

► Guidance note on *Gender equality and non-discrimination* Definition of marker codes and examples

International labour standards, social dialogue, gender equality and non-discrimination and a just transition to environmental sustainability, which were established as cross-cutting policy drivers in the ILO Strategic Plan for 2018-21, are fully embedded in the policy outcomes of the Programme and Budget for 2022-23. They are reflected in the outcome strategies and outputs to be delivered in the biennium, with accompanying indicators to more effectively track progress in these areas.

In 2022-23 the marker system used in previous programme and budget exercises for implementation planning and monitoring purposes will continue to be in place in SM/IP only for gender equality and non-discrimination, for consistency and comparability with the approach pursued across most UN entities. The marker will serve to assess the extent to which activities and results at country and global levels contribute to advancing gender equality and non-discrimination. The purpose is to enable the Office to examine its interventions and the ensuing results for their relevance in respect of gender equality and non-discrimination, and ultimately report thereon.

The parameters explained in this guidance note are similar to the ones used in previous biennia. Each Country Programme Outcome (CPO) and Global Product (GP) will be rated against a three-point scale as follows: “1” (limited contribution), “2” (significant contribution) and “3” (principal objective). This aligns with the Gender Equality Marker system recommended for the [UN Country Teams](#), with the exception of the “0” marker (no contribution) which is not used by the ILO as gender equality and non-discrimination are part of the constitutional mandate of the Organization and should, therefore, be included in all areas of its work.

All CPOs and GPs linked exclusively to P&B outputs corresponding to Policy Outcome 6 should be marked “3”. CPOs linked to P&B outputs corresponding to Policy Outcome 6 and other Policy Outcomes should be marked “3” if gender equality and non-discrimination is the primary focus of the CPO, or “2” if gender equality and non-discrimination has been mainstreamed into the strategy as per the requirements indicated in the following table.

An optional functionality is available to indicate non-discrimination grounds addressed by each CPO/GP, under any of the P&B outputs linked to them. It is possible to select one or more of the following: i) disability; ii) HIV status; iii) indigenous identity; and iv) other (to be specified).

This functionality facilitates tracking the CPOs and GPs that include specific initiatives aimed at eliminating discrimination against and promoting equality for these groups. It is expected that data and information collected through this new functionality will enhance the Office’s capacity to meet its reporting commitments, including in the context of the United Nations Disability Inclusion Strategy (UNDIS).

Marker	1	2	3
	Limited contribution	Significant contribution	Principal objective
Definition	Some focus is placed on gender equality and non-discrimination, but the root causes are not addressed.	Gender equality and non-discrimination are mainstreamed .	Gender equality and non-discrimination are the primary focus .
Requirements	<p>1) The CPO/GP description includes some focus on relevant gender equality and non-discrimination issues.</p> <p>2) The CPO/GP includes planned deliverables targeting women and other groups facing discrimination (indigenous peoples, women and men with disabilities, and persons living with HIV) as specified beneficiaries.</p> <p>A mere reference to “women and men” or to groups facing discrimination does not meet the requirements for marker 1. Some focus must be specified in the deliverables. For example, in capacity development interventions for labour inspectors, a significant percentage of trainees must be women. Likewise, marker 1 applies if gender analysis is used in research, a knowledge product or a policy review under at least one deliverable.</p>	<p>1) The CPO/GP description includes an analysis of the following issues based on available sex-disaggregated data:</p> <ul style="list-style-type: none"> ○ division of paid/unpaid work, including for example occupational segregation; ○ access to/control of productive resources; ○ women's practical and strategic equality needs; ○ constituents' capacities, opportunities and challenges related to gender equality and non-discrimination. <p>2) Gender equality and non-discrimination are significantly mainstreamed into the broader work planned across the deliverables. Several deliverables reflect one or more of the following:</p> <ul style="list-style-type: none"> ○ advocacy for eliminating the root causes of discrimination based on gender and other possible grounds; ○ substantial human/financial investments to increase participation, representation and leadership of women or other groups facing discrimination in relevant processes; ○ policy support to reduce gender inequalities and discrimination on other grounds within the area/sector covered; ○ investments to support data collection disaggregated by sex, age and other characteristics. 	<p>1) The CPO/GP description includes an analysis of the following issues, based on available sex-disaggregated data:</p> <ul style="list-style-type: none"> ○ division of paid/unpaid work, including for example occupational segregation; ○ access to/control of productive resources; ○ women's practical and strategic equality needs; ○ constituents' capacities, opportunities and challenges related to gender equality and non-discrimination. <p>2) The main purpose of the CPO/GP is to promote gender equality and non-discrimination. The deliverables focus specifically on one or more of the following:</p> <ul style="list-style-type: none"> ○ Eliminating the root causes of discrimination based on gender and other grounds; ○ Increasing participation, representation and leadership of women and other groups facing discrimination in relevant processes; ○ Ensuring equal and equitable access of women and others groups facing discrimination to services in a given area/sector; ○ establishing or strengthening long-term monitoring or data collection mechanisms that considerably enhance the country's knowledge on gender equality and non-discrimination.

Marker	1	2	3
	Limited contribution	Significant contribution	Principal objective
Illustrative examples	The description of a CPO on strengthening labour administration and OSH policies, linked to P&B outputs 1.3 and 7.2, includes an analysis of relevant data disaggregated by sex, disability and HIV status. One of the deliverables under P&B output 7.2 refers to strengthened workplace compliance initiatives at the enterprise level based on training about gender equality, disabilities and HIV from an OSH perspective.	The description of a CPO on decent employment opportunities in the rural economy, linked to P&B outputs 3.2 and 6.2, includes an analysis of specific factors behind women’s unpaid work, low land ownership rates, need for better water provision, lack of collective organization and constituents’ capacity and priorities on gender equality. This analysis informs the strategy and the definition of specific deliverables to facilitate women’s access to employment by addressing structural world of work barriers that perpetuate discrimination.	The description of a CPO on eliminating gender-based violence and harassment at work in construction and agriculture, linked to P&B outputs 6.3 and 6.4, includes a gender-responsive analysis of the situation of men and women, including those with disabilities, in these sectors. All the planned deliverables focus on developing the capacity of the ILO constituents to prevent and address violence and harassment, especially against women and people with disabilities, including in the informal economy.
	The description of a CPO on entrepreneurship development, linked to P&B output 4.2 includes some focus on women and youth and data on SMEs owned by women and by men. The CPO includes a deliverable on increased capacity of low-income young women to start and improve their businesses, using the ILO’s SIYB methodology.	The description of a CPO on strengthening the national TVET system, linked to P&B outputs 5.1, 5.2 and 5.3, includes a gender-responsive analysis of available data concerning specific factors behind discrimination on the grounds of disability and HIV status. The CPO includes deliverables on gender-responsive mechanisms to address skills mismatches affecting these groups, and to increase their representation in relevant decision-making bodies.	The description of a CPO on the extension of social protection to cover disability, maternity, paternity and parental leave benefits, linked to P&B output 8.1, includes an analysis of data disaggregated by sex, disability, HIV status and migrant status. The planned deliverables are related to the development of inclusive legislation, the expansion of care-related infrastructure and the development of constituents’ capacity for gender-responsive fiscal space analysis.