

**UN Inter-Agency Network on
Women and Gender Equality
New York, 22-25 February 2005**

**IANWGE/2005/11
Fourth session**

Indigenous Women

Task Managers: DESA/DSPD

**Report of the Inter-Agency Task Force on Indigenous Women
for the
Meeting of the Inter-Agency Network on Women and Gender Equality
New York, 22-25 February 2005**

A. Background Information

1. The Task Force on Indigenous Women (TFIW) was initiated on 11 June 2004 following a decision of the Inter-Agency Network on Women and Gender Equality (IANGWE) at its February 2004 session and the recommendations of the UN Permanent Forum on Indigenous Issues¹ (UNPFII) at its Third (2004) Session regarding indigenous women. Members of the Task Force are the CBD Secretariat, DAW/DESA, ESCAP, ECA, ILO, FAO, IFAD, OHCHR, OSAGI, UNICEF, UNDP and UNIFEM. It is chaired by the Secretariat of the UNPFII. Since the creation of the Task Force, have met 3 times. In addition, to New York meetings, the Task Force routinely exchanges information via email and telephone.
2. The TFIW adopted its Terms of Reference on 13 September 2004 with the purpose to integrate and strengthen gender mainstreaming as regards indigenous women's roles and the special concerns of indigenous women as an emerging key issue in the work of the United Nations system. (*Annex I*)
3. In order to promote the accomplishment of the short-term goals of the TFIW Terms of Reference by February 2005, the members of the TFIW sent inputs to the Secretariat of the UNPFII regarding the short-term goals of the Task Force.

B. Main Achievements

4. The responses of the members of the Task Force were structured along the lines of the three items comprising the short-term goals of the Task Force. The compilation of responses appears as *Annex II*.
5. **UN Permanent Forum on Indigenous Third Session:** The Task Force had before it the recommendations of the UNPFII at its Third Session (May 2004), which had Indigenous Women as its special theme. These recommendations drew from the submissions of indigenous women's preparatory meetings in Africa, Asia and Latin America, a panel on the contribution of indigenous women to conflict prevention and peace-building held during the March 2004 session of the Commission on the Status of Women (CSW), UN system documentation submitted to the Permanent Forum, a high-level panel that opened the Third Session of the Forum, as well as rich discussions during the whole Third Session of the Forum.

¹ Created by ECOSOC Resolution 2000/22. The report of the Third Session appears in document E/C.19/2004/23

6. **Gender and Indigenous Peoples Briefing Notes:** As a result of cooperation between the Office of the Special Adviser on Gender Issues (OSAGI) and the Secretariat of the Permanent Forum on Indigenous Issues, it was agreed that a series of briefing notes on *Gender and Indigenous Issues* will be produced and they will be jointly published and disseminated during the Review of the Beijing Declaration and Platform for Action of the CSW and the Fourth Session of the UNPFII.
7. **Review of the Beijing Declaration and Platform for Action of the CSW:** As a result of the cooperation between the United Nations Division for the Advancement of Women and the Secretariat of the UNPFII the participation of indigenous women will be possible on the panel on *Future perspectives of the promotion of gender equality: through the eyes of young women and men*, as well as the official CSW commemoration of *International Women's Day* on the 2nd March 2005.

C. Future work of the Task Force on Indigenous Women

In addition to pursuing the medium-term objectives of its mandate (see Annex I), the Task Force hopes to pursue the following:

- Presentation of the work of the Task Force on Indigenous Women during the Fourth Session of the UNPFII in May 2005.
- Distribution of the report of the Task Force on Indigenous Women to the Inter-Agency Support Group (IASG) on Indigenous Issues.
- Presentation of the briefing notes on *Gender and Indigenous Peoples* during the Fourth Session of the UNPFII in May 2005 with the participation of members of the Task Force.
- Inclusion by DPI of the briefing notes to the information kit that is usually prepared for the annual session of the UNPFII.
- Preparation of a work plan, identifying a strategy, approaches, methods, time frame, responsibilities, etc. for medium and long term activities.
- Approach the United Nations Statistics Division/DESA to promote the inclusion of indigenous peoples, including indigenous women, in national statistics with the Division's assistance in promoting data collection and disaggregation.
- Adoption of an action plan for the Second International Decade of the World's Indigenous People reaffirming the commitment of the United Nations system for the solution of problems faced by indigenous peoples including indigenous women, implementing action-oriented programmes and specific projects, increased technical assistance and relevant standard-setting activities.

