

Outlook

We conducted an informal straw poll among colleagues and asked them to hazard a guess: when was the last time gender equality in the world of work had been an agenda item in the International Labour Conference? It came as a big surprise to most that the last general discussion had been over twenty-five years ago, in 1985. Of course, many issues related to equal opportunities and equal treatment for men and women have been addressed over the years, including the Maternity Protection Convention, No. 183, 2000. But the Organization has to continue its efforts in a concerted manner to keep gender equality as a key priority in its work. For this reason, the approval of the Governing Body to place “Gender Equality at the heart of Decent Work” on the agenda for the 2009 International Labour Conference as a General Discussion Item was most welcome indeed.

The decision to highlight the link between decent work and gender equality at the ILC is most timely. It gives ILO and its constituents a wonderful opportunity to address ILO’s past and current work on gender equality issues and to chart a strategic course as an integral part of the Decent Work Agenda. In preparing for this major event, the ILO Gender Equality Action Plan is key, which, as we go to press, will be presented to the Governing Body this November. I am convinced it will be a useful tool for the Organization for the next biennium in assisting its efforts to implement its gender mainstreaming and women’s empowerment policy. This Action Plan aims to “re-calibrate” the roles and responsibilities for gender mainstreaming with senior and line management in supervising delivery, while highlighting the important support to managers and staff alike that is to be provided by key units. The Action Plan, which is the result of a highly participatory process in its coming together, contains indicators and targets with key result areas set within staffing, structure and institutional arrangements.

In this issue we are presenting, in a comprehensive manner, the ILO Participatory Gender Audit Programme, which has proven to be an important and effective tool for assessing and strengthening



Shirley Carr was Vice-President of the 71st Session of the International Labour Conference in 1985, which was the year the resolution on equal opportunities and equal treatment for men and women in employment was passed. (Photo: © ILO Historical Archives.)

the gender dimension within ILO programmes and structures. Increasingly, constituents and various UN agencies have also requested the Audit in order to improve their own delivery of gender equality.

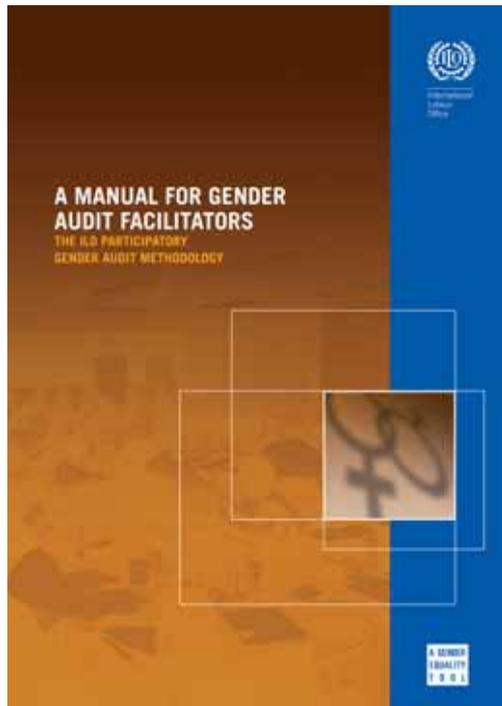
This issue also features new resources and publications that have been developed to bolster our gender mainstreaming efforts. And with this, I present the fourteenth issue of *ILO Gender News*, which describes the many collaborative activities between the field and headquarters, with constituents, within departments and sectors and among UN agencies and organizations.

Enjoy the read!

EVY MESSELL
Director, Bureau for Gender Equality

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Introducing a *Manual for Gender Audit Facilitators*



hand, is a participatory and voluntary exercise, using a diagnostic self-assessment approach, actively involving the members of the participating units to reflect and analyze capacity and deficits, with a view to identify areas of difficulties ahead. The ultimate aim is always the promotion of organizational learning at all levels on how to mainstream gender in the policies, programmes and structures of the organization. Though an external team facilitates the audits, it is meant to encourage the ownership of both process and outcome and at the same time assess the extent to which the policy on gender mainstreaming is being institutionalized.

“The Gender Audit paved the way for a broader debate on equality issues within our organization, not only related to gender, but also in terms of the wider organizational culture.”

Former Director-General of the *Employers' Organization of Ceylon*,
Mr. G. K. B. DASANAYAKA

The audit approach is based on four processes of current thinking on gender and organizational change; **learning organization theory, qualitative self-assessment, adult experiential learning cycle and gender and development approach**. It is a “quality audit”, or a social audit, that examines whether internal arrangements are effective and reinforce each other, whether the arrangements and their related rules are being followed and how to improve and innovate in this area.

The element of objective review is not overlooked in a gender audit. Each participating work unit's products, advocacy and

The *Manual for Gender Audit Facilitators* is here at last! This 150 page-long easy-to-use manual is the product of a collective and laborious process over the past few years, and it takes you chronologically through the process of a participatory audit. It outlines page by page and step by step, in every detail, how to conduct a gender audit. The manual is designed to be user-friendly, simple and comprehensive, with pictures and diagrams that are plentiful and bright.

The ILO Participatory Gender Audit was introduced six years ago as an internal self-assessment and monitoring tool for gender equality promotion – a tool for strengthening gender mainstreaming within ILO. One could argue that the audit has morphed into a large-scale, ample and interactive approach to effectively mainstream gender. What's more, it is a flagship product – of the ILO as a whole, but more specifically of the Bureau for Gender Equality. It is also important to point out that, although GENDER plays a leading role in these audits, the Gender Network and other ILO colleagues, the Constituents and now the UN have given it much attention. Since 2001, 210 people have been trained as facilitators, 28 ILO offices (both field and headquarters), 6 partners and 11 other UN Agencies have been audited.

