

Regional Workshop on Labor Standards Manila, 18-19 September 2002

Recommendations on Gender Discrimination and Equality in Employment

The Regional Technical Workshop on Labor Standards Workshop, 18-19 September 2002 adopted the following points, suggestions and recommendations on ways to reinforce minimize gender-based discrimination and to promote gender equality in employment and occupation in country programming strategies, design and monitoring of investment projects and in policy advice.

RELEVANT INTERNATIONAL LABOR STANDARDS ON NON-DISCRIMINATION AND EQUALITY IN EMPLOYMENT AND OCCUPATIONS

Convention No. 100

- Paying equal remuneration for work of equal value, without discrimination based on sex
- Remuneration means all wages and benefits, allowances, equipment, etc received as payment for work done whether in cash or kind

Convention No. 111

- Workers should not be subject to discrimination which is defined as any distinction, exclusion or preference on the basis of race, color sex, religion, political opinion, national extraction or social origin, which has the impact of nullifying or impairing equality of opportunity or treatment in employment or occupation
- Recruitment, pay, access to training courses, promotion, terms and conditions of work, termination of employment and every other aspect of the employment relationship must be made on the basis of equal opportunity or equal treatment.
- Access and conditions in any occupation or profession or income generating activity must be on the basis of equality of opportunity and treatment.
- Affirmative action to promote equality is not considered to be discrimination.
- Provision of protective measures for health and maternity protection are not considered to be discriminatory but necessary to promote equality of opportunity and treatment.
- Provisions in laws or contracts contrary to the above requirements should be repealed or revised.

Convention No. 156 on Workers with Family Responsibilities provides measures to assist workers to be able to handle their work and family responsibilities to the best extent possible.

DISCLAIMER: These findings and recommendations are a result of the ADB-ILO Regional Technical Assistance 5887 studies, national consultative processes during 2001-2002 and high level discussions at the concluding Manila Regional Workshop, and do not necessarily reflect the views of the ADB or the ILO.

GENDER DISCRIMINATION AND INEQUALITY IN EMPLOYMENT AND INCOME GENERATING ACTIVITIES

Inequalities in access to education and training, inequalities in access to productive resources, reproductive responsibilities and the stereotyping of gender roles all constrain women's opportunities for entry or re-entry into the labor force. Women remain disadvantaged and discriminated against in economic structures and policies, in labor market structures, in all forms of productive activity and in access to economic resources, including land, capital, credit and technology. Even when they are part of the labor force, women continue to face various forms of discrimination and disadvantage violating their labor rights set out in core international labor standards. Women's contributions, especially in terms of unremunerated work and other types of non-market activity, remain unmeasured, unrecognized or undervalued.

In spite of becoming fully committed members of the workforce, women, unlike men, still remain almost wholly responsible for reproductive duties and must carry household and child care responsibilities with employment demands. Relative to men, women still face:

- Unequal hiring standards
- Limited hiring opportunities
- Unequal (limited) opportunities and choices for training, retraining, skill development
- Unequal (lower) pay for equal work or work of equal value
- Unequal (limited) access to productive resources
- Segregation and concentration in a relatively small number of female sectors and occupations, including in informal economy and homework
- Less participation in decision-making
- Exposure to sexual harassment
- Poor and unprotected working conditions
- Fewer promotional prospects
- Greater employment insecurity and less social protection
- More vulnerable to retrenchment
- Greater likelihood of being unemployed or poor
- Greater family and household responsibilities
- Exposure to sexual harassment

Nevertheless, it has also been observed that economic forces can radically alter some of the underlying attitudes and assumptions of employers demanding women's labor as well as of the households supplying that labor. In a faster growing economy, where demand for labor is expanding and changing in composition, there are possibilities of rapid changes in women's labor market position. Those changes are, however, unlikely to have a uniformly positive impact on all aspects of labor market related barriers to women's employment. It is possible that a setback in the economy can reverse their position just as rapidly.

Causes of gender inequality in the labor market

The relatively inferior position of women as observed in most labor markets arises from factors that operate on both the supply and demand sides of the labor market.

