Who, What, Where

8 September – International Literacy Day
12 September – United Nations Day for South–South Cooperation
15 September – International Day of Democracy
21 September – International Day of Peace
25 September (last week of September) – World Maritime Day
27 September – World Tourism Day

HIGHLIGHT – FATHERS

This month, focus on the role of fathers. Because fathers matter, as stated in the article on page 13 on father–child relationships, in all communities and at all stages of child’s life. The second article refers to a working paper on the Responsible Engaged and Loving (REAL) Fathers Initiative, aiming to build positive partnerships and parenting practices among young fathers. The third is study focusing on 'traditional views on gender roles' that men adopt after becoming a father for first time. Last, an article on the Independent tells about a theory by anthropologists on early men and women having gender equality, that disappeared when people started to accumulate resources. Enjoy your reading!
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The Centre and the ILO

A908112 Gender Academy (16 – 27 November 2015)

Cutting-edge topics are presented and discussed in a series of master classes with simultaneous interpretation in English, French and Spanish.

A range of elective workshops offer additional insights on specific subjects, developing skills and providing room for application and knowledge exchange.

A global international event on gender, work and employment, gathering experts and successful practitioners.

C908671 Women and the maritime (WAM) package (October–November 2015)

This package deals with barriers to women’s participation in the maritime sector and possible actions to attract and retain women in the sector. The purpose is to sensitize policy makers and legislators, labour inspectors, and port and ship authorities with regard to workplace gender equality issues and on how these relate to the different aspects of seafaring.

UN & WOMEN

GENDER EQUALITY AND HUMAN RIGHTS

Authors/Editors: Sandra Fredman & Beth Goldblatt
The achievement of substantive equality is understood as having four dimensions: redressing disadvantage; countering stigma, prejudice, humiliation and violence; transforming social and institutional structures; and facilitating political participation and social inclusion.

The paper shows that, although not articulated in this way, these dimensions are clearly visible in the application by the various interpretive bodies of the principles of equality to the enjoyment of treaty rights. At the same time, it shows that there are important ways in which these bodies could go further, both in articulating the goals of substantive equality and in applying them when assessing compliance by States with international obligations of equality.

The substantive equality approach, in its four-dimensional form, provides an evaluative tool with which to assess policy in relation to the right to gender equality. The paper elaborates on the four-dimensional approach to equality and how it can be used to evaluate the impact of social and economic policies on women to determine how to make the economy 'work for women' and advance gender equality. The paper suggests that there is a growing consensus at the international level on an understanding of substantive equality that reflects the four dimensional framework. Direct Link to Publication: [http://progress.unwomen.org/en/2015](http://progress.unwomen.org/en/2015)
The Global Goals for Sustainable Development

In September 2015, at the UN General Assembly, countries will have the opportunity to adopt a set of global goals to end poverty, protect the planet, and ensure prosperity for all as part of a new sustainable development agenda. See below the individual goals and indicator targets. [http://www.un.org/sustainabledevelopment/sustainable-development-goals/](http://www.un.org/sustainabledevelopment/sustainable-development-goals/)

Once again gender equality is one of the global development goals.

What's new on the web

Making Change: Nordic Examples of Working Towards Gender Equality in the Media

The Nordic region is well known for having gender equality as a hallmark of society. In the media sector, however, the male dominance persists in many areas, both in the industry itself and in the output. However, in the Nordic region there are also important examples of structural and individual steps towards gender equality in the media.

Making Change. Nordic Examples of Working Towards Gender Equality in
the Media presents a collection of inspiring media practices in the Nordic region and a compilation of comparative data on gender equality in the Nordic media sector (film, journalism, advertising and computer games). Contributing authors are representatives from academia, civil society, activism and industry.

file:///C:/Users/Lois%20Herman/Downloads/gupea_2077_37362_2%20(5).pdf

**GIRLS NOT BRIDES – LESSONS LEARNED FROM SELECTED NATIONAL INITIATIVES TO END CHILD MARRIAGE**

Direct Link to Full 29–Page 2015 Report:


**KIT – Royal Tropical Institute – The Netherlands**

[http://www.genderandrights.dk/](http://www.genderandrights.dk/)

Click above LINK to website page, and then click Photo to Access Each Chapter.

