

Gender Equality in the World of Work

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EVENTS

- **Panel on Gender Aspects of Trafficking in Persons**

Gender aspects of trafficking in persons was the theme of an in-house panel discussion held at ILO headquarters in Geneva on 3 December as part of the Gender and Employment Seminar Series. The panel, organized by the ILO Gender Promotion Programme (GENPROM), included updates on work in this area by GENPROM as well as the International Migration Branch, InFocus Programme on Promoting the Declaration on Fundamental Principles and Rights at Work, and the InFocus Programme on Child Labour.

"The main reason for growing international concern over the trafficking of human beings", said Lin Lean Lim, Manager of GENPROM, "is that it involves a number of serious human rights violations including forced labour, sexual and labour exploitation, violence and abuse of the victims, and it is a modern form of slavery. The ILO is concerned because trafficking is inimical to our primary goal of promoting opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity".

Trafficking in persons—with women and girls much more likely than men and boys to be victims, particularly for prostitution and other forms of labour exploitation—was “the downside of globalization”, noted panelists. Trafficking was a serious manifestation of the feminization of

poverty and the broader challenges facing women and girls in a world still characterized by gender discrimination, both within and outside the labour market.

Most job opportunities for female migrants were in the informal economy in unregulated sectors such as domestic work, entertainment and the sex industry—whereas males tended to be in more regulated work such as manufacturing and construction.

Exploitation of migrants, trafficking and forced labour were more likely to occur in nations where there was a lack of application and enforcement of labour standards and minimum decent work conditions.

Panelists stressed the importance of a comprehensive and gender-sensitive framework to fight trafficking by addressing all stages of the trafficking cycle: empowering women and girls at risk by providing them with informed choices and appropriate employment opportunities; informed and transparent labour migration administration systems and a standards-based approach to migration management; appropriate labour market policies of both origin and destination countries; more effective application of basic labour standards, especially those related to the Declaration on Fundamental Principles and Rights at Work; and sharing good practices.

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- **Briefing on Gender Equality and Gender Mainstreaming in PRSPs**

The extent to which gender equality has been reflected in Poverty Reduction Strategy Papers (PRSPs) in countries where the ILO InFocus Programme on Social Dialogue, Labour Law and Labour Administration (IFP/DIALOGUE) is involved in integrating the Decent Work Agenda was the focus of an in-house briefing on 27 November in Geneva.

At the briefing a draft *Guide on Fostering Gender Equality in Poverty Reduction Strategy Papers through Participation* was presented, as were the findings of a study on participation and gender equality in PRSPs.

"We wanted to fill a gap in information and knowledge about how the gender dimension has been substantially highlighted in PRSPs", said Giuseppe Casale, Deputy Director of IFP/DIALOGUE. "Many of the nations that are developing strategy papers rank low on the gender-related development index of the *Human Development Report*, which is published by the United Nations Development Programme (UNDP). The guide is designed to serve as a practical tool aimed at promoting equitable participation of women and men—and thus true country ownership and genuine integration of gender interests—throughout the PRSP process. This includes participation at the national level in developing the strategies and the stages of implementation, monitoring and evaluation".

The guide, which is being finalized, will be made available to ILO staff, representatives of governments, employers' and workers' organizations, the World Bank and the International Monetary Fund, NGOs, and others interested in ensuring an equitable participation of men and women in PRSP processes.

The guide's sections cover the stages for development of a PRSP and highlight strategic entry points and ideas to integrate equitable participation of women and men. Sections address issues including assessments of gender expertise in the country, commitment of the government and other actors to gender equality, participatory poverty diagnosis, policy responses to female and male poverty, and sustaining social dialogue throughout a PRSP.

Findings of the study highlighted at the briefing included that most PRSPs did not spell out the concerns of poor women and poor men, which resulted in gender-neutral documents. However, some PRSPs were found to contain good practices including data disaggregated by sex, as well as the use of indicators that helped identify differences between men and women's situations. Unfortunately these differences were not further analyzed, noted the study, which meant that policies could not be developed to address them.

When women and women's unions were meaningfully involved in preparing a PRSP, according to the study, it was usually in the consultation process rather than in implementation and monitoring phases. Good practices in some nations included consulting with women at the village level up to national level, as well as including women as members of national PRSP committees.

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- **Briefing on Good Practices in Gender Mainstreaming for Combating Child Labour**

Good practices from around the world in activities of the ILO InFocus Programme on Child Labour (IPEC) were presented at an in-house briefing on 11 October in Geneva. A draft report on *Good Practices: Gender Mainstreaming in Actions Against Child Labour* was discussed at the briefing, as well as the methodology used.

“The crucial prerequisite for all the good practices contained in the report”, said Alice Ouedraogo, Director for Policy Development and Advocacy at IPEC, “is that they support equality between men, women, boys, and girls. We hope that this report, once it is finalized, can be a tool and starting point to stimulate further research and action in the area of combating child labour while promoting gender equality”.

