

## Outlook

Ten years after the Fourth World Conference on Women, government delegates at the recently held 49th Session of the Commission on the Status of Women in New York recommitted themselves to the Beijing Declaration and Platform for Action. This gives renewed impetus to our daily work of promoting equality between women and men in the world of work. At the end of the two-week Commission, a Resolution was adopted on Women's Economic Advancement, urging Member States to eliminate discrimination against women in labour markets, employment practices, and the work place; providing equal access for women in occupational categories and sectors where they are underrepresented; and providing equal opportunities with respect to employment conditions, career development opportunities, and equal pay for work of equal value. In many ways, this Resolution reflects the core objectives of the ILO and provides a sound platform from which to continue promoting the Decent Work Agenda for all women and men.



Government delegates (left) attending the opening of the Commission on the Status of Women at the United Nations headquarters in New York. Thousands of NGOs (right) had assembled in New York to voice their concerns over the follow-up to the Beijing Platform for Action. (Photo: UN)

The year 2005 is also time for stock-taking on the Millennium Development Goals. The ILO remains committed to Development Goal 3 to promote gender equality and empower women. In almost all regions of the world, women are disproportionately represented amongst the poor. Efforts to improve women's access to income and social services, their work situation as well as their fundamental rights are crucial for helping families out of poverty. Importantly, the achievement of Development Goal 3 cuts across all the other Goals. Unless gender is systematically mainstreamed into the development process, the benefits will never reach all. This acknowledgement underlies the continued efforts in the ILO to ensure that gender is mainstreamed in all the organisation's work.

The final Declaration adopted by the government delegates at the Commission on the Status of Women on 4 March emphasises that the full and effective implementation of the Beijing Declaration and Platform for Action is essential to achieving the Millennium Development Goals. The Declaration also stresses the need to ensure the integration of a gender perspective in the review of the Millennium Declaration later this year.

In the spirit of renewal, we have decided to give our quarterly newsletter a "facelift". Hopefully, the new look will meet readers' demands for more concise information at a time when the wealth of available information competes with increasing time pressures on all of us. New developments include producing *ILO Gender News* in three languages and presenting a cross-section of activities and information from the ILO regional structure and headquarters.

**Linda Wirth**  
*Director, Bureau for Gender Equality*

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*ILO Gender News* is produced four times yearly, in English, French and Spanish. 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.

The editors welcome contributions to the newsletter, in either English, French or Spanish, as well as comments and feedback on items covered in the issues. Please send your comments by e-mail to [genderhelpdesk@ilo.org](mailto:genderhelpdesk@ilo.org)

## News from ILO headquarters

### Programme and Budget proposals

The ILO Programme and Budget Proposals (P&B) for 2006-2007 have been finalised, and as for the previous P&B, gender equality features as an integral part of the decent work objective. Advancing gender equality is included as one of five mainstreamed strategies (replacing the term shared policy objective of the 2003-2004 P&B). The mainstreamed strategy concept is designed to “reinforce the integrating nature of the theme of decent work as a global goal by fostering cross-cutting work on contemporary themes to which the goal of decent work is highly relevant”. In practice, the implementation of the gender equality strategy involves intensifying “the mainstreaming of gender in all ILO programmes, including decent work country programmes and national poverty alleviation policies and strategies”. Amongst other things, this will include supporting constituents to introduce positive changes in policies, legislation, programmes or institutions aimed at bringing about significant improvements in equality between women and men in the world of work; promoting gender briefings and training for ILO staff and constituents; and assisting constituents on gender audits and ways to improve the representation of women in decision-making bodies and technical committees.

The 2006-2007 Programme and Budget Proposals are available online at [www.ilo.org/public/english/standards/relm/gb/docs/gb292/pdf/pfa-8.pdf](http://www.ilo.org/public/english/standards/relm/gb/docs/gb292/pdf/pfa-8.pdf)

“The 2006-2007 Programme and Budget provides an effective framework for continuously advancing gender mainstreaming in the ILO’s efforts to promote decent work for all women and men” says Linda Wirth, Director of the Bureau for Gender Equality.



