



Report of the Resolutions Committee

1. The Resolutions Committee, set up by the Conference at its first sitting on 1 June 2004, was originally composed of 144 voting members (73 Government members, 21 Employer members, 50 Worker members). An appropriate weighting system ensured equality of voting strength.
2. The Committee first elected its Officers. On the proposal of Mr. Eduardo Varela (Government member, Argentina), seconded by Mr. Paulo Barcia (Government member, Portugal), Ms. Ana Santestevan (Government member, Uruguay) was elected to the Chair. In accordance with the Committee's usual practice, the Chairperson was also elected Reporter. The Committee elected as Vice-Chairpersons Mr. Bokkie Botha (Employer member, South Africa) and Mr. Marc Blondel (Worker member, France).
3. The Committee had before it 15 draft resolutions submitted in accordance with article 17 of the Standing Orders of the Conference. In keeping with the same article, the following draft resolutions were introduced: (a) resolution concerning the strengthening of the role of the ILO in supporting workers and employers in Palestine and the other occupied Arab territories as a result of continued Israeli occupation and aggressive practices; (b) resolution concerning the role of the ILO in efforts to secure global peace, justice and security around the world; (c) resolution concerning pay equity; (d) resolution concerning the ILO's efforts to combat poverty; (e) resolution concerning the social responsibilities of business; (f) resolution concerning the application of international labour standards to international civil servants; (g) resolution concerning older workers and employment and social protection; (h) resolution concerning poverty; (i) resolution concerning democratic values, good governance and transparency in a global economy and their impact on the world of work, competitiveness and sustainable development; (j) resolution concerning the promotion of gender equality; (k) resolution concerning the fourth anniversary of the Maternity Protection Convention, 2000 (No. 183); (l) resolution concerning the role of the ILO in conflict prevention and resolution; (m) resolution concerning corporate social responsibility.
4. After the introduction of these resolutions and before the vote held in accordance with the procedure laid down in article 17, paragraph 5(a), of the Standing Orders, the following resolutions were combined by their authors:
 - (a) the resolution concerning the role of the ILO in efforts to secure global peace, justice and security around the world, submitted by the following Worker members: Mr. Attigbe (Benin); Mr. Basnet (Nepal); Ms. Brunel (France); Ms. Burrow (Australia); Ms. Byers (Canada); Mr. Edström (Sweden); Ms. Engelen-Kefer (Germany); Mr. Howard (South Africa); Ms. Hunt (United Kingdom); Mr. Katalay Muleli (Democratic Republic of the Congo); Mr. Kusano (Japan); Ms. Lekang (Norway); Mr. Norddahl (Iceland); Mr. Oshiomhole (Nigeria); Mr. Rampak (Malaysia); Mr. Sidi Saïd (Algeria); Mr. Sidorov (Russian Federation); Mr. Stech (Czech Republic); Mr. Svenningsen (Denmark); Mr. Tartaglia (Italy); Mr. Trotman

(Barbados); Mr. Vaccari (Brazil); Ms. Valkonen (Finland); Mr. Wojcik (Poland); Ms. Yacob (Singapore); and Mr. Zellhoefer (United States), and the resolution concerning the role of the ILO in conflict prevention and resolution, submitted by the following Worker members: Mr. Allini (Gabon); and Mr. Cortebeeck (Belgium), to become a new resolution concerning the role of the ILO in efforts to secure global peace, conflict prevention and resolution, justice and security around the world;

- (b) the resolution concerning pay equity, submitted by the following Worker members: Mr. Ahmed (Pakistan); Mr. Apecides (Colombia); Mr. Attigbe (Benin); Mr. Basnet (Nepal); Ms. Brunel (France); Ms. Burrow (Australia); Ms. Byers (Canada); Mr. Edström (Sweden); Ms. Engelen-Kefer (Germany); Mr. Howard (South Africa); Ms. Hunt (United Kingdom); Mr. Katalay Muleli (Democratic Republic of the Congo); Mr. Kusano (Japan); Ms. Lekang (Norway); Mr. Norddahl (Iceland); Mr. Oshiomhole (Nigeria); Mr. Rampak (Malaysia); Mr. Sidi Saïd (Algeria); Mr. Sidorov (Russian Federation); Mr. Stech (Czech Republic); Mr. Svenningsen (Denmark); Mr. Tartaglia (Italy); Mr. Trotman (Barbados); Mr. Vaccari (Brazil); Ms. Valkonen (Finland); Mr. Wojcik (Poland); Ms. Yacob (Singapore); and Mr. Zellhoefer (United States), the resolution concerning the promotion of gender equality, submitted by the Government delegations of Denmark, Finland, Iceland, Norway and Sweden, and the resolution concerning the fourth anniversary of the Maternity Protection Convention, 2000 (No. 183), submitted by the following Worker members: Mr. Allini (Gabon) and Mr. Cortebeeck (Belgium), to become a new resolution concerning the promotion of gender equality, pay equity and maternity protection;
- (c) the resolution concerning the ILO's efforts to combat poverty, submitted by the following Worker members: Mr. Attigbe (Benin); Mr. Basnet (Nepal); Ms. Brunel (France); Ms. Burrow (Australia); Ms. Byers (Canada); Mr. Edström (Sweden); Ms. Engelen-Kefer (Germany); Mr. Howard (South Africa); Ms. Hunt (United Kingdom); Mr. Katalay Muleli (Democratic Republic of the Congo); Mr. Kusano (Japan); Ms. Lekang (Norway); Mr. Norddahl (Iceland); Mr. Oshiomhole (Nigeria); Mr. Rampak (Malaysia); Mr. Sidi Saïd (Algeria); Mr. Sidorov (Russian Federation); Mr. Stech (Czech Republic); Mr. Svenningsen (Denmark); Mr. Tartaglia (Italy); Mr. Trotman (Barbados); Mr. Vaccari (Brazil); Ms. Valkonen (Finland); Mr. Wojcik (Poland); Ms. Yacob (Singapore); and Mr. Zellhoefer (United States), and the resolution concerning poverty, submitted by the Worker member Mr. Ghandour (Sudan), to become a new resolution concerning the ILO's efforts to combat poverty;
- (d) the resolution concerning the social responsibilities of business, submitted by the following Worker members: Mr. Ahmed (Pakistan); Mr. Basnet (Nepal); Ms. Brunel (France); Ms. Burrow (Australia); Ms. Byers (Canada); Mr. Edström (Sweden); Ms. Engelen-Kefer (Germany); Mr. Howard (South Africa); Ms. Hunt (United Kingdom); Mr. Katalay Muleli (Democratic Republic of the Congo); Mr. Kusano (Japan); Ms. Lekang (Norway); Mr. Norddahl (Iceland); Mr. Oshiomhole (Nigeria); Mr. Rampak (Malaysia); Mr. Sidi Saïd (Algeria); Mr. Sidorov (Russian Federation); Mr. Stech (Czech Republic); Mr. Svenningsen (Denmark); Mr. Tartaglia (Italy); Mr. Trotman (Barbados); Mr. Vaccari (Brazil); Ms. Valkonen (Finland); Mr. Wojcik (Poland); Ms. Yacob (Singapore); and Mr. Zellhoefer (United States), and the resolution concerning corporate social responsibility, submitted by the following Worker members: Mr. Allini (Gabon); and Mr. Cortebeeck (Belgium), to become a new resolution concerning the social responsibilities of business.

5. In accordance with the procedure laid down in article 17, paragraph 5(a), of the Standing Orders of the Conference, and using the traditional system of balloting, the Committee

convened at its third sitting to determine the first five resolutions to be considered among the eight resolutions remaining before the Committee and their order of priority.

6. Owing to a change in the composition of the Committee, there were at the time of voting 204 voting members (104 Government members with 105 votes each; 30 Employer members with 364 votes each; and 70 Worker members with 156 votes each).¹
7. The first five resolutions and the votes cast for them were as follows:
 - (1) resolution concerning the promotion of gender equality, pay equity and maternity protection: 77,246 weighted votes;
 - (2) resolution concerning the ILO's efforts to combat poverty: 75,269 weighted votes;
 - (3) resolution concerning the strengthening of the role of the ILO in supporting workers and employers in Palestine and the other occupied Arab territories as a result of continued Israeli occupation and aggressive practices: 68,698 weighted votes;
 - (4) resolution concerning democratic values, good governance and transparency in a global economy and their impact on the world of work, competitiveness and sustainable development: 65,525 weighted votes;
 - (5) resolution concerning older workers and employment and social protection: 52,671 weighted votes.
8. In accordance with article 17, paragraph 5(b), of the Standing Orders, the Committee, at its fourth sitting, set up a working party to make recommendations as to the order in which the remaining resolutions before the Committee should be examined.
9. The Working Party was composed as follows:

Government members:

Mr. V. Klotz (Germany)
Mr. A. Konadio Koran (Côte d'Ivoire)
Mr. J. Thullen (Ecuador)

¹ Subsequently, further changes were made in the composition:

Fourth sitting on 7.6.04, 202 voting members (109 G, 30 E, 63 W);

Fifth sitting on 8.6.04, 191 voting members (110 G, 30 E, 51 W);

Sixth sitting on 9.6.04, 182 voting members (111 G, 29 E, 42 W);

Seventh sitting on 10.6.04, 170 voting members (111 G, 20 E, 39 W);

Eighth sitting on 11.6.04, 165 voting members (111 G, 17 E, 37 W);

Ninth sitting on 12.6.04, 153 voting members (111 G, 17 E, 25 W).

