

Working Paper

**ILO and UN inter-agency collaboration:
Promoting gender equality in the world of work**

Cathy Gaynor

ILO Bureau for Gender Equality

International Labour Office

Geneva

2010

Copyright © International Labour Organization 2010
First published 2010

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: . The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit www.ifro.org to find the reproduction rights organization in your country.

Gaynor, Cathy

ILO and UN inter-agency collaboration:
Promoting gender equality in the world of work
51 pp.

ISBN: 978-92-2-123252-0 (print)
ISBN: 978-92-2-123253-7 (web pdf)

International Labour Office. ILO Bureau for Gender Equality

Gender equality/equal employment opportunity/role of ILO/role of UN/inter-agency cooperation
04.023

Also available in French: *L'OIT et la collaboration interinstitutions dans le système des Nations Unies: promouvoir l'égalité entre hommes et femmes dans le monde du travail* (ISBN 978-92-2-223252-9 (print) ; 978-92-2-223253-6 (web pdf)), Geneva, 2010, in Spanish: *Colaboración entre la OIT y los organismos de las Naciones Unidas: promover la igualdad de género en el mundo del trabajo* (ISBN 978-92-2-323252-8 (print) ; 978-92-2-323253-5 (web pdf)), Geneva, 2010.

ILO Cataloguing in Publication Data

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and electronic products can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org

Visit our web site: ilo.org/publns

Printed by the International Labour Office, Geneva, Switzerland

Preface

The International Labour Organization (ILO) collaborates extensively on gender equality with the United Nations (UN) and its specialized agencies as part of the “Delivering as One” and UN reform process. Within this broader development context, the ILO has been a forerunner among UN agencies in recognizing that, while social justice is the ultimate justification for paying attention to gender equality, there is also a strong economic argument for equality. In parallel with the World Bank, the ILO was one of the first UN agencies to use the business case argument alongside the rights-based argument. This approach is now promoted in forums such as the Commission on the Status of Women (CSW) and in recent gender policies, strategies and action plans of UN programmes, funds and agencies such as the United Nations Development Programme (UNDP), the Food and Agriculture Organization of the United Nations (FAO), the United Nations Children’s Fund (UNICEF) and the United Nations Educational, Scientific and Cultural Organization (UNESCO).

The ILO has been consistent in applying a gender mainstreaming strategy that does not exclude the use of women-specific activities and/or affirmative action whenever women are disadvantaged in the world of work. The Organization’s two-pronged approach in gender mainstreaming and women-specific interventions has been subsequently adopted by most UN agencies, as well as bilateral agencies. The ILO has been recognized as a source of good practice on gender mainstreaming, and over the years has regularly been called upon for guidance by the UN family.

The ILO’s relationship with the UN and its constituent entities in promoting women’s empowerment and gender equality as an integral part of the ILO’s strategy to promote gender equality and decent work was made highly visible in Report VI, entitled *Gender equality at the heart of decent work*, discussed by the International Labour Conference (ILC) at its 98th Session (June 2009). The Report, using a life-cycle approach, informed the tripartite delegates about on overall ILO–UN collaboration as well as areas of inter-agency cooperation regarding the specific issues concerning the different phases of the life cycle of women and men. The need for such collaboration was reiterated in the ILC Resolution concerning gender equality at the heart of decent work. Specifically, paragraph 57 states “In leveraging international partnerships to promote gender equality, the ILO should: (a) promote policy coherence on issues of decent work and gender equality at the international level, notably within the UN system and with the International Monetary Fund (IMF), the World Bank, the G8 and the G20; ... and (d) promote the benefits of social dialogue and the involvement of the social partners throughout the UN system.”

The research that was commissioned to provide material for Report VI on the ILO’s extensive collaboration on gender equality with the UN family within the context of “Delivering as One” and UN reform forms the basis of this working paper. I wish to express my appreciation to the author, Ms Cathy Gaynor for the preparation of this critical analysis and to Mr Raphael Crowe and Ms Susan Maybud of the ILO Bureau for Gender Equality for their guidance on its preparation. Ms Maybud subsequently updated the original draft and incorporated additional examples of successful ILO mechanisms and collaborative efforts undertaken in recent years. This paper does not cover all examples of ILO–UN collaboration on gender issues, nor does it attempt to provide information on ILO approaches and actions across the full range of its involvement in gender equality and women’s empowerment. Rather, it focuses on ILO contributions/actions which strengthen UN work by highlighting gender dimensions in the world of work; and provides some historical perspective as well as illustrations of the UN using the ILO’s knowledge and advice on women’s empowerment and gender equality.

This learning process has worked both ways. The ILO's involvement with the UN has, over the years, enabled the ILO to learn about international good practices in promoting women's empowerment and gender equality. It has also provided opportunities to promote ILO policies and the ILO agenda of full and productive employment and decent work for all women and men in the UN system, and thus has added value to efforts of the UN and its members to effectively address poverty and inequality.

Following this introductory section:

- Chapter 1 looks at the ILO as a specialized agency with its tripartite approach and the particular value that this adds to the promotion of gender equality and women's empowerment historically, through international labour standards, in the current decent work approach of the ILO and through the 2008 Declaration on Social Justice for a fair globalization.
- Chapter 2 is devoted to examining the experiences of the World Conferences on Women and post-Beijing to which the ILO has made a significant contribution.
- Chapter 3 looks at the part that the ILO has played in promoting gender equality in UN inter-agency collaborative forums through mechanisms such as gender mainstreaming, results-based management (RBM), participatory gender audit (PGA) and International Women's Day.
- Chapter 4 provides selected examples of the ILO working with UN agencies and good practices related to gender equality and women's empowerment promoted by ILO in these collaborations.
- Chapter 5 explores the ILO's influence on realizing the Millennium Development Goals (MDGs) through the collective work of UN agencies;
- Chapter 6 looks at more recent history in the context of UN Reform and the "One UN" process;
- Chapter 7 concludes with some suggestions on the way forward within the context of the UN agenda "Delivering as One".

This paper was developed primarily as a desk review from documents and from interviews with ILO staff at headquarters. The intention is to help strengthen future cooperation with the UN and its agencies through maximizing the opportunities provided by the ILO's competitive advantage and unique contribution to women's empowerment and gender equality in the world of work.

Jane Hodges
Director
Bureau for Gender Equality

Contents

	<i>Page</i>
Preface.....	iii
Acronyms and Abbreviations.....	vii
1. Main features of the International Labour Organization value added to the United Nations on women’s empowerment and gender equality	9
The specialized nature of the ILO and gender and women’s empowerment	9
Women’s involvement right from the beginning	10
Equality enshrined in international instruments.....	11
Decent work for women and men	12
2. The ILO and the World Conferences on Women and post-Beijing	14
3. The ILO and inter-agency collaboration forums.....	18
Mechanisms and approaches promoted by the ILO in UN collaboration	20
The Inter-Agency Network on Women and Gender Equality.....	24
The United Nations Development Group Task Team on Gender Equality	25
The Commission on the Status of Women.....	26
The Economic and Social Council.....	27
The United Nations General Assembly.....	27
Inter-agency partnership on eliminating child labour in agriculture.....	28
UN Security Council Resolution 1325 (2000).....	28
UN human rights treaty bodies	28
4. The ILO working with specific UN agencies.....	29
UNDP–ILO Partnership.....	29
The ILO and the United Nations Development Fund for Women	31
The ILO and the United Nations Educational, Scientific, and Cultural Organization	32
The ILO and the United Nations Environmental Programme.....	33
The ILO and the United Nations Population Fund	34
The ILO and agriculture and rural development agencies	34
The ILO and the United Nations World Tourism Organization	35
The ILO, WHO and other partners in the health sector	36
Youth Employment Network	37
Examples of good practice	38
5. The ILO, gender and the Millennium Development Goals.....	39
Decent work and the Millennium Development Goals.....	39
Millennium Development Goal Achievement Fund.....	40

6.	The ILO’s contribution to the “One UN” country programmes in relation to gender equality	42
	ILO tools recommended in guidance	42
	Country examples.....	42
7.	ILO, gender and UN agencies – Reflections on the way forward.....	45
	Appendix	47
	Bibliography	49

Acronyms and abbreviations

AF	African Union
AfDB	African Development Bank
ARV	antiretroviral
BPFA	Beijing Platform for Action
CCA	Common Country Assessment
CEB	Chief Executives Board
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CSO	Central Statistics Office
CSW	Commission on the Status of Women
DAW	Division for the Advancement of Women
DECAW	Committee on the Elimination of Discrimination against Women
DESA	Department of Economic and Social Affairs
DPNet	Development Policy Network for the Elimination of Child Labour
ECA	Economic Commission for Africa
ECLAC	Economic Commission for Latin America and the Caribbean
ECOSOC	Economic and Social Council
EEOW	Expansion of Employment Opportunities for Women
ESCAP	Economic and Social Commission for Asia and the Pacific
ExCom	Executive Committee
FAO	Food and Agriculture Organization of the United Nations
GE	gender equality
GEWE	gender equality and women's empowerment
GPE	gender, poverty and employment
GTG	Gender Theme Group
HABITAT	United Nations Human Settlement programme
HCT	HIV counselling and testing
IANGWE	Inter-Agency Network on Women and Gender Equality
ICN	International Council of Nurses
IFAC	International Fund for Agricultural Development
ILC	International Labour Conference
ILO	International Labour Organization
IMF	International Monetary Fund
INSTRAW	United Nations International Research and Training Institute for the Advancement of Women
IOM	International Organization for Migration
ITC	International Trade Centre
ITUC	International Trade Union Confederation
MDG	Millennium Development Goal
MDG-F	Millennium Development Goal Achievement Fund

MDGR	Millennium Development Goals Report
NAPWA	National Association of People Living with HIV/AIDS
NGO	Non-governmental organization
NHDR	National Human Development Report
OIOS	Office of Internal Oversight Services
OSAGI	Office of the Special Adviser on Gender Issues
PAHO	Pan-American Health Organization
PGA	Participatory gender audit
PRSP	Poverty Reduction Strategy Papers
PSI	Public Services International
RBM	results-based management
SARD	sustainable agricultural and rural development
SCR	Security Council Resolution
TC	technical cooperation
TU	trade union
UCW	understanding children's work
UN	United Nations
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDG	United Nations Development Group
UNDP	United Nations Development Programme
UNDP-OPS	UNDP-Office of Procurement Services
UNECA	United Nations Economic Commission for Africa
UNEP	United Nations Environmental Programme
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UNIFEM	United Nations Development Fund for Women
UNOWA	United Nations Office for West Africa
UNSD	United Nations Statistics Department
UNWTO	United Nations World Tourism Organization
WB	World Bank
WFP	World Food Programme
WHO	World Health Organization
WID	women in development
WOCAN	women organizing for change in agriculture and natural resource management

1. Main features of the International Labour Organization value added to the United Nations on women's empowerment and gender equality

The specialized nature of the ILO and its tripartite structure bring a particular dimension and support for gender equality to the broader UN agenda and how this has contributed to setting the core values and standards of the UN. The ILO has created the concept of decent work as a prerequisite for sustainable development that benefits eventually both the workers and the economy. Many other actors besides trade unions and non-governmental organizations have embraced the Decent Work Agenda, but to make it a reality worldwide, the ILO needs to continue leading and engaging its partners in promoting economic and social policies that uphold and protect workers' rights, and particularly women's rights. The ILO, but also other UN agencies and international organizations, face continuing challenges to promote decent work, with old questions about labour rights, economic security and social norms taking new forms in the context of technological change, demographic changes and global economic developments.¹

The specialized nature of the ILO and gender and women's empowerment

The ILO is a specialized agency of the UN system, which works towards policy coherence, equality and good practice in the world of work. The ILO has promoted social justice through employment equity and has been instrumental in highlighting issues of concern to women workers from its inception. Initially, emphasis was placed on protecting women workers from arduous work conditions; then tackling occupational segregation and discrimination on the basis of sex; and subsequently promoting equality of opportunity and treatment of women and men in employment more affirmatively.

This commitment of the Organization to social justice and women workers and the nature of its structure means that the needs and concerns of women are discussed and addressed by governments, workers and employers – the “social partners” of the economy collectively. This is unique in the UN family and has particular resonance at country level where the ILO encourages this tripartism within its member States by promoting a “social dialogue” between trade unions and employers in the formulation and implementation of national policy on social, economic and many other issues. A 1995 review of gender mainstreaming in the UNDP, World Bank and the ILO found the ILO's governance structure most “permeable” and its mandate most “hospitable” of the three agencies to promoting gender equality through the framing of international labour standards. The same review did however find that “the ILO faced the same problem as the other two agencies – ensuring that gender issues are adequately budgeted for and not lost during the implementation phase” (Razavi and Miller, 1995).

¹ M. Floro and M. Meurs: “Global Trends in Women's Access to “Decent Work”, Dialogue on Globalization, FES Occasional Papers No. 43, May 2009 (Geneva, FES/ILO, 2009), p. 37.

Women's involvement right from the beginning

From its inception at the Paris Peace Conference in 1919, when the League of Nations and the ILO were established, the need to pay attention to women's priorities and needs was recognized. When the constitution of the ILO was drafted, the proposals made by women from trade unions were considered too radical at the time (e.g. equal pay for equal work and minimum wages for housework). Nonetheless, the ILO Constitution does include a reference to fair and humane conditions of labour for men, women and children, and these goals have been pursued over the years with some progress (Pietila, 2007). According to Pietila "The ILO's work towards the development of labour regulations got off to a brisk start, as early as the 1920s, with women participating intensively right from the beginning" (page 4). In the early 1920s, for example, a special service for women's questions, later upgraded to a section, was set up in the Conditions of Work section, and headed by a specialist on women's work (Razavi and Miller, 1995). A concern for equality was evident in early resolutions, such as the resolution concerning the right to work of married women in 1939 (op. cit). This approach has continued with progressive improvements in strengthening equality between women and men in the world of work. A further pioneering role of the ILO (and the League of Nations) in this early period was its piloting of mechanisms for cooperation between women's organizations and international bodies, including opening up of observer status, building of alliances, organization of parallel meetings and presentation of proposals. All are modalities that are still deployed by UN agencies in their work to promote gender equality and women's empowerment (Skard, 2008). Table 1 below lists a number of both international and ILO highlights that have shaped the legal and policy landscape on gender equality.

