes



# Collective Bargaining at the Sectoral and Enterprise Levels

## Gender equality issues in collective agreements and codes of good practices

- equal pay for work of equal value
- working conditions
- maternity protection
- family responsibilities
- parental and paternity leaves
- sexual and moral harassment
- selection criteria for collective dismissals for economic reasons







# Gender Equality and Social Dialogue at the Heart of Decent Work

- **Commitments and strategies of governments and social partners to promote gender equality through social dialogue**
  - giving women and men an equal voice
  - discussing issues of gender equality at work





**Thank you for your attention!**

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