Employer members:

Mr. J.M. Cester Beatobe (Spain)

Mr. M. Huttunen (Finland)

Ms. B. Laurent (Sweden)

Worker members:

Mr. R. Murphy (United Kingdom)

Ms. M. Rahmani (Algeria)

Mr. L. Tartaglia (Italy)

10. At the Committee's fifth sitting, the Chairperson announced that the Working Party had met and had favoured the following order of priority:
- (6) Resolution concerning the role of the ILO in efforts to secure global peace, conflict prevention and resolution, justice and security around the world;
 - (7) Resolution concerning the application of international labour standards to international civil servants;
 - (8) Resolution concerning the social responsibilities of business.
11. The Committee took note of the information given.

Resolution concerning the promotion of gender equality, pay equity and maternity protection

General discussion

12. The Worker Vice-Chairperson underlined in his preliminary remarks that his group was generally happy with the resolution that had been voted first, since most of the merged text had come from their side, in addition to parts contributed by a number of Government members. This resolution was essentially about equality, in particular between women and men. Equality was not a new theme for the ILO, but his group's ambition was that this resolution would move beyond slogans and enable the Organization to pursue equality with greater effect. He recognized that, in practice, equality was subject to a broad variety of sociological, political, religious and economic impediments. He mentioned pay differences in this respect, adding, however, that in some countries other issues such as women's property rights might be at least as critical. The main thing was that individuals, be they women or men, were entitled to the same respect, the same access to education and training, the same rights at work, the same earnings. Indeed, the notion of independence and freedom applied as much to women as to men. He said he believed that the time was right for this resolution. While there might be room for some adjustments in the text, his group did not intend to fight over every word. He would welcome a constructive participation from Employer and Government members in the process of seeking consensus on a resolution that would promote genuine equality.
13. The Employer Vice-Chairperson said that he fully shared the sentiments expressed by the Worker Vice-Chairperson. While his group was disappointed that their draft resolution concerning democratic values and good governance had not ranked higher, they were more

than happy to see the subject of gender, to which employers attached great importance, before the Committee. Employers felt strongly about the subject because, apart from the need for human decency and respect, they considered that discrimination in any form was bad for business. Having said that, he was not able to agree with all of the proposed text, and his group, therefore, intended to submit a number of amendments. He found the text too detailed and reading in parts like an ILO Convention. He preferred something that was easier to read, workable and delivered a clear message. Since the present text constituted a merger, it tried to do too many things and lacked focus. His group also had a problem with the references to the Maternity Protection Convention, 2000 (No. 183), principally because of the divisive nature of the debate preceding its adoption during the 88th Session of the International Labour Conference, 2000. This Convention, he said, was gathering dust for lack of ratification, as its prescription and detail ignored the realities of the modern world. His group wanted to end up with a meaningful resolution that would focus on equal opportunities and treatment for women and men at work. The text should not put undue emphasis on remuneration issues while ignoring equality in education, which was where inequality started. The eventual text should recognize what the resolution would imply for different parties in different national contexts. Thus, the text should refrain, for example, from insisting that governments “guarantee” or “ensure” things they cannot deliver, and it should be relevant also to small enterprises, where most people work. The Employers’ group, furthermore, had some serious concerns about various aspects of the audits the draft text called for, while women’s entrepreneurship and factors hindering it were issues that should be dealt with in a more substantive manner. In summing up, his group stood ready to try and reach consensus on a focused resolution that was meaningful and that could actually be implemented.

- 14.** The Government member of Indonesia said that she welcomed the Committee’s choice of resolution. It was important to make equality a priority, in order for globalization to improve job opportunities for women and men alike. She supported the ILO’s initiative to promote ratification of the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). Incorporating international principles into domestic legislation should depend on the aims of individual countries in respect of sexual equality, pay equity and maternity protection. The right to equal treatment in the workplace was a basic human right, and formed part of the right to live in dignity, without discrimination.
- 15.** A Worker member from Malaysia said that inequality was increasing in developing countries, particularly in duty-free export zones, where large multinational companies were operating. The fact that maternity protection was not granted in some countries constituted discrimination against and exploitation of female workers. In such situations, the relevant international Conventions must be ratified and implemented. The Committee should come to a consensus on the text, which would be a useful basis on which to draft domestic legislation. The resolution would assist in bringing an end to exploitation and discrimination, and guaranteeing equality between men and women, partners in development.
- 16.** A Worker member from the United Kingdom supported the draft resolution. Pay equity was an essential issue, and although it was a principle enshrined in many international instruments, it had not been truly achieved in any country, as European statistics demonstrated. Women were excluded from the world economy, in respect of employment security, pay, access to education and job opportunities. Since women were the main victims of poverty, pay equity and the minimum wage should play a central role in poverty eradication efforts. Women were doubly affected by privatization policies regarding public, social, sanitation and education services, since they were both workers and

consumers in those sectors. The ILO had a key role to play in reducing inequality and the resolution could make a real contribution in that regard.

- 17.** An Employer member from Saudi Arabia supported the Employer Vice-Chairperson's statement. As a representative of an Islamic and Arab country, he believed in gender equality in the workplace, and was in favour of pay equity and maternity protection. However, since women's rights must conform to the law of Islam, the resolution must not go further than its intended field of implementation: the workplace.
- 18.** The Government member of Argentina, speaking on behalf of MERCOSUR, expressed satisfaction that the Committee had chosen to discuss sexual equality. Although progress had been made in that regard, efforts were still needed, and the resolution would be a new step in the right direction. Two elements should be emphasized: the importance of equal pay in the fight against poverty, mentioned in paragraph 3 of the Preamble; and the increase in insecurity and disparities caused by globalization, which were mentioned in paragraph 4 of the Preamble but should also be included in the Operative part of the text. One of the principle points made in the report of the World Commission on the Social Dimension of Globalization was the need for coherence across the multilateral system. Gender equality should be central to the efforts to promote such coherence.
- 19.** A Worker member from Algeria welcomed the high ranking given to the resolution on equality, since combating discrimination was at the heart of the trade union struggle. Women workers in Algeria had succeeded in winning the respect due to them, in a country that did not easily accept seeing women move outside their traditional roles. However, they were still the main victims of the deteriorating economic situation, as the increasing job insecurity that resulted left them open to blackmail. While the principle "equal pay for work of equal value" was respected, discrimination persisted in the area of recruitment and promotion. Algerian women were also fighting for the repeal of the Family Code which was oppressive to them. Bringing about parity and equality meant creating a situation that was fairer for everyone.
- 20.** The Government member of Denmark said he had endorsed the draft resolution, which his Government had co-authored, and saw it as part of the follow-up to the Global Report submitted to the Conference in 2003 under the Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998. It was important now to come up with specific solutions that would be acceptable to all in such areas as equality of access to training, removing barriers to the entry of women into the labour market, career development, and assistance to women entrepreneurs. This would mean developing an ILO plan of work in this area.
- 21.** A Worker member from India said he supported the draft resolution, the relevance of which was evident in the light of the conclusions of the report of the World Commission on the Social Dimension of Globalization; after the progress that had been made in the decades following the Second World War, globalization had once again aggravated discrimination worldwide. Equality as a goal now had to be realized in concrete terms. Certain forms of industrial management and the new neoliberal models could be detrimental to equality and lead to a denial of maternity protection. Tripartite consultation needed to establish clearly what the social partners could and could not do, in order to ensure equality between women and men in the world of work.
- 22.** A Worker member from Colombia said he regarded pay equality as particularly important. Much had been achieved, but progress was slow. The situation of women had often been made worse by the effects of globalization and neoliberal policies. Adopting the resolution would mark a step towards improving the situation of women in the labour market,

especially with regard to equality of pay and maternity protection. The fifth paragraph in the Preamble and paragraph 1(b) in the Operative part were especially important, since subcontracting, especially when it involved pseudo-cooperatives, was often used in Latin America to deny women workers their rights and any social protection, especially maternity protection.

