



## Outlook

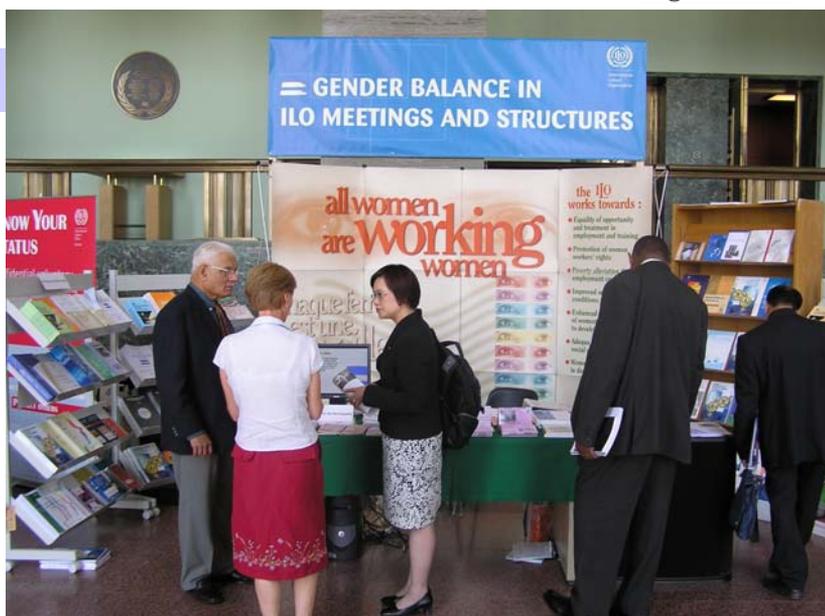
The 93rd Session of the International Labour Conference has just closed. This year's Conference brought more than 3,000 participants to Geneva for the three weeks' deliberations. Amongst the officially registered Conference delegates were 1,970 men and 569 women. Translated into percentages, women constituted 22.4 per cent of the delegates. Although there was a small increase in the number of women Conference delegates with voting rights, we still note that there are more than three times as many men as women in the official delegations.

Amongst the items on this year's Conference agenda were elections of employers' and workers' representatives to the ILO's Governing Body for the period 2005-2008. As the executive organ of the ILO, the Governing Body is composed of 56 titular members (28 governments, 14 employers and 14 workers) and 66 deputy members (28 governments, 19 employers and 19 workers). Although different persons may represent their governments at the various sessions of the Governing Body, the employers and workers are represented by elected individuals for the three years. Elections in 2002 returned 8 women workers' representatives and 4 women employers' representatives among the regular and deputy members. This year's elections increased the total number of women to 13 out of the 66 workers' and employers' representatives – with 9 women workers' and 4 women employers' representatives.

Through its Programme and Budget, the ILO promotes balanced gender representation in ILO's governance institutions, meetings, seminars and training activities. For 2004 and 2005, the Bureau for Gender Equality is undertaking an accurate count of the number and status of women and men participating in such activities. Although numbers in themselves are not enough, we believe that achieving the goal of equal participation of women and men in decision-making structures will provide a balance that more accurately reflects the composition of society and is therefore needed in order to strengthen democracy and promote its proper functioning. Women's equal participation in decision-making can also be seen as a necessary condition for women's interests to be taken into account. Without the active participation of women and the incorporation of women's perspective at all levels of decision-making, the goals of equality and development cannot be achieved.

Although gender equality as such was not on the agenda of this year's Conference, gender issues cut across the discussion in the various committees. The Committee on Youth Employment drew attention to the particular difficulty for young women to find work in many regions of the world. In Latin America and the Caribbean as well as in the Middle East and North Africa the unemployment rates for young women are over seven per cent higher than those for young men. Similar concerns were raised by the Committee on the Application of Standards who noted that a disproportionate number of both young women and men who are working often find themselves with poor job conditions, working long hours, under precarious contracts with no social security. Rising numbers of young men are also facing difficulties as young women increasingly attain higher levels of education and enter the labour market in greater numbers.

