

INTERNATIONAL LABOUR ORGANIZATION

**Strategy for Gender Mainstreaming in the Employment Sector
2010–15**

Aligned with ILO Action Plan for Gender Equality 2010–15
Phase II: Programme and Budget 2012–13

INTERNATIONAL LABOUR OFFICE GENEVA

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Preface

Gender equality is one of the key cross-cutting priorities of the Employment Sector's mission to promote productive employment and decent work for women and men. Given the persistent gender gaps in the world of work despite some past progress, we in the Employment Sector of the ILO have an obligation to ensure that the ILO supported intervention delivers outcomes which contribute to gender equality in the world of work.

This Strategy for Gender Mainstreaming in the Employment Sector 2010–15 has been developed as the Employment Sector's continued commitment towards implementing the ILO "Gender Equality and Mainstreaming" Policy and the 2010–15 Action Plan for Gender Equality. This Office-wide Action Plan was overwhelmingly approved by the ILO Governing Body in March 2010. It provides a results-based management planning framework to mainstream gender equality concerns across all the thematic areas of ILO's Decent Work Agenda, including in employment promotion.

In order to meet the employment challenges, in particular, the gender gaps in the global employment patterns, this Gender Mainstreaming Strategy for the Employment Sector has been developed with the aim to ensure that gender concerns are fully integrated into all our technical work related to the formulation, implementation, monitoring and evaluation of employment policies, programmes, and other actions. This Strategy provides a framework to ensure that gender analysis and planning are introduced into all of the ILO supported activities for employment promotion. It also provides the basis for better monitoring and impact assessment of gender mainstreaming in the Sector's work, especially at the national level. The Strategy also serves as a tool to assist the Sector staff to better implement the Organization's policy on gender equality and gender mainstreaming in the ILO's work for employment promotion.

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Part One

1. Introduction

This document sets out the Employment Sector's strategy to support achieving gender equality in the world of work. It is part of the Sector's measures to implement the ILO's Office-wide Action Plan for Gender Equality 2010–15,¹ which was approved by the Governing Body in March, 2010. This Action Plan has been developed in line with the 2012–13 Programme and Budget (P&B) that identifies gender equality as a cross-cutting priority, calling the ILO staff to review all its action through a gender lens, taking into account its relevant different impact on women and men. The Action Plan also facilitates effective and gender-responsive delivery of the Decent Work Agenda in line with the 2009 International Labour Conference (ILC) resolution on gender equality at the heart of decent work.²

The goal of this Employment Sector specific strategy on gender mainstreaming is to drive the ILO gender equality agenda forward and reaffirm the Sector's commitment to promoting gender equality in the world of work. The objective is to outline how gender dimensions will be systematically addressed across the entire Sector's work by its entire staff.

This Strategy refers to two interlinked areas: (a) the substantive aspect of Sector's all policies and programmes; and (b) its structure and procedures.

The Strategy outlines six priority areas. For each area it identifies specific measures and actions to be taken. These areas have been broadly aligned with the ILO Action Plan for Gender Equality, 2010–15, and as such, this document should be read in conjunction with this Office-wide Action Plan.

2. Background

Despite progress made in advancing gender equality in the world of work over the past several decades, there remains a long way to go across the world. Substantive progress has been made in outlawing discrimination based on sex, but women continue to face disadvantages compared with men who enjoy greater opportunities and better treatment in all areas of economic life. The global employment trends point out the higher vulnerability of women's employment than men's, and that women continue to be over-represented in rural and informal economies, and casual, precarious and low paid jobs in various developing countries. Women are also more vulnerable than men to exploitation and violence at work as migrants, both domestic and international.

¹ See the ILO Action Plan for Gender Equality: http://www.ilo.org/gender/Informationresources/lang--en/docName--WCMS_141084/index.htm.

² The resolution concerning gender equality at the heart of decent work adopted at the 98th Session of International Labour Conference (see: http://www.ilo.org/global/What_we_do/Officialmeetings/ilc/ILCSessions/98thSession/comm_reports/lang--en/index.htm).

The ILO justifies the pursuit of gender equality on two grounds. First, there is the rights-based equity rationale.³ It argues the need to address the discrimination women face in the world of work, as a matter of fundamental human rights and justice. Second, there is the economic efficiency rationale, which argues that women can play a critical role as economic agents capable of transforming societies and economies. Equality is not just an intrinsic value and a right in itself, but is instrumental in achieving economic growth and poverty reduction. Relevant in all cultural settings, economic empowerment of women unleashes their socio-economic potential as a force for development.

In 1999 the ILO adopted a policy on gender equality and gender mainstreaming in the International Labour Office. Subsequently, in 2000, the ILO adopted a Gender Policy and a Plan of Action for Gender Mainstreaming across the board in its programmes, structure and personnel. This plan of action defined the basis for the ILO's approach to achieving gender equality in the world of work consisting of: (1) gender analysis to be undertaken in all the Office's technical work; and (2) action to be taken, including gender-specific interventions, to promote gender equality.

The 2006–07 P&B included a **mainstreamed strategy on advancing gender equality**. This was more specifically articulated during the 2008-2009 P&B under Common Principles of Action: **“All ILO action will apply gender lenses to assess its potential and actual impacts on equality of opportunity and treatment for women and men in the World of Work”**.⁴

In 2009 the International Labour Conference (ILC) held a general discussion on “Gender Equality at the Heart of Decent Work”. The ILO Action Plan for Gender Equality, 2010–15 was developed, taking into consideration the relevant ILC Conclusions. The ILO Action Plan – Phase II highlights the key gender responsive action and indicators in the Programme and Budget, 2012–13.

At the international level, both the 2006 UN Economic and Social Council Ministerial Declaration on Decent Work and the 15-year review of the Beijing Declaration and Platform for Action (2010) attached importance to promoting decent work and full and productive employment for both women and men. In 2010, the new United Nations Entity for Gender Equality and Women's Empowerment (UN Women) was established, merging UN's key gender equality and women's empowerment entities. A major review of the progress in the achievement of Millennium Development Goals for the last ten years took place at the UN Summit on MDGs, also highlighting the importance of the role of women and gender equality concerns for poverty reduction in development.

The Office is mandated to follow-up on the 2008 *Declaration on Social Justice*,⁵ *Resolution concerning Gender Equality at the Heart of Decent Work*⁶ and *Global Jobs*

³ The ILO has two key international labour standards specific to promoting equal rights at work, Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and Equal Remuneration Convention, 1951 (No. 100).

⁴ ILO Programme and Budget for 2010–11.

⁵ 2008 ILO Declaration on Social Justice for a Fair Globalization, ILC, 97th Session, Geneva, 2008 (http://www.ilo.org/global/What_we_do/Publications/Officialdocuments/lang--en/docName--WCMS_099766/index.htm).

⁶ The resolution concerning gender equality at the heart of decent work adopted at the 98th Session of International Labour Conference (see: http://www.ilo.org/global/What_we_do/Officialmeetings/ilc/ILCSessions/98thSession/comm_reports/lang--en/index.htm).

*Pact*⁷ adopted at 2009 ILC, as well as the 2010 ILC *Resolution concerning recurrent discussion on employment*.⁸ Accordingly, the ILO continues to implement the Decent Work Agenda through Decent Work Country Programmes (DWCPs) towards a fair globalization. Gender equality is at the heart of the ILO's Decent Work Agenda and one of the key cross-cutting priorities of the Global Employment Agenda (GEA), which was adopted by the GB in 2003.

During recent years, the ILO has taken action to integrate employment concerns into the Poverty Reduction Strategy Papers (PRSP) formulated under the guidance of the World Bank, in an effort to put employment at the heart of national socio-economic policies in poor developing countries. In the ongoing global economic crises, and in order to follow-up on the Global Jobs Pact, employment priorities are being increasingly integrated into national development plans and policies in close collaboration with the UNDP and other UN organizations operating at national level. In this regard, it is essential that employment and gender concerns be fully integrated into the national development and policy frameworks including through national development planning and UNDAF processes.

Within this overall context, the Employment Sector of the ILO has an important role to play in ensuring that decent work is achieved equally for both women and men, through supporting employment promotion in order to improve both quantity and quality of employment in its member countries. Indeed, the Employment Sector has some of the most viable gender-responsive product lines, and has made substantial progress in making its work gender responsive during the last three biennia by producing a range of tools and resources (see Appendix II). The Sector also benefits from the achievements of over 20 years of ILO's experience in piloting research, advocacy, advisory services and technical cooperation, as well as information dissemination in the domain of gender and employment.

In addition to delivering concrete gender specific outputs, the Employment Sector is committed to mainstream gender equality concerns in all of its work, and continuous efforts have been made in this direction.

The Sector adopted the first gender mainstreaming strategy in 2008–09, and this revised and updated strategy for 2010–15 will provide for continued efforts, further mainstreaming gender equality issues in the work of the ILO for employment promotion, across the board.

3. Definition of gender mainstreaming

Gender mainstreaming as a strategy to achieve gender equality was identified by governments at the Fourth World Conference on Women, held in 1995 in Beijing. The ILO adopted its own policy in 1999 – *Gender equality and mainstreaming in the International Labour Office*, focusing on three fronts: staffing, substance and structure.

Past reviews and evaluations in a range of development organizations and agencies have demonstrated that gender mainstreaming had not been well understood or supported

⁷ Recovery from the crisis: A Global Jobs Pact, ILC, 98th Session, Geneva, 2009 (http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_108456.pdf).

⁸ The 2010 ILC resolution concerning recurrent discussion on employment (http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_143164.pdf).

and thus has not been effective in translating policy commitments on gender equality into resources and implementation. Recommendations toward increased effectiveness include: (1) adopting a more strategic approach that analyses and identifies priority opportunities and entry points, rather than attempting to do everything, everywhere; (2) strengthening institutional support and accountability mechanisms for gender equality mainstreaming; (3) paying attention to the internal/human resources policies as well as operational/programmatic dimensions of an organization's work; and (4) providing the resources to support proper analysis, implementation, monitoring and evaluation.

UNECOSOC – Definition of gender mainstreaming

“Mainstreaming a gender perspective is the process of assessing the implications for women and men, of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of all policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. *The ultimate goal of gender mainstreaming is to achieve gender equality*” (emphasis added).

United Nations Economic and Social Council, 1997.

It is noted here that implementing a gender mainstreaming strategy also entails gender-specific interventions that may target only **women** or only **men**, or **women and men together**, based on the results of a gender analysis. These gender specific interventions continue to be necessary and are most effective in reducing the past accumulated and continuing disadvantages certain groups of workers suffer from. The key is how we define the most effective entry points and interventions through undertaking gender analyses, in order to identify existing gender gaps both in terms of quality and quantity of employment. Such analyses entail examining gender differentiated, or women's and men's specific constraints and needs for enhancing access to employment and income, including the burden/constraints of unpaid care work that mostly women undertake.

The gender mainstreaming strategy of the ILO Employment Sector takes the following two pronged approach:

- (1) integrate gender concerns in the substance of all the Employment Sector's work; and
- (2) take gender specific action, or target either men or women or both, based on the gender analysis that is undertaken.

