

# GENDER MAINSTREAMING IN THE INTERNATIONAL LABOUR ORGANIZATION

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The concept of gender mainstreaming was seen as a primary means for promoting gender equality at the Platform for Action adopted at the United Nations Fourth World Conference on Women in 1995. The Platform for action identified twelve critical areas of concern. Of these areas, seven are closely linked to the ILO.

The paper begins by identifying these critical areas of concern. It continues to define the concept of gender mainstreaming and explains how the concept is applied within the ILO. In so doing, the paper sets out the ILO objective as it pertains to gender equality. The paper also sets out the basic principles of gender mainstreaming and briefly discusses the ILO gender mainstreaming strategy. The paper concludes by providing some practical approaches to mainstreaming gender, specifically within the social dialogue sphere.

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Objective	<b>Gender: Female</b> <b>Marital Status: Married</b> <b>Nationality: Botswana</b> <b>Languages spoken: English, Setswana &amp; French</b>
Experience	<p>Oct. 2001- present</p> <p><b>Programme Coordinator, ILO/Swiss Project to Advance Social Partnership in Promoting Labour Peace in Southern Africa</b></p> <ul style="list-style-type: none"><li>▪ <b>Duties include:</b></li><li>▪ Coordinating the administration and implementation of the Project</li><li>▪ Liaising with ILO Headquarters (Geneva) and other ILO offices</li><li>▪ Organizing meetings, workshops and conferences for the Project</li><li>▪ Writing minutes for Task force and Management Committee meetings</li><li>▪ Writing workshop and conference reports</li><li>▪ Planning, designing, monitoring and implementing Project activities</li><li>▪ Coordinating the engagement of consultants for Project activities</li><li>▪ Report writing on the progress of the Project</li><li>▪ Networking with institutions involved in social dialogue and conflict management activities</li><li>▪ Conducting research on the Project components</li><li>▪ Preparing proposals, budgets and workplans for the Project</li><li>▪ Part time lecturer in International Labour Standards and Botswana Labour law</li><li>▪ Attending, participating in, and presenting papers at National, Regional and International Labour Conferences</li></ul> <p>Oct. 1997- Oct. 2001</p> <p>Registrar, Industrial Court of Botswana</p> <ul style="list-style-type: none"><li>▪ <b>Duties include:</b></li><li>▪ Attending to the administrative functions of the Court</li><li>▪ Conducting pre-trial hearings</li><li>▪ Dispute settlement</li></ul>
Education	<p>1979-1981 B.A., Political Science, Temple university, Philadelphia, USA</p> <p>1981-1986 LLB, University of Botswana/ Edinburgh University (Botswana/Scotland)</p> <p>1986 Admitted as an attorney in Botswana, 1986</p> <p>July 2000 – June 2001 LLM, Labour Law (with distinction), University of Cape Town, South Africa</p> <p><b>Professional Memberships</b></p> <p>Federation Internationale Des Abridges (FIDA) (International Federation of Women Lawyers), Member</p> <p>Emang Basadi Women's Organisation- Member</p> <p>Botswana Magistrates and Judges Association (BOMJA) –Member</p> <p>African Women Lawyers Association (AWLA)- Member</p> <p>International Association of Female Judges (Botswana Chapter) – Member</p> <p>African Bar Association – Member</p>
Interests	Aerobics, Tennis, Fundraising, Travelling, Reading, Volunteer/ Social work