ANNEX 1

IANWGE TASK FORCE ON INDIGENOUS WOMEN TERMS OF REFERENCE

13 September 2004

Goal

To integrate and strengthen gender mainstreaming as regards indigenous women's roles and the special concerns of indigenous women as an emerging key issue in the work of the UN system, taking into account the recommendations of the UN Permanent Forum on Indigenous Issues at its Third (2004) Session (attached).

Objectives *²

The objectives are categorized as short- medium or long-term, keeping in mind the potential of the Task Force to extend its work beyond 2005, if the IANWGE renews its mandate. Objectives 1 to 3 would thus be achieved by the next session of the IANWGE in February 2005.

Short-term objectives (by February 2005)

- 1) Definition/identification and inventory of mandates of IANWGE members
IANWGE members will identify mandates vis-à-vis their organizations that will facilitate the integration and strengthening of indigenous women's role. On the basis of their mandates/policies/terms of reference/responsibilities, IANWGE members will identify entry points to facilitate advocacy/awareness raising/mainstreaming of indigenous women's issues in the IANWGE member organizations. Compile information of all IANWGE members and prepare an inventory of their mandates.

- 2) Provide an overview of programmes/activities focusing on indigenous women which are already being carried out by agencies
As the Third Session of the UNPFII had Indigenous Women as its special theme, various agencies, funds and programmes had made written submissions on their activities in this area; IANWGE members can review this material, identify gaps and complete the material to establish a data base.

- 3) Identify a strategy and a work plan to mainstream indigenous women's issues in UN agencies
Prepare a work plan, identify a strategy, approaches, methods, time frame, responsibilities, etc for medium and long term activities.

² S: short-term (by February 2005)

M: medium-term (by 2006)

L: long-term (by 2007 or later)

Medium-term objectives (by 2006)

4) Identify successful interventions/good examples and disseminate this information

The Task Force will prepare a collection of case studies, “good examples” as a first step towards gradually building capacity within the UN system. The Task Force will identify and prepare a collection of good examples/case studies of UN work in the field or otherwise. These case studies will illustrate indigenous women’s issues, with emphasis, if possible, on the MDGs; this work will also feed into the efforts of the UNDG .

Medium- and long-term objectives (by 2006-2007 or later)

5) Follow-up on specific recommendations of the UNPFII

The Permanent Forum has identified a number of activities that require the concerted action of the UN system. The Task Force is well-placed to pursue these concerted activities. One of these important recommendations is the convening of a workshop on “Migration of Indigenous Women”, a subject of sorely needed action.

6) Produce practical tools

In addition to the item mentioned under point 4 above, the Task Force could prepare:

- practical tools, such as a checklist of items to be considered in UN programming that makes sure that indigenous women’s issues are mainstreamed,
- a review of existing gender-training tools on the UN system, examining to what extent indigenous women’s issues are covered, and suggesting ways of covering gaps,
- an awareness-raising/training video and
- other useful tools.

These outcomes will also feed into the UNDG.

ANNEX II

Responses received regarding the short-term objectives of the Task Force on Indigenous Women of the IANWGE.

