



## Outlook

This newsletter appears at a time of stock-taking in the ILO, on gender equality and other issues. The end of the year marks the end of another ILO programme cycle. In 2004 and 2005, the ILO has been working proactively to meet the gender equality objectives set out in its *Programme and Budget*. Key amongst these have been the promotion of ILO's gender equality Conventions, promotion of greater balance between women and men in ILO's and constituents' decision-making structures, and support to constituents' own initiatives to promote gender equality in the world of work. Although much remains to be done, we note many encouraging trends and will continue on this course of action in the next programme cycle in 2006 and 2007.

We are also at a time of international stock-taking on gender equality. The Millennium Development Goals have recently been up for review – ten years before the goals are supposed to be achieved. Goal number three, promoting gender equality and empowering women, remains a central component in the global effort to reduce poverty. This is why the ILO continuously emphasises the need to integrate gender concerns into all its activities. The links between decent work, poverty reduction and gender equality are vital, and the ILO believes that decent, productive jobs are the most effective route out of poverty. But gender inequality in the labour market persists through occupational segregation, wage gaps, unemployment rates, inadequate social protection and economic insecurity. If the Millennium Development Goals are to be achieved, such inequality will have to be addressed. The draft outcome document from the Millennium Summit in September 2005 reiterates this priority:

*"We strongly support fair globalization and resolve to make the goals of full and productive employment and decent work for all, including for women and young people, a central objective of our relevant national and international policies as well as national development strategies, including poverty reduction strategies, as part of our efforts to achieve the Millennium Development Goals."*

Some of the above stock-taking coalesced at the recent global conference on *Unpaid Work and the Economy: Gender, Poverty, and the Millennium Development Goals* in which the ILO participated. Hosted by the UNDP in New York from 1 to 3 October 2005, the objective of the conference was to share views, experiences, and methodologies from around the world on women's work – paid and unpaid – and its relationship to the economy within the context of achieving the Millennium Development Goals. Much of the debate during the conference focussed on the difficulties of measuring women's work – especially unpaid work and work in the informal economy. This is a dilemma, since effective policy can only be formulated if we have adequate data to chart progress, for example in relation to jobs. The ILO is responsible for charting progress on the part of Millennium Development Goal number three concerning the share of women in wage employment in the non-agricultural sector. To capture some of the challenges discussed in New York, an improved indicator is now being suggested which could more comprehensively capture both formal and informal employment. Once tested, this indicator could be a valuable tool for designing more effective measures to promote gender equality in the world of work.

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



Self-employed woman entrepreneur in Ethiopia. The ILO will continue its work to promote gender equality in its next programme cycle, 2006-2007. (Photo: © ILO, A. Fiorente)

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*ILO Gender News* is produced four times yearly, in English, French and Spanish. The newsletter is distributed amongst ILO staff and constituents, UN Agencies, civil society groups and others interested in ILO initiatives to mainstream gender and promote equality between women and men, girls and boys.

The editors welcome contributions to the newsletter, in either English, French or Spanish, as well as comments and feedback on items covered in the issues. Please send your comments by e-mail to [genderhelpdesk@ilo.org](mailto:genderhelpdesk@ilo.org)

## News from ILO headquarters

### Employment policies through a gender lens



Panellists (bottom left) addressed a full house on promoting gender sensitive employment policies during the second ILO Gender Network thematic panel on 12 July 2005. A team of rapporteurs (top) ensured that people in the regions could follow the discussions and contribute through the online virtual forum. (Photo: Geir Tonstol)

One of the key messages that came out of the second Gender Network thematic panel on 12 July 2005 was that unless employment policies are gender sensitive, gender equality in the world of work will remain an illusion. Chaired by Mr. Gerry Rodgers, head of the International Institute for Labour Studies, the panel included Ms. Mary Kawar and Mr. Riswanul Islam from the Employment Sector, and Ms. Manuela Tomei from the ILO's Programme on Promoting the Declaration on Fundamental Principles and Rights at Work.

Amongst other things, the panel highlighted the critical role of the ILO in promoting gender sensitive employment policies through the Global Employment Agenda. This Agenda emerged in response to UN calls for a more coherent and coordinated international strategy for the promotion of freely chosen productive employment. The Agenda specifically calls for policies that can target men and women who risk becoming marginalised and excluded from working life and policies which can promote greater equity ensuring that labour markets are free from discrimination.