### Joining forces to achieve pay equity

Representatives from the Global Union Federations (GUFs) and ILO staff met in Geneva on 24 February 2005 at the Fourth ILO/Global Unions Forum on Pay Equity. The objective of these forums is to enhance understanding on pay equity and exchange information about work taking place in this area. The discussion focused on progress made on the follow-up to the ILO Global Report *Time for Equality at Work* (2003) and the Resolution on the promotion of gender equality, pay equity and maternity protection adopted by the International Labour Conference in 2004.

The GUFs representatives briefed the participants on some

recent initiatives on pay equity, such as the revision of collective framework agreements, training activities in Asia, Africa and Latin America and awareness-raising campaigns in the United States against discrimination, including in remuneration.

The ILO described steps taken in the area of pay equity, including the creation of a task force on pay equity, comprising concerned headquarters and regional staff. The ILO mentioned its plans to prepare a guide to the ILO Equal Remuneration Convention (No. 100) and a set of training and awareness-raising materials and tools on job evaluation methods (JEMs) directed at different audiences. To this end, research on trends in law, jurisprudence, collective agreements, JEMs and their impact on productivity is being undertaken.

The meeting concluded that the GUFs and the ILO, including the International Training Centre in Turin, should join forces in the preparation of relevant materials and methodologies to advance pay equity.

### ILO strategic gender planning meeting

The Bureau for Gender Equality is planning the ILO annual strategic gender planning meeting which brings together the Gender Specialists based in the regional offices and the Gender Coordinators based at headquarters. This year’s meeting will take place from 25 to 29 April in Turin, Italy, under the theme “Integrating Gender Equality into Decent Work Country Programmes: Strategies and Tools”.

### Gender audit of ILO Staff Union

A participatory gender audit was carried out with the headquarters-based ILO Staff Union between 30 September and 29 October 2004. In many ways, this experience differed considerably from previous gender audits carried out with ILO units. The audit team noted: “Several characteristics of the Staff Union make it a challenging unit to audit. For example, the Staff Union committee is, under the Constitution, elected by the members for a two-year mandate, with elections for half of them every year so as to ensure a rotation. In this sense, the sex distribution of members is not within the Staff Union committee’s control, but depends on who wishes and gains sufficient support to stand and - in the case of a contested election - who gets the votes. When deciding among themselves on the appointment of officers of the committee, however, committee members may consciously give the idea of gender balance.” The Staff Union gender audit report is available online at [www.ilo.org/public/english/staffun/info/gender\\_audit/gender\\_audit.pdf](http://www.ilo.org/public/english/staffun/info/gender_audit/gender_audit.pdf)

## News from the regions

### On the 8 March...

ILO Offices around the world commemorated International Women's Day. The ILO Office in Moscow, together with the International Confederation of Free Trade Unions (ICFTU), marked the day by launching a Russian version of the film "Bread and Roses" by the British film maker Ken Loach.

In Japan, the UN Agencies, including the ILO Office in Tokyo, jointly organised a public forum focusing on progress made since the Beijing Platform for Action was adopted in 1995.

The ILO Office in Ankara, the Turkish trade union confederation TURK-IS and the UNFPA Office in Turkey jointly organised a Women Workers' Forum. Mrs. Semra Sezer, Turkey's First Lady, attended the opening ceremony.

During a public ceremony in Lisbon, the Director of the ILO Office in Lisbon signed a protocol with the Portuguese Commission for Equality at Work and Employment. The protocol calls for cooperation in the promotion of equality and non-discrimination between women and men and promotes joint cooperation programmes relevant to Portuguese speaking countries, especially in Africa.

Several other ILO Offices issued press releases in connection with 8 March. The ILO Office in Brasilia presented to the national media the various ILO initiatives that are being implemented to address women's situation in the Brazilian labour market, and the ILO Office in Colombo highlighted the need for a gender-based approach in the process of rebuilding and rehabilitating Tsunami-affected regions and communities. The ILO Office in Addis Ababa and the Addis Ababa Women's Entrepreneur Association attracted media attention to their jointly organised exhibition of products prepared by women entrepreneurs in commemoration of International Women's Day.

For more information, please contact [gender@ilo.org](mailto:gender@ilo.org)

### Commission on the Status of Women

The 49th Session of the Commission on the Status on Women (CSW) was held in New York from the 28 February – 11 March 2005. Two thematic issues figured on the agenda for this Session:

- A review of the implementation of the Beijing Platform for Action; and
- Current challenges and forward looking strategies for the advancement and empowerment of women and girls.