On the supply side, there are forces operating at micro, meso and macro levels:

- Attitudinal beliefs by women and men themselves about a naturally given division of tasks between men and women and abilities to do certain jobs.
- Conflicts between productive and reproductive roles based on actual responsibilities and perceived abilities to handle the dual roles. Institutional and individual forces also promote the belief that housework is an extension of women's childbearing role and is to be performed primarily by women.
- Moreover, because women accept responsibility for housework and household sustenance,
 - a) They are willing to accept jobs with more flexibility (working at home), and/or
 - b) When household circumstances are strained, they may lower the supply price of their labor.
- Lack of investment in women's education or training or narrow channeling of investment such as through skill-training programs that offer women training mainly in "women-like" skills or over saturated areas rather than in growth sectors.
- Following these social values, households and individual women generally settle for less education for girls than for boys. Households also tend to train women in housework related skills and not in marketable ones.
- Unequal access to productive resources such as information, technology, finances. Both factor and product markets tend to operate more rigidly and less efficiently for women than for men. Bureaucratic structures may also not be willing, or knowing how to deal with women.
- Notions that female employment costs more than male – based on perceptions and not actual costs.

On the demand side of the labor market, similarly, the forces operate at multiple levels:

- Occupational segregation and concentration as well as vertical and horizontal segregation. There is a strong relationship between segregation and lower pay levels for example in female dominated sectors or occupations. This tends to be perpetuated by customary and cultural prescriptions regarding job appropriateness for each sex.
- Attitudinal obstacles to women's employment: beliefs or perceptions about a naturally given division of tasks between men and women and men's and women's abilities to do certain jobs. In this not only are many jobs tabooed for women, but also the jobs permitted for women are considered to be inferior to men's.
- Employers belief in the superiority of men as workers and tend to give preferences to male workers and employ women only if they accept a lower wage rate. Or they demand women workers for certain "feminine" types of jobs but set the wage rates for these at levels below those for male jobs.
- Pay differentials are one of the most persistent forms of inequality between men and women. Women are considered as supplementary earners thus men are considered to be due for higher wages and other benefits. Affects power relations in family, tendency to protect men's jobs over women's and employers preference to men over women in their recruitment. Often even in minimum wage fixing, rates in female dominated sectors lower or are not covered.
- Glass ceiling to women's promotional opportunities and participation in decision-making.
- Available jobs tend to be temporary, casual, part-time, home working, subcontracting and self-employment in micro-enterprises and small firms in the informal sector or agricultural work.

Benefits of providing better labor standards for women workers accrue at several levels

For faster development of any economy, it is important that all its available resources are used optimally. However, the presence of gender bias means that a large section of the workforce is operating under non-economic constraints; therefore, currently, these workers are not being utilized to the best of their capacities.

At one time, labor surplus countries were encouraged to specialize in labor-intensive industries employing large numbers of low skilled workers, mainly women. However, for a sustained and steady growth over long periods, a country has to build its human capital and move to industries using more sophisticated skills.

In developing countries, a large part of the domestic resources (workers, land, capital) are engaged in activities of the self-employed or family enterprises and these activities together produce a significant section of the domestic product. Increasing the productivity of these activities and the women workers engaged in them is essential for the country to reach a higher rate of economic growth.

For poor households, the only available productive resource is the labor of its members and the primary workers of a household are the adults and their spouses. Unless they can find work that is sufficiently remunerative, the household remains mired in poverty. One consequence of this is to compel minor children of the households to join the workforce; this means that kids are unjustly denied of their childhood and of their chances of a better future. Also there are many households where women are the main earners, where policy makers and employers ignore this, viewing women as supplementary earners, primarily engaged in household activities, the family welfare suffers just as much as when their family responsibilities are ignored.

Providing women with adequate occupational safety and a healthy working atmosphere reduces the cost to the family of medical treatment, which can be a major household expenditure. Also, working for money wages results in women getting more voice in the family's decision making, particularly about reproduction and family planning. It is a general observation about many countries that, given a choice, women prefer to have fewer children and to plan their families better so that each child can have better nurture and education. This can help reduce population pressure on an economy. Thus the economy, the family and the individual women benefit.

It was acknowledged that economic growth alone, while important will not eradicate discrimination, nor will it necessarily provide equality of opportunity and treatment. Moreover, gender neutral action or intervention will not automatically promote equality and it may even perpetuate discrimination.

RECOMMENDATIONS FOR ACTION

The need to strengthen gender aspects of Country Programming Strategies

- In its lending activities and policy advice the ADB should strengthen the promotion of opportunities for women, as well as men, to obtain decent and productive work, in conditions of freedom, equity, security and human dignity.
- In this strategy, the activities would be geared to the creation of sufficient jobs for, women as well as men, of acceptable quality in which rights are protected, and which are productive, generate adequate income with adequate social protection.