I. Convention on Biological Diversity

Definition/identification and inventory of mandates of IANWGE members

1. One of the most relevant articles for Indigenous Peoples is Article 8(j)³. Although, “to integrate and strengthen gender mainstreaming as regards indigenous women’s roles and the special concerns of indigenous women” is not a mandate of the CBD, one of the general principles of the Programme of Work on Article 8(j) and Related Provisions includes the “Full and effective participation of women of indigenous and local communities in all activities of the programme of work”.
2. In decision V/16 on Article 8(j) and related provisions, the COP requested “Parties, Governments, subsidiary bodies of the Convention, the Executive Secretary and relevant organizations, including indigenous and local communities, when implementing the programme of work contained in the annex to the present decision and other relevant activities under the Convention, to fully incorporate women and women’s organizations in the activities”.
3. In the above-mentioned decision, Task 4 of the first phase of that Programme of Work calls for the Parties to the CBD: “To develop, as appropriate, mechanisms for promoting the full and effective participation of indigenous and local communities with specific provisions for the full, active and effective participation of women in all elements of the programme of work, taking into account the need to:
 - a. Build on the basis of their knowledge,
 - b. Strengthen their access to biological diversity;
 - c. Strengthen their capacity on matters pertaining to the conservation, maintenance and protection of biological diversity;
 - d. Promote the exchange of experiences and knowledge;
 - e. Promote culturally appropriate and gender specific ways in which to document and preserve women’s knowledge of biological diversity. .

³ “Each Contracting Party shall, as far as possible and as appropriate:

(j) Subject to its national legislation, respect, preserve and maintain knowledge, innovations and practices of indigenous and local communities embodying traditional lifestyles relevant for the conservation and sustainable use of biological diversity and promote their wider application with the approval and involvement of the holders of such knowledge, innovations and practices and encourage the equitable sharing of the benefits arising from the utilization of such knowledge, innovations and practices”.

Provide an overview of programmes/activities focusing on indigenous women which are already being carried out by agencies

4. The CBD Secretariat established the advisory group/steering committee⁴, taking into account the nominees' expertise and experience in indigenous issues and traditional knowledge as well as geographic distribution and gender equity, 50% of the selected members are women, which ensures full, active, effective and equitable participation and representation of women and particularly indigenous women.

Identify a strategy and a work plan to mainstream indigenous women's issues in UN agencies

5. The CBD Secretariat is in the process of developing a *Traditional Knowledge Web Portal* in order to promote awareness and enhance access by indigenous and local communities to information on issues relating to Article 8(j) and related provisions of the Convention with a section regarding Indigenous Women and Traditional Knowledge Systems could create and/or improve dialogue and networking among women from indigenous and local communities, scientists women working in biodiversity, a diverse range of local institutions - both governmental and non-governmental and other members of civil society interested in knowledge networking and influencing policy.
6. The CBD Secretariat will organize a workshop on cultural, environmental and social impact assessments based on the *Akwé: Kon* Voluntary Guidelines and aimed at the further strengthening of the understanding of the link between environment and cultural diversity, with the participation of representatives on indigenous and local communities. It will expect to take place in the first half of 2005; it would bring together approximately 40 experts, including a gender-balanced representation of indigenous and local communities.

II. Division for the Advancement of Women

Definition/identification and inventory of mandates of IANWGE members

7. The Division for the Advancement of Women (DAW) advocates the improvement of the status of women of the world and the achievement of their equality with men. Aiming to ensure the participation of women as equal partners with men in all aspects of human endeavour, the Division promotes women as equal participants and beneficiaries of sustainable development, peace and security, governance and human rights. As part of its mandate, it strives to stimulate the mainstreaming of gender perspectives both within and outside the United Nations

⁴ Decision VII/16, the Conference of the Parties requested the Executive Secretary "to create an *advisory group/steering committee* in which indigenous and local communities will be represented to assist in the completion of the report and undertake a peer review of the revised version, in Consultation with indigenous peoples and local community organizations that have participated in the work on the Convention."

system. The Division serves as the substantive Secretariat of the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women.