The ILO was represented at the CSW by its Office in New York as well as by representatives from the Sub-regional Office in Santiago and Headquarters in Geneva. A paper on "Women's Employment: Global Trends and ILO Responses" was submitted as the official contribution of the ILO to the Session (available online at [www.ilo.org/gender](http://www.ilo.org/gender)). The ILO organised and co-sponsored several side-events to the CSW.

Amongst these was a panel discussion hosted by the International Confederation of Free Trade Unions (ICFTU) on "Working Women's Voices on the Beijing Platform and Decent Work", a panel discussion hosted by UNIFEM on "Decent Work for Women: Pathways to Poverty Reduction and Women's Empowerment", and an information and training session on the participatory gender audit methodology. More information on the CSW, its background and the 49th Session can be found at [www.un.org/womenwatch/daw/csw](http://www.un.org/womenwatch/daw/csw)

### Medal of honour to ILO Viet Nam

On 19 January, 2005, the ILO Office in Hanoi received a medal of honour from the Viet Nam Women's Union (VWU). The medal was awarded for the *Cause of Women's Emancipation*, and is the highest accolade given to non-Vietnamese by the VWU. It was awarded to the ILO for its activities in support of equality of opportunity and treatment for women workers through legislation, capacity building, research, training and direct interventions designed to foster women's access to employment and income. In conferring the honour, the VWU expressed its warm appreciation of the ILO's cooperation with the VWU in meeting its goals of enhancing the status of women, fostering their inner strength, supporting their legitimate rights and interests and bringing them together to contribute to the development of Viet Nam. The ceremony was presided over by Ms. Nguyen Phuong Minh, Vice President of the VWU .

### Promoting social dialogue

The Social Dialogue Department (DIALOGUE) and the ILO Sub-regional Office for the Andean Countries organised a gender workshop in Guayaquil (Ecuador) from 30 November - 1 December 2004. The objective was to enhance the capacity of social partners to integrate a gender perspective in the poverty reduction strategy of the country. The event was attended by 30 participants from employers' and workers' organisations, governmental agencies and ministries, as well as representatives from the various permanent *fora* on women, poverty and employment that exist in Ecuador.

Throughout the event, it became evident that there is a need for the different partners to cooperate to have an impact on strategies to reduce poverty with a gender perspective. Participants provided a number of ideas to improve the participation of the social partners, government agencies and women's groups in the development of public policies. These ideas included fostering the participation of employers' and workers' representatives in the existing gender-specific social dialogue *fora* and the National Council for Women.

Similar capacity building activities for the tripartite constituents will also take place in Ethiopia during March 2005. As was the case for Ecuador, the methodology will be based on the manual *Social Dialogue and Poverty Reduction Strategies: A Guide to the Integration of Gender Equality*, developed by DIALOGUE.

For more information, please contact Ms. Marleen Rueda-Catry ([rueda@ilo.org](mailto:rueda@ilo.org)).

# ILO Gender News

## Regional meeting in Budapest

The Seventh European Regional Meeting of the ILO was held in Budapest, Hungary, from 14 to 18 February 2005 under the theme *East-West: A Common Future*. On the third day of the meeting, participants and delegates were invited to a side event on gender equality. A panel of speakers from ILO constituents debated the need for social dialogue on gender equality in the context of the greater visibility of women in the labour market. Around 150 participants attended the side event. In particular, the discussion highlighted the challenges faced by many countries in Europe of creating flexible labour markets to ensure competitiveness whilst at the same time providing jobs and income security for workers.

During the side event, a presentation was made of a report on the gender dimensions of labour market flexibility and social security in Central and Eastern Europe. It was argued that gender concerns, and in particular women's concerns, must be made visible in all discussions on labour issues and mainstreamed in all ILO activities. It was noted that this would only be possible if there was adequate representation of women in constituent organisations at decision-making levels, in their delegations, and in bargaining teams.