Examples of good practices in carrying out gender analysis of a situation to identify inequalities included a child labour force survey in Turkey, and a national report on child domestic workers in South Africa.

Good practice examples of carrying out gender-specific actions included focusing on child domestic workers through a thematic evaluation in Kenya, Pakistan, The Philippines and Tanzania.

Case studies of good practices in starting a process of institutional change within IPEC or partner organizations included an IPEC practical guide for promoting gender equality in action against child labour.

The final section of the report highlights good practices in giving girls and women a greater voice by increasing their participation to ensure their perspectives are taken into account. Case studies cited in this section included a gender equality awareness-raising exercise for parents of children working in the coffee industry in Guatemala, and a national stakeholder consultation on the Time-Bound Programme Against the Worst Forms of Child Labour in Nepal.

When preparing the report, IPEC defined a good practice as any action at the policy or operational level that worked well in terms of combating child labour while implementing—whether fully or in part—the ILO strategy of gender mainstreaming. The good practices were successfully demonstrated and/or replicable, and however small or large could have implications for gender mainstreaming at any level within IPEC.

Each good practice had to have worked either fully or in part and could be a specific process as part of an activity—or an activity related to policy—that broadly benefited girls and boys. Other criteria for determining a good practice were: innovativeness or creativeness; effectiveness and impact; replicability; sustainability; relevance; responsive and ethical; and efficiency and implementation. Once finalized in the coming months, the report will be widely shared within

ILO and with others.

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TECHNICAL COOPERATION

- **Enhancing Gender Mainstreaming Capacity of ILO Constituents**

Needs assessments for enhancing gender capacity are being carried out in Tanzania and Uganda as part of the inter-regional project on Enhancing the Gender Mainstreaming Capacity of ILO Constituents, which also covers China and Nepal. The participatory assessments, which take about one and a half months to complete, are carried out by a national project coordinator.

The assessments aim to help stakeholders determine the manner and extent to which they have mainstreamed gender in their policies and work. Stakeholders in the project include employers' and workers' organizations, civil society groups and governments of the four countries.

“These self-assessments, which are modelled on the methodology used in the First ILO Audit, are a crucial step in building ownership of the gender mainstreaming process”, said Jane Zhang, Director of the ILO Bureau for Gender Equality, and Coordinator of the inter-regional project. “This is important to the project’s main objective of strengthening ILO constituents’ capacity to assess implications for women and men of any planned action. In this way they can then implement strategies to mainstream gender in their employment policies and agendas while promoting social dialogue”.

Documents reviewed during the assessments cover stakeholders’ organizational policies—including any related to gender—and work plans, budgets, reports of major meetings and training activities, and public documents.

Prior to the assessments in Tanzania and Uganda, workshops were held in Dar es Salaam and Kampala with project stakeholders in the two countries. Around 35 participants in each workshop agreed to establish national task forces on gender equality in order to facilitate implementation of the project.

They also discussed the most pressing issues to address, as well as possible entry points under the theme of social protection including gender budgeting, equal remuneration, the care economy and its impact on women, and maternity coverage.

Participants in a similar workshop in Beijing, with about 25 representatives of project stakeholders, agreed to establish an advisory committee to help facilitate their collaboration. In addition they decided to set up a task force on gender equality aimed at helping to implement the project in China, and identified women entrepreneurs and micro-enterprises as a possible entry point. Under the project, representatives of the All China Federal Trade Union met as well in order to begin examining how gender issues were addressed in its policy and work.

In Nepal an assessment entitled *Enhancing Gender Mainstreaming Capacity* has also been undertaken. At the launch workshop for the project in the country, held on 5 December in Kathmandu, participants noted that gender aspects would help contribute to efforts to reduce poverty in Nepal. Around 50 participants, including representatives of government ministries, and employers and workers' organizations, observed that the project would enhance gender mainstreaming of partner organizations in ongoing ILO programmes in Nepal. These programmes focused on child labour, bonded labour, trafficking in persons especially girls, employment generation, training, and social protection.

Participants said this would contribute to sustainability of the ongoing programmes, help reach the grassroots, and result in development of gender mainstreaming tools tailored for each programme. For this reason the project in Nepal would have significant implications for all ILO programmes in the country in terms of further strengthening their gender aspects—and thus their real impact.

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- **IPEC Training Workshop on Gender and Child Labour**

The importance of approaching child labour issues with a gender perspective was the aim of a training workshop for staff and implementing partners of the InFocus Programme on Child Labour (IPEC) who are based in Albania, Egypt, Jordan, Lebanon, Romania, Russia, Turkey, Ukraine and Yemen. The training, held in Izmir, Turkey from 31 October to 1 November, included IPEC national programme managers, gender specialists, and representatives of governments and NGOs.