23. A Worker member from Norway said that she was pleased that the resolution had been chosen. In terms of equality, the Nordic countries had made considerable progress, but gender segregation at work remained strong and women tended to be concentrated in the less well-paid occupations. In Norway, the number of women in active employment was high, the law prohibited any discrimination based on gender, and equality generally prevailed, whether in matters of recruitment, pay or promotion. Nevertheless, much remained to be done before equality would become a reality in all areas.
24. The Government member of Ecuador said he approved of the text, which gave much food for thought. In the light of the statements made by the Vice-Chairpersons, he believed that it should be possible, and he would collaborate fully, to reach a consensus on a useful resolution.
25. A Worker member from Romania, speaking about the situation in Central and Eastern Europe, said that while most of the issues under discussion were dealt with in national legislation, practice was seriously lagging. He referred to considerable disparities in pay between women and men, notably in the leather and textile sectors and in agriculture, and to women being unable to have access to high-level positions in business. It was important to collect and publish statistics illustrating gender disparities.
26. A Worker member from Sudan was happy that this resolution had been ranked first as it was indicative of an attachment to the principles the ILO was based on. He found, however, that efforts to combat poverty, dealt with in the second resolution, were inextricably linked to gender equality, pay equity and maternity protection, particularly in developing countries where practice did not usually reflect whatever legislation was in place. Practical measures that would be implemented were called for.
27. A Worker member from Canada was greatly encouraged that the Committee was dealing with the promotion of gender equality, pay equity and maternity protection. In focusing on paragraph 5 of the Operative part of the draft resolution, inviting the ILO to undertake a range of pertinent tasks, she said that adequate funding should be available for the ILO to lead the way. Guidelines were needed so that governments could develop effective statistical indicators. She also urged that a high-level tripartite meeting of experts, planned for 2006, was not delayed. She said that more research was needed on wages and incomes, in particular on disparities between men and women, and taking further account of factors such as race, disability and age.
28. A Worker member from South Africa expressed full support for the draft resolution as it dealt with a very important political and economic question. Given the hugeness of the issue he considered the draft well focused in terms of action proposed and he was worried that watering it down would risk rendering the text meaningless. Indeed, he considered the action proposed as only a starting point. Although he recognized the importance of financial implications, these should not be used as an argument for inaction. He argued that in view of variations in conditions in different countries, the text might well be broad so that it could serve as a basis for more specific action as appropriate according to the context.

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29. The representative of the Secretary-General then drew the attention of members of the Committee willing to submit amendments to certain aspects of form and wording in the draft text.

Consideration of amendments

30. One hundred and six amendments to the draft text, numbered D.8 to D.113, were submitted for examination.

Title

31. The Worker Vice-Chairperson, commenting on the first amendment (D.8) seeking to change the title of the resolution, asked that it be examined last as this would allow the Committee to agree on a title that would adequately reflect the contents of the resolution.
32. The Employer Vice-Chairperson, as well as Government members of Lebanon, India and the Nordic countries, agreed to the suggestion, and the Committee so decided.

Preamble

33. The Employer Vice-Chairperson then introduced an amendment (D.9) seeking to delete the reference to the Maternity Protection Convention, 2000 (No. 183), in paragraph 1 of the Preamble. His group, he said, was all in favour of maternity protection, as for example reflected in their amendment D.14. However, as he had stated earlier, Employers had a problem with this Convention, as they thought it impracticable and they believed it could in fact give rise to discrimination. He pointed out that, so far, only eight countries had ratified the Convention and wondered whether the Committee wanted to refer to an instrument that had received very little support.
34. The Worker Vice-Chairperson didn't think that a limited number of ratifications was an issue, as he was confident that other countries might still ratify. The issue was whether pregnant women risked being discriminated against or not, and he believed they were. While maternity protection should not be considered the main course of the resolution, it should be on the menu. He reminded Committee members that the text was merely referring to the fact that this Convention had been adopted and that the current draft resolution was the result of a merger.
35. The Government member of Australia supported the Employer Vice-Chairperson, adding that he believed that the word "recalling" suggested certain obligations. His country was not satisfied with the Convention and was unlikely to ratify it even if it was committed to maternity protection.
36. The Government member of Norway, speaking on behalf of the Nordic countries, none of which had ratified Convention No. 183, did not object to a reference, as they did not believe that doing so implied any obligations. The Government member of Algeria thought likewise.
37. The Government member of Argentina said his country also had a problem with this Convention. Referring to the statement of the Government member of Australia about the significance of the word "recalling", he suggested that the resolution should merely state that the Convention had been adopted by the International Labour Conference and, so far, ratified by only eight countries. He received support from the Government member of Ecuador.

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38. The Government member of Italy said that since his country had ratified the Convention, he had no problem with a reference in the text of the resolution. He suggested that in the interest of reaching consensus “noting” might be an acceptable alternative to “recalling”. The Government members of Egypt and Belarus subsequently spoke in support.
 39. The Worker Vice-Chairperson did not think that the number of countries that had ratified a Convention should be stated in the resolution but said that he could otherwise agree to the suggestion that a new paragraph be inserted noting the adoption of Convention No. 183, as this would in fact highlight the issue of maternity protection. The Employer Vice-Chairperson said that his group could go along with the proposal and it was so decided.
 40. The Employer Vice-Chairperson presented an amendment (D.10), which proposed replacing, in the first line of the following paragraph, the words “provisions of”, with the words “non-discrimination provisions in”. The aim of the amendment was to ensure that the resolution referred only to the most essential and pertinent elements in the texts cited.
 41. The Worker Vice-Chairperson, recalling that the Universal Declaration of Human Rights (1948) was itself a statement of equality, said he agreed with the sentiment of the amendment. A less negative wording than “non-discrimination” was required; he preferred the word “pertinent”.
 42. The Employer Vice-Chairperson accepted the proposal.
 43. The paragraph, as amended and subamended, was adopted.
 44. The Government member of Argentina, speaking on behalf of the Government members of Brazil, Paraguay and Uruguay, presented an amendment (D.50) to add a new paragraph referring to the ILO’s Decent Work Agenda, in which equality was an inter-sectoral objective.
 45. The Worker Vice-Chairperson requested that the Committee examine the amendment in conjunction with two others (D.51 and D.52) presented by the same Government members, in order to merge them into one paragraph.
 46. The Employer Vice-Chairperson agreed that the amendments should be examined together and merged, but expressed reservations regarding amendment D.52, which he felt was not relevant.
 47. The Government member of Argentina presented the amendments (D.51 and D.52), which referred respectively to the report of the World Commission on the Social Dimension of Globalization and the report of the Director-General of the ILO on the role of the ILO in that regard.
 48. The Employer Vice-Chairperson recalled that he considered both amendment D.52 and the reference to political coherence in D.51 to be irrelevant.
 49. Consultations between the participants in the discussion led to the adoption of a new paragraph, which combined amendments D.50 and D.51 and stated expressly that the need for political coherence applied particularly to issues of gender equality. Amendment D.52 was withdrawn.
 50. The Employer Vice-Chairperson presented an amendment (D.11) to add a new paragraph affirming that regulatory measures, though important, were not the only solutions to the

challenges of gender inequality in the world of work, since changes in attitude were also required.

51. The Worker Vice-Chairperson said he feared that the proposed wording would be understood as a desire to see regulatory measures cast aside and to leave events to regulate themselves through a direct balance of power, which could only be detrimental to vulnerable persons.
52. The Government members of Norway and India said they considered the amendment to be redundant. However, they would support it, if it were better worded.
53. The Government member of the Netherlands proposed that the paragraph read as follows: “Affirming that regulatory measures and other measures should be mutually strengthening in overcoming the challenges of gender inequality in the world of work”.
54. The Employer Vice-Chairperson accepted the drafting.
55. The new paragraph, as amended and subamended, was adopted.
56. The Employer Vice-Chairperson, introducing an amendment (D.12) said that he proposed the new text because the original wording of the paragraph was confusing and not sufficiently focused. The amendment proposed was in line with the Employers’ wish for a meaningful resolution on issues relating to women in the workforce.
57. The Worker Vice-Chairperson suggested that the proposed amendment in fact went so far as to replace the original substance with something quite different. The references in the original paragraph to “quality public services” were fully justified given the role they played in promoting equality between men and women, in terms of career development, job opportunities and so forth, and public services needed to be defended for what they could achieve. Moreover, the idea of equal pay for work of equal value should be considered central to any resolution about equality at work. He could therefore not agree to brutally replacing the original text.
58. The Government member of Lebanon said that he thought the original wording was not clear, and in particular it was not clear how “pay equity” was integral to any successful poverty eradication strategy, while quality public services were not necessarily a sufficient condition.
59. A Worker member from South Africa said there was a fundamental issue at stake, and that pay equity was an important principle in achieving gender equality and eradicating poverty. Women tended to be concentrated at the lower end of the pay scales and the principle of equal pay for work of equal value was not a reality. It was not just a matter of ensuring a certain minimum wage for women but of improving their overall quality of life, and so it was essential not to become too narrowly focused on one aspect but to create a link between pay equity, equality in general, and public services. He hoped that the principle set out in the original paragraph could be retained, even if the wording were altered.
60. The Government member of Norway, speaking on behalf of the Nordic countries, agreed with the amendment proposed by the Employers but also felt that it differed in substance from the original. He suggested that the Employers’ amendment might be added to the original paragraph.