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



Delegates at the International Labour Conference visiting the Bureau for Gender Equality's documentation stand. (Photo: Geir Tonstøl)

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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

### Training of gender audit facilitators

A four day training of participatory gender audit facilitators was carried out at the ILO from 17 to 20 May. Sixteen participants (eleven women and five men) from a broad range of ILO units were introduced to the methodology and approach of the gender audit and thereby joined the pool of trained facilitators. The training familiarised the participants



Participants at the gender audit facilitators training role-playing how to conduct a feedback session with an audited unit. (Photo: Geir Tonstol)

with all the aspects of the gender audit process, ranging from the initial consultations with the audited unit to the actual facilitation of workshops and preparation of the final gender audit report. In June 2005, the ILO will facilitate a gender audit of the ICFTU (International Confederation of Free

Trade Unions) in Brussels. "This is a significant step in our effort to extend the gender audit beyond the ILO itself to our constituents" says the ILO Gender Audit Coordinator, Ms. Jyoti Tuladhar. "This can only be achieved if we have enough qualified gender audit facilitators who are willing to commit themselves to the task."

### Tsunami panel

Speakers during the first ILO Gender Network Thematic Panel, held by the Bureau for Gender Equality in Geneva on 12 April 2005, stressed the critical importance of using a "gender lens" in reconstruction efforts following the Tsunami disaster in Asia in December 2004. The panel was chaired by ILO's Gender Coordinator for the Employment Sector, Ms. Karin Klotzbuecher and included members of the ILO Task Force on the Tsunami, Ms. Jyoti Tuladhar, Ms. Reiko Tsushima and Mr. Donato Kiniger-Passigli. The panelists addressed the ways disasters impact women and men differently including issues of safety and security, and inequality in access to the labour market and benefits.

Women may not always have a "voice" in post-crisis situations and thus have their needs and concerns addressed. Crisis response and reconstruction, stressed panelists, must promote social justice and increase women's economic independence and ability to provide for their families – rather than reinforce or exacerbate existing unequal relations between women and men. Reconstruction efforts must also address men's issues, including men's increased vulnerability after a disaster to depression and alcoholism, and aid and encourage them to assume non-traditional roles in reconstruction such as care giving in the household. Panelists said the ILO Gender in Crisis guidelines, developed under the ILO Programme on Crisis Response and Reconstruction provide excellent ways to

mainstream gender into steps of preparedness and planning phases through crisis interventions and policy frameworks.

For more information, please contact the ILO Programme for Crisis Response and Reconstruction ([ifpcrisis@ilo.org](mailto:ifpcrisis@ilo.org)) or the Bureau for Gender Equality ([gender@ilo.org](mailto:gender@ilo.org)).

### Strategic planning meeting on gender

The ILO's global gender team, comprising the Bureau for Gender Equality, the regional gender specialists and gender coordinators at headquarters, plus speakers from strategic ILO units gathered in Geneva and then in Turin for its annual strategic meeting (21-29 April 2005). The meeting comprised three parts: in Geneva to consider appropriate indicators for the application of the key equality Conventions; in Turin for leadership training for the team and to consider better ways to mainstream gender into ILO's Decent Work Country Programmes. The outcomes of the meeting included the establishment of a core working group of technical sectors, field representatives and ACT/EMP and ACTRAV that will develop indicators, checklists and guidelines for the implementation of the key equality conventions in selected countries. The drafting of the checklists will be done in collaboration with ILO's constituents. A set of recommendations on steps to mainstream gender in Decent Work Country Programmes were put forward as well as a decision to update the ILO's Action Plan on Gender.

### A global alliance against forced labour

The ILO recently launched a comprehensive report on forced labour. *A Global Alliance Against Forced Labour* has been prepared under the Follow up to the ILO's Declaration on Fundamental Principles and Rights at Work, and is the most extensive and detailed analysis of contemporary forced labour to be issued to date.

The report reveals that women who are trapped in forced labour – ranging from bonded agricultural work to coerced prostitution and trafficking – suffer disproportionately compared to men. In some situations, especially poor women "are triply disadvantaged because of their sex, membership in low casts or other low-status groups, and by virtue of being in bonded or otherwise exploitative labour arrangements".

Direct bondage of women appears to be on the increase, partly owing to an increased unwillingness on the part of men to become bonded themselves. Women are also more vulnerable to trafficking, says the report. This is because in very poor households, young women and girls are often destined to improve the family lot by going abroad or by being sold directly to the trafficker. In addition, men can find employment abroad more easily than women, who often rely more on intermediaries who may turn out to be traffickers.