Certain categories of women are especially vulnerable to inequalities in the world of work. Amongst these are women working in the informal economy, migrant women, and disabled women. Likewise, at both ends of the age spectrum, the young and the elderly face particular disadvantages. More gender sensitive employment policies would hopefully go a long way towards redressing these challenges, argued the panel.

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

### Female Future

In an effort to increase the number of women in management positions, the Norwegian Federation of Enterprises decided to launch a project in 2003 – aptly named “Female Future”.



**FEMALE FUTURE**  
► MOBILISERE TALENT

On the assumption that greater diversity in management and company board rooms will improve enterprises' competitiveness, the project set up a registry to facilitate companies' access to a pool of qualified female candidates. The project also implemented activities to boost women's confidence to “market” themselves more strategically for management positions.

On 21 June 2005, a few days after project completion, the “Female Future” initiative was presented to an audience at the ILO in Geneva. The Project Coordinator, Ms. Benja Stig Fagerland, joined Ms. Deborah France-Massin, Deputy-Director of the Bureau for Employers' Activities and Ms. Linda Wirth, Director of the Bureau for Gender Equality for a presentation and panel discussion on the importance of promoting a more equal sex balance in management positions.

The panel, chaired by Ms. Evy Messell from the Bureau for Gender Equality, also marked the launch of two recent ILO publications in which the “Female Future” initiative is featured. The Bureau for Employers' Activities recently published *Employers' Organizations Taking the Lead on Gender Equality* which contains case studies on how employers organisations in ten different countries have taken decisive steps to promote gender equality. The Bureau for Gender Equality includes the “Female Future” project in its *Gender Equality and Decent Work. Good Practices at the Workplace* which contains twenty-five examples from governments, employers' organisations and workers' organisations of how gender equality is being advanced through their work.



Ms. Linda Wirth (left) promoting a recent publication containing good practices of gender equality in the world of work during a panel discussion on 21 June 2005. Also on the panel were Ms. Evy Messell and Ms. Deborah France-Massin. (Photo: Geir Tonstol)

For more information, please contact the Bureau for Employers' Activities ([actemp@ilo.org](mailto:actemp@ilo.org)), or the Bureau for Gender Equality ([gender@ilo.org](mailto:gender@ilo.org)).

## News from the regions

### Work to combat trafficking receives gold medal

The Government of the Kingdom of Cambodia has paid a special tribute to two ILO officials for their "outstanding contribution and commitment" to combating trafficking of women and children and child labour in Cambodia.

Thetis Mangahas, Chief Technical Advisor of IPEC's Mekong Project to Combat Trafficking in Children and Women and Panudda Boonpala, ILO Senior Child Labour Specialist, were awarded Cambodia's "Nation Building Gold Medal and Certificate" from the Ministry of Social Affairs, Veterans and Youth Rehabilitation. The medals and certificates were awarded to the two ILO officials in the Cambodian capital during events to mark the observance of World Day Against Child Labour 2005.

For further information, please contact the ILO Office in Bangkok ([bangkok@ilo.org](mailto:bangkok@ilo.org)).

### Anti-trafficking work in Viet Nam

Senior officials from Viet Nam's Ministry of Labour, Invalids and Social Affairs met with ILO officials and project staff during a workshop in Hanoi in June 2005 to finalise plans for the expansion of anti-trafficking interventions in three target provinces in Viet Nam. The activities are part of the on-going regional Mekong Project to Combat Trafficking in Children and Women which also covers Cambodia, China (Yunnan), Lao PDR and Thailand.

The extended interventions in Viet Nam will focus on prevention of both internal and cross-border trafficking of young women and children. The extension is supported by the Government of the United Kingdom and complements the work carried out in ten northern provinces of the country – launched by the Government of Japan in April 2005.

For more information, please contact the ILO Office in Hanoi ([hanoi@ilohn.org.vn](mailto:hanoi@ilohn.org.vn)).

### Gender audit of the ICFTU

The ILO received a request from the International Confederation of Free Trade Unions (ICFTU) to facilitate a gender audit of the organisation's Secretariat in Brussels from 26 June to 8 July 2005. A team of six ILO officials from Geneva facilitated the audit, making it the largest single gender audit to be facilitated by the ILO to date. Around 70 staff members of the ICFTU Secretariat participated in interviews and workshops over the two weeks.