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61. The Government member of South Africa said the reference to pay equity in the original paragraph strengthened it and he wanted to maintain the original text.
 62. The Employer Vice-Chairperson said his group was not against including the idea of equal pay for work of equal value, and the principle was important in reducing poverty, but the original wording was confusing and failed to state what was really intended.
 63. The Government member of Greece said that she found the text of the Employers' amendment too general and preferred an explicit reference to pay equity.
 64. The Government member of Canada said she believed that the reason for referring in the text to public services concerned women's access to them and she asked for clarification from the Workers' group. In response, the Worker Vice-Chairperson said that there were several important aspects in addition to access.
 65. A Worker member from the United Kingdom said that public services had an important role to play in ensuring pay equity. Women were the main users of public services and in the event that such services as child care, health care and education were reduced, women would have to assume an additional responsibility of caring for children and sick people, thus having less time for paid employment. He therefore wanted to keep the paragraph as it was.
 66. The Government member of Denmark, speaking on behalf of the Nordic countries, and subsequently supported by the Government members of Germany, Australia, Argentina, Venezuela, Costa Rica and the United States suggested merging the Employers' amendment with the original text.
 67. The Government member of South Africa was not convinced, however, by arguments for removing an explicit reference to pay equity. The principle of equal pay for work of equal value was of great importance and should therefore be mentioned here.
 68. The Worker Vice-Chairperson then suggested a merged text that received support from the Government members of Denmark, the Islamic Republic of Iran and South Africa. Further to a suggestion by the Employer Vice-Chairperson to replace the words "pay equity" by the words "equal pay for work of equal value", the Worker Vice-Chairperson proposed that the two ideas be retained and that the full text should now read as follows: "Emphasizing that the achievement of gender equality, including pay equity through application of the principle of equal pay for work of equal value, is fundamental to promoting decent work and social development and also essential to successful poverty eradication strategies, and that quality jobs as well as quality public services and other support services are fundamental in promoting equal opportunities for all". It was so decided.
 69. In the light of the adoption of amendment D.12 as subamended, the amendments D.62, D.79 and D.80 were withdrawn by their sponsors.
 70. The Government member of Venezuela withdrew an amendment (D.95), which proposed deleting the paragraph which followed.
 71. The Employer Vice-Chairperson presented an amendment (D.13) to replace the paragraph with a new paragraph "Noting the potential of women entrepreneurs and the need to release this potential in order to achieve greater economic and social development in a globalized economy;". A debate on the benefits and drawbacks of globalization was not justified in view of the subject of the draft resolution, and that was the reason for replacing

the original with new text which emphasized the situation of women entrepreneurs who faced numerous obstacles, both economic and cultural, and were under-represented.

72. The Worker Vice-Chairperson expressed some dismay, not at the proposed new text but at the removal of the original. The point was not to come out in favour of or against globalization, which was a fact of life, but rather, to consider its consequences, especially those for women, who were the first to suffer as disparities widened.
73. The Government member of the Netherlands said that while she agreed with the substance of the proposed amendment, she also supported the original text, since it was important to combat marginalization. She suggested considering the amendment together with amendment D.81, which she had submitted with the Government members of Australia and Japan. One solution would be to replace the original paragraph with the text of amendment D.81 followed by the text proposed by the Employers' group in D.13.
74. The Government members of Denmark, Greece, Mexico and Ecuador supported the idea of considering the amendments together, the latter three adding that women entrepreneurs were not the only victims of inequality.
75. The Worker Vice-Chairperson considered that the text of amendment D.81 met the concerns of his group and was the only acceptable replacement for the original. The text of amendment D.13 needed to be in a separate paragraph.
76. Following consultations between participants, the Government member of the Netherlands proposed replacing the original paragraph with the following two new paragraphs: "Noting that globalization can result in serious gender imbalances and heightened job insecurity and marginalization, recognizing that gender discrimination in the labour market retards economic development and that the global gap between economic and social development affects the gender disparity," (D.81 amended), and "Noting the potential of women entrepreneurs and the need to release this potential in order to achieve greater economic and social development in a globalized economy," (D.13), which were then adopted.
77. Amendment D.63 was accordingly withdrawn by the Government member of the United States.
78. The Employer Vice-Chairperson presented an amendment (D.15) to add a new paragraph which recognized that despite the numerous efforts undertaken and improvements made, problems remain in achieving equal opportunities and treatment for men and women in the workplace.
79. The Worker Vice-Chairperson said he was surprised by the amendment, while noting that the Employers recognized the persistence of problems despite the benefits of globalization, which was the whole point of the resolution. He said he could accept the proposed text.
80. The Employer Vice-Chairperson withdrew the amendment.
81. The Employer Vice-Chairperson presented an amendment (D.16) which recognized basic education, in particular for young girls, as a key means of achieving equality in the world of work. In his view, education was at the very root of inequality.
82. The Worker Vice-Chairperson said he agreed with the principle, albeit with certain reservations. The notion of education for young girls could be construed as mere preparation for remaining at home. It was vital to talk about equal rights to education, instruction and training, and not confine the discussion to basic education.

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83. The Government member of Denmark, speaking on behalf of the Nordic countries, suggested deleting the word “basic”. The suggestion was supported by the Government members of Venezuela, Ecuador and the Netherlands.
 84. The Worker Vice-Chairperson said he wanted a reference to training included. The suggestion was supported by the Government members of Ecuador and the Netherlands.
 85. The Government member of the Netherlands proposed deleting the word “young” and referring to “equal access to education ...”. The proposal was supported by the Employer Vice-Chairperson and the Government member of Denmark speaking on behalf of the Nordic countries.
 86. The Government member of Egypt suggested that there was a contradiction in referring to equal access “in particular for girls”. The phrase in question was accordingly moved to a different place in the text.
 87. The Employer Vice-Chairperson agreed to the proposed subamendments.
 88. The following new paragraph was adopted: “Recognizing the importance, in particular for girls, of providing equal access to education and training as a key enabling tool in achieving gender equality in the world of work;”.
 89. The amendment D.96 was withdrawn.
 90. The Employer Vice-Chairperson presented an amendment (D.14), which, he said, represented positive wording, placing maternity protection firmly in a national context while focusing clearly on women in the world of work.
 91. The Worker Vice-Chairperson agreed that maternity protection was an important element in national gender equality policies and he had no problem with the amendment as long as it would be added to the original text instead of replacing it.
 92. The Employer Vice-Chairperson said that he had a problem with the listing of particular examples in the original text. Doing so risked leaving out certain groups, while it suggested that all those mentioned necessarily suffered from a lack of maternity protection.
 93. The Government members of Canada, Egypt, and Ecuador agreed with the Employer Vice-Chairperson, as did the Government member of the United States who said that he had submitted amendment D.64 for the same reasons.
 94. The Government member of the Netherlands suggested that the text instead of including a list might refer to “many women workers”.
 95. The Worker Vice-Chairperson, however, did not believe that the text should be watered down by removing examples of groups of women most seriously affected by a lack of maternity protection.
 96. The Government member of Germany agreed with the Worker Vice-Chairperson and said that he had in fact submitted two amendments meant to be considered later and seeking to add to the list references to women doing hard physical work in the construction sector and domestic staff of embassy personnel.

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- 97.** The Government member of South Africa said that a list of groups would have no end as different regions and countries would have their own particularly vulnerable groups such as women working in agriculture, or in occupied Arab territories.
- 98.** The Government member of Denmark then suggested a subamendment in which the text of D.14 would be followed by the original text up to and including the words “in informal activities”, after which the text would be replaced by the words “and other especially vulnerable groups”. The suggestion was supported by the Government members of Egypt, Ecuador, the Netherlands, the United States, Australia and the United Republic of Tanzania.
- 99.** The Worker Vice-Chairperson said that if there was no other possibility he was willing to accept the wording as proposed. The amendment D.14 as subamended by the Government member of Denmark was declared adopted.
- 100.** Other amendments concerning the same paragraph, namely D.64, D.82, D.102, D.57 and D.58, were then withdrawn.
- 101.** An amendment (D.17) was introduced by the Employer Vice-Chairperson who explained that it meant to remove the reference to a document, the Global Report *Time for equality at work*, which had in fact not been adopted by the International Labour Conference, but merely submitted.
- 102.** The Worker Vice-Chairperson said he now appreciated the rationale for this amendment and he suggested that the word “adopted” should be replaced by “submitted” or “presented”. It was important, however, to maintain a reference to the report, in which many of the same issues were raised as in the resolution.
- 103.** The Employer Vice-Chairperson preferred, as on other occasions, not to refer to an Office text that had not been worked on by the social partners and he wondered what, if anything, including it would add.
- 104.** The Government member of Canada suggested that the problem appeared to be largely semantic and she proposed replacing “as reaffirmed” by “as described”, and “adopted by” with “submitted to”. Her proposal was subsequently endorsed by Government members of Argentina, the United Kingdom, Denmark, on behalf of the Nordic countries, and by the Employer Vice-Chairperson. The amendment D.17 was declared adopted as subamended.
- 105.** The Government member of Canada introduced an amendment (D.83) which sought to insert the words “gender equality and” so as to broaden the reference to the Global Report in the last paragraph of the Preamble. After both the Employer and Worker Vice-Chairpersons had expressed support for the proposed amendment it was declared adopted.
- 106.** The Chair then declared the Preamble adopted as amended.