For more information and to access the full report, please consult [www.ilo.org/declaration](http://www.ilo.org/declaration).

## News from the regions

### Tsunami relief efforts in India

In January 2005, participants of the ILO pilot programme on 'Decent Employment for Women in India' decided to extend a helping hand to victims of the December 2004 Tsunami by organising a trade fair to sell products prepared by themselves. Products for sale at the India Habitat Centre in Delhi included garments for women and children, crochet/knitted products, household linen, handicraft items, stationery, carry bags, candles, soft toys, paintings and ceramic items. Sale proceeds amounted to around USD 940.

A representation of women participants called upon the Prime Minister of India, Dr. Manmohan Singh, at his office on 28 March 2005, and presented their contribution for the National Relief Fund.

The pilot programme 'Decent Employment for Women in India' is being implemented in close cooperation with the Ministry of Labour and Employment and selected NGOs working with urban slum communities in Delhi and Bangalore. The programme has been making interventions over the last two and a half years on skills training and productive employment to improve the socio-economic position of poor women in urban slums. The target women are either unemployed or engaged in low paid work in the informal economy. Many of them are heads of households and forced to take up informal sector work out of need to survive.



Customers at the trade fair organised by participants in the ILO pilot programme on 'Decent Employment for Women in India'. All the proceeds went to the National Relief Fund for Tsunami victims. (Photo: ILO)

For more information, please contact the ILO Office in New Delhi ([sro-delhi@ilo.org](mailto:sro-delhi@ilo.org)).

### Conference on Women's Entrepreneurship

A conference on Women's Entrepreneurship, held on the 18 and 19 April 2005 in Yaoundé, Cameroon, brought together women entrepreneurs from Cameroon, Benin, Chad, the Democratic Republic of the Congo, Gabon, Guinea, Mauritius, Morocco, Senegal and Tunisia. The event was held by the African Development Bank in collaboration

with the *Reseau d'Assistance à l'entrepreneuriat feminine* (RASEF) and the ILO Office in Yaoundé.

Strategies identified during the conference by ILO to promote women's entrepreneurship included reinforcing institutional and organisational capacities for developing women's entrepreneurship, systematic improvement of capacities of entrepreneurs and managers, information systems for identifying and managing business opportunities, and capacity building in self-financing.

For more information, please contact the ILO Office in Yaoundé ([yaounde@ilo.org](mailto:yaounde@ilo.org)).

### Promoting gender equality in the Russian media

Journalists have become one of the key target groups for promoting gender equality under the Dutch-funded project on "Increasing employability of young women and men and other marginalised groups in Caucasus and Central Asia through skills development and entrepreneurial education".

This work was launched by organising a series of round table discussions with journalists in three Caucasian countries and developing a short and attractive awareness-raising brochure for the media "Gender Equality: WHY and HOW to talk about it".

The brochure was prepared by the ILO Office in Moscow in close cooperation with the regional unit of the International Federation of Journalists (IFJ) and the Russian Union of Journalists. The brochure contains a regional Action Plan on promoting gender equality in the mass media, developed at the international conference for journalists in the Central Asian countries, which was organised by the IFJ in Ulan-Bator in 2003. The brochure is composed in a simple, intelligible and lively way, with illustrations and pictures.



The experience of working with the mass media in Russia, Azerbaijan, Georgia and Armenia has shown that gender issues are not on the agenda of periodicals, TV or radio channels, and there are still strong perceptions among journalists that gender issues are artificially "imported" from abroad. During interactive gender trainings within the above project, reporters learn about approaches and good practices of promoting gender equality in mass media and are assisted in formulating a clear and targeted message on gender equality, on the situation of women and men in the field of employment development, social protection, entrepreneurial education, and other socially important areas. Currently, the ILO Office in Moscow is developing a manual for conducting gender training with journalists. The manual will be translated into English.

For more information, please contact the ILO Office in Moscow ([moscow@ilo.org](mailto:moscow@ilo.org)).

# ILO Gender News

## Company guidelines on gender equality

The Employers' Federation of Ceylon (EFC) and the ILO Office in Colombo have jointly developed a set of *Company Policy Guidelines on Gender Equity and Equality*. The guidelines convey the employers' organisation's strong commitment to gender equality by formally promoting a gender policy to form part of affiliated members' human resources policies. The EFC vision, which is presented at the outset of the guidelines, is to establish "a community of business organizations that is mindful of our broad corporate and social responsibilities; that is efficient and globally competitive; that can provide leadership in national development by achieving optimum benefits for shareholders and customers in an environment where all our workers are treated with equity, equality, dignity and respect, by adhering to international norms of gender justice".

