

# MAINSTREAMING GENDER

*AN ANNOTATED BIBLIOGRAPHY OF SELECTED  
ILO TOOLS FOR MAINSTREAMING GENDER  
IN THE WORLD OF WORK*



*Bureau for Gender Equality*

*ILO Geneva*

[www.ilo.org/gender](http://www.ilo.org/gender)

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## *An Annotated Bibliography of Selected ILO Tools for Mainstreaming Gender in the World of Work*

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## INTRODUCTION

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This annotated bibliography of 134 selected ILO tools for gender mainstreaming has been developed to support ILO staff and constituents as well as other development practitioners working to promote gender equality in the world of work.

The tools included in this bibliography have been compiled from across the ILO's sectors and field offices and have been organised in five categories comprising good practices; guidelines and training material; reports and case studies; discussion and working papers; briefing notes and information sheets; books; and audio-visual material. In addition to a brief description of each tool, a comprehensive list of reference data has been provided for ease of access, including web-addresses for tools available online.

The selection of the tools has been carried out in consultation with the ILO's global Gender Network, comprising gender specialists and focal points. Though not aiming to be exhaustive, the bibliography presents a representative cross-section of gender mainstreaming tools that have been developed by the ILO since 2000.

The bibliography has been compiled by the ILO's Bureau for Gender Equality. Special acknowledgement goes to Ms. Francesca Biasiato who drafted the bibliography and to the ILO's gender specialists in Addis Ababa, Bangkok, Beirut, New Delhi and Santiago for their contributions.

For additional information on this bibliography or any of the tools described herein, please contact the ILO's Bureau for Gender Equality, [gender@ilo.org](mailto:gender@ilo.org)

## GOOD PRACTICES

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### *1. Good practices in promoting gender equality in ILO technical cooperation projects*

ILO Geneva: GENDER (2007)

This publication aims to support the implementation of the ILO's Policy on Gender Equality by sharing good practice elements of gender mainstreaming strategies applied in selected technical cooperation projects. It contains a brief section pinpointing the 'building blocks' of a good mainstreaming practice, and presents eleven case studies, which, despite being context-specific, present elements that can easily be adapted and tailored to other circumstances.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-119536-8 hard copy)

French: (ISBN 978-92-2-219536-7 hard copy)

Spanish: (ISBN 978-92-2-319536-6 hard copy)

**Web link:** English:

<http://www.ilo.org/dyn/gender/docs/RES/513/F2133910434/Good%20practices%20in%20promoting%20gender%20equality%20in%20I.pdf>

French:

<http://www.ilo.org/dyn/gender/docs/RES/513/F852638695/Bonnes-pratiques.pdf>

Spanish: <http://www.ilo.org/dyn/gender/docs/RES/513/F1886751749/Buenas-practicas.pdf>

### *2. Gender Equality and Decent Work: Good Practices at the Workplace*

ILO Geneva: GENDER (2005)

Drawing on the experiences of 25 countries, this publication shows how governments, employers' organizations and trade unions around the world bring gender equality into their institutional structures, policies, programmes and activities. Examples are grouped under eight thematic categories, including multi-sectoral approaches to equality, policies and planning, use of sex-disaggregated data, use of gender expertise, gender-specific actions, capacity building, strategic partnerships and participatory approaches.

**Availability:** Hard copy, CD-ROM, web

**Languages:** English (ISBN 92-2-116991-X hard copy)

French (ISBN 92-2-216991-3 hard copy)

Spanish (ISBN 92-2-316991-7 hard copy)

**Web link:** English:

<http://www.ilo.org/dyn/gender/docs/RES/398/F1448380228/Good%20practices%20at%20the%20workplace%20-%20text.pdf>

French:

<http://www.ilo.org/dyn/gender/docs/RES/431/F1449652839/Bonnes%20pratiques.pdf>

Spanish:

<http://www.ilo.org/dyn/gender/docs/RES/432/F1359823936/Buenas%20practicass.pdf>

### **3. *Good Practices: Gender Mainstreaming in Actions against Child Labour***

ILO Geneva: IPEC (2003)

This publication presents recent initiatives of mainstreaming gender in actions and research promoting the abolition of child labour. It includes relevant information on child domestic labour and examples of good practices from South Africa and East Turkey.

**Availability:** Hard copy, web

**Languages:** Arabic (ISBN 92-2-613586-X hard copy)  
English (ISBN 92-2-113586-1 hard copy)  
French (ISBN 92-2-213586-5 hard copy)  
Spanish (ISBN 92-2-313586-9 hard copy)

**Web link:** <http://www.ilo.org/public/english/standards/ipec/publ/gender/mainstreaming.pdf>

### **4. *Good Practices and Lessons Learned on Child and Adolescent Domestic Labour in Central America and the Dominican Republic: A Gender Perspective***

ILO San José (2005), [sanjose@sj.oit.or.cr](mailto:sanjose@sj.oit.or.cr)

This report forms part of a three-year technical cooperation programme on child domestic labour in the region which promoted the application of a gender perspective in the analysis of the problem and in the efforts to eliminate it. It includes several good practices and existing challenges related to the prevention and elimination of the worst forms of child domestic labour.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-117416-6 hard copy)  
Spanish (ISBN 92-2-317416-3 hard copy)

**Web link:** <http://www.ilo.org/iloroot/public/english/standards/ipec/doc-view.cfm?id=1682>

### **5. *Decent Work for Women and Men in the Informal Economy: Profile and Good Practices in Cambodia***

ILO-SRO Bangkok (2006), [bangkok@ilo.org](mailto:bangkok@ilo.org)

This compilation brings together lessons and experiences from over fifty national and local ILO partner organisations in Cambodia. It provides a profile of the informal economy – with an explicit gender dimension – and highlights good practices for policy

development through discussion and dialogue between decision makers in the public and private sectors, and groups of informal economy workers both at the national level and in local communities and workplaces.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-119045-5 & 978-92-2-119045-5 hard copy)

Khmer (ISBN 92-2-819045-0 & 978-92-2-819045-8 hard copy)

**Web link:** English:

<http://www.ilo.org/public/english/region/asro/bangkok/library/download/pub06-26.pdf>

Khmer:

<http://www.ilo.org/public/english/region/asro/bangkok/library/download/pub06-30.pdf>

## GUIDELINES AND TRAINING MATERIAL

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### **6. *Gender Equality and Decent Work: Selected ILO Conventions and Recommendations Promoting Gender Equality***

ILO Geneva: GENDER, NORMES (2006)

A major obstacle preventing workers from exercising their rights is a lack of awareness of their existence. Dissemination of information about these rights is, therefore, a vital instrument for improving gender equality. This publication is one element in that dissemination process. It brings together in an easily accessible form a range of International Labour Standards of particular relevance to the promotion of gender equality in the world of work.

**Availability:** Hard copy, CD-ROM, web

**Languages:** English (ISBN 978-92-2-119256-5 hard copy)  
French (ISBN 978-92-2-219256-4 hard copy)  
Spanish (ISBN 978-92-2-319256-3 hard copy)

**Web link:** English:

<http://www.ilo.org/dyn/gender/docs/RES/309/F946263477/WEB%20Promoting%20Gender%20ANG.pdf>

French:

<http://www.ilo.org/dyn/gender/docs/RES/310/F95442967/Promoting%20Gender%20FR.pdf>

Spanish:

<http://www.ilo.org/dyn/gender/docs/RES/500/F765069013/WEB%20Promoting%20Gender%20ESP.pdf>

### **7. *ABC of Women Workers' Rights and Gender Equality: Revised and Expanded Edition***

ILO Geneva: GENDER (2007)

With entries arranged alphabetically by topic, this publication focuses on States' or employers' obligations, and corresponding workers' rights, relating to gender concerns based on the ILO's Conventions and Recommendations. Recent socio-economic trends are also reflected in the guide.

**Availability:** Hard copy, web

**Languages:** English (ISBN 978-92-2-119622-8 hard copy)  
French (forthcoming)  
Spanish (forthcoming)

**Web link:** Publication accessible at [www.ilo.org/gender](http://www.ilo.org/gender)

### **8. *A Profile of ILO Multi-bilateral Donors' Policies on Gender Equality***

ILO Geneva: GENDER, PARDEV (2006)

This publication, jointly prepared by the Bureau for Gender Equality and the Department of Partnerships and Development Cooperation, provides a brief overview of selected ILO multi-bilateral donors' priorities for advancing gender equality and highlights some of the various approaches adopted in this respect. It also contains relevant contact details for the donors, at both central and field levels.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-119315-2 & 978-92-2-119315-9 hard copy)

**Web link:**

<http://www.ilo.org/dyn/gender/docs/RES/392/F976367355/Donor%20profiles.pdf>

### **9. *A Manual for Gender Audit Facilitators: The ILO Participatory Gender Audit Methodology***

ILO Geneva: GENDER (2007)

This manual provides guidance and practical instructions on the planning and implementation of participatory gender audits in an organizational context. A step-by-step approach leads facilitators through each stage of the process which culminates in a set of recommendations and an action plan on how to improve the gender mainstreaming strategy in a given institutional setting. It also explains the rationale behind the participatory methodology, its usefulness and relevance.

**Availability:** Hard copy, web

**Languages:** English (ISBN 978-92-2-119825-3 hard copy)

French (forthcoming)

Spanish (forthcoming)

Arabic (ISBN 978-92-2-619826-5 hard copy)

### **10. *ILO Gender Network Handbook***

ILO Geneva: GENDER (2006)

This handbook was designed for ILO Gender Network members as well as ILO staff in general and representatives of constituents – governments, employers' and workers' organizations – as a support to effectively mainstream gender in their work. The handbook contains key documents and materials on promoting equality between women and men in the world of work. The contents can serve as background information when preparing presentations or briefings, as a guide when designing initiatives or activities, and when advising others. All of the pages can be photocopied for use as handouts during training workshops or as information flyers.

**Availability:** Hard copy, web

**Languages:** English (ISBN 978-92-2-118374-7 hard copy)

French (forthcoming)

Spanish (forthcoming)  
**Web link:** Publication accessible at [www.ilo.org/gender](http://www.ilo.org/gender)

***11. Modular Package on Gender, Poverty and Employment: Reader's Kit  
Modular Package on Gender, Poverty and Employment: Facilitator's Kit***  
ILO Geneva (2000)

Drawing on its extensive experience, the ILO developed the *Capacity-building Programme on Gender, Poverty and Employment* in response to the growing feminization of poverty. Using a didactic approach, it provides syntheses of the main issues and global trends in the area of gender, poverty and employment, reviews strategies at policy and programme levels to eradicate poverty from a gender-sensitive perspective, and provides examples of success stories.

The modular package covers nine modules including poverty, employment and gender; access to assets; investing in human capital; financial resources for the poor; expanding wage employment opportunities; extending social protection; organizational and negotiating power; social funds and future challenges. The guide is a practical tool for policy makers, planners, programme managers, local government structures, employers' and workers' organizations, non-governmental associations, academics and research institutes, working to develop a gender-sensitive approach to poverty eradication strategies. The guide is available in various languages and adapted to regional contexts.

