

Outlook

This year's observance of International Women's Day on March 8 by the UN focuses on "Ending Impunity for Violence Against Women and Girls". This theme was carefully selected to build on a number of initiatives of the UN system. The UN Secretary General's *In-depth study on all forms of violence against women*, published in October 2006, recommends intensified efforts to eliminate such violence in a more systematic and comprehensive way at all levels. "Violence Against Women impoverishes women, their families, communities and nations. It lowers economic production, drains resources from public services and employers, and reduces human capital formation", said then Secretary General Kofi Annan.

International Women's Day is a good opportunity to raise public awareness about the extent of this problem.

This issue of *ILO Gender News* is to be published on March 8. However, this special edition is devoted to ILO efforts to increase awareness and the capacity of constituents' governments and workers' and employers' organisations – to address women migrant workers' right to Decent Work.

ILO, as the UN specialised organisation on labour issues, has been since its creation at the forefront of the debate between the rights of states when it comes to the protection of its own domestic labour market's interests, and the fundamental human rights of individuals who choose to migrate in search of employment. For women migrant workers and especially victims of abuse, the ILO advises governments, as well as employers and workers' organisations to join efforts to provide these migrants with necessary knowledge and tools. ILO also promotes the 2004 *Multilateral Framework on Labour Migration*, which addresses exploitation of migrant workers and violation of their basic rights, poor working conditions, lack of social protection, and trafficking of persons the vast majority of whom are women and children.

In this issue we look at global trends and challenges faced by female migrant workers in the labour market. There is a rise in the demand for domestic work and care services. During this year's



March 8 is a good opportunity to raise public awareness about global issues concerning women and gender equality. (Photo: © ILO, J. Maillard)

session of the Commission on the Status of Women, held in New York the elimination of all forms of discrimination and violence against the girl child was discussed with a call to "Get Girls out of Domestic Work and into School".

To this end, promotion of the rights of domestic migrant workers in Lebanon has been mentioned as a good case study. Many trade unions have also been extremely active on women and migration issues. For example, Public Services International launched an interesting project a few years ago focusing on migration and women health workers, which is also highlighted in this issue. We have also included a section on some of the ILO initiatives focused on domestic workers in Southeast Asia.

Enjoy the read and Happy Women's Day 2007!

EVY MESSELL
Director, Bureau for Gender Equality

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Female Migrant Workers in the Labour Market: Global Challenges and Trends

“Shrinking opportunities for legitimate employment in countries of origin have affected women disproportionately to men and acted as a further ‘push factor’ in women’s migration,” says Gloria Moreno Fontes-Chammartin, Alternate Gender Coordinator for the Social Protection Sector. Ms. Fontes-Chammartin has been working in the ILO International Migration Programme for the last eight years on issues concerning female migrant workers, amongst other topics.

According to Ms. Fontes-Chammartin, “Demand for migrant workers from receiving countries is defined by the labour market segmentation in countries of destination”. Or put another way, opportunities for legitimate employment affect men and women differently.

Not only do women migrant workers often have higher educational levels than men they also have university degrees or other higher education qualifications that are not necessarily recognized by receiving countries. This restricts their ability to climb up the occupational ladder, a situation that is worsened when they are undocumented migrants. Another constraint is that women are more likely to have degrees in the humanities where there is less international demand, unlike their male counterparts who are more likely to have qualifications in more sought after fields, for example in engineering and IT.

In addition, the types of jobs for which there is a great demand for women migrant workers reflect more traditional female roles and sex stereotypes. Demand is not only on the rise for domestic work but also for care services such as child care, care for the elderly and the handicapped, nursing, cleaning and waitressing services in the hotel and restaurant trade, entertainers, and sex work. There is also a demand for retail assistants, and manual workers in labour-intensive manufacturing in small factories and sweatshops.

“Women migrant workers sacrifice themselves in occupations for which they are overqualified” says Ms. Fontes-Chammartin. “This is often referred to as ‘brain waste’ of human resources.”



Gloria Moreno Fontes-Chammartin is the Alternate Gender Coordinator for the Social Protection Sector and has been working in the ILO International Migration Programme for the last eight years on issues concerning female migrant workers.

Statistical data show that, since the early 1980s, a growing number of women, single as well as married, has been moving on their own to take up jobs in other countries. Indeed, female migrants outnumber male migrants in the most important receiving countries, industrialised as well as developing.

Trends indicate that women who migrate are either young, single, widowed or divorced. These workers do not always have children and, if they do, they rarely see them. A large number of women migrants leave their children in their countries of origin.