The ultimate goal of the gender mainstreaming in employment promotion is to contribute to creating equal opportunities of productive employment and decent work for women and men in the world of work.

The implementation of the gender mainstreaming strategy will entail the integration of gender concerns into the implementation of the Global Employment Agenda (GEA), of which the implementation strategy has been spelled out in the Vision document,⁹ as well as following-up on key gender and employment related ILC resolutions.¹⁰

⁹ See Vision document: http://www.ilo.org/employment/Whatwedo/Publications/lang-en/docName-WCMS_103335/index.htm.

¹⁰ These refer to relevant ILC resolutions adopted by ILCs: Resolution on the informal economy (90th Session, ILC, 2002); Resolution on Sustainable Enterprises (96th Session, ILC, 2007); Resolution on Skills for improved productivity, employment growth and development (97th Session, ILC, 2008) as well as Resolution on Promotion of rural employment for poverty reduction (97th Session, ILC, 2008), particularly, those paragraphs specifically mentioning gender specific action by the ILO, in addition to those mentioned in Section 2. Background.

4. Objectives

This strategy has broad objectives as follows:

- (1) better integrate gender concerns into all the substantive work of the Employment Sector;
- (2) enable and empower all the Employment Sector staff to take on the responsibility to mainstream gender concerns in to their daily work; and
- (3) create an enabling environment for promoting gender equality.

5. Priority action areas

For the period 2010–15, the Employment Sector will focus on six priority action areas to achieve the objectives mentioned above:

- (1) design and deliver gender responsive employment policies, strategies and programmes in line with the ILO Action Plan for Gender Equality 2010–15;
- (2) strengthen gender mainstreaming capacity of the staff;
- (3) share knowledge on gender and employment across the world;
- (4) improve gender management, monitoring and evaluation;
- (5) improve gender balance in the personnel and create conducive work environment; and
- (6) strengthen institutional mechanisms for gender equality in the Employment Sector.

6. Implementation measures

6.1. Design and deliver gender responsive employment policies, strategies and programmes in line with the ILO Action Plan for Gender Equality, 2010–15

Efforts will be made to fully integrate gender concerns into technical work related to formulation, implementation, monitoring and evaluation of employment policies, strategies and programmes. The following steps will be taken:

- (1) collect sex-disaggregated data on employment and conduct gender analysis;
- (2) establish gender indicators for measuring the impact of employment policies, strategies and programmes on women and men, in cooperation with Office-wide efforts;
- (3) ensure that all DWCPs and various ILO supported interventions for employment promotion (research, advocacy, technical cooperation, advisory work and capacity-building of the ILO constituents) are gender responsive;
- (4) develop specific gender-responsive product lines and tools; and

- (5) document the outcome and impacts of the ILO technical work in promoting decent and productive employment with specific gender concerns.

Table 1 below shows a summary of some key gender issues and response strategies in the various employment themes.

Table 1. Key gender issues and response strategies in employment themes

Theme	Relevant gender issues and response strategy
Employment policy	<p>Women are more affected by unemployment, underemployment, poverty, vulnerability and informality than men in most countries.</p> <ul style="list-style-type: none"> – Ensure that LM and employment patterns are analysed by sex and different needs of various social groups are specifically addressed in the formulation of employment policies and strategies. In doing so, the intersection between gender and other aspects such as class, race, ethnicity and disability need to be considered.
Labour market institutions, regulations and policies	<p>Various social groups are being affected differently by LM policies and regulatory frameworks.</p> <ul style="list-style-type: none"> – It is important to take into consideration, differentiated impacts of LM regulations and policies on various social groups in the analyses, and appropriate policy/regulatory response. The policies and regulations should contribute to reducing gender gaps, rather than widening them.
Impact of trade and finance on labour markets	<p>During the recent era of globalization for the last 20 years, women's increasing share in the labour force in export sectors has been the major driver for the increase in female employment in many developing countries.</p> <ul style="list-style-type: none"> – It is crucial to ensure that any trade and employment research be done with specific gender disaggregation, not only to keep track on the impact of trade on LM, but also draw gender responsive policy implications and formulate interventions accordingly.
Skills development	<p>Women face higher barriers than men in access to vocational education and training, especially in non-traditional occupations. Gender stereotypes dictating women's and men's skills and occupations tend to persist, causing occupational segregation in various LMs.</p> <ul style="list-style-type: none"> – Providing equal opportunities for women and men in access to relevant and quality education, vocational training, apprenticeships and workplace learning is key to overcome gender gaps in LM/employment. – Encouraging women to take up higher skills for non-traditional occupations (such as computer programmer) that are not traditionally considered "gender stereotype", and men to take up occupations considered "female occupations" (such as nursing) also forms a part of the strategy.
Employment services	<p>Women tend to have less education and professional skills, hence use ES less than men in many developing countries.</p> <ul style="list-style-type: none"> – Ensuring expansive access to gender responsive career counselling and employment services is important to respond to the needs of various social groups that are most affected by unemployment and underemployment. (this needs creative and practical solutions/interventions)
Persons with disabilities	<p>Women with disabilities are often more affected by unemployment, underemployment, and poverty than their non-disabled peers or disabled men. In post-conflict situations, while disabled men may outnumber disabled women, the latter are more vulnerable to discrimination in access to services.</p> <ul style="list-style-type: none"> – Policies and programmes should respond to the needs of disabled women and men in a gender equitable way; this may require targeted action for disabled women.
Youth employment	<p>Young women and men are affected by unemployment and LM vulnerability differently.</p> <ul style="list-style-type: none"> – It is crucial to address the heterogeneity of youth, in particular, with respect to gender and other variables such as the level of education, age, disability status and ethnicity both in the analysis and intervention.
Employment-intensive investment	<p>Women tend to face higher barriers than men to access to wage employment in general, including in infrastructure development projects and programmes, as many of these are regarded as traditionally male sectors.</p> <ul style="list-style-type: none"> – It is important to ensure that equal access to, and treatment in employment is fully taken into account in both the target groups analysis and actual intervention.

Theme	Relevant gender issues and response strategy
SME and cooperative development	<ul style="list-style-type: none"> – It is important to ensure women’s participation/ representation in the phases of planning, design and implementation of infrastructure projects. – It is also important to enhance public investments in service and health sectors, which can employ more women. <p>Women and youth tend to suffer higher barriers to start or expand their business/cooperative.</p> <ul style="list-style-type: none"> – Specific gender differentiated analysis (by sex and age) on barriers to entry and expansion of businesses/ cooperative should be undertaken, and policy and intervention should be formulated/undertaken accordingly.
Social finance	<p>Access to and ownership of financial resources and economic assets is often unequally distributed among women and men.</p> <ul style="list-style-type: none"> – Access to finance interventions should ensure that targeted populations are empowered, rather than disempowered both at community and household level, so that women will have both access and control over financial resources. – This also means that mechanisms are in place to ensure equal access to financial services for both women and men.
Informal economy	<p>While figures vary from country to country, women tend to represent a higher share of informal and vulnerable employment, particularly, being engaged in unpaid family labour, domestic work and home-based work, than men.</p> <ul style="list-style-type: none"> – Specific and gender responsive policy and intervention should be formulated/undertaken to ensure that more women benefit from transition from informality to formality.
Rural employment	<p>If those in rural areas are most vulnerable to unemployment, underemployment, and poverty, generally speaking, it is even more so with respect to women.</p> <ul style="list-style-type: none"> – Given that the line between productive (SNA1) and reproductive (non-SNA) work is blurred in rural work, it is crucial for any policy or operational intervention to take into account gender specific implications, in particular the burden of unpaid work on women in rural milieu.
Crisis response and reconstruction	<p>In any crisis situation, female populations are most vulnerable; in particular, the young and the very old, while the socio-economical impacts of crisis varies depending on age, sex, ethnicity and poverty levels of a given population.</p> <ul style="list-style-type: none"> – It is important to analyse both the cause and impact of crisis through a gender lens, and formulate the response accordingly.
Follow-up on ILO Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)	<p>In formal employment structures within (multinational) enterprises, women continue to face discrimination in recruitment, promotion, pay and career development.</p> <ul style="list-style-type: none"> – It is important to raise awareness and understanding on the causes of discrimination based on sex (e.g. family responsibilities and gender stereotype) among employers, so that they can take concrete measures and action to combat sex-based discrimination. – Tools should be developed to assist companies in development of non-discrimination and equal opportunities policies and practices for its male and female employees, as part of responsible business practices
Green jobs	<p>Women, particularly the young and the old, are most vulnerable in environmental catastrophes and degradation, while green jobs using new technologies could provide increasing job opportunities for women and young people.</p> <ul style="list-style-type: none"> – It is important that the impact of environmental change on the world of work is assessed with a specific gender lens and the formulation of policies and intervention be done accordingly. – More and better jobs should be provided to women and youth in the green jobs initiatives.

In particular, the Employment Sector’s flagship publications and other major publications, as well as ILC papers related to employment will be peer-reviewed at various stages of their development through a gender lens. This will also ensure the technical quality of key employment related publications and policy documents, especially, from a gender perspective.

6.2. Strengthen gender mainstreaming capacity of the staff

The knowledge and understanding of gender issues among the staff members of the Employment Sector remain uneven. Moreover, frequent staff changes make it highly useful to continue maintaining/developing the knowledge and capacities of the staff to systematically integrate gender concerns in their respective areas of work. Hence, the following measures should be undertaken:

- (1) identify training needs of various departments to strengthen gender mainstreaming capacity at the beginning of each biennium;
- (2) organize staff training on gender mainstreaming in employment at least once in a biennium, particularly, to enable staff to conduct gender analysis in programme/project planning, implementation, monitoring and evaluation;
- (3) develop and apply intervention-specific gender guidelines and training manuals or modules, or integrate gender concerns in various capacity-building materials of the respective intervention areas of employment promotion; and
- (4) provide/obtain advice on how to integrate gender concerns into their work, where it is necessary.

6.3. Share knowledge on gender and employment

The Employment Sector launched a new web site for information sharing and dissemination in early 2010.¹¹ The Sector also published *Gender Guidelines in Employment Policies* in 2010. Various units/programmes have developed a series of gender specific tools. All these resources can be utilized for training and/or awareness-raising material both for ILO officials and constituents. These could also be a source of inspiration for replication elsewhere. Such initiatives need to be continued and sustained in order to contribute to the overall ILO efforts in knowledge sharing in general, and more specifically, on gender and employment. The Employment Sector will continue to:

- (1) bring visibility to gender and employment products on the ILO website in order to facilitate ease of reference, information search and dissemination;
- (2) share relevant information on innovative initiatives and new publications/tools that are developed through the ILO Gender Network, EMP Gender Network, and the Sector's normal information dissemination channel provided by the Sector's Documentation Centre;
- (3) enter relevant data on innovative initiatives and new publication/tools on the Information Database managed by GENDER/INFORM;
- (4) organize thematic and dissemination seminars, including inviting outside experts to make presentations on emerging gender and employment issues; and
- (5) maintain and update the gender coordination common drive both at the Sector and Unit's levels.