**Availability:** Hard copy

**Languages:** English (ISBN Reader's Kit 92-2-110839-2; ISBN Facilitator's Kit 92-2-110838-4)  
French  
Spanish  
Arabic  
Portuguese

***12. Gender, Poverty and Employment in the Southern Cone Countries:  
Interrelated Factors and the Current Situation***  
ILO Geneva: INTEGRATION (2003)

This paper briefly examines employment trends in the Latin America region since the 1990s, focusing on the linkages between labour participation, poverty and gender. It provides useful figures and statistics.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/skills/informal/gpe/download/resource/marinakis.pdf>

**13. Kenya, Tanzania and Uganda – Gender and Employment Dimensions of Poverty: Policy Issues, Challenges and Responses (GPE Regional brief: East Africa)**

ILO Geneva: INTEGRATION (2004)

This discussion paper complements the *Modular Package on Gender, Poverty and Employment* and examines the gender and employment dimensions of poverty in Kenya, Tanzania and Uganda, with a view to identifying the main trends, policy issues and challenges in each country. Special attention is given to the impact of HIV/AIDS on the gender division of labour and on the general level and patterns of participation in the labour market. It includes a range of recommendations to governments and development practitioners engaged in finding a solution to these complex issues.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-115815-2 hard copy)

**Web link:** <http://training.itcilo.it/decentwork/staffconf2004/resources/EAST%20AFRICA%20pdf.pdf>

**14. Poverty and Employment in Crisis Situations: The Gender Dimensions**

ILO Geneva: IFP/CRISIS, INTEGRATION (2003)

Part of the *Capacity-Building Programme on Gender, Poverty and Employment*, this discussion paper examines how crises affect women and men differently, and describes approaches and strategies for tackling the gender dimensions of crises and post-crisis reconstruction. The paper also reviews lessons learned from experience and proposes guidelines for action. It includes examples of recent interventions to illustrate the main issues discussed.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/skills/informal/gpe/download/resource/crisis.pdf>

**15. Gender, Poverty and Employment: Issues, Trends and Approaches – Regional Briefs for Southern Africa**

ILO Geneva: INTEGRATION (2003)

This series, comprised of seven working papers, aims to give a detailed picture of the interaction between gender, poverty and employment in the context of the Southern African Development Community (SADC) countries. It explains the political, economic, legal, social and cultural factors underlying gender discrimination, and presents the most recent data and experiences specific to the region. Analysis of specific case studies illustrates particular issues and approaches.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** [http://www.ilo.org/public/english/employment/skills/informal/gpe/info\\_rma/regional/afrique.htm](http://www.ilo.org/public/english/employment/skills/informal/gpe/info_rma/regional/afrique.htm)

***16. Gender, Poverty and Employment in the Arab Region***

ILO Geneva: INTEGRATION (2003)

This working paper deals with conceptual, analytical and policy issues related to the gender and employment dimensions of poverty and poverty reduction. It examines characteristics of the labour market and selected poverty issues in the Arab region, focusing on female labour force participation and unemployment rates, income share and occupation status. It presents useful data and statistics.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/skills/informal/gpe/download/resource/elsolh.pdf>

***17. The Incorporation of Gender in Employment and Anti-poverty Policies: Challenges for the Future***

ILO Geneva: INTEGRATION (2003)

This working paper examines the gender dimension of employment and income generation policies. It provides practical guidance on how to effectively mainstream gender in poverty measurement, anti-poverty approaches and equal opportunities policies.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/skills/informal/gpe/download/resource/valenzuela.pdf>

***18. Mujeres, Brechas de Equidad y Mercado de Trabajo: Chile***

ILO-SRO Santiago (2004), [santiago@oitchile.cl](mailto:santiago@oitchile.cl)

This book in Spanish analyses existing inequalities between women and men in the world of work in Chile, and contains specific policy recommendations aimed at promoting productive and safe employment for women. The research was carried out as part of a joint ILO/UNDP Gender, Poverty and Employment project in Chile.

**Availability:** Hard copy, web

**Languages:** Spanish (ISBN 92-2-316078-2 hard copy)

**Web link:** <http://www.oitchile.cl/pdf/publicaciones/igu/igu017.pdf>

**19. *Desigualdad Entrecruzadas: Pobreza, Género, Etnia y Raza en América Latina***

ILO-SRO Santiago (2004), [santiago@oitchile.cl](mailto:santiago@oitchile.cl)

This book in Spanish is part of a set of publications on gender, poverty and employment in Latin America. Its objective is to provide ILO constituents with a shared understanding of the multiple forms of discrimination caused by gender, social class, ethnicity and race.

**Availability:** Hard copy, web

**Languages:** Spanish (ISBN 92-2-316636-5 hard copy)

**Web link:** <http://www.oitchile.cl/pdf/publicaciones/igu/igu022.pdf>

**20. *Virtual Gender Campus***

ILO/ITC Turin: Gender Coordination Unit (2007)

The Virtual Gender Campus was launched in 2007 and provides a virtual meeting place for communities of gender experts, advocates and individuals involved or interested in gender equality issues. It includes a “gate” to enter the ITC’s on-line learning courses and other training opportunities, news, available gender tools, publications and links, and an exclusive CyberCafé for discussion.

**Availability:** Online

**Languages:** English

**Web link:** <http://gender.itcilo.org/cms/>

**21. *Online Course on Mainstreaming Gender eQuality in the World of Work***

ILO/ITC Turin: Gender Coordination Unit (2007)

This course, which is managed by the Gender Coordination Unit of the ILO/ITC offers good practices, strategies and tools for integrating the gender dimension into labour-related development activities. The course contains seven modules and participants can select their learning paths according to specific needs and interests. The modules include legal instruments; approaches and methodologies for integrating gender equality; statistical tools; institutional machineries; advocacy and networking; and planning, monitoring and evaluation for mainstreaming gender. The course is intended for policy makers, national and local public services staff, and men and women in employers’ and workers’ organisations. It can also be used by regional and international development agencies, civil society representatives interested in advocacy work and awareness raising on gender issues, and others who want to know more about gender mainstreaming and gender equality.

**Availability:** Online

**Languages:** English

**Web link:** [http://gender.itcilo.org/cms/index.php?option=com\\_content&task=view&id=18&Itemid=13](http://gender.itcilo.org/cms/index.php?option=com_content&task=view&id=18&Itemid=13)

## **22. *GPE Online: Gender, Poverty and Employment***

ILO/ITC Turin: Gender Coordination Unit (2007)

This modular learning course, developed within the capacity building programme on Gender, Poverty and Employment, analyses the linkages between gender inequality, poverty and employment strategies. It analyses the role of gender equality in employment for the sustainability of poverty reduction policies. It also identifies critical areas for intervention and possible policy options to empower the poor in the key sectors of integrated anti-poverty strategies: organisational capacity; access to natural resources; credit and savings; education and employability; social funds; and social protection. The course enables policy makers and practitioners to exchange views and information and gives them access to the ILO's experience in international efforts to promote equitable and productive employment.

**Availability:** Online

**Languages:** English

**Web link:** [http://gender.italo.org/cms/index.php?option=com\\_content&task=view&id=16&Itemid=13](http://gender.italo.org/cms/index.php?option=com_content&task=view&id=16&Itemid=13)

## **23. *Gender Equality and Child Labour: A Participatory Tool for Facilitators***

ILO Geneva: IPEC (2004)

This training tool aims to help facilitators worldwide promote understanding and awareness on the impact of gender roles on child labour and how gender roles affect the life opportunities and choices of girls and boys. The tool includes a brief introduction to the subject, guidelines for facilitator's preparation, and a rich selection of suggested training activities.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-116678-3 hard copy)

French (ISBN 92-2-216678-7 hard copy)

Spanish (ISBN 92-2-317394-9 hard copy)

Arabic (ISBN 92-2-616678-1 hard copy)

Russian (ISBN 92-2-416678-4 hard copy)

**Web link:** All versions available at:

<http://www.ilo.org/iloroot/public/english/standards/ipec/doc-view.cfm?id=340>

## **24. *Promotion of Gender Equality in Action against Child Labour and Trafficking: A Practical Guide for Organizations***

ILO-SRO Bangkok (2003), [bangkok@ilo.org](mailto:bangkok@ilo.org)

This guide targets decision-making bodies and practitioners involved in fighting harmful child labour and child trafficking. It provides an overview of strategies and tools to reach both girls and boys when combating the worst forms of child labour and trafficking practices.

**Availability:** Hard copy, web  
**Languages:** English (ISBN 92-2-115098-4 hard copy)  
French: (ISBN 92-2-215098-8 hard copy)  
Chinese (ISBN 92-2-515098-9 hard copy)  
Khmer (ISBN 92-2-815102-1 hard copy)  
Lao (ISBN 92-2-815104-8 hard copy)  
Thai (ISBN 92-2-815100-5 hard copy)  
Vietnamese (ISBN 92-2-815098-X hard copy)  
**Web link:** All language versions accessible at <http://www.ilo.org/iloroot/public/english/standards/ipec/doc-view.cfm?id=281>

### ***25. Promoting Gender Equality: A Resource Kit for Trade Unions***

ILO Geneva: GENPROM (2002)

This resource kit comprises eight booklets which provide guidance on the role of trade unions in the promotion of gender equality and women workers' rights. It also includes survey reports and case studies which examine practical experiences of trade unions in this area.

**Availability:** Hard copy, web  
**Languages:** English (ISBN 92-2-112 754-0 hard copy)  
Spanish (ISBN 92-2-312754-8 hard copy)  
Arabic (ISBN 92-2-112754-9 hard copy)  
**Web link:** All versions available at <http://www.ilo.org/public/english/employment/gems/advance/trade.htm>

### ***26. e.quality@work: An Information Base on Equal Employment Opportunities for Women and Men***

ILO Geneva: GENPROM (updated 2004)

This data base provides a comprehensive compilation of country-specific information on gender equality laws, policies and programmes. It is available on a CD-ROM and on the Internet. It covers ILO, UN and EU instruments, national and international guidelines, government programmes, national legal frameworks and company and trade union policies.

**Availability:** CD-ROM, web  
**Languages:** English  
**Web link:** <http://www.ilo.org/public/english/employment/gems/eeo/index.htm>

### ***27. GET Ahead for Women in Enterprises Training Package and Resource Kit***

ILO-SRO Bangkok (2004), [bangkok@ilo.org](mailto:bangkok@ilo.org)

This training package aims to assist ILO partner organizations in promoting enterprise

development among poor women who want to start or are engaged in small-scale businesses. It focuses on developing women's confidence, creating a "business mindset", managing people and risks, and grasping opportunities in the business environment. It contains training modules and exercises covering entrepreneurship and the business environment, marketing, production, services, finance and support.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-115807-1 hard copy)  
Chinese (ISBN 92-2-515807-6 hard copy)  
Khmer (ISBN 92-2-815807-7 hard copy)  
Laotian (ISBN 92-2-815863-8 hard copy)  
Thai (ISBN 92-2-819033-7 hard copy)  
Vietnamese (ISBN 92-2-815809-3 hard copy)

**Web link:** All versions available at <http://www.ilo.org/public/english/region/asro/bangkok/library/pub4.htm>

### ***28. Leadership Training Manual for Women Leaders of Cooperatives***

ILO-SRO New Delhi (2005), [sro-delhi@ilo.org](mailto:sro-delhi@ilo.org)

Through seven training modules, this manual draws on existing ILO tools for gender analysis, equality and development, to enhance women's leadership skills within cooperative management and organization. The topics cover fundamentals of cooperatives, gender sensitization and self transformation, leadership, coping with challenges, organization and enterprise management.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-117066-7 hard copy)

**Web link:** [http://www.ilo.org/public/english/region/asro/newdelhi/download/publ/indisco/coop\\_trg\\_manual.pdf](http://www.ilo.org/public/english/region/asro/newdelhi/download/publ/indisco/coop_trg_manual.pdf)

### ***29. Women's Entrepreneurship: Resource CD-Rom***

ILO Geneva: IFP/SEED (2004)

This is a compilation of 28 reports, working papers and other documents on women's entrepreneurship. The documents reflect the past and current work of the Women's Entrepreneurship Development and Gender Equality Programme (WEDGE) within IFP/SEED. These include country-specific research into women's entrepreneurship and tools for women's entrepreneurship development.

**Availability:** CD-ROM

**Languages:** English (ISBN 92-2-116031-9 CD-ROM)

### ***30. Social Dialogue and Poverty Reduction Strategies – A Guide to the Integration of Gender Equality***

ILO Geneva: IFP/DIALOGUE (2004)

This guide was designed to raise the issue of gender equality in consultative processes with ILO constituents when countries develop Poverty Reduction Strategy Papers. It illustrates the positive implications of integrating gender equality concerns in the strategy, and provides step-by-step guidance on how to apply a gender analysis to all phases of the strategy formulation.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-115526-9 hard copy)

French (ISBN 92-2-215525-4 hard copy)

Spanish (ISBN 92-2-315525-8 hard copy)

**Web link:** English: <http://www.ilo.org/public/english/dialogue/ifpdial/downloads/papers/gender.pdf>

French: <http://www.ilo.org/public/french/dialogue/ifpdial/downloads/papers/gender.pdf>

Spanish: <http://www.ilo.org/public/spanish/dialogue/ifpdial/downloads/papers/gender.pdf>

### ***31. Technical Cooperation, Gender and Social Dialogue: A Guide to Mainstreaming Gender into Technical Cooperation Projects on Social Dialogue***

ILO Geneva: IFP/DIALOGUE (2003)

This guide provides practical suggestions on how to include the needs and concerns of both women and men in the design, implementation, monitoring and evaluation of technical cooperation projects relating to social dialogue. Examples of good practices and specific actions are included together with definitions of key concepts and processes.