8. The “*Beijing Declaration and Platform for Action*” adopted by the Fourth World Conference on Women 1995, the Outcome Document of the Twenty Third Special Session of the General Assembly entitled “*Further actions and initiatives to implement the Beijing Declaration and Platform for Action*”, and the Convention on the Elimination of All Forms of Discrimination against Women are the three relevant documents that DAW mentioned on the work with indigenous women.
9. Indigenous women issues are reflected in the following paragraphs from the Beijing Declaration and Platform for Action adopted by the Fourth World Conference on Women 1995⁵.
 - *Global Framework*, Paras. 32, 34,
 - Strategic Objectives and Actions, Para. 46
 - *Women and Poverty*:
Strategic Objective A1, Paras. 58 (q), 60 (a),
Strategic Objective A2, Para. 61 (c).
 - *Education and Training of Women*:
Strategic Objective B4, Para. 83 (n), (o)
 - *Women and Health*: Para. 89
Strategic Objective C1, Para 106 (c), (y)
Strategic Objective C4, Para 109 (b), (j)
 - *Violence against Women*, Para 116
 - *Women and Economy*, Para. 167 (c)
Strategic Objective F4, Para. 175 (f)
 - *Women in Power and Decision-making*
Strategic Objective G1, Para. 190 (g)
 - *Human Rights of Women*, Paras. 225, 230 (o)
Strategic Objective I3, Para. 233 (a)
 - *Women and Media*
Strategic Objective J1, Paras. 239 (g), 242 (d)
 - *Women and the Environment*, Para. 250
Strategic Objective K1, Para. 253 (a), (c)
Strategic Objective K2, Para. 256 (a), (c), (f)
10. Outcome Document of the Twenty Third Special Session of the General Assembly entitled “*Further actions and initiatives to implement the Beijing Declaration and Platform for Action*”⁶
 - Introduction, Para.5

⁵ A/CONF.177/20/Rev.1 –Annex 1 and 2

⁶ A/RES/S-23/3

- Education and training of women, Para. 9
- Human rights of women, Para. 27
- Women and the environment, Para. 30
- Actions and initiatives to overcome obstacles and to achieve the full and accelerated implementation of the Beijing Platform for Action, Paras. 66 (b), 69 (h), 71 (a), 74 (a).
- Actions to be taken at national and international levels, Para 93 (d), 95 (e), (j).

Provide an overview of programmes/activities focusing on indigenous women which are already being carried out by agencies

11. The Committee on the Elimination of Discrimination against Women (CEDAW), the treaty body established under the Convention on the Elimination of All Forms of Discrimination against Women and composed of 23 experts, reviews the reports of States parties on the implementation of the Convention. The Committee has given systematic review over the last ten years to the situation of indigenous women in reporting States.
12. The Commission on the Status of Women, primarily in its work on follow-up to and implementation of the Beijing Declaration and Platform for Action and the outcome document of the 23rd special session of the General Assembly, addresses the situation of indigenous women, and reflects such attention in its agreed conclusions. Examples include the CSW's work on poverty eradication, and on combating discrimination, and in particular racism, racial discrimination, xenophobia and related intolerance.
13. Summaries of the activities of the Committee on the Elimination of Discrimination against Women and of the Commission on the Status of Women have been prepared by the Division and submitted to the Permanent Forum on Indigenous Issues at its second and third sessions (see documents E/C.19/2003/CRP.1, and E/CN.19/2004/CRP...)
14. In preparation of the 10-year review and appraisal of the implementation of the Platform for Action which will be conducted by the CSW in March 2005, a number of Member States discussed their efforts on behalf of indigenous women in their responses to the questionnaire sent out by the DAW. The Secretary-General's report will contain a section summarizing these efforts (document E/CN.6/2005/2 – to be issued in March 2005).

Identify a strategy and a work plan to mainstream indigenous women's issues in UN agencies

15. The DAW will continue to support the intergovernmental (CSW) and expert (CEDAW) bodies in their attention to the concerns, needs, priorities and rights of indigenous women. In this regard, the DAW will continue to mainstream the concerns of indigenous women in its work, and, whenever possible:

- a. Within the topics of the multi-year programme of work of the CSW, draw attention to the situation of indigenous women, especially in the preparation of expert meetings and reports of the Secretary-General
- b. Provide analysis on the situation of indigenous women to the Committee on the Elimination of Discrimination against Women
- c. Facilitate the participation of NGOs dealing with indigenous women's issues in the work of the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women
- d. Contribute to the work of the Permanent Forum on Indigenous Issues with analysis of the attention paid to these issues by the CSW and CEDAW.

