



Governing Body

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Legal Issues and International Labour Standards Section

LILS

FOR INFORMATION

Follow-up to the resolution concerning gender equality and the use of language in legal texts of the ILO

Overview

Summary

This paper provides information on the steps the Office is undertaking to give effect to the resolution concerning gender equality and the use of language in legal texts of the ILO, adopted by the Conference at its 100th Session.

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Office of the Legal Adviser (JUR).

References to other Governing Body documents and ILO instruments

GB.310/PV, GB.310/11/1.

"Resolution concerning gender equality and the use of language in legal texts of the ILO" in *Provisional Record* No. 3, International Labour Conference, 100th Session, Geneva, 2011, Appendix IV.

Constitution of the International Labour Organisation.

1. The International Labour Conference adopted at its 100th Session the resolution concerning gender equality and the use of language in legal texts of the ILO annexed to this document.¹ Through this resolution, which was transmitted to the Conference by the Governing Body,² the Conference resolved that gender equality should be reflected through the use of appropriate language in the official legal texts of the Organization and requested the Director-General to reproduce the text of the resolution in the *Official Bulletin*, as well as in the Office publications *Constitution of the International Labour Organisation and selected texts*, and *Manual for drafting ILO instruments* and, where appropriate, in any subsequent compilation of legal texts of the ILO. Together with the resolution, the International Labour Conference took note of a draft proposed editor's note to be added by the Office to the Constitution of the ILO.³
2. The text of the resolution will be included in updated electronic versions of the abovementioned publications posted on the ILO website. Pending the publication of their revised editions, the existing publications will be supplemented by loose-leaf inserts with the text of the resolution. The Office is also in the process of introducing the editor's note in the electronic text of the ILO Constitution, which will appear in the next printed edition of the publication *Constitution of the International Labour Organisation and selected texts*. In order to further give effect to the resolution, internal Office documents are being prepared to enhance the awareness of the resolution and to promote its implementation in the preparation of ILO official legal texts.

Geneva, 26 September 2011

¹ See *Provisional Record* No. 10, International Labour Conference, 100th Session, Geneva, 2011, p. 2, for the adoption, and *Provisional Record* No. 3, Appendix IV, for the text of the resolution.

² See GB.310/PV, para. 153, and GB.310/11/1.

³ See *Provisional Record* No. 10, International Labour Conference, 100th Session, Geneva, 2011, p. 2 and *Provisional Record* No. 3, Appendix V.

Appendix

Resolution concerning gender equality and the use of language in legal texts of the ILO

The General Conference of the International Labour Organization, meeting at its 100th Session, 2011,

Considering that equality for women and men in the world of work is a core value of the International Labour Organization, which is committed to giving it effect in its own functioning under its Constitution and through its constitutional means of action which include international labour standards,

Noting that the principle of gender equality has been repeatedly affirmed by the International Labour Conference, including in the Declaration on Equality of Opportunity and Treatment for Women Workers and the accompanying resolution concerning a plan of action with a view to promoting equality of opportunity and treatment for women workers, both adopted by the 60th Session (1975), the resolution concerning the participation of women in ILO meetings, adopted by the 67th Session (1981), the resolution on equal opportunities and equal treatment for men and women in employment, adopted by the 71st Session (1985), the resolution concerning ILO action for women workers, adopted by the 78th Session (1991), the resolution concerning the promotion of gender equality, pay equity and maternity protection, adopted by the 92nd Session (2004), and the resolution concerning gender equality at the heart of decent work, adopted by the 98th Session (2009),

Affirming the importance of language in promoting gender equality, including by ensuring the equal visibility of women and men,

1. Resolves that gender equality should be reflected through the use of appropriate language in official legal texts of the Organization. This can be achieved among others through the use of the principle applied in paragraph 2.
2. Further resolves that in the ILO Constitution and other legal texts of the Organization, in accordance with applicable rules of interpretation, the use of one gender includes in its meaning a reference to the other gender unless the context otherwise requires.
3. Requests the Director-General to reproduce the text of this resolution in the *Official Bulletin*, as well as in the Office publications *Constitution of the International Labour Organisation and selected texts*, the *Manual for drafting ILO instruments* and, where appropriate, in any subsequent compilation of legal texts of the ILO.