Table 1. Historical timeline of gender equality in the world of work: Selected areas

1919	<ul style="list-style-type: none">■ Constitution of the ILO■ Maternity Protection Convention (No. 3)
1944	<ul style="list-style-type: none">■ Declaration concerning the aims and purposes of the International Labour Organization (Declaration of Philadelphia)
1948	<ul style="list-style-type: none">■ Universal Declaration of Human Rights■ Night Work (Women) Convention (Revised) (No. 89)
1951	<ul style="list-style-type: none">■ Equal Remuneration Convention (No. 100)
1952	<ul style="list-style-type: none">■ Maternity Protection Convention (Revised) (No. 103) and Recommendation (No. 95)
1958	<ul style="list-style-type: none">■ Discrimination (Employment and Occupation) Convention (No. 111) and Recommendation (No. 111)
1964	<ul style="list-style-type: none">■ Employment Policy Convention (No. 122) and Recommendation (No. 122)
1974	<ul style="list-style-type: none">■ Paid Educational Leave Convention (No. 140)
1975	<ul style="list-style-type: none">■ First World Conference on Women (Mexico City)■ Declaration on Equality of Opportunity and Treatment for Women Workers■ Human Resources Development Convention (No. 142) and Recommendation (No. 150)
1976	<ul style="list-style-type: none">■ Office of the Special Adviser for Women Workers' Questions (FEMMES) established
1977	<ul style="list-style-type: none">■ Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
1979	<ul style="list-style-type: none">■ Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (in force 1981)
1980	<ul style="list-style-type: none">■ Second World Conference on Women (Copenhagen)
1981	<ul style="list-style-type: none">■ Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165)
1982	<ul style="list-style-type: none">■ ILO Mid-Term Plan (1982–87) includes "women workers" as one of 6 global themes
1984	<ul style="list-style-type: none">■ Employment Policy (Supplementary Provisions) Recommendation (No. 169)

-
- 1985
 - Third World Conference on Women (Nairobi)
 - **ILC 71st Session resolution on equal opportunities and equal treatment for men and women in employment**
 - 1986
 - **Governing Body evaluates women-specific technical cooperation (TC) programmes and recommends women in development (WID) approach**
 - 1987
 - **Governing Body endorses Plan of Action on equality of opportunity and treatment of men and women in employment**
 - 1988
 - **Guidelines for integrating women's interests in TC project design**
 - 1990
 - **Night Work Convention (No. 171), and Recommendation (No. 178)**
 - **Launch of Interdepartmental Project on Equality for Women in Employment**
 - 1991
 - **ILC 78th Session resolution concerning ILO action for women workers**
 - 1993
 - World Conference on Human Rights (Vienna) and Programme of Action
 - 1994
 - **Part-Time Work Convention (No. 175), and Recommendation (No. 182)**
 - 1995
 - World Summit for Social Development (Copenhagen)
 - Fourth World Conference on Women (Beijing)
 - **ILO Action Plan on Gender Mainstreaming for Gender Equality**
 - **Office Circular on sexual harassment policy and procedures (No. 543)**
 - 1996
 - **Home Work Convention (No. 177) and Recommendation (No. 184)**
 - 1997
 - **Launch of TC project "More and Better Jobs for Women"**
 - 1998
 - **ILO Declaration on Fundamental Principles and Rights at Work**
 - **Job Creation in Small and Medium-Sized Enterprises Recommendation (No. 189)**
 - 1999
 - CEDAW Optional Protocol
 - **Worst Forms of Child Labour Convention (No. 182) and Recommendation (No. 190)**
 - **Bureau for Gender Equality (GENDER) established**
 - **Office Circular on gender equality and mainstreaming in the ILO (No. 564)**
 - 2000
 - World Summit for Social Development and Beyond: Copenhagen +5 (Geneva)
 - 23rd Special Session of the General Assembly: Beijing +5 (New York)
 - Millennium Development Goals
 - **Maternity Protection Convention (No. 183) and Recommendation (No. 191)**
 - 2001
 - **First Participatory Gender Audit in the Office**
 - 2002
 - **Governing Body examines report on first Participatory Gender Audit in the Office**
 - 2004
 - **ILC 92nd Session resolution concerning the promotion of gender equality, pay equity and maternity protection**
 - 2005
 - **Governing Body instruction to include gender in technical cooperation**
 - 2006
 - **Employment Relationship Recommendation (No. 198)**
 - 2008
 - **ILO Declaration on Social Justice for a Fair Globalization**
 - 2009
 - **ILC 98th Session resolution concerning gender equality at the heart of decent work**
-

Equality enshrined in international instruments

Over a 35-year period, following the inauguration of the UN General Assembly (1946) and adoption of the Universal Declaration on Human Rights (1948), a high proportion of those Conventions of particular concern to women, was adopted through the work of the ILO. The Equal Remuneration Convention, 1951 (No. 100), helped codify the Universal Declaration on Human Rights in a critical area, that is working life. This was

followed by further ILO Conventions of concern to women, for example the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Workers with Family Responsibilities Convention, 1981(No. 156), through to the maternity protection Conventions Nos 3 in 1919, 103 in 1952 and 183 in 2000. Selected ILO Conventions and Recommendations on promoting gender equality are listed in the Appendix.

From the outset, the ILO has sought ways to increase its cooperation with other UN specialized agencies and with non-governmental organizations (NGOs) that share common goals within the broader poverty reduction agenda (see below). Experience has shown that an integrated agenda for poverty reduction and social inclusion grouped around standards and rights, enterprise and employment promotion, social protection and social dialogue, with gender equality and international partnerships as constant themes, promotes both analysis of the main issues and the identification of specific measures (ILO, 2003, page 102). The ILO has promoted this primarily through standard setting but also through technical cooperation activities; national, regional and international workshops and seminars; through development, sharing and dissemination of innovative training methods and materials; and through research and advocacy towards equality at work.

Starting in 1970, the ILO has published bibliographies on women workers. The *ABC of women workers' rights and gender equality* provides information on the role of the ILO and the UN in the promotion of women workers rights. This publication first came out in 1994 and subsequently was updated in 2000 and in 2007 as part of the ILO's response to the lack of knowledge on women's rights highlighted as an area of concern in the Beijing Platform for Action.

The Global Employment Agenda was set up in response to UN calls for a coherent and coordinated international strategy for the promotion of freely chosen productive employment. The ILO has played a critical role in promoting gender sensitive employment policies in this Agenda, which specifically calls for policies that target men and women who risk being marginalized and excluded from working life and policies which can promote greater equity ensuring that labour markers are free from discrimination.

Decent work for women and men

In response to changing social and economic conditions, the ILO's mission has now crystallized around promoting social justice, through securing decent and productive work for all men and women. The concept of decent work is opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. It is the ILO's distinctive contribution within the UN system and carries forward the framework of the Universal Declaration of Human Rights and the Declaration of the Copenhagen Summit on Social Development. This Decent Work Agenda continues the historical role played by the ILO in addressing discrimination at work but enhances understanding of the vital links between decent work, poverty reduction and gender equality.

The ILO's commitment to gender equality becomes even more important in light of the 2006 ECOSOC Ministerial Declaration of the high-level segment. This Declaration reaffirmed the determination to promote gender equality and the empowerment of women and girls, and recognized that these are critical for achieving sustainable development and combating hunger, poverty and disease. It stressed the importance of employment and decent work in this regard – "We are determined to implement our commitments to

promote and protect all women's human rights by, inter alia, ensuring equal access to full and productive employment and decent work.”²

The 2008 Declaration on Social Justice for a Fair Globalization sets the foundation for ILO support of its constituents to respond to the current challenges of globalization. It identifies the ILO four strategic objectives through the Decent Work Agenda – employment, social protection, social dialogue and tripartism – as cornerstones of the strategy and highlights that “gender equality and non-discrimination must be considered to be cross-cutting issues in the strategic objectives”. The 2008 Declaration has proven to be prophetic in its timing, with the current widespread uncertainty in the world economy and the world of work. It provides a global compass to help prevent vulnerable countries from drifting further into inequality, aims for “an improved and fair outcome for all” and places gender equality amongst the fundamental values to be kept in sight.³

The current financial, economic – and now social – crisis has further amplified the need to adhere to the principles of decent work, as demonstrated in the adoption by the 2009 ILC of the “ILO resolution on recovering from the crisis: A Global Jobs Pact”. This was again reaffirmed in the Leaders' Statement at the Pittsburgh Summit in September 2009, which stated: “We also welcome the recently adopted ILO resolution on recovering from the crisis: A Global Jobs Pact, and we commit our nations to adopt key elements of its general framework to advance the social dimension of globalization.” The statement continued by stressing the need for international cooperation, stating: “The international institutions should consider ILO standards and the goals of the Jobs Pact in their crisis and post-crisis analysis and policy-making activities.”

The focus on decent work for women offers practical ways of accelerating the implementation of the Beijing Platform for Action and achieving all of the MDGs, especially MDG3 on gender equality. Other UN agencies increasingly understand and work with these connections. The UNDP, for example, recognizes and promotes women's employment in recognition of its positive impact on health and education and thus on several MDGs, as illustrated in the report prepared for the ILO–UNDP (2005). In preparation for the UN Forum on Women 2000: Gender equality, development and peace for the twenty-first century in New York, the ILO collaborated with the UN Division for the Advancement of Women (DAW) to produce the “World survey on the role of women in development: globalization, gender and work”. And ILO again contributed to DAW's “World survey on the role of women and development: women's control over economic resources and access to financial resources, including microfinance”, launched in 2009. In 2005, UNDP hosted a global conference in New York on Unpaid Work and the Economy: Gender, Poverty, and the MDGs in which the ILO participated.

Better alignment between national goals and international cooperation is a concern of the UN system. The thrust is towards more and better cooperation between UN agencies and their national partners through Common Country Assessments (CCA) and UN Development Assistance Frameworks (UNDAF) as well as the Millennium Development Goal Reviews and PRSP. The Decent Work Country Programme defines the ILO contribution to such frameworks. Decent Work Country Programmes promote inclusion of gender issues in the world of work in UN country programmes. The UN Development Fund for Women (UNIFEM) and the ILO have collaborated to mainstream gender and

² ECOSOC: Substantive Session, Ministerial declaration of the high-level-segment of the United Nations Economic and Social Council, July 2006, on “Creating an environment at the national and international levels conducive to generating full and productive employment and decent work for all, and its impact on sustainable development”, p. 8.

³ ILO: *Gender equality at the heart of decent work*, Report VI, ILC, 98th Session, Geneva, 2009, p. 4.

Decent Work Country Programme issues in the PRSP process of the United Republic of Tanzania and Zanzibar. This is part of the global project for integrating decent work in PRSPs aimed at increasing the number of countries that incorporate decent work concerns in their poverty reduction strategies (ILO Mission Report to the United Republic of Tanzania by M. Kwar and G. Tonstol, 25–29 February 2008). The ILO is the lead agency in the United Republic of Tanzania for the UN Programme on Wealth Creation, Employment and Economic Empowerment under which the mainstreaming of gender equality and decent work falls. Moreover, the ILO is assisting the entire UN system to mainstream employment and decent work into their programmes, policies and activities through, for example, the *Toolkit for mainstreaming employment and decent work* developed at the request of ECOSOC (2006) and approved by the UN CEB in April 2007, which itself mainstreams gender.

2. The ILO and the World Conferences on Women and post-Beijing

There was significant change in the UN approach to women in the 1970s – away from looking at them as vulnerable “objects” to seeing them as central players in all aspects of development. In 1972, the Commission on the Status of Women (CSW) adopted a recommendation from the Non-Governmental Organization movement that 1975 should be International Women’s Year. This was one of a number of UN theme years, which typified the 1980s and 1990s. This developed into a decade for women and provided the UN with a framework within which women’s needs and views could be promoted (Pietila, 2007).

The UN held world conferences for the advancement of women in Mexico (1975), Copenhagen (1980), Nairobi (1985) and Beijing (1995) and followed up progress at special sessions of CSW in 2000 (Beijing+5) and 2005 (Beijing+10). CSW 2010 will examine Beijing +15 results. The ILO responded significantly to the opportunities provided by these Conferences through research, publication of papers, funding of experts and panellists, active participation and follow-up. For example, the Nairobi Conference in 1985 prompted the ILO’s adoption of the Resolution on equal opportunities and equal treatment for men and women in employment (see table 1) and follow up with a Plan of Action in 1987, which set out comprehensively the position of the Organization on women’s issues.

Figure 1 below demonstrates the linkages between research on gender issues conducted in the ILO prior to the Beijing, Beijing +5 and Beijing +10 Conferences. While there was a dip in research items prior to the Beijing +5, the number of items started to rise steadily after 2000. This is due to a better understanding of gender issues within the Office itself, resulting from a surge of support from the highest levels of management. ILO Director-General, Juan Somavia, has been instrumental in defining the mission of the ILO, including a strong commitment to gender equality. In 1999, Mr Somavia launched the Policy on Gender Equality and Mainstreaming, with notable implications for both the Office and the tripartite constituents.

Over the years, the ILO followed the UN lead and moved away from protectionist measures for women towards the principle of equality of opportunity and treatment between women and men. The Organization was also in a time of expansion and witnessed increased participation of developing countries. Table 2 provides an overview of preparatory inputs and key issues of concern to ILO that featured at these world events from Nairobi in 1985 to Beijing +10 in New York in 2005, and the follow-up action of the ILO.

Figure 1: Release date of ILO women/gender research publications (progression)

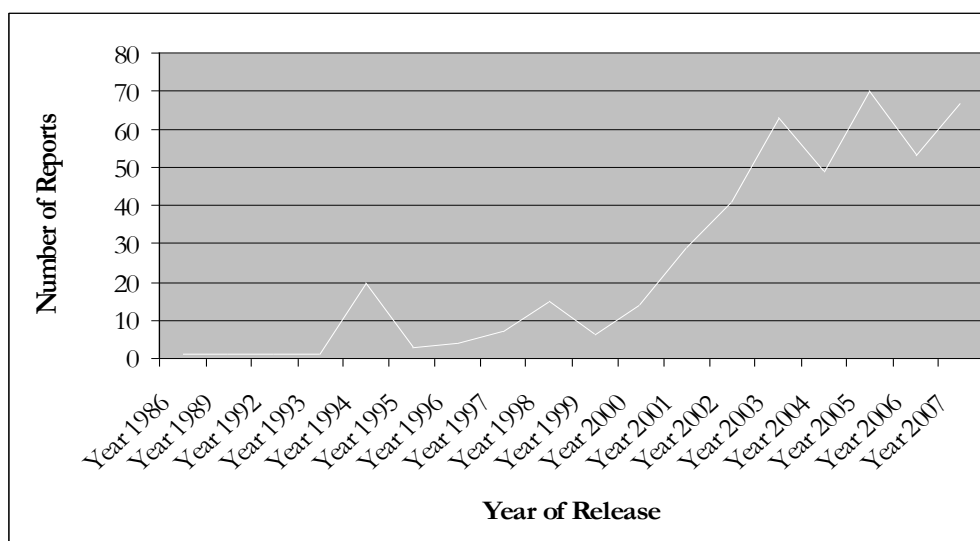


Table 2. ILO contribution to and follow up to the UN World Conferences on Women and post-Beijing – a summary

Event	ILO preparation and planning	Areas of ILO concern and action	ILO follow-up action
Nairobi 1985 to review and appraise the Achievements of the UN Decade for Women: Equality, Development and Peace	<p>The 1895 session of the ILC included an item on “Equal opportunities and equal treatment for men and women in employment”. The report prepared for the discussion, as well as the discussion and conclusions were the main ILO contribution to the Nairobi Conference. The report focused on three areas:</p> <ul style="list-style-type: none"> ■ progress since adoption by the ILO in 1975 of a Declaration on Equality of Opportunity and Treatment for Women Workers and resolution concerning a Plan of Action; ■ review of legislative policies and measures adopted by governments since the above; ■ take stock of the ILO’s policy and action in favour of women workers during the Decade for Women. 	<p>The conference gave a strong emphasis to the social-economic objectives of development processes, proposing integrated measures and actions in areas of direct ILO concern, such as:</p> <ul style="list-style-type: none"> ■ employment and unemployment and the importance of full, productive and freely chosen employment; ■ poverty and income distribution; ■ technology; and ■ working conditions and discrimination. <p>The objectives and policy measures set out in the strategies match many of the ILO’s programmes and are reflected in the resolution on equal opportunities and equal treatment adopted at the 71st Session of the ILC. These include:</p> <ul style="list-style-type: none"> ■ ratification and implementation of relevant labour Conventions and Recommendations; ■ better research and statistics on work and domestic activities; ■ employment of women in rural areas and the informal sector 	<ul style="list-style-type: none"> ■ Elaboration of measures in a Plan of Action on Equality of Opportunity and Treatment of Men and Women in Employment, then under consideration by the ILO GB and establishment by the DG of an Inter-Dept Committee on Equality of Opportunity and Treatment. ■ Some aspects of the 1986-87 programme and budget were drawn up in anticipation of the Nairobi Conference recommendations, e.g. substantial work on the ILO publication <i>Womanpower</i> and subsequent programme and budgets also took account of the Nairobi strategies. ■ Coordination with the UN System through ILO participation in reviews of the system-wide implementation of the Forward Looking Strategies and attending regular inter-agency meetings on women; cooperation with CSW and contribution to the its report