Operative paragraphs

- 107.** Amendment D.101 was not seconded and therefore withdrawn.
- 108.** The Employer Vice-Chairperson withdrew an amendment (D.19) to paragraph 1(a) in the Operative part.
- 109.** The Government members of Australia, Canada, the Netherlands, the United Kingdom and Switzerland presented an amendment (D.84) to replace clause (i) with the following:

“develop and implement policies to provide full and equal opportunities and access for women and men to education, training, career development and employment, as well as equal pay for work of equal value;”. The Government member of the Netherlands explained that the purpose of the amendment was to make the text more concise and to focus on what was essential.

- 110.** The Worker Vice-Chairperson insisted on the inclusion of two aspects of the original text, which did not figure in the amendment: national employment policies that included equality, and the dismantling of barriers to women’s economic autonomy.
- 111.** The Employer Vice-Chairperson said he was in favour of the amendment. He proposed removing the words “full and”, which were redundant, and adding a reference to entrepreneurship. The Government member of Australia supported the proposal.
- 112.** The Government members of Argentina and Ecuador agreed that employment policies must be mentioned.
- 113.** The Worker Vice-Chairperson pointed out that the following clause of the draft resolution was devoted to entrepreneurship. Regarding the dismantling of barriers, there was no redundancy between the clause and the previous subparagraph. The clause under discussion dealt specifically with economic autonomy, calling for women to be autonomous in every respect, including with regard to their husbands, for them to be able to live alone, and not be obliged to marry. There was no doubt that such issues were a source of problems all over the world.
- 114.** The Government member of Denmark, speaking on behalf of the Nordic countries, supported the reference to education, which would be added by the amendment, and the reference to the dismantling of barriers, which figured in the original text. The reference to entrepreneurship could be moved to the following clause.
- 115.** The Employer Vice-Chairperson accepted deferring consideration of the issue of entrepreneurship. He wondered whether the issue of economic autonomy for women fell within the purview of the world of work. He suggested specifying “active” women. Regarding barriers, he proposed qualifying the barriers by inserting the word “unfair”.
- 116.** The Worker Vice-Chairperson said that adding the word “active” would be tantamount to refusing autonomy to women who were not active, even though autonomy was acquired, among other things, through working.
- 117.** The Government member of the Netherlands repeated that subparagraph (a) implied the dismantling of barriers. She was supported by the Government members of South Africa and Ecuador.
- 118.** The Worker Vice-Chairperson said that he would agree to remove the original text, provided that the new text made reference to national employment policies and included the wording on dismantling barriers. Equality could only be achieved through economic independence. However, more than working was required to achieve autonomy, since many women did not have control over their wages.
- 119.** The Chairperson reiterated the amendments and subamendments: the text could be that of the amendment, removing the words “full and”, referring specifically to “national employment policies” and adding to it the end of the original text, on dismantling barriers. The proposal was supported by the Government member of Denmark, speaking on behalf of the Nordic countries.

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120. The Government members of Australia, South Africa and the United States accepted making reference to employment policies, but repeated their concern regarding the part on dismantling barriers, since it was rendered redundant by subparagraph (a), and since they wondered whether the issue really came within the remit of the ILO.
 121. The representative of the Secretary-General read a quotation from the Declaration of Philadelphia which indicated that the issue did indeed come within the remit of the ILO.
 122. The Worker Vice-Chairperson proposed moving the part on dismantling barriers to subparagraph (a), but removing the word “all”, and adopting amendment D.84 as subamended.
 123. The Government member of Denmark expressed the support of the Nordic countries, and the Employer Vice-Chairperson that of his group, for the proposal.
 124. The Government member of Canada observed that education did not come under national employment policies. It was accordingly decided to delete “employment”.
 125. Amendment D.84 was adopted as subamended, and it was decided to insert after “and men” the following text: “and dismantle barriers that prevent women from obtaining their economic autonomy through participation in the labour market on an equal footing with men”.
 126. Amendments D.65, D.20, D.33 and D.34, having been made redundant, were withdrawn.
 127. Amendments D.35 and D.100 were withdrawn.
 128. An amendment (D.53) which sought to delete the words “also in the informal sector” was introduced by the Government member of Argentina and declared adopted after both the Employer and Worker Vice-Chairpersons had expressed support for it.
 129. An amendment (D.66), which proposed to insert a reference to equality of property rights, was introduced by the Government member of the United States who said it added another dimension to the subparagraph. It was supported by the Employer Vice-Chairperson as well as by the Government members of Canada, the Netherlands, Switzerland, Denmark, and Ecuador. It was also supported by the Worker Vice-Chairperson, and subsequently declared adopted.
 130. An amendment (D.36) proposed by the Employers’ group was subamended by the Employer Vice-Chairperson in the light of text adopted earlier so that it would now merely add one new subparagraph, concerning the promotion of female entrepreneurship. As there were no objections, the amendment, as subamended, was adopted.
 131. An amendment (D.85) was introduced by the Government member of Switzerland who introduced a subamendment with a view to adding the clause “prevent discrimination against women in recruitment and at all levels in employment, to overcome barriers to promotion”. As there were no objections, the amendment as subamended was adopted.
 132. Amendments D.37, D.38 and D.39 were withdrawn by the Employer Vice-Chairperson.
 133. The Employer Vice-Chairperson introduced an amendment (D.40) which sought to clarify the draft text by rewording one subparagraph and deleting another.

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134. The Worker Vice-Chairperson said that he didn't quite understand the underlying reasoning and he also questioned the nature of the amendment as it related to two distinct subparagraphs.
 135. After the Government members of Norway, Italy, the United States and Canada had said that they preferred the original text, the Employer Vice-Chairperson withdrew D.40.
 136. An amendment (D.67) submitted by the Government member of the United States, was seconded by the Government member of the Netherlands who said that she withdrew her similar amendment (D.86). The Employer and Worker Vice-Chairpersons, as well as the Government members of South Africa and Ecuador, said that they supported the amendment, which was then declared adopted.
 137. Amendment D.103 was withdrawn.
 138. An amendment (D.68) was introduced and subamended by the Government member of the United States and seconded by the Government member of Venezuela. It sought to add the words "opportunities for" after the word "promote" in subparagraph 1(a)(viii) of the draft resolution as contained in document D.7. After the Employer and Worker Vice-Chairpersons had voiced their support, the amendment, as subamended, was declared adopted.
 139. An amendment (D.41) was introduced by the Employer Vice-Chairperson, who said it meant to achieve the intended focus on the workplace. It also took account of cultural differences. He received endorsements from the Government members of Egypt and Guatemala, the latter stating that she had proposed a similar amendment (D.104).
 140. The Worker Vice-Chairperson preferred the text as already amended and he was supported by the Government members of Venezuela, Switzerland and South Africa.
 141. Having reiterated his intentions, the Employer Vice-Chairperson then withdrew his amendment. The Government member of Guatemala withdrew amendment D.104.
 142. An amendment (D.42) was introduced by the Employer Vice-Chairperson with a view to inserting a new subparagraph, proposing that the impact of gender segregation on the labour market be studied. Following supportive statements by the Worker Vice-Chairperson and the Government member of Venezuela, the amendment was declared adopted.
 143. An amendment (D.87) was introduced and subamended by the Government member of the Netherlands. It concerned providing maternity protection to all employed women and to consider ways of providing it to working women who were not in an employment relationship, especially those in vulnerable groups. The Employer and Worker Vice-Chairpersons, as well as the Government members of Egypt and Ecuador, said they agreed to the text as subamended, which was thus adopted.
 144. Consequently, amendments D.43, D.105, D.69, D.44, D.106, D.61, D.70, D.60, D.59 and D.99 were withdrawn.
 145. The Government member of Brazil, speaking on behalf of the MERCOSUR countries, presented an amendment (D.54), to add a new subparagraph. He had subamended it to read as follows: "to take into account the impact that policies on matters not strictly related to labour issues may have on questions of gender at work;"

