

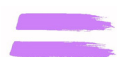


International
Labour
Organization

GENDER BALANCE IN THE INTERNATIONAL LABOUR CONFERENCE

**Statistics on the representation of
women and men in the ILC**

2004 – 2010



Bureau for Gender Equality

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*Statistics kindly provided by the ILO Relations, Meetings and Document Services Department (RELCONF)

Preface

The Resolution concerning gender equality at the heart of decent work, adopted by the June 2009 International Labour Conference (ILC), stated that "ILO should...improve the representation of women at all levels, in all ILO meetings – including sessions of the Governing Body and the International Labour Conference". At the closing of last year's Conference, which had 28.5 per cent women participants, the ILO Director-General, Mr. Juan Somavia, challenged the 183 member States' delegations to set for 2010 a target of 35 per cent women.¹ This booklet published by the Bureau for Gender Equality on representation of women and men in sessions of the Conference, has tracked these statistics since 2001 with assistance by the Relations, Meetings and Document Services Department.

Did the 99th Session of the ILC in June 2010 meet the gender balance challenge? A total of 779 women attended (or 28.3 per cent of total delegates, substitute delegates and advisers). In 2010 there were 478 women government representatives with 32 women Ministers, 127 employers representatives, and 227 women workers representatives. The governments group had the strongest overall participation of women with 31.8 per cent, followed by the workers with 25.9 per cent, and the employers group with 19.7 per cent. The North American region had the highest ratio of 59 per cent women participants, and the Arab States had the lowest with 13 per cent.

Of 166 government delegations at the 2010 Conference, six had no women and eight had less than ten per cent. We congratulate those delegations that did achieve parity of at least 45 per cent women (or better): Austria (62.5 per cent women), Barbados (60 per cent), Bosnia-Herzegovina (57.1 per cent), Canada (70.8 per cent), Cape Verde (71.4 per cent), Costa Rica (50 per cent), Croatia (58.3 per cent), Denmark (47.1 per cent), Estonia (57.1 per cent), Finland (63.2 per cent), Greece (48.3 per cent), Ireland (62.5 per cent), Jamaica (50 per cent), Lithuania (71.4 per cent), the Netherlands (50 per cent), Norway (70.4 per cent), Serbia (57.1 per cent), Slovenia (63.6 per cent), Suriname (60 per cent), Trinidad and Tobago (63.6 per cent), and the United States (47.2 per cent).

As the following statistics for the years 2004 to 2010 show, although there has been steady improvement over the past seven years, we have not significantly increased women's participation in the ILC fast enough – meaning a critical mass of at least 35 per cent has still not been reached. This is despite the fact that the 2009 ILC held, for the first time in 24 years, a stand-alone agenda item on gender equality. During discussion that year in the Committee on Gender Equality, a report and conclusions stressed the importance of women's adequate representation in decision-making as part of ILO's goal to achieve gender equality in the world of work.

How can the Office assist to improve the situation? Publishing and disseminating (in three languages and in a cross-year comparability data set) this statistical profile is one way. Providing this knowledge about who actually comes to the annual Conference helps decision-makers realise that more attention needs to be given to gender balance when nominating and considering participants to represent their constituencies at the international level, in the ILC in particular. It provides the empirical base for arguing to have more women as delegates and advisers. We – as individuals and through our organizations – must ourselves model the changes we advocate so passionately. I therefore urge all member States and the social partners to consider seriously your commitment to gender equality and to women and men having an equal voice, and how to improve this so that the ILC enjoys a more equitable representation at next year's Session. That would be a fitting tribute to the 100th Session of the ILC!

Jane Hodges, Director, Bureau for Gender Equality

¹ See Provisional Record No. 22, 98th Session of the ILC, Geneva, 2009.