“Boys and girls in child labour have different work experiences”, said Alice Ouedraogo, Director for Policy Development and Advocacy at IPEC, “and because of this they face different risks. Therefore, gender mainstreaming is the crucial issue in child labour. And national ownership and networking, as well as cooperation between countries and regions, are essential to the priorities of

the IPEC Gender Mainstreaming Implementation Plan. This training is part of our efforts to create a research and advocacy network for gender mainstreaming and increase our capacity to address child labour through training and appropriate tools”.

Sessions with facilitators and trainers covered gender concepts and theory, gender analysis and practice, gender equality in development, and gender planning and monitoring. Discussions also focused on why gender was an important lens when addressing child labour, the best ways to deal with gender issues, and how to integrate gender with practical tools.

In addition to strengthening existing networks on gender and child labour in the Arab States and Eastern Europe, participants agreed to create networks within each region and in Turkey, and to further build the gender mainstreaming capacity of IPEC and its partners. Action programmes have already been launched in some of the countries as a result of the workshop.

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AFRICA

- **Advancing Social Partnership in Promoting Labour Peace**

Gender issues are being integrated into the joint ILO/Swiss Project to Advance Social Partnership in Promoting Labour Peace in Southern Africa in a variety of ways. The project, managed by a chief technical adviser and programme coordinator based at the ILO Area Office in Pretoria, was launched in October 1995. Discussions are taking place on extending the project for another three years. The project covers Botswana, Lesotho, Namibia, South Africa, Swaziland and Zimbabwe.

The project aims to help build capacity of ILO partners to address labour conflict and promote dispute resolution. Activities include assisting governments to review labour legislation and, if necessary, set up appropriate legal frameworks for effective systems for dispute prevention.

"Although the project is not overtly gender-sensitive in its design", said Judica Makhetha, ILO Senior Gender Specialist based in Harare, "its implementation includes taking gender issues into consideration. During discussions with the Programme Coordinator, we have decided to integrate gender into a Post Graduate Law Diploma on Conciliation and Arbitration which is offered by the project in conjunction with the faculties of law of the University of Lesotho, University of Cape Town, and University of Namibia”.

Course content includes gender-mainstreamed modules on labour law, labour economics, labour relations, human resource management, and skills in negotiation and conciliation. Specific modules on gender issues are also required coursework.

In addition, the project has developed a training of trainers manual to help institutionalize such training courses on social dialogue. The courses have gender integrated into them and—like all other programmes, workshops and symposia conducted under the project—will require balanced representation of women and men as participants. The issue of sexual harassment will be given special attention, including through presentations in workshops to labour court judges.

Publications on labour laws and gender equality in employment produced by the Southern Africa Multidisciplinary Advisory Team (ILO-SAMAT) and the ILO Area Office based in Dar es Salaam will be used as models for similar publications to be disseminated through the project in participating countries as well as in the Southern African Development Community (SADC) region.

These models include ILO-SAMAT Discussion Paper number 19 on gender equality in employment, which focuses on the legal framework in the case of Zimbabwe, and the ILO Area Office publication on laws of Tanzania and gender equality.

Among initiatives to engender the project, the most challenging will include mainstreaming gender in the institutions and processes of social dialogue—including sensitizing members of the Bipartite Millennium Labour Council (MLC) of South Africa, which has no female members.

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- **Gender Mainstreaming in Social Dialogue in West Africa**

Two workshops in West Africa, one held in Togo and another in Benin, brought together representatives of workers' organizations to discuss gender mainstreaming in social dialogue. The workshops in Lomé on 14-16 November, and in Cotonou on 17-20 November, were organized by the ILO Multidisciplinary Team for West Africa (EMAO) based in Abidjan, with support of the ILO Gender Promotion Programme (GENPROM) and in collaboration with the International Confederation of Free Trade Unions (ICFTU).

Discussions during both events focused on the reasons so few women joined workers' organizations or held positions of authority within them.

"It was clear that the participants in the two workshops were aware of the importance of gender mainstreaming", said Grace Hemmings, ILO Senior Gender Specialist based in Abidjan. "Both events aimed to build on this awareness in order to help identify concrete and sustainable ways to go about it".

Participants in the workshops said structural reforms within workers' organizations were required to improve their capacity to mainstream gender issues. Understanding how to mainstream gender in their organizations, they agreed, required analysis of both the roles of men and women in the labour market and in the organizations.

Although women were economically active in large numbers in both Togo and Benin, their participation in workers' organizations, especially in decision-making, was low. Thus, participants discussed the fact that gender mainstreaming would imply a major change in the way the organizations integrated women workers.

The organizations, they said, would need to make greater efforts to induce women workers to join. They would also need to reach out to workers in the informal economy since this was where the largest concentration of women—as well as workers in general—was located. Participants noted that raising awareness about gender mainstreaming among members of workers' organizations would require accurate sex-disaggregated data on the labour participation of workers in different economic sectors, and on positions of responsibility held at different levels of the organizations. Moreover, there would need to be more transparency in distribution of the organizations' resources for addressing specific concerns of women workers and of men workers.

