

Introduction and background

The protection of women workers and the promotion of equality between men and women is a long-standing concern for the ILO. Although the principle of equality of opportunity and treatment between men and women at work is widely accepted, it has not been fully realized that in practice inequalities persist on a global basis.

The overall strategy of the ILO is to ensure that gender issues and equality concerns are taken into account within its programme and project objectives and activities, as reflected in the various means of action (standard setting, research, meetings, information dissemination, etc.). It is based on the conviction that women's equal participation is essential for the achievement of all major development objectives - sustainable development, eradication of poverty, human rights and democracy. The ILO and its constituents are fully aware that more needs to be done to ensure that the mainstreaming of gender concerns takes place effectively in day-to-day work.

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The Training of Trainers' Workshop on Gender Issues in the World of Work was the first activity undertaken under the gender training programme (project INT93/40/01/001, Gender Training for ILO staff and constituents). This two-year programme is jointly funded by the Netherlands Government and the ILO.

After a series of pilot activities, the gender training programme started in late 1993. It consists of three main components: development of training and information materials on gender issues in the world of work; conducting one training of trainers' workshop for specialists on women workers' issues from ILO headquarters, Multidisciplinary Teams, ILO offices and constituents in the regions; and training and awareness raising activities for selected ILO staff and headquarters' staff at the technical, programming and management levels and representatives of ILO partner organizations.

During the first part of 1994, the following materials have been developed under the programme:

- * the Gender Training Package on Gender Issues in the World of Work, which consists of training sessions on issues such as gender and development, gender analysis and planning in the world of work for use during the training workshops for the