What makes the ILO Participatory Gender Audit innovative and unique? The participatory approach and methodology differs from many other tools, as it focuses on reflection and analysis conducted through group exercises. It is difficult to overlook the fact that there are connotations associated with the word “audit”. There are distinctive differences between the two. A prototypical audit is usually an “accounting exercise” where an external expert evaluates an office, department or unit and submits conclusions and recommendations to the management. The gender audit, on the other

History of the ILO Participatory Gender Audit

- Launched in 2001, the Gender Audit focused primarily upon auditing ILO offices, increasing gender awareness and building gender mainstreaming capacity for all involved in planning and executing ILO projects and programmes;
- 2004 and 2005 saw a shift for the Gender Audit; ILO Constituents, UN Agencies and facilitators at a national level participated in the auditing process;
- In 2005, the ILO was invited to share its gender audit experiences and lessons learned at the 49th Session of the Commission on the Status of Women (Beijing +10). National delegates, donor agencies, UN representatives and civil society groups were included in the audience;
- 2007 saw the consolidation of the Gender Audit as well as a reformulation of the strategy. A brochure, entitled *ILO Participatory Gender Audit: A tool for organizational change* was created, as was the *Manual for Gender Audit Facilitators*.

and the ILO Participatory Gender Audit



Presenting the Venn diagram at the gender audit of the Federation of Independent Trade Unions in Russia, March-April 2007.

advisory services, and technical cooperation documents are examined. However, even the desk review is infused with the participatory ethic. The conclusions are shared with all those taking part in the process, and the emphasis is on the work unit's collectively taking forward the issues raised.

What have we learnt about where ILO stands today on gender mainstreaming? Looking at where ILO stands today helps determine how to effectively transform policy on paper into practical application. Since ILO's mandate deals specifically with the world of work, adopting a gender perspective for the ILO means focusing systematically on both women and men when analysing social and labour issues; and planning and implementing programmes and activities. This includes taking a close look at the roles of men and women and their relationships in the world of work, the complexity of gender relations in labour market participation, the constraints and opportunities in relation to knowledge and skill requirements, conditions of work, social protection, access to and control over resources and voice and representation in decision-making are some areas of concern.

It is safe to say, having used the gender audit methodology for numerous years now, that ILO units have many good examples of research and technical cooperation projects that include sex-disaggregated data, gender analysis, gender equality objectives, indicators and conclusions, as well as proposed strategies for action. Having said that, there are several areas in need for change and strengthening on an organization-wide basis. This, to name a few, includes clarity in concepts and use of terminology; inclusion of gender indicators within the global framework; capacity building of staff and constituents on the 'how to' of gender analysis and gender planning; organizational culture for more team work to facilitate gender integration; and overall systematisation of gender mainstreaming tools and methodologies within the organization's work in the promotion of Decent Work.

“The Gender Audit tool, through its tested methodology and participatory approach, could also be adapted for use in other areas where we would like to assess and improve our performance. The tool is very versatile!”

Director-General of the Department of Planning, Ministry of Social Affairs and Labour of Yemen, Mr. MOHAMMED ALWOSABI

In the field, the experiences with the gender audit have been both intensive and all involving. The audit programme has served as a multi-purpose tool to strengthen the gender mainstreaming process and capacity in miscellaneous ways. There is still a long way to go, but the de-mystification of gender mainstreaming in practice appears to have begun. Visible trends in gender integration have evolved. And it seems to be working.

Today, six years later, we are faced with recurring requests from constituents and agencies within the UN to conduct gender audits to accelerate gender mainstreaming within their own organizations. The same goes for training sessions for regional and national facilitators. Training sessions are already booked in Manila, Mozambique, India, Afghanistan, Vietnam and Kyrgyzstan. Only, the next times, it might be easier as the *Manual for Gender Audit Facilitators* is available. Soon to be translated into French, Spanish, Arabic, Russian and Portuguese, the manual will serve as a resource the world over – thus thrusting the ILO Participatory Gender Audit to reach new heights.



“What was meant to be a transformative tool questioning and possibly dispelling myths, stereotypes and clichés, the audit has risen to the challenge. And in the process, we have seen perceptions change and perspectives remembered. Can it be, with tools like the Gender Audit to constantly keep us in check, that we are finally embracing the needs and aspirations of both women and men, boys and girls?”

ILO Senior Gender Specialist and Gender Audit Coordinator, Ms. JYOTI TULADHAR

News from ILO Headquarters

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

Fourth ILO Gender Network Thematic Panel



The fourth ILO Gender Network Thematic Panel focused on decent working time and brought together the gender network, as well as external researchers and other UN agencies and organizations.

A public panel entitled “Decent Working Time for Women and Men: Balancing Worker’s Needs with Business Requirements”, was held at ILO headquarters Thursday May 3rd. The interactive event brought together some 90 participants from 22 ILO units and 16 other UN system entities, academic and civil society groups including workers’ organizations and women in business and trade groups, as well as one government representative.

