

International Labour Organization (ILO)

What is the name of your organization

ILO

Does your organization have any field presence?

Yes

Please give the names of the units of your entity that contribute to the implementation of the Action Plan. (Max 300 words)

Bureau for Gender Equality ILO programme on Crisis Response and Reconstruction

Please provide name, e-mail and phone number of a designated contact person for follow-up questions. [Name:]

Please provide name, e-mail and phone number of a designated contact person for follow-up questions. [Email:]

Please provide name, e-mail and phone number of a designated contact person for follow-up questions. [Phone Number:]

Area of Action A. Conflict prevention and early warning

Progress and results At Headquarters

Undertaken research studies on Early Warning for armed conflicts as part of a research project on Strengthening Employment in Response to Crises.

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action B. Peacemaking and peacebuilding

Progress and results At Headquarters

Progress and results In the Field

Gender-balanced international teams and decision makers trained in gender awareness are deployed in the field. Gender-sensitive negotiation teams and implementing strategies are applied systematically.

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Conflict resolution strategies should take into consideration indigenous processes and the inputs of local women's organisations.

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action C. Peacekeeping operations

Progress and results At Headquarters

Publication of 'Crisis Response, Rapid Needs Assessment Manual,' which discusses ILO assessment methodologies, including for specific vulnerable groups in armed conflict situations such as female-headed households.

Progress and results In the Field

Lessons learned and good practices At Headquarters

To maintain peace, it is highly important to make sure that specific needs of vulnerable groups are met, such as access to income-generating activities for female-headed households. To achieve this objective the ILO published a specific chapter in 'Crisis Response, Rapid Needs Assessment Manual' that allows staff to evaluate the specific needs of vulnerable groups. This includes a model of a survey to be used in the field that takes this lesson into account.

Lessons learned and good practices In the Field

Avoid viewing men's and women's roles in crises as adversarial, and present the advantages of women's empowerment to men, families and communities. Beware of and limit negative survival strategies or side effects.

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action D. Humanitarian response

Progress and results At Headquarters

Publication of "Building entrepreneurial capacity for returnee and refugee women in Angola and Mozambique" in the framework of the ILO-UNHCR Partnership through Technical Cooperation.

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Women refugees or IDPs who are heads of households are particularly vulnerable and deserve special attention. Entrepreneurship training and the presentation of a business plan should therefore be prerequisites for loan acquisition, and credit should be extended to entrepreneurs who have gone through training(see gaps and challenges in Mozambique camp below). In Mozambique, a meeting was arranged with the women trained by an ILO programme and their husbands. At the meeting, during which the men were asked to express their views concerning the programme their wives had attended, it became apparent that most of the men were impressed by the entrepreneurship training that had been provided. However, having become aware of the benefits, the men also felt that they, too, should be given training. This would enable them to run their own business more successfully, as well as give them the necessary skills to support their wives' newly established/expanded enterprises. To address the lack of entrepreneurial culture in the refugee community it is important that the community as a whole, and not just women, is given the chance to get involved in entrepreneurship training sessions. Efforts should thus be made to ensure that men are included in entrepreneurship training, either as observers or participants.

Gaps and challenges At Headquarters

Gaps and challenges In the Field

In the case of the ILO-UNHCR partnership in Angola, a programme was launched to build entrepreneurial capacity for returnee and refugee women in Angola. The ILO and UNHCR had to face low participation rates by the women in the sessions held in the community development centre. The huge challenge to be addressed was to involve women in the centre's various activities. Both organisations had to deal with Angola's dependence on Zambia for the provision of consumables for the centre. The transportation modes were unsafe and expensive, beyond the means of the returnees; the challenge for humanitarian organisations was to create the foundation for them to resettle and reintegrate without creating dependency. This adversely affected programmes to build the entrepreneurial capacity of women, as well as the other programmes at the centre. In Mozambique, it was observed that many people in the camp associate capacity-building exercises with credit. This may have a negative impact if both family members are not involved in training, as men might try to appropriate the money given to their wives and use it for their own purposes. Another challenge that needed to be addressed was the lack of a strong entrepreneurial culture in the refugee community.

Please describe any activities not included in the Action Plan

Area of Action E. Post-conflict Reconstruction and Rehabilitation

Progress and results At Headquarters

Production of a chapter entitled "Women and other Gender concerns in Post-conflict Reconstruction and Job Promotion Efforts" in "Jobs after War," a book published by the ILO Programme on Crisis Response and Reconstruction. Publication of a joint ILO-World Bank study, "Demand-driven Approaches to Livelihood Support in Post-War Contexts".