In September 2004, the EFC took part in a gender audit which was facilitated by the ILO. Through the audit, the policy guidelines on gender were identified as a good practice of gender mainstreaming in the world of work.

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

## Addressing gender in Ethiopia's PRS

The ILO Office in Addis Ababa organised a series of training events in the first half of 2005 to build the capacity of social partners and government officials in the methods of effective participation in the implementation, as well as the monitoring and evaluation, of the national Poverty Reduction Strategy (PRS) process. Specifically, the training programme addressed the gender dimensions of the PRS.

Ethiopia's PRS was initially approved by the Ethiopian Government in July 2002. The first annual progress report pointed out constraints however, in the participatory level of those involved in the process, including government officials and non-governmental organisations. On the part of the ILO, this was the basis for planning a series of capacity building training programmes for stakeholders in the PRS implementation, including the Ministry of Labour and Social Affairs, the Ethiopian Employers' Federation, the Confederation of Ethiopian Trade Unions and the Women's Affairs Bureau.

The role of social dialogue in promoting gender equality became an integral part of the capacity building. The Ethiopian PRS highlights gender equality as a prerequisite for equitable development. The government has so far endorsed a national policy which aims to speed up the process of enabling women and men to participate in the political, social and economic life of their country on equal terms. Constitutional provisions have also been established to ensure that women's rights to property and income are respected.

For more information, please contact the ILO Office in Addis Ababa ([iloaddis@ilo.org](mailto:iloaddis@ilo.org)).

## Gender workshop for ILO staff in Port of Spain

As a follow-up to the gender audit undertaken in December 2003 in the ILO Port of Spain Office, a gender workshop was held on 12 and 13 May 2005 with Linda Wirth of the Bureau of Gender Equality as the resource person. The workshop, addressed gender mainstreaming in the ILO's work and focused on issues of workers' rights, family responsibilities, sexual harassment and gender stereotypes in the Caribbean context. The workshop examined tools for incorporating gender into work plans, activities and technical cooperation.



Ms. Linda Wirth addressing stereotypical gender roles at a workshop with ILO staff in the Port of Spain Office. (Photo: ILO)

## Social partners addressing gender equality

ILO's social partners in the Caribbean have put gender equality firmly on their agenda. On 16 May 2005, thirteen affiliates of the National Trade Union Centre of Trinidad and Tobago gathered for a workshop on "Understanding Gender Equality in the Trade Union Movement". Ms. Paula Robinson, Senior Specialist for Workers' Activities in the ILO Port of Spain Office introduced the topic and Ms. Linda Wirth from the ILO Bureau for Gender Equality took participants through a discussion on how to get more women into leadership positions in the trade unions.

On 17 May 2005 the Employers' Consultative Association of Trinidad and Tobago held a seminar on "Opportunities for Women in the Corporate World: Breaking through the glass Ceiling". The Minister of Community Development and Gender Affairs, Ms. Joan Yuille-Williams, addressed the workshop, noting in particular the higher proportion of female graduates in Trinidad and Tobago – yet pointing out that the overall gender pay gap remains at 50%.

"Understanding How Gender Issues Impact your Bottom Line" was on the agenda of the Annual Convention of the Jamaican Employers' Federation held on 19 and 22 May 2005. The Convention was attended by around 500 delegates from companies across Jamaica. Participants at the gender session, led by Ms. Linda Wirth, expressed keen interest in strategies to overcome the *glass ceiling* experienced by qualified women. The Senior Specialist for Employers' activities in the ILO Port of Spain Office, Ms. Luesette Howell, followed up with a session on corporate social responsibility.

