



**INTERNATIONAL LABOUR ORGANIZATION
PARDEV
TECHNICAL COOPERATION**

This template applies to the Request for Proposals for Global Projects under the first phase of the forthcoming Swedish partnership programme (2009-2011) only.

Global projects aim at developing the ILO's standards, policies, programmes, products and knowledge base and/or promoting knowledge sharing among different regions. Particular activities may include research, advocacy, capacity building, and networking. Global projects may include pilot elements and advisory services.

BEFORE COMPLETING THIS TEMPLATE REQUIRED READING INCLUDES:

- [Guidelines for the Preparation of Technical Cooperation PRODOC/SPROUT](#)
- [Project Design](#)
- [Appraisal Checklist](#)

Cover page

XB - Symbol: GLO/09/./SID

Title: Gender Mainstreaming in Sweden/ILO Partnership Programme

DW Outcome linkage: Gender equality (see point 2.1)

Lead Office/ Unit: Bureau for Gender Equality (GENDER)

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Collaborating ILO Units/Offices: SAFEWORK, EMP Sector, DECLARATION, NORMES, ACT/EMP, ACTRAV, ITC-ILO Turin

External Implementing Partners:

1. Background and Justification

ILO promotes gender equality, not only as a basic human right, but as intrinsic to the goals of Decent Work and poverty alleviation and as an instrument for a more inclusive globalisation. To this end, ILO's commitment to gender equality was upheld in the 2008 ILO Declaration on Social Justice for a Fair Globalization as well as reinforced in the ILO's Programme and Budget 2008-09 by recognising the advancement of gender equality as a Common Principle of Action and Joint Immediate Outcome for which all units and field offices of the organisation have shared responsibility. The Programme and Budget 2010-11 further recognises that equality between women and men is integral to the Decent Work Agenda and promotes mainstreaming of gender equality and non-discrimination in all outcomes. This commitment is further operationalised through the organisation's Action Plan for Gender Equality (2008-09).

During its session of March 2007, the ILO Governing Body chose to place "Gender Equality at the Heart of Decent Work" on the agenda of the 2009 International Labour Conference as a general discussion item. This offers a unique opportunity for the ILO to support its constituents in charting a strategic course for future work on gender equality and to heighten awareness at national, regional and global levels of the importance of gender equality in the Decent Work Agenda.

The proposed gender equality project under the Sweden/ILO Partnership Programme (2009-11) will be global in scope and contribute to, and support, an integrated and consistent way of mainstreaming gender in the overall Partnership. The project will work across the ILO's sectors and field structure to play a strategic role in implementing the Joint Immediate Outcome and the ILO Action Plan for Gender Equality. Both of these are complementary in addressing results-based and gender-sensitive delivery of ILO's mandate at national level through Decent Work Country Programmes.

Moreover, lessons and results from previous technical cooperation projects, including previous Sweden/ILO Partnership pilot phases (2006-08) will guide the implementation of the proposed gender equality project. The independent review carried out in 2007-08 of the Sweden/ILO Partnership pilot phases offered constructive guidance in this respect.

It is foreseen that the proposed gender equality project, where feasible, will align itself to the priorities addressed and preliminary strategies emerging from the 2009 International Labour Conference's general discussion of "Gender Equality at the Heart of Decent Work".

Sweden/ILO collaboration on gender equality

The Government of Sweden and Sweden's International Development Cooperation Agency (Sida) remain supportive of ILO's efforts to promote gender equality in the world of work. It is testimony to the Government's commitment that Sweden was among the first donors to implement in practice the decision of the March 2005 Governing Body which calls for systematic measures to mainstream gender in all ILO/donor partnership agreements.

Commonalities in priority between the Government of Sweden and the ILO have enabled past collaboration to contribute to: (i) strengthening ILO capacity to integrate gender and employment linkages in national poverty reduction initiatives; (ii) expanding ILO's and constituents' knowledge of practical and effective ways of mainstreaming gender in technical and sectoral areas; (iii) advocacy to draw attention to new areas of gender concern and to ensure that particularly vulnerable groups are empowered.

