

## Gender Equality Model (MIG SCORE)

Sustaining Competitive and Responsible Enterprises (SCORE) Training improves productivity and working conditions in small and medium enterprises (SMEs) in over **22 countries** around the globe. Based on over **9 years experience** of the **Global SCORE Programme**, the ILO developed **MIG SCORE**, a model to promote gender equality in supply chains. It is applicable to small and medium enterprises and organizations of the social and solidarity economy.

### What is MIG SCORE?

- A practical classroom training and innovative on-site approach to gender management in enterprises, connecting productivity, working conditions and equal opportunities for women and men.
- Supports the advancement of SDGs 5, 8 and 10.
- A tool to support supply chain strategies and lead buyers reporting (Women's Empowerment Principles, Global Reporting Initiative, Global Compact and other voluntary reports).
- *MIG SCORE is not a management system, auditable standard, certification nor a seal.*
- *MIG SCORE does promote gender equality, productivity and good working conditions.*

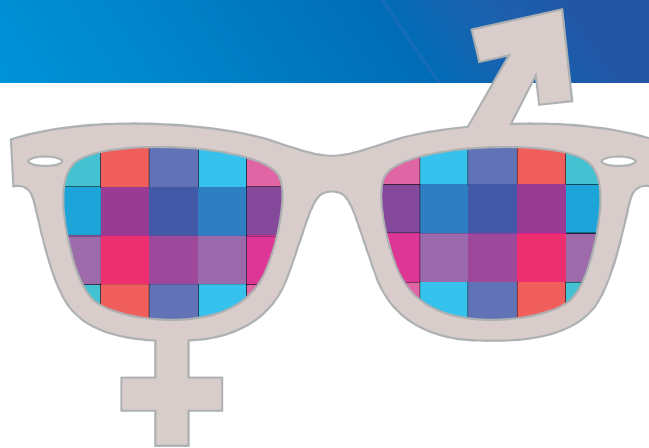


MIG SCORE was designed specifically with the management and financial capacities of SMEs in mind. It provides concrete training and counselling for the implementation of best management practices in gender equality, to support better working conditions for women and men, and improve enterprise productivity. For lead buyers, MIG SCORE offers a methodology for supply chain management with a gender equality focus supporting organizational change. It can support lead buyer reporting with regard to labour rights and supply chain procurement.



## MIG SCORE's objectives

- Provide concrete training and counselling for the implementation of best management practices in gender equality that support better working conditions for women and men and improve enterprise productivity.
- Transform enterprises into better places to work, regardless of sex, age, race, physical appearance, ethnic origin, culture, political opinion and religion of workers and managers.



- Generate data to analyze the conditions experienced by workers and enterprises' ability to manage gender equality.

## MIG SCORE's Implementation



**MIG SCORE** is implemented in **4 steps**, focuses on **5 spheres of action** that identify key Human Resource management practices, and can be implemented in just **8 months**.

It starts with the implementation of worker and manager surveys, followed by a baseline visit and delivery of the baseline results.

A joint manager-worker classroom training facilitated by an expert, facilitates the development of an Enterprise Improvement Plan. This promotes cooperative relations with a focus on basic and effective practices to promote equal opportunities for women and men that support organizational change.

Experts visit the enterprises to offer advice and support the advancement of the Enterprise Improvement Plan and the creation of Human Resource capacity for gender management.


All SCORE Trainers are highly experienced, trained and globally certified by the ILO. They train independently or through reputed national or international training firms such as: CTPM, Leeder, SGS, TUV Rheinland.

ILO's Sustaining Competitive and Responsible Enterprises (SCORE) Programme improves productivity and working conditions in small and medium enterprises (SMEs). The key intervention of the programme is SCORE Training, which combines practical classroom training with in-factory consulting. The Training demonstrates best international practice in the manufacturing and service sectors and helps SMEs to participate in global supply chains.

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## To find out more about SCORE Training and MIG SCORE contact:

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