Event	ILO preparation and planning	Areas of ILO concern and action	ILO follow-up action
Beijing 1995 Fourth World Conference on Women	<p>The ILO made technical inputs to the various inter-agency efforts and activities at the international, regional and national levels, but also organized a number of preparatory activities, e.g.</p> <ul style="list-style-type: none"> ■ 1992 Interdepartmental Project on Equality for Women in Employment to generate data on legislation, job segregation, wage gaps etc.; ■ seminars and meetings at international, regional and national levels; ■ an information kit and training package on women workers rights; ■ an annotated bibliography on women workers and other publications and working papers; ■ a film on women and work; ■ regular information bulletins to inform ILO constituents about preparations for the World Conference; ■ guidelines to assist national committees to draft the chapter on employment in the national reports ■ publication as contribution to the Conference on Gender Equality at Work: Strategies Towards the 21st Century. 	<ul style="list-style-type: none"> ■ the important role of organizations such as trade unions, cooperatives and women's associations in combating discrimination <p>The 12 critical areas of concern identified in the Beijing Platform for Action (BPFA) all related to the ILO's mandate, but in particular those related to:</p> <ul style="list-style-type: none"> ■ women's increasing burden of poverty; ■ inequalities in education and training; ■ women's economic participation; ■ power-sharing and decision-making; ■ national and international machinery; ■ promotion of women's human rights; ■ promotion of the rights of the girl child. 	<p>In 1996, the ILO GB set the strategic orientation for ILO follow-up activities to implement the BPFA. Seven of the 12 areas were identified for focused implementation, summarized as follows:</p> <ul style="list-style-type: none"> ■ poverty eradication and productive employment; ■ working conditions and social protection; ■ international labour standards and normative action on women workers. <p>Within that framework a number of specific programmes and projects were launched, e.g.:</p> <ul style="list-style-type: none"> ■ the international programme on More and Better Jobs for Women; ■ economic reform and structural change; ■ promoting women's employment and participation in social funds and Lab**our inspection and equality of rights for women. <p>Since 1999, the ILO's activities to implement the PFA have extended to other areas, in particular, women in armed conflict, women and HIV and AIDS; social dialogue; and institutional and financial arrangements for gender mainstreaming.</p>
Beijing +5 New York Women 2000	<p>The ILO's preparations relied on an extensive participatory process. Staff from the regions and all sectors participated in consultative meetings in regions and at headquarters. A number of national studies were commissioned and a symposium on decent work for women was organized during the 277th Session of the GB (March 2000).</p> <p>The ILO's Bureau for Gender Equality issued a special report entitled "Decent work for women", which is a global proposal to accelerate the implementation of the Beijing Platform for Action.</p>	<p>The outcome documents preserves the goals of the BPFA and moved the global agenda on gender equality forward in relation to health, elimination of human rights violations; globalization and the economic empowerment of women.</p> <p>Paragraph 94(b) of the outcome document is explicit on ratification of the Declaration on Fundamental Principles and Rights at Work and ILO Conventions which are particularly relevant to ensuring women's rights at work.</p> <p>The ILO organized a series of high-level panel discussions on:</p> <ul style="list-style-type: none"> ■ decent work for women; 	<p>At its 279th Session, the GB discussed a document prepared by the Office, entitled "Outcome of the Special Session of the General Assembly: Women 2000 – Gender equality, development and peace for the twenty-first century" (New York, 5–9 June 2000). The report covers the ILO's participation in Beijing +5 and proposes a framework for ILO follow-up. The GB approved the follow-up which foresees the incorporation of gender equality concerns, in particular the relevant conclusions and initiatives of Beijing +5 and Copenhagen +5, throughout the process of operationalizing decent work in the four strategic areas:</p>

Event	ILO preparation and planning	Areas of ILO concern and action	ILO follow-up action
Beijing +10 New York 2005 at special session of CSW	<p>The ILO:</p> <ul style="list-style-type: none"> ■ prepared a publication on gender statistics in the world of work; ■ collaborated with UNIFEM and UNDP on a Progress of the World's Women publication on women, the informal economy and poverty; ■ prepared a paper for distribution at CSW, drawing heavily from its relevant reports, research and other work, which focused on women and the economy related to section F on "Women and the economy" of the Beijing Platform for Action. The title of the paper is "Women's employment: Global trends and ILO responses"; ■ conducted peer reviews of chapters on men and boys and gender equality, for publication to by the UN Division for the Advancement of Women (DAW) to coincide with Beijing +10 derived from research presented at an experts meeting in Brasilia in 2003, held by DAW in collaboration with ILO, UNDP and UNAIDS, on this subject. 	<ul style="list-style-type: none"> ■ women's empowerment and microfinance (with UNIFEM); and ■ galvanizing action for older women. <p>A panel discussion on gender equality as a matter of human rights, social justice, economic efficiency and sustainable development in four specific contexts:</p> <ul style="list-style-type: none"> ■ women workers' rights;; ■ poverty, employment and social protection; ■ management development and entrepreneurship for women; ■ gender in crisis response and reconstruction in conflict affected countries. <p>The ILO co-sponsored:</p> <ul style="list-style-type: none"> ■ a side event organized by several global unions and the ICFTU, on "Working Women's Voices on the Beijing Platform for Action and Decent Work" with WIEGO a side event organized by UNIFEM entitled "Decent Work for Women: Pathway to Poverty Reduction and Women's Empowerment". <p>The ILO organized:</p> <ul style="list-style-type: none"> ■ an information-sharing workshop for policy-makers, UN and civil society representatives, and other participants in the 49th Session – on "ILO gender audits: Approach and lessons learned from the first-ever participatory gender audits in the United Nations system"; with the UNDP for CSW participants: The "How To" of Conducting Participatory Gender Audits" in English and French. <p>The ILO participated in:</p> <ul style="list-style-type: none"> ■ a planning meeting, held on 3 March 2005 by UNIFEM, on "Promoting the rights and participation of migrant women in Latin America and the Caribbean Region"; ■ an ILO Conference Room Paper for the CSW session was prepared on the 12 Critical Areas of Concern of the Beijing Platform for Action; 	<ul style="list-style-type: none"> ■ fundamental principles and rights at work; ■ the promotion of employment and income opportunities; ■ social protection; ■ social dialogue. <p>An inter-sectoral/regional gender consultation workshop and workshops in regions were held to draw up and consolidate plans and mobilize resources for implementation of the follow-up strategy.</p> <ul style="list-style-type: none"> ■ Concerning education and training of women, ILO technical cooperation is promoting access to literacy, vocational and entrepreneurial skills for women – including with disabilities and HIV/AIDS, and preparing a publication on gender and skills development. Also under preparation is a paper on gender, skills and youth employment, and a training module on gender mainstreaming. ■ The ILO is supporting economic empowerment and greater involvement of women entrepreneurs in business and private sector development in Africa, working to improve the business support environment for women entrepreneurs globally, and developing programmes to improve the participation of, and support for women entrepreneurs in employers' organizations in several countries. ■ The ILO worked on an expansion of MDG Indicator 11 on the share of women in wage employment in the non-agricultural sector to include women in total employment – i.e. to cover agricultural employment, self-employment and informal employment as well.

Event	ILO preparation and planning	Areas of ILO concern and action	ILO follow-up action
		<ul style="list-style-type: none"> ■ the ILO contributed to a report for the 49th Session of CSW 2005 by the UN Secretary-General on "Achievements, challenges and forward strategies for the work of the UN system in the follow-up and implementation of the Beijing Platform for Action". 	

Sources: ILO (1987): "The ILO and women workers", Briefing Note; ILO (1995): "Gender equality at work: Strategies towards the twenty-first century"; ILO (2000): "Decent work for women: An ILO proposal to accelerate the implementation of the Beijing Platform for Action", Bureau for Gender Equality; ILO (Nov. 2000): "Outcome of the Special Session of the General Assembly: Women 2000 – Gender equality, development and peace for the twenty-first century" (New York, 5– 9 June 2000), GB.279/ESP/4, 279th Session; ILO (undated): "ILO initiatives linked to Beijing+10", internal document.

3. The ILO and inter-agency collaboration forums

The ILO has actively supported inter-UN agency collaboration forums, and has exchanged ideas and promoted approaches and themes such as gender mainstreaming and women at work, results-based management (RBM), the Participatory Gender Audit (PGA) with colleagues in other UN agencies. Through involvement, since its inception over nine years ago, in the Inter Agency Network on Women and Gender Equality (IANWGE), the ILO has helped shape agendas and get programmes launched and monitored. Agencies in IANGWE often look to ILO for advice on mainstreaming gender in their programmes and action plans. The Organization is frequently invited to participate in Task Forces e.g. on violence against women; sexual harassment; and gender and migration. Prior to the existence of IANGWE there was a strong women in development (WID) network between agencies such as the United Nations Population Fund (UNFPA), UNIFEM, UNDP, FAO (sometimes WB) and ILO, with WID advisers in regular contact (also with the donor community bilaterally). There were many exchanges and talks to respective senior management of different agencies, which WID solidarity helped to move along. An analysis of requests to the ILO for written contributions and participation at events related to gender equality and women's empowerment between 2000–08 shows 28 specific themes, many involving sustained engagement, some one-off. Invitations came from nine different agencies of the UN system such as ECOSOC; UN-DESA; UN-DAW; CSW; UNHCHR and the UN, including the Office of the Special Adviser on Gender Issues and the Advancement of Women.

Examples of current ILO engagement on gender equality and women's empowerment include:

- full member of the United Nations Inter-Agency Network on Women and Gender Equality;
- regular contribution to key reports of the UN system including of the General Assembly and Security Council, as well as of the Secretary-General;
- promotion of the ILO's Decent Work Agenda and strong involvement of the constituents in UN country processes related to gender equality in employment and decent work;

- active membership of the undg Task Team on Gender Equality (although the current status of this task team is unclear);
- promoting inter-agency efforts through ECOSOC on gender mainstreaming for women’s empowerment and gender equality (especially as the ECOSOC 2010 theme is gender equality);
- contributions to the human resources network of the UN CEB, whose members have a commitment to promote equal participation of women and men in their respective organizations;
- preparation for the Commission on the Status of Women annual sessions;
- active membership of the UN Trust Fund Programme Appraisal Committee on Violence against Women; and
- active membership of the United Nations Task Force on Adolescent Girls.⁴

Box 1

Resolution A/63/311 on system-wide coherence adopted by the General Assembly in 14 September 2009 features strengthening the gender equality architecture by creating a new gender entity. The 192 countries agreed on creating a so-called composite entity, to include the Office of the Special Adviser on Gender Issues and the Advancement of Women, the Division for the Advancement of Women, the United Nations Development Fund for Women and the United Nations International Research and Training Institute for the Advancement of Women. The agency is to be led by an Under-Secretary-General (USG) who would report directly to the Secretary-General. This indicates that gender issues will be discussed more than before in the High-level Inter-Agency Meeting such as the CEB which brings together the executive heads of the organizations of the UN system. The resolution requests the UN Secretary-General Ban Ki-moon to draft a proposal, specifying details of the composite entity, with an organizational chart, details about funding and the composition of the executive board to oversee activities. A steering committee was drafting this document, which was to be submitted to the SG by the end of December 2009.

The resolution, which aims to improve system-wide coherence, expressed the General Assembly’s concern for and commitment to the strengthening of institutional arrangements for support of gender equality and women’s empowerment. At the country level, representatives of the new gender entity will be responsible for both the policy and the technical inputs, thus eliminating the currently existing overlap between the UN Secretariat and UNIFEM. By way of example, both the UN Secretariat – DAW – and UNIFEM are currently working on violence against women; this is not only creates duplication but it also generates confusion.

The new gender entity should streamline collaboration with UN agencies, although the modalities of such collaboration have not been discussed yet. The ILO plans to capture this momentum and invigorate its headquarters units and field offices to renew their commitment to position the Office as the leader in promoting gender equality in the world of work with the new gender entity and within inter-agency efforts. In order to have a strong and effective presence, the ILO brings substantive elements to the international table. It has made considerable contributions in promoting gender issues through its four strategic objectives by strengthening relations with the international and national ILO social partners as well as governments. It has built partnerships within the UN system and has strengthened its delivery through technical cooperation projects and advocacy. It aims to be a prime generator of research on gender equality themes as well; a critical mass of research capacity will position the Office as a strong interlocutor with the new entity as well.

⁴ See www.unicef.org/adolescence/files/Fact_Sheet_Final.pdf.

Mechanisms and approaches promoted by the ILO in UN collaboration

Gender mainstreaming

While the 1995 World Conference on Women is typically cited as having given impetus to gender mainstreaming as the preferred strategy for pursuing gender equality, the ILO had been putting steps in place since the mid 1980s to institutionalize mainstreaming. These include creating new positions; issuing guidelines and providing gender training. Building an evidence base through research was another strategy pursued by the ILO such as efforts to assign a monetary value to women's labour not counted in economic statistics (Razavi and Miller, 1995). This research helped to bring into focus the extent of women's productive work and was utilized by other UN agencies, such as FAO and UNDP, to highlight the role of women in development.

In 1995 new guidelines for the integration of gender issues into the design, monitoring and evaluation of ILO programmes and projects were issued, with a strong emphasis on gender analysis and planning, and were intended to mainstream women's concerns into activities across the organization, not just in projects. The ILO has been consistent that mainstreaming as a strategy does not exclude the use of women-specific activities and/or affirmative action whenever women are in a disadvantageous position. Thus the organization has been a forerunner in establishing the two pronged (or twin track) approach of gender mainstreaming and specific interventions, subsequently espoused by most UN agencies as well as bilateral agencies. The ILO has thus been seen as a pioneer and a source of good practice on gender mainstreaming and over the years has regularly been called on for advice and guidance by other UN agencies as well as a being an active participant in the post-Beijing collaborative efforts of UN agency staff working on gender equality. Examples of requests to ILO to share good practices and lessons learned from its gender mainstreaming efforts include support to development of the gender action plan of UNESCO and UNDP (2007) and a request from IFAD to give a presentation at a seminar "Looking for New Directions: Gender Mainstreaming and Women's Empowerment Workshop" in Rome in May 2007. This fed into recommendations for IFAD's future strategy for gender mainstreaming and women's empowerment in their Strategic Framework 2007–10.

The ILO has been a forerunner among UN agencies in recognizing that – while social justice is the ultimate justification for paying attention to women's/gender issues – it is advantageous also to utilize economic arguments. For example, a document presented to the Governing Body in 1994 on the changing role of women in the economy provides an analysis of efficiency and growth implications of women's employment for households and enterprises, and at the national and international levels. Apart from the World Bank, the ILO was one of the earliest UN agencies to use the economic argument alongside social justice, but this approach is now promoted in forums such as CSW and in recent gender policies, strategies and action plans of UN agencies (e.g. UNDP, FAO, UNICEF, UNESCO, etc.).

Results-based management

The ILO was one of the first UN agencies to incorporate gender mainstreaming into a results based management (RBM) approach. Their experience with this has, over the years, been tapped by individual UN agencies but also by IANWGE, where ILO is a member of a Task Force charged with strengthening this approach in UN agencies (see later subsection on IANGWE for further detail).