2. Strategy and Logical Framework

2.1 Description of the Project Strategy

Following the successful experience of integrating a gender equality project in the Sweden/ILO Partnership pilot phases (2006-08), a similar mechanism is proposed for the longer-term partnership considered for 2009 to 2013 with an initial phase from 2009 to 2011. The Bureau for Gender Equality, in consultation with relevant ILO units and the ILO Gender Network, has thus developed this proposal outlining suggested outcomes and outputs for a gender equality project. Through close collaboration with the ILO units responsible for the thematic components of the Partnership, the gender equality project will offer technical support and knowledge sharing on measures to mainstream gender in both the policy orientation and implementation of the thematic components.

In summary, the objectives of this project fall directly under the ILO Programme and Budget's (2008-09) Joint Immediate Outcome on gender equality and responds to the Common Principle of Action on advancing gender equality in the world of work.

The project will be global in scope and support implementation of the ILO Action Plan on Gender Equality. The proposed project will also support gender mainstreaming in the context of the outcomes and indicators presented in the ILO's Programme and Budget 2010-2011. In particular, through collaboration with the technical components of the Partnership, the project will contribute to mainstreaming gender in the following strategic objectives and outcomes:

Strategic objective: Employment – Create greater opportunities for women and men to secure decent employment and income

Outcome 1: More women and men have access to productive and decent employment through inclusive job-rich growth

Indicator 1.3: Number of member States that, with ILO support, put in place or strengthen labour market information and analysis systems and disseminate information on national labour market trends

Indicator 1.4: Number of member States that, with ILO support, adopt inclusive job-rich growth policies and practices both in the formulation of disaster risk reduction/recovery measures and in their conflict prevention, reconstruction and recovery programmes

Strategic objective: Standards and fundamental principles and rights at work – Promote and realize standards and fundamental principles and rights at work

Outcome 14: The right to freedom of association and collective bargaining is widely known and exercised

Indicator 14.1: Number of member States that, with ILO support, improve the application of basic rights on freedom of association and the right to collective bargaining

Indicator 14.2: Number of member States that, with ILO support, take significant action to introduce freedom of association and the right to collective bargaining in EPZs

Strategic objective: Social protection – Enhance the coverage and effectiveness of social protection for all

Outcome 6: Workers and enterprises benefit from improved safety and health conditions at work

Indicator 6.1: Number of member States that, with ILO support, adopt policies and programmes to promote improved safety and health at work

Indicator 6.2: Number of member States in which tripartite constituents, with ILO support, implement programmes to promote improved safety and health at work

The proposed project strategy includes technical support, including capacity building, research and tools development, for mainstreaming gender in the policy orientation and operational aspect of the Sweden/ILO Partnership Programme. This includes relevant capacity building for, and technical support to, ILO staff and constituents on measures to mainstream gender in the thematic components of the Partnership.

The Bureau for Gender Equality will consult with the lead ILO units for the thematic components of the Partnership to establish joint work plans for mainstreaming gender into the following areas:

Theme	Lead ILO unit
Job-rich growth	EMPLOYMENT SECTOR
Freedom of association and collective bargaining	DECLARATION/NORMES
Occupational safety and health	SAFEWORK

Broadly speaking, collaboration will centre on the following thematic areas:

Job-rich growth

Research continues to show that gender inequality acts as a significant constraint to economic growth and that removing gender-based barriers to growth – e.g. access to assets and inputs in production – would make a substantial contribution to realising countries' economic potential.

The Bureau for Gender Equality will continue its collaboration with, and support to, the Employment Sector in the effort to mainstream gender in the Strategic Objective on creating greater opportunities for women and men to secure decent employment and income featured in the Programme and Budget 2008-09. In particular, the ILO Action Plan for Gender Equality and the Employment Sector's complementary strategy on gender equality will guide and inform this initiative.

The above collaboration forms part of the ILO's larger effort to build capacity on gender mainstreaming in the work of the ILO and that of its constituents. Through the proposed gender equality project, the Bureau for Gender Equality aims to provide concrete guidance and support on how to build gender issues into employment policies and programmes. Support to development of gender-sensitive skills training packages and guidelines would also be part of this effort together with targeted support to traditionally disadvantaged groups, such as indigenous women.