**Availability:** Hard copy, web

**Languages:** English, French, Spanish

**Web link:** English: [http://www.ilo.org/public/libdoc/ilo/2003/103B09\\_374\\_engl.pdf](http://www.ilo.org/public/libdoc/ilo/2003/103B09_374_engl.pdf)

French: <http://www.ilo.org/public/french/dialogue/ifpdial/downloads/papers/mainstreaming.pdf>

Spanish: [http://www.ilo.org/public/libdoc/ilo/2003/103B09\\_374\\_span.pdf](http://www.ilo.org/public/libdoc/ilo/2003/103B09_374_span.pdf)

### ***32. Gender Equality: A Guide to Collective Bargaining***

ILO Geneva: ACTRAV, IFP/DIALOGUE (1998/2002)

This guide targets employers and employers' organizations, individual workers and workers' organizations. It may be used for training purposes and awareness-raising, as well as a tool for negotiation. It comprises six booklets covering gender equality

bargaining; working conditions; maternity and family responsibilities; defending rights of non-permanent and vulnerable workers; dignity at the workplace; and giving women a voice.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-110555-5 hard copy)

French (ISBN 92-2-210555-9 hard copy)

Spanish (ISBN 92-2-310555-2 hard copy)

Arabic

Hindi (ISBN 92-2-410555-6 hard copy)

**Web link:** <http://www.ilo.org/actrav/english/library/socdiag/v07000.htm>

### ***33. An Information Guide: Preventing Discrimination, Exploitation and Abuse of Women Migrant Workers***

ILO Geneva: GENPROM (2003)

This guide, comprised of six booklets, aims to enhance knowledge and understanding of the vulnerability of migrant workers, especially women, to discrimination, exploitation and abuse, and to promote and improve legislation, policies and actions to better protect vulnerable migrant workers.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113763-5 hard copy)

**Web link:** Single booklets available at <http://www.ilo.org/public/english/employment/gems/advocacy/protect.htm>

### ***34. Gender in Crisis Response: A Guide to the Gender-Poverty-Employment Link***

ILO Geneva: IFP/CRISIS (2004)

This guide provides guidance on how to incorporate the gender perspective when dealing with crisis situations. It examines the impact of crises on employment and poverty for women and men, and reviews different approaches to crisis response and post-crisis recovery, such as employment-intensive infrastructure rehabilitation and construction, income-generating projects, rebuilding of social safety nets and reform of the social protection sector.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-114852-1 hard copy)

**Web link:** <http://www.ilo.org/public/english/employment/crisis/download/gender3.pdf>

**35. *Framework Guidelines for Addressing Workplace Violence in the Health Sector: The Training Manual***  
ILO/ICN/PSI/WHO (2005)

This training manual, prepared for the Inter-Agency Joint Programme on Workplace Violence in the Health Sector, describes types of physical and psychological violence in the workplace and outlines the responsibilities of employers, workers and others. It sets out a gender-sensitive approach for addressing workplace violence and provides guidelines on early recognition of risks, risk assessment and workplace interventions.

**Availability:** Hard copy, CD-ROM, web  
**Languages:** English (ISBN 92-2-118246-0 hard copy; 92-2-118248-7 CD-ROM)  
**Web link:** [http://www.icn.ch/SEW\\_training\\_manual.pdf](http://www.icn.ch/SEW_training_manual.pdf)

**36. *Healthy Beginnings: Guidance on Safe Maternity at Work***  
ILO Geneva: TRAVAIL (2004)

This guide examines maternity protection in the workplace and focuses on measures that can be taken to ensure a healthy beginning for both the mother and her child. It outlines the health protection measures that are foreseen in the Maternity Protection Convention (No. 183) and its accompanying Recommendation (No. 191). It sets out the basic principles and, in an effort to be relevant to a maximum number of workplace settings, provides a wide range of information on reproductive hazards and how to prevent them. A useful list of resources and websites is also included.

**Availability:** Hard copy, web  
**Languages:** English (ISBN 92-2-115238-3 hard copy)  
**Web link:** <http://www.ilo.org/public/english/protection/condtrav/pdf/wf-jp-04.pdf>

**37. *Implementing the ILO Code of Practice on HIV/AIDS and the World of Work: An Education and Training Manual – Module 5: The Gender Dimension of HIV/AIDS and the World of Work***  
ILO Geneva: ILOAIDS (2003)

Module 5 of this training kit explores the gender dimension of HIV/AIDS as it affects the world of work. It explains how gender inequalities can enhance the spread of HIV/AIDS, and provides practical guidelines for improving working conditions to promote gender equality and prevent the spread of HIV.

**Availability:** Hard copy, web  
**Languages:** English (ISBN 92-2-113462-8 hard copy)  
French (ISBN 92-2-213462-1 hard copy)  
Spanish (ISBN 92-2-313462-5 hard copy)  
**Web link:** All versions available at <http://www.ilo.org/public/english/protection/trav/aids/code/manualen/module5.pdf>

### **38. Resource Pack on Gender and HIV/AIDS**

Geneva (2005)

This Resource Pack was developed by the UNAIDS Inter-Agency Task Team on Gender and HIV/AIDS. It aims to strengthen the impact of national HIV/AIDS programmes by tackling a key underlying factor that fuels the epidemic: gender inequality. It analyses the impact of gender relations on the AIDS epidemic and provides guidance, including tools for effective advocacy and programming.

**Availability:** Hard copy, web

**Languages:** English (ISBN 90-6832-727-5 hard copy)

**Web link:** <http://www.unfpa.org/publications/detail.cfm?ID=279&filterListType=1>

### **39. Identification of Economic Opportunities for Women Groups and Communities (Series on Gender and Employment)**

ILO Geneva: GENPROM (2003)

This guide was developed as part of a tool kit on gender and employment. The target audience of the guide is development and community-based organisations, both governmental and non-governmental, as well as employers' and workers' organisations and organisations working with local women's groups to identify and realise opportunities for more and better jobs.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113727-9 hard copy)

Spanish (ISBN 92-2-313727-6 hard copy)

**Web link:** English: <http://www.ilo.org/public/english/employment/gems/download/eoi.pdf>

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

### **40. Media Handbook: How to Communicate with the Media - A Manual for ILO Field Offices about the ILO's New Media Strategies**

ILO Geneva: DCOMM (2002)

This manual provides practical guidance on measures to adopt a gender-sensitive communication strategy through both images and language.

**Availability:** Hard copy, web

**Languages:** English, French, Spanish

**Web link:** English: <http://www.ilo.org/dyn/gender/docs/RES/438/F599885921/DCOMM%20-%20gender%20equality.doc>

French: <http://www.ilo.org/dyn/gender/docs/RES/437/F330447891/DCOMM%20-%20egalite%20de%20genre.pdf>

Spanish: <http://www.ilo.org/dyn/gender/docs/RES/439/F934972483/DCOMM%20-%20igualdad%20de%20genero.pdf>

***41. Measuring Gender Dimensions of the World of Work in Bangladesh: A Training Guide***

ILO Geneva: Employment Sector (2006)

This document provides guidance on measures to enhance gender sensitivity in the collection, analysis, presentation and dissemination of labour force, income and expenditure statistics in Bangladesh. It is primarily intended for use in training of officials from national statistics institutions, and for officers in line ministries, policy makers, researchers, and NGOs interested in gender and employment issues.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-118490-0 & 978-92-2-118490-4 hard copy)

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/bangladesh.pdf>

***42. Trainers' Manual: Women Workers' Rights and Gender Equality: Easy Step of Workers in Cambodia***

ILO-SRO Bangkok (2004), [bangkok@ilo.org](mailto:bangkok@ilo.org)

This manual aims to facilitate training of workers on gender equality and workers' rights. The training programme itself does not require literacy and is designed to train both women and men workers on gender equality and fundamental rights at work. The manual starts with tips for trainers on how to give effective participatory gender training followed by twenty-six exercises for use with women and men in communities and in work places. The exercises are participatory so that trainees learn-by-doing and are empowered to stop discrimination and violation of their rights.

**Availability:** Hard copy, web (html)

**Languages:** English (ISBN 92-2-115974-4 hard copy)

Khmer (ISBN 92-2-815974-X hard copy)

**Web link:** <http://www.ilo.org/public/english/region/asro/bangkok/library/pub4.htm>

***43. The Gender Dimensions of Social Security Reform in Central and Eastern Europe: A Training Guide***

ILO-SRO Budapest (2004), [budapest@ilo-ceet.hu](mailto:budapest@ilo-ceet.hu)

This training guide accompanies the study "The Gender Dimensions of Social Security Reform in Central and Eastern Europe: Case Studies of the Czech Republic, Hungary and Poland" which was published in 2003. It addresses the need – amongst ILO constituents and other interested groups – for capacity building on gender and social security as a prerequisite for bringing gender issues to the forefront of public attention in social security reform debates. It includes a number of exercises, particularly related to family benefits and pensions.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** [http://www.ilo.org/public/english/region/eurpro/budapest/download/soc\\_sec\\_gender\\_training\\_guide.pdf](http://www.ilo.org/public/english/region/eurpro/budapest/download/soc_sec_gender_training_guide.pdf)

**44. *Empowerment for Children, Youth and Families: 3-R Trainers' Kit on Rights, Responsibilities and Representation***

ILO-SRO Bangkok (2006), [bangkok@ilo.org](mailto:bangkok@ilo.org)

This kit is an interactive training tool for use in communities with children, youth and families, especially those at risk of child labour and trafficking of children and women for labour or sexual exploitation. The “3-R Kit” is a tool to help development organisations and partners of the international community, including the ILO, to increase their impact in action against labour and human rights abuses.

**Availability:** Hard copy, CD-ROM, web

**Languages:** English (ISBN 92-2-117849-8 hard copy; 92-2-117851-X CD-ROM)

**Web link:** <http://www.ilo.org/public/english/region/asro/bangkok/library/pub4d.htm>

**45. *Guidelines for Company Policy on Gender Equity/Equality***

ILO Colombo (2005), [colombo@ilo.org](mailto:colombo@ilo.org)

These guidelines were designed to enhance managers' understanding of the concept of gender equality and equity and also help them adopt practical policies in their own organizations in relation to employee recruitment, training and development, performance appraisals, handling workers with family responsibilities and other related matters.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-117847-1 hard copy)

**Web link:** <http://www.ilo.org/dyn/gender/docs/RES/447/F645566410/Guidelines%20for%20company%20policies%20on%20GE.pdf>

**46. *ILO Gender Mainstreaming Strategy (GEMS) and Toolkit for Asia and the Pacific***

ILO-RO Bangkok (2004), [bangkok@ilo.org](mailto:bangkok@ilo.org)

This gender mainstreaming strategy and tool kit, developed by the ILO Regional Office for Asia and the Pacific, focuses on enhancing gender mainstreaming in internal structures, procedures and monitoring processes in the region. It also aims to promote work with ILO Constituents in Asia and the Pacific to strengthen and expand actions for achieving gender equality.

**Availability:** web (draft)

**Languages:** English

**Web link:** (draft) [http://www.ilo.org/dyn/gender/genderresources.details?p\\_lang=en&p\\_category=NEW&p\\_resource\\_id=313](http://www.ilo.org/dyn/gender/genderresources.details?p_lang=en&p_category=NEW&p_resource_id=313)

**47. *A Guide on Employment of Older Women Workers in Estonia (Series on Gender in the Life Cycle)***  
ILO Geneva: GENPROM (2004)

This manual provides guidance for organizing workshops on the recruitment, hiring, training and management of older women workers. It aims to increase awareness of population ageing and the situation of older women workers and to increase motivation to address older women's employment concerns. It includes a quiz on facts on ageing in Estonia and details of employment schemes which may be adapted for use in Estonia and elsewhere.

**Availability:** Hard copy, web

**Languages:** English, Estonian

**Web link:** English: <http://www.ilo.org/public/english/employment/gems/download/estoniawomen.pdf>  
Estonian: <http://www.ilo.org/public/english/employment/gems/download/estonian.pdf>

**48. *Enhancing African Trade Unions' Capacity for Promoting Gender Equality: Focus on Poverty, Informal Economy and HIV/AIDS***  
ILO/OATUU (Organisation of African Trade Union Unity) (2005)

This manual covers four modules: gender equality and the trade unions; gender and poverty; gender and the informal economy; and gender and HIV/AIDS. Each module contains useful hints for facilitators on how to conduct training sessions on the relevant topics. Throughout the manual, readers are challenged to identify "gender needs" within the work of the trade unions in Africa and how to respond to these.

**Availability:** Hard copy, web

**Languages:** English, French, Arabic

**Web link:** English: <http://www.ilo.org/dyn/gender/docs/RES/449/F256397965/GEPATUs%20gender%20training%20manual.pdf>

**49. *Convenios de la OIT en materia de igualdad y normas nacionales sobre derechos laborales de las mujeres. Material didáctico.***  
ILO-SRO Lima (2005), [lima@oit.org.pe](mailto:lima@oit.org.pe)

This manual in Spanish presents the main ILO Conventions and Recommendations related to gender equality and women workers' rights, relevant comments from the Commission of Experts, and an analysis of the constitution and national legislation of each of the Andean Countries. It is intended for governmental institutions, employers' and workers' organizations, NGOs and other organizations engaged in the promotion of equality of opportunities and treatment.

**Availability:** Hard copy

**Languages:** Spanish (ISBN 92-2-318338-3 hard copy)

**50. Género y Trabajo Decente: Herramientas, Planificación y Gestión**

ILO-SRO San José (2006), [sanjose@sj.oit.or.cr](mailto:sanjose@sj.oit.or.cr)

This manual in Spanish provides guidance on designing and implementing a gender mainstreaming strategy within organizations and institutions. It includes good practices of gender mainstreaming from the ILO and practical guidelines for the creation of gender-sensitive indicators.

