

International Women's Day at a special
event on March 7, 2003



RESOURCES
ON
GENDER ISSUES AND WOMEN AT WORK

For further information, please contact:

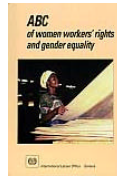
ILO Regional Office for Asia and the Pacific, Library
United Nations Building, 11th Floor, Rajdamnern Nok Avenue, Bangkok 10200, Thailand
Tel: 66-2 288 1768, 66-2 288 1769, Fax: 66-2 288 3062, Email: libroap@ilo.org
<http://www.ilo.org/asia/library>



Links to ILO Website on Gender Issues and Women at Work

- ILO to Mark International Women's Day
<http://www.ilo.org/public/english/bureau/inf/pr/2003/8.htm>
Four top women reporters to discuss war and conflict
Friday 28 February 2003 (ILO/03/8)
- International Women's Day
<http://www.ilo.org/public/english/bureau/inf/women/index.htm>
ILO event being celebrated on 7 March 2003
- ILO/Japan Asian Regional Programme for Expansion of Employment Opportunities for Women (EEOW)
<http://www.ilo.org/asia/japanmb/eeow.htm>
- ILO Gender Equality
<http://www.ilo.org/gender>
- ILO Gender Promotion
<http://www.ilo.org/public/english/employment/gems/>
- An information base on Equal Employment Opportunities for Women and Men
<http://www.ilo.org/genprom/eoo>
Compilation of basic information on gender equality laws, policies and programmes, including international labour standards as well as national legislation, policies, practices and institutional arrangements introduced by governments, trade unions and public and private sector enterprises.

ILO Publications on Gender Issues and Women



ABC of women workers' rights and gender equality

2000. xii, 108 pp.
 ISBN 92-2-110844-9
 20 Sw.frs; Baht 350

This concise and easy-to-read guidebook assists the layperson in understanding the legal frameworks and socio-economic developments surrounding gender equality in the world of work. Complete updated and revised, this second edition incorporates important new information relevant to women workers such as women in development, gender mainstreaming, the glass ceiling and much more. Each entry in the guide provides a clear, succinct definition and directs the reader to relevant laws, ILO conventions, and other topics for further research.



Action against sexual harassment at work in Asia and the Pacific By Nelien Haspels, Zaitun Mohamed Kasim, Constance Thomas and Deirdre McCann

2001. xx, 226 pp.
 ISBN 92-2-112824-5
 30 Sw.frs.; Baht 525.00

<http://www.ilo.org/public/english/region/asro/bangkok/download/sextech.pdf>

Offering a valuable set of workplace policies and practical measures, this topical book focuses on the problem of sexual harassment at work. It looks at training, prevention and codes of conduct as well as mechanisms and procedures for grievance handling. It also explores the different perceptions and attitudes on sexual harassment and provides a definition of sexual harassment and what constitutes the workplace and working relations.



Affirmative action: international perspectives

By J. Faundez
 1997. 68 pp.
 ISBN 92-2-108758-1
 17.50 Sw.frs.; Baht 307

Affirmative action is used as a social policy tool in a number of countries in different parts of the world. It is endorsed in several constitutions and laws, as well as in various international human rights conventions. Nevertheless it is controversial. In this monograph the author explains certain concepts which illustrate the different philosophical, economic and legal perspectives that are keys to understanding the debate on affirmative action.



**All women are working women
(Brochure)**
11 pp.



Breaking through the glass ceiling: women in management
By Linda Wirth
2001. 204 pp.
ISBN 92-2-110845-7
25 Sw.frs.; Baht 438
PDF Version
12.50 Sw.frs.; Baht 219

Women around the world have achieved higher levels of education than ever before and today represent more than 40 per cent of the global workforce. Yet their share of management positions remains unacceptably low, with just a tiny proportion succeeding in breaking through the glass ceiling. This fascinating report was prepared by the International Labour Office for the tripartite meeting on the subject held in Geneva in December 1997. It reviews the changing position of women in the labour market and in professional and managerial work, examines obstacles to women's career development, and provides a photograph of national and international efforts to improve equal opportunities and promote gender equality in management.



CD ROM
e.quality @work: an information base on equal employment opportunities for women and men.

<http://www.ilo.org/public/english/employment/eems/advance/surf.htm>



**Crisis, Women and Gender concerns - IFP Crisis
Working paper no. 7**
2002. v, 26 pp.

<http://www.ilo.org/public/english/employment/recon/crisis/download/wp7.pdf>

Comprised of four issues papers which discuss the need for integration of gender concerns into disaster research and planning.