Sex-disaggregated data from countries of origin, such as Indonesia, the Philippines and Sri Lanka, show that for the past ten years these countries have been sending greater numbers of women migrant workers to the Arab States. The data also show that between 1997 and 1998, more than 90 per cent of Indonesian workers in Saudi Arabia and the United Arab Emirates were women. By 2001, between 85 and 94 per cent of the Sri Lankan migrant population in Jordan, Kuwait and Lebanon was made up of female workers. Similarly, 70 to 80 per cent of the Filipina migrant worker population in Qatar, Kuwait and Lebanon was female.

There is a dearth of statistical information about the mass of highly skilled women globally, and organisations such as the ILO and the Organisation for Economic Co-operation and Development are making efforts to address this by compiling sex-disaggregated data.

The ILO conducts interview-based research, which is disseminated during seminars and used to give policy advice to countries. It also undertakes regular reviews of labour conventions at the country level and exchanges information with member states on the status of migrant women workers and trends.

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ILO promoting the Multilateral Framework on Labour Migration

The ILO has for many years attempted to forge an international consensus on labour migration as a positive force for development. The emergence of migration at the top of the international policy agenda formed the backdrop to the General Discussion on Migrant Workers during the 92nd Session of the ILO International Labour Conference, June 2004, which deliberated on the current issues and challenges of labour migration with a view to guiding ILO action. It was the largest global discussion on international migration and was since the 1994 International Conference on Population and Development. The main outcome of the discussion was the unanimous adoption of the “Resolution concerning a fair deal for migrant workers in the global economy”.

The ILC Resolution noted that, “the rising mobility of people in search of opportunities and decent work and human



Women migrant workers often have higher educational levels than men but their qualifications are not necessarily recognised by receiving countries. (Photo: © ILO, J. Maillard)

security has been commanding the attention of policy makers and prompting dialogue for multilateral cooperation in practically every region of the world. The ILO's mandate in the world of work as well as its competencies and unique tripartite structure entrust it with special responsibilities regarding migrant workers. Decent work is at the heart of this. The ILO can play a central role in promoting policies to maximize the benefits and minimise the risks of work-based migration."¹

The Resolution represented the collective voice of governments, and workers' and employers' organisations – the three most important stakeholders in the promotion of a better migration order. The conclusions arising from the discussion recognised the positive contribution of international labour migration and called for its benefits for employment, growth and development in both countries of origin and destination to be maximised. In this regard, a number of problems relating to labour migration were highlighted, such as the growth of irregular migration; exploitation of migrant workers and violation of their basic rights; poor working conditions; lack of social protection; labour market discrimination; brain drain from developing

countries; and the smuggling and trafficking of persons, especially women and children.

Furthermore, the limited rights and multiple disadvantages of temporary workers, women migrant domestic workers and migrant workers with irregular status were underscored as special problem areas. Following the adoption of the Resolution, the ILO, together with its tripartite partners, embarked on another ambitious exercise to develop a multilateral framework on labour migration during 2004-05. A tripartite meeting of experts met in the last quarter of 2005 and revised and adopted the ILO Multilateral Framework on Labour Migration², which is now being promoted by the Organisation.

1. The full Report of the Committee on Migrant Workers, ILC 2004 which contains the above Resolution is available (in English) at:

<http://www.ilo.org/public/english/standards/relm/ilc/ilc92/pdf/pr-22.pdf>

2. <http://www.ilo.org/public/english/protection/migrant/download/tmmflm-en.pdf>

Promoting the Rights of Women Domestic Migrant Workers in Lebanon

“With the tensions in Lebanon many argue that the issue is not on the priority agenda. Yet as the global experience shows the period of transition after a conflict ends and reconstruction matures can be an opportune time for advocacy and political advancement on gender and rights issues to bring about positive legal and institutional change,” says Simel Esim, Senior Gender Specialist in ILO’s Sub-Regional Office in Beirut. For the last few years, she has been active in advocating for governments in the region to acknowledge the rights of women migrant domestic workers. She outlined events over the past year and policy initiatives underway in Lebanon for *Gender News*.

In November 2005, ILO and the Ministry of Labour along with other UN agencies and Carita Liban Migrant Centre conducted a workshop in order to raise awareness on the situation of women migrant domestic workers in Lebanon. It aimed to assist the Lebanese Government mitigate the difficulties facing the women who, according to ILO statistics, made up almost 60 per cent of the migrant population in Lebanon in 2003.

“The purpose of the workshop was to advocate for a policy framework for better protection of women migrant domestic workers through creating partnerships and establishing cooperation among stakeholders,” explained Ms. Esim.