More information on the Seventh European Regional Meeting of the ILO together with the final report and conclusions can be found at [www.ilo.org/public/english/region/eurpro/geneva/regconf2005/index.htm](http://www.ilo.org/public/english/region/eurpro/geneva/regconf2005/index.htm)

## Conference on sexual harassment

A conference on "Sexual Harassment and its Consequences in the World of Work", held 3 March in Yaoundé, Cameroon, was organised by the *Syndicat National des Employés Gradés et Cadres de Banques et Etablissements Financiers du Cameroun* with technical support from the ILO Office in Yaoundé.

Sexual harassment and other gender issues were also discussed at a tripartite workshop on recognition of workers' organisations, held in Cameroun on 15-17 February. At the workshop, co-organised by the ILO Office, recommendations included addressing gender-based violence, women's involvement in decision-making, and creating women's committees within workers' organisations.

For more information, please contact [yaounde@ilo.org](mailto:yaounde@ilo.org)

## ILO Tsunami response

In response to the devastation caused by the Tsunami in Indonesia, the ILO Jakarta Office has launched a programme to support the government strategy for recovery and rehabilitation. Amongst the programme components are efforts to enhance women's empowerment and counter trafficking. Initial assessments indicate that the disaster has multiplied women's work load. Widows have had to assume roles as providers for the extended family, often in a situation where the family's housing and means of a livelihood have

disappeared, and where laws and traditional practices weaken women's access to family assets, productive resources, employment opportunities and education. Likewise, with many families decimated and deprived of care-givers, the surviving women's care-giving responsibilities have multiplied.

The resulting economic and physical insecurity as well as mental trauma and depression translate into a significant increase in the vulnerability of women and minors to abuse, violence and exploitation, including trafficking and forced labour. Livelihood-deprived families may turn to trafficking as an income-generating survival strategy. Reports of suspected trafficking, independently compiled by local NGOs and officials, include victims reported to have been taken away under false pretences (promise of jobs in Indonesia, jobs abroad, promise of reunion with family members etc.), and the perpetrators have presented themselves as medical or NGO staff, or government officials.

For more information on the ILO's response to the Tsunami disaster in Indonesia, go to [www.ilo.org/public/english/region/asro/jakarta/aceh/index.htm](http://www.ilo.org/public/english/region/asro/jakarta/aceh/index.htm)

## Follow-up to gender audits in Sri Lanka

In September 2004, the ILO facilitated a gender audit of its constituency in Sri Lanka. Amongst the audited constituents were the Ministry of Labour, the Employers' Federation of Ceylon (EFC), Ceylon Workers' Congress (CWC), and Sri Lanka Nidahas Sewaka Sangamaya (SLNSS) [trade union organisation]. The audit left each constituent with a set of recommendations for actions to promote gender mainstreaming in the constituents' policies and programmes as well as in organisational culture. The ILO Office in Colombo, which itself underwent a gender audit in July 2004, is committed to offering support to the constituents in the implementation of the various recommendations. In January 2005, the SLNSS conducted a workshop to assess how best to proceed on the gender audit outcome. A list of 27 recommendations based on the gender audit report was discussed at the workshop and a desired outcome and timeframe were decided for each recommendation. Some of the recommendations that came out of the gender audit have already been implemented.



Participants at an ILO gender audit workshop in Colombo, July 2004  
(Photo: Geir Tonstol)

For more information on the gender audits in Sri Lanka, please contact the ILO Office in Colombo ([colombo@ilo.org](mailto:colombo@ilo.org)).

# ILO Gender News

## Facts and figures

### ILO sets targets for gender equality in staffing

Distribution by age, sex and grade of ILO professional and higher category staff, December 2004