The Guide begins by ‘unpacking’ concepts of rights in order to understand why past approaches to human rights have often failed to further women’s rights or address gender inequality. It also captures practices emerging from struggles for gender equality and rights and proposes ways in which Rights-Based Approaches and Gender & Development can be mutually enriching.
Gender and Rights: A Resource Guide (online)

Chapter 1
‘Introduction and Framework’

Chapter 2
‘Understanding gender and rights’

Chapter 3
‘The Normative Framework’

Chapter 4
‘Power, Agency and Institutions’
What are they doing?

The Push for a Woman Secretary-General of the United Nations

By THE EDITORIAL BOARD

The United Nations has had eight secretaries general. All have been men. Each has been selected through back-room dealing dominated by the five world powers that hold permanent seats on the Security Council.

It’s time to change that. The appointment of the civil servant who serves as the next head of the United Nations should be more transparent. It would be powerfully symbolic to appoint a woman to the helm of an organization created 70 years ago to tackle the world’s most pressing problems through diplomacy and global consensus.

Encouragingly, both objectives are being championed this year with unprecedented vigor within the United Nations as the current secretary general, Ban Ki-moon, moves toward the end of his second five-year term on Dec. 31, 2016.

Croatia and Namibia are leading an effort to give the organization’s 193 member states a greater say in the selection of the secretary general as part of a yearly resolution that is being drafted. New guidelines, which are still being negotiated and will be finalized by mid-September, would allow members to formally nominate applicants and vet the finalists.

Possibilities to head the United Nations include: Irina Bokova, the director general of Unesco; Ellen Johnson Sirleaf, the president of Liberia; Christine Lagarde, managing director of the International Monetary
Fund; and Federica Mogherini, the European Union’s foreign policy chief. Until now, the five permanent members of the Security Council — Britain, China, France, Russia and the United States — have bargained behind closed doors to pick from a short list of candidates that is not formally publicized. Those who have prevailed have been palatable to those five governments, a common-denominator criterion that has the potential to doom the chances of more impressive and qualified public servants. Currently, there is not an effort underway to make the process truly democratic by allowing member states to elect the secretary general though a vote. Yet, by opening it to greater public scrutiny, the Security Council would be likely to take into account input and concerns from around the globe.

Whether or not the process is overhauled, dozens of members of the United Nations are pressing for a woman to succeed Mr. Ban, who has been a largely invisible and underwhelming leader. The government of Colombia, part of the roughly 20 percent of countries represented by a female ambassador at the United Nations, is leading an effort to put forward women for the job.

“Gender equality is one of the world’s most serious challenges, an unfulfilled goal that remains critical to advance towards an inclusive and sustainable future,” María Emma Mejía, the Colombian ambassador, wrote in a letter seeking support for a female secretary general.

A 1946 United Nations resolution established that “a man of eminence and high attainment” should serve as secretary general. That obviously shouldn’t be read literally today. So far, 44 governments have signed on to Colombia’s initiative. None of the permanent members of the Security Council have backed it. The United States, which is represented at the United Nations by Samantha Power, who has championed women’s rights, should be a vocal supporter.

Informal lists of potential candidates have begun to circulate. One published by the Campaign to Elect a Woman U.N. Secretary General, an independent group, features the biographies of accomplished world leaders of diverse backgrounds. They include President Ellen Johnson Sirleaf of Liberia, Christine Lagarde, the head of the International Monetary Fund, and Alicia Bárcena Ibarra, the executive secretary of the Economic Commission for Latin America and the Caribbean.

There is no shortage of distinguished women who would revitalize the role of secretary general and energize the organization’s ongoing efforts to promote gender equality.

Gender Issues

Why invest in women?

Obituary: Bernie Passingham: Union convenor at Ford who played a key role in the 1968 Dagenham strike by women machinists

On 7 June 1968, the 187 women working as sewing machinists making covers for car seats in Ford’s flagship factory in Dagenham, East London, went out on strike. Bernie Passingham, the Transport and General Workers Union convenor at the factory, who has died aged 90, was to play a crucial role in the strike that was eventually to be instrumental in introducing the Equal Pay Act. It was Passingham who supported the women’s claims – and rang up the management to tell them that they had downed tools. This strike was the beginning of the successful fight for equal pay in the UK and is depicted by the world–famous film “Made in Dagenham” (in Italian “We want Sex”).


