

Governing Body – 340th Session, October-November 2020
Institutional Section
Workers’ Group Comments
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**Mid-term Report on the implementation of the ILO Action Plan for Gender Equality
2018-2021**

The workers group acknowledges the efforts done by the Office, based on the guidance provided by the GB in March 2018 to implement the ILO Action Plan on Gender Equality. We can see positively that the ILO’s Policy on Gender Equality and Mainstreaming identifies gender parity, including in senior posts and equal representation delegations, as priority areas.

We congratulate the Office for the work done to meet 50% of the targets, however, we see that half of the work still needs to be done.

As a result of the analysis, it comes clear that to achieve better results Constituents should increase efforts to achieve parity in delegations. In that sense, the workers’ group commits to improve the proportion of women at the International Labour Conference and in other meetings. The efforts and engagement of the labour movement for the ratification of C.190 will provide us also an opportunity to discuss internally about gender gaps and practices that hinder women participation in decision making processes. We welcome the support from the Office to encourage further participation of women worker representatives in ILO meetings and trainings.

Although there was some progress at the P5 level during 2008–12, this has stalled and since 2008 the gender gap for directors (D1 and D2) had increased. This trend should be reverted as soon as possible.

It is positive to make ILO monitoring coinciding with the UN SWAP monitoring, while ensuring timely and separate reporting to the GB. This separate reporting is crucial for the GB to provide guidance to the Office on the next steps, which are crucial to achieve parity at the ILO. The interaction with other UN agencies should also provide an opportunity to the ILO to mainstream the relevant ILS to improve gender equality.

The workers group believes it is important, in the way forward, to have clarity on which measures will be adopted to revert the percentages on the unmet targets. The analysis of unmet targets over time also reveals recurring multiple factors, and a critical element to overcome this scenario is management support and engagement. There is need for high-level leadership on gender equality.

In implementing the ILO Strategic Plan 2018–21 and in the P&B for 2018–19 and 2020-2021, gender equality and non-discrimination were one among four cross-cutting policy drivers. The P&B 2020–21 has one policy outcome (6) to achieving gender equality and equal opportunities and treatment for all in the world of work. These positive programmatic steps should be maintained and reinforced.

We are confident that with increased efforts, the unmet targets can be met or exceed in the second period of the implementation of the Action Plan on Gender Equality.

We agree with the decision point.