The workshop put forward recommendations for the future drafting of an action plan on the protection of women migrant domestic workers in Lebanon. These recommendations led to the establishment of a national Steering Committee on the Situation of Women Migrant Domestic Workers in Lebanon in January 2006, headed by the Ministry of Labour. With ILO technical assistance, the Committee developed detailed terms of reference and outputs to be delivered through specialized working groups on labour laws, contract unification and workers’ rights. Within a one-year piloting phase, the Steering Committee has focused on identifying the institutional gaps through a thorough situation analysis and a participatory approach involving an intensive consultative process among all the stakeholders. In this process a unified contract has been drafted, and a national action plan has been developed including specific capacity building activities for the key stakeholders.



Simel Esim is ILO’s Senior Gender Specialist in the Sub-Regional Office in Beirut. She joined the ILO in 2003 and has over 15 years experience in international development work by receiving countries.

According to unofficial estimates, the total number of domestic migrant workers in Lebanon prior to the war varied between 120,000 and 200,000, serving an overall population of four million. By far the largest groups of domestic workers were Sri Lankan women (80,000-120,000), followed by Filipinas (20,000-25,000) and Ethiopians (20,000-30,000). Other nationalities represented in this group came from India, Madagascar, Bangladesh, Viet Nam, Indonesia, Nepal, Burundi, Ghana, Nigeria and Senegal.

During the hostilities in 2006, International Organisation for Migration reported that it had evacuated more than 11,000 migrants from Lebanon comprising mainly women domestic workers from Asia and Africa. Many more were evacuated either by their own embassies or by other governments, and NGOs. Some of these workers left with the families for whom they worked. Others either stayed with their employers in Lebanon or on their own, or received refuge from NGOs (mainly faith-based organisations like Caritas Liban Migrant Centre and Pastoral Care of Afro-Asian Migrants (PCAAM).

An assessment of the post war situation was undertaken in January 2007 in order to assist the national stakeholders, especially the Ministry of Labour, to provide better regulation, management and monitoring of labour migration for domestic work in the country, focusing on estimating current demand for and supply of domestic workers and gaps in the legislative and policy framework leading to violation of rights.

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The PSI Migration and Women Health Workers Project

“When asked about their choices, a majority of the workers replied that they would prefer to stay in their home countries if they could earn a living wage.... However, the truth of the matter is that often, because of family needs and abysmal wage levels, many highly skilled professional health workers are forced to emigrate,” says Nora Wintour, Deputy General Secretary of Public Services International (PSI). Ms. Wintour has worked in PSI since 2000 and prior to taking up her current post worked as Equality and Rights Officer.

Although public sector medical practitioners and nurses make up a small proportion of highly skilled migrant workers, the loss of human resources in developing countries can exacerbate the lack of human resources in the sector and significantly compromise the capacity of their health systems to deliver quality health care. Similarly, many workers in developed countries have left the health care sector because of deteriorating working conditions and the pressures inherent in poorly financed health care systems.

Industrialised countries temporarily address the gap in their human resources by recruiting health workers and professionals in



Industrialised countries often recruit health workers and professionals from developing countries to fill their own gap in human resources. (Photo: © ILO, P. Deloche)

huge numbers from developing countries. In many cases, women migrant workers who meet the staffing needs of health systems in the receiving countries suffer from low pay, poor working conditions, pressure from heavy workloads, and sex and racial discrimination. They also often lack access to union support.

In May 2003, a discussion paper on this subject was presented to the PSI World Women's Committee. Following the endorsement by the Committee and Health Services Task Force of a recommendation to establish the **Migration and Women Health Workers Project**, PSI earmarked funds from the 2004 budget and a project coordinator was recruited.

The project has three main components, namely: international capacity building, information and exchange of best practices, and international policy formulation and advocacy. It has so far completed two phases. A third phase is being planned.

The first phase entailed developing research focusing on what national trade unions in developing countries were or were not doing to address the issue of migrant health workers. Over 50 surveys were undertaken in each of the 11-12 countries

selected using a partnership approach between sending and receiving nations.

The second phase of the project concentrated on lobbying, capacity building and knowledge sharing. Sixteen countries (both receiving and sending) received support to undertake activities. A number of other countries were also involved in the project.

The third phase of the project will focus on strengthening the capacities of health workers' unions and on coordinating work with other NGOs and international organisations.

Following an international planning meeting, activities concentrated on three partnership meetings, which were held between the unions in the sending and receiving countries with the aim of establishing bilateral cooperation between the unions in implementing the project activities. An international conference is being planned.

National level activities include organising public forums and meetings and making representations to national ministers of health, as well as working with NGOs and international organisations to form a coordinated appeal of concerns. A large-scale campaign is also being held to increase funding for human resources and health services in general.

The PSI campaign on Migrant Workers' Rights was launched in 2005, and has been linked to lobbying activities for guidelines on an ethical Code of Conduct on Recruitment, which has yet to be drawn up and approved. PSI has been working closely with the World Health Organisation on this. As there is a tendency to undervalue the work of women in the health sector this campaign is closely linked to the quality public services and pay equity campaigns.