Focus on – Fathers


Fathers matter. Father–child relationships, in all communities and at all stages of a child’s life, have profound and wide–ranging impacts on children that last a lifetime, whether these relationships are positive, negative, or lacking. Men’s participation as fathers and as caregivers also matters tremendously for women’s lives. And, it positively affects the lives of men themselves.


REAL Fathers Initiative

Gender-based violence is recognized as a significant health and human rights issue that prevents women, families, and countries around the world from achieving their full potential. In addition to numerous physical and mental health effects, early childhood experiences of violence are linked to experiences of violence in adulthood. This is true for both boys and girls, where boys who witness or experience domestic violence are more likely to perpetuate relationship violence, and girls are more likely to be victims of gender-based violence in adulthood. Evidence shows that programs that involve men in violence prevention initiatives are more effective than programs that target women and girls exclusively, and, because many of the risk factors for future perpetration and experience of violence occur in the family unit, involving fathers can have significant positive outcomes.

The Responsible Engaged and Loving (REAL) Fathers Initiative aims to build positive partnerships and parenting practices among young fathers (aged 16–25) in post-conflict Northern Uganda to reduce the incidence of intimate partner violence and physical punishment of children. A mentoring program and community awareness campaign have been designed to reach young men before their expectations, attitudes and behaviors related to parenting and relationships are well established. In order to address underlying causes of domestic violence, the intervention is designed to challenge the gender norms and sexual scripts that often trigger coercion and violence in relationships and to teach effective parenting, communication, and problem-solving skills. [http://irh.org/wp-content/uploads/2013/06/REAL_Fathers_FactSheet_2_pages_2014.pdf](http://irh.org/wp-content/uploads/2013/06/REAL_Fathers_FactSheet_2_pages_2014.pdf)
Men adopt 'traditional views on gender roles' after becoming a father for first time, study finds

 Parenthood found to change attitude towards division of care and housework

Men become significantly more conservative in their attitudes towards women’s roles in the home following the birth of their first child, research shows.

A study of 1,800 new parents shows many fathers soon adopt more stereotypical views on motherhood, as well as the division of housework and care-giving. The shift towards traditional gender attitudes can also be seen among women on some subjects, but they also become more liberal on others.

The shift towards traditional views of the family is more pronounced in men — and presents across a broader range of issues.

The findings of the Australian social scientist Janeen Baxter are published today on the Children and Family blog.

Men and women were asked their opinions on a series of statements about parenthood before and after the birth of their first child. They then rated them on a score of one to seven, where one signifies strong
agreement and seven strong disagreement.

Both men and women showed less support after having children for the idea that housework and care of children should be shared equally if both partners work. While on average women strongly agreed with the idea, their mean level of disagreement increased from 1.6 to 1.8. For men, who were already less supportive of sharing the household burden, it went from 2.1 to 2.3.

After giving birth, women showed a 4 per cent increase in how favourably they viewed the idea that “a working mother can establish just as good a relationship with her children as a mother who does not work for pay”. Men, meanwhile, were on average 0.1 per cent less supportive of the idea.

Professor Baxter, of the Institute for Social Science Research at the University of Queensland, said new fathers “became more consistently traditional in their views on gender roles”.

Though her sample of parents was in Australia, Professor Baxter believes her research is also relevant in Britain. “Data from other countries suggests that many Western societies – the US, UK, New Zealand and Canada – would see similar results,” she said. The reasons for the shift in opinion post-birth are cultural, according to Professor Baxter. “I am disinclined to support a biological explanation, because such sexist shifts do not occur in some, particularly non-Western, societies, where care of young children is more equally shared, not just between men and women but across communities.

“It seems more likely that the way we organise work, parental leave arrangements, schools and social networks create structural barriers to involved fatherhood and also encourage the traditional social construction of women’s mothering role.

“Whether you are male or female, you have to be very confident and persistent against overwhelming odds not to conform amid such powerful messaging.”

Diane Elson, who chairs the Women’s Budget Group and is emeritus professor of sociology at the University of Essex, said company policies were a huge influence on parents’ attitudes.

“You have to consider the policies of employers on working hours, flexible working and part-time working for men. There are a lot of policies that make it a whole lot harder for men share equally in parenting.”

A study has shown that in contemporary hunter-gatherer tribes men and women tend to hold equal standing and influence, suggesting that sexual equality was the norm for humans throughout most of our evolutionary history.