Progress and results In the Field

Currently, the ILO programme in Liberia has a specific component to promote women's employment. While all programme components will mainstream gender, it is recognized that women face additional constraints to have equal access to the labour market. While women have suffered immensely from the war, and many find themselves on their own to provide for their families, many women have gained new strengths at the same time. Women's access to employment opportunities is critical to promote their equality in other social fields. The ILO has developed many tools that support women's job creation, including WEDGE, a programme that promotes women entrepreneurship through training and other services.

Lessons learned and good practices At Headquarters

All ILO training events in crisis response contain a specific section on gender concerns. A module on crisis contexts is added to an on-line course offered by the ILO International Training Centre in Turin on Gender, Poverty and Employment.

Lessons learned and good practices In the Field

Due to the constraints on women's employment, the informal economy is particularly important to women trying to support their families. As jobs in the formal economy may be scarce due to the breakdown in public and private enterprises, and as women often lack skills for formal employment, they may be forced into the grey economy, often working in gender-stereotyped work like cooking, cleaning, washing or sewing. Economic vulnerability and restricted economic opportunities can also force women into dangerous, damaging or illegal activities such as prostitution or smuggling of contraband articles. On the other hand, women frequently have both the drive and the resourcefulness to make successful entrepreneurs. Consequently, micro-credit schemes and cooperative development are particularly valuable to provide women with safe, legitimate alternatives for livelihood support.

Gaps and challenges At Headquarters

Gaps and challenges In the Field

It is estimated that 29% of the combatants in Liberia were children who, in addition to suffering physical injury and psychosocial trauma, were deprived of the opportunity to acquire the skills required for the labour market. Moreover, the prevailing gender-based stereotypes related to training and appropriate employment are curtailing post-conflict training and job opportunities for women. This is particularly true in construction (a sector with many employment opportunities during the reconstruction phase), which is considered appropriate only for men. The post-war challenge is to maintain any improvements in the social status of women while supporting their efforts to sustain themselves and their families. For instance, in Eritrea, female demobilized ex-combatants spent many years in a well-organized rebel movement in which ethnic, religious and gender differences had been completely set aside. They then returned to their communities to face family members and neighbors who expected them to return to traditional gender roles, leading to a high degree of frustration for many. On the other hand, a large number of Eritrean women were able to take advantage of post-war reconstruction efforts to find employment in the construction sector. These women developed a reputation of being more reliable, and generally producing higher-quality outputs, than their male counterparts.

Please describe any activities not included in the Action Plan

Area of Action F. Disarmament, Demobilization and Reintegration

Progress and results At Headquarters

Production of a report entitled "Girl-Combatants in Liberia" that includes chapters on Liberian girls in combat, Gender-based violence, Gender roles and relations, and Girls and the DDR programme. A Guide on the Socio-economic (Re)integration of Ex-combatants is currently being developed. Publication of a folder containing fact sheets entitled "Decent work matters in crisis, ILO response to crisis challenges" by the ILO Programme on Crisis Response and Reconstruction. One of the fact sheets

focuses on reintegrating child soldiers and provides information on the challenge, the ILO response, and the key lessons from ILO work.

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Achieving sustainable reintegration requires tackling the root causes of enrolment in armed forces and offering viable alternatives.

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Girls are particularly vulnerable as they can also be used as soldiers' "wives" or sexual slaves. For girls, status in society complicates their reintegration further, as their fighting with or mere belonging to an armed group is viewed as inappropriate and involving sexual activity; this restricts employment and marriage prospects and risks pushing them into prostitution. In the case of Liberia, life skills training will be necessary for CAFF. These courses would mainly teach non-violent conflict resolution and civilian social behavior but should be adapted to the individual needs of their participants. Especially girls will need to be retrained in building self-respect and self-esteem before they are ready to enter the harsh competition on the labour market. They were often relying on their commanders for their livelihoods, status and protection. Moreover, commanders fostered dependency by inducing girls to take drugs and by marrying them. As a result, and because many were degraded, raped or beaten, the self-esteem of female CAFF in Liberia has suffered. This physical and psychological abuse has to be addressed in reintegration programmes. From "Labour Market and Training Needs Assessment: Mapping of Reintegration Opportunities for Children Associated with Fighting Forces A Report Covering Liberia".