- ILO International Labor Standards can be used as a means of realizing decent work, promoting rights, opportunities and protecting against vulnerabilities at work. National dialogue involving workers and employers organisations and other relevant civil society actors, should be strengthened with a view to improving the observance of international labor standards through adoption of national laws and policies for the promotion of equal opportunity and treatment in employment.
- In keeping with ADB Policy on Gender and Development, gender analysis should be highlighted in all aspects of the work undertaken by ADB, including country assessments, technical assessments, project design, implementation and monitoring. Within the assessment phase, a gender analysis of the labor market and employment situation is essential for gender planning interventions.
- Continuous staff development in the ADB and in its contracting and sub-contracting partner institutions along with capacity building is necessary to promote and implement the Gender and Development Policy in the labor and employment related areas. This training should be required for everyone related to investment projects and should include how to undertake and use gender analysis and gender mainstreaming.
- In collecting statistical data official statistics should be used that are disaggregated by sex and by age and ethnicity if possible. Where official statistics do not readily provide sex disaggregated data about the dimensions of the informal and formal economies or are unreliable, reliable unofficial sources should be consulted. Efforts should also be made to find data in sources that shows changes over time, in trends in the relevant variables affecting labor market participation. This is important because gender relations are not static but, given the right stimulus, can change in dramatic ways over time. This change should be marked and the reasons for it identified.

In addition to collecting the statistical data, the assessment should include information on:

- Perceptions held by local society, employers, trade unions and women themselves about reason for women's inferior position in the labor market.
- Factors that have brought about any recent change in women's and men's labor market situation should also be identified along with any resulting changes in gender roles.
- Priorities seen by local people's/women's organizations for pro-women programs and men's reactions to those priorities.
- Reason for lack of labor force participation and of adequate work opportunities for men and women such as short falls in skill and qualification levels.
- Reasons why women's traditional activities are of low market productivity. Is the constraint one of capital, of technical know-how, of access to markets or of lack of information about potential for improvement?
- Explicit gender analysis of economic activities and poverty should be made in any labor market and poverty analysis. In order to do this one should examine who are the women working and what level of income family do they come from. Other factors to assess are the nature of the economic activities undertaken by women, the constraints poor women face on their choice of activities and the proportion of heads of households or are the only adult in the household or the largest income earner.

The findings of the gender analysis should be used to identify those projects that can be expected to concur with the gender policies of the ADB and also to dovetail with the country's priorities to arrive at the most effective program that can have a positive outcome for women. The gender analysis should also assist the selection of the most cost efficient measures that can significantly reduce discrimination against women workers.

To deal with women's disadvantaged position and to promote equality, action should be in the form of positive measures and targeted programs to improve women's education and training, as well as to provide support services and improvements in employment opportunities. In order to deal with cultural and perceptual prejudices, which lead to discrimination, awareness raising and sensitization programs for employers, trade unions, government officials, project staff and families are called for. Regulations and legislation should be reviewed and revised to eliminate discriminatory provisions and include requirements of equality and mechanisms to promote and enforce the provisions. The capacity of such mechanisms should be enhanced so that they function effectively. It is important to ensure that interventions are introduced as early as possible to avoid a process of cumulative disadvantage. Affirmative action introduced only at the level of promotions would not be effective if women were already disqualified in terms of not having the appropriate training or experience. Targeting should apply to the specific needs of the most vulnerable groups of women who suffer from cumulative disadvantages.

Special efforts should be made to give women opportunities to compete and train for all jobs in formal sector. For on-the-job training and re-skilling programmes, there would be a need for affirmative action in favour of women workers so as to remove their disadvantaged position due to past discrimination and to get them into special training or skill development programmes. On the job skill development would be preferable.

ADB, in order to promote decent work for all, will have to ensure that its projects contribute to the promotion of equal pay between men and women. This requires first of all ensuring that male and female personnel involved in the project itself receive equal pay including benefits. Projects should avoid gender bias in the evaluation of jobs (which should be based on objective criteria such as skills, responsibilities, effort, etc.) and determination of corresponding wages and salaries of those involved. Poverty alleviation programmes should ensure that work generated through such programmes can yield a living income and that men and women receive equal pay for work of equal value. It may also require that projects make it an objective to improve women's access to vocational training and education.