Freedom of association and collective bargaining

Collective bargaining can be an important way to promote gender equality. In most countries it is a principal means of determining terms and conditions of employment, including all aspects of gender equality at work. Equal pay, hours of work, leave provisions, maternity and family provisions, health and the working environment are all examples of issues for collective bargaining with the potential for promoting gender equality in the workplace. Women's access to career development, promotion and vocational training are also important issues that can be considered in collective bargaining.

For collective bargaining to be truly effective and equitable, the concerns of women must be understood and given credence. Consultation with women workers and ensuring that women are represented on negotiation teams are fundamental ways to do this. Trade unions alone or the social partners together with government may take joint initiatives to encourage the inclusion of gender equality issues in social and employment agendas. The ILO can provide information and training to help make collective bargaining and representation more responsive to gender issues. An example is the ILO's effort to address gender issues in the organisation of rural workers.

Organising rural workers

The Rural Workers' Organisations Recommendation, 1975 (No. 149), in providing guidance on how to organise rural workers, recognises the gender-based challenges. It encourages the competent authorities to promote programmes highlighting the role which women can and should play in the rural community, and to integrate them into general programmes of education and training offered to women and men. The Recommendation promotes workers' education and adult education services, specially adapted to the social, economic and cultural needs of the various categories of rural workers, including women.

Throughout the years, many trade unions have been instrumental in supporting and defending the rights of women workers. It is of major importance for the promotion of gender equality that trade unions actively organise women workers and defend their interests adequately through collective bargaining. It is also important for women's representation and voice in trade unions to be increased and for trade unions to become more family-friendly.

Through the proposed gender equality project, the Bureau for Gender Equality will work in partnership with relevant ILO units, in particular the Bureaux for Employers' and Workers' Activities and the Labour Standards Department to further address and promote gender equality in processes of collective bargaining and in representation among social partners.

Occupational safety and health

Women may be exposed to different risks at the workplace from men – women are more exposed to monotonous and repetitive work, general "overloading", and to psychological stress arising from violations of dignity (violence, sexual harassment, mobbing etc.), a lack of control over their work which derives from their low status, precarious forms of employment, vulnerability in the labour market – and the double burden of unpaid labour in the home on top of paid work. They may also be exposed to the same risks in different forms. Men lift heavy weights on construction sites, women in hospitals, for example.

The Bureau for Gender Equality will seek collaboration with the ILO's Programme on Safety and Health at Work to support ongoing analyses of the gender dimensions of occupational safety and health (OSH) issues in order to address their implications for policy-making and preventive strategies. Recognition of the diversity of the workforce is essential in promoting safer workplaces and healthier outcomes for all workers. Gender-sensitive approaches make differences more visible and thus help to identify and address the problems. Attention will be given to analysing risks in women-dominated occupations as well as risks to women in male-dominated sectors and developing guidance accordingly.

2.2 The Logical Framework

2.2.1 Development Objective/Expected Impact

The project will contribute towards gender equality in the world of work

2.2.2 Immediate Objective/Project Outcome

Outcome: Through mainstreaming gender in the thematic components of the Sweden/ILO Partnership Programme, gender equality is strengthened in the policy orientation and operational aspects of the Partnership, thus contributing to the attainment of the ILO's overall gender equality mandate

2.3 Outputs and Activities

Output: Gender is mainstreamed in the outputs of the technical components under the Sweden/ILO Partnership Programme

Project activities will be designed and undertaken in collaboration with the technical units involved in the Sweden/ILO Partnership Programme. In the below text, reference is made to the respective technical components of the Partnership and their proposed outputs (as elicited from draft products). This may be revised once the technical components have finalised their work plans:

Job-rich growth

- Under output on methodological and analytical work on employment targeting:
 1. Develop and promote gender-sensitive methodologies for assessing country level employment targets.
 2. Include gender as criterion for "good country case practices of establishing and assessing employment targets".
- Under output on methodological and analytical work on employment diagnosis:
 3. Developing and testing a gender-responsive methodology for diagnosing inclusive and productive employment.
 4. Mainstream gender in TORs for planned in-depth employment diagnostic studies (five to ten countries).
- Under output on analytical work on reducing vulnerability to crises impacts in the context of increasing economic globalisation:
 5. Undertake assessment of the gender-related impacts of global financial and economic crisis. Findings to be integrated in to the methodological guidelines for employment diagnostics and targeting.
- Under output on dissemination, operationalisation and implementation
 6. Training of constituents in gender-responsive employment targeting and employment diagnostics.