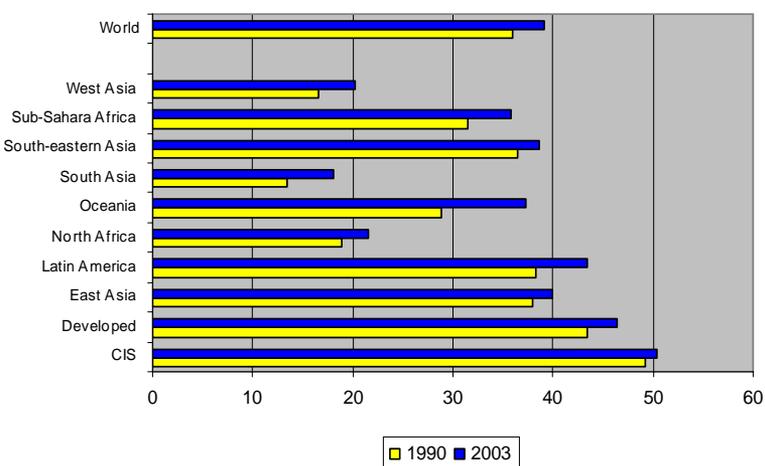
## Facts and figures

### ILO and MDG 3 – Taking stock of indicator 11

The ILO Bureau of Statistics is one of the agencies responsible for monitoring progress on Millennium Development Goal 3, “Promoting Gender Equality and Empowering Women”. Of central concern to the ILO is Indicator 11 of this goal, “Share of women in wage employment in the non-agricultural sector”. This indicator reflects the extent to which women have access to paid jobs.

Indicator 11 has been criticised for having a number of limitations. In many countries, especially developing countries, non-agricultural wage employment represents only a small portion of total employment. The indicator is difficult to interpret unless additional information is available on the share of women in total employment, which would allow an assessment to be made of whether women are under- or over-represented in non-agricultural wage employment. Furthermore, the indicator does not reveal that there are different types of non-agricultural wage employment. Some of them are better than others in terms of earnings or legal and social protection. The indicator does not reflect other aspects of gender inequality in the labour market, as manifested in occupational segregation, gender wage gaps, women’s disproportionate representation in informal employment and higher relative unemployment rates.

**MDG Indicator 11: Share of women in wage employment in non-agricultural sector (%)**



Source: ILO Bureau of Statistics

As the current indicator does not monitor the achievement of gender equality and empowerment of women in the labour market, the ILO proposes an alternative indicator that combine suggestions for additional indicators on female employment in a coherent manner in one single, composite indicator. The proposed indicator “Share of women in

employment by type” covers all sectors and types of employment, covering the wage and self-employment in both the formal/informal economy and agriculture/non-agriculture. It has several dimensions:

- Share of women in total employment;
- Share of women in agricultural employment;
- Share of women in agricultural wage employment;
- Share of women in informal agricultural wage employment;
- Share of women in non-agricultural employment;
- Share of women in non-agricultural wage employment;
- Share of women in informal non-agricultural wage employment;
- Share of women in non-agricultural self-employment;
- Share of women in informal non-agricultural self-employment.

As data for this expanded indicator are not readily available, the ILO Bureau of Statistics has started collecting the statistics needed. Some analysis of the data at the regional level and over time will be prepared before the new indicator is submitted for formal adoption after the Millennium Summit in September 2005.

“The expansion of Indicator 11 is an important step for promoting guidelines on informal employment and an important impetus for the development of statistics on informal employment by countries, including the mobilisation of donor funds. Finally, it will make it possible to analyse the linkages between different types of employment, in particular informal employment, gender inequality and poverty” says Ms. Valentina Stoevska, Focal Point for MDGs in the ILO Bureau of Statistics.

For additional information, please contact the Bureau of Statistics ([stat@ilo.org](mailto:stat@ilo.org)).

### Equal representation

The Bureau for Gender Equality continues its count of the number and status of women and men who participate in ILO meetings, seminars and training activities in 2004-2005. Figures are now available for all of 2004. These indicate that among 19,538 participants who took part in 621 different activities, 68 per cent were men, and 32 per cent women. Disaggregated by constituents, data show that participants from **governments** comprised 66 per cent men and 34 per cent women, participants from **employers’ organisations** were made up of 79 per cent men and 21 per cent women, and participants from **workers’ organisations** comprised 66 per cent men and 32 per cent women. In terms of status, figures show that 23 per cent of the women who attended the above activities were classified as “senior” whereas 31 per cent of the male participants were “senior”. 28 per cent of the women were identified as “newly recruited” whereas 11 per cent of the men were in this category. By the end of 2005, it is expected that all ILO offices and programmes will provide a comprehensive list of their activities in 2004-2005 broken down by sex.