¹¹ See: http://www.ilo.org/employment/AreasOfWork/lang--en/WCMS_DOC_EMP_ARE_GEN_EN/index.htm.

6.4. Improve gender management, monitoring and evaluation

As part of the Office-wide efforts, particularly by GENDER and PROGRAM to develop monitoring and evaluation tools and indicators, the Sector will identify its own employment specific gender indicators for monitoring and evaluation. The system should not be too work-intensive in terms of the time required to implement. It should also be part and parcel of the overall programme and project monitoring and evaluation systems, i.e. not to create a parallel Monitoring and Evaluation (M&E) system.

- (1) Improve the design of gender indicators in P&B proposals.
- (2) Establish gender indicators/outputs at the individual/units' levels, in accordance with the Office's planning cycle.
- (3) Ensure that management meetings review progress in the implementation of gender mainstreaming in the Sector on a regular basis.
- (4) Prepare progress reports on the implementation of the Gender Mainstreaming Strategy, plus interim updates on specific issues, and circulate them to the Sector's senior management, unit chiefs and staff.

Within the context of the ILO Action Plan for Gender Equality 2010–15 an accountability framework for gender equality has been developed, including for work of the Employment sector. Improved mechanisms for gender-responsive programming, monitoring and evaluation are necessary and the application of a gender-assessment tool to review and evaluate the implementation of outcome-based work plan and gender-related strategies will be used.

6.5. Improve gender balance in the personnel and create conducive work environment

It is important that the Employment Sector's management maintain their commitment to ensure that gender equality concerns are fully integrated not only into the Sector's substantive work, but also to its structure and personnel. The ILO 1999 gender policy sets an Office-wide target of 50 per cent of the professional posts to be filled by women by 2010; raises career development opportunities for General Service staff; and expresses the need for specific measures to create a family-friendly and enabling work environment for all staff, both women and men.¹² Training and capacity-building on gender equality are accepted use of Staff Learning and Development allocations. Managers need to take into consideration different impacts that management decisions can have on male and female staff, and what are the different approaches that managers need to adopt to equitably address the different needs of staff members.

¹² The original target of 1999 was revisited in the March 2010 Governing Body in which the Director-General addressed the PFA. See ILO: GB.307 the Director-General's speech to the Programme, Financial and Administrative Committee (17 March 2010) "... At the end of 2009, four out of every ten professional staff in the ILO were women; exactly 42.5 per cent. This is more than ten percentage points higher than in 1999. Among staff at director level, 41.5 per cent are women; a percentage point increase over 1999 ... We know that social scientists tell us that diversity at the workplace is a factor of motivation, and I can observe that this change in the gender composition of our staff is an immense asset to the Organization. The Office will continue to promote gender parity as well as multilingual and multicultural diversity at all levels".

The implementation of this part of action will be fully in line with the ILO's Action Plan on Enabling institutional mechanisms for gender equality in the Office.¹³

6.6. Strengthen institutional mechanisms for gender equality in the Employment Sector

As part of the ILO strategy on gender mainstreaming, the Office has set up a system of gender focal points in HQ and in the field. The Bureau for Gender Equality (GENDER) has the coordinating role of this network. The Employment Sector's Gender Coordinator(s) will review the list of Gender Focal Points within the Employment Sector, and keep up-to-date the list maintained by GENDER on an annual basis, and whenever there are personnel changes. In principle, GFPs' term will be for two years, subject to review and extension at the Units' level.

7. Institutional mechanisms for implementation

7.1. Roles and responsibilities

The ultimate responsibility and accountability for the implementation of this Gender Mainstreaming Strategy rests with the Employment Sector Executive Director, Department directors and line managers. Responsibility for its implementation in daily work rests with each and every staff member. All managers are responsible and accountable for providing active leadership in implementing this strategy and ensuring that all staff members:

- (i) are aware of his/her responsibility to contribute to the implementation of the Employment's Sector Gender mainstreaming Strategy;
- (ii) are capacitated to carry it out; and
- (iii) achieve the goals and targets set out in this strategy in their field of responsibility, and that their gender responsive action will be acknowledged and rewarded.

Gender Coordinator(s) will provide the overall coordination support to the updating of the gender mainstreaming strategy, the monitoring of its implementation, and taking initiatives for staff training and knowledge/information sharing and dissemination at the Sector level.

The Sector's Gender Network (Gender Coordinators and Gender Focal Points) will promote, catalyse and support the implementation of the strategy. In addition to providing overall support for mainstreaming gender equality in employment promotion, they will be resource persons for various actions that would need to be taken, where necessary and they can. Joint work and collaboration between programmes will also be encouraged.

The ILO Bureau for Gender Equality, the senior gender specialists in the field and colleagues in the ILO International Training Centre in Turin will provide technical inputs to the work related to promoting gender perspectives in the Employment Sector's programmes' and units' work, upon request.

¹³ See pp. 36–42 of the ILO Action Plan.

7.2. Meetings and reports

Meetings of the Employment Sector's Gender Network will take place every three months, or more often as required, and the Network members will meet with the Executive Director, together with directors and line managers on an annual basis to keep track of the overall implementation of the Gender Mainstreaming Strategy.

There will be a biennial workplan, which will be reviewed and updated annually at units/programmes' levels, and annual progress reports at the Sector's level.

7.3. Resources

It is proposed that the sector management support the implementation of this strategy through earmarking a budget at both the sector and department levels. This could include, for example, the cost of an intern and the use of the staff development fund for training and seminars, as well as funding specific gender inputs for delivering technical outputs. Formulating TC projects and joint collaboration across the Sector will also be encouraged. Where GENDER can provide funding for specific gender actions/interventions, this will also be tapped.

Part Two

Strategy for Gender Mainstreaming in the Employment Sector: Summary matrix ¹

Key priority area	Measures	Outputs	Time frame	Responsibility
1. Design and deliver gender responsive employment policies, strategies and programmes in line with the ILO Action Plan for Gender Equality 2010–15	1.1 Ensure gender disaggregation of employment data and gender analysis is undertaken for the identification of key employment challenges in a given context (programmes/projects/national and global levels), in specific themes of employment	Specific gender analysis is undertaken and key gender specific employment challenges identified	Continuous	All sector staff
	1.2 Establish gender indicators for measuring the impact of employment policies, strategies and programmes, in cooperation with Office-wide efforts	Key gender indicators established at the design stage of projects/programmes and respective unit's work plan	Beginning of biennium for workplans, and continuous for others	Sector Gender Network with GENDER
	1.3 Ensure the integration of gender concerns in research, advocacy, TC projects, technical advisory work, capacity-building on employment for the ILO constituents, in the context of DWCPs	Gender responsive tools and approaches are applied as an integral part of the Office's work at the national level	Continuous	All sector staff with GENDER
	1.4 Develop specific product lines and tools which are gender-responsive	Full dissemination and application of the existing guidelines and tools, and development of new tools specifically on gender and employment or integrating gender concerns	Continuous	Sector Gender Network with GENDER
		Gender responsive/sensitive research papers, reports, workshops, tools and projects delivered	Continuous	Sector Gender Network with all units/programmes

¹ This key priority is synchronized with Appendix I of the ILO Action Plan for Gender Equality 2010–15 which addresses each of the key results areas in the ILO P&B 2012–13 strategic objectives, pp 23–28. See also Appendix I.

Key priority area	Measures	Outputs	Time frame	Responsibility
	1.5 Document on the outcome and impacts of the ILO technical work in promoting decent and productive employment with specific gender concerns, highlighting innovative practices and new tools and guidelines	A publication on good practices on gender mainstreaming which includes sections on each of the sector's departments is available	End 2013	Sector Gender Network with all units/programmes
2. Strengthen gender mainstreaming capacity of the staff	2.1 Identify training needs of various departments to strengthen gender mainstreaming capacity	Each Department will undertake a training-needs assessment Department proposals will be integrated in the capacity building and training plans of the sector	Beginning of each biennium Annual planning	EMP Gender Network, training coordinator and managers
	2.2 Organize staff training on gender	Training session(s) for the whole Sector organized	At least once in a biennium	Gender Coordinator/Training Coordinator for the Sector
	2.3 Develop and/or apply intervention-specific gender guidelines and training manuals or modules, or integrate gender concerns in various capacity-building materials of the respective intervention areas of employment promotion	Full application of existing guidelines for gender mainstreaming	Continuous	All sector staff with EMP Gender Network
	2.4 Provide/obtain advice on how to integrate gender concerns into the work, where it is necessary	Timely advice on integrating gender concerns is provided when various staff/Units require	Continuous	Gender coordinator, EMP Gender Network, and GENDER
3. Share knowledge on gender and employment	3.1 Bring visibility to gender and employment products on the ILO website in order to facilitate ease of reference, information searches and dissemination	The Sector's website on gender and employment maintained	Continuous	EMP Gender Network with ED/EMP/MSU
	3.2 Share relevant information on innovative initiatives and new publications/tools that are developed through both the ILO Gender Network, EMP Gender Network and the Sector's normal information	Documentation Centre has a section on gender and coordinates with GENDER on other resources	Continuous	MSU/Documentation Centre EMP Gender Network

Key priority area	Measures	Outputs	Time frame	Responsibility
	dissemination channel provided by the Sector's Documentation Centre			
	3.3 Enter relevant data on innovative initiatives and new publication/tools on the Information Database managed by GENDER	All sector outputs related to gender exist on GENDER database	Continuous	EMP Gender Network with GENDER
	3.4 Organize thematic dissemination and thematic seminars, including inviting outside experts to make presentations on emerging gender and employment issues	Seminars organized	At least once a year	Gender Coordinator/EMP Gender Network
	3.5 Maintain and update the gender coordination common drive both at Sector and Units' levels	Gender coordination common drive has all updated relevant information	Continuous	EMP Gender Network, Gender Coordinators
4. Improve gender management, monitoring and evaluation	4.1 Improve the design of gender indicators in P&B proposals in future biennium	Outcome coordinators report better on gender mainstreaming through regular reporting mechanism	Continuous starting June 2012	Outcome Coordinators
	4.2 Establish gender indicators/outputs at the individual/units' levels, in accordance with the Office's planning cycle	Gender indicators/outputs identified/defined at individual and units' levels	In accordance with the work planning cycle.	All staff
	4.3 Ensure that management meetings review progress in the implementation of gender mainstreaming in the sector on a regular basis	Gender mainstreaming is on the agenda of the Senior management meetings at least yearly	At least once a year	Senior management Gender Coordinators
	4.4 Prepare regular progress reports on the implementation of the gender mainstreaming, and Strategy, plus interim updates on specific issues circulate them to the Sector's Senior Management and staff	Annual update on progress is presented to the senior management	Annual	Gender Coordinator(s)