Table 1. Women participants (Delegates, Substitute delegates and Advisers) at the ILC by position and group, without ministers (2004-2010*)

2004	Delegates %	Substitute Delegates %	Advisers %	Total %
Governments	16,5	29,1	31,2	27,2
Employers	10,7	21,9	21,0	18,5
Workers	15,0	22,9	18,9	18,7
Total	14,7	26,4	25,0	22,9

2005	Delegates %	Substitute Delegates %	Advisers %	Total %
Governments	17,1	31,4	29,7	27,0
Employers	12,5	19,8	20,1	18,5
Workers	14,2	18,6	16,4	16,3
Total	15,2	25,9	24,0	22,3

2006	Delegates %	Substitute Delegates %	Advisers %	Total %
Governments	18,8	33,9	34,6	30,5
Employers	12,7	13,9	24,7	19,7
Workers	10,1	23,9	18,0	17,2
Total	15,2	27,5	27,0	24,3

2007	Delegates %	Substitute Delegates %	Advisers %	Total %
Governments	21,0	29,4	31,7	28,6
Employers	14,6	16,4	23,7	19,8
Workers	10,8	19,8	23,6	20,1
Total	17,0	24,4	27,5	24,4

2008	Delegates %	Substitute Delegates %	Advisers %	Total %
Governments	23,6	30,4	35,5	31,4
Employers	17,0	15,2	20,8	18,5
Workers	12,8	19,1	24,6	21,1
Total	19,4	24,1	29,2	25,7

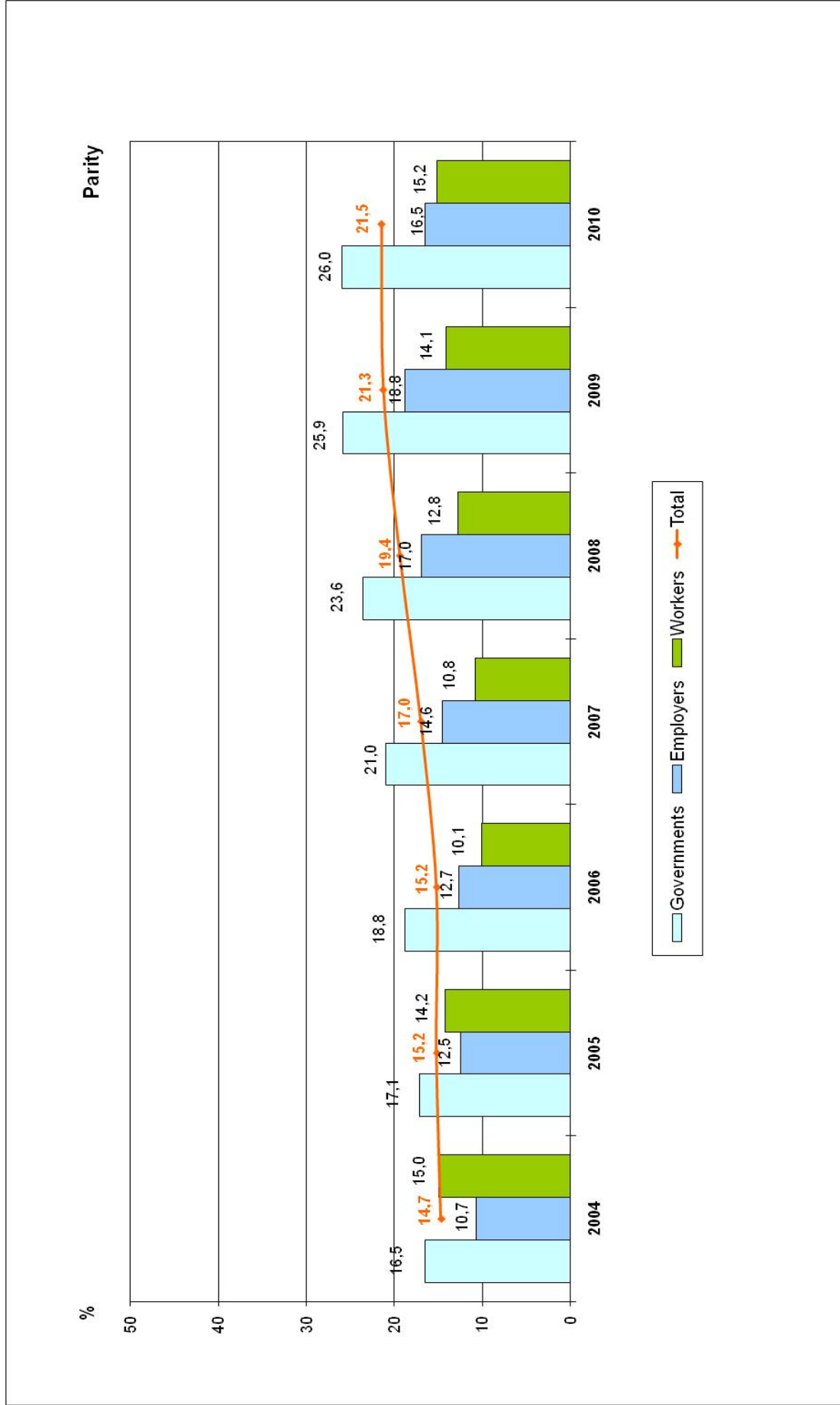
2009	Delegates %	Substitute Delegates %	Advisers %	Total %
Governments	25,9	33,4	36,8	33,2
Employers	18,8	20,0	26,7	22,7
Workers	14,1	21,7	29,7	24,1
Total	21,3	27,7	32,6	28,5