The call for an ICFTU gender audit came with the resolution "Unions for Women, Women for Unions" which was adopted at the 18th ICFTU World Congress in December 2004. The gender audit was perceived as a significant step to further develop the ICFTU's work to promote gender equality. The conclusions of the audit are due to be reported to the



The ILO gender audit facilitators preparing to give their conclusions and recommendations to the ICFTU staff after two weeks of interviews and workshops at the ICFTU secretariat. (Photo: ICFTU, Ivo De Cree)

organisation's executive board later this year. The General Secretary of the ICFTU has expressed grateful appreciation to the Director General of the ILO for the organisation's contribution to the gender audit.

### Second round of UN gender audits in Zimbabwe

Following last year's successful series of gender audits among the UN System in Zimbabwe (October 2004), a second round of audits took place from 19 to 30 September 2005, covering the Harare offices of the WHO, World Bank, UNESCO, WFP and the International Telecommunication Union. Although the coordination of this round of audits had passed from the ILO to UNIFEM, the ILO contributed its expertise in training gender audit facilitators – thus maintaining the "pool" of trained audit facilitators in Zimbabwe. "Initiatives such as these are critical for ensuring the continued multiplier effect of the gender audit process and for making it as efficient as possible" says Ms. Jyoti Tuladhar, ILO Gender Audit Coordinator.

A summary of the conclusions from the various gender audits of the UN Agencies in Zimbabwe is being prepared for publication towards the end of the year. Together with the findings from last year, the UN System in Zimbabwe has been provided with a sound platform for improving individual and joint efforts at promoting gender equality in their various interventions.



During the first round of gender audits of the UN System in Zimbabwe in 2004, a number of volunteers from the various UN Agencies were trained to facilitate future audits. A number of them participated in the second round of audits in September 2005. (Photo: ILO)

# ILO Gender News

## Creating an enabling environment for enterprises

From 7 to 13 September 2005, ILO constituents from Azerbaijan, Kazakhstan, Kyrgyzstan, Uzbekistan and Russia were invited to Turin for a workshop on Enabling Environment for Entrepreneurship Promotion and SME (Small and Medium Enterprises) Development. The workshop was organised in the framework of two projects that are currently being implemented by the ILO Office in Moscow on promoting youth employment and increasing employability through skills development.

The ILO sees gender issues at the core of discussions of entrepreneurship and SME development, both in terms of access to resources, access to economic opportunities, access to markets, and access to decision-making and control mechanisms. This aspect was carefully reflected in the workshop programme. A full day was dedicated to discussions of gender mainstreaming strategies, sharing of good practices and lessons learnt on how to create an enabling environment for women and men on entrepreneurship development. Gender issues were also raised during the other technical sessions, especially when discussing how the specific concerns of both women and men should be taken into account by institutions providing business development services and entrepreneurial training.

“Many people still have stereotypical notions of what women and men should do and are able to do. Starting a business for example has traditionally been seen as a male domain, and few people have stopped to ask why. It is important to question such notions and to share experiences of how both women and men can successfully start and run a business” says Ms. Irina Melekh, Project Coordinator for an employability project in the ILO Office in Moscow. She also argues that “It is important to assist ILO constituents and partner institutions offering SME support to develop gender-sensitive policies and monitoring mechanisms to ensure that women and men benefit equally from the new economic opportunities.”

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

## Job evaluation free from gender bias?

From September 2005 until September 2007, the ILO constituents in Portugal will work together to develop a methodology for job evaluation which is free from gender bias. Financed by the European Commission, the project “Revalorise Work to Promote Equality” is lead by the General Confederation of Portuguese Workers and co-implemented by the ILO Office in Lisbon with technical support from the Conditions of Work and Employment Programme and the Programme to Promote the Declaration on Fundamental Principles and Rights at Work (DECLARATION).

Job evaluation is essentially a process that permits comparison of jobs with a view to determining the relative position of one job to another on a wage/salary scale. As such, job evaluation is concerned with the content of the job,

and not with the skills/characteristics of the persons performing the job. Existing job evaluation methods tend to incorporate longstanding social beliefs about the nature and value of women’s and men’s jobs. This has often lead to a systematic under-estimation of women’s work that may translate into lower wage rates for women.