Please describe any activities not included in the Action Plan

Area of Action G. Preventing and Responding to Gender-based Violence in Armed Conflict

Progress and results At Headquarters

Publication of "Employment in Response to Crises, An Analytical Report of the Research Project Strengthening Employment in Response to Crises". One of the chapters deals with promoting livelihoods and coping strategies of crisis-affected groups, including women affected by conflict.

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Several options can facilitate sustainable coping strategies for women in the conflict-affected areas. These include programmes that allow women to work collectively, strengthening of community-based networks of mutual support, promotion of change in social and cultural attitudes towards women, encouragement of diversification in Income Generating Activities and investments in non-traditional niche markets.

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Women's vulnerability is even stronger in conflict contexts, as noted in case studies on the Occupied Territories and Iraq that were part of a research project conducted by the ILO and partners. Conflict has added to traditional social restrictions as new security or politically-related constraints further distance women from employment opportunities and other resources, services and networks of support. Palestinian and Iraqi women interviewed in the project indicated that they would consider entering the labour market as a coping strategy depending on the social acceptability of the work. Violent conflict further narrows the window of acceptability for women's participation in the socio-economic domains. Violence, in its interplay with socio-cultural contexts, can therefore further isolate and marginalise women. Women indicated in both Iraq and Occupied Territories that they would not consider venturing too far away from home for work out of concern for safety as well as honour.

Please describe any activities not included in the Action Plan

Area of Action H. Preventing and Responding to Sexual Exploitation and Abuse by United Nations Staff, Related Personnel and Partners

Progress and results At Headquarters

NA

Progress and results In the Field

NA

Lessons learned and good practices At Headquarters

NA

Lessons learned and good practices In the Field

NA

Gaps and challenges At Headquarters

NA

Gaps and challenges In the Field

NA

Please describe any activities not included in the Action Plan

NA

Coherence and Coordination

Policy Guidance: Do you have any internal policy documents providing guidance on implementation of SCR 1325?

No

If yes, please describe:

If not, please explain:

Not yet developed.

Programme Coordination: Is implementation of SCR 1325 reflected in substantive policy/project/funding design and management?

Don't know

If yes, please describe:

If not, please explain:

Common-System Partners: Does your entity at Headquarters collaborate and coordinate with different UN entities?

Yes

If yes, please describe:

ILO through its crisis response programme is highly involved jointly with partner agencies in conflict resolution and adopts gender sensitive policies. The following partner agencies are among them: UNHCR, UNDP, FAO and UNHABITAT. In its work with UNHCR, ILO puts particular emphasis on women empowerment in local communities and entrepreneurship development for women.

Have any specific challenges been encountered?

Common-System Partners: Does your entity in the field collaborate and coordinate with different UN entities?

Yes

If yes, please describe:

ILO through its crisis response programme is highly involved jointly with partner agencies in conflict resolution and adopts gender sensitive policies. The following partner agencies are among them: UNHCR, UNDP, FAO and UNHABITAT. In its work with UNHCR, ILO puts particular emphasis on women empowerment in local communities and entrepreneurship development for women.

Have any specific challenges been encountered?

Collaboration and coordination with national and regional partners: Does your entity collaborate and coordinate with national and regional partners, including government actors and civil society?

Yes

If yes, please describe:

ILO through its crisis response programme mobilizes and coordinates activities with national and regional partners. Our field work is primarily oriented towards local economic development and capacity building at national and local levels.

Have any specific challenges been encountered?

System-wide Coherence and Coordination: Do you feel your work is part of a coordinated and coherent strategy for the UN system to implement SCR 1325?

No

If yes, please describe:

If not, please explain:

Not part of a coherent strategy but part of the network that provides periodic reports on ILO work relevant to the resolution. e.g. inputs into the system wide action plan for the implementation of SCR 1325 in April 2005.

Accountability of managers and staff

Does your entity have mechanisms in place to ensure accountability for implementation of SCR 1325 among staff, in particular for senior managers?

Don't know

If yes, please describe:

Have any specific challenges been encountered?

Results-Based Management (RBM)

RBM Framework: Have provisions of SCR 1325 been integrated within Results-based Management Frameworks?

No

If yes, please describe:

If not, please explain:

Not yet developed.

Indicators: Have indicators to measure progress in implementing commitments under the action plan been established?