The need to promote more proactive gender oriented projects:

ADB projects that impact most on women are those aimed at direct-wage employment, micro-enterprise, infrastructure, public sector reform in which there are retrenchment issues. More work should be undertaken to identify with specificity the sectors in which ADB should invest that would most benefit women workers. In this connection the education sector was identified including vocational training. Examples of other specific action are provided below:

Infrastructure

- Infrastructure projects that ease the burden of household and other unpaid work of women to (i) reduce the burden of housework as for example by connecting the village to a pipeline or water supply and (ii) increase the productivity of women's work by opening up markets, and making it possible to use better technologies.

Employment creation in formal sector

- Employment promotion through increasing women's participation in public service in particular in non-traditional occupations and decision-making positions. Setting of targets of at least 40% participation rates.
- Management training in private business on gender equality in employment practices.

Education and Skill Development

- Increasing educational qualifications and skill development to enable women to fully participate in programs to promote increased employment opportunities in

public or private sector initiatives. These programs should target the most economically vulnerable women and not be geared to those already in an advantaged position.

- Enhancing women's management and decision-making capacities through training geared to taking up supervisory and management positions in private sector growth areas.

Income generation/entrepreneurship

- Improving women's productive and earning capacity and income generation through training, application and use of new and modern technologies. When technologies are upgraded in project, women should be able to benefit alongside men and also get the proper training to accompany upgrade.
- Enhancing women's participation in entrepreneurial and small business activities in conjunction with employers associations-not only offering women micro-enterprise involvement. Develop more linkages among enterprise of different scales.
- To reduce levels of women and children being trafficked, identify target vulnerable groups of victims of trafficking and target them for participation in above income earning activities.

Governance

- Strengthening national and local-level institutional structures and networks and enhance institutional capacities for formulating, implementing and monitoring policies and programs to provide an improved quantity and quality of employment and work for women as well as men.
- Establish or build up national capacity particularly in labor officials and employers organizations and trade unions to undertake job evaluations of civil service classification schemes, private sector wage fixing at sector and enterprise level in order to reduce pay differentials indirectly based on sex or other non-rational criteria.
- Strengthen capacity of statistical collection and dissemination of gender-sensitive labor market information.
- Establish or enhance capacity of employment services including their establishment in localities to provide up to date information on employment opportunities, wages, vacancies, hiring opportunities; and women's ability to fully use those services through guidance and training.
- Strengthen women's participation and voice in employers and workers organizations and other industrial relations institutions such as arbitration panels and labor tribunals,
- Enhancing the capacity of governments, employers and workers organizations, NGOs and civil society groups to improve the welfare of poor families through the promotion of employment for women under conditions that lead to a progressive reduction of child labor.
- Carrying out public awareness multi-media projects to enhance the status of women, address gender stereo –types that limit women socially and economically, provide positive images and successful examples of women's capacities and attainment levels in occupations and management and men's positive reaction and benefit to those capacities and provide legal literacy on fundamental rights and principles.

Poverty reduction is a major concern for national governments in all countries. But in most cases, the programs consist merely of providing resources for giving poor women micro-credit. These programs everywhere need to be thoroughly overhauled to ensure the following:

1. Along with the credit, women should get effective training for new skills as well as full information about markets, products and techniques.
2. Governments must undertake to improve the infrastructure in the area -better roads, power supply, storage capacity, markets etc.
3. Governments should promote a scheme of having a public crèche in each municipal ward or hamlet, so that all working women can use the facility for a nominal fee.
4. Governments should give priority to schemes that provide ways of reducing the burden of household work. Schemes for providing water supply within easy reach of villages, forestry for fuel wood and fodder, electrical and gas supply lines to villages should be on the state planning agenda.
5. Governments should review and modify all laws that restrict women's equal property rights access through marriage, inheritance or otherwise.

The need to continue work in project design

- Strengthen participatory planning and design to identify needs and priorities of target beneficiaries with stakeholders and intended beneficiaries. Community and beneficiary participation in conceptualisation, planning, implementation and evaluation are fundamental
- In the design provide clear instructions on selecting workers for training including specifications of target group of women that should be involved.

The following suggestions are for additional steps to be integrated in the project designing tasks of any project supported by ADB.