Grade	>35		36 to 45		46 to 55		55<		Total		% of women 31 Dec. 2004	% of women 31 Dec. 2003	
	M	F	M	F	M	F	M	F	M	F			
DG	0	0	0	0	0	0	1	0	1	0	0.0	0.0	
Executive and Regional Directors	0	0	0	0	1	2	4	2	5	4	44.4	20.0	
D.2	0	0	0	0	5	2	9	2	14	4	22.2	22.7	
D.1	0	0	2	1	21	10	26	5	49	16	24.6	26.5	
P.5	0	0	17	13	106	42	77	22	200	77	27.8	26.4	
P.4	3	4	43	44	56	36	13	7	115	91	44.1	44.7	
P.3	13	23	23	26	9	16	0	1	45	66	59.5	60.4	
P.2	5	4	0	2	0	1	0	0	5	7	58.3	61.5	
Director (DIR) *	0	0	1	0	2	1	3	1	6	2	25.0	33.3	
Deputy Director (DEPD) **	0	0	0	0	0	1	0	0	0	1	100.0	0.0	
<b>Total by sex</b>	<b>21</b>	<b>31</b>	<b>86</b>	<b>86</b>	<b>200</b>	<b>111</b>	<b>133</b>	<b>40</b>	<b>440</b>	<b>268</b>	<b>37.9</b>	<b>37.6</b>	
<b>Percentage</b>	<b>40.4 %</b>	<b>59.6 %</b>	<b>50.0 %</b>	<b>50.0 %</b>	<b>64.3 %</b>	<b>35.7 %</b>	<b>76.9 %</b>	<b>23.1 %</b>	<b>62.1 %</b>	<b>37.9 %</b>			
<b>Total M and F</b>	<b>52</b>		<b>172</b>		<b>311</b>		<b>173</b>		<b>708</b>				
<b>% of total</b>	<b>7.34%</b>		<b>24.29%</b>		<b>43.93%</b>		<b>24.44%</b>		<b>100.00%</b>				
									M	F			
			Average age of staff at 31 December 2004 (years)							50.4	46.6		

\* Director of ex Branch Office. \*\* Deputy Director of ex Branch Office.

In the current biennium, the ILO has set a target of 33 per cent women in grades P5 and above. Figures from 2003 and 2004 show that 23.9 per cent and 29.8 per cent of P5 posts and above were filled by women respectively. The Director-General has set an Office-wide target of 50 per cent of all professional posts to be filled by women by 2010.

### Equal representation

Through its shared policy objective on gender equality, the ILO promotes balanced gender representation among its constituents for participation in ILO's governance institutions, meetings, seminars and training activities. For the 2004-2005 biennium, the Bureau for Gender Equality is undertaking an accurate count of the number and status of women and men participating in such activities. Available data for 2004 show that among 14,405 participants who took part in 468 different activities, 67 per cent were men, and 33 per cent women. Disaggregated by constituents, data show that participants from **governments** in the 468 activities comprised 64 per cent men and 36 per cent women, participants from **employers' organisations** comprised 79 per cent men and 21 per cent women, and participants from **workers' organisations** comprised 65 per cent men and 35 per cent women. Out of 2,721 registered delegates at the 2004 International Labour Conference, some 2,102 were men and 620 (22.8 per cent) were women.

### By comparison...

Half-way through 2004, women accounted for 37.4 per cent of staff in the professional and higher categories at the UN Secretariat in New York (with appointments of one year or more). This represented an increase of 1.7 percentage points since June 2003. In the same period, women accounted for 45.9 per cent (146 out of 318) of promotions in the P1-D2 levels.

By 30 June 2004, women comprised 27.5 per cent of professional staff (with appointments of one year or more) in UN peace operations (261 women out of 949). Two out of 27 peace operations were headed by women (in Georgia and Burundi).

In spite of initiatives designed to promote gender balance, the overall representation of women amongst UN professional staff still falls short of a 50/50 gender balance says the 2004 Secretary General's Report on *The Improvement of the Status of Women in the United Nations System* ([www.globa policy.org/socecon/inequal/gender/2004/ungender.pdf](http://www.globa policy.org/socecon/inequal/gender/2004/ungender.pdf)).

The representation of women in the professional and higher categories in the overall United Nations System increased slightly from 35 per cent in December 2002 to 36.4 per cent in December 2003.