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146. The amendment was supported by the Employer and Worker Vice-Chairpersons and by the Government member of Ecuador, and was adopted as subamended.
 147. The Government member of the Netherlands presented an amendment (D.88) to replace subparagraph 2(b) and subamended it to read as follows: “introduce or strengthen appropriate legislation, programmes or other appropriate measures aimed at eliminating gender discrimination in the workplace.”
 148. With the support of the Employer and Worker Vice-Chairpersons, the amendment was adopted as subamended.
 149. Amendments D.71, D.21, D.107, D.22 and D.108, having ceased to have any purpose, were withdrawn. The Government member of the United States withdrew amendments D.72 and D.73.
 150. The Employer Vice-Chairperson presented an amendment (D.23) to add a new subparagraph as follows: “regularly compile and publish gender-disaggregated data on labour market indicators;”. The amendment was supported by the Government member of Denmark speaking on behalf of the Nordic countries.
 151. The Worker Vice-Chairperson proposed that two other amendments on the same subject be examined at the same time, namely D.73, proposed by the Government member of the United States, and D.109, proposed by the Government member of Guatemala, the second of those amendments referring to a number of different forms of discrimination and indicating that data also had to be disseminated. He preferred D.109.
 152. The Government member of the United States withdrew amendment D.73 in order to support D.23.
 153. The Government members of Norway and Switzerland also supported amendment D.23 which was more focused on the subject matter of the resolution.
 154. The Worker Vice-Chairperson said he preferred D.109, above all because it specifically referred to the dissemination of statistics, which was important in terms of encouraging greater responsibility.
 155. The Employer Vice-Chairperson agreed to add to his text “and disseminate”. The Government members of Ecuador and Egypt approved of the amendment (D.23) as subamended.
 156. The Employer Vice-Chairperson proposed a further subamendment to make the text read as follows: “regularly compile, publish and disseminate gender-disaggregated data on labour market indicators, taking into account other forms of discrimination;”. The text was adopted as subamended.
 157. As a result, amendment D.109 was withdrawn.
 158. The Employer Vice-Chairperson presented an amendment (D.45) to paragraph 3, which proposed inserting the word “promote” after the words “employers’ and workers’ organizations”, which he subamended in order to begin subparagraph (a) with “the negotiation”, to delete the first word of subparagraph (b) and to replace subparagraph (c) with the following: “the evaluation of gender equality policies, workplace practices and programmes, in order to detect and eliminate discrimination”.

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- 159.** The Government member of South Africa suggested adding “and the adoption” after “the negotiation” in subparagraph (a), a proposal which was approved by the Employer and Worker Vice-Chairpersons and the Government member of Ecuador. The text, as amended and subamended, was adopted.
- 160.** As a result, amendments D.46, D.47, D.74, D.48 and D.89, having become obsolete, were withdrawn.
- 161.** The Employer Vice-Chairperson presented an amendment (D.49), which proposed deleting subparagraph (d) since the subject matter was covered elsewhere in the text.
- 162.** The Worker Vice-Chairperson approved the proposal, and the amendment was adopted.
- 163.** As a result, amendments D.75, D.110 and D.90, which were no longer relevant were withdrawn.
- 164.** The Government member of Guatemala withdrew three amendments to paragraph 4 (D.111, D.112, D.113).
- 165.** The Employer Vice-Chairperson withdrew an amendment (D.24) to paragraph 5(a).
- 166.** The Government member of Venezuela put forward an amendment (D.98), which proposed replacing, in the Spanish version, the word “sexo” with the word “género”. The amendment was adopted and it was decided that such would be the case throughout the entire text of the resolution. As a result, amendment D.97 was considered adopted.
- 167.** The Employer Vice-Chairperson proposed a joint examination of D.25 and D.26, amendments to paragraph 5(a)(iii). The first amendment proposed monitoring “appropriate”, rather than “all” programmes and activities, and the second proposed deleting the reference to standard setting.
- 168.** The Worker Vice-Chairperson said that discrimination evaluation should be applied to all of the Organization’s programmes and activities, and it was therefore logical to apply it in standards activities. It was not a case of creating new standards.
- 169.** The Employer Vice-Chairperson pointed out that the original drafting suggested standard setting, and that he did not see the benefit of specifically mentioning norms that were covered by the reference to “all” activities. He wished to know why social dialogue had not been mentioned.
- 170.** The Worker Vice-Chairperson said that social dialogue, which was very important, was implicit in the text.
- 171.** After consultations between the participants in the discussion, the Employer Vice-Chairperson read a text, which modified the subparagraph as follows: by replacing the word “introduce” by “use”; removing the word “all” and replacing “standard setting” with “standard-related activities”.
- 172.** The text was supported by the Worker Vice-Chairperson, the Government member of Denmark, speaking on behalf of the Nordic countries, and the Government member of Ecuador.

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- 173.** The Government member of Australia presented an amendment (D.91) with a view to maintaining an explicit focus on gender equality. The Employer and Worker Vice-Chairpersons having supported it, the amendment was declared adopted.
- 174.** The Employer Vice-Chairperson speaking on an amendment (D.27), about research work to be undertaken, said that informal consultations had resulted in a new text to replace the whole of subparagraph (d) of the original draft. The Government member of the United States supported the new text and, as there were no objections, the amendment as subamended was declared adopted. Consequently, amendment D.92 was withdrawn.
- 175.** The Government member of Brazil, speaking on behalf of the MERCOSUR countries, introduced an amendment (D.55) which meant to insert a new clause with an explicit reference to the effects of globalization on working women, be they positive or negative. The Government members of Venezuela, Ecuador, South Africa, Egypt and the Nordic countries said they agreed with the amendment, as did the Worker Vice-Chairperson.
- 176.** The Employer Vice-Chairperson proposed a subamendment, namely to insert in D.55 the text of amendment D.56 which had been submitted by the same countries. The Government member of Brazil said he could go along with the proposal. He also agreed to a further subamendment, proposed by the Government member of Canada who wanted the English text to read “pay equity” instead of “pay equality”. The Worker Vice-Chairperson agreed to what was proposed, and it was so decided.
- 177.** Amendment D.93 was withdrawn.
- 178.** The Employer Vice-Chairperson introduced amendments (D.28) and (D.29), both of which reflected concern within his group about the implications of using the term “workplace auditing” in paragraph 5(e), by proposing, instead of pursuing either amendment, to replace the word “auditing” by the word “reviews”. The Worker Vice-Chairperson said that since the idea of analysis, which he found important, had been retained, he could agree.
- 179.** The Government member of the United States had meanwhile presented an amendment (D.76) so as to use the term “gender-neutral” rather than “gender-aware” in the same phrase. The Government member of Australia expressed support and neither the Employer nor the Worker Vice-Chairperson objected. The paragraph was thus adopted with “reviews” replacing “auditing” and “neutral” replacing “aware”.
- 180.** The Employer Vice-Chairperson introduced an amendment (D.30) meant to delete paragraph 5(f) as he had been given to understand that a reference to the International Training Centre of the ILO in Turin, Italy, in this form (being instructed by the Director-General to establish a particular training programme) might not be appropriate. The Worker Vice-Chairperson strongly objected to this amendment, as the Turin Centre was an important instrument in disseminating the ILO message to governments, trade unions and employer organizations, an integral part of the Office, and bound by decisions of the ILO Governing Body. The Government members of Denmark, Norway, Germany, Italy and Australia expressed an interest in maintaining a reference to the Turin Centre. The Government member of Germany recalled that the Turin Centre had already carried out gender-related training programmes for several years. The Employer Vice-Chairperson agreed to withdraw the amendment.
- 181.** An amendment (D.77) submitted by the Government member of the United States, proposed to replace “gender-aware” by “gender-neutral”, just as in the amendment D.76 which had been adopted for the previous paragraph. Amendment D.77 was adopted.

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- 182.** The Employer Vice-Chairperson proposed to deal with amendments D.31 and D.32 at the same time. Both concerned financial resources and the Employers' suggestion was to delete subparagraph 5(g) and to replace the text of subparagraph 5(h).
- 183.** The Government Members of the United States, Canada, the Netherlands and Switzerland supported the adoption of D.31.
- 184.** The Worker Vice-Chairperson, saying that the hour of truth had arrived, that we now had to see whether any money was going to be put to what had been decided, strongly argued in favour of maintaining a clear statement of financial commitment.
- 185.** The Government members of Mexico and Germany said they could accept D.31 if an appropriate text for D.32 could be agreed. After a further round of discussion the Worker Vice-Chairperson proposed to subamend D.32 so that it would read: "to ensure that sufficient funding is in place to enable the Office to promote the objectives of this resolution".
- 186.** The Government members of Brazil, Ecuador, Mexico, the Nordic countries, United Republic of Tanzania, South Africa and the Netherlands, as well as the Employer Vice-Chairperson, said they could agree to the proposed wording. D.31, and D.32 as subamended, were thus adopted.
- 187.** Consequently, the amendments D.78 and D.94 were withdrawn.
- 188.** Amendment D.8 which concerned the title of the resolution was withdrawn.
- 189.** The text of the resolution concerning the promotion of gender equality, pay equity and maternity protection as amended was adopted by consensus.