Freedom of association and collective bargaining

- Under output on a global study on the gaps in law and practice of the fundamental rights of freedom of association and collective bargaining in the agriculture sector/EPZs:
 1. Gender mainstreamed in TORs for global study and gender-specific issues (e.g. equal pay, maternity and family provisions, hours of work, job classification) identified for further analysis at national level.
 2. Analysis of law and practice vis-à-vis upholding rights of women workers (and impact on advancing equality in workplace) through collective bargaining included in global study.
- Under output on two in-depth national studies on the gaps in law and in practice of the fundamental rights of freedom of association and collective bargaining in the agriculture sector/EPZs:
 3. Gender mainstreamed in TORs for national studies.
 4. Template developed and tested, through two national studies, for mapping gender-specific gaps in law and practice of freedom of association and collective bargaining.
 5. Importance of fundamental rights of freedom of association and collective bargaining for gender equality addressed in tripartite national validation workshops (where ILO regional gender specialists can contribute).
- Under output on a global tool entitled "Framework for assessing gaps and opportunities for action in the agriculture sector/EPZs"
 6. Gender mainstreamed in TORs for consultant and gender equality specifically addressed in the global tool with specific/separate framework designed for assessing gaps and opportunities for promoting gender equality/women workers' rights.

- Under output on plans of action on promoting freedom of association and collective bargaining in the agriculture sector/EPZs adopted in two countries:
- 7. Tripartite task forces trained on gender equality.
- 8. Capacity of constituents on gender equality strengthened through participatory gender audits (piloted).
- 9. Constituents trained on ILO tool: *Gender equality: A guide to collective bargaining*
- Under output on a global tool entitled “Operational guidelines for the adoption and implementation of a strategy on promoting freedom of association and collective bargaining in the agriculture sector/EPZs”:
- 10. Gender mainstreamed in TORs for consultant and gender equality specifically addressed in the global tool.
- 11. Possible gender equality module tested in collaboration with ITC-Turin
- 12. Possible supplement to ILO tool: *Gender equality: A guide to collective bargaining* developed
- Under output on dissemination of the two global tools in a selected number of countries:
- 13. Global tools disseminated through ILO Gender Network.

Occupational safety and health (OSH)

Under the thematic component on occupational safety and health, the gender equality project will contribute to:

1. Mapping gender-related OSH issues in selected sectors dominated by women workers (e.g. education, health services, assembly line work), including sex-disaggregated OSH statistics.
2. With a view towards developing guidelines for gender-sensitive OSH policy-making, analyse the implications of the gender dimension for OSH preventive strategies. Emphasis will be given to analysing risks in women-dominated occupations as well as risks to women in male-dominated sectors and developing guidance accordingly.

2.4 Indicators/targets

- By end-2009, all three thematic components of the Sweden/ILO Partnership Programme have established joint work plans with the gender equality project for mainstreaming gender into their implementation schedules.
- By submission of the first progress report to the donor, all three thematic components of the Sweden/ILO Partnership Programme can report on concrete actions, undertaken in collaboration with the gender equality project, to mainstream gender in their outputs.
- Good practices of gender mainstreaming from the thematic components of the Sweden/ILO Partnership Programme reported to Governing Body in regular stock taking of progress on implementing ILO Action Plan for Gender Equality.
- Good practices of gender mainstreaming from the thematic components of the Sweden/ILO Partnership Programme reported in regular ILO gender coordinators’ meetings and in annual inter-regional gender consultations.