Decent work for women: an ILO proposal to accelerate the implementation of the Beijing Platform for Action
2000. 28 pp.

<http://www.ilo.ru/other/event/GENDSP2K/DecWork1.pdf>



Employment assistance for women in Asia: guidelines

1997. viii, 86 pp.
ISBN 92-2-110894-5

Outlines the main constraints faced by women workers in Asia and proposes a strategic approach for their assistance based on: creating an enabling environment for women's employment and training; enhancing women's employability and productivity; and establishing links with the labour market and employment opportunities. Describes practical measures for integrating gender concerns into programmes and projects.



Expansion of employment opportunities for women (Brochure)

By ILO/Japan Asian Regional Programme for Expansion of Employment Opportunities for Women

Summarizes on "What is EEOW?"; its objectives, strategies, organizational structure; and achievements of country chapters including Indonesia (1997-2001), Nepal (1997-2002), Thailand (200-2003), Cambodia (2001-2006), Viet Nam (under discussion).



Gender!: a partnership of equals

2000. 115 pp.
ISBN 92-2-112018-X



Gender and armed conflicts: challenges for decent work, gender equity and peace building agendas and programmes Working paper no. 2

By Eugenia Date-Bah, Martha Walsh and others

2001. v, 67 pp.
ISBN 92-2-112469-X

<http://www.ilo.org/public/english/employment/recon/crisis/publ/wp2.htm>

Provides an analytical synthesis of research and insights upon country studies undertaken by the ILO between 1996 and 2000. Intends to guide policy formulation, effective pursuit of gender-sensitive programming, decent work and other activities, to stimulate and advance current debate on women and gender issues in the wake of conflict.



Gender and financial/economic downturn Working paper no. 9

by Tamara Tutnjivic

2002. ix, 32 pp.
ISBN 92-2-113298-6

<http://www.ilo.org/public/english/employment/recon/crisis/download/wp9.pdf>

Examines the impact of economic and financial crises from a gender perspective. Includes recommendations for integrating gender concerns into crisis response.



Gender and jobs: sex segregation of occupations in the world

By Richard Anker
1998. 456 pp.
ISBN 92-2-109524-X
45 Sw.fr.s.; Baht 788

The segregation of men and women into different occupations is one of the most important and enduring aspects of labour markets around the world. This book presents a comprehensive analysis of the levels and recent changes in the sex segregation of occupations. It is based on a unique new ILO data set which contains detailed occupational data from 41 countries or territories from all regions of the world. A number of findings will surprise readers, such as the higher level of occupational segregation in Scandinavia as compared to other industrialized countries, the lower level of occupational segregation in Asia as compared to Europe, the recent decreases in segregation in only some parts of the world, and the truly restricted and sex-stereotyped choice of occupations open to the world's women.



Gender and natural disasters Working paper no. 1

By Elaine Enarson
2000. x, 58 pp.
ISBN 92-2-112260-3

<http://www.ilo.org/public/english/employment/recon/crisis/publ/wp1.htm>

Discusses the economic and social impact of natural disasters on women. Outlines recommendations for ensuring gender-fair recovery initiatives. Includes a project proposal on gender equity in crisis.



Gender and women's issues in the world of work: progress and challenges for the future: report on the Asian Regional Consultation on Follow-up to the Fourth World Conference on Women, Manila, 6-8 October 1999

2000. v, 72 pp.
ISBN 92-2-112075-9



Gender equality: a guide to collective bargaining

By Shauna Olney, Elizabeth Goodson, Kathini Maloba-Caines and Faith O'Neill
2002. 6 booklets
ISBN 92-2-110555-5
20 Sw.fr.; Baht 350

Consists of 6 booklets: Booklet 1. Gender equality bargaining: an overview; Booklet 2. Working conditions; Booklet 3. Maternity and family responsibilities; Booklet 4. Defending rights of non-permanent and vulnerable workers; Booklet 5. Dignity at the workplace; Booklet 6. Giving women a voice.



Gender equality and decent work in Thailand: a country report for ILO/ADB RETA Project: 5887: strengthening the role of labour standards in selected developing member countries

Working paper no.1

By Pawadee Tonguthai

2002. vi, 100 pp.