The project has also benefited from working closely on the Sectoral Action Programme of Health (with ILO, International Organisation for Migration and the World Health Organisation) and through this cooperation hopes to strengthen the tripartite dialogue. PSI also works closely with the International Trade Union Confederation on all special migration action programmes, and global unions such as Education International, in particular, because of the close correlation between the activities of the two unions.

For more information, please contact Project Coordinator:

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Deputy General Secretary of Public Services International (PSI), Nora Wintour has worked in PSI since 2000. Prior to taking up her current she worked as Equality and Rights Officer.

News from ILO Headquarters

The following describes some of the activities at headquarters over the past 6 months.

Violence Against Women

An *In-depth study on all forms of violence against women* commissioned by former UN Secretary General, Kofi Annan, was released on 6 October 2006. The report lays out legislative and other recommendations to combat the phenomenon. Rachel N. Mayanja, Special Adviser to the Secretary-General on Gender Issues and the Advancement of Women, said that "...the study has actually laid out for us a number of options that have to be taken to try and eliminate this scourge. What is hoped is that the launching of this study will actually put us into an action mode."

Carolyn Hannan, Director of the Division for the Enhancement of Women at the UN Department of Economic and Social Affairs, echoed these views, whilst reiterating the call for more commitment from member States. She said, "One of the most important findings from the study is the fact that there is a strong policy and legal framework, in place on violence against women. The big problem is that this framework is not being implemented."

The ILO is a member of the inter-agency task force that was set up on the subject.

To shed further light on the issue, the Inter-Agency Network on Gender and Women's Equality (IANGWE) chose the United Nations' theme "Ending Impunity for Violence Against Women and Girls" for International Women's Day 2007.

2006 Global Compact meeting, London

The "2006 Policy Dialogue on Combating Discrimination and Promoting Equality at the Workplace" was held in London, October 5-7 2006, and was a joint effort of the UN Global Compact Office and the ILO.

The meeting brought together representatives of business, labour, governments, and NGOs, including executives from leading multinationals, public actors and innovators who presented replicable models to combat discrimination, promote equality and



The representatives from UNDP Poland presented their Gender Index project which focused on gender equality issues in the Polish private sector.

value diversity. Speakers and panellists presented step-by-step solutions that could be implemented across all areas of workplace relations such as recruitment, promotion, retention, remuneration, work/life reconciliation, and performance assessment, amongst others. Participants received practical advice, exchanged experiences, and built networks for future support.

The event was organised by the Multinational Enterprises Programme, whilst the Bureau for Gender Equality facilitated two business workshops focused on gender equality issues.

The first workshop consisted of presentations by Ellen Kjos-Kendall (Ethikon, Norway) on the Norwegian experience, including the Female Future Initiative; Marta Rawłuszko (UNDP, Poland) on the UNDP Gender Index project focusing on gender equality issues in the Polish private sector; and Raphael Crowe (GENDER, ILO) who presented terminology, common trends, and ways to promote women into decision-making positions.

The second workshop focused on work/life balance with presentations from Elisabeth Rasmussen (TDC, Denmark) on her company's paternity leave initiative; Lou Burrows on how a small enterprise caters to individual employees' work/life needs; Alexa-Maria Barker (Procter & Gamble, UK) and Lisa Bondesio (Deloitte and Touche, UK) on innovative human resources initiatives in their respective companies designed to ensure a better work/life balance for their employees. The policy dialogue provided a venue for showcasing practical examples of business solutions to diversity challenges. They will appear in a "directory" of good practices, entitled *Valuing Diversity*.

For more information on the event, please contact: Daniela Zampini, zampini@ilo.org or on the business workshops on gender equality: gender@ilo.org

ILO Executive Director for the Employment Sector, Jose Manuel Salazar-Xirinachs, was one of the participants who opened the policy dialogue.



Tool launched on Labour Standards

A major obstacle preventing workers across the world from exercising their rights is their lack of awareness about these. Dissemination of information is therefore essential in promoting gender equality. This publication, which was launched during the ILO Governing Body session in November 2006, is one element in that dissemination process. It brings together a range of ILO Conventions and Recommendations of particular relevance to promoting gender equality in the world of work, some of which relate to fundamental principles and rights; maternity protection, work and family; employment promotion; working conditions; and migrant workers.

For more information about this publication, please refer to the resources and publications page.



Technical support and knowledge sharing of gender mainstreaming in the ILO/Netherlands Cooperation Programme

The project **Technical support and knowledge sharing of gender mainstreaming in the ILO/Netherlands Cooperation Programme**, which was launched on 1 December 2006, aims to contribute to and support an integrated and consistent way of mainstreaming gender in the ILO/Netherlands Cooperation Programme for 2006-10.