A 2006 review of gender in the ILO's programming found that the RBM approach was supportive of making gender equality explicit in the results chain (Gaynor, 2006). It showed that, while there was room for improvement, the extent to which gender was mainstreamed in the ILO programme and budgets increased from one biennium to the next, with just over one third of outcomes in 2006–07 being gender responsive, and an increasing number of gender sensitive indicators in use.

One of the disciplines of RBM is to be explicit about target group/beneficiaries. A good example of how this promotes gender equality arises in the ILO Programme and Budget for 2006–07 where there is systematic reference to “women and men”, while in other contemporary UN agency documents there tends to be a beneficiary focus at a more generic level (the “poor”, the “hungry”, “children”). The latter gender-neutral approach hides the fact that women are formal and informal sector workers, food providers and farmers; and that they participate in civil society movements and play other roles, many of which are different from those of men. The ILO has also promoted the importance of disaggregating children into boys and girls, given systematic discrimination against girls in many countries.

ILO Participatory Gender Audit

The Participatory Gender Audit (PGA) methodology developed by the ILO has received strong endorsement from the UN system. The ILO has responded to many invitations to share experiences and/or provide training on the methodology, for example at ECOSOC 2004 and 2007; the CSW 49th Session 2007; related to SCR 1325 Ways Forward, New York, 2006; and in Santiago in 2007, which focused on the UN System in Latin America and used video conferencing to reach 13 countries. Presentations and/or training have been provided to UN Inter-Agency groups in Pakistan (2006, 2007); Beijing (2006); Moscow (2006); Yemen, Philippines (2006, 2007); Mozambique (2008); Kyrgyzstan (2008); Zambia (2008) and Nigeria (2008), Viet Nam (2008) and Albania (2009) and Ethiopia (2009) with more agencies and countries coming on board each year. This is a tool focused on strengthening accountability on gender equality. In the Philippines, the ILO serves as the Chair of UN Inter-agency group, and as such has been involved in PGAs of UNAIDS, UNDP and UN-Habitat as part of ILO contribution to inter-agency collaboration.

Workshops for the training of PGA facilitators were organized and delivered in Cape Verde, Ethiopia, Malawi, Mozambique, Nigeria, Rwanda, the United Republic of Tanzania.⁵ Four of these countries are UN “Delivering as One” countries. Malawi and Ethiopia have become so-called “self-starter” “Delivering as One” countries. Nigeria is also moving towards a “One UN” programme. The Bureau for Gender Equality was also able to provide, to a certain extent, related technical assistance for PGAs in some of these countries. For example in Nigeria, when eight UN agencies were being audited simultaneously, two experts from Bureau of Gender Equality attended to provide support and advice. Additionally the Bureau documented the PGA process in Mozambique and URT.

The PGA is clearly recognized as a significant ILO contribution to the joint UN endeavour of promoting gender equality. Through the above process, ILO has been careful to ensure that leadership of the process rests with the UNCT gender equality entity and that the ILO's role is as contributor to this common effort. This has given ILO a strategic entry point for engaging in UN processes, specifically in countries where ILO does not have a resident presence, for example Cape Verde, Malawi and Rwanda.

⁵ Training of constituent facilitators was also supported through the gender mainstreaming project.

Notably in the above effort, the ILO's constituents have consistently been involved – both in the training of PGA facilitators and in the actual implementation of PGAs. In some countries where appropriate, larger trainings of PGA facilitators have been organized for constituents followed by PGAs of constituents' organizations (e.g. Mozambique and URT). This effort has been essential for ILO to closely involve tripartite constituents in work that is being undertaken by the UNCT.

Box 2
Participatory Gender Audit (PGA) ¹

The ILO has developed a Participatory Gender Audit (PGA) methodology, which, through a participatory and organizational learning approach, contributes to promoting coherent programming on gender mainstreaming and building organizational ownership for gender equality initiatives.² The methodology has been institutionalized as a results-based monitoring tool for ILO units and field offices and has proven an effective means for advancing gender sensitivity in the delivery of the ILO's and constituents' mandates.

At the Seventh Session of the UN Inter-Agency Network on Women and Gender Equality, in New York, February 2008, and in the context of developing system-wide standards for gender mainstreaming as an accountability framework, it was proposed that the ILO's PGA tool could be adopted by the UN System as a valuable intervention for a more holistic assessment of performance on gender equality. Moreover, the PGA was highlighted as a strategic complement to the roll-out of the UNCT Performance Indicators for Gender Equality (Scorecard) as endorsed by the UN Development Group's Working Group on Programmes and Policies.

Against this background, the ILO, through its field structure and network, has consulted with the UNCTs in several countries – including a number of UN "Delivering as One" pilot countries³ – on the possibility of adopting the PGA as a tool for strengthening gender mainstreaming in joint UN programming processes at country level. This has led to a two-tier process involving training of UN staff on the PGA methodology and subsequent implementation of PGAs with individual UN Agencies or Joint UN Programmes.

¹ For more detailed information on the ILO's PGA methodology, a description is provided at: www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_101030.pdf. A full copy of the ILO's Manual for Gender Audit Facilitators can be accessed at: www.ilo.org/dyn/gender/docs/RES/536/F932374742/web%20gender%20manual.pdf.

² ILO: *ILO Participatory Gender Audit: A tool for organizational change*, Bureau for Gender Equality, (Geneva, nd). ³ Until August 2009, the PGA had successfully been introduced by ILO, and adopted by the UNCTs, in Cape Verde, Ethiopia, Kenya, Malawi, Mozambique, Nigeria, Rwanda, United Republic of Tanzania and Zimbabwe. In addition, the PGA had been presented to the joint UN gender equality entities (UN gender equality task force or similar) in Indonesia, Kyrgyzstan, Yemen and Zambia.

In Yemen, the ILO and UNFPA worked with national partners to develop an adapted national methodology, drawing on both agencies approaches and both organizations together trained gender audit facilitators. Feedback from audit facilitators and users was that they found the ILO audit methodology comprehensive and easy to follow, the training was in-depth, the manual was user friendly and the participatory approach was "particularly relevant for Yemen where extensive sensitization of middle and management level workers in gender issues was needed". The UNFPA methodology enhanced the ILO methodology in terms of quantitative aspects (Source: Gender Audit Update, Jan. 2008, ILO, Yemen).

In Kyrgyzstan, at the UNDP's request, the ILO conducted a training of PGA facilitators for government and civil society partners in boosting youth employment. Subsequently a Memorandum of Understanding was drawn up between the two agencies to provide ongoing technical expertise to these partners. This led to an extensive PGA of the Kyrgyz Parliamentary structure and its key committees and departments.

In 2004–05, the ILO responded to a request to take the lead in a UN system-wide PGA in Zimbabwe, during which 11 UN agencies were audited, "at the UN Country Team level in Zimbabwe, the gender audit strengthened our capacity to institutionalize gender equality in our policies, programmes and structures" (Resident Coordinator (RC), UNCT Zimbabwe, 2006). The UN Gender Theme Group in Zimbabwe followed up on the recommendations from the gender audits. Gender audits have triggered interest outside the

UN Country Team. In 2007, UNIFEM, ILO, UNAIDS, UNICEF were approached by the Zimbabwe Business Council on AIDS (an association of both large and small private companies and trade unions of workers set up to deal with HIV and AIDS in the workplace) to support gender audits of some of their member companies. This request was taken on by the UNCT and led by ILO. The ILO, UNIFEM, UNICEF and UNAIDS provided technical and financial support on the same initiative.

There is evidence that the gender audits are having positive results in UN agencies. Following are extracts from agency responses to a 2007 questionnaire following up on the gender audits in Zimbabwe:⁶

- The gender audits had some exciting results in some agencies. There are now clear efforts to mainstream gender by insisting on gender dimensions of projects and programmes. UNDP created the post of Gender Specialist. In addition, UNDP has now a unit on Governance and Gender Mainstreaming. UNDP carried out training for its staff members in gender equality and mainstreaming. UNDP has also extended the training to a few NGOs and Government partners. UNDP is supporting a gender budgeting project (UNDP).
- The audit was useful in that it forced agencies to step back and reflect on how they address gender in their work. In most cases agencies are quick to say they are gender sensitive without really showing what they mean in practice. The audit allowed for self-introspection. A number of agencies reported that their agencies were now doing things differently following the audit recommendations (UNFPA).
- The audit generated a lot of dialogue in relation to understanding Gender and how to mainstream Gender in implementing the organization's mandate. Further the organization has put in place monitoring indicators to ensure the operationalization (UNICEF).
- There has been improvement in understanding of "how to" in gender mainstreaming. UNIFEM has received some requests for additional reports and materials to support gender mainstreaming in some agencies. Some colleagues in the Gender Theme Group reported improved confidence and support to their agencies. The greatest impact of audits has been at the level of programming, where concerted efforts have been made to engender programming (UNIFEM).

Box 3

PGA Case study: Malawi *

To date, Malawi could be regarded as being the most successful country in terms of application of the PGA and subsequent impact. The ILO is a non-resident UN agency supported by the ILO Office in Lusaka, Zambia. ILO Technical cooperation staff in Malawi work on HIV/AIDS and child labour.

Collective work by the UN is divided into five clusters, rather than Joint Programmes (JPs) (apart from a JP on monitoring and evaluation). The UN Gender Group (UNGG) comprising eight resident UN agencies (WFP, WHO, FAO, UNICEF, UNDP, UNFPA, UNAIDS, UNHCR) planned to undertake a broad assessment of gender mainstreaming within Malawi. In 2008, the UNGG had decided that before they initiated some joint programmes on gender related issues, they first required a baseline and assessment of how the UN is doing in gender mainstreaming and women's empowerment. The UNGG approached the ILO because they felt the PGA might be a useful tool for such an assessment.

⁶ Excerpts from questionnaires completed in response to a study being conducted for the ILO by M. McDonald, consultant (2008).

Consequently, the UNGG organized a training of audit facilitators, supported by the ILO Gender Bureau in February 2009. Following the training of facilitators, the eight resident UN agencies undertook gender audits. A consolidated report of all eight audits was prepared. Many of these agencies subsequently implemented recommendations arising from these audits. Representatives from two government ministries (agriculture and gender) were also involved in conducting these audits, which served as a learning process for individuals from these ministries.

The PGAs resulted in a flurry of activity around gender equality amongst UN Agencies in Malawi, and some joint activities afterwards. The whole UN system in Malawi has moved forward in terms of gender. A UNAIDS gender focal point stated that the training and subsequent eight audits strengthened relationships between the UN Agencies. The Assistant Resident Representative of UNDP stated that prior to the Delivering as One effort in Malawi, the UN agency roles in supporting gender equality were fragmented. A representative from UNFPA said that the PGA activities in Malawi illustrated that working together and Delivering as One is possible. The chair of the UNGG reported that the audit has helped them become more systematic in terms of planning together. Additionally the audit provided them with a baseline for future monitoring of progress, and contributed to the development of a UN gender strategy (which contains a mainstreaming component and an empowerment component) accompanied by an action plan. The UN gender strategy for Malawi will be presented at the next UNCT meeting for approval (October 2009). Once the strategy is endorsed, it is expected that a JP on gender equality will become operational in early 2010.

* U. Murray: Final Evaluation Report, *Gender Mainstreaming in DFID–ILO Partnership Framework Agreement (2006–09)*, (Geneva, 2009), p. 22.

UN International Women's Day

The origins of International Women's Day (IWD) can be traced back to 8 March 1857 when women garment workers in New York City demonstrated against poor working conditions. This day has become an occasion of awareness raising and celebration of the story of ordinary women as makers of history across developed and developing countries alike. For many years the United Nations has commemorated IWD to coordinate international efforts for women's rights and participation in social, political and economic processes.

ILO headquarters and field offices have held highly regarded events commemorating this day, emphasizing the role and achievements of women in a particular field of work, or associating the events with the ILO's ongoing work on gender equality and improving the situation of women in the world of work. The ILO has linked a number of its events to UN themes in the past, for example to the theme in 2006, "Women in decision-making: meeting challenges, creating change". Sometimes the ILO adds its own vision of the UN themes. In 2008, Financing for gender equality and the empowerment of women was the UN theme; "Investing in Decent Work for Women: Not just right but smart" was the ILO theme. In 2009 care economy/sharing of responsibilities especially HIV-related was the original UN theme; "Work and family: The way to care is to share" was the ILO theme.

ILO headquarters has also firmly established itself in the Geneva community as the regular host for IWD. Past speakers have included Mary Robinson, former President of Ireland and UN High Commissioner for Human Rights, Gro Harlem Brundtland, former Prime Minister of Norway and Director-General of the World Health Organization, Shirin Ebadi, Iranian lawyer, human rights activist and Nobel laureate, and Carla del Ponte, former Chief Prosecutor for the International Criminal Tribunal for the former Yugoslavia.

The Inter-Agency Network on Women and Gender Equality

The ILO's experience with gender mainstreaming in results-based management (RBM) has been utilized to strengthen gender mainstreaming in programming, monitoring

and reporting in UN system agencies. Along with the Office of Internal Oversight Services (OIOS), ILO co-managed the UN IANWGE Task Force on Gender Mainstreaming in Results-Based Management Systems, an inter-agency task force of 15 agencies whose objective is to identify good practices of gender-sensitive programming within the UN system.⁷ This involved a preliminary survey of eleven UN agencies, which looked at their gender policies and strategies, their regular budget programming, programming of extra-budgetary funds and monitoring, evaluation and reporting.⁸ The task force continues to operate as an information exchange on good practice in gender mainstreaming.

In addition, the ILO through the Bureau on Gender Equality maintains regular contact with IANWGE on a range of issues related to UN system-wide policy and strategy on gender mainstreaming and regularly provides inputs to annual meetings of the network, as well as liaising with its members. A 2000 report by IANWGE highlighted the fact that, of 27 UN entities reviewed; little attention was paid to gender equality in programme budget processes but that the ILO was an example of good practice (IANWGE, 2000, cited in Jain, D 2005).

Table 3 shows ILO representation in the composition of task forces and working groups as of February 2008.

Table 3. ILO representation in IANWGE Task Forces and Working Groups (2008–09)

IANWGE task forces and working groups	ILO role
Gender equality and the MDGs (since 2003)	Member
Database activities, including Women Watch (since 1997)	Member
Capacity Building for Gender Mainstreaming (since 2008)	Inputs
Ad hoc Working Group on Gender Action Plan (since 2008)	Inputs

The United Nations Development Group Task Team on Gender Equality

The ILO was an active member in the UNDG Task Team on Gender Equality, and although disbanded in 2007, this Task Team did meet once again in 2009. It supported the UNCTs in developing gender-sensitive assistance frameworks and to use gender mainstreaming strategies. The Task Team finalized a UNCT Performance Indicators for Gender Equality and an accompanying User's Guide and roll-out strategy. The intention is to integrate the Scorecard as an RBM tool into overall UNCT monitoring and evaluation processes. The process sets standards in order to demonstrate concrete results and included suggested mechanisms for follow-up in cases of poor performance. It recommended that the ILO PGA be used as a preparatory intervention for the Scorecard to provide a more holistic assessment of performance (Beck, 2006). The review of agency practices undertaken by the task team praised the ILO's approach to sex disaggregation as it ensures that gender perspectives are visible.

⁷ ILO, OSIS, HABITAT, UNHCR, WHO, ECA, ESCAP, UNFPA, INSTRAW, FAO, UNESCO, UNIFEM, OSAGI, DESA/STAT, DAW, World Food Programme joined subsequently.

⁸ Source Power Point presentation by the ILO, 2006.