III. United Nations, Economic Commission for Africa

Definition/identification and inventory of mandates of IANWGE members

16. In 2000, the issue of indigenous peoples in Africa received significant momentum, when the African Commission on Human & Peoples Rights, of the then Organization of African Unity (OAU) - now African Union (AU) - adopted a resolution on the Rights of Indigenous Populations/communities in Africa. Within this framework, the African Commission, which has the authority of all African States except one, has significantly advanced the agenda of indigenous peoples in Africa by producing a comprehensive report on indigenous populations in Africa and adding its weight to the contention that African governments have a moral and legal responsibility to address the issue of people/communities that are clearly peripheral to their countries' mainstream development agenda.

Provide an overview of programmes/activities focusing on indigenous women which are already being carried out by agencies

At the moment ECA does not have any programme or activity focusing on indigenous women.

Identify a strategy and a work plan to mainstream indigenous women's issues in UN agencies

17. The mandate of ECA's African Centre for Gender and Development (ACGD) in this regard and in the short-term should:
- Address the issue of indigenous women in Africa, ECA/ACGD following the UN definition of Indigenous people as outline above.
 - Identify some major indigenous populations/communities in Africa for investigations/research by ECA/ACGD, chosen from 1 or 2 sub-regions with large indigenous populations/communities in countries such as Botswana, Kenya, South Africa, Tanzania, etc.
 - Indicate the most appropriate strategy way forward/plan regarding the types of studies/research to be undertaken vis a vis poverty profile among indigenous

women in a few African countries. Such studies could address indigenous women's access to some key sectors such as education, health, land, credit etc.

- Provide an estimate of resources needed for the various studies.
- The first report on indigenous women by ACGD could be prepared by March/April 2005 depending on availability of resources.
- Report on indigenous women by ACGD/ECA would be based on desk research supplemented by data from countries that have policies and programmes aimed at indigenous peoples – Morocco, South Africa, Kenya and Tanzania are examples of African countries that are giving a modicum of attention to the issue of indigenous peoples.

IV. Food and Agriculture Organization of the United Nations

Definition/identification and inventory of mandates of IANWGE members

18. FAO works with indigenous peoples and their organizations in many of its regular programme activities. Indigenous issues are an integral part of the work of numerous organizational units, including those working in household food security and nutrition, fisheries, forestry, land, water, plant production management and protection, livestock, agricultural support systems, legal advice (on normative frameworks for access to and use of natural resources), and units dealing with participation, rural institutions and land tenure.

Provide an overview of programmes/activities focusing on indigenous women which are already being carried out by agencies

19. *Gender and biodiversity:* Together with the Government of the Netherlands, FAO is working on a project related to gender, biodiversity and local knowledge systems to strengthen agriculture and rural development in southern Africa. The project focuses on local and indigenous knowledge systems and its important role for sustainable agro-biodiversity management and food security. The project aims at the improvement of rural people's food security and promotion of sustainable management of agro-biodiversity through the strengthening of the capacity of institutions to use participatory approaches that recognize the knowledge of farmers, both men and women, in their programmes and policies. Training and capacity-building, support for research activities and communication and advocacy to enhance sharing and exchange of information about the value of local and indigenous knowledge are key activity areas of the project.

20. *Gender policy and indigenous women:* FAO is working in the development of a regional gender strategy (tools, guidelines and policy directions) in the Andes. The key objectives of the project are to: (a) design a set of regional gender policy guidelines that will help integrate gender equality in policies, planning, programmes and projects of agricultural/rural development in the Andean region; and to (b) strengthen capacities (of government institutions, women's organizations, indigenous organizations and NGOs involved in agricultural and

rural development) to incorporate gender equality aspects in projects and programmes designed and implemented in the Andean region. Special attention is drawn to the different conditions, needs and priorities of indigenous compared to non-indigenous Andean women⁷.