The project will promote the ILO's mainstreaming strategy for gender equality and support implementation of the ILO Governing Body's decision of March 2005, which called for the systematic gender mainstreaming in all ILO technical cooperation activities.

The project will help build the capacity of ILO staff, constituents, and other implementing partners to address gender dimensions when designing and implementing Decent Work Country Programmes.

For more information, please contact gender@ilo.org

News from the Regions

The following describes some of the activities in the regions over the past 6 months.

Gender and rights in the informal economies of Arab States

A new ILO project on "Gender and rights in the informal economies of Arab States" was launched in November 2006 in partnership with the Centre for Arab Women Training and Research (CAWTAR).

"This project comes at a crucial time," says Simel Esim, ILO Senior Gender Specialist for the Arab States. "The informalisation of the labour market and its gender and poverty dimensions are not being sufficiently captured in official statistics, laws, policies and programmes. This project will contribute to raising the awareness of policy makers of the connections between gender equality, employment and poverty in the context of the informal economies of their countries."



The ILO/CAWTAR project has activities in Egypt, Lebanon, the Palestinian Territories, Tunisia and Yemen. (Photo: © ILO, J. Maillard)

With activities in Egypt, Lebanon, the Palestinian Territories, Tunisia and Yemen, the project comprises three main components:

- **Research** to develop an overall conceptual framework in understanding gender equality and rights issues in the informal economy, together with country-specific studies analysing the labour market situation of workers in the informal economy.
- Development of a modular **training** programme on how to apply gender equality and rights perspectives to the informal economy. Following an initial training of trainers, the training programme will be delivered by country teams in the respective countries for the staff of relevant institutions working on informal economy statistics and social protection schemes.
- An **advocacy** campaign to promote synergies between the ILO and CAWTAR's platforms, including the annual meetings of CAWTAR's regional Gender Advisory Network.

Knowledge sharing is key in the project strategy. The project team is identifying members for the advisory committee and putting together a regional overview paper and country case studies for the research component. All relevant references, experiences and names of resource people that the members of the Gender Network would like to share with the project, especially as they relate to statistics and social protection in the informal economy, are most welcome.

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Promoting gender equality in operations of the National Employment Services of Serbia

ILO Sub-regional Office for Central and Eastern Europe in Budapest received funding from the Swiss Government to run a project entitled **Promoting gender equality in the operation of the National Employment Services (NES) of Serbia**. This technical co-operation project built on the recommendations of the *Country Review of Employment Policy* prepared for Serbia by the ILO and the Council of Europe as part of the so-called Bucharest process – an assessment of employment policies in South Eastern Europe.

As a first step, two training workshops were held for 20 NES officials in Belgrade and a study visit organised for six of them to the regional NES offices in Graz (Austria) and Ptuj (Slovenia). They had formal and informal meetings with local NES employees, visited their offices and studied good practice examples in situ. Both the study visit participants and workshop participants were enthusiastic about the information they had received and designed ways in which some of it could be put into practice in their own work environments.

At the suggestion of the participants, the remaining project funds will be used for a gender sensitivity training session aimed at trainers of employment service counsellors and to publish the training materials.

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Campaign for the ratification of ILO Convention 156 in Paraguay

In August 2006, the Tripartite Commission on Gender Equality of Paraguay launched, with ILO support, a one-year campaign to ratify Convention 156¹.

The aim of the campaign is to sensitise the public on work-family issues and strengthen the capacities of employers' and workers' organisations and members of the Tripartite Commission.

During the launch of the campaign, the Ministers of Labour and Women's Affairs released a statement pledging their support for the campaign, as did representatives of employers' and workers' organisations and the President of the Committee on Equity of the Senate who committed her support when the bill is tabled in the Senate.

The campaign included the distribution of posters, pamphlets and other materials in workers' and employers' organisations, NGOs and women's organisations. It also included three workshops – one for the Paraguayan press, and one each for workers and employers.

Numerous training events on the content of Convention 156 and related issues have been held within the Tripartite Commission and the Ministry of Women's Affairs, amongst others.

On International Women's Day, March 8, there will be a public hearing on the issue in the Parliament.



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Maria Elena Valenzuela joined the ILO in 1997 and is a Senior Gender Specialist in the organisation's office in Santiago.

The World Family Summit +2 in Jordan

The World Family Summit +2 was held in Jordan from 5-7 December 2006 under the patronage of Her Majesty Queen Rania al Abdullah. This was one of the flagship events of the World Family Organisation, an NGO, which has the support of the UN Department of Economic and Social Affairs NGO section. The event was organised and delivered with assistance from the National Council for Family Affairs of Jordan and the Greater Amman Municipality.