Key priority area	Measures	Outputs	Time frame	Responsibility
5. Improve the gender balance in the personnel and create conducive work environment	<i>This will be undertaken in line with the ILO/HRD policies and strategy</i>		Continuous	Executive Director and all line managers
6. Strengthen institutional mechanisms for gender equality in the Employment Sector	6.1 Ensure that the list of Gender Coordinators and Gender Focal Points is up to date	Reports on the personnel structure and results of competitions/promotions by gender/unit will be prepared on annual basis	Annual	EDI/EMP/MSU + Gender Coordinators
		The list of members of the Gender network (Employment Sector Gender Coordinator and Gender Focal Points) reviewed annually and updated whenever there is a personnel change	Annual review and regular update	GENDER and Gender Coordinators

Appendix I

Gender equality results in the ILO's Programme and Budget for 2012–13

*Reflecting interface between the 2009 International Labour Conference Conclusions on Gender Equality, and gender-related terms of the four strategic objectives, outcome statements and indicators of the Programme and Budget 2012–13*¹

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

- Paragraph 101. *The world is emerging slowly from its worst global recession in 70 years, which resulted in millions more people being unemployed and exacerbated informality, poverty and employment insecurity ... The 2010 Summit on the Millennium Development Goals observed slow progress in the attainment of MDG1(B), which pertains to productive employment and decent work.*
105. *Work on employment promotion will continue to be organized around three outcomes: (i) More women and men have access to productive employment, decent work and income opportunities ...*
108. *Three topics are mainstreamed in all outcomes and programmes: Gender equality, youth employment and the inclusion of persons with disabilities. Likewise, efforts to facilitate the transition from the informal to the formal economy ... are incorporated into all strands of action.*

ILC 2009 conclusions

52. Regarding knowledge and capacity building to support gender-sensitive policy formulation, the ILO should:
- (a) strengthen its research agenda and knowledge base on emerging issues, especially in the context of the global economic crisis, so as to identify new trends and patterns in the world of work, and links between economic efficiency, social justice and gender equality; this includes making more systematic use of sex-disaggregated data so as to inform policy formulation and new monitoring mechanisms to track achievements in gender equality, using key indicators on sex discrimination in the world of work and gender-responsive budgeting. The purpose of data collection should be well defined so that it is used in a focused and meaningful manner;

P&B 2012–13 outcome statement and accompanying strategy text on "gender equality and non-discrimination"

- Outcome 1: More women and men have access to productive employment, decent work and income opportunities.
113. **The Office will continue to promote gender equality and non-discriminatory employment approaches by strengthening the engagement and capacity for advocacy of constituents in order to include gender equality in national employment policies, to focus on women in the informal economy, and to promote employment-intensive gender budgeting. The collection and analysis of sex-disaggregated data will continue to be central to the Office's effort to measure progress towards the goal of gender equality in the world of work and to identify where and why blockages to labour market equity persist.**

P&B 2012–13 indicators

- Indicator 1.1: Number of member States that, with ILO support, integrate national, sectoral or local employment policies and programmes in their development frameworks.
- Measurement: To be counted as reportable, results meet the following criteria:
- National development frameworks (five-year plans, poverty reduction strategies) prioritize productive employment, decent work and **income opportunities** within their macro analysis, sectoral or economic stimulus strategies.
 - Comprehensive national employment policies and/or sector strategies are developed, in consultation with social partners, and endorsed by government (cabinet, parliament, or inter-ministerial committees).

¹ The conclusions concerning the role of the ILO, and two preceding paragraphs on child labour and on gender and the Decent Work Agenda, are excerpted from Gender equality at the heart of decent work – Report of the Committee on Gender Equality (identified by paragraph number) along with gender-related references from the Programme and Budget for 2012–13, which appear in bold for the purposes of this Action Plan.

ILC 2009 conclusions

P&B 2012–13 outcome statement and accompanying strategy text on “gender equality and non-discrimination”

P&B 2012–13 indicators

- (b) support efforts for more effective policy development for specific vulnerable groups of women;
- (e) develop measurement systems to create incentives for progress in formalizing the informal economy, increasing the participation of women in the formal economy and increasing the proportion of women in the workforce; ...

Baseline: 10 member States

Target: 14 member States, of which 6 in Africa, 3 in the Americas, 1 in Arab States, 2 in Asia, 2 in Europe

53. Regarding employment and job creation, the ILO should: ...
- (f) monitor progress of the Global Employment Agenda in promoting gender equality within its ten core elements;
 - (g) implement targeted interventions for the creation of decent and productive employment for women and men who are unemployed, underemployed, in the informal economy, and in rural areas; and

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

Measurement: To be counted as reportable, results must meet the first and one of the other two criteria.

- The member State reports on the **MDG indicators** relating to full, productive and decent employment.
- Labour market information units are linked to national monitoring systems.
- National labour market data and analysis are provided to the ILO for international monitoring and comparison.

Baseline: 4 member States

Target: 10 member States, of which 3 in Africa, 2 in the Americas, 1 in Arab States, 4 in Asia

ILC 2009 conclusions

P&B 2012–13 outcome statement and accompanying strategy text on “gender equality and non-discrimination”

P&B 2012–13 indicators

(h) advocate gender-responsive employment creation as part of national policies and national development frameworks, poverty reduction strategies and policy coherence with macroeconomic policies.

Indicator 1.4: Number of member States that, with ILO support, include the promotion of productive employment, decent work and **income opportunities**, in their disaster risk reduction/recovery measures and in their conflict prevention, reconstruction and recovery programmes.

Measurement: To be counted as reportable, results must meet the following criteria:

- Sustainable employment-intensive recovery programmes are implemented to address the job losses caused by disaster or conflict.
- An awareness-raising and training strategy targeting employers, workers and their organizations is implemented by one or more of the tripartite constituents in order to prepare the social partners to better engage in crisis-related recovery programmes.

Baseline: 6 member States

Target: 7 member States, of which 3 in Africa, 1 in the Americas, 2 in Arab States, 1 in Asia

Indicator 1.5: Number of member States that, with ILO support, show an increasing employment content of investments in employment-intensive infrastructure programmes for local development.

Measurement: To be counted as reportable, results must meet the following criteria:

- A mechanism including government and social partners is established or strengthened to target, monitor and evaluate employment content of public investments in infrastructure within national development frameworks.
- Employment-intensive infrastructure programmes are implemented that integrate **rights**, skills, entrepreneurship, social protection and social dialogue aspects of the Decent Work Agenda.

Baseline: 0

Target: 7 member States, of which 2 in Africa, 2 in the Americas, 2 in Asia, 1 in Europe

Indicator 1.6: Number of member States where, with ILO support, governments, employers’ and/or workers’ organizations have taken initiatives in policy areas that facilitate transition of **informal activities** to formality.

Measurement: To be counted as reportable, results must meet the following criteria:

- A **gender-sensitive and effective policy initiative/reform** is adopted by one of the tripartite constituents that facilitates transition to formality.
- The policy initiative/reform includes practical measures in at least two of the following policy areas: the adequacy of the regulatory framework and its enforcement; entrepreneurship, skills and financial support; extension of social protection; and representation and organization.

Baseline: 0

Target: 4 member States, of which 2 in Africa, 1 in the Americas, 1 in Asia

ILC 2009 conclusions	P&B 2012–13 outcome statement and accompanying strategy text on “gender equality and non-discrimination”	P&B 2012–13 indicators
<p>52. Regarding knowledge and capacity building to support gender-sensitive policy formulation, the ILO should: ...</p> <p>(c) collect information on pressures placed on boys and men to conform to gender stereotypes in the world of work; ...</p> <p>(g) ensure that the ILO International Training Centre in Turin and the Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR) are adequately resourced so they can provide support in capacity building and training on gender equality; gender should be integrated into all training courses; ...</p> <p>53. Regarding employment and job creation, the ILO should:</p> <p>(a) assist with the development of labour market policies and tools designed to build the capacity of constituents in the fields of employability, skills and competencies of women, including their entry into male-dominated trades and sectors; similar efforts should be made to include men in female-dominated occupations in order to overcome sex-based job segregation; ...</p>	<p>Outcome 2: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth.</p> <p>122. Gender issues and the promotion of gender equality feature prominently in work on apprenticeships, community-based training and disability inclusion. Capacity building for public and private employment services, particularly in francophone Africa and Central and Eastern Europe, will include training to overcome gender stereotyping and occupational segregation. Outreach to encourage lifelong and workplace learning will include practical advice on meeting the special needs of women in balancing work, training and home responsibilities.</p>	<p>Indicator 2.1: Number of member States that, with ILO support, integrate skills development into sector or national development strategies.</p> <p>Measurement: To be counted as reportable, results must meet at least one of the following criteria:</p> <ul style="list-style-type: none"> - National process to draft or revise national development strategies explicitly includes skills development policies. - Government entity (inter-ministerial in most cases) is established or strengthened with responsibility for linking skills and education into sector or national development strategies (such as MDGs, PRSPs, national five-year plans). - Tripartite institutions operate at national or local levels to link skills supply and demand. - Specific measures are implemented to link skills to development strategies targeting technology, trade, environment, or science and research capabilities. <p>Baseline: 6 member States, of which 2 in Africa</p> <p>Target: 14 member States, of which 3 in Africa, 3 in the Americas, 2 in Arab States, 5 in Asia, 1 in Europe</p> <p>Indicator 2.5: Number of member States that, with ILO support, develop and implement integrated policies and programmes to promote productive employment and decent work for young women and men.</p> <p>Measurement: To be counted as reportable, results must meet at least two of the following criteria:</p> <ul style="list-style-type: none"> - Youth employment is a priority of national development strategies or national employment policies. - National plans promoting youth employment are developed by the government and the social partners and contain priority measures as well as human and financial resources for their implementation. - National programmes promoting decent employment of disadvantaged youth are implemented by the government with the support of the social partners. - An information dissemination, awareness-raising, training or

outreach strategy on youth employment is implemented by one or more of the tripartite constituents, as documented through evidence of, for example, establishment of hotlines and brochures, training courses, services or recruitment campaigns.

Baseline: 6 member States, of which 4 in Africa

Target: 13 member States, of which 3 in Africa, 3 in the Americas, 1 in Arab States, 4 in Asia, 2 in Europe

53. Regarding employment and job creation, the ILO should: ...
- (b) extend programmes to foster women’s entrepreneurship and economic development; ...
 - (e) compile and disseminate good practices promoting women’s participation in private sector development and sustainable enterprises; ...

Outcome 3: Sustainable enterprises create productive and decent jobs.

131. **Gender equality will continue to be a cross-cutting theme in the Office’s work on sustainable enterprises. For example, entrepreneurship programmes target groups that are often excluded, in particular women and young people, with policies and technical packages specifically designed to help them overcome gender-related biases and barriers in the labour market. Likewise, gender equality and non-discrimination are also core issues in advice provided through the ILO Helpdesk and in advisory and capacity-building work on responsible workplace practices delivered through the SCORE programme (Sustaining Competitive and Responsible Enterprises).**

Indicator 3.2: Number of member States that, with ILO support, implement entrepreneurship development policies and programmes for the creation of productive employment and decent work.