**Availability:** Hard copy, web

**Languages:** Spanish (ISBN 92-2-318880-6 hard copy)

**Web link:** [http://portal.oit.or.cr/dmdocuments/genero/transversal\\_genero.pdf](http://portal.oit.or.cr/dmdocuments/genero/transversal_genero.pdf)

**51. Gender Equality in the World of Work: The Experience of Conducting Gender Training for Journalists**

ILO-SRO Moscow (2006), [moscow@ilo.org](mailto:moscow@ilo.org)

This publication compiles experiences from conducting gender training for journalists in Russia and other CIS countries. It targets gender trainers and lecturers of journalistic faculties in universities as well as activists in journalistic community who are willing to provide gender training for media staff. It is based on the outcomes of meetings, seminars, round tables, public discussions and training workshops on gender issues for journalists conducted in the region over the last few years.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-118287-8 & 978-92-2-118287-0 hard copy)

**Web link:** <http://www.ilo.ru/publications/files/MediaGenderTrainingEn.pdf>

## REPORTS AND CASE STUDIES

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### **52. *Time for Equality at work*** (Global Report) ILO Geneva (2003)

This is the fourth Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. It provides a thorough analysis of the diverse forms of discrimination characterising the world of work, and reviews the different interventions and practical responses that have been so far employed to address them. After considering the work of the ILO and its social partners in the field, it outlines a plan of action – based on knowledge, advocacy and services – for addressing discrimination at work and facilitating the efforts of tripartite constituents to find appropriate solutions. The annexes include a table of ratification of ILO conventions n. 100 and n. 111 and sex-disaggregated statistics on employment participation and gender pay gap trends in selected countries.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-112871-7 hard copy)  
French (ISBN 92-2-212871-0 hard copy)  
Spanish (ISBN 92-2-312871-4 hard copy)  
Chinese (ISBN 92-2-512871-1 hard copy)  
German (ISBN 92-2-712871-9 hard copy)  
Russian (ISBN 92-2-412871-8 hard copy)

**Web link:** All versions available at [http://www.ilo.org/dyn/declaris/DECLARATIONWEB.GLOBALREPORTDETAILS?var\\_language=EN&var\\_PublicationsID=116&var\\_ReportType=Report](http://www.ilo.org/dyn/declaris/DECLARATIONWEB.GLOBALREPORTDETAILS?var_language=EN&var_PublicationsID=116&var_ReportType=Report)

### **53. *Breaking through the Glass Ceiling: Women in Management – Update 2004*** ILO Geneva: GENDER (2004)

Based on data from 1995 to 2002, this update of the 2001 publication with the same title reviews the institutional and attitudinal prejudices that continue to hamper women's progress into top jobs. It considers occupational segregation and earnings gaps in professional work and the situation of women leaders in politics, in tertiary education and in self-employment. Furthermore, it summarizes ILO action in strengthening equality issues.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-115523-4 hard copy)  
French (ISBN 92-2-215523-8 hard copy)  
Spanish (ISBN 92-2-315523-1 hard copy)  
Arabic

**Web link:** English: <http://www.ilo.org/dyn/gender/docs/RES/292/F267981337/Breaking%20Glass%20PDF%20English.pdf>  
French: <http://www.ilo.org/dyn/gender/docs/RES/292/F1522619657/Plafond%20de%20verrePDF.pdf>  
Spanish: <http://www.ilo.org/dyn/gender/docs/RES/292/F61986410/Ro>

**54. *Women's Employment: Global Trends and ILO Responses – ILO Contribution to 49<sup>th</sup> Session of the Commission on Status of Women***  
ILO Geneva (2005)

This document – the ILO's contribution to the 49<sup>th</sup> session of the Commission on the Status of Women held in New York between February and March 2005 – is a compilation of findings from ILO research on global labour market trends for women as well as other sources that focus on both the formal and informal sectors of the labour market. Particular attention is given to trends in female labour force participation over the last decades. The paper also provides highlights of the ILO's responses to emerging gender issues in the world of work.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-117444-1 hard copy)  
French (ISBN 92-2-217444-5 hard copy)  
Spanish (ISBN 92-2-317444-9 hard copy)

**Web link:** English:

<http://www.ilo.org/dyn/gender/docs/RES/399/F1503666968/Womens%20Employment%20-%20Global%20Trends%20and%20ILO%20Respon.pdf>

French:

<http://www.ilo.org/dyn/gender/docs/RES/382/F1883087765/Lemploi%20Odes%20femmes%20-%20Tendances%20mondiales%20et%20repo.pdf>

Spanish:

<http://www.ilo.org/dyn/gender/docs/RES/382/F1538848632/EI%20empl eo%20femenino%20-%20Tendencias%20mundiales%20y%20acci.pdf>

**55. *Global Employment Trends for Women 2004***  
ILO Geneva (2004)

This brief report provides data and statistics on women's employment trends from 1993 to 2003. It considers whether women's increased labour market participation means that the gap between male and female participation is closing. It also analyses female unemployment rates, employment-to-population ratios, status of employment, and employment by sector and wages/earnings.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/strat/download/trendsw.pdf>

**56. *Global Employment Trends for Women 2007***

ILO Geneva (2007)

This brief report is a follow-up to the *Global Employment Trends for Women 2004*. It considers the tendency towards increased labour market participation of women since the previous analysis and examines whether this has led to greater economic independence for women.

**Availability:** Hard copy, web

**Languages:** English, French, Spanish

**Web link:** <http://www.ilo.org/public/english/employment/strat/download/getw07.pdf>

**57. *Enabling Women to Address their Priority Health Concerns: The Role of Community-based Systems of Social Protection***

ILO Geneva; UNFPA (2004)

This report presents the results of a study carried out by the ILO Strategies and Tools against Social Exclusion and Poverty Programme (STEP) of fifteen health micro-insurance schemes in three countries, complemented with case studies and interviews from additional countries. The document investigates to what extent community-based systems of social protection enhance women's access to health care services and increase the role of communities in their development.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-1160434-3 hard copy)

**Web link:** <http://www.ilo.org/public/english/protection/socsec/step/download/666p1.pdf>

**58. *Gender Mainstreaming in Technical Cooperation Projects: The Experience of the ILO Global Programme STEP***

ILO Geneva; STEP (2003)

This document evaluates the extent to which gender equality was effectively mainstreamed in STEP projects carried out up to the year 2003, and also the extent to which planned objectives were achieved in women-specific projects. It provides useful examples of gender mainstreaming initiatives in technical cooperation and also presents recommendations and measures that were taken after the evaluation.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113657-4 hard copy)

**Web link:** <http://www3.ilo.org/public/english/protection/socsec/step/download/70p1.pdf>

### **59. First ILO Gender Audit Final Report**

ILO Geneva: GENDER (2002)

This report summarises the findings and recommendations of the First ILO Gender Audit. The participatory gender audit was carried out in 25 voluntary work units at ILO headquarters in Geneva and in field offices from 2001 to 2005.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113313-3 hard copy)

**Web link:** Report: <http://www.ilo.org/dyn/gender/docs/RES/171/F1015946037/audit%20report%20published%20version.pdf>

Annexes: [http://www.ilo.org/dyn/gender/docs/RES/171/F903274892/audit%20report%20published%20version%20\(annexes\).pdf](http://www.ilo.org/dyn/gender/docs/RES/171/F903274892/audit%20report%20published%20version%20(annexes).pdf)

### **60. Series on Girl Child Labour**

ILO Geneva: IPEC (2004)

#### ***Volume 1: Girl Child Labour in Agriculture, Domestic Work & Sexual Exploitation: Rapid Assessments on the Cases of Ghana, Ecuador & Philippines***

This volume reports the findings of a rapid assessment carried out of Ghana's, Ecuador's and the Philippines' **economic and social context, infrastructure and legal framework** relevant to girl child labour. The volume examines the results of interviews with working children, their families and employers.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-115290-1 hard copy)

**Web link:** [http://www.ilo.org/iloroot/docstore/ipec/prod/eng/gcl\\_vol1\\_2004.pdf](http://www.ilo.org/iloroot/docstore/ipec/prod/eng/gcl_vol1_2004.pdf)

#### ***Volume 2: A Comparative Analysis: Girl Child Labour in Agriculture, Domestic Work and Sexual Exploitation: The Cases of Ghana, Ecuador and the Philippines***

This volume elaborates on the rapid assessment results from the first volume and offers a gender-sensitive comparative analysis of the three countries with regards to child domestic work, commercial sexual exploitation of children, and child labour in agriculture.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-115292-8 hard copy)

**Web link:** [http://www.ilo.org/iloroot/docstore/ipec/prod/eng/gcl\\_vol2\\_2004.pdf](http://www.ilo.org/iloroot/docstore/ipec/prod/eng/gcl_vol2_2004.pdf)

#### ***Volume 3: Global Child Labour Data Review: A Gender Perspective***

From a gender perspective, this third volume reviews global child labour data and statistics in various sectors. The annexes include a review of rapid assessments carried out around the world on the worst forms of child labour.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-115294-4 hard copy)

**Web link:** [http://www.ilo.org/iloroot/docstore/ipec/prod/eng/gcl\\_vol3\\_2004.pdf](http://www.ilo.org/iloroot/docstore/ipec/prod/eng/gcl_vol3_2004.pdf)

***Volume 4: A Selected Annotated Bibliography on Girl Child Labour: A Gender Perspective***

This volume highlights **sources of information** that are disaggregated by sex and age groups. It covers general literature on the girl child and child labour, as well as texts focused on sectors such as agriculture, domestic work, commercial sexual exploitation, trafficking, and education.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-115296-0 hard copy)  
French (ISBN 92-2-215296-4 hard copy)

**Web link:** Both language versions available at <http://www.ilo.org/iloroot/public/english/standards/ipec/doc-view.cfm?id=347>

***61. Series on Gender and the Life Cycle***

ILO Geneva: GENPROM (2003)

***Report of Survey on the School-to-Work Transition in Indonesia***

This report presents results from an interview survey carried out amongst more than 2,000 young people and 90 enterprises in Jakarta, Central Java and Nusa Tenggara Timur. It covers education and training received, job aspirations and employment searching, working conditions and mobility, and perceptions of gender roles.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/wp14.pdf>

***Report of Survey on the School-to-work Transition of Young Women and Men in Vietnam***

This report is based on a survey of 1,200 young women and men in Vietnam including in-school youth, job-seekers, employees, self-employed workers, and employers and managers of young people. It investigates young people's experiences of education and training, job search, employment and working conditions and their attitudes towards gender roles. The report also examines the attitudes of employers towards young workers and makes recommendations for policy development and direct interventions.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/finviet.pdf>

***The Linkages between Women's Employment, Family Welfare and Child Labour in Nepal***

The study is based on interviews with 1,463 working mothers who are: garment

workers, carpet weavers, *pashmina* weavers, agricultural workers, tea plantation workers, *beedi* workers and domestic workers. It examines the socio-economic background of the women and their families, their working conditions, level of empowerment, household division of labour and the work status of their children.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/nepal.pdf>

***National Report for Tanzania: Promoting the Linkages between Women's Employment and the Reduction of Child Labour***

This report presents results from a research study carried out in Tanzania. The study employed a specially-designed survey questionnaire which shed light on the types of economic sectors women engage in, characteristics of women's employment and working conditions, and the kinds of support structures that positively or negatively affect child labour.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/iloreport.pdf>

***Household Study of Nicaraguan Migrant Women***

This report examines how female out-migration may change roles and responsibilities within households and how decision-making power can be redistributed within families. It provides examples of practical interventions at the community level to promote sustainable alternatives to migration.

**Availability:** Hard copy, web

**Languages:** English, Spanish

**Web link:** Both language versions available at <http://www.ilo.org/public/english/employment/gems/action/repncar.htm>

***62. Series on Women and Migration***

ILO Geneva: GENPROM (2002)

This series of country-specific case studies was developed to increase awareness of the rights of women migrant workers. The series aims to assist and enhance the efforts of government agencies, workers' and employers' organisations, non-governmental organisations and civil society groups in sending, transit and destination countries to protect the human rights of women migrant workers in the different stages of the migration process.