ISBN 92-2-813534-4

Available in English and Thai

Gender Equality in the World of Work ILO Newsletter

Issue No.3, Oct.-Dec. 2002

<http://www.ilo.org/dyn/gender/docs/RES/112/F117183015/newsletter-3.doc>

This newsletter is produced in paper and electronic copy three times per year by the ILO Bureau for Gender Equality. Recipients are ILO constituents, UNsystem organizations and other organizations and groups working to promote gender equality. Readers are encouraged to reproduce the text and circulate among members of their own work units or networks.



Gender guidelines for employment and skills training in conflict-affected countries

1998. xiv, 57 pp.

ISBN 92-2-111124-5

<http://www.ilo.org/public/english/employment/recon/crisis/papers/gender.htm>

Discusses gender concerns to be considered in the reintegration of conflict-affected women through employment and vocational training programmes.



Gender inequality in the labour market: occupational concentration and segregation: a manual on methodology

By Janet Siltanen, Jennifer Jarman and Robert M. Blackburn

1995. x, 124 pp.

ISBN 92-2-109136-8

22.50 Sw.frs.; Baht 394

This user-friendly manual, which can be used for self-learning or as a teaching tool, guides readers through all stages in producing data on occupational concentration and segregation. It clarifies concepts and measures, discusses quality and availability of information, and reviews various methodological tools, using well-known statistical software packages.



Guidelines for the integration of gender issues into the design, monitoring and evaluation of ILO programmes and projects

1995. 34 pp.

Available in English and Thai



**Her way to work: the road to quality jobs for women
(Videocassette)**

1999. 30 mins
ISBN 92-2-110847-3
VHS PAL, SECAM and NTSC
20 Sw.frs.; Baht 350



**ILO & gender equality at work: Beijing + 5 and beyond
(Brochure)**

10 pp.



ILO standards and women workers

1993. 54 pp.
Third impression
ISBN 92-2-107435-8
Available in English and Thai

Summaries of ILO Conventions and Recommendations relevant to women workers, grouped according to topic: equality of opportunity and treatment, maternity protection, working hours, employment and human resources development, occupation safety and health and employment in specific sectors. For each standard, a description of the aim is given, followed by a brief summary. Illustrated with cartoons.



**Images of the gender role in two ILO projects in Asia and Africa
(Videocassette)**

1992. 29 mins including guide for the video
VHS NTSC: ISBN 92-2-109146-5
50 Sw.frs.; Baht 875
VHS PAL: ISBN 92-2-108167-2
50 Sw.frs.; Baht 875

Illustrates two different approaches to development projects: a women-specific project in Uganda and a project with a women's component in Nepal.



**International labour standards and women workers
(Information kit)**

1994
ABC on women workers' rights, a brochure, a pocket guide, posters, a video VHS-PAL or VHS-NTSC (15 mins)
ISBN 92-2-109059-0
60 Sw.frs.; Baht 1,050

Dissemination of information on women's rights is a vital instrument for improving women's status in society. This information kit consists of:

An ABC on women workers' rights

A practical guide to ILO Conventions and Recommendations, presented in a clear and simple manner, to define and explain selected terms and concepts used in the field of employment.

A brochure

The impact of international labour standards on women workers and main Conventions and Recommendations covering a wide field of social questions.

A pocket guide

Provisions of the ILO Conventions and Recommendations concerning women workers.

A pocket guide

Provisions of the ILO Conventions and Recommendations concerning women workers.

Posters

Conveying information on the themes of ILO key Conventions and Recommendations concerning women workers.

A video

“International Labour Standards on Women Workers”



Maternity and work

Conditions of Work Digest, Vol.13/1994

1995. xi, 482 pp.
ISBN 92-2-109199-6
50 Sw.frs.; Baht 875

The usefulness of special protective measures for women has been much debated, but maternity protection has never been questioned. It is now seen as an integral part of the promotion of equal opportunities and treatment between men and women in employment.

Part I provides an overview of maternity protection and analyses legislative trends.

Part II analyses the maternity protection provisions contained in national legislation.

Part III describes how collective bargaining has been used to improve maternity protection.

Part IV contains information on international action to promote maternity protection.