The panel, hosted by TRAVAIL and GENDER, was co-chaired by Mr. Toru Itani of the ILO Labour Protection Department and Ms. Evy Messell of GENDER. The featured panellists were Jon Messenger (TRAVAIL), Professor Jill Rubery (University of Manchester) and Dr. François Michon (CNRS and l’Université de Paris 1 Panthéon-Sorbonne). Informal discussions included the Director of the UNFPA Office in Geneva, and the Coordinator of Integrating Gender into Public Health (GPH) of the WHO Department of Gender, Women and Health.

The aim of the panel was to discuss how decent working time can be mutually beneficial to both workers and employers. Speakers focused on how decent working time can improve work-life balance for workers, and can simultaneously benefit the bottom line by lowering staff turnover, reducing retention costs, and improving productivity/cutting absenteeism. Some key gender-related aspects of working time issues discussed included part-time work, and flexible work schedules. For more information, please contact gender@ilo.org

Gender Equality Research Mapping Exercise and Workshop

INTEGRATION, DECLARATION and GENDER jointly examined the linkages between areas of research on gender issues through a mapping exercise focusing on both the field and headquarters to assess their pertinence to ILO’s comprehensive delivery. An extensive mapping exercise of existing research was conducted prior to the workshop, resulting in the tabulation and processing of close to 500 research items. This joint planning initiative was

placed under the umbrella of the ILO Research and Publications Committee and was key in terms of the information and knowledge-sharing strategy of the Bureau for Gender Equality.

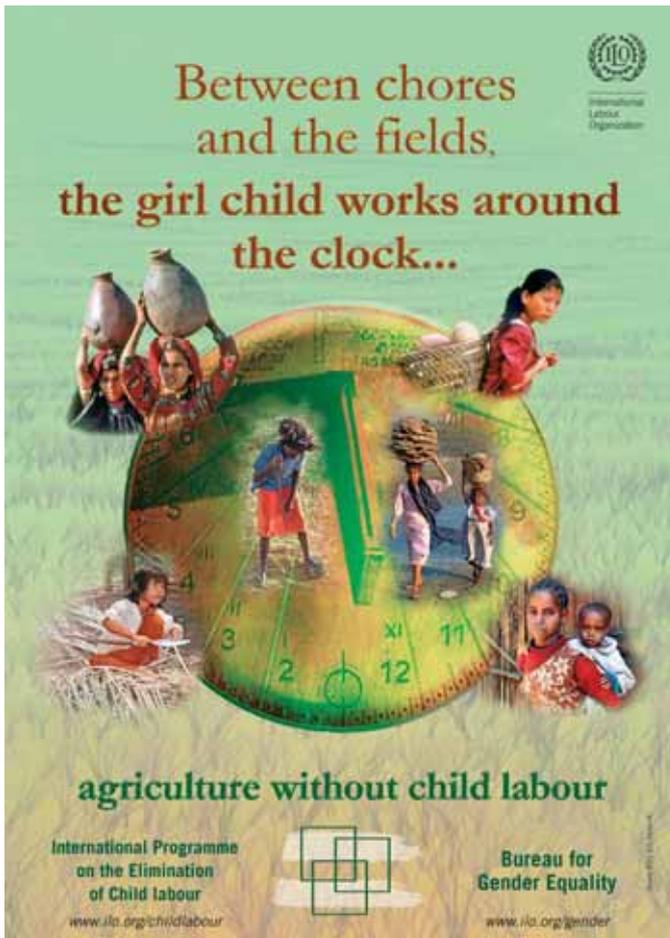
Following the mapping exercise, the three units held a headquarters and field meeting in Geneva in May, bringing together all officials who had conducted gender-sensitive research or specific research on gender equality issues. The workshop provided for a preliminary review of the research and its findings. Suggestions for integrated research subjects that could be conducted by different units and field offices were explored. Individual follow-up sessions with each Sector to give specific feed-back have been initiated. In addition, an extensive training run by DECLARATION piloting new material on job evaluation methods, schemes free from gender bias was also conducted for officials involved in research, supervision, policy-development or capacity building on pay equity matters. These efforts were concrete responses to the Resolution on Gender equality, pay equity and maternity protection in June 2004, calling upon governments, social partners and the ILO to, *inter alia*, adopt a number of measures to address the gender pay gap. For more information, please contact gender@ilo.org

Child Labour in Agriculture

A strong and sustained global effort is underway to eliminate child labour in agriculture, especially what is termed hazardous child labour. The development of an ILO partnership with the Food and Agriculture Organization (FAO), the International Fund for Agricultural Development (IFAD), the International Food Policy



The blue GENDER bags promoting Gender Equality at the heart of Decent Work became an instant hit with the children who took part in the World Day against Child Labour ceremony.



Research Institute (IFPRI) of the Consultative Group on International Agricultural Research (CGIAR), the International Federation of Agricultural Producers (IFAP – representing farmers/employers and their organizations), and the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF – representing workers and their organizations), launched on World Day Against Child Labour (WDACL) on June 12th 2007, represented a significant landmark in this global effort. By mainstreaming specific issues concerning the girl child in agriculture into IPEC's programme, gender equality is on the table as an area of cooperation with these international agricultural organizations. This partnership represents an important conduit to national levels due to close contacts with national ministries or departments of agriculture, agricultural extension services, farmers' organizations and cooperatives, agricultural producer organizations, agricultural research bodies and other organizations.

In addition to the creation of gender-sensitive promotional and audio-visual material, a specific campaign poster was developed on the girl child in agriculture to the all agency partners and ILO offices for broad dissemination. This is available in English and Spanish at www.ilo.org/gender. A number of radio interviews were conducted, highlighting the plight of the girl child. In addition, a comprehensive training on child labour in agriculture (including the gender dimension) is planned for the senior technical officers of the six partner agencies.