Starting from the premise highlighted in the Universal Declaration of Human Rights (1948) that "the family is the natural and fundamental group unit of society and is entitled to protection by society and state", the Summit sought to place family issues at the top of international agenda priorities and increase awareness and strengthen capacity of all actors to take action.

Djankou Ndjonkou, Director of ILO office in New York, gave a keynote address on employment generation and decent work during a panel with Mr. Bassem Al-Salem, Minister of Labour of Jordan. Susan Maybud of the ILO Bureau for Gender Equality gave a presentation on women's participation in development, together with Senator Rowaida Al-Maaitah, Member of the Upper Parliament of Jordan.

1. Concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities, 1981.

Boosting youth employment in Azerbaijan and Kyrgyzstan

In January 2007, the ILO Sub-regional Office in Moscow launched a project on **boosting youth employment using an integrated approach in the framework of DWCP's in Azerbaijan and Kyrgyzstan**. This initiative will capitalise on the achievements of previous technical cooperation projects. It aims to promote employment generation through the application of policies and instruments aimed to expand youth employment. This project was conceived in the context of the ILO Youth Employment Programme and Youth Employment Network.

The tripartite constituents – governments and workers' and employers' organisations — view boosting employment as decisive for economic growth and poverty reduction. Youth employment is a priority because of strong demographic pressures and increasing numbers of young labour market entrants.

In addition to a variety of activities on both the supply side (improved employable skills and entrepreneurial abilities of young women and men) and the demand side (support for conducive labour market policies and job creation environments), the project aims to strengthen social partners' capacities as regards youth employment. Social dialogue will be used as an instrument in addressing existing employment-related challenges and launching national tripartite initiatives on youth employment. The project will support ILO constituents through knowledge building, advocacy and technical assistance.

Gender mainstreaming is one of the most important implementing strategies of the project. Close collaboration is envisaged with the **Technical Support and Knowledge-Sharing of Gender Mainstreaming** project as well as with the **Gender Equality**

Partnership Fund. The aim is to enrich experience gained on gender mainstreaming during the previous Dutch TC-RAM in other countries and to mutually reinforce the project's two implementing strategies of gender mainstreaming and knowledge sharing.

The collaboration will include policy advice and the sharing of good practices on incorporating gender issues into programmes and actions related to youth employment and decent work country programming. It will also provide technical expertise to staff and national counterparts in the project countries. Initially, a number of gender studies and reports will be prepared to prompt reflection on existing labour market gender imbalances and gaps and to shape future work.

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ILO Achievements for Domestic Workers in Southeast Asia

In February 2003, the ILO, in conjunction with Anti-Slavery International and Asian Migrants Centre, held a consultation in Hong Kong on the most effective means of protecting domestic workers in Asia against forced labour and trafficking. The consultation produced a number of recommendations and a framework for action for protection of domestic workers in Southeast Asia.

Based on this framework for action and a number of recommendations, the ILO launched the project **Mobilising Action for the Protection of Domestic Workers Against Forced Labour and Trafficking in Southeast Asia**, which was implemented from May 2004 to August 2006. The aim was to eliminate the



Protecting domestic workers against forced labour and trafficking in Asia resulted in a framework for action. (Photo: © ILO, J. Maillard)

trafficking and forced labour of domestic workers and migrant domestic workers in Hong Kong, Indonesia, Malaysia, the Philippines and Singapore.

The project collaborated with ILO constituents and instrumental national and regional stakeholders in realising numerous achievements. The following include:

Improved legal protection for domestic workers

The Indonesian Ministry of Manpower drafted and tabled a bill addressing the lack of adequate legal protection for domestic workers in Indonesia. The project cooperated with the Ministry of Manpower, key Members of Parliament on relevant parliamentary commissions, Ministry of Women's Empowerment, Ministry of Justice and Human Rights, Commission on Violence against Women, the NGO Network for Domestic Workers Jala PRT, and domestic workers' associations Tunas Mulia and Operata.

The Philippine Department of Labour revised and tabled a similar bill for domestic workers in the Philippines. The project cooperated with the Department of Labour, key Members of Parliament on relevant Parliamentary Commissions, and the NGO Network for Domestic Workers led by the Visayan Forum, and the domestic workers' association Sumapi.

The Malaysia Government tabled a number of legal provisions addressing the lack of adequate legal protection for migrant domestic workers. The project cooperated with the Ministry of Human Resources, the Malaysian Bar Association, and the trade unions MTUC and UNI-MLC, which have preferential access to relevant government departments and Members of Parliament.

The Government of Singapore passed legal provisions addressing legal protection for migrant domestic workers, which was missing. The project cooperated with the Ministry of Manpower, and the trade unions NTUC and UNI-APRO, which have preferential access to the relevant government departments and MPs.