***Bolivia: An Assessment of the International Labour Migration Situation -The Case of Female Labour Migrants***

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/swmbol.pdf>

***Costa Rica: Female Labour Migrants and Trafficking in Women and Children***

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/swmcos.pdf>

***Ethiopia: An Assessment of the International Labour Migration Situation: The Case of Female Labour Migrants***

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/swmeth.pdf>

***Italy: Good Practices to Prevent Women Migrant Workers from Going into Exploitative Forms of Labour***

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/swmita.pdf>

***Japan: An Assessment of the International Labour Migration Situation: The Case of Female Labour Migrants***

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/swmjap.pdf>

***Nicaragua: Protecting Female Labour Migrants From Exploitative Working Conditions And Trafficking***

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/swmnic.pdf>

***Nigeria: An Assessment of the International Labour Migration Situation: The Case of Female Labour Migrants***

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/swmnig.pdf>

***Philippines: Good Practices for the Protection of Filipino Women Migrant Workers in Vulnerable Jobs***

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/swmphi.pdf>

***United Arab Emirates: Migrant Women in the United Arab Emirates: The Case of Female Domestic Workers***

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/gems/download/swmuae.pdf>

***63. Employers' Organizations Taking the Lead on Gender Equality: Case Studies from 10 Countries***

ILO Geneva: ACT/EMP (2005)

This publication presents ten gender equality initiatives undertaken by employers and their organisations in different national settings across the world. It serves as an information guide, offering examples of the broad range of action, initiatives and activities that employers' organisations can undertake to promote equality.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-117277-5 hard copy)  
Arabic (ISBN 92-2-617277-3 hard copy)

**Web link:** <http://www.ilo.org/dyn/gender/docs/RES/427/F1053059012/gender-equality-43.pdf>

***64. Support for Growth-Oriented Women Entrepreneurs in Ethiopia***

ILO Geneva: IFP/SEED; AfDB (2005)

This publication was jointly prepared by the ILO Programme on Boosting Employment through Small Enterprise Development (SEED) and the African Development Bank.

Based on the UN common country assessment for Ethiopia, it analyses the status of medium and small enterprises in the country and focuses on the state of women's enterprises. It identifies important components for enhancing women's entrepreneurship, such as access to finance, training and skills development.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-117007-1 hard copy)

**Web link:** <http://www.ilo.org/dyn/empent/docs/F192552995/ILO-AfDB%20Country%20Report-ETHIOPIA-14.01.2005-FINAL.pdf>

### ***65. Support for Growth-Oriented Women Entrepreneurs in Tanzania***

ILO Geneva: IFP/SEED; AfDB (2005)

This publication was jointly prepared by the ILO Programme on Boosting Employment through Small Enterprise Development (SEED) and the African Development Bank. Based on the UN common country assessment for Ethiopia, it analyses the status of medium and small enterprises in the country and focuses on the state of women's enterprises. It identifies important components for enhancing women's entrepreneurship, such as access to finance, training and skills development.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-117009-8 hard copy)

**Web link:** [http://www.afdb.org/pls/portal/docs/PAGE/ADB\\_ADMIN\\_PG/DOCUMENTS/PRIVATE\\_SECTOR\\_OPERATIONS/ILO-TANZANIA\\_19.01.2005.PDF](http://www.afdb.org/pls/portal/docs/PAGE/ADB_ADMIN_PG/DOCUMENTS/PRIVATE_SECTOR_OPERATIONS/ILO-TANZANIA_19.01.2005.PDF)

### ***66. Support for Growth-Oriented Women Entrepreneurs in Kenya***

ILO Geneva: IFP/SEED; AfDB (2005)

This publication was jointly prepared by the ILO Programme on Boosting Employment through Small Enterprise Development (SEED) and the African Development Bank. Based on the UN common country assessment for Ethiopia, it analyses the status of medium and small enterprises in the country and focuses on the state of women's enterprises. It identifies important components for enhancing women's entrepreneurship, such as access to finance, training and skills development.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-116820-4)

**Web link:** <http://www.ilo.org/dyn/empent/docs/F1179443328/ILO-AfDB%20Country%20Report-KENYA-12.01.2005-FINAL.pdf>

**67. Supporting Growth-Oriented Women Entrepreneurship in Ethiopia, Kenya and Tanzania: An Overview Report**

ILO Geneva: IFP/SEED (2004)

This report presents good practices in policy and programme support for women's entrepreneurship, highlights gaps, and provides recommendations to strengthen support for women's enterprise development.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/dyn/empent/docs/F1161090464/Overviewreport-IF-ADB-ILO-August04-print%20version.pdf>

**68. Ethiopian Women Entrepreneurs: Going for Growth**

ILO Geneva: IFP/SEED (2003)

This publication presents findings from primary field research carried out with samples of women entrepreneurs from major cities, and focuses in particular on the factors that facilitate or inhibit the growth of their businesses. The report includes a set of recommendations based on the research findings.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113753-8 hard copy)

**Web link:** <http://www.ilo.org/dyn/empent/docs/F1185321030/ETI-Final%2016%20April2003.pdf>

**69. Tanzanian Women Entrepreneurs: Going for Growth**

ILO Geneva: IFP/SEED (2003)

This publication presents findings from primary field research carried out with samples of women entrepreneurs from major cities, and focuses in particular on the factors that facilitate or inhibit the growth of their businesses. The report includes a set of recommendations based on the research findings.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113731-7 hard copy)

**Web link:** Tanzania: <http://www.ilo.org/dyn/empent/docs/F1865013022/WED%20Final%20Report%20%20-%20Tanzania-14April2003.pdf>

**70. Zambian Women Entrepreneurs: Going for Growth**

ILO Geneva: IFP/SEED (2003)

This publication presents findings from primary field research carried out with samples of women entrepreneurs from major cities, and focuses in particular on the factors that

facilitate or inhibit the growth of their businesses. The report includes a set of recommendations based on the research findings.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113732-5 hard copy)

**Web link:** Zambia: <http://www.ilo.org/dyn/empent/docs/F1435614636/ZAMBIA%20PRIMARY%20REPORT-FINAL-REV.1.pdf>

***71. Doing Business in Tigray: Case Studies of Women Entrepreneurs with Disabilities in Ethiopia***

ILO-SRO Addis Ababa (2003), [addisababa@ilo.org](mailto:addisababa@ilo.org)

This publication, developed jointly by the ILO and the Tigray Disabled Veterans Association, contains case studies which describe the trading activities of war-disabled women in the rural area of Tigray, and in the urban area of Addis Ababa, Ethiopia. The case studies were compiled in preparation to an ILO project entitled 'Developing Entrepreneurship among Women with Disabilities in Ethiopia'; through the direct testimonies of women with disabilities who were already engaged in small enterprises. The publication highlights strategies that can be replicated in other regions and countries.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113633-7 hard copy)

Tigrinya (ISBN 9229136336 hard copy)

**Web link:** <http://www.ilo.org/public/english/employment/skills/disability/download/tigray.pdf>

***72. Doing Business in Addis Ababa: Case Studies of Women Entrepreneurs with Disabilities in Ethiopia***

**Availability:** Hard copy, web

**Languages:** English (ISBN 9221136329 hard copy)

Amharic (ISBN 9229136328 hard copy)

**Web link:** <http://www.ilo.org/public/english/employment/skills/disability/download/csaddis.pdf>

***73. L'entrepreneuriat féminin dans les îles de l'océan Indien***

ILO Geneva: IFP/SEED (2004)

This study presents the experiences of women entrepreneurs in the Comoro Islands, Madagascar, Mauritius, Rodriguez and the Seychelles. The study examines the process of setting up a business, the challenges faced by women entrepreneurs in this process and the effort to obtain market access.

**Availability:** Hard copy, web  
**Languages:** French  
**Web link:** <http://www.ilo.org/dyn/empent/docs/F1646146783/Rapport-Ocean%20indien-FINAL-10.11.2004.pdf>

**74. *Promoting Female Entrepreneurship in Mauritius: Strategies in Training and Development***

ILO Geneva: EMP/ENT, IFP/SEED (2003)

This paper addresses the role of training and human resource development in promoting female entrepreneurship in Mauritius. The study presents a situational analysis of female entrepreneurship in Mauritius based on national statistics and trends. It focuses on training and human resource development with emphasis on national policies and various training initiatives offered by different institutions.

**Availability:** Hard copy, web  
**Languages:** English (ISBN 92-2-114987-0 hard copy)  
**Web link:** <http://www.ilo.org/dyn/gender/docs/RES/283/F1666868347/WP58-2003.pdf>

**75. *Explotación Sexual Comercial y Masculinidad: Un estudio regional cualitativo con hombres de la población. Resumen de Resultados***

ILO-SRO San José (2004), [sanjose@sj.oit.or.cr](mailto:sanjose@sj.oit.or.cr)

This publication in Spanish presents the findings of a study conducted in Central America on the issue of commercial sexual exploitation. The study emphasises the perspective of males based on the assumption that an understanding of how this group views the various aspects of sexual exploitation is vital to promote prevention.

**Availability:** Hard copy, web  
**Languages:** Spanish  
**Web link:** [http://www.oit.org.pe/ipec/documentos/oit\\_resumen.pdf](http://www.oit.org.pe/ipec/documentos/oit_resumen.pdf)

**76. *América Latina: Negociación colectiva y equidad de género***

ILO-RO Lima (2005), [lima@oit.org.pe](mailto:lima@oit.org.pe)

This publication in Spanish was jointly developed by the ILO's Regional Office in Lima and the ILO Bureau for Workers' Activities. It presents results from a study on the inclusion of gender issues in collective bargaining processes in Argentina, Brazil, Chile, Paraguay, Uruguay and Venezuela. The publication aims to inspire ILO constituents in general, and trade unions more specifically, to promote gender equality through their bargaining processes.

**Availability:** Hard copy, CD-ROM, web

**Languages:** Spanish (ISBN 92-2-317251-9 hard copy)  
**Web link:** <http://www.oitchile.cl/pdf/publicaciones/igu/igu023.pdf>

### ***77. Gender and Migration in Arab States: The Case of Domestic Workers***

ILO-RO Beirut (2004), [beirut@ilo.org](mailto:beirut@ilo.org)

This publication identifies issues of critical concern to women migrant domestic workers and attempts to determine their vulnerability in the Arab States, specifically in Bahrain, Kuwait, Lebanon and the United Arab Emirates. The study reveals practices and patterns that are key causes of the vulnerability of women domestic migrant workers and suggests strategies to alter these.

**Availability:** Hard copy, web

**Languages:** Arabic, English

**Web link:** English: <http://www.ilo.org/dyn/gender/docs/RES/512/F335510694/Gender%20-%20Migration%20in%20Arab%20States%20PDF%20File%20Revis.pdf>  
Arabic: <http://www.ilo.org/dyn/gender/docs/RES/512/F1745545898/Gender%20-%20Migration%20in%20Arab%20States%20PDF%20Arabic%20Fil.pdf>

### ***78. Gender, Education and Child Labour in Egypt***

ILO Geneva: IPEC (2004)

This country report explores the linkages between child labour, gender equality and education, and highlights areas for further research and programme/policy interventions. It looks at the causes of child labour and its prevalence and distribution in the national context. A number of issues including poverty dynamics, household profiles and gender disparities are examined.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-115727-X hard copy)

**Web link:** [http://www.ilo.org/iloroot/docstore/ipec/prod/eng/gender\\_edu\\_egypt\\_2004\\_en.pdf](http://www.ilo.org/iloroot/docstore/ipec/prod/eng/gender_edu_egypt_2004_en.pdf)

### ***79. Gender, Education and Child Labour in Lebanon***

ILO Geneva: IPEC (2004)

This country report explores the linkages between child labour, gender equality and education, and highlights areas for further research and programme/policy interventions. The document provides a careful review of the characteristics and trends of child labour in Lebanon, examines related issues, and provides a gender analysis of the interrelation between child labour and formal and non-formal education.

**Availability:** Hard copy, web  
**Languages:** English (ISBN 92-2-115725-3 printed)  
**Web link:** [http://www.ilo.org/iloroot/docstore/ipec/prod/eng/gender\\_edu\\_lebanon\\_2004\\_en.pdf](http://www.ilo.org/iloroot/docstore/ipec/prod/eng/gender_edu_lebanon_2004_en.pdf)

### ***80. Gender, Education and Child Labour in Turkey***

ILO Geneva: IPEC (2004)

This country report explores the linkages between child labour, gender equality and education, and highlights areas for further research and programme/policy interventions. In particular, the report examines the interrelation between gender, education and child labour by focusing on the time allocation of female and male children to human capital investment and production of goods or services.

**Availability:** Hard copy, web  
**Languages:** English (ISBN 92-2-115569-2 hard copy)  
**Web link:** [http://www.ilo.org/iloroot/docstore/ipec/prod/eng/2004\\_gen\\_turkey\\_en.pdf](http://www.ilo.org/iloroot/docstore/ipec/prod/eng/2004_gen_turkey_en.pdf)

### ***81. Nepal and Pakistan: Micro-Finance and Microenterprise Development: Their Contribution to the Economic Empowerment of Women***

ILO Geneva: IFP/SEED, SFP (2005)

This study is based on national surveys of women entrepreneurs and micro-finance clients in Nepal and Pakistan. It examines the impact of micro-finance and microenterprise development on the economic and social empowerment of women in the two countries, highlighting differences and similarities. It includes detailed country profiles and final recommendations with regards to government policies, legal frameworks and complementary services.