Measurement: To be counted as reportable, results must meet at least two of the following criteria:

- The member State introduces entrepreneurship development policies in national development frameworks or similar national policy documents.
- Entrepreneurship development strategies are implemented in economic sectors or value chains that have been selected because of their high job-creation potential.
- A national association or network of trainers and organizations with the skills and resources to support the delivery of entrepreneurship programmes, especially with a focus on entrepreneurship for **women** and young people, is established or strengthened.
- Targeted entrepreneurship development strategies are implemented that support (a) the transition of **informal activities** to formality or (b) poverty reduction in rural areas, in line with the 2008 ILC resolution concerning the promotion of rural employment for poverty reduction.

Baseline: 7 member States

Target: 14 member States, of which 5 in Africa, 3 in the Americas, 2 in Arab States, 3 in Asia, 1 in Europe

ILC 2009 conclusions

P&B 2012-13 outcome statement and accompanying strategy text on “gender equality and non-discrimination”

P&B 2012-13 indicators

Indicator 3.4: Number of member States that, with ILO support, adopt policies that integrate the principles of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration).

Measurement: To be counted as reportable, results must meet the following criteria:

- Awareness-raising strategies are implemented, including consultations among governments, employers and workers, as well as multinational enterprises, with regard to topic areas of the MNE Declaration, such as general policies, employment, training, conditions of **work and life**, industrial relations.
- Policies are established aimed at attracting foreign direct investment, with special attention being given to topic areas of the MNE Declaration, such as general policies, employment, training, conditions of **work and life**, industrial relations.

Baseline: 0

Target: 5 member States, of which 1 in each region

Appendix II

Employment and gender-related tools and products of the Employment Sector ¹

1. Research and publication	27
2. Tools: Manuals/training guides/databases/awareness-raising materials	32
3. CD-ROM	36
4. Promotional and advocacy materials	36
5. Technical cooperation projects	38

¹ Last updated in January, 2012.

1. Research and publication

Labour Market and Economic Research and Employment Policy

Reports/research papers

- Otobe, N. 2011. Employment Working Paper No. 74. *Global economic crisis, gender and employment: The impact and policy response* (ILO, Geneva).
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- Islam, R.R.; with assistance of Otobe, N. 2005. *The dynamics of the labour market and employment in Bangladesh: A focus on gender dimensions*, Employment Strategy Papers, No. 05/13 (ILO, Geneva).
- Hettige, M.M.; Maleeka S. 2004. *School-to-work transition of youth in Sri Lanka*, Ed. S. S., Employment Strategy Papers, No. 04/19 (ILO, Geneva). Similar reports are also available to countries such as Egypt, Syrian Arab Republic, Nepal, Indonesia and Kosovo.
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 - Dejillas, J.L. 2000. *SEAPAT Working Paper No. 8: Globalization, gender and employment in the informal economy: The case of the Philippines* (ILO, Manila).
 - Hendytio, K.M. et. al. 1999. *SEAPAT Working Paper No. 4: Indonesia: A gender review of globalization, legislation, policies and institutional framework* (ILO, Manila).
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 - Otobe, N. 1999. Chapter on Promoting employment: A gender dimension in the *Main Report on Indonesia: Strategies for Employment-Led Recovery and Reconstruction* (ILO, Jakarta).
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Enterprise development

Reports

- ILO. 2011. *Assessment of the environment for the development of women’s entrepreneurship in Cameroun, Mali, Nigeria, Rwanda and Senegal*.
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- *Gender and Financial/Economic Downturn*, Working Paper No. 9, Oct. 2002.
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Informal economy

Reports

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- Tessem, T.; Van Imschoot, M. *Jobs for Africa: employment generation for poverty reduction in Sub-Saharan Africa. Employment-intensive infrastructure sector* (ILO, Geneva).
- Oakley, P.; ILO, Employment-Intensive Investment Branch. 2001. *Organisation Negotiation and Contracting in Development Programmes and Projects. A study of current practice at the community level* (ILO, Geneva).
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Skills and employability

Reports

- ILO. 2011. *Moving towards disability inclusion has success stories of women and men entrepreneurs*.
- ILO. 2011. Education and Training guide on "Achieving Equal Employment Opportunities for People with Disabilities through Legislation" (a chapter on gender and disability) (Geneva).

- Gilbert, M. 2007. *Link and learn: Inclusion of women with disabilities in the ILO Women's Entrepreneurship Development and Gender Equality Programme (WEDGE)*, progress assessment in four African countries (ILO, Geneva).

Social finance

- ILO. 2009. *Microinsurance that works for women: making gender-sensitive microinsurance programmes* (Geneva).
- ILO. 2003. *Property rights and collateral – How gender makes a difference*. Social Finance Working Paper Series 35 (Geneva).
- Gbinlo, R.; Soglo, Y. 2003. *Libéralisation financière et accès au crédit et à l'épargne des systèmes financier décentralisés: le cas des femmes au Bénin*. Social Finance/IFLIP Working Paper 03-4 (ILO, Geneva).
- Guerin, I. 2002. *Microfinance et autonomie féminine*. Social Finance Working Paper Series, 32 (ILO, Geneva).
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- Mayou, L. 2000. *Micro-finance and the Empowerment of women – A review of the key issues*, Social Finance Working Paper Series, 23 (ILO, Geneva).

Others

Book

- Lim, L.L. 1998. *The Sex Sector: The economic and social bases of prostitution in South-East Asia* (ILO, Geneva).

2. Tools: Manuals/training guides/databases/ awareness-raising materials

Employment policies and strategies

- Ameratunga-Kring, S.; Kwar, M. 2011. *Directrices para incluir la perspectiva de género en las políticas de empleo* (ILO, Geneva).
- Ameratunga-Kring, S.; Kwar, M. 2009. *Guidelines on Gender in Employment Policies* (ILO, Geneva).
- *A guide to integrate gender issues into PRSP process, in Tanzania*. 2008 (ILO, Dar es Salaam).
- Employment Sector. 2006. *Measuring Gender Dimensions of the World of Work in Bangladesh: A training guide* (ILO, Geneva).
- Gender Promotion Programme. 2004. *A Guide on Employment of Older Women Workers in Estonia*, Series on Gender and Life Cycle (ILO, Geneva).
- Gender Promotion Programme, 2003. *Preventing discrimination, exploitation and abuse of migrant women workers: An information guide* (ILO, Geneva).
- Lim, L.L. 1996. *More and Better Jobs for Women: An action guide*, Lin Lean Lim, an ILO follow-up to the Fourth World Conference on Women and the World Summit for Social Development (ILO, Geneva.)

Informal economy

- ILO Regional Office for Arab States. 2009. *Gender, employment and the informal economy: Glossary of terms* (ILO, Beirut).
- Gender Promotion Programme. 2003. *Identification of Economic Opportunities for Women's Groups and Communities*, Series on Gender and Employment (ILO, Geneva).
- Gender Promotion Programme. 2003. *Identificación de oportunidades económicas para grupos de mujeres y comunidades*, Series on Gender and Employment (ILO, Geneva).
- ILO. 2000. Development Policies Department. *Modular package on gender, poverty and employment: facilitator's kit: facilitator's guide* (ILO, Geneva).
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- Otobe, N. (ed.). 1997. *Rural women in micro-enterprise development: A training manual and programme for extension workers* (ILO, Geneva).

Employment intensive investment

- Donnges, C. 2003. *Improving Access in Rural Areas. Guidelines for integrated Rural Accessibility Planning* (ILO, Bangkok).
- *The Window of Opportunity: Strategies for enhancing women's participation in technical cooperation projects*, WID Occasional Paper No. 3, ILO, Geneva.

Crisis response and reconstruction

- ILO. 2010. *(Guidelines on) Local economic recovery in post conflict* (Geneva).
- ILO. 2006. *Building entrepreneurial capacity for returnee and refugee women in Angola and Mozambique* (Geneva).
- ILO. 2003. *Gender in crisis response: A guide to the gender-poverty-employment link* (Geneva).
- ILO. 2003. *ILO Crisis Response Trainer's Guide* (Geneva).
- ILO. 2003. *Decent work matters in crisis: ILO response to crisis challenges: Fact sheet on Gender and crisis response* (Geneva).

Enterprise development

Tools	For whom	What it is
<i>Organizing Promotional Events for Women Entrepreneurs: A Guide</i>	Business support organizations	A guide to demonstrate how to organize promotional events for women entrepreneurs.
<i>Assessment Framework for GOWEs (Assessment Framework for Growth-Oriented Women Entrepreneurs)</i> English	Government units, small enterprise and WED support agencies, Business Development Services (BDS) providers	A research and policy analysis tool for assessing the supportive mechanisms that exist in a country to assist women entrepreneurs with growth potential.
<i>FAMOS Check, 2007 (Service Quality Check for Supporting Female and Male Operated Small Enterprises)</i> Kiswahili, English	Business support organizations	A gender self-checks to identify improvements in an organization's operations with respect to the needs of women entrepreneurs.
<i>GET Ahead Gender and Entrepreneurship Together: 2004</i> Kiswahili, English, Bemba and Nyanja, Arabic, Kurdish, Khmer, Lao, Vietnamese	Low-income women	A training tool for low-income women engaged in or wishing to start a small-scale business.
<i>GSVCA Guide (Gender-Sensitive Value Chain Analysis)</i> , English, Arabic	SME Development practitioners working on Value Chain Analysis (VCA)	A guide that takes an explicitly gendered approach and applies principles of participatory approaches to VCA.
<i>IYES (Improve Your Exhibiting Skills), 2006</i> Kiswahili, English, Lugandan Bemba and Nyanja	Women in micro and small enterprises	A guide for facilitators to use in trade fair training workshops for women entrepreneurs.
<i>MOWE Guide (Month of the Women Entrepreneur Guide)</i> English	Women entrepreneurs and organizations	A guide to assist organizations involved in the promotion of women entrepreneurs through events that highlight their role and contribution in socio-economic development.
<i>WEA Capacity Building Guide, 2006 (Women Entrepreneurs' Association Capacity Building Guide)</i> English, Bemba and Nyanja	Women Entrepreneurs' Associations (WEAs) and Small Business Associations (SBAs)	A training tool designed to build the capacity of WEAs in running and improving their associations.
<i>WED Capacity Building Guide (Women's Entrepreneurship Development Capacity Building Guide)</i> English, French, Arabic, Kurdish	Service providers	A training tool for improving the skills of staff in Small and Medium Enterprise (SME) support institutions and projects, enabling them to provide more effective services.
<i>Business Group Formation: Empowering Women and Men in Developing Communities Trainer's Manual</i> English, Khmer and Lao	Trainers from various organizations interested in supporting micro and small enterprise development	A training tool for trainers to promote group formation as a way to empower women and men in low income communities.
<i>Financial Education: Trainers Manual</i> English and Khmer	Trainers from various organisations interested in increasing the financial literacy of very poor men and women	An in-depth guide designed to educate vulnerable groups, primarily mothers of working children, in financial literacy. It contains examples and case studies from Cambodia. The manual heavily emphasize gender equality and follows a participatory adult-learning approach considered the most suitable for learners with limited formal education and training.
<i>Guidelines on the Formation of Self-Help Groups - For Families of Working Children</i> English and Khmer	For trainers in organisations interested in rural development and particularly in empowering women to help themselves and their neighbours	This tool is intended to help to properly prepare women (and men) to start and manage a self help group. The toolkit includes guidelines for trainers, a savings book, a loan book, an individual savings and loan card and a cash book as well as pictures for use in promotional activities.

