

Table II. Enabling institutional mechanisms for gender equality in the Office: Staffing, substance and institutional arrangements

Staffing	Results	Indicators and baselines ¹	Minimum performance standards	Example of indicative activities ²	Primary responsibility
Parity among women and men professional staff across all units and offices Equality of opportunity and treatment of all ILO staff Expanded opportunities provided for General Service staff's career development in the Office A family-friendly and enabling working environment for both women and men is promoted Competency in gender mainstreaming, at appropriate level, is developed for all ILO staff	Measures are implemented to ensure greater parity ³ between women and men in recruitment and promotion	1. Indicator: % of Professional and higher category positions held by women ⁴ Baseline: 42.5%	2010–15: Achieve gender parity	Encouragement of applications from qualified women	Human Resources Development Department All senior and line managers ILO International Training Centre Bureau for Gender Equality Note: The Staff Union has committed to work with the Office to advance gender equality
		2. Indicator: % of sections of management and leadership development workshop materials that incorporate gender ⁵ Baseline: zero	Not applicable	Management and leadership development module on mainstreaming for gender equality developed, and workshop trainer terms of reference incorporate need for gender expertise, as well as the task of mainstreaming gender into training materials	
		3. Indicator: % of women participants in management and leadership development workshops Baseline: 34%	2010–11: 39% 2012–13: 44% 2014–15: 49%		
		4. Indicator: Number of opportunities for training offered to General Service staff Baseline: nine	2010–11: ten 2012–13: eleven 2014–15: twelve	Delivery of orientation activities for General Service staff	
		5. Indicator: number of gender-sensitive and/or family-friendly measures that exist ⁶ Baseline: seven measures	2010–11: one additional 2012–13: one additional 2014–15: one additional	Implementation and assessment of teleworking policy	
		6. Indicator: % of job description vacancies that refer to gender-related skills and/or gender sensitivity Baseline: 30.3%	2010–11: 40% 2012–13: 50% 2014–15: 60%	Systematically assess for gender-related content in draft job descriptions received from line managers	

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Staffing	Results	Indicators and baselines	Minimum performance standards	Example of indicative activities	Primary responsibility
		7. Indicator: % of responsible chiefs perceived by reporting staff as creating an environment that values diversity including sensitivity to gender ⁷ Baseline: to be established ⁸	To be set	Formally incorporate gender-related criteria throughout the Performance Management Framework, and revise gender-blind language and content in the Framework training materials	
	Workplace harassment is combated	8. Indicator: Number of initiatives or measures taken to strengthen and/or enforce the Conflict Prevention and Resolution Collective Agreement including on sexual harassment Baseline: one	2010–11: two 2012–13: two 2014–15: two	HRD Administrative Circular no. 543 (rev. 1), giving guidance on the procedures in cases of sexual harassment, made more visible on HRD intranet pages	

1. All baselines – unless otherwise noted – are replicated from the Action Plan for Gender Equality 2008–09, or statistics available as of January 2010.
2. Some activities will be implemented during 2010–11, while others will be ongoing throughout 2010–15.
3. Gender parity, for the purposes of this Action Plan, is understood to be in the range of 45 per cent–55 per cent.
4. Aligned with HR Strategy 2010–15, outcome 1.
5. Aligned with HR Strategy 2010–15, outcome 2.
6. Aligned with HR Strategy 2010–15, outcome 4.
7. Aligned with HR Strategy 2010–11, outcome 3.
8. Will be based on statistics gathered during implementation of the Performance Management Framework, being launched in 2010.

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