Many stakeholders see these successes as an encouraging sign that further policy and legislative change is feasible in the short-term.

Establishment of models for outreach and assistance to domestic workers who are victims of trafficking and forced labour

The following NGOs and trade unions supported by the project established help desks to assist domestic workers and reach out to trafficked confined or abused domestic workers via staff, trained volunteers and other domestic workers:

- In Malaysia, trade unions UNI-MLC and MTUC established help desks and hotlines for migrant domestic workers, as did the NGO Tenaganita.
- In Singapore, the trade union NTUC advocated on behalf of migrant domestic workers, and the NGO HOME established help desks and hotlines for migrant domestic workers.
- In Indonesia, the trade union ASPEK is establishing help desks in its 13 local branch offices. The NGOs Rumpun Gema Perempuan and Rumpun Tjoet Njat Dien, as well as the domestic workers' associations Tunas Mulia and Operata established help desks, meeting places, outreach programmes, vocational training programmes, informal education programmes and organisational skills training for domestic workers and their associations at community level.

- In the Philippines, the trade union FFW is strengthening the capacity of domestic workers' associations. The NGO Visayan Forum and the domestic workers' association Sumapi established help desks, meeting places, outreach programmes, vocational training programmes, informal education programmes and organisational skills training for domestic workers and their associations at community level.
- In Hong Kong, the trade unions HKTUC and HKDWU as well as the NGO AMC are advocating for and strengthening the capacity of migrant domestic workers' trade unions to undertake outreach and assistance activities.

Models for regional cooperation for outreach and assistance to domestic workers

Trade unions and NGOs in source and destination countries set up avenues of cooperation, facilitated by project workshops and networking. UNI and MTUC in Malaysia linked up with Aspek and other Indonesian trade unions, which set up a joint network with migrant workers' associations and NGOs in Indonesia and elsewhere in the region, as well as NTUC and UNI-APRO in Singapore. This is a unique achievement as it is the first time that trade unions have cooperated across borders to protect migrant domestic workers, and the first time trade unions and NGOs have cooperated to protect migrant domestic workers.



The achievements of the UK-funded project were far-reaching and resulted in improved legal protection for domestic migrant workers. (Photo: © ILO, J. Maillard)

Increased capacity of government agencies to protect migrant domestic workers against trafficking and forced labour when overseas or in their source countries

The project, in partnership with the Indonesian Ministry of Foreign Affairs and the Ministry of Manpower and Transmigration, developed training modules and supported technical input and proceedings of training of trainers trainings, supervised trainings, and regional trainings in Southeast Asia, East Asia and the Middle East for consular staff and labour attaches.

In conjunction with the Ministry of Foreign Affairs in the Philippines, it supported the development of an interactive CD-ROM based self-training tool.

In partnership with the Indonesian Ministry of Manpower and Transmigration and Ministry of Foreign Affairs, it developed training modules and supported technical input and proceedings of TOT trainings, supervised trainings, and regional trainings in Southeast Asia for Ministry of Manpower decentralised personnel and embassy shelter counsellors and labour attaches.

With the Indonesian Ministry of Manpower and Transmigration and Ministry of Foreign Affairs, the project developed training modules for local government personnel on local governments' role and responsibilities towards migrant workers in the pre-departure, and return and reintegration phases.

The project supported the Ministry of Labour in the Philippines in the development of improved pre-departure training modules and domestic workers' skills certification regulations.

It also supported the Police and the Ministry of Health in Malaysia in the training of police officials and hospital staff to sensitize them to the needs and problems of migrant domestic workers, and to the need to cooperate with NGOs on referral mechanisms and help desks for migrant domestic workers.

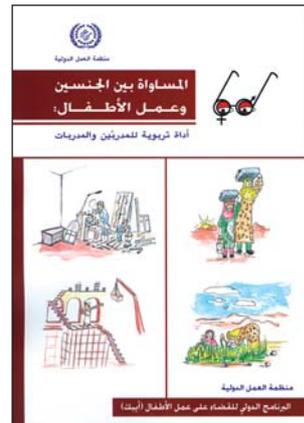
Increased capacity of trade unions, workers' associations and NGOs to protect migrant domestic workers from against trafficking and forced labour

The project supported the following

- Training activities on relevant international human rights and labour standards and standards mechanisms for domestic workers and for migrant workers' associations, trade unions, and NGOs
- Joint strategy planning forums for Indonesian, Malaysian and Singaporean national trade unions, the Indonesian migrant workers' association SBMI, the Indonesian domestic workers' association Tunas Mulia, domestic workers' and migrant workers' NGO networks such as KOPBUMI and Jala PRT, as well as the Philippine domestic workers' association Sumapi and NGO networks
- Staff training with MTUC and Tenaganita in Malaysia, and HOME in Singapore, and their referral partners and volunteers, to sensitize them to the needs and problems of migrant domestic workers and to the need for them to cooperate on referral mechanisms and help desks for migrant domestic workers with NGOs, involving police and hospital staff.