Drawing on previous work in other European countries, the Portuguese project will develop and test specific tools that counter the gender bias in job evaluation – focussing primarily on workers in the restaurant and beverages sector. Mr. François Eyraud, Director of the Conditions of Work and Employment Programme and Ms. Manuela Tomei from DECLARATION visited Portugal earlier this year to participate in the planning of the project. Mr. Eyraud says the project offers “an innovative and concrete approach to promoting the message of equality in the workplace”. The ILO will provide necessary documentation and technical assistance for the project’s implementation, and also participate in the conception and evaluation of the tools produced.

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

## Trade union congress in Tunis

The African Regional Organisation of the International Confederation of Free Trade Unions (ICFTU-AFRO) organised its 14th Regional Congress in Tunis, Tunisia, from 28 to 30 September 2005 under the theme “A Trade Union Vision for Africa for Development Challenges, Organisation and Social Justice”. Around 200 delegates from 60 affiliated trade union organisations in 47 countries across Africa gathered to debate the serious problems Africa is facing in relation to employment creation, poverty alleviation, workers rights and gender equality. The meeting – involving several ILO resource persons – also provided an opportunity to discuss trade union work in combating HIV/AIDS and organisational challenges.

A pre-Congress workshop “Towards Gender Equality in African Trade Unions: Fighting Gender Based Discrimination in Trade Unions and at the Workplace” aimed to motivate delegates to build gender equality issues into the main agenda of the Congress. The General Secretary of ICFTU-AFRO, Mr. Andrew Kailembo opened the gender workshop, followed by a keynote address from Mr. Sadok Bel Hadj Hassine, Director of the ILO Office in Alger. Ms Evy Messell from the ILO Bureau of Gender Equality presented the experiences of the ILO in addressing gender-based discrimination in trade union structures. Mr. Francois Murangira from the ILO Bureau of Workers Activities also participated in the workshop.

During the Congress itself, the gender theme was highlighted by Ms. Fatou Ndiaye, ICFTU-AFRO’s Gender and Equality Coordinator for French Speaking Africa, who shared reflections on how trade union women leaders can effectively influence the outcome of Congress by promoting gender equality on the agenda and in future programmes.

For more information, please visit the ICFTU-AFRO web-page [www.icftuafro.org](http://www.icftuafro.org)

# ILO Gender News

## Women in Lao improve their business skills

The ILO Programme on Women's Entrepreneurship Development and Gender Equality (WEDGE) continues efforts to promote small enterprise development for women in Lao PDR. Key to the activities of WEDGE Lao is the provision of entrepreneurship training through the *Gender and Enterprise Together* ("GET Ahead") methodology and the promotion of village banks.

Traditionally, women in Lao PDR have not been encouraged to become business owners. Their capacity to become successful entrepreneurs however, has been evident from their enthusiastic participation in WEDGE trainings and their application of the learning by setting up new businesses.

After joining a "GET Ahead" training, one woman participant from Nong Eleuang village in Southern Lao obtained a loan from the village bank to invest in her poultry business and to start pig farming. The woman also took the initiative to set up a women's business group for cotton production to meet the increasing demands for cotton in the province. Many "GET Ahead" participants have realised the importance of market surveys to identify such demands.

"GET Ahead" participants in Lao PDR have responded positively to the gender equality messages of the trainings. Above all, the trainings have shed light on existing gender imbalances in the country, and have provided opportunities to redress some of these. WEDGE Lao will increase emphasis on such capacity building in the time ahead to ensure the sustainable effects of its activities.

For more information, please contact the ILO Programme on Women's Entrepreneurship Development and Gender Equality ([ifp-seed@ilo.org](mailto:ifp-seed@ilo.org)).