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- ILO. 2011. Action my business growth – Trainers guide.
 - ILO. 2011. Action my business growth – Participants guide.
 - ILO. 2010. *Gender Mainstreaming in Local Economic Development Strategies: A guide* (ILO, Geneva).
 - ILO. 2010. *Gender Mainstreaming in Local Economic Development Strategies: A guide* (English and Spanish) (ILO, Geneva).
 - *ILO strategy on promoting women's entrepreneurship development*. March 2008. Committee on Employment and Social Policy (ILO, Geneva).

Cooperative development

- ILO. 2010. *Self-help Group Development – Project design manual* (Geneva).
- *Leadership Training Manual for Women Leaders of Co-operatives*. This training manual was developed jointly by the International Cooperative Alliance Regional Office for Asia and the Pacific through its Regional Women's Committee.

Skills and employability

- ILO. 2012. *Upgrading informal apprenticeship: A resource guide for Africa* (Geneva)
- ILO. 2010. Trainer's guide on gender mainstreaming in the public employment service in Ukraine.
- An education and training guide on "Achieving Equal Employment Opportunities for People with Disabilities through Legislation" has a chapter on gender and disability.
- Moving towards disability inclusion features a number of successful stories of female and male entrepreneurs with disabilities.
- An education and training guide on "Achieving Equal Employment Opportunities for People with Disabilities through Legislation" has a chapter on gender and disability.
- *Career Guidance Handbook*. Specific attention to gender concerns was included in the chapter on Understanding the Country Context. In addition, a group of websites with career guidance information specifically tailored for women was included in the inventory of websites included in the Handbook. Attention was paid that the entire text was gender sensitive.
- *Brochure – Skills and entrepreneurship: Bridging the technology and gender divide*: the SKILLS team contributed the development of the brochure for the Gender Equality campaign by the Gender Bureau.
- *Guide to Private Employment Agencies: Regulation, Monitoring and Enforcement*. This guide was published in 2007 and gender considerations were taken into account in the guide.
- *TREE Manual: A Generic Guide to Rural Skills Training* (Chapter on Gender).

Social finance

- ILO. 2009. *Microinsurance that works for women: making gender-sensitive*.
- ILO. 2008. *Small Change, Big Changes: Women and Microfinance*. Social Finance Programme and Gender Bureau (Geneva).

3. CD-ROM

Enterprise development

- Women's Entrepreneurship Development: A resource CD-ROM, Version III, 2007.

Employment policy (equality in employment policies)

- An Information Base on Equal Employment Opportunity (EEO) for Women and Men, 2005 edition.

4. Promotional and advocacy materials

Briefs

- Employment Sector. 2010. *Employment for social justice and a fair globalization: Overview of ILO programmes; Gender and employment* (ILO, Geneva)

Employment

- Otobe, N. 2010. *Global Jobs Pact Policy Briefs- Policy Brief no. 15 Global Economic Crisis, Gender and Work; Key challenges and policy options* (ILO, Geneva).
- Otobe, N. 2010. *Gender and Employment Policy Brief, October, 2010. Two years after the global recession: Renewed call for gender equitable economic recovery measures* (ILO, Geneva).

Rural employment

Skills development:

- Eskola, T.; Gasperini, L. 2010. *Investing in skills for socio-economic empowerment of rural women* (ILO, Geneva, IFAD, FAO, Rome).

Employment:

- Otobe, N. 2010. *Gender-equitable rural work to reduce poverty and boost economic growth* (ILO, Geneva, IFAD, FAO, Rome).

Enterprise Development:

- Simpson, J. 2010. Rural women's entrepreneurship is "good business"! (ILO, Geneva, IFAD, FAO, Rome).

Employment Intensive Investment:

- Gutierrez, M.T. 2010. Women in infrastructure works: Boosting gender equality and rural development! (ILO, Geneva, IFAD, FAO, Rome).

Skills development – integrating disabilities

This booklet showcases the personal stories of women who now own and operate their own businesses in four East African countries and have benefited from training provided by the ILO–Irish Aid Partnership Programme. Individual country booklets highlighting successful women entrepreneurs in Ethiopia, United Republic of Tanzania, Uganda and Zambia are also available.

Gender Equality at the Heart of Decent Work campaign (2008–09) Material on employment themes

Three topics were specifically related to the Employment Sector (Youth Employment; Skills and Entrepreneurship; Green jobs) and the materials can still be used in awareness raising and advocacy activities (see: <http://www.ilo.org/gender/Events/Campaign2008-2009/lang--en/index.htm>).

5. Technical cooperation projects

List of selected gender responsive technical cooperation projects: Employment promotion

Enterprise and cooperative development – Women targeted

Project code	Project title	Geographical coverage	Total budget	Responsible unit	Project period	Brief project description
RAF/08/57M/NAD	WEDGE – Southern Africa	Lesotho, Malawi, Mozambique, South Africa	2 906 231 (Norad)	EMPSEED	2009–12	An improved enabling environment and adapted non-financial services for growth oriented women entrepreneurs in Southern Africa (Lesotho, Malawi, South Africa and Mozambique).
GLO/08/59/NAD	WEDGE – Southern Africa	International	407 552 (Norad)	EMPSEED	2009–12	An improved enabling environment and adapted non-financial services for growth oriented women entrepreneurs in Southern Africa (Lesotho, Malawi, South Africa and Mozambique).
GLO/11/271/IRL	Women's Entrepreneurship development and economic empowerment	TBC	€1 500 000	EMPSEED	2012–14	Improved services (financial and non-financial), voice, representation and role models in the United Republic of Tanzania, Kenya and Uganda.
LEB/10/03M/SDC	Palestinian Women Economic Empowerment Initiative	Palestinian refugee camps, Lebanon	479 007 (SDC)	EMPIENT RO-Beirut	October 2010	Increasing capacity of Palestinian refugee women entrepreneurs through WED tools and cooperative models.
RAF/08/51/IRL	Phase III: Women's Entrepreneurship Development and Gender Equality	Regional – Africa (Ethiopia, Zambia, Uganda, Kenya and United Republic of Tanzania).	2 617 925	EMP/SEED	2008–11	The overriding aim was to build the capacity of local partners in such a way that the ILO's approaches and tools in women's entrepreneurship are embedded and ongoing.

Project code	Project title	Geographical coverage	Total budget	Responsible unit	Project period	Brief project description
RAS/08/50/IRL	Phase III: Women's Entrepreneurship Development and Gender Equality	Regional – Asia (Cambodia, Lao People's Democratic Republic and Viet Nam)	1 996 855	EMP/SEED	2008–11	The overriding aim was to build the capacity of local partners in such a way that the ILO's approaches and tools in women's entrepreneurship are embedded and ongoing.
GLO/08/56/IRL	Phase III: Women's entrepreneurship development and gender equality	Global – sub-umbrella	259 434	EMP/SEED	2008–11	Phase III of WEDGE promoted women's entrepreneurship and support women entrepreneurs to create decent employment, achieve women's empowerment and gender equality, and work toward poverty reduction. The overriding aim was to build the capacity of local partners in such a way that the ILO's approaches and tools in women's entrepreneurship are embedded and ongoing. WEDGE worked in three countries in Asia and five in Africa
YEM/10/01/SFD	Women's entrepreneurship development programme in Yemen	Yemen	83 620	Regional Office for Arab States (EMP/SEED)	2010–11	Strengthening the capacities of the government to develop demand oriented training programs in non-traditional skills areas and to promote entrepreneurship culture; and supporting women's cooperatives and self-employment initiatives.
KEN/06/01/IFC	Support to growth-oriented women entrepreneurs in Kenya	Kenya	571 267 (AfDB) 354 000 (ILO)	Regional Office Africa (Addis) (EMP/SEED)	2007–09	The GOWE–Kenya project strategy: (a) provision of lines of guarantee to selected financial institutions to facilitate loans to GOWEs; (b) increased access by GOWE target groups to business development services in various forms, to be delivered in a gender-sensitive manner; (c) capacity building in various BDS and related approaches, association building, and gender mainstreaming for project beneficiary institutions and agents (associations of WEs, BDS providers, financial institutions, MIs, etc.).

Project code	Project title	Geographical coverage	Total budget	Responsible unit	Project period	Brief project description
ZAM/06/01/AGF	Promoting economic empowerment of rural women through membership based associations	Zambia	82 807 (Agfund)	CO-Lusaka (EMP/SEED)	2008–10	Promoting economic empowerment of rural women through membership based association.
SWA/06/01/AGF	Capacity building for women's cooperative entrepreneurship in Swaziland	Swaziland	85 000 (Agfund) 100000 (ILO)	EMP/COOP	Apr. 2008 – Feb. 2011	Capacity building for women's cooperative entrepreneurship in Swaziland.
PAL/09/50/UND	Gender equality and women's empowerment in the Occupied Palestinian Territory	Palestinian Territory	446 312 (MDG-Spain)	RO-Beirut	Feb. 2009 – Sep. 2012	Employment opportunities for low-income women and female graduates including in refugee camps are increased.

Examples of gender mainstreamed TC projects

Enterprise and cooperative development – targeting both women and men

(Note: A – Majority/substantial numbers of beneficiaries are women; B – Specific measure(s) designed and/or taken to ensure for both women and men benefit from the project.)

Project code	Title of the project	Geographical coverage	Total budget	Responsible unit	Type of intervention* (A and/or B)	Project period	Brief description of project/intervention
RAF/06/53/UKM	Cooperative Facility for Africa	Eastern Africa	8 625 830	AO-Dar es Salaam EMP/COOP	A + B	Dec. 2006– Dec. 2011	Supporting women's membership in cooperatives engaged mostly in agricultural cooperatives. The programme has supported 140,000 women (48 per cent of total beneficiaries) and increased the participation of women in the targeted cooperatives and groups to 43 per cent, having substantial positive impacts on incomes of members, well being, as well as on gender relations at the household level.

Employment policy and strategy

Project code	Title of the project	Geographical coverage	Total budget	Responsible unit	Type of intervention* (A and/or B)	Brief description of project/intervention
RAF/10/58/FRA	Appui au Processus de ratification et de mise en œuvre des conventions de l'OIT sur l'emploi et la formation professionnelle	Francophone African countries	4 800 000	EMP/ELM	B	Employment promotion for men and women in order to reduce poverty. Specific activities for women entrepreneurship in Cameroon; capacity building for "les femmes teinturières" in Mali (region de Ségou).
103301	National Employment Policy Review and Formulation	Global	2 307 842	EMP/POLICY	B	Support the formulation of national employment policy; undertaking policy analysis; organization of policy dialogues; and capacity-building of ILO constituents. Gender and age disaggregation of LM data and the use of gender and employment tools are mentioned in the strategy of the project, in line with the P&B document.