Both workshops produced a plan of action; along with preliminary gender analysis of the participating organizations, the plans provided details about how resources would be sought in order to begin mainstreaming gender within them.

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ASIA

- **Expanding Employment Opportunities for Women**

National project coordinators have been appointed in Cambodia and in Vietnam for the ILO/Japan Asian Regional Programme for Expansion of Employment Opportunities for Women. The programme, which promotes employment for poor women, has resulted in practical and sustainable marketing and training under projects in Indonesia, Nepal and Thailand. The programme is coordinated by the ILO Regional Office for Asia and the Pacific (ROAP), based in Bangkok.

The programme aims to improve social and economic conditions by supporting the work of community-based women's groups, setting up savings and credit systems, providing skills training, improving market linkages, and providing technical and financial support to pilot projects in support of national efforts. It also supports efforts of governments and NGOs involved to make sure that policies and employment promotion programmes are gender-sensitive.

Participants at a workshop held in October in Nepal agreed that gender training activities under the programme were beneficial and should be obligatory for both men and women. More than 3,000 women have been trained in high-value vegetable production and marketing in Nepal, and half have become commercial growers. About 5,000 women in the country have been involved in savings and credit schemes through the programme, which has resulted in forming and strengthening of 50 savings and credit organizations.

In Thailand, a total of seven projects have been implemented in cooperation with the government and NGOs. Initiatives include helping community-based women's groups develop marketing strategies for local products; developing an occupational safety and health manual aimed at homeworkers; and producing a computer and Internet training guide for women factory workers.

Training packages developed under the programme are being used to promote gender equality and women workers' rights, including manuals for employers and employees. Training for trainers to use the manuals has also been organized and has included representatives of some government departments involved in the programme, workers' organizations and NGOs. Based on this training, several organizations have carried out training initiatives within their networks.

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- **Promoting Gender Equality in Action Against Child Labour in Asia**

Field studies began in October in Thailand under the ILO project on Promotion of Gender Equality in Action Against Child Labour. The project, coordinated by the Bangkok-based ILO

Area Office and East Asia Multidisciplinary Advisory Team (EASMAT), is the first of its kind in the region to systematically address gender inequalities in action against the worst forms of child labour. The project focuses on capacity building and networking, and it aims to promote closer cooperation, exchange of information and collaboration between organizations that are working on child labour issues and gender equality promotion in the region.

An updated version of a practical guide on promotion of gender equality in action against child labour, entitled *The GECL Guide*, is being developed to train ILO partner organizations in making their programmes on child labour more gender-responsive. Other training materials will be developed for use in communities and workplaces with children, youth and adults.

The GECL Guide will be made available in English, French Spanish and Arabic, as well as Chinese, Khmer, Lao, Thai and Vietnamese. The English-language version will be available at the end of December.

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- **Study on Vocational and Skills Training in Thailand**

An evaluation of government-provided training services for men and women in Thailand shows clear gender divisions in relation to skills, although some steps have been taken to promote women's entry into more service-oriented sectors. The study, carried out by the Bangkok-based ILO Area Office and East Asia Multidisciplinary Advisory Team (EASMAT), in cooperation with Thailand's Ministry of Labour and Social Welfare, analyzed the quality and quantity of vocational and skills training offered in the country from a gender perspective. It also identified good practices and policies that had been implemented.

The study is part of a global review of the ILO InFocus Programme on Skills, Knowledge and Employability (IFP/SKILLS) on the effectiveness of vocational training to promote equal access to employment for men and women. It also includes studies in Cambodia and Nepal.

The study revealed that on a practical level, courses and facilities were not set up for female participants. Many of the courses available through the Department of Skills Development (DSD) under the Ministry of Labour focused on heavy industry, and there was a lack of courses designed to develop service-orientated skills. The combination of these factors meant that there was a two-to-one proportion of men to women in DSD training.

In the industrial arts, including industrial sewing and drawing, there were also gender disparities. Both trainers and trainees often had a perception that certain skills were appropriate for either men or women. And despite that fact that some trainers were relatively open to women entering

into an area such as mechanics, the physical environment was frequently a barrier. Most of the facilities used by the DSD did not have adequate separate dormitories for women.

The study found that steps by the government to promote entry for women into some sectors—such as catering and cooking, computer and information technology, and management—meant that these jobs were now more or less equally taken up by men and women.

Course duration and quality also had a bearing on participation. Men tended to take standardized courses lasting six to ten months, while women tended to take courses lasting only two to six months. Longer-term courses usually led to a relatively smooth entry into the formal sector, whereas many of the courses undertaken by women resulted in their remaining in the informal economy.

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- **Building Capacity on Gender, Poverty and Employment in Asia**

The importance of combating poverty through promotion of productive employment and empowerment of the poor—especially women—was stressed by participants in a consultation on building capacity on gender, poverty and employment, held 6-8 November in Sri Lanka.