## Technical cooperation

### Thematic evaluation report on gender in TC

At the 292nd (March 2005) Session of the ILO Governing Body, the Technical Cooperation Committee had a thematic evaluation of *Gender issues in technical cooperation* on its agenda, prepared by the Bureau for Gender Equality. A report was presented to the Committee, summarising the findings of 34 gender-/women-specific and gender mainstreamed technical cooperation programmes and projects that have either been completed in the last five years or are still under way, and which had evaluations available. The full report can be downloaded from [www.ilo.org/public/english/standards/reim/gb/docs/gb292/pdf/tc-1.pdf](http://www.ilo.org/public/english/standards/reim/gb/docs/gb292/pdf/tc-1.pdf)

On the basis of the Committee's recommendations, the ILO Governing Body decided that the ILO should:

- (a) *work with constituents, donors and the beneficiaries so that all future ILO technical cooperation programmes and projects systematically mainstream gender throughout the project cycle. Specifically, this implies the involvement of both women and men in constituents'/beneficiaries' consultations and analysis; the inclusion of data disaggregated by sex and gender in the background analysis and justification of project documents; the formulation of gender-sensitive strategies and objectives and gender-specific indicators, outputs and activities consistent with these; striving for gender balance in the recruitment of project personnel and experts and in representation in institutional structures set up under projects; and, finally in the terms of reference for evaluations, requiring the inclusion of impact assessment on gender equality and gender expertise in the evaluation team;*
- (b) *work with donors so that all future ILO technical cooperation partnership agreements make specific provisions to guarantee and support gender mainstreaming in all the programmes included in the agreement;*
- (c) *increase, through technical cooperation, the capacity of ILO constituents and implementing partners to promote gender equality in the world of work.*

### Gender Equality Partnership Fund

The ILO Gender Equality Partnership Fund (GEPF) was launched with surplus funds in 2003 to support the implementation of the ILO's gender equality objective. Thirteen projects are currently being implemented under the Fund, mostly through ILO's constituents in twenty-five different countries. Amongst other things, the Fund assists constituents to devise strategies and action plans to enhance their institutional capacity to integrate gender mainstreaming into their policies and programmes. The Fund also finances the development of practical training tools for gender mainstreaming, such as manuals and guidelines. Many of the projects encourage networking and collaboration among constituents and relevant local, regional and national civil society groups that are actively promoting women's empowerment. The ILO

Bureau for Gender Equality coordinates the Fund while technical backstopping and advice are provided by the ILO's regional offices and gender specialists. The latest initiatives to be approved under the Fund are the projects *Supporting ILO constituents capacity to gender mainstream poverty reduction priority policies and programmes* in Kenya, Tanzania and Uganda and *Promoting equality of opportunity between men and women in the world of work* in Rwanda. Further details on these initiatives can be found in the brochure *ILO Gender Equality Partnership Fund. What it is. What it does*. The brochure can be



ordered free of charge from the Bureau for Gender Equality or downloaded from [www.ilo.org/gender](http://www.ilo.org/gender)

### ILO/Netherlands Partnership Programme

The projects under the ILO/Netherlands Partnership Programme (ILO/NPP) have now completed their progress reports on activities undertaken in 2004. The Bureau for Gender Equality has worked closely with the Development Cooperation Department to develop a gender sensitive progress reporting format and all the projects have been asked to bear in mind the gender equality objective of the ILO/NPP when reporting on work accomplished, impact assessment, problems encountered and the way forward. Those projects that have received an earmarked gender mainstreaming allocation have been required to report specifically on the efficiency of this contribution. The progress reports are valuable sources for good practices of gender mainstreaming in the world of work.

For more information, please contact Ms. Evy Messell ([messell@ilo.org](mailto:messell@ilo.org)).

### Project launch in Ghana

The ILO/NPP project *Strengthening African Trade Unions' Capacity to Address Gender Inequality in the World of Work through Basic Education and Legal Literacy* was officially launched on 18 January 2005 at a ceremony in Accra, Ghana. Ghana's Acting Minister of Employment and Manpower, and the General-Secretary of the Organisation for African Trade Union Unity (OATUU) both attended the launch and delivered key note addresses. The launch took place after a gender sensitisation workshop for trade union leaders from the six project countries – Ethiopia, Ghana, Guinea (Conakry), Mali, Sudan and Tanzania. The project aims to strengthen the institutional capacity of OATUU to develop and implement a gender equality policy as well as to strengthen the capacity of selected OATUU affiliates to be able to undertake basic education and legal literacy programmes to address gender equality issues in the world of work, particularly in relation to poverty, the informal economy and HIV/AIDS.

For more information, please contact the Project Coordinator, Ms. Anne dela Amoah ([oatuu@ighmail.com](mailto:oatuu@ighmail.com)).