## Agreement of cooperation on gender equality

An Agreement of Cooperation was signed on 26 July 2005 between the Ecuadorian Ministry of Labour and Employment and the National Women's Council. The Agreement promotes and consolidates gender mainstreaming as a strategy in the design and implementation of national employment policies, strategies and programmes. The Agreement also promotes the necessary institutional mechanisms, including financial resources, to apply this strategy. The Agreement was signed by the Ecuadorian Minister of Labour, Mr. Galo Chiriboga and the Executive Director of the National Women's Council, Ms. Rocio Rosero. In acknowledgement of the work carried out by the ILO in relation to gender equality, employment creation and poverty alleviation, especially in the context of the informal economy in Latin America, the agreement was also signed by Mr. Ricardo Hernández Púlido, Director of the ILO Office for the Andean Countries. An honorary signature was made by the Ecuadorian Fist Lady, Ms. Ximena Bohorquez de Gutierrez.

For more information, please contact the ILO Office in Lima ([lima@oit.org.pe](mailto:lima@oit.org.pe)).

## Gender strategy for Asia and the Pacific

More than 100 participants were introduced to the *ILO Gender Mainstreaming Strategy and Toolkit for Asia and the Pacific* during a round of training sessions in Islamabad and Lahore, Pakistan, between 16 and 22 June 2005. Through participatory exercises, the participants were introduced to key gender concepts and gender mainstreaming approaches. At the end of the training, participants developed concrete action plans for integrating gender in their respective projects and programmes. The participants included project staff who are involved in the design, implementation and monitoring of various project activities in addition to senior and mid-level staff from the ILO and national tripartite constituents.

For more information on the training sessions or the *ILO Gender Mainstreaming Strategy and Toolkit for Asia and the Pacific*, please contact the ILO Offices in Islamabad ([islamabad@ilo.org](mailto:islamabad@ilo.org)) or New Delhi ([sro-delhi@ilo.org](mailto:sro-delhi@ilo.org)).



Participants at the training session in Islamabad during which participants were introduced to the *ILO Gender Mainstreaming Strategy and Toolkit for Asia and the Pacific*. (Photo: ILO)

## Trade union seminar on gender and child labour

From the 25 to 27 August 2005, Mexican trade unionists met in Cuernavaca, Mexico, for a training seminar on "Gender and Child Labour". Supported by the ILO, the seminar targeted representatives from Mexican trade unions and was attended by 45 trade unionists, 31 women and 14 men, from the Confederation of Workers and Farmers of Mexico (CROC), the Transportation Workers' Union (Metro) and the Mexican Trade Union Confederation (CTM). The idea for the seminar emerged earlier this year when the CTM requested support from the ILO to elaborate a trade union plan of action to eliminate child labour in Mexico.

During the seminar, IPEC's training tools "Gender Equality and Child Labour – A Participatory Tool for Facilitators" and "Integrating Gender in Action Against Child Labour" were used as ground material. The gender dimensions of child labour were highlighted by a representative from UNIFEM who also outlined the process of mainstreaming gender into projects and programmes.

For more information, please contact the IPEC Programme in the ILO Office in Mexico ([mexico@mex.org.oit.ms](mailto:mexico@mex.org.oit.ms)).

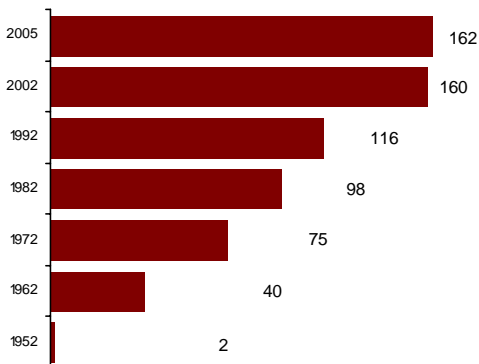
## Facts and figures

### Key ILO gender equality Conventions

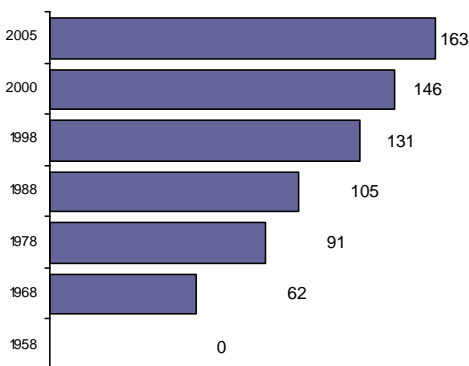
A key element of the ILO's gender mainstreaming strategy is the promotion of international labour standards (Conventions) on gender equality. Four Conventions have been identified as particularly important for increasing gender equality in the world of work. These are Conventions Nos. **100** (Equal Remuneration Convention, 1951), **111** (Discrimination Convention, 1958), **156** (Workers with Family Responsibilities Convention, 1981), and **183** (Maternity Protection Convention, 2000). Among the ILO's 178 member States, 162 have so far ratified Convention No. 100, 163 have ratified No. 111, 36 have ratified No. 156, and 11 have ratified the most recent of the four Conventions, No. 183.