Tripartite Discussion Forum on Work and Family

A Tripartite Discussion Forum on Work and Family was held on September 11th. The Conditions of Work and Employment Programme (TRAVAIL) invited representatives from the International Organization of Employers (IOE), the International Trade Union Confederation (ITUC), Geneva-based Global Union Federations (GUFs), as well as selected government representatives based in Geneva. The purpose of this forum was to share information on current research, programmes and ratifications related to ILO Convention No. 156 on Workers with Family Responsibilities. The forum initiated discussions on current and future priorities, strategies and policies within ILO resources and strengths and with a view toward achievement of the Joint Immediate Outcome on gender equality in the world of work under the Programme and Budget for 2008-09.

The constituents confirmed support for ILO work addressing the challenges confronting workers in industrialized and developing countries. The constituents indicated that they would like to see more follow up and discussion of TRAVAIL's research findings at the national level, and found the linkages between work-family conflict and poverty reduction, workplace productivity, and gender equality to be important entry points for moving forward in this area. For more information, please contact cassirer@ilo.org or addati@ilo.org

Out of sight – girls in mining

Research carried out by the ILO Programme on the Elimination of Child Labour (IPEC) in four countries – Ghana, Niger, Peru and Tanzania – has shown that girls as well as boys are involved in hazardous work in the small-scale mining industry, more frequently so than was previously recognized.



Girls are not only involved in tasks related to the extraction, transportation and processing stages of mining, they are also upheld to their traditional female responsibilities in the home. Essentially, while performing just as hazardous tasks as boys, they work longer hours, have a greater workload and often have a lesser chance of schooling, withdrawal or rehabilitation. The issue of girl child labour in mining is largely unknown, it is often not fully recognized by the law, and frequently missed by the intervention services and the media. These findings were synthesized into a report and presented at a World Bank Conference on Communities and Artisanal & Small-scale Mining (CASM) held in Ulaanbaatar in September. An electronic version of the report can be found at www.ilo.org/dyn/gender/docs/RES/539/F181278003/Girls%20in%20Mining.pdf

For more information, please contact ipcc@ilo.org or gender@ilo.org

2007 Inter-regional Gender Strategic Consultation

The ninth annual Inter-regional Gender Strategic Consultation, held in Turin and Geneva September 17-20, was attended by Gender Specialists from the regions, Sector coordinators and Focal Points from headquarters, as well as staff of the ITC Gender Coordination Unit and ILO Bureau for Gender Equality.

This year's consultation, whose theme was "Gender Mainstreaming and Decent Work Country Programmes", was organized into eight sessions.

The participants shared regional and headquarter-based experiences in mainstreaming gender into Decent Work Country Programmes and the four strategic objectives, and programming and budgeting. They addressed mechanisms to mainstream gender, such as preparations for the General Discussion Item on Gender Equality during the International Labour Conference 2009, the revised ILO Gender Action Plan, Gender Audits, activities of the ITC Gender Coordination Unit and collaboration agreements between ILO and some UN system entities. There were also updates



Gender Specialist for the Arab States, Simel Esim, proudly sported her GENDER bag during the consultation and posed for the camera with her co-worker Emanuela Pozzan.

and focus on the implications for their work of United Nations reform and "delivering as one" country teams at national level.

A short draft summary of recommendations of the consultation will be produced for use as an information and advocacy tool within the organization.

As the last strategic consultation was held in May 2006, this year's event was an opportunity for the attending representatives of the Gender Network, in the field and in headquarters, to come together and share knowledge, challenges and opportunities. A number of resource persons who are not part of the network were invited to make interventions of interest to the participants.

For more information, please contact gender@ilo.org



The Inter-regional Gender Strategic Consultation is an opportunity for representatives of the Gender Network at headquarters and in the field to come together to discuss opportunities and challenges in promoting gender equality in the world of work.

News from the Regions

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



The Expansion of Employment Opportunities (EEO) project in Vietnam can be considered a good practice of female empowerment and capacity building. (Photo: © ILO)

Expansion of Employment Opportunities for Women in Vietnam

The final evaluation report of the ILO/Japan Expansion of Employment Opportunities for Women (EEO) project in Vietnam was released recently. The project had been operational since 2002, aiming to socially and economically empower poverty-stricken women in rural areas through gender-oriented employment promotion and poverty reduction schemes at the community level. This, while concurrently strengthening the institutional capacity of national and local governments, as well as community groups, in the implementation, evaluation and monitoring of women's employment promotion and empowerment programmes. Another aim was to share good practices from the field to develop policy recommendations. The review found that the project had had both significant and positive impacts. Households involved in the project are reported to have increased their incomes to the point that they are no longer categorized as "poor households". Furthermore, beneficiaries, local leaders and implementing partners alike concluded that women had gained confidence and authority, taking more active roles in their families and communities. For more information, please contact the ILO Regional Office for Asia and the Pacific in Bangkok, bangkok@ilo.org