The sub-regional technical consultation was hosted by the ILO Office based in Colombo, in collaboration with the South Asia Advisory Team (ILO-SAAT) based in New Delhi, and the ILO International Training Centre located in Turin.

Around 30 participants included representatives of ILO constituents in Afghanistan, Bangladesh, India, Iran, Nepal, Pakistan and Sri Lanka, as well as the Multidisciplinary Team for South-East Asia and the Pacific (ILO-SEPAT) based in Manila, and the Bureau for Gender Equality.

“In all countries of the sub-region”, said Claudia Coenjaerts, Director of the ILO Office in Colombo, “poverty reduction strategies have become an important tool for planning and coordination of development...We all agree that the best way to reduce poverty is by giving people jobs. Not just any jobs, but jobs that uphold people’s dignity...Important as this agenda is, our goal is even more ambitious. We think that not only is the linkage between employment and poverty obvious, it is only by applying a ‘gender lens’ that the picture will be accurate”.

Several participants noted that poverty reduction plans and strategies were an intrinsic part of development programmes in South Asia. Indeed, the creation of productive and decent work was centred on reducing poverty. Since women were among the majority of the poor, they stressed, integrating gender issues into employment and poverty reduction strategies was crucial.

In addition to exchanging experiences in poverty alleviation and employment promotion strategies, participants discussed the ILO Capacity Building Programme on Gender, Poverty and Employment (GPE). This multimedia training and information tool contains modules on issues related to integrating gender into all aspects of poverty and employment planning and interventions.

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*More information about GPE: www.ilo.org/public/english/employment/skills/informal/gpe
To order GPE materials in English: www.ilo.org/public/english/support/publ/xttextww.htm#b384*

- **Workshop in Philippines on Sexual Harassment**

Sexual harassment, which is a serious employment and human rights issue, violates workers' dignity and security. This was the message of the National Seminar-Workshop on Sexual Harassment, held 21-25 October in Makati, Philippines. The workshop was organized by the Manila-based ILO Office in collaboration with the Women's Legal Bureau Inc., an NGO servicing women and women's groups in the country.

"Sexual harassment impacts the entire labor force", said Werner Konrad Blenk, Director of the ILO Office in Manila, "resulting in demoralization of workers and lost productivity in the workplace".

Objectives of the workshop included promoting better understanding of the 1995 Anti-Sexual Harassment Act (Republic Act 7877), developing strategies for fully implementing the law, and promoting other initiatives to eliminate sexual harassment in work, educational and training environments. Around 25 participants included representatives of employers' organizations, trade unions, civil society groups, academia, and government agencies such as the Department of Labor and Employment, Civil Service Commission, National Commission on the Role of Filipino Women, and the Supreme Court.

According to the Anti-Sexual Harassment Act, sexual harassment in the country includes acts committed in a work, education or training-related environment by an employer, employee, manager, supervisor, teacher or coach who uses his or her authority, influence and moral ascendancy to demand, request or require sexual favors from a female or male victim. Legal responses to sexual harassment include criminal, administrative and civil remedies. Participants in the workshop observed that despite passage of the Act, sexual harassment persisted in both the private and public sectors. This was due to, among other things, lack of information and education about the law as well as about women's human rights. Many women in the Philippines,

participants said, did not report sexual harassment because of fear of ridicule by co-workers or losing their job.

There was also low compliance with the requirement that all workplaces establish a Committee on Decorum and Investigation; these were supposed to receive and investigate sexual harassment complaints under provisions of the Act.

In order to improve awareness and implementation of the law, participants developed a plan of action for advocacy campaigns, studies and agency-specific interventions. They also committed to the development of a national resource and information network aimed at enhancing greater collaboration to combat sexual harassment in the workplace.

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EUROPE

- **Seminar on Women and Work**

Transition from a centrally-planned economy in the countries of Central and Eastern Europe has opened up choices in employment for women as well as men, but has brought about a dramatic dismantling of family services. Demographic changes, feminization of poverty and unemployment are also alarming phenomena in the region. These were some of the trends highlighted at a seminar on Women and Work, held 29 September to 1 October in Bratislava, Slovakia.

The event, organized by the Swedish project on Work Life and European Union Enlargement, was supported by the European Foundation for the Improvement of Living and Working Conditions, and the ILO Central and Eastern Europe Team (ILO-CEET) based in Budapest. About 25 participants at the workshop represented ministries of labour—mainly equal opportunities departments and national employment offices—as well as trade unions and women's NGOs from Bulgaria, Czech Republic, Hungary, Romania, Slovakia and Turkey.

According to research presented at the seminar, women in 12 of the candidate countries for European Union membership (not including Turkey) on average had a participation rate in employment of 47% compared to 42% of women in the European Union. There was also evidence that men participated more than their European Union counterparts in childcare, cooking and housework.