Resolution concerning the ILO's efforts to combat poverty

General discussion

- 190.** The Worker Vice-Chairperson said he hoped that the Committee would give the draft resolution the attention that it deserved. Although it may have been clear to some, it must be remembered that poverty was the cause of wars, both between countries and within them, and that such internal conflicts could have revolutionary overtones. It was also clear that despite increasing wealth, the unprecedented prosperity in the world went hand in hand with increasing poverty. The timeliness of adopting the resolution could not be doubted. As the World Commission on the Social Dimension of Globalization had concluded, it was necessary to coordinate the action of international organizations in support of economic activity, to organize equitable redistribution and to ensure that globalization was profitable for all. The resolution brought together humanity, fraternity and economic reasoning. The role of the ILO was to place importance on social dialogue and collective negotiation in order to regulate the currently unbridled global economy.
- 191.** The Employer Vice-Chairperson, while fully supportive of the concept, explained why his group did not fully support the draft resolution. The text did not place enough emphasis on job creation. It did not make reference to good governance, productivity, education or technology, which were equally important factors in poverty reduction. It also ran the risk of damaging the credibility of the ILO, which must remain within the boundaries of its role. The ILO must work together with other international organizations, but it must not

encroach on their mandates. Its economic analysis should be related to areas within its own competence, the world of work, and its four strategic objectives. There were several essential elements in the fight against poverty: good governance, respect for the law, property rights; action in favour of small and micro-enterprises, particularly those headed by women, in order to transform the informal economy into a formal economy; the Global Campaign on Social Security and Coverage for All; follow-up to work carried out in respect of HIV/AIDS in the workplace; and job-creation for young people, since the results of the resolution on that subject, adopted in 1998, had been deceptive. The resources of the ILO were limited and should therefore be used wisely, to serve the Organization's strategic priorities.

- 192.** A Worker member from South Africa said that he supported the draft resolution, which demonstrated the Workers' wish to establish a new world order, based on decent work, equality, and the eradication of child labour and forced labour. In order to put an end to poverty and increasing inequality, economic policies must favour growth and job-creation, attack unemployment, and stop the reduction in social spending. Debts owed by poor countries must be cancelled. Subparagraph 2(a) of the Operative part of the text, on fundamental rights, norms and negotiation, was particularly important, since trade unions must be able to influence the economic and social decisions of governments. An integrated approach was essential at the international, regional and national levels, an example of which was the New Partnership for Africa's Development (NEPAD).
- 193.** The Government member from Ecuador expressed his support for the draft resolution, the subject of which was important for Latin American countries. Certain aspects of the text required revision, and the concerns of the Employer members must be taken into consideration. If the Committee worked together, it could produce a very valuable text.
- 194.** A Worker member from Canada expressed support for the draft resolution, which aimed not simply to reduce poverty, but to eradicate it. Although people in developed countries believed that poverty was a distant phenomenon, it affected everybody: if one person was poor, everybody was poor, and the same could be said for countries. In Canada, indigenous people, people of colour, immigrants and the disabled were the greatest victims of poverty. The number of unstable, part-time jobs was increasing, which was synonymous with full-time poverty. Pay equity was of particular importance, especially for women and young people. Decent wages should be discussed, rather than minimum wages. The delocalization and privatization of public services were exacerbating poverty. The final paragraph of the resolution, which called for the creation of a special fund for the fight against poverty, was particularly important.
- 195.** The Government member of Egypt attached great importance to ILO efforts at combating poverty. The second resolution before the Committee was particularly important and would send a clear message to the world, in keeping with the conclusions reached by the World Commission on the Social Dimension of Globalization. While some paragraphs in the draft might not appeal to all sides, it was the role of the Committee to try and reach consensus. He hoped that enough time would be available to discuss and adopt this resolution.
- 196.** A Worker member from Chile said that the causes of poverty were much the same in different countries. Resources to combat poverty might often be available but as a result of an almost constant flow of privatizations thousands of people were losing their jobs. They might get other jobs, but these would often be short-term contracts and pay less. As a result, large numbers of people were in a desperate situation and even forced to sell their belongings to survive. Meanwhile multinational corporations were taking the mineral wealth, and the money it was worth, out of the country. The ILO should monitor these

things and sanction governments that did not comply with international labour standards. Latin America's military forces should be reduced in numbers so that stable and productive jobs could be created, jobs that would help people to leave poverty behind.

- 197.** The Government member of the United Kingdom broadly welcomed the resolution and the opportunity to contribute to a discussion on the role of the ILO in efforts at poverty reduction at the national level, particularly by participating in the drafting of poverty reduction strategy papers. He recognized that the ILO had to focus on areas where it could add maximum value and that it had to prioritize in line with its strategic objectives and based on resources available. He was of the view that development funding should be gauged as a percentage of GNP in line with targets as reaffirmed at the Monterrey Summit. He looked forward to working together with others in the Committee so as to improve the draft text of this resolution.
- 198.** A Worker member from Hungary said that poverty had not come about by itself, but that it had been created by men, in spite of long-standing values and principles, and contrary to human dignity. In his part of the world, radical transformation of economic, social and political systems had brought high levels of inequality in recent years. A steep increase in unemployment had led to previously unknown levels of poverty. Depending on the country, poverty in Central and Eastern Europe now affected between 25 and 60 per cent of families. Income gaps had widened both among and within countries and the possibility for minority groups such as the Roma in his country to escape from poverty had not improved, in spite of various support programmes aimed at them. Unemployment and poverty were even more vicious in countries affected by serious conflict. Millions of people in his region had had to try their luck in the unregistered, shadow economy where they were often subject to exploitation. Poverty had to be eliminated by creating and maintaining decent jobs for all. Social partnership was the best guarantee of achieving this and the ILO could help notably by undertaking theoretical and analytical work and collecting and disseminating useful statistics.
- 199.** The Government member of South Africa recalled a prize-winning picture giving poverty the face of a starving child. He said that we had enough information about the incidence and consequences of poverty and cited from the ILO report *Working out of poverty* that poverty was a trap for families, that it led to inadequate schooling, low skills, insecure income, early parenthood, ill health and early death; that it was a curse for societies. It was no longer enough to present statistics on the world's poor, no longer enough to have another meeting. It was his hope that social dialogue such as is possible in this Committee would make a real and lasting difference to the lives of the people represented by the members of the Committee. The challenge was to translate the growing awareness of the vital role of employment in poverty eradication into policies and programmes and investments that would have a tangible impact on families and the communities in which they lived and worked.
- 200.** An Employer member from Norway said that serious employers and companies anywhere wished to eradicate poverty by creating wealth. That is why employers were active in the ILO and keen that Millennium Development Goals were reached. While he supported the resolution before the Committee, he considered its approach to dealing with poverty to be rather basic. He cited paragraph 4 of the Preamble and suggested that, instead of what was stated there, private sector development was the most effective way to reduce poverty. It was necessary, he said, to create conducive environments so that companies that were productive and competitive could create decent work. Governments had a responsibility and a role to play in establishing the legal framework that would allow business to flourish. Employer members were committed to collaborating with others so as to improve the draft

text, but they thought that perspectives and roles such as he had elaborated should be duly taken into account.

- 201.** A Worker member from India commended the resolution before the Committee, particularly in view of the aspiration to achieve a globalization fair to all the world populace. There was no denying the fact that globalization as we knew it had increased poverty in all its forms and throughout the world. Alongside disgusting affluence, poverty, hunger and unemployment had grown worse for a majority of the world's families. Claims such as made by the Bretton Woods institutions that poverty had declined over the last decade were a hoax as far as he was concerned. He cited data from India to show that neo-liberal policies had failed to improve conditions for large numbers of families. As Mahatma Gandhi had said and as had been quoted in the report of the World Commission on the Social Dimension of Globalization: "There is enough in the world for everybody's need but there cannot be enough for everybody's greed." The present resolution sought a more equitable distribution, an expansion of labour rights, and the implementation of core labour standards. A decisive brake should be put on "the race to the bottom" as elaborated in the ILO report *Working out of poverty*. Employment-intensive growth strategies should be given more emphasis, debt relief had to be granted so as to prevent reverse flows of resources from developing countries, and equality should be ensured in the international trade regime. He concluded by pointing out that the social partners and the ILO had important roles to play in attaining the goals and directions spelled out in the resolution.
- 202.** A Worker member from Egypt supported previous speakers who had argued that poverty stemmed from globalization. Workers in developing countries were living in dire circumstances that were almost impossible to redress and made worse by debt service requirements. The ILO was based on principles of justice and, having adopted Conventions such as the one on child labour, should be more concerned with the survival of adult workers who refused to be beggars, who wanted to produce, earn a decent living and contribute to the development of their countries. She hoped that this resolution would be discussed and adopted, and concluded by reiterating that social peace would not be achieved if poverty persisted.
- 203.** An Employer member from Saudi Arabia said that some rich countries faced poverty due to crises and wars caused by errors made by their leaders. Rich countries had not honoured their commitment, made within the framework of G8, to create an international fund for the fight against poverty. The draft resolution was supported by the delegations of Arab and Muslim countries. International activity should focus on education, training, establishing a favourable climate for economic activity, opening markets to products from poor countries and encouraging multinational companies to invest and create jobs in developing countries.
- 204.** A Worker member from Tunisia noted that poverty had existed as long as private property or even longer, and the fight against poverty had been going on as long as poverty had existed. Nevertheless, poverty persisted. It had even been getting worse over the last two or three decades, and affected even the middle classes. Thirty years ago, a commitment had been made to devote one per cent of GDP of the developed countries to development aid. That was far from being achieved. He endorsed the measures proposed by the Employer Vice-Chairperson to create jobs, but others were also needed, such as not laying workers off, cancelling the debt of the poorest countries, and not exporting crises via war.
- 205.** A Worker member from Malaysia drew attention to paragraphs 1(a) and (b) of the draft resolution. With all the international commitments that had been made, what progress had been made in reducing poverty? The gulf between the "haves" and "have-nots" had widened. A plan was needed to raise living standards, but a plan would not in itself suffice

unless there was sound leadership, good governance, and an end to civil wars. Among the other means of combating poverty proposed in the resolution, the importance of education and training deserved special emphasis.