Voices from Women in Cambodia

A film featuring voices of women who participated in the ILO/Japan project on Expansion of Employment Opportunities for Women (EEO) Cambodia chapter was released. It features stories of women who gained self-confidence and improved livelihood through learning about their rights and new skills to increase their income and improve their living and working condi-

tions. Ms. Moul Sen shares that she especially liked the training on equality between women and men as she realized that men and women have equal rights, and women can do everything that men can do. She worked hard and participated actively in village meetings. As a result she was elected as the first woman village chief of Thnal Bandy village, Siem Reap province, Cambodia. Many other women have shared similar stories that reflect how active participation in the project has led to improved standards of living and livelihood. EEO Cambodia began in 2002 and it started its 2nd phase in 2007 to share and expand good practices. The final evaluation report of the project's first phase is currently available. For more information, please contact the ILO Regional Office for Asia and the Pacific in Bangkok, bangkok@ilo.org



The EEO Cambodia Chapter aims to increase the number as well as the quality of jobs available to women. (Photo: © ILO)

Making Employment Policies Gender Responsive

A successful venture has been launched in mainland Tanzania and Zanzibar in partnership with UNIFEM. The initiative, building on previous ILO efforts to strengthen the gender mainstreaming capacity of ILO constituents, aims to integrate gender concerns in national employment policy and raise awareness at district and



The UNIFEM-ILO initiative in mainland Tanzania and Zanzibar aims to integrate gender concerns in the national employment policy. (Photo: © ILO)

local levels on how gender dimensions can be considered in existing employment programmes. This task was undertaken by conducting stakeholder workshops to support the employment dimensions of the Poverty Reduction Strategy Paper (PRSP) process through mainstreaming of gender equality in employment policies of mainland Tanzania and Zanzibar. From ILO's side, the initiative is the result of collaboration between the Employment Sector, the Bureau for Gender Equality and the regional gender network in Africa. For more information, please contact the ILO Office in Dar es Salaam, daressalaam@ilo.org

Creating a Learning Network for Gender Equality

Close to 40 participants came together in Addis Ababa in the first week of July 2007 when the Bureau for Gender Equality, in partnership with the Department of Partnerships and Development Cooperation (PARDEV) and ILO's Sub-Regional Office in Addis Ababa, hosted a regional knowledge sharing and training workshop on Decent Work and Gender Equality. The participants, comprising of ILO project staff, technical specialists and programme staff involved in implementing projects under the Netherlands/ILO Cooperation Programme (NICP) in Africa and the Arab States, were introduced to tripartism and social dialogue in the framework of Decent Work Country Programming and knowledge sharing as an effective tool for promoting gender equality. Drawing on each others' experiences, the workshop served as a platform for continued dialogue between the projects for sharing good practices and constructive lessons on topics related to the various projects.

The NICP was the first sizable donor programme to be launched in the context of these new policy directions. As such, this represents an opportunity for the ILO to adopt new approaches which could eventually be expanded to encompass the entire ILO technical cooperation programme. To this effect, the NICP envisages a strategy of inter-project knowledge sharing and support to promote a more effective implementation of the respective DWCPs covered by the Cooperation Programme.

For more information, please contact the ILO Sub-Regional Office in Addis Ababa, addisababa@ilo.org

Strengthening Women's Participation in Local Governance in Tamil Nadu, India

ILO's "PEBLISA" project (Prevention and Elimination of Bonded Labour in South Asia) was funded under the first Netherlands/ ILO Partnership programme. In the Indian state of Tamil Nadu, the project focused mainly on the prevention of bonded labour, through an integrated social and economic empowerment strategy for the poorest households, drawn from low caste and tribal communities who are most vulnerable to bondage. Although the project funding ended in mid-2006, its gender impacts are still being felt.

Women were the primary beneficiaries, while recognizing also the importance of engaging the support of men. Participatory gender analysis with men, women, girls and boys in the project villages enlightened the participants on gender disparities in access



The "PEBLISA" project activities in Tamil Nadu focused on empowering household members as individuals as well as a family unit. (Photo: © ILO, D. Browne.)

to and control over resources, ownership of productive assets, and decision making. Project activities focused on empowering household members as individuals as well as a family unit, emphasizing the importance of informed, joint decision-making between a woman and her husband, for example, over the use of loans as well as their repayment.

In order to ensure that the project would lead to sustainable change, specific training was conducted to develop women's leadership capacities. Specific training for strengthening voice and representation of women gave them the confidence first to stand for election in their community-based organizations. In turn, this provided the motivation to women (and men) to contest the elections to the local self governments (*panchayats*), held in October 2006 in Tiruvallur District.

The first stage orientation training for former PEBLISA clients was held in December 2006, at which detailed instruction was given on the *Panchayat Raj* system, its finances, powers, roles and responsibilities of leaders. Also, key government departments and their development strategies were introduced to the participants. The second stage training was held April 17th, 2007. As it focused on initiating a Village Development Planning (VDP) process, a special *gram sabha* meeting (comprising adult men and women who are eligible to vote in the Panchayat) was conducted. The committee and the participants were imparted with basic steps for the planning process and they prepared formats for data collection in their respective panchayats. For more information, please contact oreilly@ilo.org

Women's Entrepreneurship in Africa

At the African Regional Meeting in April 2007, a lunch panel discussion on women's entrepreneurship was held. The lunch was attended by the Director-General of ILO and the UNDP Administrator Karmal Davis and was co-chaired by Ms. Gertrude Mongella, President of the Pan-African Parliament and Ms. Regina Amadi-Njoku, ILO Regional Director for Africa. Panellists were drawn from the AU, ECA ADB and UNDP. Items on the agenda included discussion of women's entrepreneurship within the context of Decent Work, particularly focusing on the potential for entrepreneurship to incite not only empowerment, but a broader movement toward the removal of structural and legal barriers for women; information sharing on other initiatives aimed at empowering women; and a discussion on the way forward. The main challenge was to devise a strategy for situating women's entrepreneurship development with decent work values as a key priority in the development agenda for Africa, particularly within the context of the Women's Entrepreneurship Development and Gender Equality (WEDGE) programme. The discussion led to the adoption of the following target:

“Three-quarters of African countries adopt integrated strategies for sustainable enterprise development and the generation of decent work opportunities, with a special focus on assisting women entrepreneurs.