21. A major result of the gender approach is represented by the LinKS project-Gender, Biodiversity and Local Knowledge Systems for Food Security. LinKS, launched in 1998, is a regional project implemented in the United Republic of Tanzania, Mozambique and Swaziland. The project works to improve rural people's food security and to promote the sustainable management of agro-biodiversity by strengthening the capacity of institutions to use participatory approaches that recognize men and women farmer's knowledge in their programme and policies. The aim of the training and research projects is to enhance the participants' understanding of the role of rural men and women's local knowledge and the importance of this knowledge for sustainable management of biodiversity and food security.

Identify a strategy and a work plan to mainstream indigenous women's issues in UN agencies

22. With the Gender and Development Plan of Action, FAO is committed to implementing gender mainstreaming, including: building capacity on gender issues; providing gender-specific technical advice on policy and the planning of projects and programmes; conducting studies on key issues, such as land tenure and access to resources; and promoting gender-disaggregated data collection.
23. FAO formulated "Gender and Development Plan of Action for the years 2002 to 2007". It presents the framework within which FAO mainstreams gender into all aspects of its work and aims to improve its capacity to assist Member Nations in achieving equitable and sustainable agriculture and rural development.

V. International Labor Organization

Definition/identification and inventory of mandates of IANWGE members

24. The mandate of the ILO in the field of gender equality is broad, and has a normative basis in the form of four key equality Conventions and other instruments that are of relevance for indigenous women. The four equality Conventions are important for achieving gender equality in the world of work: the Equal Remuneration Convention, 1951 (No. 100); the Discrimination (Employment and Occupation) Convention, 1958; the Convention on Workers with Family Responsibilities, 1982 (No. 156); and the Maternity Protection Convention, 2000 (No. 183). In addition to these four Conventions, other ILO instruments are of particular importance for indigenous women. These include the ILO's Indigenous and Tribal Peoples Convention, 1989 (No. 169), the Worst

⁷ E/C.19/2004/5/Add.8, Paras. 27, 28 and 29.

Forms of Child Labour Convention, 1999 (No. 182), and the ILO Declaration on Fundamental Principles and Rights at Work.

25. The instruments can be divided into interlinked categories:
- a. **Discrimination in employment and occupation:** *Discrimination (Employment and Occupation) Convention, 1958 (No. 111)*.
 - b. **Child Labour:** The Minimum Age Convention, 1973 (No. 138), The Worst Forms of Child Labour Convention, 1999 (No.182).
 - c. **Equal remuneration:** *Equal Remuneration Convention, 1951 (No. 100)*.
 - d. **Maternity Protection:** Maternity Protection Convention, 2000 (No. 183).
 - e. **Workers with Family Responsibilities:** Convention No. 156
 - f. **Indigenous and Tribal Peoples (Convention No. 169):** Article 3.1, Article 8(2), Article 20.

Provide an overview of programmes/activities focusing on indigenous women which are already being carried out by agencies

International Programme for the Elimination of Child Labour

26. Under the gender-mainstreaming initiative of the ILO's **International Programme on the Elimination of Child Labour (IPEC)**, qualitative research on *gender dimensions of indigenous child labour* is currently being carried out in several indigenous communities in Peru, in order to identify sex-based differences in tasks, hours of work and roles assigned to boys and girls. As part of the Gender component of the UK Department for International Development (DfID) networking, IPEC is following up on a study entitled *Consultancy to elaborate an analysis of child labour among Amazonian indigenous populations with an intercultural and gender perspective*.
27. **IPEC** has undertaken several projects that have an impact directly on indigenous peoples, with a special focus on gender. The two projects given as examples below have both been identified as good practices in gender mainstreaming, within the framework of an overall IPEC effort at gender mainstreaming⁸ in all its activities. These two projects are as follows:
- a) *Trafficking in Women and Children Project*. This project began in 1997, and began its second phase in 2003. It covers Cambodia, the Lao People's Democratic Republic, Thailand, Vietnam, and the Yunnan Province in China. The project aims to reduce trafficking in children and women within the **Greater Mekong Sub-region**. The project, which addresses several ethnic minority groups in the region, aims to give girls, women and other marginalized people a voice through an emphasis on