Mark Dyble, the leading anthropologist on the study at University College London, said: “There is still this wider perception that hunter-gatherers are more macho or male-dominated. We’d argue it was only with the emergence of agriculture, when people could start to accumulate resources, that inequality emerged.”

After collecting genealogical data from two hunter-gatherer groups from the Congo and the Philippines, the scientists found that sexual equality may have been a survival advantage and played an important role in shaping human society and evolution.

“Sexual equality is one of an important suite of changes to social organisation, including things like pair-bonding, our big, social brains, and language, that distinguishes humans,” he said. “It’s an important one that hasn’t really been highlighted before.”

Through computer modelling the study found that when only one sex had influence over living conditions and decisions, as is typically the case in male-dominated pastoral or horticultural societies, tight hubs of related individuals emerged.

However, the average number of related individuals was predicted to be much lower when men and women have an equal influence, which closely resembled the populations studied.

“When only men have influence over who they are living with, the core of any community is a dense network of closely related men with the spouses on the periphery,” said Dyble. “If men and women decide, you don’t get groups of four or five brothers living together.”

The study set out to address the conundrum that while people in hunter-gatherer societies show a preference for living with family members, in practice they live with few closely related individuals.

Having tracked movement and residence traits through hundreds of interviews they found that in both case studies, people tended to live in groups of around 20, moving roughly every 10 days and subsisting on hunted game, fish and gathered fruit, vegetables and honey.

On-going and/or coming Gender Programmes/Conferences / Events:

Conference Announcement/Call for Abstracts

Reproductive Rights, New Reproductive Technologies & The European Fertility Market

19–20 November 2015 – Venue: Santander, Spain

Since the first successfully carried out IVF treatment in the 1970s, various new reproductive technologies have been developed and applied for fertility treatment. These reproductive innovations and the diversity in national regulation on reproductive technologies have created a European fertility market, raising several questions, in terms of medicine, law, ethics, policy and economics, dealing with:

- What are current and future options of new reproductive technologies?
- Is it safe; what are the long term health effects of artificial reproductive technologies on women and children?
- Who has access: infertile, lesbian/gay/trans couples, women undergoing chemotherapy, women who want to delay childbearing, and/or couples who want to use PGD to screen against disability or for sex; and what are the main barriers?

- Are fertility treatment options covered by social health insurance or other means of public funding, raising the question of equal access to reproductive technologies?
- Egg or sperm donation: restricting the use of pre-embryos, compensation or not, and anonymisation of the donor?
- Surrogacy contracts; Is there a market for outsourcing pregnancy?
- What is the interface between medically assisted reproduction and genetics, including preimplantation genetic diagnosis (PGD) and preimplantation genetic screening (PGS)?
- Ethical challenges of Direct-to-Consumer genetic testing and reproduction; human embryonic stem cells and induced pluripotent stem cells
- Feminist ethics and reproductive technologies: Contemporary issues
- What are the risks for liability in the context of new reproductive technologies?
- Diversity in national regulation on reproductive technologies gives rise to border crossing ‘reproductive tourism’; Is there a need to harmonise the European or international market of reproductive technologies, and if so, how?
- What is the economic impact of new reproductive technologies?
During a 2 days conference, academics and professionals will meet, discussing the main and latest developments in new reproductive technologies, from different perspectives.

University of Cantabria, SANTANDER, SPAIN

Date: 19–20 November 2015

Conference fee: €100,–

Fee waiver on request

Publication: Conference book

Conference participants will receive a Book of Abstracts. Submitted papers will be considered for publication in the Conference book, to be published afterwards.

More info: www.erasmusobservatoryonhealthlaw.nl

How to manage gender responsive evaluation

The new UN Women eLearning course: How to manage gender responsive evaluation is made available on the Training Centre eLearning Campus. The course complements the UN Women Evaluation Handbook.