1. *Legal literacy/empowerment:* All persons in project team, contracting parties and beneficiaries should be informed of labor rights and obligations including on non-discrimination and equal opportunity and treatment, wages, conditions of work, safety and health, sexual harassment, social security and the meaning of these rights in their day to day work. Empowerment components should be in design and carried out in actual implementation of project. If women's empowerment is not included in design and effectively implemented the success of sustainability of the project is at risk.
2. *Complaints committee:* There should be a mechanism within projects for women and men workers, to bring and resolve complaints of discrimination or harassment or other working condition concerns.
3. *Support for household and family responsibilities:* Whenever a project will entail time spent by women in employment or income generating activities some arrangement should be made to enable women to better manage their multiple responsibilities at home and work. This should not be through the encouragement of homework, which does not necessarily reduce the burden. In collaboration with local government bodies, attempts should continue to be made to provide child care facilities at a nominal cost for the use of all working women and to include labor saving activities into the project.
4. *Challenging gender roles and stereotypes:* as equality of opportunity and treatment means widening occupational choices for women, employment promotion and income generating activities may often challenge traditional roles. To meet such resistance in any project efforts must be made to identify this challenge at the outset

and to provide support and encouragement to women to undertake the challenge and to the community, especially men, to accept it.

5. *Greater value added from women's activities:* In schemes for women's self-employment through micro-credit, increase women's share of the total value added of the product. Usually credit schemes are limited only to providing credit and include no assistance for improving the quality of the activities. In order to counter low returns to women, improve and widen skill training, access to markets and control over a larger part of the production chain. Empowerment building of women workers is important.

6. *Occupational health and safety:* In project, special care needs to be taken for ensuring safety from occupational hazards for reproduction. Provide training on health risks and hazards including implications for men and women. .

7. *Health insurance and social security:* In developing countries, ADB project workers as well as the self-employed in micro-credit schemes are unlikely to enjoy coverage of social security or health insurance. For them a group insurance scheme in partnership with local government agencies and /or NGOs should be arranged with as wide a participation of local people as possible. All beneficiaries would contribute towards the cost.

8. *Encourage women's groups/organizations:* The project team should encourage the local women to form and join women's groups/organizations. These can be used for raising gender based awareness as well as for giving women information on various subjects such as their legal rights as workers, health hazards from occupations and protective measures against them. The groups can provide the project executives with insights in women's problems in day-to-day life, representing the voice of the women workers and should be linked to existing workers and employers' organizations.

The need to continue dialogue with relevant stakeholders:

The following stakeholders should be involved in all aspects of project phases in a way that allows for meaningful dialogue and contribution.

- Women's national machinery: Most countries have a government department or a bureau for women's affairs. This agency has experts on the legal and economic position of women in the country.
- Ministry of Labor: There is usually a department for labor that keeps track of the application of labor laws and their violations. There is often a statistical wing of it which should have gender disaggregated data about labor. Also there is usually a gender focal point or women's department.
- Trade unions or other workers organizations, particularly their women's departments which most have.
- Employers associations. Most do not have women's departments but they may have someone who is involved with women entrepreneurs or women in management.
- National Bureaus of Statistics which have the broadest coverage of labor market statistics through household surveys, wage and income surveys, disaggregated by sex and other criteria.
- The local women's organizations and people's organizations as well as NGOs working with women for a local perspective on gender and work issues.
- Local teachers and doctors or women's clinics
- Suggestions for Implementation and Monitoring women workers and health and work- related education issues.

- Local ILO offices and ADB Resident Missions

The need to continue monitoring and evaluation:

- Monitoring and evaluation should be strengthened through increased investment, involvement of workers and employers and civil society organizations and developing their capacity building in this area.
- Capacity building and empowerment are corner stones of success in projects. Training and capacity building throughout projects are essential for full participation and benefit of women.
- Organizational capacity is important for women to initiate and sustain change. Building and strengthening self-organisational capacity is one of major means of enabling women to initiate and sustain change.
- Within project try make every effort to ensure that women have access to all levels and all kinds of jobs, even if the jobs need technical or engineering qualifications which are rare among women, especially in remote rural areas. The investment authorities should make serious efforts to locate any possible candidate or bring one from outside. At most levels, it should be possible to find women candidates that can be trained to take up the job. Although this gesture may add to the costs of the project, its demonstrative effect on other workers, on women of the region and on other employers is likely to be sufficiently large and lasting to justify the cost additions.
- Monitoring project implementation and its impact should be done in cooperation with a local NGO women's organization cognizant with gender analysis and monitoring. Such activity would serve to strengthen the local organization and well as reinforce importance of gender equality aspect in project.