However, while there was a relatively small difference in labour market participation between men and women in Central and Eastern Europe, participants noted the large gap between men and women in unpaid work and in pay. Occupational segregation, while lower than in the

European Union, was still high, and differences in occupational health and safety outcomes prevailed.

Participants observed that reconciliation of work and family life was a major priority that should be taken up by governments, trade unions, employers and relevant NGOs. They also called for more gender-sensitive research, statistics, indicators and information in this area, as well as in occupational safety and health, and in equal treatment in the workplace.

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- **Work and Family Life in Central and Eastern Europe**

Enhancing knowledge and skills in negotiating issues of concern for workers with family responsibilities was the aim of seminar held in Rovinj, Croatia from 8-12 October. The seminar, held with support from the ILO Bureau for Workers' Activities (ACTRAV) and ILO-CEET, brought together around 90 participants from 20 countries who were members of the Women's School of the International Confederation of Free Trade Unions (ICFTU) Central and Eastern European Network.

Participants included heads of women's sections of trade unions as well as trade union activists on gender. They noted that low incomes, job insecurity and long working hours were negatively affecting the daily lives of millions of families in Central and Eastern Europe.

In order to bring about a better balance between work and family life, they stressed the importance of improving child and elderly care facilities, enhancing social protection, providing adequate child and family allowances, strengthening maternity protection, providing relevant leave arrangements, and introducing flexible work hours.

Training sessions were also held during the event, which was jointly organized by the ICFTU Central and Eastern European Women's Network and the American Solidarity Center. The sessions focused on the role of collective bargaining in establishing a better balance between work and family life in the transition countries.

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LATIN AMERICA

- **Women Trade Union Members and Decent Work in Venezuela**

A seminar from 18-20 November in Caracas brought together over 50 women union leaders of the Confederation of Venezuelan Workers (CTV) to discuss integrating gender dimensions into collective bargaining in order to reinforce the Decent Work agenda. The seminar, held as part of the ILO project on Trade Unions and Decent Work in Latin America in the Era of Globalization, was organized by the National Institute of Higher Studies for Trade Unions and the CTV Secretary of Women.

Participants discussed a case study on collective bargaining and gender equality in Latin America, which was carried out under the project.

They said collective bargaining processes of the CTV would be strengthened by increasing the number of women union members involved in decision-making, increasing capacity building efforts around the country, and incorporating gender issues into the confederation's priorities.

Contact: ILO Regional Office for the Americas, Las Flores 295, San Isidoro, Lima, Peru, tel. +51 1 221 2565, fax +51 1 421 5292, oit@oit.org.pe, www.oit.org.pe

- **Seminars in Colombia on Labour Relations and Women**

Two seminars were held in Colombia with support of the ILO and US Department of Labor project on Improvement of Labour Relations and Promotion of Women's Economic Equality.

At the seminar held in Pereira from 24-25 October, around 60 women members of Colombia Workers Central (CTC) discussed strengthening women's roles in the collective bargaining process, as well as support of organizations comprising women heads of households.

The theme of the seminar held in Bogotá from 3-9 November, in which 40 members of the General Democratic Workers' Central (CGTD) participated, was gender, poverty and employment.

Contact: ILO Regional Office for the Americas, Las Flores 295, San Isidoro, Lima, Peru, tel. +51 1 221 2565, fax +51 1 421 5292, oit@oit.org.pe, www.oit.org.pe

- **Workshop on Gender Equality Tripartite Commissions**

At an ILO technical tripartite workshop, held 20-31 October in Buenos Aires, participants discussed work of the Tripartite Commissions on Gender Equality in the Southern Cone countries of Argentina, Brazil, Chile, Paraguay and Uruguay. About 30 representatives of governments, and employers' and workers organizations, shared experiences of social dialogue in the commissions. They also reviewed their objectives and developed national plans of action for 2003-2004.

Participants discussed discrimination issues in relation to the 2003 *ILO Global Report on the Elimination of Discrimination at Work*, and conclusions of an evaluation report of the commissions' work. The report said the commissions had considerable capacity on gender and on social dialogue, as well as strong commitment to their work despite financial and political constraints.

However it said the commissions needed to develop long-term strategies to strengthen commitment to gender equality by decision-makers among ILO constituents and involve more men in promoting gender equality. Based on challenges identified by the report, participants drew up national and sub-regional strategies and time-bound plans of action.

Priorities for action over the next two years in Argentina included: a media and advocacy campaign on gender equality in employment including maternity protection and sexual harassment; training of trainers for the ILO Gender, Poverty and Employment capacity building programme; and development of gender equality commissions at the provincial level.

In Brazil priorities included a national seminar on the ILO global report on discrimination; development of employment discrimination indicators; and strengthening gender mainstreaming in the Labour Ministry and among social partners.

Priorities in Chile were promoting skills profiles of women in the application of laws on micro-enterprises and cooperatives; promoting a labour culture that reflects gender perspectives and disseminating good practices with an award for an enterprise on International Women's Day on 8 March 2003; and holding sensitization training on gender equality for leaders of trade unions and employers' organizations.