Learn more about UN Women’s professionalization initiative to strengthen the evaluation function: watch this video

Let’s give voice to half of humanity. Learn how to manage #GenderEquality evaluation http://bit.ly/1HCUPbE. @UN_Women @unwomeneval #EvalYear

How do we achieve #SDGs? Learn how to manage gender-responsive evaluation: http://bit.ly/1HCUPbE @unwomeneval #EvalYear #GenderEquality
What's one of the most important aspects of #GenderEquality evaluation? @unwomeneval new eLearning course: http://bit.ly/1HCUPbE #EvalYear

NEW eLearning course: how to manage #GenderEquality evaluation http://bit.ly/1HCUPbE. From @UN_Women @unwomeneval #EvalYear

Grants/Funding opportunities/Awards/Fellowships/Vacancies

FAO is looking for a senior consultant (policy expert) on gender and food security. For more information please read the Terms of Reference or visit http://www.fao.org/employment/current-vacancies/consultants/en/

THE ITALIAN CORNER

Fai il casalingo? Meno stress e più felicità

La ricerca sui maschi con prole che lavorano lo stesso numero di ore delle loro compagne

Uno studio inglese scardinà le precedenti convinzioni che dipingono gli uomini (o meglio, i padri) come degli autentici scansafatiche in casa. In realtà, i maschi con prole che lavorano lo stesso numero di ore delle loro compagne, che vengono coinvolti nelle incombenze domestiche e che riescono a godersi la compagnia dei figli, gestendone anche la responsabilità della loro crescita, sono meno stressati e più felici. La ricerca, non a caso intitolata «Work Life Balance: Working for Fathers?», è stata commissionata dalla charity «Working Families» alla dottoressa Caroline Gatrell della Lancaster University, che per due anni ha intervistato oltre 1.100 padri lavoratori su come conciliavano lavoro e famiglia e scoprendo così che l’82% di loro è proprio alla ricerca di quello che viene definito «more family time.»

«Il modo in cui “facciamo famiglia” è cambiato non solo perché le madri escono più spesso di casa per andare a lavorare – ha spiegato la Gatrell al Guardian – ma anche perché oggi entrambi i genitori vogliono stare più vicini ai figli quando crescono. È sempre più evidente come i padri vogliano essere maggiormente coinvolti nella vita dei figli e intendano delegare sempre meno alle madri la loro cura, a differenza, invece, di quanto succedeva in passato».

TRE FIGLI – Se è vero che le famiglie stanno cambiando, è, però,
altrettanto vero che tale trasformazione sia completamente ignorata dai datori di lavoro. «Questo sta creando un grave problema sia agli uomini che alle donne – ha proseguito la dottoressa – perché i primi vengono penalizzati perché non viene loro offerta la possibilità di bilanciare lavoro e famiglia, mentre le seconde hanno le carriere bloccate non appena fanno figli, perché si crede che non riescano a pensare ad altro». Lo studio ha anche analizzato i livelli di stress dei padri, rilevando che sono più stressati quelli che hanno uno o tre figli rispetto a quelli che ne hanno due. Non solo: i maschietti che aiutano in casa sono nettamente più soddisfatti di quelli che non fanno quasi nulla, come pure quelli le cui compagne lavorano a tempo pieno e non part-time. «I neo padri hanno maggiori possibilità di trovarsi impreparati davanti all’impatto che un figlio può avere sulla loro vita – ha concluso la Gatrell – mentre quando arriva il secondo, sanno già cosa aspettarsi. Il terzo figlio rappresenta, invece, un grande cambiamento, soprattutto per quanto riguarda i costi. Quanto agli impegni domestici, pur tendendo alla parità, le donne fanno ancora il grosso, perché gli uomini sbattono contro i limiti di tempo imposti dalla loro mancanza di flessibilità lavorativa».

Simona Marchetti Corriere della sera
Poets’ Corner

HOME

Give me a home
that isn't mine,
where I can sleep in and out of the rooms
without a trace,
ever worrying about the plumbing,
the colour of the curtains,
the cacophony of books by the bedside.
A home that I can wear lightly,
where the rooms aren't clogged
with yesterday's conversations,
where the self doesn't bloat
to fill in the crevices.
A home, like this body,
so alien when I try to belong,
so hospitable
when I decide I'm just visiting.

Arundhati Subramaniam

Quote for the Day:

"Without justice there can be no love."
– Bell Hooks –
JUST FOR FUN:

You are encouraged to share with us any information or material you think may be of interest for the next issue, by writing to gend@itcilo.org. Also, do not hesitate to share this newsletter widely with your colleagues and networks.

This newsletter is not an official document of the ITCILO. The opinions expressed do not necessarily reflect the views of the ITCILO. The designations employed do not imply the expression of any opinion whatsoever on the part of the ITCILO concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

30/09/2015/CB