**Availability:** Hard copy, web  
**Languages:** English (ISBN 92-2-116927-8 hard copy)  
**Web link:** <http://www.ilo.org/public/english/employment/finance/download/wp69.pdf>

### ***82. Women Entrepreneurs in Pakistan: How to Improve their Bargaining Power***

ILO Geneva: IFP/SEED (2003)

This report offers a portrayal of the specific business environment for women in Pakistan and shows how a complex interplay of different factors has resulted in the disadvantaged status of women in society thus restricting their mobility, economic participation and business activity. It includes the results of a survey undertaken of women entrepreneurs and follows with a set of recommendations. Narrative stories of selected women entrepreneurs from various economic backgrounds, diverse family set-

ups, and different professions are also included.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113628-0 hard copy)

**Web link:** <http://www.ilo.org/dyn/empent/docs/F760680996/PAKISTAN%20REPORT-Edited-Final.pdf>

**83. *Extending Maternity Protection to Women in the Informal Economy: The Case of Nepal***

ILO Geneva: STEP, TRAVAIL (2002)

This study describes ways that maternity care has been integrated into health micro-insurance schemes in Nepal. Many of these schemes are managed by community-based structures, trade unions, hospitals, and NGOs whose members belong to the informal economy. It identifies major gaps and areas for improvements in existing maternity protection provisions in the micro health insurance approach, and recommends possible strategies for future action.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/dyn/infoecon/docs/478/F1699837794/Maternity%20protection%20Nepal%2028p1.pdf>

**84. *Report on Survey of Women and Gender Issues in Trade Union Organisations in Indonesia***

ILO Jakarta (2006), [jakarta@ilo.org](mailto:jakarta@ilo.org)

This report fills some of the knowledge gaps related to women in the trade union movement in Indonesia. The report presents a summary of available literature as well as the findings of a survey conducted among unionists in Indonesian trade union organisations. The report addresses the present situation of women unionists and suggests strategies for mainstreaming gender concerns in trade union work.

**Availability:** Hard copy, web

**Languages:** English, Bahasa

**Web link:** English: <http://www.ilo.org/public/english/region/asro/jakarta/download/gendertu.pdf>

Bahasa: <http://www.ilo.org/public/indonesia/region/asro/jakarta/download/jendersb.pdf>

**85. *Equality at work: Philippines***

ILO Manila (2006), [manila@ilomnl.org.ph](mailto:manila@ilomnl.org.ph)

This country study was prepared as a follow-up to the 2003 ILO global report “Time for

Equality at Work”. It addresses equality at work as a basic human right and a basis for the promotion of Decent Work. This is followed by an outline of the visions and perceptions of the ILO’s constituents in the country. Finally, the study discusses equality from the perspective of older workers, youth, migrants, and indigenous peoples with close reference to legislative and administrative interventions.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-117278-3 hard copy)

**Web link:** <http://www.ilo.org/public/english/region/asro/manila/downloads/wp12.pdf>

***86. The Gender Dimensions of Social Security Reform in Central and Eastern Europe: Case Studies of the Czech Republic, Hungary and Poland***

ILO-SRO Budapest (2003), [budapest@ilo-ceet.hu](mailto:budapest@ilo-ceet.hu)

Developed as part of the ILO initiative *Strengthening Social Security in Central and Eastern Europe through Research and Technical Cooperation*, this publication examines the reconfiguration of social security schemes that has taken place over the last decades, the process of social policy formation in the region’s new multiparty democracies, and their early experience in implementing reform. It aims to offer countries still deliberating reforms pertinent information on recent experience and results of neighbours facing similar challenges and to empower governments’ and social partners as participants in social policy development.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113701-5 hard copy)

French (ISBN 92-2-213701-9 hard copy)

**Web link:** English: <http://www.ilo.org/public/english/region/eurpro/budapest/download/gender.pdf>

French: <http://www.ilo.org/public/english/region/eurpro/budapest/download/gender-fr-final.pdf>

***87. The Gender Dimensions of Social Security Reform Volume 2: Case Studies of Romania and Slovenia***

ILO-SRO Budapest (2006), [budapest@ilo-ceet.hu](mailto:budapest@ilo-ceet.hu)

This document complements the above publication (85) in addressing the gender dimensions of social security reform. It provides additional case studies with the objective of strengthening the capacities of national and local institutions to combat social exclusion, through providing new concepts, tools, and examples of successful practices.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-119378-0 & 978-92-2-119378-4 hard copy)

**Web link:** [http://www.ilo.org/public/english/region/eurpro/budapest/download/socsec/gender\\_vol2.pdf](http://www.ilo.org/public/english/region/eurpro/budapest/download/socsec/gender_vol2.pdf)

## DISCUSSION/WORKING PAPERS

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### **88. *Overview of Gender-Responsive Budget Initiatives***

ILO Geneva: GENDER (2006)

This paper examines the relevance and application of gender-responsive budget initiatives to the work of the ILO by providing an overview of their evolution and examples of some of the most notable initiatives. The paper also outlines the development of different tools used for implementing gender-responsive budget initiatives. The data highlight a number of possibilities for linking such initiatives to the ILO's approach to gender equality promotion in the world of work.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-118372-6 hard copy)

**Web link:** <http://www.ilo.org/dyn/gender/docs/RES/498/F1229023063/Overview%20of%20GRB%20Initiatives.doc>

### **89. *Legal Constraints to Women's Participation in Cooperatives***

ILO Geneva: EMP/ENT, COOP (2002)

This compilation of case studies from different parts of the world examines the legal constraints that women face in participating in cooperatives. National cooperative and related legislation as well as certain customary laws and cooperative by-laws have been reviewed by the authors from Burkina Faso, Cameroon, Ecuador, India, Lesotho, Morocco, the Philippines, Tanzania, Thailand and Uruguay.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113393-1 hard copy)

**Web link:** <http://www.ilo.org/dyn/empent/docs/F161961743/compiled%20studies%20final%20print.pdf>

### **90. *Wage Inequality by Gender and Occupation: A Cross-Country Analysis***

ILO Geneva: EMP/TRENDS (2005)

Based on data from the *Key Indicators of the Labour Market* (KILM) from the period 1990 to 2003, this paper estimates differences in earning between women and men in selected industrialised and developing countries, discusses the impact of globalisation on wages, and analyses trends in gender equity in pay within occupations and sectors.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-118283-5 hard copy)

**Web link:** <http://www.ilo.org/public/english/employment/strat/download/esp2005-20.pdf>

***91. Globalization, Economic Policy and Employment: Poverty and Gender Implications (Employment Strategy Papers Series)***  
ILO Geneva: EMP/ELM (2006)

With a gender perspective, this paper examines the relationship between, growth, employment and poverty reduction. In particular, the paper explores how changes in economic policies affect women's and men's employment and proposes ways of assessing the implications of these changes for poverty and gender equality.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-118942-2 & 978-92-2-118942-8 hard copy)

**Web link:** <http://www.ilo.org/public/english/employment/strat/download/esp2006-3.pdf>

***92. Gender Inequalities, Economic Growth and Economic Reform: A Preliminary Longitudinal Evaluation***  
ILO Geneva: Employment Sector (2003)

By analysing a wide range of data from 1970 to 1997, this study evaluates the cross-sectoral and longitudinal impacts of economic growth and structural adjustment on changes in gender inequality. The study asks a basic question: Have strategies of economic growth and structural reform in recent decades served to enhance or undermine the status of women?

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/employment/strat/download/ep45.pdf>

***93. The Dynamics of the Labour Market and Employment in Bangladesh: A Focus on Gender Dimensions (Employment Strategy Papers Series)***  
ILO Geneva: EMP/ELM (2005)

This paper analyses labour market data from Bangladesh with the aim of tracing changes in the labour market during the 1990s. The data, disaggregated by sex, include labour participation rates, education and skills levels, types of employment by sector and status, and wage rates and earnings

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-117527-8 hard copy)

**Web link:** <http://www.ilo.org/public/english/employment/strat/download/esp2005-13.pdf>

***94. The Challenges of Growing Small Businesses: Insights from Women Entrepreneurs in Africa***

ILO Geneva: IFP/SEED (2004)

This working paper summarises findings from an ILO study on Jobs, Gender and Small Enterprises in Africa and Women's Enterprise Development. It analyses critical factors impacting on women's enterprises and jobs in Ethiopia, Tanzania and Zambia. It includes relevant statistics and recommendations resulting from National Stakeholders' Conferences, and provides up-to-date references for relevant documentation.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-116521-3 hard copy)

**Web link:** <http://www.ilo.org/dyn/empent/docs/F756421966/WP47-2004.pdf>

***95. Women Organizing for Socio-Economic Security in India***

ILO Geneva: IFP/SES (2002)

Women workers in the informal economy in India are among those with least access to social protection. This paper examines the hypothesis that representative organisations of women working in the informal economy leads to both tangible and intangible benefits: greater income security, employment security and work security, along with greater control over their earnings and increased self-esteem.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113394-X hard copy)

**Web link:** [http://www.ilo.org/public/english/protection/ses/download/docs/india\\_sukti.pdf](http://www.ilo.org/public/english/protection/ses/download/docs/india_sukti.pdf)

***96. Female-Headship in Eastern Sri Lanka***

ILO Geneva: IFP/CRISIS (2003)

This paper explores patterns and causes of female headship of households among the three major ethnic communities in Eastern Sri Lanka: Sinhala, Tamil and Muslim. It analyses the trends of this phenomenon and its links with conflict and war, and with other social factors.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113522-5 hard copy)

**Web link:** <http://www.ilo.org/public/english/employment/crisis/download/wp10.pdf>

***97. The Survival Strategies of Sinhala Female Headships in Conflict-affected Eastern Sri Lanka***

ILO Geneva: IFP/CRISIS (2003)

Focusing on the growing number of female-headed households among the Sinhalese in Eastern Sri Lanka, this paper outlines perceptions of ethnicity in the country and examines the indirect costs of ethnic conflict among the Sinhala, Tamils and Muslims. It highlights female heads' coping strategies, economic opportunities, gender power imbalance, cultural and social restrictions, and kin and community structures.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113598-5 hard copy)

**Web link:** <http://www.ilo.org/public/english/employment/crisis/download/wp11.pdf>

***98. Crises, Women and other Gender Concerns: Selected Issues Papers***

ILO Geneva: IFP/CRISIS (2002)

Based on a number of thematic issues papers, this compilation discusses the need for integration of gender concerns in disaster research and planning. The analysis focuses on the impact of crisis, compounded with the growing phenomenon of male migration, on the gender division of labour and on the additional difficulties women are faced with in their daily lives.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2- 113005-3 hard copy)

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

***99. Gender and Financial/Economic Downturns***

ILO Geneva: IFP/CRISIS (2002)

Based on case studies, research and agency reports, this report analyses key features of a financial/economic crisis, its consequences, as well as the differential impacts of recovery programmes on women and men. The paper also includes recommendations for integrating gender concerns into crisis response.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113298-6 hard copy)

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

***100. Capitalizing on Capacities of Afghan Women: Women's Role in Afghanistan's Reconstruction and Development***

Geneva: ILO (IFP/CRISIS), 2001

This paper provides a situation analysis of the impact of war and displacement on Afghan women, their economic and other roles within the family and within Afghan society. The paper examines the vulnerability and coping strategies of these women and their families and assesses the implications for the future reconstruction and development of Afghanistan.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-112921-7 hard copy)

**Web link:** <http://www.ilo.org/public/english/employment/recon/crisis/download/afghanwomen.pdf>

***101. Gender and Armed Conflicts: Challenges for Decent Work, Gender Equity and Peace Building Agendas and Programmes***

ILO Geneva: IFP/CRISIS (2001)

The paper provides a synthesis of research and country studies undertaken by the ILO between 1996 and 2000 on gender issues in the wake of conflict. The paper aims to guide policy formulation and the effective pursuit of gender-sensitive programming following conflict.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-11246-X hard copy)

**Web link:** <http://www.ilo.org/public/english/employment/crisis/download/criswp2.pdf>

***102. Sexual Harassment at Work: National and International Responses***

ILO Geneva: STEP (2005)

This paper examines **initiatives to prevent and combat workplace sexual harassment** at international level and in countries across the world. It reviews international standards and national legislation, the **activities of governments, employers' and workers' organisations, and NGOs.**

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-112680-3 hard copy)

**Web link:** <http://www.ilo.org/dyn/gender/docs/RES/429/F1845214041/Sexual%20harassment%20at%20work.pdf>

### ***103. Gender Equality and the Extension of Social Protection***

ILO Geneva: SOC/POL (2003)

This paper, published as part of the ILO Global Campaign on Social Security, evaluates several practices of social protection programmes and successful experiences in order to recommend ways to extend social protection, particularly to women of working age. It applies a gender perspective in examining trends and patterns of exclusion in the labour market, distinguishing between gender-sensitive and gender-intensified constraints to an equitable enjoyment of social protection.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113746-5 hard copy)

**Web link:** <http://www3.ilo.org/public/english/protection/secsoc/downloads/449sp1.pdf>

### ***104. Extending Maternity Protection to Women in the Informal Economy: An Overview of Community-based Health-financing Schemes***

ILO Geneva: STEP (2004)