In Paraguay priorities included establishing gender equality commissions at the provincial level; integrating gender issues in the work of ILO constituents through awareness-raising; conducting a training needs assessment; training of trainers for the ILO Gender, Poverty and Employment programme; creating a national network among organizations of small and micro-enterprises where women are concentrated; and producing a study on the myth of higher labour costs of working women.

Priorities in Uruguay included identifying indicators for employment discrimination and their incorporation in national statistics; conducting a media campaign to promote gender equality;

decentralizing from the capital work of the gender equality commissions in the country; and producing a study on the gender aspects of pension reform.

Participants also decided that the commissions should meet on an annual basis in order to exchange experiences and strategize, particularly in the context of the sub-regional socio-economic integration processes of MERCOSUR.

Contact: ILO Regional Office, av. Cordoba 950 piso 13-14, Buenos Aires, Argentina, tel. +54 11 4393 7076, fax +54 11 4393 7062, buenosai@oit.org.ar

RESOURCES

- **STEP Materials on Gender Mainstreaming**

Gender mainstreaming materials developed by the Global Programme on Strategies and Tools Against Social Exclusion and Poverty (STEP) are being circulated to members of the ILO Gender Network in order to share information in this area. STEP is part of the ILO Social Security Policy and Development Branch.

The materials, which are mainly used by the programme's staff and partners, include a brochure on *Mainstreaming Gender in the ILO Global Programme STEP*.

Another tool for STEP staff and partners, also available in French, is entitled *Guidelines for Mainstreaming Gender into the Design of STEP Projects and in Progress Reports of On-Going Projects*.

This working paper gives guidelines for mainstreaming gender into projects aimed at extending social protection in health and the fight against social exclusion, as well as a checklist to help ensure that the gender dimension is included in progress reports about projects.

An additional working paper, available only in French, discusses an evaluation of STEP technical cooperation projects from a gender perspective.

Contact: Global Programme on Strategies and Tools Against Social Exclusion and Poverty (STEP), Social Security Policy and Development Branch, ILO, 4 route des Morillons, 1211 Geneva, Switzerland, tel. +41 22 799 6544, fax +41 22 799 6644, step@ilo.org, www.ilo.org/step

- **Arabic Translation of *Gender! A Partnership of Equals***

This book in Arabic—already published in English, French and Spanish—begins with an overview of gender issues in the world of work. The introduction also includes the basic principles of gender mainstreaming and definitions of key concepts.

In a second section major issues explained from a gender perspective include armed conflict and employment promotion, the challenges of globalization, issues related to child labour, collective bargaining, conditions of work, education and training, indigenous and tribal cultures, and violence at work.

Updates from around the world on gender issues in the world of work are provided in a third section, followed by a bibliography of ILO resources.

Contact: ILO Regional Office for the Arab States (ROAS), PO Box 11-4088, Beirut, Lebanon, tel. +961 1 752400, fax +961 1 752405, beirut@ilo.org.lb, www.ilo.org/beirut

- **GenderInfo Electronic Newsletter**

GenderInfo, of which the most recent issue appeared in October, is an electronic newsletter produced by the ILO International Training Centre based in Turin, Italy. The newsletter is disseminated monthly by e-mail.

Articles give details about training programmes concerning gender issues conducted by the centre, both in Turin and around the world, and information about new resources and websites on gender mainstreaming and gender equality issues.

Also provided are updates on projects and events concerning equality between men and women, and announcements of upcoming workshops and training programmes along with contact information.

Contact: GenderInfo, Gender Coordination Unit, International Training Centre of the ILO, 10 Viale Maestri del Lavoro, 10127 Turin, Italy, gender@itcilo.it, www.itcilo.it/gender

- **Start and Improve Your Business Electronic Bulletin**

Gender and development is the focus of the most recent issue of this electronic newsletter published by the ILO Start and Improve Your Business (SIYB) Regional Project Office, based in Zimbabwe.

Articles throughout issue number 42, entitled “Contribution to Gender”, include results of a study on the reasons for low participation rates by women in advanced training, and constraints women face in running a business.

Other articles discuss how women trainers see their roles and challenges, and the impact of the SIYB programme in developing the capacity of women entrepreneurs. Readers can also learn

more about the ILO Women’s Entrepreneurship Development and Gender Equality (WEDGE) unit.

In addition to sharing information through the bulletin, the ILO Office in Harare is involved in organizing, supporting and evaluating the SIYB training programmes in 16 countries in Eastern and Southern Africa. The programme is part of the InFocus Programme on Boosting Employment through Small Enterprise Development (IFP/SEED).