The Commission on the Status of Women

The ILO is regularly invited to contribute to the Expert Group Meetings called to prepare inputs into the Secretary-General's report to the CSW. The ILO is also invited to participate in the main CSW panels on thematic discussions. Each year the Organization is part of the formal programme and is also active in key related events. PGA information sessions have proven to be very popular. Recent side event themes have included equal sharing of responsibilities between women and men (2009), promoting gender equality at country level (2008); and on "Breaking the cycle of violence against girls: From child labour to education" (in 2007), which included a focus on exploitation of girl domestic workers. In preparation for the 2008 CSW that focused on Financing for Gender Equality and the Empowerment of Women, the ILO together with UNIFEM, the Economic Commission for Africa (ECA) and the African Union, provided capacity building training for ministers of gender from the continent to help them effectively highlight the African perspective. The ILO provided budgetary support and technical support to this and helped coordinate the production of the African Common Position paper.

The 49th Session of the CSW in 2005 was dedicated to the Beijing +10 review (see table 2) and the ILO played an active part in preparation of documents and materials and organizing several events including a briefing on the ILO PGA. The resolution on economic advancement of women adopted by the Commission used ILO language and the ILO is the only UN agency mentioned in the text.

In 2006, the Director of ILO Bureau for Gender Equality presented a paper and participated in a high-level panel discussion on enhanced participation of women through an enabling environment for gender equality and women's advancement. The decent work concept and the Declaration on Fundamental Principles and Rights at Work were reflected in the agreed conclusions submitted to the Commission.

The final agreed conclusions of CSW (2007) contain direct references to ILO work. These included urging governments:

- to ensure implementation of the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182);
- to develop educational and livelihood skills programmes to reach girls not enrolled in formal programmes due to child labour;
- to ensure applicable ILO requirements for employment or girls and boys are respected and enforced;
- to ensure girls who are employed have equal access to decent work; and
- to raise governments and public awareness of the special needs of girls employed as domestic workers.

In 2007, ILO was a panellist on a parallel event on "Investing in decent work for women", organized by the ITUC, Education International (EI) and Public Services International (PSI). The ILO presentation explained the pillars of decent work and its importance as a framework to make the workplace a fairer place for all. It provided examples of how these are operationalized at country level in a manner that promotes gender equality, including:

- Syria, which includes support for gender audits of the tripartite constituents;

-
- Lesotho, which has consistent gender-inclusive indicators and a strong participatory monitoring and evaluation process;
 - Senegal, which includes work with urban Muslim women to identify their practical and strategic needs, to be addressed in a culturally sensitive and long-term manner.

In 2009, the Bureau Director stressed in her opening statement to the 53rd Session that reconciling family responsibilities with paid work where viable State services are lacking is a major factor contributing to women's disadvantage in the labour market. At the same time, paid work demands and their conflict with family responsibilities limited men's ability to be involved in family matters. In the agreed Conclusions calling for shared responsibility for care giving between men and women in the context of HIV/AIDS and reducing care burdens on households, the Commission urged Governments, along with the United Nations, civil society and the private sector, among others, to intensify efforts to fully implement the 1995 Beijing Platform for Action. It also urged them to mainstream gender perspectives into all legislation, policies and programmes, and incorporate a gender-responsive budgeting process across all policy areas. Importantly, the conclusions called for the ratification of ILO Convention No. 156 on workers with family responsibilities.

The Economic and Social Council

The ILO conducted a roundtable on Innovation at work: national strategies to achieve gender equality in employment as part of the theme of the July 2006 High-Level Segment of ECOSOC in Geneva. As a result of this gender issues were reflected in the Final Ministerial Declaration, including enforcement of ILO Conventions; use of a gender mainstreaming strategy; gender responsive budget initiatives and accountability and monitoring mechanisms, as well as public awareness-raising and capacity building on gender equality.

ILO NY and ILO headquarters are already contributing to the preparation of ECOSOC 2010 Annual Ministerial Review on Gender, in addition to sensitizing UN colleagues such as Department of Economic and Social Affairs staff members who will be tasked with overseeing the AMR process on the various dimensions of the gender and employment debate, mainly on maternity protection, workers with family responsibilities and non discrimination.

The second event was organized by the United Nations Committee for Development Policy. It was an Expert Group Meeting on the 2010 theme of the Annual Ministerial Review on the implementation of the internationally agreed goals and commitments in regard to gender equality and empowerment of women: "Women's work and livelihood prospects in the context of the current economic crisis". The main objective of the EGM was to agree on the contents, structure and the messages of the report on the implementation of international goals and commitments on gender equality and empowerment of women to be discussed at the CDP plenary in March 2010.

Currently, the Bureau for Gender Equality is providing inputs for ECOSOC's July 2010 session, where the theme is gender equality.

The United Nations General Assembly

Every year the General Assembly discusses an item titled "Advancement of women". The ILO actively participates in the general debate as well as in the informal consultations on the text of the Resolutions under this agenda item to ensure that ILO core priorities and

interests, policies and experience are appropriately taken into consideration. Over the last four years, the ILO work has been acknowledged in the following resolutions:

- intensification of efforts to eliminate all forms of violence against women;
- violence against migrant women workers;
- follow-up to the Fourth World Conference on Women and full implementation of the Beijing Declaration and Platform for Action and the outcome of the 23rd special session of the General Assembly;
- the girl child;
- trafficking in women and girls.

Inter-agency partnership on eliminating child labour in agriculture

The UN Convention on the Rights of the Child (CRC) incorporates the full range of children's human rights, including civil, political, economic, social and cultural rights.⁹ Together with ILO Conventions Nos 138 and 182, the three form a legally binding floor of rights and responsibilities. Specifically in agriculture, by mainstreaming specific issues concerning the girl child in agriculture into the ILO's International Programme on the Elimination of Child Labour (IPEC), gender equality has emerged as an area of cooperation with the international agricultural organizations as reflected in the launch of ILO partnership with FAO, IFAD, IFPRI, IFAP and IUF. Technical support from the Bureau for Gender Equality has been instrumental in forging this partnership, as well as ensuring ILO contributions to World Day Against Child Labour on 12 June 2007 on child labour and agriculture.

UN Security Council Resolution 1325 (2000)

Resolution 1325 was the first formal and legal document from the UN Security Council that requires parties in a conflict to respect women's rights and to support their participation in peace negotiations and in post-conflict reconstruction. The ILO has provided support for the UN system wide action plan for Resolution 1325 through, for example, the ILO's gender equality tool web site which is extensively used and which features gender-sensitive crisis and reconstruction resources, events and activities; the ILO Crisis Response and Reconstruction Programme on post-conflict reconstruction and inter-agency work on violence against women. The ILO was also an active contributor to the February 2008 High-level Policy Dialogue which focused on the situation in Africa to strengthen the implementation of Resolution 1325.

UN human rights treaty bodies

The ILO cooperates with the UN human rights treaty bodies that deal with equality issues, including the Committee on the Elimination of All Forms of Discrimination against

⁹ While this instrument does use masculine/feminine pronouns and adjectives, it does not make any gender distinctions in its text. The Committee that oversees compliance with this treaty has, however, examined States parties' reports from a gender equality angle. See, for example, CRC: General Comment No. 1 on the Aims of Education, 2001, CRC/GC/2001/1, para. 10.

Women (CEDAW Committee) which monitors the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). A number of provisions of CEDAW are closely related to the ILO's standards on gender equality. CEDAW therefore provides the ILO with an entry point for promoting the ratification and application of ILO standards in this area, in collaboration with the UN system. ILO reports centrally to the CEDAW Committee for all countries under examination (from the International Labour Standards Department). These reports draw on the comments and recommendations of the ILO supervisory bodies and, when available on other appropriate information, such as relevant ILO research, studies or technical cooperation activities. This information is published by the United Nations and accessible online at the CEDAW site. The ILO's reports are much appreciated as they provide clear objective information. Reports are also made by the International Labour Standards Department to the private session of the CEDAW Committee, during which specific country-related issues are given further emphasis. Advice is also provided to CEDAW on specific issues e.g. on special temporary measures or equal pay. The Office has also followed CEDAW-related processes within UN country teams (UNCT). The CEDAW process illustrates that ILO cooperation with this treaty body is important in two ways: (1) to ensure coherent and consistent recommendations of UN and ILO supervisory bodies; and (2) to provide a platform for joint action within the UN system to promote equality at the country level (ILO, March 2008, GB.301/LILS).

Since 2006, the United Nations Development Group Office has invited UN Country Teams to make submission to the CEDAW Committee. Twenty-five such reports were prepared by UNCT in 2006–07 under the responsibility of the Resident Coordinator, often through the gender theme group. This approach is being extended for 2008 but is also under review at present. The ILO manages its input to country level processes through its International Labour Standards Department (NORMES), to ensure coherence.¹⁰ An interesting regional development is the engagement between the ILO Regional Office for the Arab States and the UN ESCWA Women's Centre on exploring the nexus between CEDAW and International Labour Standards.

NORMES or ILO New York (depending on where CEDAW meets) presents the ILO report to all CEDAW sessions, actively contributes to the drafting of the questions to member States prepared by the Committee members, and provides support in drafting the concluding comments.

4. The ILO working with specific UN agencies

The ILO has a long history of collaboration with UN agencies and some good practices on promoting gender equality and women's empowerment have been developed in the process. The main collaboration is at country level but there are also examples of specific collaboration at headquarters level. Following provides some illustrative examples, rather than a comprehensive coverage.

UNDP–ILO Partnership

In 2007, these two organizations agreed to strengthen their collaboration and partnership to bolster UN actions designed to reduce poverty and create more decent work. This partnership will primarily be a country-driven process, underpinned by strategic collaboration at the regional, subregional and global levels, which will include joint policy

¹⁰ ILO Memofax ESC 1005-03-103 of 22/04/08.

analysis, monitoring and design and mutual exchange and learning exercises between resident coordinators, UNDP country directors and ILO field office directors from selected countries, facilitated by the ILO International Training Centre in Turin. An action plan for 2007–08 was developed around a ten-point programme of work. It specifically identifies gender equality and decent work as an area of joint policy work and practical action at the country level, in order to address gender equality and women’s empowerment in line with MDG 1, 2, 3 and 6 in:

- skills training;
- decent work in the formal and informal economy;
- the care economy;
- social protection; and
- women’s rights and access to decision-making positions.

In order to operationalize the gender aspects of the action plan, the Gender Team of UNDP and the ILO Bureau for Gender Equality have collaborated to take stock of the existing knowledge base of each organization by pulling together joint initiatives, practices and research conducted at a global, regional and local level by both of the organizations. This mapping primarily relies on an examination of UN Development Assistance Frameworks (UNDAF); MDG-Spanish Funds and communications with Gender Focal Points of both organizations. One example is UNDP–ILO support to the Prime Minister’s programme in Pakistan for vocational and skills development training for women). Another example is the Africa Development Forum VI, held in Addis Ababa in November 2008, which was jointly held by UN Economic Commission for Africa (UNECA), African Union (AU) and the African Development Bank (AfDB). It reflected the strategic partnerships to deliver as one towards meeting Africa’s development priorities, including gender equality. ILO, UNIFEM, UNICEF, and UNFPA all collaborated in the preparatory meetings and the actual Forum. The agencies are collaborating in the implementation of the adopted Plan of Action, but ILO and UNDP are responsible for the women’s economic empowerment cluster.

An example of capacity development in previous joint initiatives is the engendering of monitoring and reporting on MDGs in the Arab region, particularly related to preparation of gender-sensitive indicators and sex-disaggregated data. Multiple-UN agencies, including ILO, UNDP and ESCWA, participated in this joint programme during 2006–07. A joint UNDP and ILO initiative is ongoing to support the Bahraini Supreme Council of Women, a women’s national machinery focussing on training for women enterprise development and for trade union participation. UNDP is funding this joint initiative, the ILO supplies the technical knowhow and the resource persons. In Yemen’s Hodeidah governorate, the ILO is capacity building on policy advocacy for health care workers with UN agencies, including UNDP, at the regional level, primarily targeting women.

An example of previous joint initiatives in knowledge management and research is the *Role of Employment in Promoting the MDGs* – a paper prepared under the Joint ILO–UNDP Programme on Promoting Employment for a Poverty Reduction, 2005.

The mapping indicates an extensive range of joint initiatives at regional and country level encompassing many themes and also working with other partners e.g. through country level gender theme groups; ILO–UNIFEM–UNDP collaboration; and through the MDG-Fund (UNDP and ILO February 2008). The Mapping report identifies the instruments, research and tools of both organizations for gender analysis and gender

mainstreaming. This shows that the ILO's contribution is extensive, ranging from equality Conventions to the 2008–09 Action Plan for Gender Equality; from participatory gender audits to manuals and good practice guidance for specific issues such as gender in crisis response; empowerment of children youth and families and mainstreaming gender equality in the world of work.

In October 2009 the UN Policy for Post-Conflict Employment Creation, Income Generation, and Reintegration, as endorsed by the UN Secretary-General was launched. This joint ILO and UNDP initiative represents a three-year UN system-wide effort (DESA, DPA, DPKO, OSAA, PBSO, SRSG CAAC), ESCWA, FAO, OHCHR, UNCDF, UNHCR, UNICEF, UNIFEM and UNRWA). The ensuing programme, with the ILO hosting its secretariat, will bring together knowledge on development practices when conflict ends, recognizing the crucial link between employment and peace building. The gender challenges in post-conflict employment development feature prominently in this programme.¹¹

Box 4

Latin America

**Work and Family: Towards new forms of reconciliation
with social co-responsibility**

Prepared jointly by the ILO and UNDP, * this report addresses the challenges posed by social inclusion and makes policy recommendations regarding how to advance toward more decent work, from a human rights perspective. The current global economic crisis, combined with demographic changes throughout the region, have broadened the scope of this challenge. However, care activities and work-family reconciliation can become part of governments' response, within the framework of social dialogue and widespread citizen participation.

The report was a significant achievement and represented an important policy breakthrough. It identified a number of public strategies – legal, political or administrative – that should be pursued by the States, companies, trades unions, individuals and various social organizations in addressing one of the greatest challenges of our time: the reconciliation between work and family. Focused on Latin America and the Caribbean, the report argues that it is necessary to advance toward reconciliation of these two spheres through social co-responsibility: redistributing care responsibilities between men and women, as well as among the family, the State, the market and society as a whole. This is a fundamental aspect for promoting equality in the world of work and reducing poverty. New policy proposals are made, demonstrating that this transformational agenda is not only socially indispensable for the promotion of decent work and exercise of human rights, but that it will also have positive results in terms of labour, economic and productive issues. Care should be part of nations' response regarding job creation and economic reactivation, contributing, at the same time, to fulfil two of the fundamental rights of the people: to care and be cared for.

* In this regional context, the pioneering work on this issue by ECLAC, UNFPA and UNIFEM is also highlighted.

The ILO and the United Nations Development Fund for Women

UNIFEM is one UN agency with whom ILO has long-standing strong relationships. Examples of this have already been cited in this paper, such as collaboration in participatory gender audit of UN agencies in Zimbabwe in 2004–05. Over the years, there have been examples of each agency funding the other to promote gender equality and women's empowerment, based on their comparative advantage and country presence. Currently much collaboration takes place under Joint Programme initiatives or the "One UN" programme. Some illustrative examples of collaboration are provided here:

¹¹ UN: *United Nations Policy for Post-Conflict Employment Creation, Income Generation and Reintegration* (Geneva, 2009), pp. 5–6.