This working paper promotes a better understanding of the way community-based health-financing systems are attempting to meet maternity care needs. It analyses and compares a number of community-based health-financing schemes from around the world, all containing a maternity care component.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113665-5 hard copy)

**Web link:** <http://www3.ilo.org/public/english/protection/socsec/step/download/67p1.pdf>

### ***105. Incorporating Gender Issues in Labour Statistics***

ILO Geneva: STAT (2001)

The paper addresses the need for labour statistics to fully reflect the situations of women and men in the labour market. It identifies topics that need to be covered and the detail required for significant distinctions to emerge. The paper also explains how the choice of measurement method and the manner of data presentation can influence the final result.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-111882-7 hard copy)

**Web link:** <http://www.ilo.org/dyn/gender/docs/RES/47/F2063611437/Incorporating%20gender%20in%20statistics.pdf>

**106. *The Gender Dimensions of Globalization of Production***

ILO Geneva: INTEGRATION (2004)

This paper examines how the globalisation of production has impacted on employment relations and conditions, consumption attitudes, and reproduction patterns across both industrialised and developing countries. It focuses on the different implications that such transformation has had on women and men, in terms of employment opportunities and new challenges with regards to working conditions, labour rights and the reconciliation of work and family life. The paper includes a careful analysis of policy implications related to enhancing female employment in global production.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-116007-6 hard copy)

**Web link:** [http://www.ilo.org/public/english/bureau/integration/download/publicat/4\\_3\\_246\\_wcsdg-wp-17.pdf](http://www.ilo.org/public/english/bureau/integration/download/publicat/4_3_246_wcsdg-wp-17.pdf)

**107. *Gender and Globalization: A Macroeconomic Perspective***

ILO Geneva: INTEGRATION (2004)

This paper provides an overview of the complex relationship between gender inequalities and the economic liberalisation policies that underpin globalisation processes. It examines the gender-differentiated effects of globalisation and discusses a range of economic policy proposals and initiatives, including at the macroeconomic level, which aim to promote gender equity in the context of the world economy.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-116132-3 hard copy)

**Web link:** [http://www.ilo.org/public/english/bureau/integration/download/publicat/4\\_3\\_204\\_wcsdg-wp-19.pdf](http://www.ilo.org/public/english/bureau/integration/download/publicat/4_3_204_wcsdg-wp-19.pdf)

**108. *Globalization, Social Exclusion and Work: With Special Reference to Informal Employment and Gender***

ILO Geneva: INTEGRATION (2004)

This paper analyses patterns of social exclusion and inclusion from the perspective of the working poor, especially women, in developing countries. The aim is to identify different processes of social exclusion and inclusion, by focusing on the nature of employment opportunities, the terms of inclusion and barriers to inclusion in global production systems, and forms of exclusion from domestic production systems associated with increased imports and other dimensions of trade liberalisation.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-116009-2 hard copy)

**Web link:** [http://www.ilo.org/public/english/bureau/integration/download/publicat/4\\_3\\_215\\_wcsdg-wp-20.pdf](http://www.ilo.org/public/english/bureau/integration/download/publicat/4_3_215_wcsdg-wp-20.pdf)

**109. *Child Labour and Gender: A Reading of the Media in Mercosur***  
ILO Brasilia (2003), [brasilia@oitbrasil.oit.br](mailto:brasilia@oitbrasil.oit.br)

This study was coordinated by the International Programme on the Elimination of Child Labour (IPEC) and the Agency for News on Child Rights. It analyses the linkages between child labour and gender issues within the Mercosur countries: Argentina, Brazil, Paraguay, Uruguay and Chile (an associate country). The study discusses media and communication professionals' perceptions of children's rights and labour issues, and how related gender implications are portrayed in the media.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-816569-3 hard copy)

Spanish

Portuguese

**Web link:** English: <http://www.oitbrasil.org.br/info/downloadfile.php?fileId=234>

## BRIEFING NOTES AND INFORMATION SHEETS

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### ***110. ILO Participatory Gender Audit – A Tool for Organizational Change***

ILO Geneva: GENDER (2006)

This information sheet briefly outlines the nature and objectives of the ILO Participatory Gender Audit, explains its history, methodology and process. It includes a brief reference to audits conducted within ILO constituents and UN agencies across the world.

**Availability:** Hard copy, web

**Languages:** English, French, Spanish.

**Web link:** English: <http://www.ilo.org/dyn/gender/docs/RES/171/F52553087/ILO%20Participatory%20Gender%20Audit%20brochure.pdf>

French: [http://www.ilo.ch/dyn/gender/docs/RES/171/F79948910/03\\_fr\\_gender\\_audit.pdf](http://www.ilo.ch/dyn/gender/docs/RES/171/F79948910/03_fr_gender_audit.pdf)

Spanish: [http://www.ilo.ch/dyn/gender/docs/RES/171/F1631765358/03\\_esp\\_gender\\_audit.pdf](http://www.ilo.ch/dyn/gender/docs/RES/171/F1631765358/03_esp_gender_audit.pdf)

### ***111. WEDGE Series (Women's Entrepreneurship Development and Gender Equality)***

ILO Geneva: IFP/SEED (2006)

#### ***WEDGE Fact Sheet on Female and Male Operated Small Enterprises – FAMOS Check***

This fact sheet briefly explains the FAMOS Check, its objectives, target groups, components, and application. The FAMOS Check is an organisational development tool which aims to enable organisations that provide services to small enterprises to carry out a self-check of their own structure, policies and services. It helps them identify improvements in their operations, particularly with respect to the services they provide to female-operated small enterprises.

**Availability:** Hard copy, web

**Languages:** English, French, Russian, Arabic

**Web link:** All language versions accessible at: [http://www.ilo.org/dyn/empent/details.reppubdetails?p\\_unique=&p\\_lang=EN&p\\_rep\\_pub\\_id=2435](http://www.ilo.org/dyn/empent/details.reppubdetails?p_unique=&p_lang=EN&p_rep_pub_id=2435)

#### ***WEDGE Fact Sheet on Gender Sensitive Value Chain Analysis – GSVCA***

This fact sheet provides an overview of the value chain analysis methodology. In particular, it provides guidelines on how to apply a gender perspective to the use of this methodology in order to ensure that identified interventions benefit women and men equitably.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** [http://www.ilo.org/dyn/empent/docs/F2003220247/GSVCA\\_Fact\\_sheet\\_16.03.07.pdf](http://www.ilo.org/dyn/empent/docs/F2003220247/GSVCA_Fact_sheet_16.03.07.pdf)

***WEDGE Fact Sheet on Gender and Entrepreneurship Together: GET Ahead for Women in Enterprise***

The fact sheet introduces the GET Ahead tool, its objectives, target groups, programme components and delivery.

**Availability:** Hard copy, web

**Languages:** Arabic, English, French, Russian

**Web link:** All language versions accessible at: [http://www.ilo.org/dyn/empent/details.reppubdetails?p\\_unique=&p\\_lang=EN&p\\_rep\\_pub\\_id=2434](http://www.ilo.org/dyn/empent/details.reppubdetails?p_unique=&p_lang=EN&p_rep_pub_id=2434)

***WEDGE Fact Sheet on Growth Oriented Women Entrepreneurs – GOWEs***

The fact sheet provides an overview of the assessment framework for Growth Oriented Women Entrepreneurs. It explains the objectives of the framework, its target groups, components and methods of intervention.

**Availability:** Hard copy, web

**Languages:** Arabic, English, French, Russian

**Web link:** All language versions accessible at [http://www.ilo.org/dyn/empent/details.reppubdetails?p\\_unique=&p\\_lang=EN&p\\_rep\\_pub\\_id=2433](http://www.ilo.org/dyn/empent/details.reppubdetails?p_unique=&p_lang=EN&p_rep_pub_id=2433)

***WEDGE Fact Sheet on Improve Your Exhibiting Skills – IYES***

The IYES guide is developed for facilitators in trade fair training workshops for women entrepreneurs. It serves as a hands-on tool in organising, facilitating and evaluating exhibitions and trade fair activities for women-operated micro-enterprises. This fact sheet explains the IYES tool, its target groups, contents, and mode of delivery.

**Availability:** Hard copy, web

**Languages:** Arabic, English, French, Russian

**Web link:** All language versions accessible at [http://www.ilo.org/dyn/empent/details.reppubdetails?p\\_unique=&p\\_lang=EN&p\\_rep\\_pub\\_id=2432](http://www.ilo.org/dyn/empent/details.reppubdetails?p_unique=&p_lang=EN&p_rep_pub_id=2432)

***WEDGE Fact Sheet on Women’s Entrepreneurship Development Capacity Building Guide***

The fact sheet presents the Women’s Entrepreneurship Development Capacity Building Guide, its objectives, components, and application.

**Availability:** Hard copy, web

**Languages:** English, French, Russian, Arabic

**Web link:** All language versions accessible at [http://www.ilo.org/dyn/empent/details.reppubdetails?p\\_unique=&p\\_lang=EN&p\\_rep\\_pub\\_id=2431](http://www.ilo.org/dyn/empent/details.reppubdetails?p_unique=&p_lang=EN&p_rep_pub_id=2431)

***WEDGE Fact Sheet on Women’s Entrepreneurship Development and Gender Equality – WEDGE Team***

The fact sheet explains WEDGE’s objectives, target groups, programme components, methods of intervention, and its geographical coverage.

**Availability:** Hard copy, web  
**Languages:** English, French, Russian, Arabic  
**Web link:** All language versions accessible at: [http://www.ilo.org/dyn/empent/details.reppubdetails?p\\_unique=&p\\_lang=EN&p\\_rep\\_pub\\_id=2430](http://www.ilo.org/dyn/empent/details.reppubdetails?p_unique=&p_lang=EN&p_rep_pub_id=2430)

***112. SKILLS Fact Sheet on Developing Entrepreneurship among Women with Disabilities (DEWD)***

ILO Geneva: IFP/SKILLS (2006)

The fact sheet describes the recent ILO initiative ‘Developing Entrepreneurship among Women with Disabilities (DEWD)’, its strategy and objectives.

**Availability:** Hard copy, web  
**Languages:** English  
**Web link:** <http://www.ilo.org/dyn/empent/docs/F1594265583/DEWD%20Fact%20Sheet%20300506.pdf>

***113. Gender in Crisis Response Fact Sheet***

ILO Geneva: IFP/CRISIS (2003)

This fact sheet outlines some gender dimensions of crisis resolution, recovery and development, and provides a series of quick guidelines to mainstream gender in crisis response.

**Availability:** Hard copy, web  
**Languages:** English  
**Web link:** <http://www.ilo.org/public/english/employment/crisis/download/factsheet9.pdf>

***114. Workplace Action in HIV/AIDS: Fact Sheet 5 – How to Tackle Gender Equality***

ILO Geneva: ILOAIDS (2006)

This fact sheet examines the gender dimensions tackling HIV/AIDS in the workplace. It includes a useful checklist for workplace programmes on HIV prevention, treatment and care.

**Availability:** Hard copy, web  
**Languages:** English, French, Spanish  
**Web link:** English: <http://www.ilo.org/public/english/protection/trav/aids/publ/fs5genen.pdf>  
French: <http://www.ilo.org/public/english/protection/trav/aids/publ/fs5genfr.pdf>  
Spanish: <http://www.ilo.org/public/english/protection/trav/aids/publ/fs5genes.pdf>

***115. Conditions of Work and Employment Programme: Work and Family Information Sheets***

ILO Geneva: TRAVAIL (2004)

This series of eight fact sheets provides an overview of issues related to working conditions, particularly efforts to promote a more gender-equitable reconciliation of work and family life. Each sheet offers references to relevant ILO Conventions and initiatives, guidelines and examples of good practices.

**Sheet 1:** Work and family responsibilities: What are the problems?

**Sheet 2:** Addressing gender equality through work-family measures

**Sheet 3:** The “family-friendly” workplace

**Sheet 4:** Maternity protection

**Sheet 5:** Making work arrangements more family-friendly

**Sheet 6:** Leave and family responsibilities

**Sheet 7:** Partnerships for childcare

**Sheet 8:** Work-family reconciliation: What trade unions are doing

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/public/english/protection/condtrav/infosheets/index.htm>

***116. Youth Employment: A Global Goal, A National Challenge***

Geneva: ILO (EMPLOYMENT), 2006

This brochure outlines the situation of global youth employment and describes the role of the ILO in promoting decent work for young women and men.

**Availability:** Hard copy, web

**Languages:** English, French, Spanish

**Web link:** [http://www.ilo.org/public/english/employment/yett/download/ggnc\\_eng.pdf](http://www.ilo.org/public/english/employment/yett/download/ggnc_eng.pdf)

***117. Addressing Gender Dimensions of Decent Work at Country Level: Views and Lessons from the Decent Work Pilot Programme***

ILO Geneva: INTEGRATION (2006)

Based on the experiences of Decent Work Pilot Programmes, this brief publication provides good practices and practical guidelines for gender mainstreaming of Decent Work programmes at the country level.