Skills development

(Note: A – Majority/substantial numbers of beneficiaries are women, B – Specific measure(s) designed and/or taken to ensure for both women and men benefit from the project.)

Project code	Title of the project	Geographical coverage	Total budget (USD)	Responsible unit	Type of intervention* (A and/or B)	Brief description of (gender-related) project/intervention
1	BGD/06/01/EEC TVET reform project (2008–12)	Bangladesh	13 527 903	SKILLS	B	Development of Strategy for promoting gender equality in TVET in Bangladesh. Inclusion of affirmative action strategies in national skill policy. Increased participation of women in project sponsored training.
2	RAS/02/50/USA Expanding economic opportunity and income security through workforce education, skills training, employment creation and local economic development in Pakistan (Umbrella RAS/02/IM12/USA) (2002–08)	Pakistan	1 493 046	SKILLS	A + B	35 per cent of beneficiaries were women (above labour market participation rate in target region). Establishment of women's credit and saving groups and business associations in trades like garments, wool products, doorbell assembly, ribbon embroidery, etc, by women beneficiaries.

Project code	Title of the project	Geographical coverage	Total budget (USD)	Responsible unit	Type of intervention* (A and/or B)	Brief description of (gender-related) project/intervention
3	RAS/02/55/USA Expanding economic opportunity and income security through workforce education, skills training, employment creation and local economic development in the Philippines (Umbrella RAS/02/M12/USA) (2002–08)	Philippines	1 529 495	SKILLS	A	Over 70 per cent of the targeted beneficiaries from the TREE Project were women; also the same percentage of women were either self-employed or had wage employment after the training.
4	RER/00/05/ITA Skills Development for the Reconstruction and Recovery of Kosovo (2000–09)	Kosovo	2 567 304	SKILLS	B	Introduction of gender targets for active labour market policies.
5	RAF/06/20/LUX Programme de formation communautaire pour un travail décent (2007–12)	Niger and Burkina Faso	2 615 607	SKILLS	A	All beneficiaries of the TREE methodology were women.
6	RAF/10/025M/DAN ZIM/10/01/01/DAN Skills for Youth Employment and Rural Development in Western and Southern Africa (2010–15)	Benin, Burkina Faso, Zimbabwe	5 169 345 (Phase 1)	SKILLS	A	ZIM: Women beneficiaries: 50% for the Training for Rural Economic Empowerment (TREE) project and 30 per cent increase from baseline for the Informal Apprenticeship project. BEN and BF: 50 per cent of TREE beneficiaries are women.
7	INT/04/65/IRL Developing Entrepreneurship among Women with Disabilities (DEWD) (Phase II) (2004–09)	Ethiopia, Kenya, United Republic of Tanzania, Uganda, Zambia	2 025 454	SKILLS	A + B	Project strengthened existing enterprises of women with disabilities and encouraged new start ups, facilitated access of potential women entrepreneurs with disabilities to business training, vocational skills training and credit.
8	INT/08/70/IRL Promote the development and strengthen the capacity of disability inclusion support agencies (2008–12)	Ethiopia, Kenya, United Republic of Tanzania, Zambia, Viet Nam, Cambodia, Lao PDR	2 219 011	SKILLS	B	Building the capacity of regional and national disability inclusion support agencies through advocacy, sensitization, technical advisory services and other special support services, including WED.

Project code	Title of the project	Geographical coverage	Total budget (USD)	Responsible unit	Type of intervention* (A and/or B)	Brief description of (gender-related) project/intervention
9	INS/06/15/MUL Education and Skills Training for Youth Employment (EAST) (2006–11)	Indonesia	14 908 630	SKILLS	A + B	40 per cent of beneficiaries were women; PGA conducted with main counterparts, awareness campaigns against the gender division of skills for TVET.
10	EGY/08/01/ITA Effective Schools to Work Transition through Career Information and Guidance for Youth (2008–12)	Egypt	1 008 300	SKILLS	B	Tracer studies were conducted during project development in order to identify the needs of both young women and men and while all inputs are aimed at both groups attention is given to mitigate gender imbalances particularly related to significantly longer periods of time required for young women to make the school to work transition.
11	RLA/09/07/SPA Programa Regional de Formacion Ocupacional e Insercion Laboral (2010–14)	Central America	2 412 826	SKILLS	B	Promotion of gender strategies in vocational training institutions.
12	URU/10/01/OUF Apoyo a la reforma de las instituciones para personas privadas de libertad (2010–11)	Uruguay	62 468	SKILLS	A	The program was aimed at supporting reform processes of institutions for persons deprived of liberty, providing quality technical assistance and coordination among the various UN agencies, articulating with institutions related to the subject at both the government and different umbrella civil society organizations who carry out assistance activities within the premises, facilities and services.
13	MON/09/01/CZE Promoting Livelihoods for Persons with Disabilities: Enhanced Skills for Employability and Policy Application in Mongolia (2010–11)	Mongolia	217 875	SKILLS	A + B	56 per cent of beneficiaries were women. The Project ensured that (a) both women and men were targeted and benefitted from the project activities in terms of strengthening and extending support to demonstrative models; (b) capacity building programmes and (c) advocacy.
14	SRL/10/02/CEF Community-based Reintegration of Children and Youth Affected by Armed Conflict through Local Economic Empowerment (2010–11)	Sri Lanka	467 309	SKILLS	A + B	The project focus was on providing vocational training and livelihood support to underage recruits by the LTTE and about 40 per cent of the beneficiaries were women.

Project code	Title of the project	Geographical coverage	Total budget (USD)	Responsible unit	Type of intervention* (A and/or B)	Brief description of (gender-related) project/intervention
15	SRL/10/03/HSF Integrated Programme for Empowering Conflict-Affected Communities (2010–13)	Sri Lanka	895 155	SKILLS	A	The project mainly targets vulnerable groups, with a special focus on female headed households and persons with disabilities
16	PAK/10/03/OUF Empowerment of vulnerable groups through employment, education and training (2010–12)	Pakistan	1 010 482	SKILLS	B	Capacity-building activities for Sindh Province TEVTA include technical support for gender responsive career and vocational guidance
17	NEP/07/02/IFA Skills Enhancement for Employment (2008–11)	Nepal	769 912	SKILLS	A	50 per cent of participants in project sponsored training are women
18	ALB/03/50/ITA Assistance to Strengthen the Employment and Training System of the National Employment Services (2007–12)	Albania	698 913	SKILLS	B	While no specific measures have been introduced solely for young women attention is paid in the delivery of services to help to address longer periods of unemployment for women who wish to enter the labour market.
19	ALB/11/01/EEC IPA 2010 Human Resources Development in Albania (2011–13)	Albania	1 744 387	SKILLS	B	Inception phase has just been completed and the formal project began in January with project staff currently being mobilized. Activities such as career counseling, vocational counseling and employment counseling will take into account specific needs of all target populations including young women.
20	ALB/10/01/UND Addressing social inclusion through vocational education and training (2001–12)	Albania	243 747	SKILLS	B	The project strengthens capacity of employment services to target vulnerable groups through specific programmes, including women.
21	OMA/06/01/AGF Enhancing the vocational rehabilitation & employment services for people with disabilities (2007–12)	Oman	132 743	SKILLS	B	Gender aspects will be highlighted as part of capacity building of TVET and PES staffs.
22	PAL/10/01/SDC Skills Development and Employment Services for the Construction Sector in the Gaza Strip (2011–12)	Palestinian Territory, Occupied	429 800	SKILLS	B	The construction course is a men-only course but complemented with gender projects for women construction engineers, and replication of CBT approach in the girls courses of UNRWA. Advocacy is ongoing with the agency against gender division of skills.

Project code	Title of the project	Geographical coverage	Total budget (USD)	Responsible unit	Type of intervention* (A and/or B)	Brief description of (gender-related) project/intervention
23	LEB/08/01/CAN Support to Public Employment Services (2008–12)	Lebanon	1 927 570	SKILLS	A + B	The project ensures equal participation of women and men in capacity-building activities for ESC staff. All labour market research and capacity-building activities carried out under the project have a specific focus on gender issues
24	PAL/07/01/ISB Sheikha Fatima Vocational Rehabilitation Centre (2008–11)	Palestinian Territory, Occupied	509 260	SKILLS	B	The training programmes will target women in carpentry, hair dressing, aluminum, sewing, photography, computer, in addition to office equipment and mobile maintenance.
25	LEB/11/02/UNR Employment Services For Palestinian Refugees in South Lebanon (2011–13)	Lebanon	394 800	SKILLS	A	Target of 30% beneficiaries for job placement are women, significantly higher than average labour force participation rate of women (18 per cent).
26	IRQ/10/02/FPA Promoting civic values and life skills for adolescents through education in Iraq (2011–11)	Iraq	272 469	SKILLS	B	The UNFPA Project programme is expected to have a direct effect on disseminating gender equality principles and values among youth and educators alike. The training and the training materials which will be produced will be based on human rights and gender equality and is expected to have an impact on the behavior of the target groups.
27	IRQ/07/01/UNQ Skills development to support employment generation in Iraq (2007–11)	Iraq	1 589 307	SKILLS	B	The national employment policy developed by the project addressed the gender issue through special policy statements to expand the national measures to increase women economic participation. Gender mainstreaming was also addressed through the adaptation of a strategy to increase women participation in vocational training by introducing new occupations with which women are more familiar, while continuing the advocacy against the gender division of skills.

Project code	Title of the project	Geographical coverage	Total budget (USD)	Responsible unit	Type of intervention* (A and/or B)	Brief description of (gender-related) project/intervention
28	PAK/09/02/M/OUF Towards Gender Parity in Pakistan Project (TGP)	Pakistan	950 000	GENDER	A	TREE community-based activities and contracted training services target women as primary beneficiaries.
29	RER/09/05/FIN From the Crisis towards Decent and Safe Jobs in Southern Caucasus and Central Asia, 2010–13	Southern Caucasus and Central Asia	5 400 000	SRO Moscow/SAFEWORK	B	(1) Gender analysis/sex-disaggregated information in research, studies, policy recommendations (STWT study and ALMP in Azerbaijan; national studies on vocational rehabilitation of people with disabilities, etc.); (2) promoting non-discrimination and gender equality in employment and occupations (Azerbaijan, Kyrgyzstan); (3) planned: GM in PES (training of the PES staff on GM in Kazakhstan, Tajikistan).