- The ILO provided technical inputs to UNIFEM’s 2005 publication on *Women, work and poverty*.
- Joint initiative of the ILO and UNIFEM to mainstream gender equality and employment dimension in the poverty reduction strategy process in the United Republic of Tanzania. Together with UNIFEM, the ILO is a member of the Steering Committee of the Africa-wide campaign on violence against women.
- The ILO–UNIFEM joint project “Gender and Employment Generation: Contributing to Lasting Peace” is currently underway with the Liberian Government. They also collaborate with the Liberian Ministry of Gender Equality through facilitation of the National Gender Network.
- The ILO, UNIFEM and OHCHR together with the Ministry of Labour of Lebanon convened a national forum in November 2005 to address the situation of women migrant domestic workers and, subsequently, to the creation of a national steering committee, which received ILO–OHCHR support in developing a standard unified contract (ILO, March 2008, GB.301/LILS).
- Joint UNDP–ILO–UNIFEM Publications “Monitoring of Women’s Rights in the Russian Federation: One Thousand true histories of women” (2008).
- Joint ILO–UNIFEM collaboration on analysing a draft of the revised Labour Code through a gender lens in the Republic of Moldova (2009).

Box 5
UN cooperation on gender equality in China

In China, the UN Theme Group on Gender is mandated to provide a platform for inter-agency policy dialogue and coordination on gender and development issues, and to share experiences on effective advocacy and gender mainstreaming in the work of the UN system and in the wider community. It is composed of UN agencies, multilateral and bilateral development agencies and international NGOs, and sharing a common pool of funds.

The China Gender Facility (CGF) was set up in September 2004 under the UN Resident Coordinator who heads the UN Country Team, and administered by UNIFEM. * CGF is one of the first inter-agency programmes of the UN system in China. The purpose of the CGF is to fund innovative and catalytic projects on research on contemporary gender issues and its dissemination, and advocacy and social dialogue on gender equality concerns among strategically positioned stakeholders: policy makers, service providers and civil society groups.

Its action programme on gender equity and employment law, to which the ILO contributed, advocated for inclusion of gender equality perspectives into National Employment Promotion Law.

* <http://unifem.un.org.cn/Projects/CGF.htm>.

The ILO and the United Nations Educational, Scientific, and Cultural Organization

ILO has worked closely with UNESCO for many years. An example of this is the ILO–UNESCO Recommendation concerning the Status of Teachers, 1966 and 1967. While the original document is not gender sensitive, through the supervisory mechanism The Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART), the ILO works closely with UNESCO to address more current issues, including gender equality in their work and follow-up (see CEART 2006 report). As an example of such work, in 1988 the ILO and UNESCO commissioned research to examine the Status of Women Teachers in Southern Africa, which was subsequently used to promote attention to gender dimensions of teacher selection, training and deployment with constituents (C. Gaynor for the ILO, 1988).

Reports from the ILO Committee of Experts contain recommendations to the Governing Body of the ILO and to the Executive Board of UNESCO, and through them to governments, employers' and workers' organizations of their member States, on how to improve the condition of the teaching profession within their respective mandates, using the two Recommendations as guidelines. Gender equality is a cross-cutting issue in all themes. Persistent gender imbalances in regions that are in need of more women teachers such as sub-Saharan Africa and south Asia are raised.¹² ILO together with UNESCO has developed model workplace policies for the education sector to support national governments and teacher unions to implement HIV and AIDS gender-sensitive programmes in the education sector (ILO–UNESCO, 2006). It promotes the use of gender sensitive content in teacher education curriculum and adult (non-formal) education.

A specific example of ILO–UNESCO collaboration is the production, in 2006, of An HIV and AIDS Workplace Policy for the Education Sector in Southern Africa. One of six key areas of action in the policy is reduction of vulnerability arising from unequal gender and staff/student (or learner) relationships.

Much work has also been done together on child labour. The ILO is a core member of the Global Task Force on Child Labour and Education for All (GTF), which has gender equality high on its agenda. In addition to the ILO, which secures the Secretariat for the Task Force, it is comprised of UNESCO, UNICEF, UNDP, the World Bank, Education International and the Global March Against Child Labour, together with a number of donor countries (GTF information pamphlet).

The ILO is also a key partner of the United Nations Girls' Education Initiative (UNGEI). Launched in April 2000 at the World Education Forum in Dakar, its goal is to narrow the gender gap in primary and secondary education and to ensure that by 2015, all children complete primary schooling, with girls and boys having equal access to all levels of education.

The ILO and the United Nations Environmental Programme

Changing patterns of employment and investment resulting from efforts to reduce climate change and its effects are already generating new jobs in many sectors and economies, and could create millions more in both developed and developing countries. The process of climate change, already underway, will continue to have negative effects on workers and their families, especially those whose livelihoods depend on agriculture and tourism. Worldwide, women have less access than men to resources that would enhance their capacity to adapt to climate change, including land, credit, agricultural inputs, decision-making bodies, technology and training services. For the vast majority of women working in the informal sector and in small enterprises, lacking capital and access to credit and information, recovering from the devastating effects of environmental disasters is nearly impossible.¹³

The Green Jobs initiative is a partnership established in 2007 between the United Nations Environmental Programme (UNEP), the ILO and the ITUC, joined by the IOE in 2008. The Initiative was launched in order to promote opportunity, equity and just

¹² ILO: *Impact of the global economic recession on education*, Sectoral Activities Dept. (Geneva 2009), p. 2.

¹³ ILO: *Green jobs: Improving the climate for gender equality too!*, information brochure (Geneva, 2009), p. 2.

transitions, to mobilize governments, employers and workers to engage in dialogue on coherent policies and effective programmes leading to a green economy with green jobs and decent work for all. The ILO and UNEP are collaborating on a joint initiative on decent work through Green Jobs in Africa, including waste management.

The ILO and the United Nations Population Fund

These two agencies collaborate in a number of countries as part of multi-agency teams. One particular collaborative programme funded by the UNFPA, and executed by the ILO in the Pacific Islands is the “Men as Partners in Reproductive Health through the Workforce Project”. ILO Suva works through ILO constituents in Fiji, Solomon Islands and Vanuatu. The project has, for the first time, promoted partnership building between the employers’ federation and trade unions in jointly promoting workers’ well-being. This is initiated through a capacity-building process to enhance workers’ quality of family life and to improve work performance, aligning it to the ILO’s Decent Work Country Programme on social protection. The strategic interventions include a specific training programme on reproductive health, gender and communication skills to enable male workers to make informed decisions and responsible choices in these areas that often affect the quality of their family life and work performance. An ILO training manual is in the process of being revised by the UNFPA to incorporate policy dimensions into the manual. In the context of collaboration with other UN agencies in the “Violence against women” campaign in 2009, special emphasis was placed within this project on gender based violence within marriages, within relationships and within families.

The ILO and agriculture and rural development agencies

As previously mentioned, the International Partnership for Cooperation on Child Labour in Agriculture (IPCLA)¹⁴ was launched in 2007 as a concerted inter-agency effort. Key objectives of this partnership include the effective application of the minimum legal working age to jobs in agriculture, the prohibition of hazardous work in agriculture for girls and boys under 18 years of age, and the effective prevention of children from entering such work. However, the objectives also include the protection of children who have reached the minimum legal age to work by improving health and safety standards in the agricultural sector. Much work is underway on girls in agriculture, in particular with the FAO. Some examples are provided here:

- ILO contributed to the Sustainable Agriculture and Rural Development “SARD and Women” policy brief, which gave ILO the opportunity to highlight labour issues and its Conventions. These policy briefs are produced in collaboration between civil society organizations, the ILO, FAO, IFAD, UNIFEM, UNFPA. The SARD and Women policy brief uses data from ILO such as the fact that women made up about 41 percent of total employment in agriculture in 2007 (ILO 2007: Global Employment Trends, Geneva). It draws attention to the fact that women in agriculture perform a high level of unpaid work, in the field and home; that Occupational Safety and Health in agriculture needs to take greater account of differentiated needs of women and men and to provide disaggregated data; and the need for attention to gender differentials in the food crisis.
- The ILO and FAO maintain an updated joint web site. www.fao-ilo.org/.

¹⁴ Members of this partnership are the ILO; FAO; IFAD; IFPRI of the CGIAR; IFAP; and the IUF.

-
- The World Bank, FAO, and IFAD have jointly developed a *Gender in Agricultural Livelihoods (GAL) Sourcebook*, which aims to provide a practical advice and compilation of good practices of gender integration in agricultural projects/programmes. It is targeting practitioners/technical experts in integrated gender into the design of agricultural projects and interventions. ILO reviewed and provided extensive comments on the gender and labour chapter, with a strong focus on International Labour Standards.
 - FAO–ILO–IFAD held a technical expert workshop on “Gaps, trends and current research in gender dimensions of agricultural and rural employment: Differentiated pathways out of poverty”, held in Rome in March 2009. Follow-up to the Workshop include a publication on the theme of the Workshop, aimed to be a reference document for scholars as well as for national and international policy-makers. It is a synthesis of the key findings from the 42 papers prepared as background material. FAO and ILO were also preparing a set of policy briefs over 2009–10. Agreement was reached on some priority themes and a division of labour,¹⁵ so as to arrive at short, sharp and attention-grabbing products.

The ILO and the United Nations World Tourism Organization

This is a sector where there are many women and children, little protection, and low ratification of relevant Conventions and Recommendations. Global action was initiated at the first World Congress against Commercial Sexual Exploitation of Children, held in Sweden in 1996. Subsequently, efforts to engage the tourism industry have led to the formation of the Task Force for the Protection of Children in Tourism.¹⁶

Some other examples of ILO partnerships with UN agencies in this area include:

- World Tourism Day 2007 (WTD 2007) took place in Bentota, Sri Lanka under the theme “Tourism Opens Doors for Women” in support of UN’s third MDG: Promoting gender equality and women empowerment, and ILO provided inputs www.unwto.org/wtd/prev/en/pdf/wtd_2007.pdf.
- The United Nations World Tourism Organization (UNWTO) also developed a web site www.tourismgender.com/ as part of the UNWTO’s follow-up of the gender international tourism day in 2007.
- The ILO participated in the UNWTO September 2007 meeting in San José “Public and Private Standards and Brands Confronting Competitiveness and Sustainability in

¹⁵ The FAO will lead the policy briefs on “Key issues in gender and rural employment”, “Is agriculture being feminized?”, “Gender differentiated employment challenges of subsistence agriculture versus modern value chains”, “Migration and return migration: gender implications for rural employment” and “Good practices in data collection and analysis on gender and rural employment”, with inputs from ILO; and ILO those on “Gender implications for implementing the Decent Work agenda in rural areas”, “Making rural public works more gender sensitive”, “Issues and successes in organizing and giving voice to women rural workers and smallholders”, “Gender and child labour”, Gender and rural entrepreneurship + micro-finance for rural livelihoods”, and “Education, skills development and rural employment: the gender dimension”.

¹⁶ The UNWTO protect children web site. During the first phase (1997–2007), the focus of the task force was the prevention of sexual exploitation of children in tourism. In 2007, the mandate was extended to cover all forms of exploitation of children and young people in tourism. See www.unwto.org/protect_children.

Tourism in the Caribbean” This was much appreciated and subsequently led to placing gender as one of the main areas for cooperation between the ILO and UNWTO.

- The ILO was invited to give a presentation on women in tourism during a special session entitled “Labour Standards and Corporate Social Responsibility in Support of Decent Work, Empowerment of Tourism Personnel and Dignity of Women Workers”. The presentation concluded by identifying opportunities for advancing equality between women and men in the sector due to its sheer size and “critical mass” of women employed, its rapid growth along with a diverse and dynamic nature, and its enormous flexibility. In conclusion, strategies were described for attracting and retaining more women in tourism and promoting gender equality; many of these were taken from the April 2001 ILO Tripartite Meeting on Human Resources Development, Employment and Globalization in the Hotel, Catering and Tourism Sector.
- More importantly, in March 2008, the ILO Governing Body approved the Agreement between the ILO and the WTO. Gender equality is specifically mentioned under “Areas and means of collaboration”, and the HCT Specialist indicated that there will be strong efforts made to collect sex-disaggregated data as well.

The ILO, WHO and other partners in the health sector

A large number of the main deliverables in the ILO health services programme is with other UN agencies. The ILO is a member of the Global Health Workforce Alliance, which is a partnership dedicated to identifying and implementing solutions to the health workforce crisis. It brings together a variety of actors, including national governments, civil society, finance institutions, workers, international agencies, academic institutions and professional associations. The Alliance is hosted and administered by the World Health Organization.

Health workers are particularly at risk from workplace violence. The problem has become a major concern for many different stakeholders in the health care sector: government, management, professionals, health care workers, insurance companies, service users/clients, educators, trainers, researchers, the police, professional and trade union organizations, and others. The gender dimension is evident in that most of the violent outbreaks are directed against nurses and hospital staff. The ILO has teamed up with the International Council of Nurses (ICN), the World Health Organization (WHO) and Public Services International (PSI) to address this problem. The ILO, ICN, WHO, PSI Joint Programme on Workplace Violence in the Health Sector was launched in 2000 and has since carried out a series of research activities and published *Framework Guidelines for addressing workplace violence in the health sector* and its *Training companion*¹⁷ which has numerous cases highlighting gender. Study reports, research instruments and the Framework Guidelines may be consulted on a joint programme web site. The First International Conference on Workplace Violence in the Health Sector took place in October 2008.

The health services sector has the unique feature of having a population of workers who, in addition to providing care to patients suffering from HIV/AIDS, are at risk of contracting HIV/AIDS because of their professional responsibilities. They also face discrimination should they become infected. At the same time, a larger, well-trained health services population is needed to address the different layers of HIV/AIDS and to provide

¹⁷ www.ilo.org/public/english/dialogue/sector/publ/health/manual.pdf.

help for those infected. A key impediment to the success of the antiretroviral programme in Africa is the shortage of health workers available to administer drugs to patients. Given that the health sector is a major employer of women, in some cases up to 80 per cent of all workers, the guidelines address the special concerns of women workers as well.

Based on the collection of information, best practices and a collaborative effort of both the ILO and WHO, the Joint ILO–WHO guidelines on health services and HIV/AIDS were developed during a three-day tripartite meeting (2005) involving experts in the field of HIV/AIDS and health care and representing workers, employers and governments. They provide wide-ranging and practical approaches to protection, training, screening, treatment, confidentiality, prevention, the minimizing of occupational risk and the care and support of health care workers. The guidelines also address the essential role of social dialogue among governments, employers and workers in meeting the challenges posed by the HIV/AIDS epidemic in the sector.

An action programme on “The International Migration of Health Service Workers: The Supply Side” was initiated in 2005 with the overall aim of the Action Programme is to develop and disseminate strategies and good practices for the management of health services migration from the supplying nations’ perspective. The programme relies on collaboration with the World Health Organization (WHO) and the International Organization for Migration (IOM). The IOM is not technically a UN agency, but it has a similar international mandate. In 2007, the ILO joined the Health Worker Migration Policy Initiative, which brings together policy makers, technical experts and a variety of stakeholders. This Initiative, under the umbrella of the Global Health Workforce Alliance, aims at finding practical solutions to the problem of the increasing migration of health workers from developing to developed countries.

Youth Employment Network

The Youth Employment Network (YEN) – an alliance between the United Nations, the World Bank and the ILO – is an example of a global partnership that strives for better coherence, coordination and knowledge sharing on youth employment. Set up in 2001, YEN offers an opportunity to build international consensus and influence the international agenda with a comprehensive strategy for the employment and social inclusion of young people. YEN is managed by a permanent secretariat hosted by ILO in Geneva. From an initial three countries in 2002, there are now 20 “Lead countries” that have committed to prioritize youth employment.