2010	Delegates %	Substitute Delegates %	Advisers %	Total %
Governments	26,0	33,8	33,3	31,8
Employers	16,5	18,8	21,9	19,7
Workers	15,2	21,5	30,9	25,9
Total	21,5	27,6	31,8	28,3

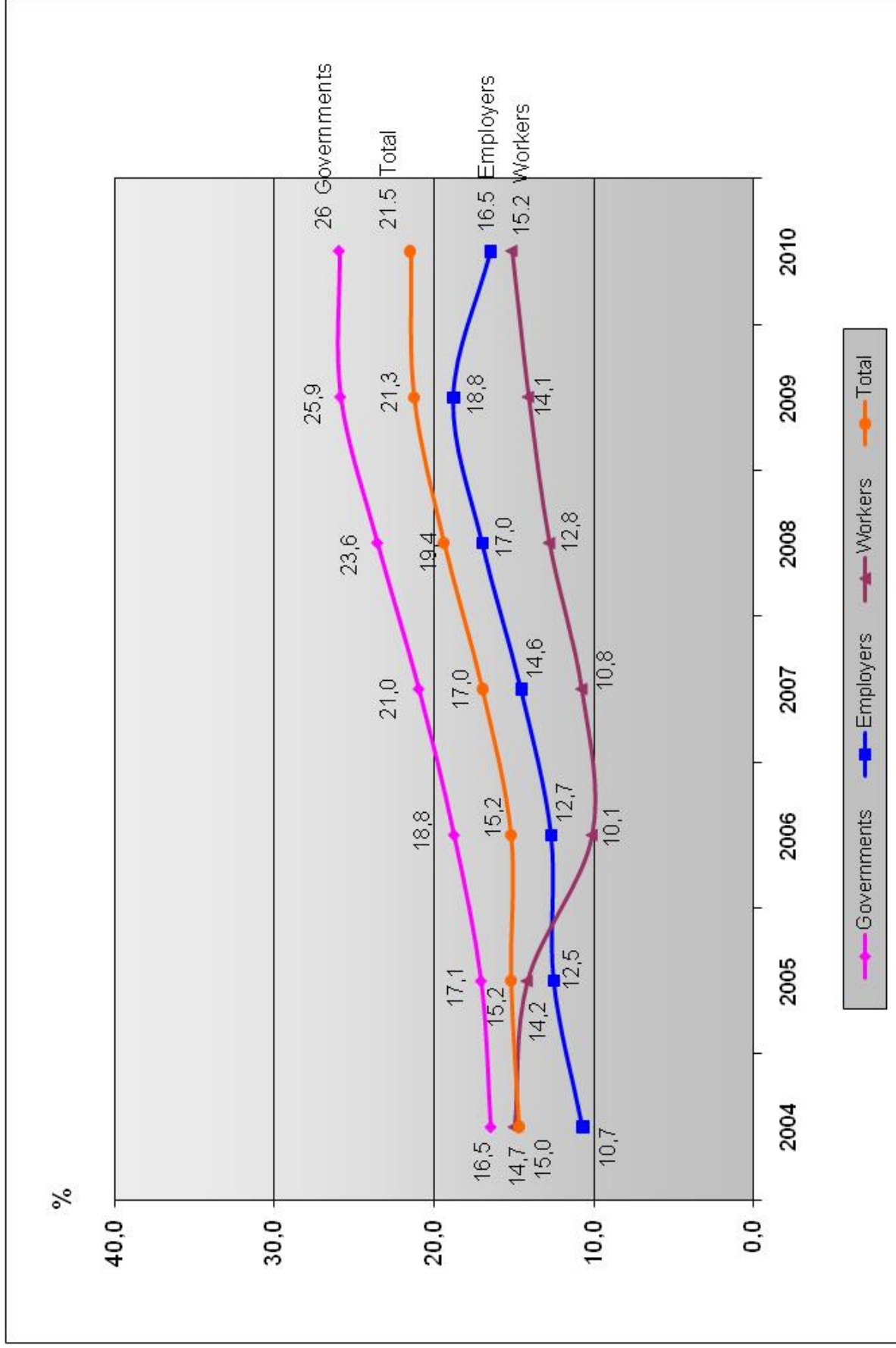
Table 2. Women ministers at the ILC (2004-2010*)

