

GENDER MAINSTREAMING IN LABOUR STATISTICS

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10 October 2018

20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



Gender mainstreaming in labour statistics

- **Gender mainstreaming is a strategy** that seeks to ensure that women's and men's (and girls' and boys') differing experiences and concerns are taken into account at every step of the policy decision, implementation, and monitoring process.
- Within the context of the **Decent Work Agenda**, seek to **achieve gender equality** and **eliminate discrimination in the world of work**
- **Gender mainstreaming in labour statistics requires:**
 - Understanding the work-related issues that affect women, men, girls and boys
 - Ensuring that labour statistics accurately measure the identified topics and inform the public and decisionmakers
 - It is thus not sufficient to disaggregate standard labour market indicators by sex to achieve gender mainstreaming in labour statistics



ILO's work programme on gender mainstreaming in labour statistics

- The ILO's work programme related to gender mainstreaming in labour statistics has focussed on three key areas:
 - Data collection and microdata processing
 - Capacity building, related video testimonials, and training videos
 - ILO collaboration in support of gender-relevant labour statistics and analysis

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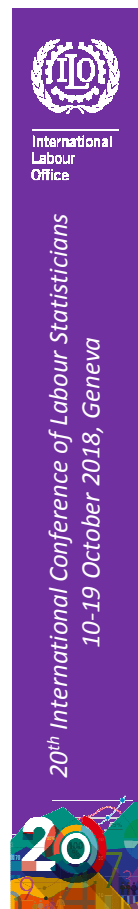


ILO data collection and microdata processing

- **Types of information collected or processed :**
 - Yearly, quarterly and monthly indicators by sex collected and published in ILOSTAT along with metadata
 - Includes selected Decent Work Indicators and related SDG indicators supporting gender equality and decent work for all:
 - Examples: «Female share of employment in managerial positions” and “Informal employment rate by sex”
 - Microdata processing from household surveys – allows construction of targeted indicators relevant for women and men in the world of work

Despite the progress, still important gaps in the available data by sex, including Decent Work indicators and related SDG indicators targeting gender equality

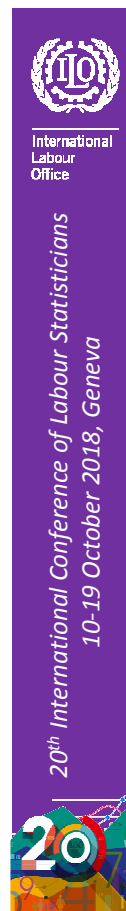
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Capacity building and related video testimonials (1)

- **Strong emphasis on Gender mainstreaming in labour statistics during the 2015 Labour Market Statistics and Analysis (LMSA) Academy in Turin, Italy.**
 - Academy was organized along three learning paths: (1) labour statisticians, (2) data analysts and (3) senior managers
- The 2015 LMSA Academy's **gender and labour statistics experts shared their expertise with participants** in the three learning paths during four sessions on gender mainstreaming in labour statistics.
 - *17th ICLS Checklist on mainstreaming gender in labour statistics* emphasized
 - 19th ICLS Resolution on work statistics highlighted
 - Identification of paid and unpaid forms of work → particular relevance for informing policy-makers on empowerment of women in the world of work.

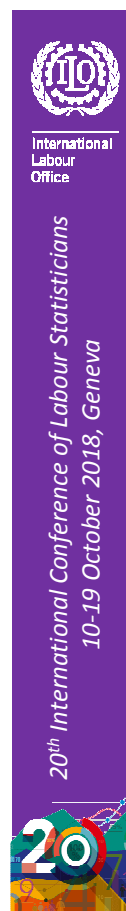
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Capacity building and related video testimonials (2)

- **2017 LMSA Academy mainstreamed gender throughout the training programme**, continuing to focus in particular on the 19th ICLS Resolution on work statistics (paid/unpaid forms of work)
- **The LMSA Academy highlights the need for more and better information on decent work indicators and related SDG indicators to support gender equality in the world of work.**
- **Video testimonials.** 2015 Academy participants from different geographic regions and learning paths shared
 - The importance of gender mainstreaming in labour statistics in their country
 - What they learned on this topic in the Academy
 - Video testimonials are available on the ILO website:
https://www.ilo.org/stat/Areasofwork/Training/WCMS_546818/lang--en/index.htm

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Training videos on gender mainstreaming in labour statistics

- Two training videos on gender mainstreaming in labour statistics have been prepared
- Intended for data analysts and for senior managers in labour statistics
 - Describe what is meant by gender mainstreaming in support of decent work for all women and men
 - Explain how to mainstream gender in labour statistics, with practical examples for senior managers and data analysts
 - Refer to the **17th ICLS Checklist of good practices for mainstreaming gender in labour statistics (adopted in 2003)**, available at: https://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/guidelines-adopted-by-international-conferences-of-labour-statisticians/WCMS_087632/lang-en/index.htm
 - Highlight gender-sensitive focus of the Decent Work Measurement Framework and related SDG indicator framework
 - Indicators on «Equal opportunity and fair treatment in employment» and «Gender equality and empowerment of women and girls»
 - Videos available on the ILO website: <https://www.ilo.org/stat/Areasofwork/Training/lang-en/index.htm>

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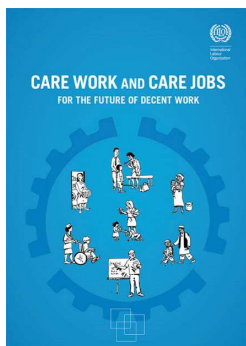
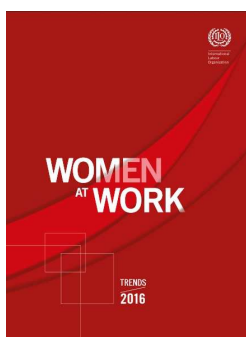


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ILO collaboration in support of gender-relevant labour statistics and analysis



- **Collaboration between different ILO Departments has focussed on:**
 - Analysis of how women have progressed in the world of work compared with men over the last 20 years.
 - Integrating the standards of the 19th ICLS Resolution on work statistics in the production of gender-relevant statistics
 - Closing data gaps related to paid and unpaid forms of work, including care work and care jobs
- **Collaboration is reflected in two ILO reports:**
 - *Women at Work: Trends 2016*, available at: https://www.ilo.org/gender/Informationresources/Publications/WCMS_457317/lang-en/index.htm
 - *Care Work and Care Jobs for the Future of Decent Work* (June 2018), available at: https://www.ilo.org/global/publications/books/WCMS_633135/lang-en/index.htm

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