There is a particular focus on West Africa, where there is a regional office in Dakar, Senegal. Here, for example, the ILO and the United Nations Office for West Africa (UNOWA) undertook joint work on Youth Unemployment and Regional Security in West Africa – the ILO contributed to making the second edition of the report on this issue more gender sensitive (UNOWA, 2006). Examples of regional initiatives include mapping of youth employment initiatives, including projects focusing on young women’s economic empowerment; promotion of networking by gender equality practitioners in West Africa and an intra-agency collaboration between the United Nations Industrial Development Organization (UNIDO), UNDP, the ILO and the Government of Japan to operate a competitive grants scheme in the Mano River Union, covering Côte d’Ivoire, Guinea, Liberia and Sierra Leone. This includes a component focused on young women’s economic empowerment.

Examples of good practice

A number of examples of good practice in promoting gender equality have emerged from inter-agency collaboration. Following are illustrations of where the ILO has helped further new or innovative approaches:

- The ILO and its constituents worked together to develop the code of practice on HIV/AIDS in the world of work, a blueprint to fight discrimination against workers affected by the disease. The code has received wide acceptance and is increasingly used internationally and promoted by UN agencies such as WHO and UNESCO to member states (ILO, 2003).
- One of the key instruments in promoting gender equality and women’s empowerment has been collection of sex-disaggregated data and their use to monitor trends in ILO Employment Statistics, a resource much used, quoted and praised by other UN agencies. In the mid eighties, the ILO Bureau of Statistics collaborated with the UN Statistical Office in drafting international recommendations for population censuses, with special reference to the concept of “economically active population”. The ILO promoted not just counting women and men in the labour market but illustrating differences between the situation of women and men (ILO, 1987, page 149). An important breakthrough for gender and labour statistics was reached in 2008 at the 18th International Conference of Labour Statisticians concerning unpaid work. Unpaid work is underestimated and inaccurately measured; it is also excluded from gross national product (GNP) and usually ignored when policy decisions are made.¹⁸ Estimates show that the value of unpaid work can be equivalent to at least half of a country’s GDP.¹⁹ It is now recommended that the System of National Accounts recognize that in order to portray the world of work adequately, all paid and unpaid work activities, and the relationships between them, need to be acknowledged, quantified and understood.²⁰
- In 2004, the role of men and boys in achieving gender equality was a thematic issue before the 48th session of the Commission on the Status of Women (UN Economic and Social Council 2003). As part of the process of developing this understanding, UNDESA–DAW in collaboration with the ILO, UNAIDS and UNDP convened an expert group meeting in Brasilia in October 2003 (op cit 2003). Themes discussed

¹⁸ The System of National Accounts (SNA) that sets international standards for the measurement of the market economy conventionally measures only some types of unpaid work in calculations of GDP, for example work in family businesses and activities such as the collection of firewood and water. It does not count activities such as cooking, laundry, cleaning, the care of children, the elderly, the sick and people with disabilities and volunteer activities. As a consequence, women’s unpaid contribution to the economy has remained unrecognized in data collection and is insufficiently reflected in policy development. See UN DAW: *The equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS*, Report of the Expert Group Meeting, Geneva, 6–9 October 2008, EGM/ESOR/2008/REPORT, para. 47.

¹⁹ See ILO: Overview of gender-responsive budget initiatives (Geneva, 2007); and D. Elson: “Gender-neutral, gender-blind, or gender-sensitive budgets? Changing the conceptual framework to include women’s empowerment and the economy of care, Gender Budget Initiative”, Background papers (London, Commonwealth Secretariat, 1999).

²⁰ ILO: Report of the Conference, 18th International Conference of Labour Statisticians (ICLS), Geneva, 24 November–5 December 2008, paras 90 and 101; resolution concerning statistics of child labour, para. 14; and resolution concerning the measurement of working time, para. 5. See also *Checklist of good practices for mainstreaming gender in labour statistics*, adopted by the 17th ICLS in 2003.

included socialization and education; the labour market and the workplace; the sharing of family responsibilities, including caring roles; and the prevention of HIV and AIDS. Issues discussed in relation to the world of work included men's role in promoting women's economic rights and independence, including access to employment, appropriate working conditions, control of economic resources and full participation in decision-making. The ILO also emphasized equitable sharing of family responsibilities and employment policies to support this and closing the pay gap between women and men and provided evidence from research to demonstrate the advantages of an increasing role for men in family responsibilities. An issues paper was presented by the ILO on the role of men and boys in the fight against HIV and AIDS in the world of work.²¹

5. The ILO, gender and the Millennium Development Goals

The ILO message on the MDGs relates to working out of poverty – “if the international community, working together, can just deliver the convergence of policies that will allow every woman and man to work their way out of poverty, the rest will follow”.²²

Decent work and the Millennium Development Goals

Within the UN system, the ILO takes the lead on two specific MDG indicators that refer to the world of work: Indicator 3.2 – Share of women in wage employment in the non-agricultural sector; and Indicator 45 – Unemployment rate among youth aged 15–24. Since 2007 there has been an improved target for MDG1, which the ILO advocated for (See Box 5).

Box 6

Introduction of the new target relating to full and productive employment and decent work for all

In discussions on the MDGs, the ILO has always advocated that realizing full and productive employment and decent work for all is the main route for people to escape poverty. This message was picked up at the 2005 Social Summit and by the former Secretary General of the UN, Kofi Annan who included the following text in paragraph 24 of his last report to the General Assembly in August 2006 recommending new targets: “A new target under MDG1: to make the goals of full and productive employment and decent work for all, including women and young people, a central objective of our relevant national and international policies and our national development strategies”. *

The ILO worked with DESA, UNSD, World Bank and specialized agencies to develop a set of indicators to measure the new target – these were approved in 2007.

Source: Schmidt D (2007) Decent Employment and the Millennium Development Goals: Description and analysis of a new target in ILO Key issues in the labour market September 2007.

* www.unmillenniumproject.org/documents/EXCERPTS_Report_Secretary_General.pdf.

The ILO has produced an extensive set of ILO publications and reference material and dedicated web sites analysing the connections between decent work and each of the

²¹ Papers from the Brasilia meeting can be downloaded from: www.un.org/womenwatch/daw/egm/men-boys2003/documents.html and on the CSW from: www.un.org/womenwatch/daw/csw/.

²² ILO: *Facts on the ILO and the Millennium Development Goals*, September 2005.

MDGs and highlighting the reasons why and how to work towards a gender-equitable world of work. There are materials specific to MDG 3 on gender equality but, moreover, the gender dimension of the links between decent work and other seven MDGs is also covered. Examples include:

- ILO (2005): Employers organizations taking the lead on gender equality: case studies from 10 countries;
- ILO (2005): Gender equality and decent work: good practices at the workplace;
- ILO (2004): Social dialogue and poverty reduction strategies: A guide to the introduction of gender equity.

These pages are available at www.ilo.org/mdg. Under the Joint ILO–UNDP Programme on Promoting Employment for Poverty Reduction, a paper was produced in 2005 on “The role of employment in promoting the MDGs”. This paper highlights key aspects of the MDGs related to: (i) women and children; and (ii) women’s employment, gender discrimination and maternal health as well as discussing gender dimensions of, for example, HIV and AIDS.

Decent work offers practical ways of accelerating the implementation of the Beijing Platform for Action and achieving all of the MDGs, especially MDG 3 on gender equality. Other UN agencies welcome the ILO’s work in promoting women’s employment and its ongoing activities covering several MDGs.²³ The ILO is assisting the entire UN system to mainstream employment and decent work into their programmes, policies and activities through the *Toolkit for mainstreaming employment and decent work*, which itself mainstreams gender.²⁴

The ILO has contributed to the Inter-agency and Expert Group Meeting on Gender and MDGs in the Arab Region, organized by ESCWA and UNDP in 2007 through research and analysis into gender equality and labour market indicators in the Arab States in the context of the MDGs (Esim, 2007). The paper provided guidance on adjusting the MDG indicators to monitor the labour market realities of Arab States.

Millennium Development Goal Achievement Fund

In December 2006, UNDP and the Government of Spain signed an agreement to establish a fund to accelerate efforts to reach the MDGs in select countries, and to support UN reform efforts at the country level. The Fund operates through the UN development system and finances, typically, collaborative UN activities that leverage the clear value-added of the UN in the sector and country concerned. UNDP serves as the administrative agent but all UNDG members are eligible to become Participating UN organizations in the Fund.

Funds are provided to: (i) supplement core voluntary contributions of Spain to UN entities; (ii) the “One UN” account; and (iii) UN Joint Programmes in up to 57 eligible countries in eight thematic areas (85 per cent of the Fund’s resources). Gender Equality and Women’s Empowerment is one of these themes and covers three dimensions:

²³ S.R. Osmani: *The role of employment in promoting the Millennium Development Goals* (Geneva, ILO, 2005).

²⁴ The *Toolkit* was developed at the request of ECOSOC in 2006 and approved by the United Nations Chief Executives Board for Coordination (CEB) in April 2007.

capabilities; access to resources and opportunities; and security. A 2007 review of approved Concept Notes under this thematic window, shows ILO involvement in 4/10. These are:

- *Algeria*: Joint programme for gender equality and the empowerment of women in Algeria (ILO's role primarily relates to support for skills development and the advancement of female employment, including for women living with HIV and AIDS).
- *Bangladesh*: Joint UN programme to address Violence against Women in Bangladesh (ILO's role primarily relates to training for lawyers, judges, magistrates and prosecutors; and training of labour inspectors, employers, trade unions and managers/supervisors and workers in various enterprises related to equality and non-discrimination; as well as adoption of the ILO Code of Practice to reduce workplace and work based violence against women).
- *Brazil*: Inter-agency Programme for the Promotion of Gender and Ethnic-Racial Equality (ILO's role primarily relates to combating of trafficking in persons for sexual exploitation; input to design and dissemination of a guide on methodologies for attention to victims of violence in the family for professionals and another for policy makers, as well as seminars and reference materials).
- *Morocco*: Programme for the fight against gender-based violence through the empowerment of women and girls in Morocco (ILO's role primarily relates to support for an effective monitoring system on GBV, including the domestic work of girls; sensitization activities to combat the work of girls and definition of competencies for service providers and capacity building of stakeholders).

Box 7
Gender Equality and Women's Empowerment Programme
in the occupied Palestinian territory

Under the MDG Spanish fund, an \$11 million, three year joint programme on Gender Equality and Women's Empowerment in the occupied Palestinian territory (oPt) was developed with the aim of promoting Palestinian women's social and political empowerment through three main outcomes: (1) reducing gender-based violence and all forms of violence against women; (2) increasing the representation of women and women's issues in decision-making bodies; and (3) advancing equal opportunities for women's economic participation, especially women survivors of gender-based violence.

The programme builds on the commitment of the Palestinian Authority (PA) to gender equality and women's empowerment in its Midterm-Development Plan. Under this programme, UN agencies (UNDP, UNIFEM, UNFPA, UNESCO, UNRWA) and ILO will work jointly, with relevant line ministries of PA, effective partners from civil society and private sector, to achieve the three outcomes of the programme. The process has been a learning one for UN agencies and their national partners (Skuric-Prodanovic, 2007). The UN agencies work on specific areas together; for instance on gender responsive labour statistics, the ILO works closely with UNFPA, and the use of the ILO PGA of local entities is coordinated closely with UNFPA and UNIFEM.

The first programming strategy is also to provide support to comprehensive research in areas where information is lacking. The results of the research will be used to inform a number of subsequent activities: the building of knowledge, the establishment of baselines from which to regularly monitor women's political, social and economic participation by both the PA and other stakeholders; training and other forms of technical support to build gender awareness among decision-makers and other constituents; and development of policy papers, action plans and other documents to ensure gender-sensitive services are provided. The second strategy is to strengthen service provision to women, as well as by building know-how in economic empowerment projects such as the upgrading of vocational training institutions, providing grants for women cooperatives and training for micro, small and medium size enterprises.

The ILO took the lead for achieving programme outcome three "advancing equal opportunities for women's economic participation, especially women survivors of gender-based violence".

Source: ILO Regional Office for Arab States, Beirut, 2009.

6. The ILO's contribution to the "One UN" country programmes in relation to gender equality

There are eight "Delivering as One" countries (originally called "pilots": Albania, Cape Verde, Mozambique, Pakistan, Rwanda, United Republic of Tanzania, Uruguay and Viet Nam), and progress towards joint programming in multiple others. The "Delivering as One" countries offer an important opportunity to generate lessons and knowledge on how the UN System can better deliver on gender equality commitments. This chapter looks at the tools and themes that ILO has brought to the process and at some country examples. The pace of reform is fast, and action is needed rapidly on priority issues. One example is the harmonization of Decent Work Country Programme cycles with UN country programmes and Development Assistance Frameworks (UNDAFs), on which guidance has been prepared and made available to field offices. The ILO has made efforts to reinforce ILO staff and presence in "Delivering as One" pilot countries.

ILO tools recommended in guidance

Guidance provided in the UN Common Country Programming Processes recommends ILO tools and approaches. In Module 7 on gender equality, reference is made to the ILO Gender Equality Tool²⁵ and the ILO *Participatory Gender Audit Manual* as tools to connect the analysis of problems into actions in national frameworks and UNDAF and ensuring that interventions related to gender equality are adequately funded and that agencies are held accountable in the UNCT. Likewise the UNIFEM (2005) *Resource Guide for Gender Theme Groups* indicates that gender audits are useful approach used by many UNCTs, and indicates that the process is very well documented by the ILO.²⁶

The *Guidelines for UN country teams on preparing a CCA and UNDAF* now require consultation of the social partners in developing UN priorities. Similarly, the performance indicators for gender equality and women's empowerment used by UN country teams call for consultation with workers' and employers' organization in mainstreaming gender issues. A greater effort is therefore needed to build the capacity of the social partners to engage effectively in UN consultations at the country level.

Country examples

Mozambique²⁷

Although it is a non-resident agency in Mozambique, the ILO has been an active partner in the United Nations Country Team as well as in the Gender Theme Group. Early in 2007, at the preliminary stages of the formulation of the Joint UN Programme on Gender Equality and Empowerment of Women, the ILO made a presentation to the Gender group of its materials, manuals and tools developed by the Women's Entrepreneurship Development and Gender Equality (WEDGE) team, and these created instant interest and demand among the UN partners. As the Joint UN Gender Programme evolved, the ILO

²⁵ www.ilo.org/public/english/bureau/gender/newsite2002/about/defin.htm.

²⁶ www.ilo.org/public/english/bureau/gender/newsite2002/about/audit.htm.

²⁷ Information provided by G. Finnegan, Director/Representative form Malawi, Mozambique and Zambia, ILO Office, Zambia.

made its contributions around elements such as entrepreneurship and economic empowerment of women, standard setting around the ILO's four equality Conventions (including that of maternity protection), and issues relating to women workers' rights. Once finalized, the ILO was allocated some \$130,000 from the "One UN" Fund in Mozambique in order to enable it to progress these particular approaches and activities.

In addition, and in the context of working within the "Delivering as One" UN modality in Mozambique, the ILO continued to mobilize additional funding from cooperating partners to enable it to take the Gender Equality and Women's Empowerment agenda further, and support has been pledged from Government of Norway, with additional support being negotiated with the Flemish Government in Belgium.

In January 2008, the ILO carried out its first Portuguese language PGA training of facilitators, mainly for the ILO constituents (Ministry of Labour and workers' and employers' organizations), as well as for other Government line ministries, and for representatives from the UN Gender group. Following the January programme, the ILO translated the Gender Audit Facilitators' manual into Portuguese. This activity generated a lot of interest among the UN Gender group, and when the ILO-GENDER team returned to Mozambique in August 2008, they also made a presentation to the UN Programme Management Team (PMT) and had extensive discussions with UNFPA (lead agency) and UNIFEM on future actions. As a result, the Mozambique UN Country Team has agreed to apply the Performance Indicators for Gender Equality on the UN Development Assistance Framework (UNDAF), and to apply the Gender Audit to the UN Country Team during November 2008.