## Resources and publications



*Compendium of ILO Multi-bilateral Donors' Policies Related to Promoting Gender Equality in the World of Work*  
The compendium outlines the gender policies of a number of multi-bilateral development agencies with whom the ILO has maintained an ongoing collaboration over the last years. Knowing these policies is particularly useful when deciding which gender issues to highlight in project proposals that are submitted to the various donors. The compendium has been developed by the Bureau for Gender Equality in collaboration with the Development Cooperation Department. [www.ilo.org/dyn/gender/docs/RES/392/F963733166/Compendium%20of%20Donor%20Profiles%200812.pdf](http://www.ilo.org/dyn/gender/docs/RES/392/F963733166/Compendium%20of%20Donor%20Profiles%200812.pdf)

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

This book in Spanish is published by the ILO Regional Office for Latin America and the Caribbean. The book 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. [www.oit Chile.cl/pdf/emp/emp007.pdf](http://www.oit Chile.cl/pdf/emp/emp007.pdf)

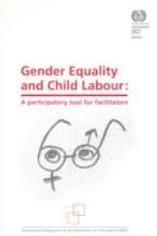


### *Explotación Sexual Comercial y Masculinidad: Un estudio regional cualitativo con hombres de la población. Resumen de Resultados*

This publication in Spanish summarises the findings of a study conducted by the IPEC programme in Central America. The purpose of the study was to approach the issue of commercial sexual exploitation from the perspective of males drawn from the general population. It was premised upon the assumption that an understanding of how this group views the various aspects of sexual exploitation is vital in order to improve prevention. [www.ipec.oit.or.cr/ipec/comunicacion/publicaciones/region/OIT%20RESUMEN.pdf](http://www.ipec.oit.or.cr/ipec/comunicacion/publicaciones/region/OIT%20RESUMEN.pdf)

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

Good practices enable practitioners to learn from the successful experiences of others and to apply them to their own work. This publication presents a selection of practices which have been found to promote gender equality in their respective areas. These practices demonstrate how ILO constituents have developed strategies to enhance gender equality in their structures and agendas. The publication is produced by the Bureau for Gender Equality and will be made available in English, French and Spanish. [www.ilo.org/dyn/gender/docs/RES/398/F1448380228/Good%20practices%20at%20the%20workplace%20-%20text.pdf](http://www.ilo.org/dyn/gender/docs/RES/398/F1448380228/Good%20practices%20at%20the%20workplace%20-%20text.pdf)

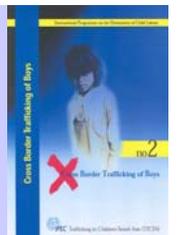


### *Gender Equality and Child Labour: A Participatory Tool for Facilitators*

This training tool, available in English and French, was developed under the gender mainstreaming project of the International Programme on the Elimination of Child Labour (IPEC). The tool contains participatory exercises designed to sensitise young people, especially adolescents, about the importance of gender issues when understanding the causes of, and seeking solutions, child labour. [www.ilo.org/public/english/standards/ipec/publ/download/2004\\_gender\\_toolkit\\_en.pdf](http://www.ilo.org/public/english/standards/ipec/publ/download/2004_gender_toolkit_en.pdf)

### *Cross Border Trafficking of Boys, no. 2*

This booklet, number two in a series from the Trafficking in Children project in South Asia, is the first of its kind to focus on the trafficking of boys in Nepal. After analyses of case studies, recommendations for tackling the problems are provided. [www.ilo.org/public/english/standards/ipec/publ/download/boys\\_traffic02\\_en.pdf](http://www.ilo.org/public/english/standards/ipec/publ/download/boys_traffic02_en.pdf)



## **ILO database of gender consultants**

The ILO's database of gender consultants has recently been updated with the latest CVs of all the registered consultants. Currently, there are around 200 CVs in the database which are accessible to ILO staff through the Bureau for Gender Equality's Intranet homepage ([www.ilo.org/gender](http://www.ilo.org/gender)) or by contacting the ILO Gender HelpDesk ([genderhelpdesk@ilo.org](mailto:genderhelpdesk@ilo.org)).