For additional information, please contact the Bureau for Gender Equality ([gender@ilo.org](mailto:gender@ilo.org)).

## Technical cooperation

### Women's employment concerns project

On 27 April 2005, the ILO Office in Islamabad and the Canadian International Development Agency (CIDA) signed an agreement for the implementation of a project entitled *Women's Employment Concerns and Working Conditions*.

With a total budget of 3 million Canadian Dollars, the project spans over three years and aims to build national institutional capacity, provide policy and legislative development advice and extend direct support to women for income generation by working with key ILO partners including the government, employers' organisations, workers' organisations and the civil society.

Given its poverty reduction thrust, the project seeks to effectively contribute towards Pakistan's attainment of the Millennium Development Goal of promoting gender equality and women's empowerment.

For more information, please contact the ILO Office in Islamabad ([islamabad@iloisb.org.pk](mailto:islamabad@iloisb.org.pk)).

### Thematic report on gender

By March 2005, all the projects under the ILO/Netherlands Partnership Programme (ILO/NPP) had prepared progress reports on activities undertaken in the first year of implementation. These progress reports formed the basis for five "thematic" reports that were subsequently submitted to the donor. The "thematic" reports reflect the five broad areas of the ILO/NPP: employment creation, child labour, forced and bonded labour, social protection, and gender equality.

The "thematic" report for gender reflects activities undertaken and lessons learnt in the fourteen projects that receive funding from the ILO/NPP gender equality theme. The report demonstrates the value of having a specific gender equality theme as an innovative way of promoting gender equality in ILO's technical cooperation projects. The report states:

"The innovation of introducing a modest gender allocation has provided the ILO with a unique opportunity to pilot this concept for more effective promotion of the cross-cutting objective of gender equality. It is giving motivation and ownership to project staff and technical units through financial and technical means to genuinely implement the gender mainstreaming strategy."

The report further shows how successful gender mainstreaming strategies have been adopted by individual projects in collaboration with ILO's social partners, national women's machineries and relevant civil society groups that work for equal rights in the world of work. Most of these initiatives have benefited from collaborating with other ILO projects in the regions and with the ILO Gender Network.

In summary, the report emphasises how the various

knowledge sharing and knowledge management approaches used to promoting gender equality throughout the ILO/NPP has benefited both the individual projects and the ILO as a whole. There is clear indication that closer collaboration across sectors and between headquarters and the regions is key not only for promoting gender equality but for more successful and sustainable results.

In June 2005, there was a formal review of the partnership agreement between the ILO and the Government of the Netherlands. One of the areas of review was the effectiveness of the five thematic areas which are being supported through the existing agreement. The outcome of the review is still pending.

### Gender in Georgian trade unions

Many of the projects under the ILO's Gender Equality Partnership Fund are coming to an end this year. One of these is the project *Promotion of gender equality and gender sensitive collective bargaining in trade unions in Georgia*. Since its inception, this project has successfully worked to increase the participation of women in trade union activities in Georgia, at all levels, and to train both women and men trade unionists on gender equality, women's workers rights and collective bargaining. Amongst the approaches used have been media campaigns to sensitise society at large on the importance of gender equality. For more information, please contact the ILO Office in Moscow ([moscow@ilo.org](mailto:moscow@ilo.org)).

### Gender mainstreamed business development

In an effort to more systematically gender mainstream its work, ILO's Job Creation and Enterprise Development Department has established an Action Team of seven staff members – four men and three women – who have set as their primary objective to concentrate on *learning by doing* gender mainstreaming rather than continuing to treat it as a task to be outsourced.

The first big effort on gender mainstreaming will concentrate on the Business Development Services Platform. The objective of the Platform is to facilitate field-to-field communication and information sharing on Business Development Services (BDS). The Team has decided that the Platform would be the most cost-efficient means of reaching a broad range of people supporting the work of the Department on an on-going basis.

The Action Team has engaged a consultant who is working with team members to mainstream gender into various tools for BDS (e.g. how to expand the customer base, improve the quality of services provided, become a more competitive BDS specialist). Several challenges have cropped up in this process. Significant among these is the effort to cultivate and develop people's subconscious know-how and experiences (tacit knowledge) related to gender. Closer collaboration and knowledge exchange between specialists in the regional offices, especially involving the gender specialists and enterprise specialists, should help to build a culture of support for gender mainstreaming.