Much of this support in Mozambique has been made possible through the financial inputs provided by Government of the Netherlands and DFID.

Zambia²⁸

Since early 2007, the Government of Zambia under the leadership of the Gender in Development Division (GIDD) of the Office of the President has been developing a Joint National Gender Support Programme (GSP) in close collaboration with the Cooperating Partners' Gender Group. This group is under the leadership of the UN System in Zambia, and chaired by UNDP with ILO as the Deputy Chair. As the GSP has been evolving, there has been increasing demand for including gender audits of the key line ministries within Government. In addition, the ILO's social partners in Zambia had specifically requested for support in carrying out gender audits. In September 2008, the ILO conducted its first Gender Audit Facilitators' training for the social partners, for line ministries, and for several agencies from within the UN system. Such is the demand from within the UN Country Team that they are requesting the ILO to conduct a UN-only training at some stage in the near future, and to lead a Gender Auditing process with the Zambian UNCT.

In both Mozambique and Zambia, the ILO's *Gender Audit Facilitators' Guide* has proved to be of great interest and value to the respective UN systems.

²⁸ Information provided by G. Finnegan, Director/Representative form Malawi, Mozambique and Zambia, ILO Office, Zambia.

The United Republic of Tanzania

Related to the PRSP, the UN has established five clusters. ILO leads on cluster 1 on Wealth Creation and has a technical cooperation project to mainstream GE into cluster one. The United Republic of Tanzania UNDAF 2007–10 gender equality features significantly. ILO role includes joint actions related to:

- Gender sensitive strategies and programs to combat HIV/AIDS at the workplace based upon ILO code of practice effectively implemented in public, private and informal sector.
- Partnerships to address gender-based violence, sexual harassment, HIV/AIDS stigma, and discrimination and other related socio-cultural issues to protection are strengthened.
- Increased capacity and strengthened government and CSO partnerships to improve and engender outcome based planning, budgeting and monitoring processes at and between all levels, including the availability of sex and age disaggregated data, data on gender based violence (GBV), decent work, HIV/AIDS (with a focus on prevention), and food security.
- Gender-sensitive and anti-discrimination legislation, policies and strategies enhanced to protect and care for the infected and affected and to prevent further spread of HIV/AIDS.
- The availability of sanitation facilities for families, schools, work and public places and solid waste management practices at community level are improved.
- HIV and AIDS workplace policy and programmes, private sector mobilization – the ILO is lead agency.

Six UN agencies (UNFPA, WHO, UNICEF, UNESCO, WFP, and ILO) contribute to a joint programme, to support the implementation of the National Road Map to Accelerate the Reduction of Maternal, Newborn, and Child Deaths (2008–15). Each agency brings its own special competencies. The ILO's expertise in promoting decent work for all ensures that the harsh working conditions of health workers, inadequate occupational safety and health standards, dangerous working conditions and limited access to maternity protection at the workplace are addressed in the joint programme (presentation by N. Jones, UNFPA, 2008).

Other country examples

- In *Albania*, the ILO is participating in the revision of the UNDAF with contributions to thematic working groups, respectively on economic development, gender, youth employment and child labour.
- In *China*, the ILO is a catalyst for collaboration on gender equality between UN agencies. For example, there are 26 UN inter-agency projects with NGOs, TUs and employers and the UN agencies meet very six months to review progress, including how CEDAW is used.

7. ILO, gender and UN agencies – Reflections on the way forward

The evidence shows that the ILO has played a significant role in promoting gender equality within the UN system, for example through pioneering work on including women in UN policy documents and statements, as well as through the ILO Conventions and Recommendations. This role continues to be crucial. The current programme of the Organization encapsulated in the Decent Work Agenda provides a platform to promote these fundamental norms within the MDGs, national Poverty Reduction Strategies, the joint mechanisms under UN country teams, UNDAFs, CCAs, Gender Theme Groups and the “Delivering as One” process.

In addition to the standards it sets for equity in employment and the programmes it engages in, the ILO offers tools such as the PGA, gender analysis and planning, capacity building and training related to employment for UN agencies and national social partners operating in multiple sectors. The ILO’s standards, the commitments made by it, and supervisory machinery need to be better reflected in the UN policy documents and training packages on the human-rights-based approach to development (ILO, March 2008, GB.301/LILS).

The ILO is at the cutting edge in helping steer a course towards more effective gender mainstreaming – highlighting the importance of integration with RBM; of promoting both the economic argument as well as social justice; of supporting women specific initiatives alongside mainstreaming strategies and of strengthening accountability for gender equality. This work has not finished. There is more work to be done within the ILO and the broader UN system and the ILO needs to continue to strengthen its internal approaches, the capacity of constituents and staff so as to better serve constituents, and sharing of good practice with other UN agencies. There is considerable interest in the ILO approach of linking gender equality and RBM, for example in the ILO Action Plan for gender equality 2008–09 through emphasis on accountability mechanisms and clarity of roles and responsibilities. There is a need to monitor and show progress from this initiative.

It is important for the ILO to maintain its reputation for attention to gender equality and women’s empowerment through, for example:

- continuing to strengthen mainstreaming of gender equality in all ILO policies, programmes and activities, and tracking and disseminating lessons learned and good practice;
- providing gender equality inputs into UN forums;
- strengthening attention to gender equality and women’s empowerment in toolkits such as the United Nations System Chief Executive Board for Coordination (CEB) *Toolkit for Mainstreaming Employment and Decent Work* and the ILO’s *Decent Work Country Programme Guidebook*; and
- building alliances with UN agencies, to promote gender equality in UN task forces, not only those related to gender equality but also in core task forces related to employment, youth, climate change etc. The UN Development Group (UNDG) High-level Committee on Programmes (HLCP) and its working groups are important bodies to engage within.

The ILO should advocate amongst UN agencies for strong gender equality dimensions and for a senior gender equality adviser on each UNCT, working directly under the Country Coordinator. It needs to support the UN Gender Theme Group at country level to be a strong actor within the UNCT group in country and should help

engender the Joint UN Memorandum of Understanding that agencies sign. The ILO needs to maintain a strong involvement in various inter-agency groups so as to ensure that the ILO's international labour standards are fully taken into account in efforts to assist countries to combat discrimination as part of development. It must continue to promote and to leverage ILO social partners' participation in UN reform processes.

Pursuing this path and realizing the commitment to social justice through working for gender equality and women's empowerment has resource implications for the ILO. The Organization was amongst the first of the UN family to put these issues on the agenda. It has a responsibility to and through its constituents to maintain and intensify efforts through its own programmes; through the "One UN"; and through strengthened collaboration and coordination with other UN agencies. The current international context of accelerating change and complexities generated by globalization present new challenges, but the core principles remain the same, including the imperative to achieve gender equality and non-discrimination.

Appendix

Selected ILO Conventions and Recommendations on promoting gender equality

Fundamental principles and rights

- Equal Remuneration Convention, 1951 (No. 100), and Recommendation No. 90
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and Recommendation No. 111
- Minimum Age Convention, 1973 (No. 138), and Recommendation No. 146
- Worst Forms of Child Labour Convention, 1999 (No. 182), and Recommendation No. 190
- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Forced Labour Convention, 1930 (No. 29), and Recommendation No. 35
- Abolition of Forced Labour Convention, 1957 (No. 105)

Maternity protection, work and family

- Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation No. 95
- Maternity Protection Convention, 2000 (No. 183), and Recommendation No. 191
- Workers with Family Responsibilities Convention, 1981 (No. 156), and Recommendation No. 165

Employment promotion

- Employment Policy Convention, 1964 (No. 122), and Recommendation No. 122
- Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169)
- Human Resources Development Convention, 1975 (No. 142), and Recommendation No. 150
- Termination of Employment Convention, 1982 (No. 158), and Recommendation No. 166
- Employment Relationship Recommendation, 2006 (No. 198)

Working conditions

- Night Work (Women) Convention (Revised), 1948 (No. 89), Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948
- Night Work Convention, 1990 (No. 171), and Recommendation No. 178
- Home Work Convention, 1996 (No. 177), and Recommendation No. 184
- Part-Time Work Convention, 1994 (No. 175), and Recommendation No. 182
- Occupational Safety and Health Convention, 1981 (No. 155), Protocol of 2002 to the Occupational Safety and Health Convention, 1981, and Recommendation No. 164

Migrant workers

- Migration for Employment Convention (Revised), 1949 (No. 97), and Recommendation No. 86
- Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and Recommendation No. 151

Bibliography

- Aruna, R.; Kelleher, D. 2006. "Gender analysis and gender mainstreaming in common country programming", Report for the UNDG Task Team on Gender Equality, 6 May.
- Beck, T. 2006. "From checklists to scorecards: Review of UNDG Members' accountability mechanisms for gender equality synthesis", Report for the UNDG Taskforce on Gender Equality.
- Esim, S. 2007. "Applying a gender equality and workers' rights approach to labour market indicators in Arab States", draft paper (Lebanon, ILO-ROAS), Oct.
- Gaynor, C. 2006. "Gender equality in ILO strategic programming", paper prepared for the ILO Bureau for Gender Equality, Aug.
- . 1988. "The Status of Women Teachers in Southern Africa", Sectoral Activities Programme 4.5/WP.37 (Geneva, ILO).
- IANWGE. 2000. Report of the UN Inter-agency Commission on Women and Gender Equality, IANWGE.
- ILO. 2009. "Report of the Committee on Gender Equality", Sixth item on the agenda: Gender equality at the heart of decent work, Provisional Record 13 (Geneva, ILC, 98th Session, 2009).
- . 2009. "Gender equality at the heart of decent work", Report VI (Geneva, ILC, 98th Session, 2009)
- . 2008. ILO Declaration on Social Justice for a Fair Globalization, Director-General's announcement IGDS No. 36 (Version 1), 13 Aug.
- . 2008. "General status report on ILO action concerning discrimination in employment and occupation", GB.301/LILS, Mar.
- . 2008. Memofax on UNCT reports to CEDAW ESC 1005-03-103, Apr.
- ILO Regional Office for the Arab States. 2008. "Building safe passage for women's empowerment in the West Bank and Gaza Strip: Country Brief 2" (Lebanon, Beirut).
- ILO. 2007. Publication "Gender equality around the world", Articles from the *World of Work* magazine, 1999–2006.
- . 2005. "Labour and social trends in Asia and the Pacific".
- . 2005. "Facts on the ILO and the MDGs", Sep.
- . 2005. "Thematic evaluation report: Gender issues in technical cooperation", paper (GB.292/TC/1) on technical cooperation presented by the Office to the Governing Body (Geneva, 292nd Session, Mar. 2005).
- . 2003. *Working out of poverty*, Report of the Director-General, (Geneva, ILC, 91st Session, 2003).
- . 2003. "Women workers and the work of women".

-
- 2003. “Time for equality at work”, Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, Report I(B), (Geneva, ILC, 91st Session, 2003).
 - 2001. *Reducing the decent work deficit: A global challenge*, Report of the Director-General, (Geneva, ILC, 89th Session, 2001).
 - 2000. “The ABC of women workers’ rights and gender equality”.
 - 2000. “Decent work for women”, an ILO proposal to accelerate the implementation of the Beijing Platform for Action, ILO, Bureau for Gender Equality.
 - 2000. Outcome of the Special Session of the General Assembly – Women 2000 “Gender equality, development and peace for the twenty-first century” (New York, 5–9 June 2000), (GB.279/ESP/4, 279th Session, Nov. 2000).
 - 1999. *Decent work*, Report of the Director-General (Geneva, ILC, 87th Session, 1999).
 - 1995. “Gender equality at work: Strategies towards the 21st century”, contribution to the Fourth Conference on Women, Geneva.
 - 1995. “Gender equality at work: Strategies towards the 21st century”, results of ILO preparatory meetings for the Fourth World Conference on Women.
 - 1995. “Gender equality at work: Strategies towards the twenty-first century”.
 - 1987. “The ILO and women workers”, briefing note.
 - 1987. Plan of action on equality of opportunity and treatment of men and women in employment.
 - 1987. “The ILO and women workers: Follow-up to the resolution on equal opportunities and equal treatment for men and women in employment”, adopted by the 71st session (1985) of the ILC and the “Forward-looking strategies for the advancement of women”, adopted by the World Conference to review and appraise the achievements of the UN decade for women: Equality, development and peace (Nairobi, July 1985), June.
 - undated. “ILO Initiatives Linked to Beijing +10”, internal document, ILO.
- ILO–UN-DAW. 1999. “World survey of the role of women in development: Globalization, gender and work”.
- ILO–UNDP. 2005. “The role of employment in promoting the Millennium Development Goals”.
- ILO–UNESCO. 2006. A HIV and AIDS workplace policy for the education sector in Southern Africa
- 2006. Joint Committee of Experts on the Application of the Recommendations concerning Teaching Personnel, Report (Geneva, Ninth Session, 30 Oct.–3 Nov. 2006).
- International Labour Conference. *Provisional Record*, Report of the Chairperson of the Governing Body to the Conference for the year 2000–01 (Geneva, ILC, 89th Session, 2001).
- International Service for Human Rights Women’s rights in the UN. 1995. *A manual on how the UN human rights mechanisms can protect human rights*.

-
- Jain, D.; Chacko, S. 2008. "Unfolding women's engagement with development and the UN: pointers for the future" in *Forum for Development Studies* No. 1-2008 (pp. 5–36).
- Jain, D. 2005. *Women, Development and the United Nations* (Indiana University Press).
- Jones, N. 2008. UNFPA Representative, United Republic of Tanzania. Briefing on the Joint Programme on Maternal and Newborn Death Reduction UNCMT Meeting with the Right Honourable Jens Stoltenberg, Prime Minister of Norway, Apr.
- Kayser F.; Cruz, A. "Preliminary survey findings on gender mainstreaming in programming, monitoring, evaluation and reporting in RBM systems", presentation to IANWDE (New York, Feb. 2006).
- Osmani, S. 2005. "The role of employment in promoting the Millennium Development Goals", paper prepared under the Joint ILO–UNDP Programme on Promoting Employment for Poverty Reduction.
- Pietila, H. 2007. "The unfinished story of women and the United Nations", UN Non-Governmental Liaison Service Development Dossier.
- Razavi, S.; Miller, C. 1995. "Gender mainstreaming: A study of efforts by the UNDP, the World Bank and the ILO to institutionalize gender issues", UN Research Institute for Social Development.
- SARD. 2007. "Sustainable Agriculture and Rural Development Policy Brief 15: SARD and women", joint publication of the FAO, IFAD, ILO and UNIFEM.
- Skard, T. 2008. "Getting our history right: How were the equal rights of women and men included in the Charter of the United Nations?" in *Forum for Development Studies* No. 1-2008, pp. 37–60.
- Skuric-Prodanovic. 2007. "MDG-Fund (Gender) Joint Programme Proposal Process: Lessons learned and key recommendations", paper prepared for the UN Agencies in the occupied Palestinian territories, Oct.
- UN. 2004. Economic and Social Council: "The role of men and boys in achieving gender equality", thematic issue before the CSW, 22 Dec. 2003, E/CN.6/2004/9.
- . Undated. Common Country Programming Processes Module 7– Gender Equality.
- UN United Republic of Tanzania. 2007. United Nations Development Assistance Framework (UNDAF, 2007–10), Oct.
- UNCT. 2007. Rwanda Newsletter Issue 5, Aug.
- UNDP and ILO. 2008. "Mapping of UNDP–ILO Joint Actions on Gender Equality and Women's Empowerment to Operationalise Action Plan 2007–08", UNDP and ILO Gender Team and Gender Bureau, Feb.
- UNIFEM. 2005. *Resource Guide for Gender Theme Groups*.