



International
Labour
Office
Geneva

**RESOLUTION CONCERNING THE PROMOTION
OF GENDER EQUALITY, PAY EQUITY
AND MATERNITY PROTECTION**

At its 92nd session in June 2004, the International Labour conference adopted the following resolution. In November 2004 the Governing Body endorsed the resolution's follow-up action, which was proposed by the Office. The resolution, endorsement and related texts are also on www.ilo.org/gender.

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 at 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;

(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; 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;*
 - (d) *to continue research work and to publish research results in simple and accessible format on:*
 - (e) *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;*
 - (f) *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;*
 - (g) *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;*

- (h) 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;*
- (i) to ensure that sufficient funding is in place to enable the Office to promote the objectives of this resolution;*
- (j) to report back to the Governing Body on the implementation of this resolution.*