Addressing discrimination

Certain aspects of the design of the project may have negative impact on the objective of reducing gender-based discrimination. The following checklist mentions the points where safeguards are needed.

| Requirements Related to Conventions | Problems | Corrective Measures |
|--|--|---|
| Convention 100 | | |
| 1. Equal remuneration for men and women workers for work of equal value, without discrimination based on sex | 1. Women are paid lower wages or benefits than are men for same or similar work or work of equal value based on objective criteria of job content including responsibility, skill, effort, and work environment. | 1. Ensure that equal hourly and productivity rates are set and paid. 2. Ensure that equal benefits are paid. Or that benefits are not based directly or indirectly on sex. 3. If different categories of pay exist, ensure that they are based on objective criteria. Whenever most women in lower category and most men in highest, objective review should be undertaken. |
| | 2. Women (and/or men) are paid | 1. Ensure that both men and |

| | | |
|---|--|--|
| | <p>below minimum wages.</p> <p>3. Occupational segregation of women and men that results in women being in low skill low pay jobs</p> | <p>women are paid at least minimum wage if MW set at national or sector level.</p> <p>1. Encourage women 's participation into non traditional areas through skill training, support mechanisms, adaptation training for men and women, successful demonstration effects.</p> |
| Convention111 | | |
| <p>1. Workers should not be subject to distinction, exclusion or preference on the basis of race, color sex, religion, political opinion, national extraction or social origin, leading to nullifying or impairing equality of opportunity or treatment in employment or occupation. in recruitment, pay, access to training, promotion, terms and conditions of work, termination of employment, or any other aspects of the employment relationship or in occupation or income generating activities.</p> | <p>1. Less than 40 per cent of project beneficiaries who are recruited for employment or to participate in income generating activities are women.</p> <p>2. Less than 40 per cent of project beneficiaries who are employed or in income generating projects are maintained in project.</p> <p>3. Exclusion of women from certain components of projects</p> <p>4. Few women are in positions of responsibility in the project.</p> <p>5. Women are subjected to sexual harassment.</p> <p>6. Destruction of traditional livelihoods of women. For example,</p> | <p>1. Set target of 40% for recruitment of women.</p> <p>2. Ensure that family responsibilities or marital status or age are not criteria for engagement.</p> <p>1. Identify drop out reason and correct through provision of services, additional training, organisational flexibility to accommodate work and family, sensitisation training of all involved to support participation of women, increase level of benefit derived from participation.</p> <p>2. Establish complaint resolution mechanism sensitive to women.</p> <p>3. Adopt, advertise and enforce equal opportunity policy</p> <p>1. Ensure inclusion of women in all components</p> <p>1. Identify and correct low rate of women in positions of responsibility through affirmative action, additional skill and leadership training given to women, sensitisation training for women to be accepted in such positions.</p> <p>1. Prevent and prohibit sexual harassment through adoption of policy, training of all persons involved and complaint resolution mechanism. Enforce policy.</p> <p>1. Provision of women with alternative sources of living</p> |

| | | |
|--|--|--|
| | <p>clearing wasteland for building may mean that there are no more common pastures for the women.</p> <p>7. Overloading of women's household chores/burden which restricts income earning capacity or potential.</p> <p>8. Exclusion or segregation of minority or older women from participation in employment or income generating activities</p> <p>9. Exclusion of women from skill training or education or identification of skill deficit or illiteracy</p> <p>10. Disproportionate share of retrenched workers are women.</p> <p>11. Involuntary pregnancy testing</p> | <p>income.</p> <p>1. Inclusion of household work saving mechanisms. 2. Ensure that children are not used to take up additional burdens or to replace women in household chores.</p> <p>1. Affirmative action recruitment of minorities in relation to community population ratio. 2. Targeting of older women or poorest as beneficiaries on equal status</p> <p>1. Remedial education/training programmes established for women to enhance ability to increase income. 2. Increase girls participation in formal education system and formal vocational training.</p> <p>1. Ensure trade union/worker representation involvement in setting redundancy criteria, alternative proposals. 2. Ensure that objective criteria used, if so, alternative solutions should be sought in alternative employment or compensation to cushion impact.</p> <p>1. Stop any such testing practices.</p> |
|--|--|--|

The need to strengthen contracting clauses

Consideration should always be given to including a provision on non - discrimination in employment within the gender equality provision in the covenant of the agreement. The covenant would be particularly important when the project includes substantial employment or income generating activities as well as when it risks reducing employment levels. The provisions included should be as precise as possible and avoid general statements such as women shall not be harmed by this project.