	2004 %	2005 %	2006 %	2007 %	2008 %	2009 %	2010 %
Women Ministers	11,8	14,5	15,6	19,6	19,4	27,6	25,4

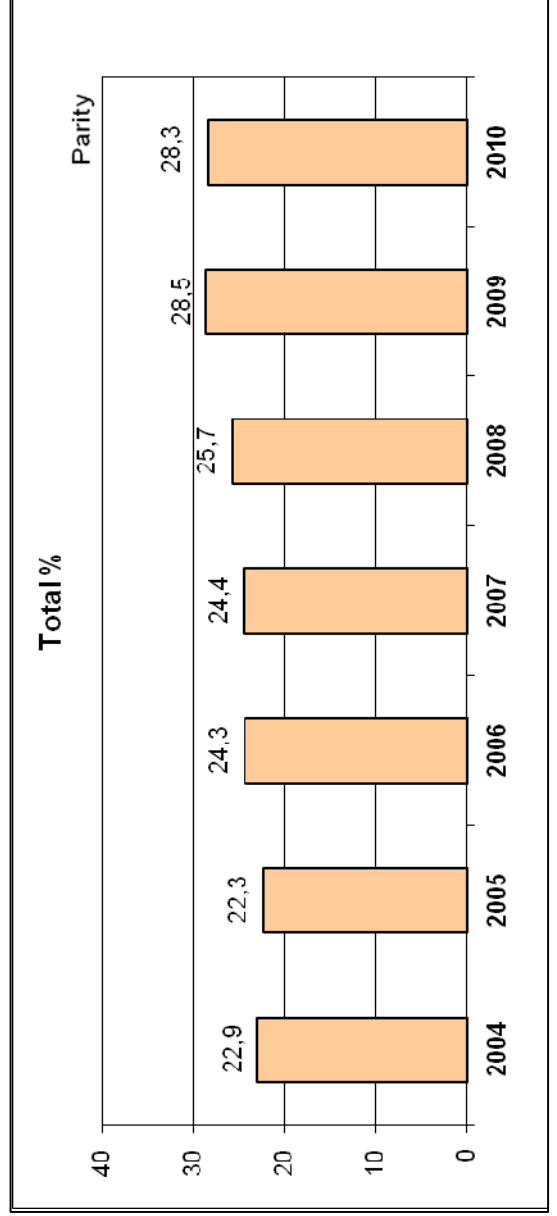
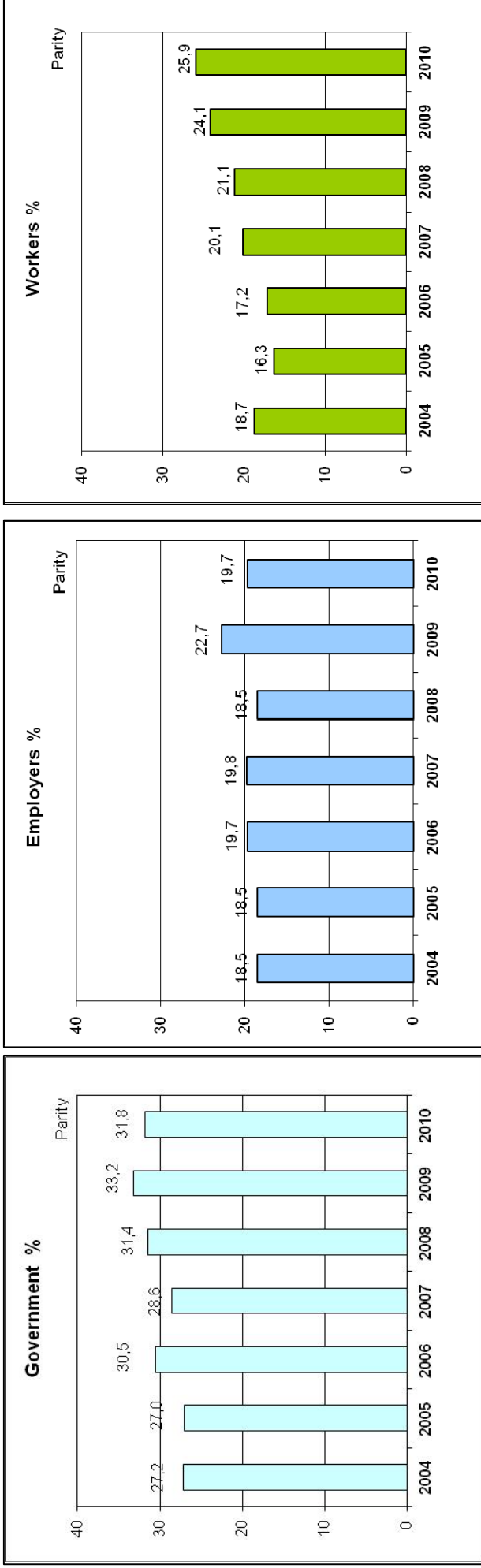
Graph 1a. Women delegates at the ILC by group (2004-2010)



Graph 1b. Women delegates at the ILC by group (2004-2010)



Graph 2a. Women participants (Delegates, substitute delegates and advisers) at the ILC by group (2004-2010)



Graph 2b. Women participants (Delegates, substitute delegates and advisers) at the ILC by group (2004-2010)