The below graphs give an overview of the rate of which Conventions Nos. 100 and 111 have been ratified since their creation:

#### Ratification of Convention No. 100



#### Ratification of Convention No. 111



Source: ILO International Labour Standards Department

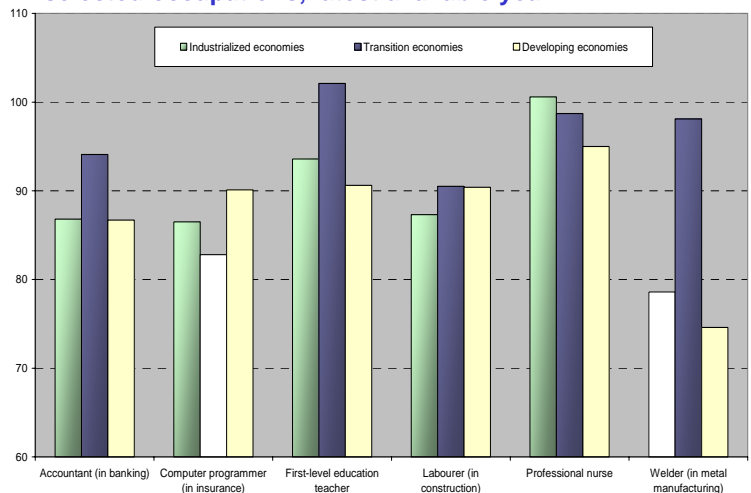
For the 2004-05 period, the ILO has set as a target that 25 member States should ratify at least one of the four key Conventions, and that 10 member States should ratify all four Conventions.

### Has Convention No. 100 ensured pay equity?

In spite of the high number of ratifications of Convention No. 100, women everywhere typically receive less pay than men. A review of data available for six diverse occupation groups shows that in most economies, women still earn less than their male co-workers with differences of 10 per cent or more\*. In a typically male-dominated occupation such as welding in metal manufacturing, wage disparities are even greater. Female welders in the industrialised economies earn on average 79 per cent of what male welders earn, and in developing economies even less. Even in typically female occupations such as nursing and teaching, gender wage equality is still lacking. In Singapore for example, male primary school teachers earn approximately 6 per cent more than female teachers and male nurses 21 per cent more.

Traditionally, there has been greater wage equality in the transition economies than in industrialised or developing economies. This is still the case today. For example, the wages of female welders and female teachers in transition economies are nearly equitable to those of males (98 per cent of the male rate) and female nurses earn even more than their male counterparts in the same occupations (2 percentage points more than the male rate). The earnings gap also tends to be smaller in countries that have centralised collective bargaining and that emphasise egalitarian wage policies in general (such as Australia, Norway and Sweden).

#### Average female wages as percentage of male wages in selected occupations, latest available year

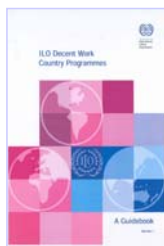


Source: Key Indicators of the Labour Market, ILO, 2003

*At its 92nd Session in June 2004, the International Labour Conference adopted a resolution concerning the promotion of gender equality, pay equity and maternity protection. Amongst other things, the resolution appeals to all governments of ILO member States to ratify Conventions Nos. 100 and 111 and to introduce or strengthen appropriate legislation, programmes and other measures aimed at eliminating gender discrimination in the workplace.*

\* Global Employment Trends for Women, ILO, 2004

## Resources and publications



### *ILO Decent Work Country Programmes. A Guidebook*

Decent Work Country Programmes (DWCPs) are the operational framework for the ILO's activities in a given country. The intentions of this recent guidebook are threefold: Firstly, to explain in more detail the rationale and current policy of DCWPs in the ILO's work; secondly to clarify terminology, responsibilities and procedures concerning DCWPs; and finally to provide recommendations and good practices in relation to DCWPs. A key point in the formulation of DWCPs is to ensure that they are formulated in a gender-sensitive manner, specifying how intended outcomes will affect women and men. The guidebook can be accessed on the ILO *intranet* <http://www.ilo.org/intranet/english/bureau/program/download/dwcp.pdf> or requested from ILO's Bureau of Programming and Management ([program@ilo.org](mailto:program@ilo.org)).