⁸ International Programme on the Elimination of Child Labour (IPEC), *Good Practices: Gender mainstreaming in actions against child labour*, International Labour Office, Geneva 2003. See also: Haspels, N., and Suriyasarn, B., *Promotion of Gender Equality in Action Against Child Labour and Trafficking: A practical guide for organizations*, ILO, 2003.

participatory development (a vital component of gender mainstreaming); awareness-raising regarding the status of women and girls; and an integrated gender component. One outcome of the project has been greater activism and commitment, and the enhancement of national capacities to address the issue of trafficking in women and children.

- b) *Project on the Progressive Elimination of Child Labour in the Coffee Industry in Guatemala*. This project is undertaken by the ILO-IPEC Hazardous Child Labour in Agriculture Unit. A high percentage of indigenous peoples inhabit the coffee-growing areas, and women are often discriminated against legally and traditionally. Here, a gender equality awareness-raising exercise in 22 communities was key to the success of the project. In an attempt to challenge the patriarchal nature of these communities, the gender inequalities were highlighted. The ultimate goal of these exercises was the acceptance of the participation of women in project-related committees and other participatory activities.

28. In **Nepal**, a study by ILO-IPEC and Community Action Centre- Nepal, on Internal trafficking among children engaged in prostitution, documented that out of the total sample of commercial sex workers, 43% belong to hill ethnic groups (Gurung, Magar, Rai, Limbu, Tamang, Lama and Sherpa) as compared to Chhetri (33%) and Brahmins (9.8%). Thus confirming the perception that ITPs are more vulnerable to different forms of exploitation, including sex work and trafficking.⁹

Project to Promote ILO Policy on Indigenous and Tribal Peoples (ITP Project)

29. In **Kenya**, in collaboration with a Maasai Women's organization, a gender sensitisation workshop was implemented in 2003. It preceded a national consultative forum in which indigenous representatives from all over Kenya were present. The gender sensitisation workshop was held to ensure that the voices and concerns of indigenous women are not forgotten or lost in the overall discussions of the rights of indigenous peoples. Indigenous peoples are not homogeneous societies, and care was taken to ensure that the women and men present at the workshop were able to discuss the issues of concern to them. Women participants were also given special training on the issues of relevance to them, ensuring mutual understanding of problems, and facilitating a better mutual understanding.

The World Commission on the Social Dimensions of Globalization

30. The final report of the World Commission on the Social Dimensions of Globalization sets out the broad goals and principles that can guide policy to deal more effectively with the social dimension of globalization, fully recognizing that

⁹ *Internal trafficking among children engaged in prostitution* (South Asia (TICSA) ILO-IPEC, Nepal, 2002

their implementation must respond to the needs and specific conditions of each country. The report makes specific references to, inter alia:

- The need for policy to focus on meeting peoples' needs where they live and work. It is thus essential to nurture local communities through the devolution of power and resources and through strengthening local economic capabilities, cultural identity, and respecting the rights of indigenous and tribal peoples.¹⁰
- Structural change, which, without adequate social and economic provision for adjustment has brought uncertainty and insecurity to workers and businesses everywhere, both in the North and in the South. Women, indigenous peoples, and the working poor without skills and assets, are among the most vulnerable. Unemployment and underemployment remain stubborn realities for the majority of the world's population.
- The adverse effects of globalization on the poor, the poor, the assetless, illiterate and unskilled workers and indigenous peoples.
- The specific vulnerability of indigenous peoples. Where their integration into the global economy has occurred without their free and prior informed consent and without adequate protection of their rights, livelihoods, and culture, they have suffered severely. In such cases investments in extractive industries, mega-hydroelectric dams, and plantations have led to massive dislocations, disruption of livelihoods, ecological degradation, and violation of their basic human rights.¹¹
- The need for particular efforts to ensure equal access to assets for women, indigenous groups and ethnic minorities in respect of programmes that expand employment opportunities and raise productivity for the poor – such as the development of rural infrastructure and extension services to small farmers, small and micro-enterprise development and micro-credit schemes.
- The need to strengthen civil society organizations with a view to increasing inclusion for, inter alia, women and indigenous peoples.