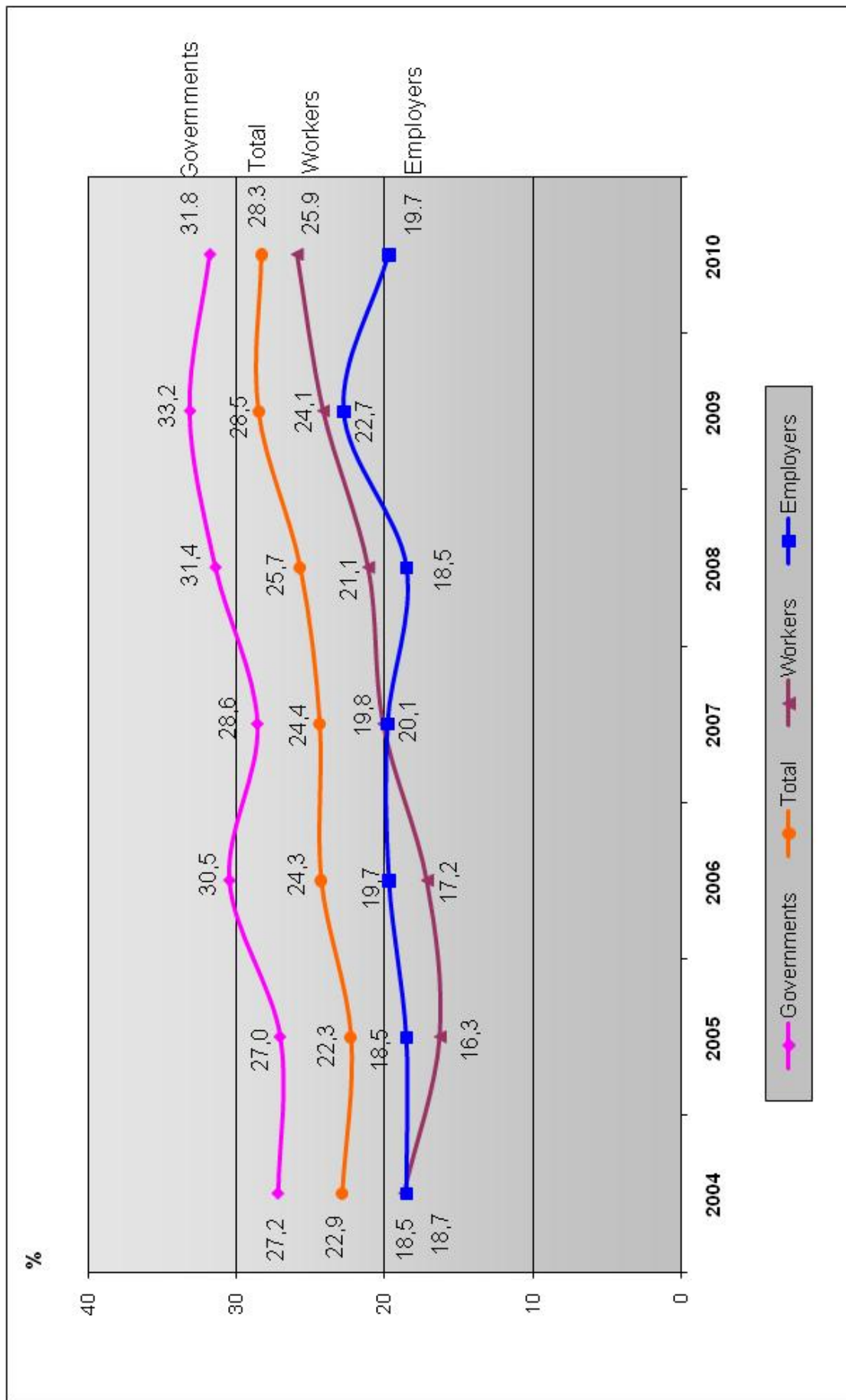


Table 3. Total number of women participants (Delegates, substitute delegates and advisers) at the ILC by region, including ministers (2004-2010)

	2004	2005	2006	2007	2008	2009	2010
	% Women 2004	% Women 2005	% Women 2006	% Women 2007	% Women 2008	% Women 2009	% Women 2010
Africa	17,3	17,4	18,0	19,9	20,8	22,9	23,4
Arab States	10,9	9,9	12,6	11,7	14,2	13,1	13,0
Asia and the Pacific	15,9	14,4	20,4	18,8	18,1	21,4	21,3
Europe	29,8	29,8	32,6	30,9	35,6	39,1	36,3
Latin America/the Caribbean	24,7	23,7	23,6	27,6	27,2	30,8	30,9
North America	37,1	43,5	45,2	45,8	37,9	56,0	59,0
Total	22,4	21,9	23,9	24,1	25,4	28,4	27,6

Graph 3. Total number of women participants (Delegates, substitute delegates and advisers) at the ILC by region, including ministers (2004-2010)