### *Enhancing African Trade Unions' Capacity for Promoting Gender Equality*

This gender training manual was developed within the Dutch-funded project "Strengthening African Trade Unions Capacity to Address Gender Inequalities" (co-implemented by the Organisation for African Trade Union Unity). The manual covers four modules: (i) Gender equality and the trade unions; (ii) Gender and poverty; (iii) Gender and the informal economy; (iv) Gender and HIV/AIDS. Each module contains useful hints for facilitators on how to conduct training sessions within the relevant topic. Through the manual, readers are challenged to identify "gender needs" within the work of the trade unions in Africa and how to respond to these. The manual is also being made available in French and Arabic. For more information, please contact ILO's Bureau for Gender Equality ([gender@ilo.org](mailto:gender@ilo.org)).



### *The Situation of Laid-off Women Workers in Ethiopia*

After presenting a survey of laid-off women workers and those potentially facing retrenchment in various regions of Ethiopia, this report from the ILO's Small Enterprise Development Programme assesses the specific skills needs of laid-off women workers. The assessment tries to identify the aspirations of the retrenched women for new business ventures, the required capital, expected markets and their need for management skills, as well as their interest in getting organised through business cooperatives. The assessment also attempts to explore business opportunities in selected areas of Ethiopia where retail shops, restaurants, grain trading and dairy-farming have been identified as potentially profitable business activities. For more information, please contact ILO's Small Enterprise Development Programme ([ifp-ses@ilo.org](mailto:ifp-ses@ilo.org)).

### *Igualdade de género e raça, erradicação da pobreza e geração de emprego*

The ILO *Gender, Poverty and Employment* manual has been translated into Portuguese and published by the ILO Office in Brasilia. The manual has been adapted to the Brazilian context and highlights the significant roles of both racial factors and gender in shaping people's opportunities to gain decent employment and overcome poverty. Amongst other things, racial background and gender have proven to be at the root of differences in pay and access to social security in Brazil. The manual emphasises the importance of overcoming such inequalities if economic growth is ever to be translated into a better life for all citizens and a more just society. For more information on this publication and how to obtain a copy, please contact the ILO Office in Brasilia ([brasilia@oitbrasil.org.br](mailto:brasilia@oitbrasil.org.br)).



### *Género y los Convenios de la OIT*

This illustrated publication in Spanish was prepared by the ILO Office in San José. It provides a user-friendly introduction to the ILO's four key gender equality Conventions (Nos. 100, 111, 156, 183) and contains concrete examples of areas where the Conventions apply. With its regional focus, the publication complements the 2004 publication from the ILO Bureau for Gender Equality, *Promoting Gender Equality. Guide on ILO Conventions and Recommendations of Particular Concern to Women Workers*, which provides the texts of a broader range of Conventions pertaining to the promotion of gender equality. For information on both these publications, please contact ILO's Bureau for Gender Equality ([gender@ilo.org](mailto:gender@ilo.org)).

### *Egalité entre hommes et femmes et travail décent. Les bonnes pratiques dans le monde du travail/ Igualdad de género y trabajo decente. Buenas prácticas en el lugar de trabajo*

The French and Spanish translations are now available of the publication *Gender Equality and Decent Work. Good Practices at the Workplace*. The publication presents a selection of practices which demonstrate how ILO constituents have developed strategies to enhance gender equality in their structures and agendas. Copies of the publication in all three languages can be downloaded from the Bureau for Gender Equality's web-page ([www.ilo.org/gender](http://www.ilo.org/gender)) or ordered from ILO's Bureau for Gender Equality ([gender@ilo.org](mailto:gender@ilo.org)).