**Availability:** Web

**Languages:** English

**Web link:** <http://www.ilo.org/dyn/gender/docs/RES/457/F613040335/DWCP%20Gender%20Brief%20from%20Ame%20King%20March%202006.pdf>

### ***118. Globalisation and Gender Briefs Series***

ILO Geneva: IFP/SEED; Commonwealth Secretariat (2003)

This series of briefing notes was jointly developed by the ILO and the Commonwealth Secretariat to assist colleagues at headquarters, field offices and projects, as well as project managers, to integrate gender analysis in the design and implementation of programmes and projects in the broad field of sustainable development.

#### ***No 1: Trade Liberalisation Policy***

Through a selective review of current practices and policies, this note tries to differentiate those approaches to liberalisation that are likely to produce gender equality from those that are unlikely to do so. The brief concludes with a set of questions and a checklist that highlight the issues that project managers should consider in the design and implementation of programmes and projects related to trade liberalisation policy.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/dyn/empent/docs/F2042326947/No%201%20Trade.pdf>

#### ***No 2: WTO TRIPS Agreement***

This briefing note seeks to highlight some of the ways in which male and female farmers are affected differently by TRIPS (Trade-Related Intellectual Property Rights) and its focus on patents, protection of plant varieties and biodiversity. The brief provides a checklist of questions for programme/project managers who are concerned with the introduction of patent and other IPR legislation that affects traditional knowledge of plants and biodiversity in Commonwealth countries and elsewhere.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/dyn/empent/docs/F1599852333/No%202%20-%20TRIPS.pdf>

#### ***No 3: Small and Medium Enterprise Development***

This briefing note aims to analyse some of the issues involved in small and medium enterprises (SME) development as a catalyst to women's empowerment and increased gender equality. It outlines barriers and challenges of different approaches and reviews good practices and successful strategies. The brief concludes with a checklist to be considered when planning and designing any support programme for women's SME development.

**Availability:** Hard copy, web

**Languages:** English

**Web link:** <http://www.ilo.org/dyn/empent/docs/F2043552357/SME%20doc%20A4%20-%20PDF.pdf>

**119. ILO Gender News**

ILO Geneva: GENDER (periodical)

“ILO Gender News” is produced three to four times yearly, in English, French and Spanish, by the ILO Bureau for Gender Equality. The Newsletter is distributed amongst ILO staff and constituents, UN Agencies, civil society groups and others interested in ILO initiatives to mainstream gender and promote equality between women and men, girls and boys. It provides updates and reviews of recent ILO initiatives and events related to gender equality, at ILO headquarters and field level.

**Availability:** Hard copy, web

**Languages:** English, French, Spanish

**Web link:** The newsletter is accessible at [www.ilo.org/gender](http://www.ilo.org/gender)

## BOOKS

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**120. *Gender Equality Around the World: Articles from World of Work Magazine 1999-2006***

ILO Geneva (2007)

This collection of articles highlights good practices in promoting gender equality in the world of work. The articles, all of which have been featured in the ILO's World of Work magazine from 1999 to 2006, are international in scope, covering such issues as women job seekers in Estonia, an innovative life-cycle approach to gender equality in Tanzania, and progressive policies on paternity leave in Norway. The initiatives presented not only reveal the intrinsic nature of gender equality in decent work, but reflect on the ILO's response to critical issues through the support of governments, employers' and workers' organizations across the globe.

**Availability:** Hard copy

**Languages:** English (ISBN 978-98-2-119317-3 hard copy)

**121. *Women, Gender and Work: What is Equality and How Do We Get There?***

ILO Geneva (2001)

This book comprises a selection of 22 articles that have been published in the International Labour Review between 1996 and 2000, bringing together the thinking of leading philosophers, economists and lawyers on this complex subject. Discussion concerns how we should define equality, what equal opportunity means and what statistics tell us about differences between women and men at work, how the family confronts globalization and what is the role of law in achieving equality.

**Availability:** Hard copy, web

**Web link:** <http://www.ilo.org/public/english/support/publ/pdf/women.pdf>

**Languages:** English (ISBN 92-2-111386-8 hard copy)

**122. *Reconciling Work and Family Responsibilities: Practical Ideas from Global Experience***

ILO Geneva (2005)

This book presents concrete examples of what is being done in countries, communities and enterprises around the world in order to enable workers to better reconcile work and family responsibilities such as caring for children and the elderly. The examples provide useful ideas for action by governments, employers' and workers' organizations as well as concerned civil society organizations.

**Availability:** Hard copy, web

**Web link:** [http://www.ilo.org/public/libdoc/ilo/2005/105B09\\_142\\_engl.pdf](http://www.ilo.org/public/libdoc/ilo/2005/105B09_142_engl.pdf)

**Languages:** English (ISBN 92-2-115945-0 hard copy)

***123. Learning from Experience: A Gendered Approach to Social Protection for Workers in the Informal Economy***

ILO Geneva: STEP; WIEGO (2005)

Through a “gendered approach”, this book provides a review of initiatives concerning the extension of social protection for workers in the informal economy with a particular focus on women workers. The book presents a series of case studies on innovative systems for covering people working in the informal economy.

**Availability:** Hard copy, web

**Web link:** <http://www3.ilo.org/public/english/protection/socsec/step/download/24p1.pdf>

**Languages:** English (ISBN 92-2-112107-0 hard copy)

***124. Gender Roles and Sex Equality: European Solutions to Social Security Disputes***

ILO Geneva (2004)

This book aims to inform ILO Constituents and legal experts, particularly in the European Union and in nations that might accede in the future, about supra-national law on gender equality. The book explains European legislation and case law on the various occupational and statutory social security schemes, and provides a checklist for legal practitioners along with texts of relevant legal instruments.

**Availability:** Hard copy, web

**Web link:** [http://www.ilo.org/public/libdoc/ilo/2004/104B09\\_254\\_engl.pdf](http://www.ilo.org/public/libdoc/ilo/2004/104B09_254_engl.pdf)

**Languages:** English (ISBN 92-2-115771-7 hard copy)

***125. Women Seafarers: Global Employment Policies and Practices***

ILO Geneva (2003)

Based on an extensive survey of relevant institutions and individuals across the world, this book addresses some of the main issues surrounding the recruitment and retention of women seafarers, examines the practices and policies of relevant employers, trade unions, maritime training and education colleges and national and international regulatory agencies, and recommends measures that may further help the integration of women into shipboard communities.

**Availability:** Hard copy

**Languages:** English (ISBN 92-2-113491-1 hard copy)

**126. Trabajo Decente y Equidad de Género en América Latina**

ILO-SRO Santiago (2006), [santiago@oit Chile.cl](mailto:santiago@oit Chile.cl)

This book in Spanish presents statistics and results from national and regional surveys and from activities carried out by the ILO between 1999 and 2005 in Latin America with the aim of promoting policy measures for gender equality.

**Availability:** Hard copy, web

**Languages:** Spanish (ISBN 92-2-318556-4 & 978-92-2-318556-5 hard copy)

**Web link:** Spanish: [http://www.cinterfor.org.uy/public/spanish/region/ampro/cinterfor/newsroom/resenas/2006/tdec\\_gen.pdf](http://www.cinterfor.org.uy/public/spanish/region/ampro/cinterfor/newsroom/resenas/2006/tdec_gen.pdf)

**127. Acciones Sindicales para la Promoción de un Trabajo Decente para las Mujeres**

ILO-SRO San José (2004), [sanjose@sj.oit.or.cr](mailto:sanjose@sj.oit.or.cr)

This publication in Spanish analyses the labour situation of women in Guatemala, El Salvador, Honduras, Nicaragua, Panama, the Dominican Republic and Costa Rica. A series of practical recommendations is offered for workers' organisations on how to promote gender equality. Amongst these is the need to sensitise men on the roles of women and men in society at large as well as to establish quotas for women in decision-making structures.

**Availability:** Hard copy, web

**Languages:** Spanish (ISBN 92-2-316040-5)

**Web link:** [http://www.cinterfor.org.uy/public/spanish/region/ampro/cinterfor/temas/gender/gestion/accsindi/sind\\_td.pdf](http://www.cinterfor.org.uy/public/spanish/region/ampro/cinterfor/temas/gender/gestion/accsindi/sind_td.pdf)

**128. Action against Sexual Harassment at Work in Asia and the Pacific**

ILO-SRO Bangkok (2001), [bangkok@ilo.org](mailto:bangkok@ilo.org)

This book discusses attitudes and common beliefs of different groups of people towards sexual harassment. It analyses types of sexual harassment as well as formal and informal action taken by women workers groups and organisations at regional and international levels. The book also suggests workplace policies and practical measures for preventing sexual harassment.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-112824-5)

Mongolian (ISBN 976-11-317904)

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

**129. *Regulation of Domestic Workers in Indonesia: Current Laws, International Standards and Best Practices***

ILO Jakarta (2006), [jakarta@ilo.org](mailto:jakarta@ilo.org)

This publication explores some key issues in relation to the regulation of domestic workers in Indonesia. It explains the legal framework that exists for the international, national and sub-national levels, together with an overview of the law enforcement climate and cultural attitudes with regard to domestic workers. Good practices from other parts of the world are examined, followed by an exploration of future options for Indonesia with regard to the regulation of domestic workers.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-018694-2 hard copy)

Bahasa: (ISBN 978-92-2-018694-7 hard copy)

**Web link:** English:

<http://www.ilo.org/public/english/region/asro/jakarta/download/dwregulation.pdf>

Bahasa:

<http://www.ilo.org/public/indonesia/region/asro/jakarta/download/dwperaturan.pdf>

**130. *Action Research on the Gender dimension of Skills Development in Cambodia: Focus on the Informal Sector, Populations Living in Poverty and Social Exclusion***

ILO-SRO Bangkok (2004), [bangkok@ilo.org](mailto:bangkok@ilo.org)

Based on a survey amongst managers, trainers, trainees and graduates of four provincial training centres carried out in Cambodia in 2001, this publication investigates vocational training systems and institutions in Cambodia and identifies barriers to women's participation in these. It assesses vocational training programmes and employment outcomes and makes recommendations for improving the effectiveness of vocational skill training for women.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-115796-2 hard copy)

Khmer (ISBN 92-2-815796-8 hard copy)

**Web link:** English: <http://www.ilo.org/public/english/region/asro/bangkok/library/download/pub04-26.pdf>

Khmer: <http://www.ilo.org/public/english/region/asro/bangkok/library/download/pub04-27.pdf>

**131. *Action Research: Gender Dimension of Skills Development in Vocational Training in Thailand***

ILO-SRO Bangkok (2003), [bangkok@ilo.org](mailto:bangkok@ilo.org)

Based on a survey of eight vocational training institutions, this book describes the skills

development systems of the Department of Skills Development and the Department of Public Welfare and examines the extent to which they provide appropriate skills and equal access to training and jobs for women and men. The book proposes policies and related practices aimed at reducing gender inequalities.

**Availability:** Hard copy, web

**Languages:** English (ISBN 92-2-113814-9 hard copy)

Thai (ISBN 92-2-813814-9 hard copy)

**Web link:** English: <http://www.ilo.org/public/english/region/asro/bangkok/library/download/pub03-06.pdf>

Thai: <http://www.ilo.org/public/english/region/asro/bangkok/library/download/pub03-07.pdf>

## AUDIO-VISUAL MATERIAL

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### ***132. Confronting the Challenges: Women's Entrepreneurship in Zambia***

ILO Geneva: EMP/ENT, IFP/SEED (2003)

This video features several women in Zambia who have successfully identified profitable business ideas, obtained resources to start a business, created jobs for themselves and others, and earned an income from their business. It presents good practices and success stories, which can be of inspiration to others.

**Availability:** CD-ROM (contact [ifp-seed@ilo.org](mailto:ifp-seed@ilo.org))

**Languages:** English

### ***133. Collection of Good Practices and Lessons Learned Related to the Prevention and Elimination of Commercial Sexual Exploitation of Girls, Boys and Adolescents***

ILO Geneva: IPEC (2005)

This CD-ROM presents good practices and experiences from a technical cooperation project working to curtail commercial sexual exploitation of young people in the Argentina-Brazil-Paraguay border area. It addresses law enforcement in each of the countries, awareness-raising and institutional mechanisms, preventive measures and proposes alternative income generation.

**Availability:** CD-ROM (contact [ipec@ilo.org](mailto:ipec@ilo.org))

**Languages:** English, Spanish, Portuguese

### ***134. Celebrating Success – The Month of the Woman Entrepreneur in Ethiopia***

ILO-RSO Addis Ababa (2004), [addisababa@ilo.org](mailto:addisababa@ilo.org)

This video features interviews with women running hotels, food services, handicraft shops and other enterprises with the aim of highlighting lessons learned, success stories and the problems faced in the procurement of working capital, workspace, and access to markets.

**Availability:** CD-ROM

**Languages:** English (ISBN 92-2-118041-7)