Contact: SIYB Bulletin, ILO Regional Project Office, PO Box 3474, Harare, Zimbabwe, tel. +263 4 793 285/6, fax +263 4 793 287, secretariat@ilosiyb.co.zw, www.ilosiyb.co.zw (to subscribe to the free electronic bulletin send a message to gmaenda@ilosiyb.co.zw)

- **Final Report on Promoting Women’s Entrepreneurship through Employers’ Organizations in the Asia-Pacific Region**

This report, which summarizes discussions at an ILO regional workshop held in Bangkok in May 2002, calls for renewed focus by employers’ organizations on policies and projects that promote women’s entrepreneurship.

These recognize women entrepreneurs as important actors in the economy, value their work and advocate their contributions, remove gender-related obstacles in business, and assist women entrepreneurs in various ways.

Examples of mainstreaming gender-related activities within employers’ organizations are highlighted in the report, as well as innovative and practical strategies used by various national employers’ organizations.

The report presents experiences in women’s entrepreneurship development discussed at the workshop, including initiatives of employers’ organizations in 13 countries: Bangladesh, Cambodia, China, India, Indonesia, Mongolia, Nepal, Pakistan, Papua New Guinea, Philippines, Sri Lanka, Thailand and Viet Nam.

The workshop was hosted by the ILO Regional Office for Asia and the Pacific (ROAP) and co-organized by the InFocus Programme on Boosting Employment Through Small Enterprise Development (IFP/SEED), ILO Bureau for Employers' Activities (ACT/EMP), and Bureau for Gender Equality.

Contact for report: InFocus Programme on Boosting Employment through Small Enterprise Development (IFP/SEED), ILO, 4 route des Morillons, 1211 Geneva, Switzerland, tel. +41 22 799 6862, fax +41 22 799 7978, ifp-seed@ilo.org, www.ilo.org/seed

- **Newsflash**

On 16 December the tripartite partners in Nepal adopted a declaration to pursue gender equality as a fundamental value of the ILO. Under the declaration it was agreed to establish a tripartite sub-committee, chaired by the Ministry of Labour, to advise on gender issues in the world of work in Nepal.

ILO GOOD PRACTICES IN GENDER MAINSTREAMING

An electronic message on 15 October to all staff of the ILO Social Protection Sector—sent on behalf of its Executive Director, Mr. Assane Diop—“strongly recommends a careful reading of the *First ILO Gender Audit Report* (see www.ilo.org/gender) in order to enhance ALL your activities and in particular those relating to Social Protection”.

The message stressed that gender-blind publications, activities and projects were “unacceptable and represented a missed opportunity to enhance our impact and target our efforts and resources adequately”.

This was not consistent with the ILO’s Decent Work Agenda, noted the message, which requested “your full collaboration to be sure that all publications, activities and projects in the Social Protection field consistently and effectively mainstream the gender perspective”.

Staff were encouraged to contact their unit gender focal points for specific advice. The message—sent by Mr. Alejandro Bonilla, Policy and Research Coordinator in the Sector’s Management Support Unit, as well as Gender Sector Coordinator—concluded by requesting the Sector’s headquarters-based gender focal points to “design a preliminary proposal for sectoral guidelines for gender mainstreaming in social protection related activities. The preliminary proposal will then be submitted for contributions and feedback from all social protection staff in headquarters and in the field”.

Contact: Social Protection Sector, ILO, 4 route des Morillons, 1211 Geneva, Switzerland, tel. +41 22 799 6140, fax +41 22 799 6157, e-mail protection@ilo.org, www.ilo.org/protection

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The first ILO work unit to provide results of its gender audit to internet users is the Cameroon-based Multidisciplinary Team for Central Africa (OIT/EMAC). Internet users can click from the OIT/EMAC homepage (www.ilo.org/mdtyaounde) to extracts from the report of the audit, which

...MORE ILO GOOD PRACTICES IN GENDER MAINSTREAMING

(continued) took place in Yaoundé from 15-30 April.

Also available are photos from facilitated workshops with professional and support staff, and detailed programmes including methods used during the workshops.

Contact: OIT/EMAC, B.P. 13, Yaoundé, Cameroon, tel. +237 21 74 47/48, fax +237 21 74 46, emac@ilo.org, www.ilo.org/mdtyaounde

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The first ILO work unit to disseminate information about its gender audit in a newsletter is the ILO Office based in Moscow.

An article in the March-April 2002 issue of *UN in Russia: Activities for Sustainable Human Development* describes the gender audit that took place at the office from 7-18 March.

“The lessons and results of the gender audit”, noted the article, “can be considered as a good starting point and a platform for developing a gender mainstreaming strategy for the office, which ILO-Moscow views as one of the priorities for 2002”.

The article also details other gender-related initiatives and activities of the ILO office in Moscow.

Contact: ILO Team for Eastern Europe and Central Asia, Petrovka 15, Apt. 23, 107031 Moscow, Russian Federation, tel. +7 095 933 08 28, fax +7 095 933 08 20, moscow@ilo.ru, www.ilo.ru

(the UN in Russia newsletter is electronically produced by the United Nations Development Programme on www.undp.ru).

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