Employment-Intensive Investment Programme – Ongoing projects

Project code	Title of the project	Geographical coverage	Type of intervention* (A and/or B)	Brief description of project/intervention
AFRICA				
CMR/08/01/CMR	Assistance a la mise en œuvre du programme national de réhabilitation et de construction des routes rurales au Cameroun (PN2R)	Cameroun	A	Project includes specific activities targeting women/project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
CMR/10/02/CMR	La fourniture des services d'assistance technique dans le cadre de la mise en œuvre du programme national de réhabilitation et de construction des routes rurales au Cameroun (PN2R)		B	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
GHA/11/01/IBR	Technical assistance for capacity-building support to the Ghana Social Opportunities project (GSOP)	Ghana	B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.

Project code	Title of the project	Geographical coverage	Type of intervention* (A and/or B)	Brief description of project/intervention
GBS/11/01/UND	Appui à la création d'emplois et de revenus en Guinée Bissau	Guinea-Bissau	B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.
KEN/08/02/SID	Support to Training, Coordination, Monitoring and Dissemination in Roads 2000	Kenya	B	The project's background analysis is informed by sex-disaggregated data/project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
LIR/09/01/LIR	Labour-based public works	Liberia	A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
LIR/10/03/IDA	Agriculture and infrastructure development project (AIDP)		B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.
LIR/10/01/BAD	Agricultural Sector Rehabilitation Project		A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
MAG/08/01/MAG	Construction des écoles primaires à Madagascar	Madagascar	A	Project includes specific activities targeting women/Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
MAG/10/01/CEF	Construction d'écoles primaires à Madagascar		B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.
MAG/10/02/CEF	Construction d'écoles primaires à Madagascar-projet MEN/UNICEF-BIT (deuxième phase)		B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.
MAG/08/04/NOR	HIMO BATIMENTS 2008-12 – Construction d'écoles primaires à Madagascar		A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
MAG/12/01/CEF	Construction d'écoles primaires à Madagascar selon l'approche à haute intensité de main d'œuvre		B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.
MAG/12/02/CEF	Construction d'écoles primaires à Madagascar selon l'approche à haute intensité de main d'œuvre-Phase III		B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.
SIL/10/01/OUF	Quick Impact Job Creation for Youth through Labour Based Public Works	Sierra Leone	A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.

Project code	Title of the project	Geographical coverage	Type of intervention* (A and/or B)	Brief description of project/intervention
SIL/11/01/IBR	Training of contractors and unskilled workers in contract management and labour-based methods for feeder/community roads		A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues
SOM/78/475/34	Promotion of Community Security Through Engagement with Youth at Risk	Somalia	A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
SOM/10/03/EEC	Improvement of Livelihoods of Vulnerable Households in Urban and Peri-Urban Areas of Galkayo		B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues
SOM/11/03/UND	Joint programme on local governance and service delivery (SIDA contribution)		A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
SOM/10/02/UND	Joint programme on local governance and service delivery (Norwegian contribution)		A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
SOM/10/01/UND	Employment generation for early recovery in South Central Somalia		A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
SOM/08/04/UND	Joint programme on local governance and service delivery		A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
SOM/09/01/UND	UN joint programme for local governance and decentralized service delivery		A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
SAF/04/53/SAF	Implementation of the Expanded Public Works Programmes in the Limpop Province, South Africa through the Limpopo Department of Public Works	South Africa	B	The project includes gender-sensitive indicators for monitoring and evaluation/Project includes outputs/activities that target gender equality/Gender equality is specifically targeted as project outcomes/objectives/Project's main stated objective is to promote gender equality, and outcomes, outputs and activities are designed to promote gender equality.
TUN/11/02/EEC	Prog d'appui au développement des zones défavorisées: Comp 1: création d'emplois et accompagnement à la réinsertion en complétant les dispositifs de l'Etat	Tunisia	A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.

Project code	Title of the project	Geographical coverage	Type of intervention* (A and/or B)	Brief description of project/intervention
ASIA				
INS/51/07/11	Capacity building for local resource-based road works in selected districts in NAD and NIAS	Indonesia	B	The project's background analysis is informed by sex-disaggregated data/The project includes gender-sensitive indicators for monitoring and evaluation/Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
INS/80/126/11	Creating jobs: capacity building for local resource-based road works in selected districts of Aceh and Nias (Phase II)	Indonesia	A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
INS/09/02/IDA	Nias Island Rural Access Capacity Building Project (Nias-RACBP)	Indonesia	B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.
INS/11/50/IDA	RACBP Partner Agency Costs (for the Supervision and Administration of Contribution for INS/09/02/IDA – RACBP)	Indonesia	B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.
PHI/12/01/AUS	Community-based Emergency Employment (Cash-for-Work) and Reconstruction Project	Philippines	A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
TIM/12/01/AUS	Roads for development (R4D)	Timor-Leste	B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.
TIM/11/01/EEC	Fourth Rural Development (RDP IV). Component II: Rural Roads Rehabilitation and Maintenance (RRRM)	Timor-Leste	A	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
TIM/10/50/AUS	Investment Budget Execution Support for Rural Infrastructure Development and Employment Generation (TIM Works)	Timor-Leste	B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.
LATIN AMERICA				
ELS/09/50/JUN	Reducción de violencia y construcción de capital social: Una nueva transición en El Salvador	El Salvador	A	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.
HON/08/51/JUN	Economic governance and sanitation in Honduras	Honduras	A	The project's background analysis is informed by sex-disaggregated data/Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.

Project code	Title of the project	Geographical coverage	Type of intervention* (A and/or B)	Brief description of project/intervention
NIC/08/51/UND	Water and sanitation in the RAAAN and RAAS	Nicaragua	B	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
NIC/09/50/UND	Cultural and revitalization and creative productive development in the Caribbean	Nicaragua	B	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.
PAN/09/50/UND	Fortalecimiento de la equidad para reducir las brechas en los servicios públicos de agua y saneamiento mediante el empoderamiento ciudadano	Panama	B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.
PAR/10/01/IBR	Plan de Implementación de Microempresas de Mantenimiento de Caminos	Paraguay	B	Project includes gender equality as an outcome, and some outputs/activities specifically address gender issues.
PAR/09/50/UND	Strengthening the ability to define and apply water and sanitation policy joint programme	Paraguay	B	Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues.

(Note: A – Majority/substantial numbers of beneficiaries are women; B – Specific measure(s) designed and/or taken to ensure for both women and men benefit from the project.)

Social Finance Programme

Project code	Title of the project	Geographical coverage	Total budget (USD)	Responsible unit	Type of intervention* (A and/or B)	Brief description of project/intervention
GLO/07/08/MUL	Micro-insurance Innovation Facility	Global	n.a.	SFP	A + B	The Micro-insurance Innovation Facility seeks to increase the availability of quality insurance for the developing world's low-income families to help them guard against risk and overcome poverty. To do so, it provides grants to support organisations to develop innovations in the micro-insurance sector. Regarding gender, the Facility developed a checklist for a gender-sensitive identification of partner institutions and also supports subprojects

Project code	Title of the project	Geographical coverage	Total budget (USD)	Responsible unit	Type of intervention* (A and/or B)	Brief description of project/intervention
GLO/07/08/MUL	Micro-insurance Innovation Facility Sub-grant: INISER	Nicaragua	60 000	SFP	A	with a specific gender component (see below). Implementation of a life insurance product targeted to women working in the informal economy with a female preventive care component and features to protect the family.
GLO/07/08/MUL	Micro-insurance Innovation Facility Sub-grant: Aseguradora Rural	Guatemala	270 000	SFP	A	Health micro-insurance project aimed at the female clients of the bank who work products like credit and savings. Preventive and primary care to incentivise women
GLO/07/08/MUL	Micro-insurance Innovation Facility Sub-grant: TYM	Viet Nam	30 000	SFP	A	Life insurance product that is developed for the Women's Union of Viet Nam .
GLO/07/08/MUL	Micro-insurance Innovation Facility Sub-grant: SEWA	India	220 000	SFP	A	Promote health education among women to improve the sustainability of health insurance programmes.
GLO/HQ/02/RBS	Microfinance for Decent Work	Global	n.a.	SFP	A + B	The Microfinance for Decent Work is action research aims at building knowledge about the effects of innovations on microfinance clients' livelihoods . All client data collected in the project has been sex disaggregated to allow gender specific analysis in the impact studies.
GLO/HQ/02/RBS	Microfinance for Decent Work Subproject: TYM	Viet Nam	107 048	SFP	A	Based on a diagnostic of the DW status of 200 clients in 2008, TYM, a microfinance institution in Vietnam targeting women , designed and implemented a client training on risk management and micro-insurance with technical support from the ILO. The project assessed the impact of the training on risk management strategies that clients engaged in and on the households' vulnerability.

Project code	Title of the project	Geographical coverage	Total budget (USD)	Responsible unit	Type of intervention* (A and/or B)	Brief description of project/intervention
GLO/HQ/02/RBS	Microfinance for Decent Work Subproject: NWTf	Philippines	103 806	SFP	A	Based on a diagnostic of the DW status of 200 clients in 2008, NWTf, a microfinance institution in the Philippines targeting women , designed and implemented two innovations: entrepreneurship training (GYB-SYB) for clients and an individual emergency fund with technical support from the ILO. The project assessed the impact of the new product and the training on the risk management strategies that client households use, on over-indebtedness status of clients and on households' vulnerability.
GLO/HQ/02/RBS	Microfinance for Decent Work Subproject: IMON Tajikistan	Tajikistan	80 000	SFP	A	"Promoting Gender equality through women entrepreneurship". Based on a diagnostic of the DW status of 200 clients in 2008, IMON International, a microfinance institution in Tajikistan, designed and implemented an innovation that offers new female clients of IMON a women's entrepreneurship training —the ILO's GET AHEAD training—followed by start-up capital. This package was offered through a partnership with the National Association of Business Women in Tajikistan (NABWT) which provides the training to IMON's potential women clients. In Tajikistan, entrepreneurship has become a male-dominated activity and the Decent Work innovation is one way for IMON to identify and meet the financial needs of female clients. In addition, the project strengthened the capacity of NABWT and its linkage with IMON. Through the innovation, IMON and the ILO investigated whether the new product (training + a start-up loan) will generate increased levels of: empowerment/equality of self-employment for women; women's entrepreneurship; and association and voice.

Project code	Title of the project	Geographical coverage	Total budget (USD)	Responsible unit	Type of intervention* (A and/or B)	Brief description of project/intervention
	<p>Training programme “Making Microfinance Work”</p> <p>Chapter: “Microfinance for Women” in Volume II (Making Microfinance Work. Managing Product Diversification)</p>	Global	Volume II of the training course was developed over five years and financed through diverse sources, e.g. INT/07/28/LUX (Promoting Access to Micro-insurance for Decent Work).	SFP/ITCLO	A	The “Making Microfinance Work” training (offered through ITCLO and developed with SFP) is directed towards managers of microfinance institutions with the goal to support them improve their institutions. The chapter on “Microfinance for Women” in the second volume shall help institutions to design and offer products and services that meet the specific needs of women and have the potential to reach them.

Note: Type of intervention

A – Majority/substantial numbers of beneficiaries are women.

B – Specific measure(s) designed and/or taken to ensure for both women and men benefit from the project.

Employment Sector

For more information visit our site:

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