2.5 Assumptions

A key assumption for the project is a sustained commitment from the ILO units and constituents involved in the Sweden/ILO Partnership Programme to mainstream gender in the thematic components of the Partnership. The project’s success depends to a significant extent on close collaboration with the implementing partners of the Partnership. This will require the establishment of intersecting work plans and information sharing mechanisms between the Bureau for Gender Equality and the other technical units involved.

Sufficient flexibility has been built into the project work plan and logical framework to accommodate any revision to the work plans of the technical components.

3. Tentative Implementation Plan

The implementation plan of the current project will be elaborated jointly with the units responsible for the technical components under Sweden/ILO Partnership Programme.

4. Management Arrangements

The Bureau for Gender Equality will be responsible for the implementation of this project. The project coordinator will be part of the Bureau team and report directly to the Bureau's Director. Other officials in the Bureau will contribute to the implementation of the project such as the Bureau's Gender Audit Coordinator who will offer key advice on how to apply the ILO's Participatory Gender Audit methodology in the context of the various thematic components. The Bureau's Gender Network Coordinator will contribute to the dissemination of the project's results and good practices.

The Bureau for Gender Equality will work closely with relevant ILO units at headquarters and field offices through the ILO Gender Network. Comprising gender specialists and focal points at ILO headquarters and field offices, the ILO Gender Network constitutes a vibrant "community of practice" within which experiences and practices related to gender equality promotion are presented, shared and adapted. In particular, the network provides an effective avenue for sharing relevant tools on gender mainstreaming developed by the various units and field offices of the organisation.

Over the last years, the ILO has gained considerable experience in adopting gender mainstreaming as a viable strategy for promoting gender equality through technical cooperation. Through the Bureau for Gender Equality, the ILO has established and is managing an increasing project portfolio through which it offers technical support on gender mainstreaming and promotes knowledge sharing of good practices and policy advice on gender equality.

The project's success depends on close collaboration with the implementing partners of the Sweden/ILO Partnership Programme. This will require the establishment of intersecting work plans and information sharing mechanisms between the Bureau for Gender Equality and the various technical units involved in the Programme.

5. Monitoring and evaluation

A more detailed project monitoring and evaluation plan will be developed during project start-up in line with ILO requirements and in consultation with the technical components under the Sweden/ILO Partnership Programme.

The Bureau for Gender Equality will be responsible for continuous monitoring of project implementation and will prepare regular progress reports to the ILO's Partnerships and Development Cooperation Department (PARDEV) and the donor.

After one year of implementation, an internal review will be undertaken to assess progress on stated outputs and modify the implementation plan accordingly. Upon project completion, a final evaluation will be designed and conducted in consultation with the Gender Focal Point of the ILO's Evaluation Unit (EVAL). Resources have been allocated in the project's budget (BL16) for this purpose.

The gender equality project will coordinate progress reporting with the technical components in order to enable analysis of how gender is being mainstreamed in the overall Partnership. To facilitate this, each of the components will be requested to include consideration of gender mainstreaming in their respective monitoring reports (specific question on gender mainstreaming included in reporting template). The technical components will also be encouraged to develop gender-specific/gender-sensitive indicators and targets to monitor progress.

6. Knowledge Management and Sharing

Knowledge sharing remains a specific project output as well as a strategy for implementation of project activities. In particular, the project will undertake knowledge management of the different approaches adopted to promote gender equality under the Partnership to allow ILO and its constituents to further expand its knowledge base of mechanisms to address gender issues in the world of work.

Important instruments in the above effort will be the ILO's online gender equality tool, www.ilo.org/gender, and the online resource guide on gender equality in the world of work which has been jointly set up by the Bureau for Gender Equality and the ILO Library, <http://www.ilo.org/public/english/support/lib/resource/subject/gender.htm#more>

In its knowledge sharing, the project will draw on experiences and mechanisms from other technical cooperation initiatives (e.g. the gender equality project under the Netherlands/ILO Cooperation Programme wherein the ILO's global Gender Network has proved an effective community for advancing gender equality in the various themes of the programme). As the coordinator of the ILO Gender Network, and through its active participation in UN inter-agency networks on gender equality, the Bureau for Gender Equality is in a strategic position to compile and widely disseminate lessons and good practices of gender mainstreaming.