Don't know

If yes, please describe what indicators:

Monitoring, Evaluation and Reporting

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity at Headquarters?

Don't know

If yes, please describe:

If not, please explain:

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity in the field?

Don't know

If yes, please describe:

If not, please explain:

Sex and age disaggregated data: Is sex and age disaggregated data collected on a routine basis?

Yes

If yes, please describe:

All labour market assesment and data collections in ILO/CRISIS are desagregated by sex. Each project proposal mainstreams gender issues and has a specific component targeting women specific needs.

If not, please explain:

Reporting: Is information on gender issues and implementation of SCR1325 routinely included in official reporting?

No

If yes, please describe:

If not, please explain:

Not in relation to SCR 1325 but yes from time to time in respect of implementation of gender equality policy of the ILO.

Capacity-Building

Training: Have any specific training programmes/modules/courses on SCR 1325 been developed as a special course/regular staff training/management/leadership or technical training?

Don't know

If yes, please describe:

If not, please explain:

What categories of staff are being trained? [Senior Management]

No

What categories of staff are being trained? [Professional Staff]

No

What categories of staff are being trained? [Technical Staff]

No

What categories of staff are being trained? [Uniformed personnel]

No

What categories of staff are being trained? [Support staff]

No

What categories of staff are being trained? [Other]

Tools and guidelines for implementation of SCR1325 Have specific tools, such as guidelines, checklists and/or instructions been developed to assist staff in implementing SCR 1325?

Don't know

What categories of staff? [Senior Management]

No

What categories of staff? [Professional Staff]

No

What categories of staff? [Technical Staff]

No

What categories of staff? [Uniformed personnel]

No

What categories of staff? [Support staff]

No

What categories of staff? [Other]

How are these tools used by staff at Headquarters? Describe briefly:

Have any specific challenges been encountered?

How are these tools used by staff in the field? Describe briefly:

Have any specific challenges been encountered?

Knowledge-management: Is there a system in place within your entity to collect and disseminate data and information on the implementation of SC1325, including good practice examples and lessons learned?

Don't know

If yes, please describe how information technology is used in that process.

If yes, please describe how such data and information are used to improve the work of your entity on the implementation of SCR 1325.

Resource Allocation

Financial Resources: Have adequate financial resources been allocated towards your entity's implementation of commitments under the action plan?

Don't know

If yes, please describe [differentiate between RB and XB]:

If not, please explain:

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for Headquarters?

Don't know

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for the field?

Don't know

If yes, please describe and specify level/s of staff:

If not, please explain:

How many other staff members are directly involved in implementation? Please indicate professional level.

Gender Balance: Have any specific initiatives been taken at Headquarters to achieve gender balance at all levels and all categories of staff?

Yes

If yes, please describe:

According to the ILO Circular No.564, the ILO Director General has "set an Office-wide target of 50 per cent of Professional posts to be filled by women by 2010, with particular care to be given to gender balance in senior posts. Career development opportunities for General Service staff will be expanded and specific measures will be taken to create a family-friendly and enabling working environment for all staff, both men and women." Achievement of gender balance in human resources at the ILO is also mentioned in the new Human Resources strategy for 2006-2009. As indicated in the document, the targets for strengthening diversity in this period are the following: (i). A more balanced regional representation in the staff of the Office will be achieved by end 2007, with a particular focus within each region on non- and under-represented nationalities; (ii). The share of women in senior positions (i.e. P5 and above) will be less than 33 per cent by 2007.

Have any specific challenges been encountered?

Gender Balance: Have any specific initiatives been taken in the field to achieve gender balance at all levels and all categories of staff?

Don't know

If yes, please describe:

Have any specific challenges been encountered?

What suggestions do you have for improving implementation of the system-wide action plan during 2006-2007? You may choose to provide information in the following categories, or other information according to your priorities. Please be brief.

Coherence and Coordination, including interagency coordination

Accountability

Results-based Management

Monitoring, Evaluation and Reporting

Capacity-Building

Human and Financial Resource Allocation

Gender Balance

Other:

If your entity could do only two things to improve its own implementation of the Action Plan, what do you think would be most useful?

Designate a focal point in Geneva who will be responsible for following the progress of the action plan implementation and coordinating collection of information related to the SCR 1325 during the whole year. It would improve circulation of information and progress assessment.

Are there any other comments you would like to make?

Do you have any suggestions for improving this questionnaire for use in subsequent years?