Maternity protection at work

Revision of the Maternity Protection Convention (Revised), 1952 (No.103) and Recommendation, 1952 (No.95)

International Labour Conference, 87th Session, 1999

Report V, Part 1

1997. 177 pp.
ISBN 92-2-110336-6
15 Sw.frs.; Baht 263



More and better jobs for women: an action guide

By Lin Lean Lim

1998. 205 pp.
Second impression
ISBN 92-2-109459-6
25 Sw.frs.; Baht 438

This guide to policy and programme options is an ILO contribution to the successful implementation of the work initiated by two milestone conferences in 1995 - the Fourth World Conference on Women (Beijing) and the World Summit on Social Development (Copenhagen).

This book outlines the significance of women's employment and the critical concerns and objectives of integrated and comprehensive strategies for action. It describes the main types of action for improving women's economic position, and offers advice on how to enhance the quality of female human resources, increase investment in education and training for women, improve women's access to employment and income-earning opportunities, ensure better terms and conditions of work, and provide social protection for working women.

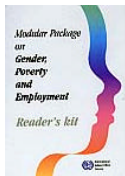


More and better jobs for women and men (Brochure)

2001. 19 p.

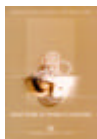
<http://www.ilo.org/public/english/employment/gems/download/brochure.pdf>

Outlines the objectives and describes the work of the ILO's Gender Promotion Programme.



Modular package on gender, poverty and employment: facilitator's kit and reader's kit

2000. 458 + 296 pp.
ISBN 92-2-110838-4 (Facilitator's kit)
ISBN 92-2-110839-2 (Reader's kit)
40 Sw.frs.; Baht 700



Night work of women in industry

International Labour Conference, 89th Session, 2001
2001. vii, 178 pp.
ISBN 92-2-111952-1
22.50 Sw.frs.; Baht 394

Traces the evolution of ILO standards on night work by women in industry since 80 years. Presents a compilation of national laws, rules and regulations, and evaluates their compliance with the ILO standards, followed by a discussion of the principle of equal opportunity. Draws conclusions as to the ratification prospects.



Promoting gender equality: A resource kit for trade unions

2002. 8 booklets
ISBN 92-2-112754-0
100 Sw.frs.; Baht 1,750

<http://www.ilo.org/public/english/employment/gems/advance/trade.htm>

Comprises eight booklets which provide guidance on the role of trade unions in the promotion of gender equality and the protection of vulnerable women workers. Includes: 1) Introductions; 2) Booklet 1 – Promoting gender equality within unions; 3) Booklet 2 – Promoting gender equality through collective bargaining; 4) Booklet 3 – The issues and guidelines for gender equality bargaining; 5) Booklet 4 – Organizing the unorganized: informal economy and other unprotected workers; 6) Booklet 5 – Organizing in diversity; 7) Booklet 6 – Alliances and solidarity to promote women workers' rights; 8) Report of the ILO-ICFTU survey.



Realizing decent work for older women workers

By Donna Smith
2000

<http://www.ilo.org/public/english/employment/gems/download/oldwom.pdf>

Examines demographic changes which have led to a predominance of women in the over-60 population in most countries and analyses policy changes which have taken place since the late 1980s to prepare for an ageing population. Proposes a rights-based approach to policy reform to support and expand decent work opportunities for older women and discusses the role of the social partners. Includes a study of the effects of the transition process on older women workers in Estonia.



The remuneration of nursing personnel: an international perspective

1994. xvi, 330 pp.
ISBN 92-2-108739-5
32.50 Sw.frs.; Baht 569

This monograph, the result of an ILO field research project, concentrates on specific case studies of selected developing and industrialized countries. These are preceded by a synthesis providing an international comparison of data for this occupational group, highlighting issues crucial to the development of future policy.



Rural women in micro-enterprise development: a training manual and programme for extension workers

2000. xiii, 333, 34 pp.
Third impression
ISBN 92-2-110508-3
60 Sw.frs.; Baht 1,050

Comprises seven modules. Includes a description of the development of the training programme and the role of Back Home Action Plans and workshops.



Series on gender in the life cycle - school to work transition survey questionnaire modules

<http://www.ilo.org/public/english/employment/gems/download/schl2work.pdf>



Series on Women and Migration (10 Working papers covering United Arab Emirates, Sri Lanka, Italy, Japan, Nicaragua, Nigeria, Philippines, Costa Rica, Bolivia and Ethiopia)

<http://www.ilo.org/public/english/employment/gems/advocacy/protect.htm>



The sex sector: the economic and social bases of prostitution in Southeast Asia

Edited by Lin Lean Lim.

1998. 232 pp.