For more information, please contact:
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Resources and Publications

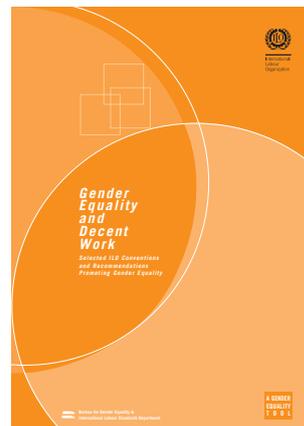


Gender equality and child labour: a participatory tool for facilitators (in Arabic)

This publication is a training tool on gender equality and child labour. The philosophy and approaches used stem directly from the SCREAM (Supporting Children's Rights through education, the arts, and the media) initiative designed to help facilitators worldwide to promote understanding and awareness of child labour among young people.

This training tool falls under the gender mainstreaming project of the International Programme on the Elimination of Child Labour (IPEC).

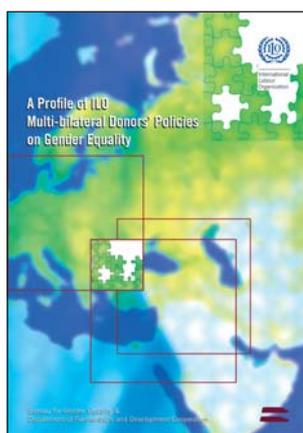
The publication is available online in Arabic and also in English, French, Spanish, and Russian at www.ilo.org/scream or in hard copy from the International Programme on the Elimination of Child Labour.



Gender Equality and Decent Work: Selected ILO Conventions and Recommendations Promoting Gender Equality

This publication is a result of collaboration between the International Labour Standards Department and the Bureau for Gender Equality. Lack of awareness of women workers' rights has increasingly been recognized as a constraint in the effective use of standards. Dissemination of information about these rights is, therefore, a vital instrument for improving the status of women in society. While ILO instruments are applicable to both women and men, there are a number which are of specific interest for women workers and they are included in this useful reference.

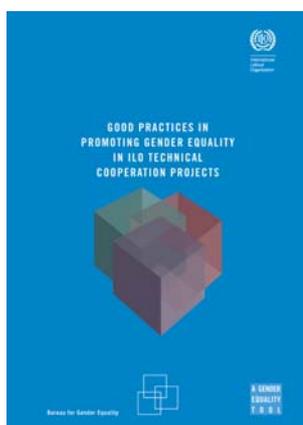
This publication is available online at www.ilo.org/gender. To obtain this publication in hard copy or on CD-Rom, please contact the Bureau for Gender Equality.



A Profile of ILO Multi-bilateral Donors' Policies on Gender Equality

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

This publication is available online at www.ilo.org/gender. Hard copies can be requested from the Bureau for Gender Equality and the Department of Partnerships and Development Cooperation.



Good Practices in Promoting Gender Equality in ILO Technical Cooperation Projects

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. The case studies demonstrate how the projects have integrated elements in the design and implementation phases to advance gender equality. Although these elements may not exhaust the different ways in which gender equality can be promoted in the project cycle, they clearly exemplify the "building blocks" of strategies that have proven successful in terms of making project achievements more responsive to gender equality.

The publication is available online at www.ilo.org/gender, and hardcopies can also be requested from the Bureau for Gender Equality.

Decent Work for Women and Men in the Informal Economy: Profile and Good Practices in Cambodia

This report brings together lessons from the experience of over 50 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. It is hoped that this report will contribute to more effective policy and programme design geared at alleviating poverty through the creation of decent work.

This publication is available online at:

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

Empowerment for children, youth and families: 3-R trainers' kit on rights, responsibilities and representation

The Trainers' Kit on Empowerment for Children, Youth and Families: Rights, Responsibilities and Representation, 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 International Labour Organisation (ILO) to increase their impact in action against labour and human rights abuses.

This Trainers' Kit is available in its entirety at:

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

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

The studies in this publication were prepared as a part of the ILO Project, Combating Poverty and Social Exclusion in Central and Eastern Europe. The objectives of the project are to (1) increase public awareness of the concept of social exclusion and its existence in CEE countries in transition, and (2) strengthen the capacities of national and local institutions to combat exclusion, through providing them with new concepts, tools and examples of successful practices.

The publication is available online at:

www.ilo.org/public/english/region/eurpro/budapest/download/socsec/gender_vol2.pdf

For more information, please contact:

www.ilo.org/budapest

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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