The INDISCO Programme

31. Considerable improvement in indigenous women's decision-making power has been achieved even outside their own communities through the support of INDISCO among the indigenous women in the **Philippines** such as Baguio City and Bankun, where indigenous women leaders have entered into the highest policy and decision-making body of their communities, and women have achieved a growing influence in local government legislative bodies, where they successfully lobby to change policies and legislation for their own benefit.¹²
32. In Orissa, **India**, implemented by the local partner organization Social Science and Development Research Institute (SSADRI), has managed to organize about 1,700 women from 604 households into self-help groups and cooperatives

¹⁰ Report of the World Commission on the Social Dimensions of Globalization, 2004, p. xii.

¹¹ Ibid., para. 211.

¹² INDISCO – Philippines: Support to Management of Ancestral Domains by Indigenous Peoples of the Philippines under INDISCO (Bakun, Benguet Project Sites), Terminal Report, April 2002.

engaged in utilizing the abundantly available natural resources, such as *sabai* grass for rope-making and *sal* leaves for cup/plate pressing with simple mechanization and training, *tasar* silk worm rearing and reeling, tailoring, etc. As a result, the average household income has more than doubled largely due to the “value addition” created by the tribal women.¹³ Similar skills development activities have taken place in the Philippines, where INDISCO has supported indigenous women with organizational management training and sustainable natural resource management.

Other examples

33. ILO work on the issue of migrant workers as related to poverty conditions and increasingly has included a strong gender component.
34. The promotion of training and retraining policies to promote equal access to labour markets. One example of Vocational Training addressing gender equality is the Regional Programme for Strengthening of Technical and Vocational Training of Low Income Women in Latin America (FORMUJER) developed and implemented by CINTERFOR (Inter-American research and Documentation Centre on Vocational Training).
35. The ILO established the Special Action Programme to combat Forced Labour (SAP-FL) in 2001 to spearhead ILO activities against forced labour, including trafficking. A number of activities under this programme specifically address indigenous peoples and indigenous women.

Identify a strategy and a work plan to mainstream indigenous women’s issues in UN agencies

36. The Bureau for Gender Equality, which reports directly to the Director-General of the ILO, is the Organization's central gender unit. Its mandate is to promote equality between women and men throughout the organization. The Bureau acts as advisor, catalyst, advocate and communicator for mainstreaming a gender perspective in all ILO policies, programmes and activities. This includes supporting and coordinating implementation of the ILO's Action Plan on Gender Equality and Mainstreaming, which also encompasses the first Office-wide Gender Audit, managed by the Bureau.
37. The Bureau's roles and responsibilities include facilitating the establishment of institutional mechanisms for incorporating a gender perspective through the Office's sectors, departments, programmes and field offices as they plan, implement, monitor and evaluate their work.

¹³ INDISCO Case Study N° 6: “We Created Jobs...”: Tribal communities in Orissa, SSADRI and INDISCO, New Delhi, 2000.

38. The Bureau for Gender Equality advocates ILO policies, instruments, work and activities on gender and gender equality. It disseminates information about gender issues in the world of work to ILO staff, constituents, and the international community. It acts as liaison in relations concerning gender issues with the UN system, NGOs, and academic and women's organizations. In addition, the Bureau acts as liaison with the ILO Governing Body concerning gender issues within the organization.