## Resources and publications



### *América Latina. Negociación colectiva y equidad de género*

This new publication in Spanish was jointly developed by the ILO Office in Lima and the ILO Bureau for Workers' Activities. It presents the results of a study on the inclusion of gender issues in collective bargaining in Argentina, Brazil, Chile, Paraguay, Uruguay and Venezuela. The study underpins the importance of systematically collecting data on bargaining processes concerning women workers' rights and gender equality. It is hoped that the publication will inspire ILO's constituents in general, and the trade unions more specifically, to promote gender equality through their bargaining processes. For more information, please contact the ILO Office in Lima ([oit@oit.org.pe](mailto:oit@oit.org.pe)).

### *Guía Educativa sobre Cadenas Productivas, Trabajo a Domicilio y Organización Sindical*

This training manual in Spanish deals with the value chain, home work and trade union organising. The manual is a tool for engaging trade unions and homeworkers' organisations in the assessment of policy issues based on a better understanding of the characteristics and dynamics of current production systems and their impact on the labour market. The manual is organised in three parts with a *Facilitator's Kit*, a *Reader's Kit* and a CD-Rom containing a number of resources complementing the information in the two kits. The manual was developed jointly by the ILO Office in Lima, IFP/SEED and ACTRAV. For more information, please contact the ILO Office in Lima ([oit@oit.org.pe](mailto:oit@oit.org.pe)).

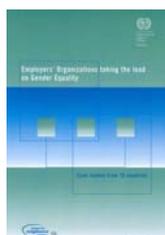
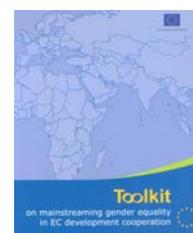


### *Breaking Through the Glass Ceiling: Women in Management. Update 2004 (Arabic)*

The 2004 update of *Breaking through the Glass Ceiling: Women in Management* is now available in Arabic. This version complements the English, French and Spanish versions which are already available. The update presents recent data on the situation of women in professional and managerial jobs. In addition to ILO's own *Yearbook of Labour Statistics*, data have been compiled from other United Nations and governmental organisations, non-governmental institutions and research institutes. The update succinctly presents some of the institutional and attitudinal prejudices that continue to hamper women's progress in professional life and draw attention to various schemes that have been instigated in support of women managers. <http://www.ilo.org/gender>

### *Toolkit on Mainstreaming Gender Equality in EC Development Cooperation*

This toolkit has been developed for the European Commission (EC) by the EC Gender Help Desk which is run by the International Training Centre of the ILO (ITC/ILO). Although the primary audience for the toolkit are European Commission staff working in development cooperation, it should also be helpful to national partners (governmental and non-governmental) as well as other donors and development practitioners. The toolkit consists of four parts: (i) Handbook on concepts and methods for mainstreaming gender equality, (ii) EC priority areas for development cooperation: aspects for gender analysis, (iii) Glossary of gender and development terms, (iv) Gender machineries, sources of information, contacts and networks. <http://europa.eu.int/comm/europeaid/projects/gender/toolkit/content/toolkit.htm>



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

This publication from the Bureau for Employers' Activities presents a sample of efforts that are being made to promote gender equality by employers and their organisations in countries across the world. Forming part of the ILO Toolkit on Gender Mainstreaming in the World of Work, the intention is to explain why and how contemporary gender equality issues are being addressed by employers' organisations in different national settings. The case studies are taken from Croatia, Jamaica, Kenya, Malaysia, New Zealand, Norway, the Philippines, Saudi Arabia, the Syrian Arab Republic and Yemen.

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

This publication in Spanish analyses the labour situation of women in Guatemala, El Salvador, Honduras, Nicaragua, Panama, the Dominican Republic and Costa Rica. A series of practical recommendations is offered for workers' organisations on how to promote gender equality. Amongst these is the need to sensitise men on the roles of women in society at large as well as to establish quotas for women in decision-making structures. For more information, please contact the ILO Office in Lima ([oit@oit.org.pe](mailto:oit@oit.org.pe)).