## In addition...

### International Women's Day at ILO

This year, the ILO celebrated International Women's Day by hosting a "round table" discussion and a film festival focusing on women film directors. The second annual ILO International Film Festival on Women and Work took



place from 4 to 10 March 2005 at the CAC Voltaire cinema in Geneva. All screenings were open to the public and free of charge. The overriding theme for the films was "women and work", but the films also touched upon issues related to child labour, globalisation, safety and health at work, social security and

decent work.

A panel discussion on gender equality in the film industry was held at the ILO on 8 March 2005 and welcomed internationally acclaimed film directors Claire Denis (*L'intrus*, *Vendredi Soir*, *Trouble Everyday*, *Beau Travail*, *Nénette et Boni*, *Chocolat*) and Pamela Rooks (*Dance like a Man*, *Train to Pakistan*, *Miss Beatty's Children*).

### Results-based gender mainstreaming

Members of the Task Force on Gender Mainstreaming in Programming, Monitoring, Evaluation and Reporting in Result-Based Management Systems – of which the ILO Bureau for Gender Equality is a task force manager with the UN Office of Internal Oversight Services – met in New York on 23 February to discuss planned activities.

The task force, whose goal is to strengthen gender mainstreaming in programming, monitoring, evaluation and reporting of UN System entities, includes the Office of the Special Advisor to the UN Secretary-General on Gender Issues, UN-Habitat, INSTRAW, UNHCR, UNIFEM, WHO, UNESCAP, and the UN Division for the Advancement of Women. It was created during a meeting of the Inter-Agency Network on Women and Gender Equality, held in New York in February 2004.

The main objectives of the task force are to promote strategic partnerships between units responsible for oversight and for gender mainstreaming; promote development and sharing of tools as well as training for mainstreaming gender into corporate monitoring and evaluation processes among task force members and entities of the UN System; and highlight the ways quantitative and qualitative indicators that are gender sensitive have been developed, evaluated and monitored by the UN System. For more information, please contact [gender@ilo.org](mailto:gender@ilo.org)

### Symbolising equality

In order to visualise the message of gender equality which is voiced by a range of ILO products and publications, the Bureau for Gender Equality has taken the initiative to promote an ILO *gender equality symbol*. The symbol shows a version of the mathematical

equal sign and can be added to any ILO product or publication which promotes gender equality and gender mainstreaming. An electronic version of the symbol can be obtained by contacting the Bureau for Gender Equality ([gender@ilo.org](mailto:gender@ilo.org)).



### ILO TV features women mechanics on CNN!

In December 2004, a story on women mechanics in India produced by ILO TV was featured on CNN's World Report. The story coincided with the launch of the *World Employment Report 2004-2005* and highlights how many women throughout India have secured a living through employment in the informal sector. The clip from CNN can be accessed at [www.ilo.org/public/english/bureau/inf/videoclips/index.htm](http://www.ilo.org/public/english/bureau/inf/videoclips/index.htm)

For more information, please contact Ms. Karen Naets-Sekiguchi ([naets-sekiguchi@ilo.org](mailto:naets-sekiguchi@ilo.org)).

### Staff Action Group for Equality (SAGE)

SAGE was established in 1986 as an independent forum for all ILO staff members interested in equality issues. Its mandate is to serve as a platform for discussion and action, and to organise conferences and conduct studies that will open up debate on equality issues.

The membership of SAGE has declined in recent years however, and the SAGE committee has announced that unless there is renewed interest in the work of the group in the months ahead, the group's future could be uncertain. In order to gauge the support for SAGE's activities among ILO staff, a survey is currently being circulated. The survey is intended to explore which equality issues ILO staff feel are priorities within the Office and how committed they are to take action on promoting these.

For more information, please contact Ms. Anne Richmond ([richmond@ilo.org](mailto:richmond@ilo.org)).

### ICFTU elects first-ever woman President

On 10 December 2004, the Executive Board of the International Confederation of Free Trade Unions (ICFTU) elected Sharan Burrow, President of the Australian Council of Trade Unions (ACTU), to the post of ICFTU President. The election of the first woman president of the ICFTU is historically significant for the global trade union movement and occurs at a time of high participation for women at the ICFTU Congress with over 25%, the highest ever number, of positions on the ICFTU's Executive Board now held by women. Burrow followed Fackson Shamenda, Honorary President of the Zambian Congress of Trade Unions, who stepped down after four years in the post.