

**GB 340/INS7 Rev. 1: Mid-term report on the implementation of the ILO Action Plan for Gender Equality 2018-21**

We thank the Office for the Mid-term review on implementation of the Gender Equality Plan. Not all UN agencies prepare this type of analysis, and so the report and action plan are highly welcome initiatives that enhance institutional transparency. IMEC stresses the importance of an ambitious implementation with a view to achieving concrete results.

The ILO mandate covers gender equality and non-discrimination at work both as a principle objective and as a cross-cutting policy driver. The Action Plan aims to implement ILO core conventions in these areas and should be promoted as a priority. Additionally, the ILO Centenary Declaration stresses the importance on equality and non-discrimination, as do the relevant SDGs. Given the ILO's important mandate, the ILO should be a trend-setter and leader on gender equality. The COVID-19 crisis has had a disproportionately negative impact on women which needs to be taken into account.

- The Action Plan covers many important areas related to gender equality and we welcome the alignment with UN-SWAP. We also note the positive comments from UN women on progress made in advancing the Action Plan.
- However, IMEC notes with concern that while 29 of the 57 targets (50%) were met or exceeded, 24 of the 57 targets were not met (42%). This is a set-back compared to 2016-2017 when 20 of the 32 indicators' aims (63%) were either met or exceeded. In 2018-2019, higher proportion of targets that were not met were linked to key areas such as oversight, accountability and capacity. IMEC would like to seek further information from the Office to help understand this situation and make the necessary adjustments in the implementation of the plan.
- In general, the report does not systematically present a results framework specific to ILO, which includes an assessment of the progress made with regards to the targets set in the Action Plan.
- The Appendix provides a list of targets met, exceeded and not met but the presentation makes it a little hard to follow. A table might have been more helpful here. Clearer articulation of the statistics vs narrative would have been welcomed.
- The report does not include a lot of analysis of why some targets have been met and not others. We welcome the fact that there was very broad discussion of the need to, for example, have management support and engagement but we would have liked to see a more in-depth discussion of why there is progress in some areas and not others.

We also welcome the progress on the DWCPs, gender parity in P1-P4 and job vacancy descriptions.

- In general, there is little in the report to address how gaps or areas of challenge will be addressed. A key and concerning example, is the persistent stagnation of staffing at P5 level and above (Paragraph 20). With positions at these levels often being direct appointments, it is confusing why this organization is facing a negative trend in the last 10 years. The ILO should be a leader on staffing and gender equity. Without analysis, IMEC is wondering how does the Office propose to meet its existing targets in the coming year?

We also have some specific questions on the progress noted:

What are the plans for regions without dedicated gender specialists?

What measures will be taken to encourage all constituents to achieve gender parity in their ILC delegations?

Concerning the Results-Based Management, we wonder why the target related to project and programme proposals is expected to drop? Further information would be welcomed.

- Only 14% of global project and programme proposals meet the cross-cutting policy driver. The target is 35% so 14% seems quite low.
  - We recommend the Office move to the UN standard for measuring parity, rather than using its own older measure.

Oversight:

- Only 25% of audited field office reports identifying gender-related risks and mitigation action taken seems low given the target of 70%
- Several targets do not have information available. Could the Office explain why that is the case?

The ILO has within the multilateral system the mandate to promote decent work for all without any discrimination. It also has the best expertise in work-related issues and we expect more concrete and ambitious results and commitment from the Office.

IMEC supports the draft decision point in document GB.340/INS7 (Rev.1)