Such strategies should include targets for the registration of at least half of all enterprises currently operating informally.”

For more information, please contact chigaga@ilo.org

Steering Committee on Applying Gender Equality and Workers' Rights Approaches to the Situation of Women Migrant Domestic Workers in Lebanon

Since 2005, ILO and the Office of the United Nations High Commissioner for Human Rights (OHCHR) have been working with the Government of Lebanon, represented by the Ministry of Labour, and other key stakeholders to improve the situation of women migrant domestic workers in the country using principles of gender equality and workers' rights. The Steering Committee has become a platform for enhanced dialogue among all actors that are involved in regulating, monitoring and assisting migrant domestic workers in Lebanon. The Steering Committee is in the process of finalizing three major outputs: 1) a draft labour law that integrates domestic workers ensuring their basic rights as workers, 2) a draft of a unified contract to be nationally enforced by the Ministry of Labour; and 3) awareness-raising booklets on the rights and duties of workers and employers in Lebanon.

A meeting was held August 21st, organized by ILO and OHCHR focusing on the concepts of gender equality, basic human rights and international labour standards as they apply to women

migrant domestic workers. During the meeting, participants were provided with a reader's kit on migration including all relevant UN and ILO conventions and some interactive CDs and DVDs specific to women migrant domestic workers' issues in Lebanon, Arab States and around the world.

For more information, please contact esim@ilo.org or pozzan@ilo.org

Launch of the Iraq Local Area Development Programme of the UN Agencies

The Local Area Development Programme is an area-based initiative established by the Iraqi government with support from seven UN Agencies, including the ILO. The Programme has three interlinked objectives, namely: local development planning, local economic recovery and development and enhancing access to essential services by improving social and physical infrastructures and the service delivery capabilities of local authorities. Under the focus area on women enterprise development, the program will implement adapted versions of ILO's women's entrepreneurship development (WED) capacity building guide for business development service providers to mainstream gender equality considerations. The *GET Ahead for Women in Enterprise Training Package and Resource Kit* will also be utilized to support Iraqi women's acquisition of effective, appropriate and relevant entrepreneurship skills and income generating capacities. For more information about the project activities, please contact esim@ilo.org or pozzan@ilo.org



The Iraqi Local Area Development Programme will provide micro-enterprise development services to support Iraqi women's acquisition of the appropriate and relevant entrepreneurship skills. (Photo: © ILO, P. Deloche.)

Resources and Publications



Reconciling work and family: Issues and policies in Thailand

This report, published in March 2007, examines the changing dynamic of the work family balance. Based on secondary data and interviews conducted from August to October of 2005, the report highlights the key work-family issues and policy practices in Thailand. The analysis incorporates census data, household surveys, labour force surveys and other statistics collected by the government of Thailand. The document is the latest publication of a series chronicling the changing trends in work and family issues in specific countries. Other countries within the series include Brazil, Japan and South Korea. The publication is available in hard copy from the Conditions of Work and Employment Programme (TRA-VAIL) or online at www.ilo.org/public/english/protection/condtrav. It is available in Thai and English.

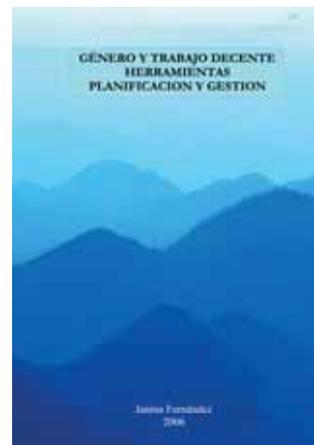


Report on a Survey of Women and Gender Issues in Trade Union Organisations in Indonesia

This report, commissioned by the ILO Jakarta office, focuses on the present situation of women and strategies for mainstreaming women or gender concerns in Indonesian trade unions. The report presents a summary of information found in current literature and presents the findings of a survey conducted among 33 women and men, leaders at various levels of the trade union movement. The report also identifies current roles, responsibilities and organisational structures within Indonesia, assessing the strengths and weaknesses as detailed by survey respondents. This publication is available in both English and Bahasa and can be found at: www.ilo.org/public/english/region/asro/jakarta/download/gendertu.pdf

Mainstreaming Gender: An Annotated Bibliography of Selected ILO Tools for Mainstreaming Gender in the World of Work

This annotated bibliography highlights 134 selected ILO tools for gender mainstreaming. The selection of the tools was carried out in consultation with the ILO's Global Gender Network, comprising of gender specialists and focal points. The tools are organised in five categories including good practices; guidelines and training material; reports and case studies; discussion and working papers; and briefing notes, information sheets, books and audio-visual materials. A brief description of each tool is provided, as well as a comprehensive list of reference data including web-addresses for tools available online. More information is available at www.ilo.org/gender