## In addition...

### Gender and Growth Assessment

A recent study, *Gender and Growth Assessment for Uganda*, cites the country as a leader in Sub-Saharan Africa in addressing the critical linkages between economic growth and gender issues. The study – undertaken jointly by amongst other the World Bank Group, the ILO and the African Development Bank at the invitation of the Minister of Finance, Planning and Economic Development and the Uganda Investment Authority – comprises two elements: an assessment of the gender dimensions of the investment climate in Uganda, paying attention to legal and administrative barriers; and an integrated framework approach to addressing the enabling environment for women in growth enterprises. The study underscores the importance of addressing both legislative and cultural issues when assessing barriers to business and stresses that Ugandan women are highly entrepreneurial and contribute significant amounts of labour to the Ugandan economy. Amongst its recommendations, the study emphasises the need for more information and training to enable women business owners to tailor products for international markets.

### Gender resources on ILO/AIDS web-site

The ILO Programme on HIV/AIDS and the World of Work (ILO/AIDS) recently launched its new web-site. Amongst the available resources on the site is a section dedicated to gender issues containing references to relevant publications and updated information on initiatives related to HIV/AIDS in the world of work. Gender also features as a step in the step-by-step guide to action on HIV/AIDS in the workplace which is presented on the web-site. The guide to action maintains that "More equal gender relations and the empowerment of women are vital to preventing the spread of HIV infection and helping people manage its impact." For more information, please visit <http://www.ilo.org/public/english/protection/trav/aids/index.htm>

### Nominating ILO Code of Practice on HIV/AIDS

The *ILO Code of Practice on HIV/AIDS and the World of Work* has been nominated for the 2005 Awards for Action on HIV/AIDS and Human Rights. The nominator is the Canadian Labour Congress, supported by the ICFTU and the Interagency Coalition on AIDS and Development. Established by the Canadian HIV/AIDS Legal Network and Human Rights Watch, the Awards are intended to highlight outstanding contributions that decrease vulnerability to HIV/AIDS and protect the rights and dignity of those infected and affected. The winner will be announced in September 2005. The *Code of Practice* recognises gender equality as a key principle in the effort to successfully prevent the spread of HIV.

### Women on the company boards in Norway

At its 31st Congress (7 to 12 May 2005), the Norwegian Confederation of Trade Unions (LO) adopted a resolution

which calls on all companies (private or non-private) to reserve at least 40 per cent of its board for women. This would represent a significant extension of the 2002 national law which secures that women constitute a minimum of 40 per cent of board members in all state-owned companies. For more information, please contact the Norwegian Confederation of Trade Unions ([lo@lo.no](mailto:lo@lo.no)).

### Gender and development training course

From 10 to 21 October 2005, the International Training Centre of the ILO (ITC/ILO) will be organising a course on



*Genre et développement : Concepts et instruments pour l'intégration d'une perspective de genre dans les actions de développement.* The course is intended for civil servants, representatives of workers' and employers' organisations, members of NGOs and other development practitioners who aim to

integrate gender into their activities. After the course, the participants should be better equipped to conduct a gender analysis of policies and strategies within their own organisations. For more information on the course contents and how to apply, please contact the Gender Coordination Unit of the ITC/ILO ([gender@itcilo.org](mailto:gender@itcilo.org)).

### Comparing pay rates

Comparing pay rates is a notoriously difficult task. With employment contracts becoming increasingly individualised, comparisons have become even harder. This problem may have about to come to an end. In 1999 three Dutch women developed a comparative Women's Wage database. This was launched online in partnership with the Dutch union federation FNV and the University of Amsterdam. In 2001 the service was extended to include male workers, and more recently it has gone international. The database now covers nine European countries, and in addition, India, South Korea, South Africa, Brazil, Hungary and the United States are coming on-line in mid-2005. For more information, please consult <http://www.wageindicator.com>

### ILO and pay equity

ILO's Equal Remuneration Convention No. 100 (1951) calls for governments to promote and ensure the application of 'the principle of equal remuneration for men and women workers for work of equal value'. So far, 161 member States have ratified this convention, but enforcement and actual practice can be further improved. In 2004 moreover, the International Labour Conference adopted a resolution calling for governments to undertake a series of specific actions to address the gender wage gap. Amongst other things, the resolution proposes that the ILO's tripartite constituents (governments, employers' organisations and workers' organisations) negotiate the introduction of gender-neutral job evaluation schemes, statistical indicators, as well as gender reviews at the workplace.