ISBN 92-2-109522-3

35 Sw.frs.; Baht 613

<http://www.ilo.org/public/english/bureau/inf/pr/1998/36.htm>

Focuses on the commercial sex sector's connections with the national economies of Indonesia, Malaysia, the Philippines and Thailand as well as the international economy. Describes the organizational structures and relations within the commercial sex sector and illustrates how increasingly complex and significant the sector has become in these countries. In addition to the national case studies, which include the results of surveys of sex workers, comprises chapters on child prostitution and legislation and policies targeting the commercial sex industry. Examines also some historical and social factors behind the development of the sex sector.



Sexual harassment: addressing sexual harassment in the workplace, a management information booklet: an ILO survey of company practice

By Ariane Reinhart

1999. viii, 39 pp.

ISBN 92-2-111382-5

12 Sw.frs.; Baht 210

Presents company policies and practices to prevent sexual harassment in Europe and North America.



Towards gender equality in the world of work in Asia and the Pacific: Technical report for discussion at the Asian Regional Consultation on Follow-up to the Fourth World Conference on Women, Manila, 6-8 October 1999

1998. xi, 104 pp.

ISBN 92-2-111854-1



**Trainers' manual: women workers' rights and gender equality:
easy steps for workers**

2001. vi, 141 pp.
ISBN 92-2-112909-8



We can make it: stories of disabled women in developing countries

By Susan Epstein
1997. 87 pp.
ISBN 92-2-110327-7
15 Sw.frs.; Baht 263

The will to succeed is a powerful economic force. In this inspiring book 25 disabled women in Asia, Africa and Latin America tell how they defied the odds to become educators, lawyers, farmers and shopkeepers. Their success is measured not only in monetary terms but in the number of obstacles they have overcome. The women speak candidly and eloquently about discrimination, motivating influences, the quest for education and employment, and the desire to be wives and mothers. They also offer pragmatic advice for policymakers so that more disabled women can achieve their potential and contribute to society.

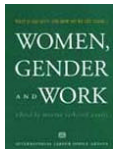


Women and men in the informal economy : a statistical picture

2002. 64 pp.
ISBN 92-2-113103-3

<http://www.ilo.org/public/english/employment/gems/download/women.pdf>

Presents a statistical overview of the informal economy worldwide from 1990 to 2000. Describes the difficulties in defining and measuring the informal economy.



Women, gender and work: what is equality and how do we get there?

Edited by Martha Fetherolf Loutfi
2001. 575 pp.
ISBN 92-2-111386-8
40 Sw.frs.; Baht 700
PDF Version
20 Sw.frs.; Baht 350

Women, gender and work was chosen as a Notable Document of 2001 by the government Documents Round Table (GODORT) of the American Library Association (ALA). A list of the winning titles was published on May 15, 2001 in *Library Journal*.

Women, gender and work was noted as follows:

"The important anthology of articles from International Labour Review brings together the thinking of leading philosophers, economists, sociologists, and lawyers to illuminate the complex issue of equality. Four parts address the concepts, statistics, policy, and law relating to all aspects of women and work. Taken together, the articles provide a thoughtful look at where we've been, where we are now, and where we want to go."

- Library Journal, May 2001, USA
"The anthology reflects current international academic and policy-making trends and could serve as a useful resource for a variety of social science and women's studies courses."
- CHOICE, June 2001, USA



Women in trade unions: organizing the unorganized

Edited by Margaret Hosmer Martens and Swasti Mitter

1994. xiv, 205 pp.
ISBN 92-2-108759-X
32.50 Sw.frs.; Baht 569

A rich, varied collection of case studies, from both developing and developed countries, on organizing women workers at national and local levels in areas that are difficult to organize: small-scale enterprises, the rural and urban informal sectors, home work, domestic service and export processing zones. An abundant source of material, lessons and ideas for all those involved in, or planning to embark on, such initiatives.

Women workers: an annotated bibliography (1983-1994)

International Labour Bibliography, No.14

1995. xiii, 290 pp.
ISBN 92-2-109201-1
35 Sw.frs.; Baht 613



Women workers' rights: equality for women in employment: an interdepartment project: modular training package

1994. 566 sheets in a ring binder
ISBN 92-2-109741-2
60 Sw.frs.; Baht 1,050

The Modular Training Package consists of:

An introductory module on gender and quality

Module 1 looks at the role of the ILO and the United Nations in the promotion of women workers' rights.

Module 2 provides international labour standards and women workers.

Module 3 covers action at national level to promote women workers' rights.