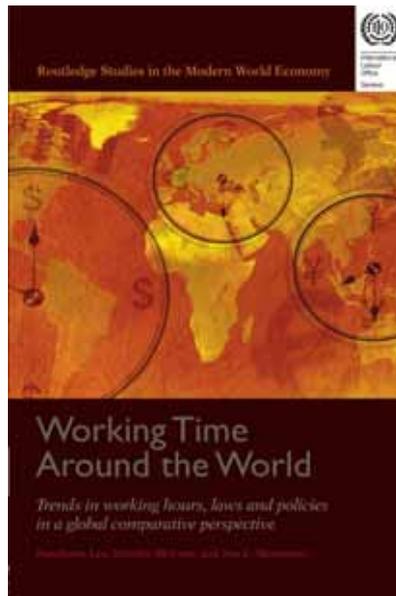


Género y trabajo decente: herramientas, planificación y gestión

This manual provides a framework for Decent Work Programme Planning in Latin America focussing on gender equality. In addition to presenting the core objectives, justifications, policies and potential actions for implementing a decent work programme, the manual provides a plethora of resources: a list of online resources for labour norms and labour rights, a glossary consisting of UN and ILO specific institutional definitions on different dimensions, concepts and variable within the world of work, and verification lists for auditing purposes. The publication is available online, in Spanish, at www.oit.or.cr

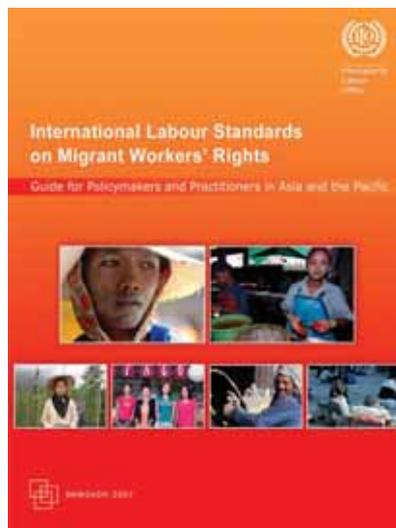
Gender Balance in the International Labour Conference: Background statistics on the representation of women and men in the ILC 2001-2007

This report focuses on the situation of male and female participation to the International Labour Conference in the years 2001 to 2007. Each year the Bureau for Gender Equality publishes a leaflet of statistics outlining the actual figures of female and male delegates to the conference. The report is a culmination of the previously distributed leaflets, looking at female delegates by region, group and position. This report can be found online in English, French and Spanish, at www.ilo.org/gender



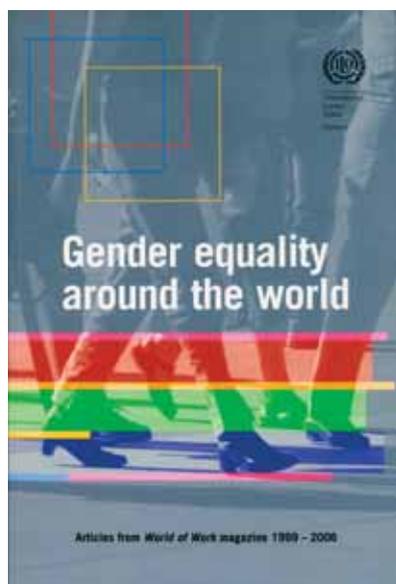
Working Time around the World: Trends in working hours, laws and policies in a global comparative perspective

This study provides a global comparative analysis of working time laws, policies and actual working hours that focuses on developing and transition countries, offering suggestions as to how the gap between working hours between industrialized and developing countries can begin to be closed. Included in the study is an analysis of the gender gap in working hours, with much emphasis placed upon unpaid work and work family issues as contributing factors to the disparity. The report, currently only available in English, can be ordered through the Department of Communication and Public Information (DCOMM) and the Conditions of Work and Employment Programme (TRAVAIL).



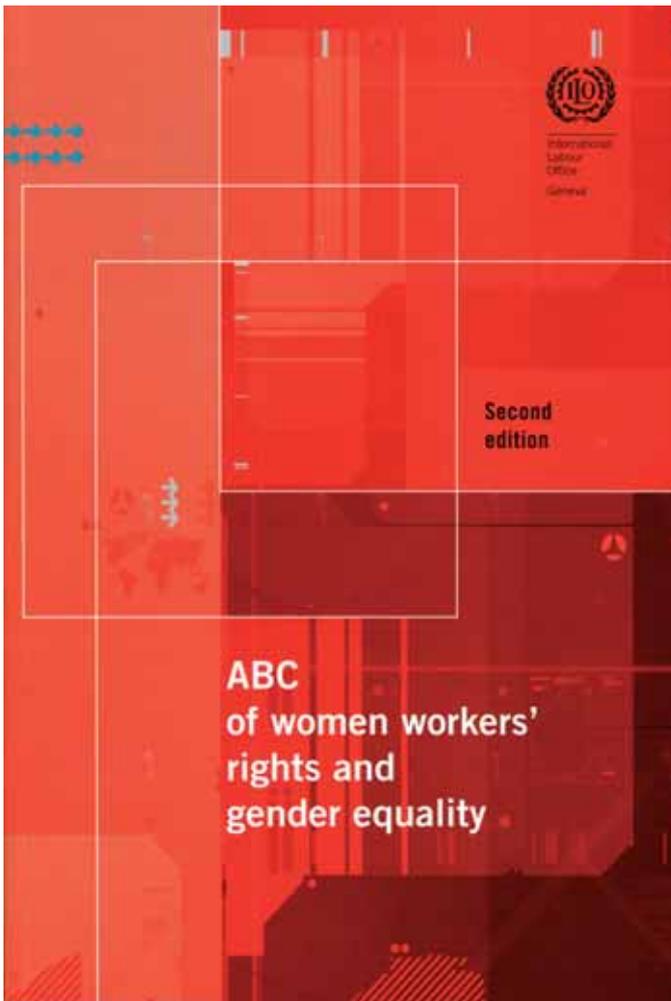
International Labour Standards on Migrant Workers' Rights: Guide for Policymakers and Practitioners in Asia and the Pacific