## In addition...

### Women's leadership in sport

Over the last few years, the ILO has conducted a number of trainings and projects with the aim of enabling people to benefit socially and economically from sport. Against this background, the ILO has become a partner in this year's International Summit on Effecting Social Change through Women's Leadership in Sport. Hosted by Kennesaw State University in Georgia (USA), the United States Olympic Committee and a number of community partners, the Summit sets out to "constitute a forum for international discussion to raise awareness of the convening power of sport and expand the potential contribution of women through increased administrative contribution, event and player participation, and socio-economic infusion." "Sport and physical education programs," argue the organisers, "can be used as a means to combat challenges such as HIV/AIDS, extreme poverty and gender inequality". Amongst the specific items on the agenda are sport's potential to affect solutions to social problems and social change, as well as barriers and strategies to facilitate women's opportunities and attainment of decision-making positions in sport. More than 25 internationally renowned speakers are scheduled to address the Summit, including several women Olympic medallists. The Summit, which takes place from 20 to 22 October 2005 in Atlanta, USA, forms part of the United Nations' International Year of Sport and Physical Education.



For more information, please visit [www.kennshaw.edu/sport2005](http://www.kennshaw.edu/sport2005)

### "Do you think this scene is absurd...?"

The question was posed towards the end of a public service announcement in Brazil, part of an ILO-sponsored campaign against child labour. The video clip shows a group of adult male steelworkers ending their long workday dancing and singing a song typical for girl school children. "Do you think this scene is absurd? Not as absurd as children working". Quite ingeniously, the announcement not only denounces child labour but also challenges existing gender biases and raises questions of masculinities. The announcement was prepared for the National Forum for the Prevention and Eradication of Child Labour in September 2005.



The feature daringly questions perceptions of masculinity by showing a group of adult male steelworkers dancing in a circle while singing a song typical for young school girls.

### Integration and anti-discrimination profiles

The ILO International Migration Programme has launched an initiative to identify and disseminate examples of efforts by government, employers' organisations, workers' organisations and NGOs to combat discrimination and promote equality of opportunity through practical measures in their respective contexts. As a first step in this effort, a collection of summary *anti-discrimination practice profiles* have been made available on a dedicated web-page ([www.ilo.org/migrant/discrimination](http://www.ilo.org/migrant/discrimination)). More than 100 profiles have so far been obtained from 24 countries, describing a wide variety of strategies to address discrimination and integration challenges. Some are innovative and context-specific, while others involve classic, rights-based establishment of norms.

For more information on this initiative, please contact the ILO International Migration Programme ([migrant@ilo.org](mailto:migrant@ilo.org)).

### Guidelines on Health Services and HIV/AIDS

The ILO and WHO have recently published a joint set of guidelines on health services and HIV/AIDS. The guidelines were developed during a tripartite meeting of representatives of governments, employers' organisations and workers' organisations on 19-21 April 2005 in Geneva. The guidelines, which include a section on gender, provide wide-ranging and practical approaches to protection, training, screening, treatment, confidentiality, prevention, the minimising of occupational risk, and the care and support of healthcare workers. They also address the essential role of social dialogue among governments, employers and workers in meeting the challenges HIV/AIDS poses in the healthcare sector, which is a major employer of women - in some cases up to 80% of all health-service workers.

The guidelines are available online at the following address: [www.ilo.org/public/english/dialogue/sector/techmeet/tmehs05/guidelines.pdf](http://www.ilo.org/public/english/dialogue/sector/techmeet/tmehs05/guidelines.pdf)

### Women's entrepreneurship tools in Arabic

The popular fact sheets from the ILO Programme on Women's Entrepreneurship Development and Gender Equality (WEDGE) are now available in Arabic. The six fact sheets provide information on the various activities and tools of WEDGE to promote the full participation of women in entrepreneurship and economic development, and facilitate the creation of new and better jobs for, and by, women entrepreneurs. The fact sheets also provide succinct guidelines on the WEDGE approach which entails: (i) developing the knowledge-base on women entrepreneurs; (ii) promoting representation, advocacy and voice, and (iii) developing innovative support services for women entrepreneurs. The Arabic version of the fact sheets will greatly facilitate the adaptation of WEDGE initiatives to Arabic speaking countries.

The WEDGE fact sheets are available from the ILO Programme on Women's Entrepreneurship Development and Gender Equality ([ifp-seed@ilo.org](mailto:ifp-seed@ilo.org)).