

**Mid-term report on the implementation of the ILO Action Plan for Gender Equality 2018–21**

**ASPAG Statement for Screening Group on 9 October 2020**

1. ASPAG thanks the Office for the Mid-Term Report on the ILO's important Action Plan for Gender Equality. We welcome the achievements highlighted so far, and we thank staff for their efforts in meeting many of the targets set.
2. We appreciate that though some targets are not yet achieved – they are very close to being met. Some within just a few percentage points, and we would welcome a renewed push to meet those targets in the final year of this Action Plan.
3. We are pleased to see that gender parity has been achieved up to the P4 level (55% female staff), but we see we have stalled at the P5 level and above, and that more needs to be done.
  - a. Gender parity at P5 level and above must be a key focus for the ILO over the next year. Given we are at 38%, very close to our target of 40%, ASPAG hopes that the 40% target can be met under the timeframe of this Action Plan. Then we can focus on ways to go further towards achieving the UN goal parity level of 47-53% in the next Action Plan.
4. ASPAG would like to see a renewed commitment from the Office to meeting some of the remaining unmet targets, such as those outlined in the Accountability and Capacity sections of the report. It is disappointing that some relatively easy targets have not yet been achieved or statistics have not been made available – even some that are quite administrative in nature - such as, for example:
  - a. two meetings being held with Directors to discuss achieving gender target;
  - b. one-page scorecards;
  - c. up-to-date sex-disaggregated statistics being made available; and
  - d. reporting on participants in courses in Turin.
5. These action items need to be prioritized, noting our expectation they would have occurred prior to the pandemic. COVID only underscores the need for renewed emphasis on progressing gender equality, and we must collectively focus our efforts to do so.
6. Further, we are particularly dismayed that the two capacity-building events for social partners to improve gender parity in ILC delegations have not been held. This was a specific request of the Governing Body last year to ensure that more women attend ILC from all groups.
7. We must act now to improve the gender balance at the 2021 ILC and try to meet the 45% target sooner rather than later. While the pandemic continues, we should also harness the advantages that there may be in delivering these capacity-building events virtually, to reach more people than might have been reached pre-travel restrictions.
8. ASPAG notes all levels of ILO leadership need to drive these reforms. We look to the Director-General – as a strong advocate for gender equality at the ILO - to reinforce the need to deliver on the outcomes in this Action Plan sooner rather than later. We hope that the ILO leads the way in demonstrating its commitment to gender equality and promoting best practice.

9. ASPAG supports the Decision Point as amended to reflect the real purpose of the Action Plan which should be to ensure real and sustained improvements within the ILO.