This guide focuses on the various fundamental human and workers' rights which should be enjoyed by migrant workers in Asia and the Pacific. The guide explains basic terms and concepts within the field of migration and describes the fundamental principles and rights at work for migrant workers as defined in international labour instruments at all stages of the migration process. It also describes the mechanisms and procedures the ILO uses to assist countries in implementing the provisions of International Labour Standards. The endnotes provide a list of international labour standards relevant to migrant workers, a bibliography and an overview of the ratification status of key migrant workers conventions. This publication, produced by the ILO Regional Office in Bangkok, will be available in the near future. Please visit www.ilo.org/public/english/region/asro/bangkok for more information.



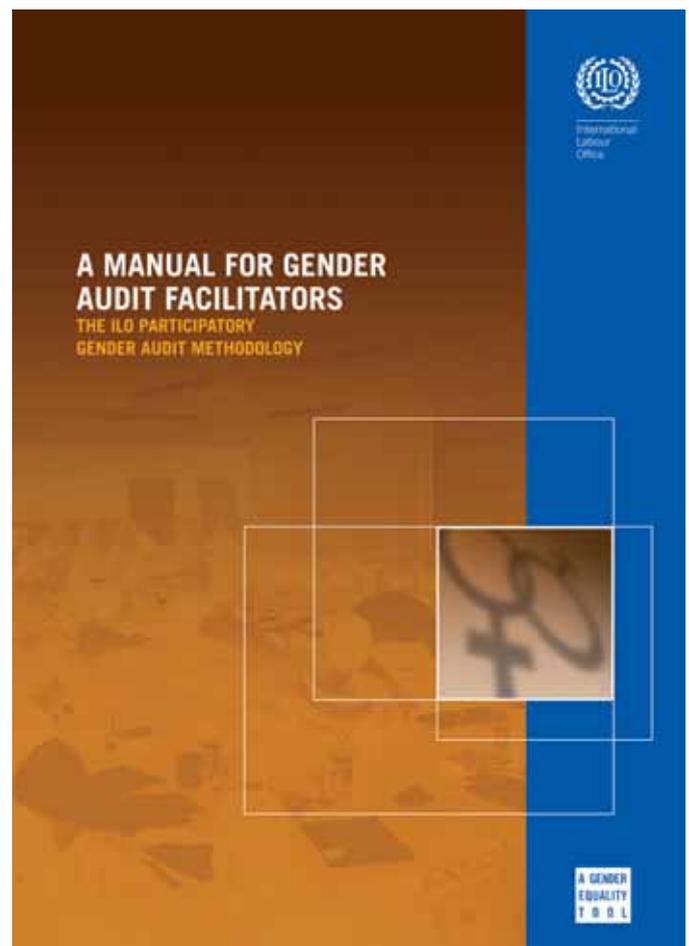
Gender Equality around the World: Articles from *World of Work* magazine 1999-2006

This compilation of articles featured in the *World of Work* magazine from 1999-2006 highlight good practices of gender equality initiatives, thereby becoming an effective knowledge sharing tool. The publication offers a wide array of articles, ranging from the role of Palestinian women in the peace process, the reconciliation of girl combatants in Liberia, to progressive policies on paternity leave in Norway. This publication was prepared jointly by the Bureau for Gender Equality and the Department of Communication and Public Information. Copies in French or English can be ordered online from www.ilo.org/publns



ABC of Women Workers' Rights and Gender Equality

This guide is intended to bridge the gap between the legal framework for gender equality, both at a national and an international level, and the actual application of legal standards in practice. The topics are arranged alphabetically, focusing on the obligations of states or employers as well as the rights of workers relating to gender issues, as defined by the ILO's body of international labour standards, relevant trends and developments in international law, supranational law and national legislation. Also included are political, legal and socio-economic terms relevant for women workers and gender equality. Each entry provides a succinct definition or description and directs readers to the relevant ILO or other legal instruments as well as related topics. The publication, available in English and soon to be available in French and Spanish, can be purchased from www.ilo.org/publns



A Manual for Gender Audit Facilitators: The ILO participatory gender audit methodology

This manual provides gender audit facilitators with guidelines and practical instruction on the planning and implementation of participatory gender audits, based upon materials used within the ILO itself. A chronological approach is utilized in order to lead facilitators through each stage of the audit process, ultimately culminating in a set of recommendation and an action plan for the improvement of the gender mainstreaming strategy in a given institutional setting. The manual includes an overview of the four pillars of the participatory methodology, detailed information concerning the entire auditing process, a set of participatory workshop exercises complete with objectives, materials and outcomes, as well as information concerning the closing procedures and report writing. The publication is available for purchase at www.ilo.org/publns

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ILO Gender News is produced twice yearly, in English, French and Spanish. The newsletter is distributed amongst ILO staff and constituents, UN Agencies, civil society groups and others interested in ILO initiatives to mainstream gender and promote equality between women and men, girls and boys. The editors welcome contributions to the newsletter, in either English, French or Spanish, as well as comments and feedback on items covered in the issues. Please send your comments by e-mail to genderhelpdesk@ilo.org