- 206.** A Worker member from Algeria thought the resolution merited the support of all: helping to reduce poverty and hunger was a duty for everyone. Poverty threatened stability, security and peace, and could be a breeding ground for terrorism. It was important to combat the causes of poverty through a tripartite voluntarist approach. In Algeria, structural adjustment, privatizations and enterprise closures had led to poverty and job insecurity, which led in turn to undeclared or informal employment, without social protection or freedom of association. One solution to the problem was to implement development programmes that would create decent jobs with appropriate levels of pay.
- 207.** The Worker Vice-Chairperson explained that the statements made by members of his group were aimed at raising awareness: the issue of poverty should not be discussed repeatedly unless appropriate follow-up action was taken. The Workers' group approached the issue from a pragmatic, rather than an ideological, perspective. It was thus not enough to state that jobs had to be created; specific mechanisms had to be put in place to that end. For example, for jobs to be created, it was necessary to have consumers earning wages which would allow them to purchase the goods produced. With regard to the informal sector, it was often privatizations and deregulation which encouraged the development of the parallel "grey economy". Lastly, the Workers' group wanted the draft resolution to be discussed and hoped that the Committee would, for once, adopt more than one resolution.
- 208.** The Employer Vice-Chairperson affirmed that his group had followed all the statements made by the Committee members with interest. He also hoped that two resolutions could be adopted.
- 209.** The representative of the Secretary-General then drew the attention of the members of the Committee wishing to submit amendments to certain aspects of form and wording in the draft text.
- 210.** The draft resolution was discussed but, for lack of time, it was not possible to discuss the amendments which had been submitted to this draft resolution.

Consideration and adoption of the report

Consideration of the report

- 211.** The Committee considered its draft report at its ninth sitting.
- 212.** Corrections to specific paragraphs were submitted by a number of members for incorporation in the report.

Adoption of the report

- 213.** At its ninth sitting the Committee unanimously adopted its report, subject to a number of changes.

Geneva, 12 June 2004.

(Signed) Ana Santestevan,
Chairperson and Reporter.

Resolution submitted to the Conference

Resolution concerning the promotion of gender equality, pay equity and maternity protection

The General Conference of the International Labour Organization,

Recalling the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Workers with Family Responsibilities Convention, 1981 (No. 156), and the principles enshrined in other relevant Conventions,

Noting the adoption of the Maternity Protection Convention, 2000 (No. 183), at the 88th Session of the International Labour Conference,

Noting the pertinent provisions of the Universal Declaration of Human Rights (1948), of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (1979), the United Nations Convention on the Rights of the Child (1989), the ILO Declaration on Equality of Opportunity and Treatment for Women Workers (1975), the Beijing Declaration and Platform for Action (1995), the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (1998) and of the international labour Conventions and Recommendations aimed at ensuring equality of opportunity and treatment for men and women workers,

Recalling that gender equality is a cross-cutting element in the ILO's Decent Work Agenda and covers all the strategic objectives, and noting the conclusions and recommendations contained in the report of the World Commission on the Social Dimension of Globalization (WCSDG) entitled *A fair globalization* with regard to the effects of globalization on women and the need, in particular as concerns gender issues, for greater policy coherence at the national and international levels,

Affirming that regulatory measures and other measures should be mutually strengthening in overcoming the challenges of gender inequality in the world of work,

Emphasizing that the achievement of gender equality, including pay equity through application of the principle of equal pay for work of equal value, is fundamental to promoting decent work and social development and also essential to successful poverty-eradication strategies, and that quality jobs as well as quality public services and other support services are fundamental in promoting equal opportunities for all,

Noting that globalization can result in serious gender imbalances and heightened job insecurity and marginalization, and recognizing that gender discrimination in the labour market retards economic development and that the global gap between economic and social development affects gender disparity,

Noting the potential of women entrepreneurs and the need to release this potential in order to achieve greater economic and social development in a globalized economy,

Recognizing the importance, in particular for girls, of providing equal access for boys and girls to education and training, as a key enabling tool in achieving gender equality in the world of work,

Noting that maternity protection is an important element in national gender equality policies, and concerned about the lack of maternity protection for certain categories of workers, such as women employed in informal activities and other especially vulnerable groups,

Recognizing the importance and value of existing technical assistance programmes carried out by the International Labour Organization on gender equality and pay equity issues, as described in the Global Report *Time for equality at work* submitted to the International Labour Conference in its 91st Session (2003),

1. Calls upon all governments and social partners to actively contribute – in their respective fields of competence:

- (a) to eliminate all forms of gender discrimination in the labour market and to promote gender equality between women and men and to dismantle barriers which prevent women from obtaining economic autonomy through their labour market participation on an equal footing with men, and to this end:
 - (i) develop and implement national policies to provide equal opportunities and access for women and men to education, training, career development and employment, as well as equal pay for work of equal value;
 - (ii) develop gender-sensitive national policies to stimulate entrepreneurship and business creation at all levels and to ensure that both women and men enjoy equality of property rights and have access on equal terms to capital, including land, other financial resources, financial services and counselling;
 - (iii) promote entrepreneurship, in particular female entrepreneurship, and examine ways to help women entrepreneurs or self-employed women in the informal sector to formalize their activities;
 - (iv) prevent discrimination against women in recruitment and at all levels in employment, to overcome barriers to promotion;
 - (v) eliminate pay differences based on gender;
 - (vi) ensure a safe and sound working environment for both women and men;
 - (vii) promote measures to better reconcile work and family life;
 - (viii) develop gender-sensitive social security schemes;
 - (ix) ensure that the gender aspect is taken into consideration in labour market regulation and collective agreements;
 - (x) promote opportunities for the participation of women and men on equal terms in working life as well as in civil life at all levels;
- (b) to analyse the impact of gender segregation on the labour market;
- (c) to provide all employed women with access to maternity protection;
- (d) to consider how women workers not covered in the previous subparagraph, especially those in vulnerable groups, can be provided with access to maternity protection;

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- (e) to take into account the impact that policies on matters not strictly related to labour issues may have on questions of gender at work.

2. Appeals to all Governments of ILO member States to:

- (a) ratify the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111);
- (b) introduce or strengthen appropriate legislation, programmes and other measures aimed at eliminating gender discrimination in the workplace;
- (c) regularly compile, publish and disseminate gender-disaggregated data on labour market indicators, taking into account other forms of discrimination.

3. Calls upon employers' and workers' organizations to promote:

- (a) the negotiation and adoption of employment equity plans;
- (b) the introduction of gender-neutral job evaluation schemes;
- (c) the evaluation of gender equality policies, workplace practices and programmes in order to detect and eliminate gender discrimination, taking into account other forms of discrimination.

4. Calls upon workers' organizations to carry out capacity building, training and advocacy programmes on all aspects of pay equity.

5. Invites the Governing Body of the International Labour Office to instruct the Director-General:

- (a) to continue, strengthen and accelerate the efforts to achieve the objective of equality between women and men and equal opportunities in working life at all levels, and to this end:
 - (i) vigorously continue its work with the Action Plan on Gender Equality;
 - (ii) make use of the mainstreaming strategy in all walks of gender-sensitive policies related to the labour market;
 - (iii) use benchmarking and monitoring systems, indicators and mechanisms in programmes and activities, including standards-related activities, to promote gender equality and equal opportunities;
 - (iv) promote the collection, processing and dissemination of up-to-date gender-sensitive knowledge, studies and research, including best practices in this field, as well as the production of reliable data and analyses of labour market developments and trends broken down by gender;
- (b) to intensify the campaign for the universal ratification and implementation of Conventions Nos. 100 and 111 together with the other fundamental Conventions;
- (c) to continue and strengthen substantively ongoing work to provide capacity building, training and advocacy programmes on all aspects of gender equality and pay equity for governments, and employers' and workers' organizations;

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- (d) to continue research work and to publish research results in simple and accessible format on:
 - (i) the impact of minimum wages, restructuring, and the provision of public services and other support services on the gender wage gap taking into account other forms of discrimination;
 - (ii) the effects of globalization and the relationship between economic development, the fight against poverty, and pay equity on the situation of women in the world of work;
 - (e) to develop guidelines on how to carry out gender-neutral job evaluations and workplace reviews and support the dissemination of good practice in this area, in particular through newsletters or web-based resources;
 - (f) to establish a training programme on gender-neutral job evaluations at the International Training Centre of the ILO in Turin, Italy, for governments, and employers' and workers' organizations;
 - (g) to ensure that sufficient funding is in place to enable the Office to promote the objectives of this resolution;
 - (h) to report back to the Governing Body on the implementation of this resolution.

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