



International
Labour
Organization

Gender Balance in the International Labour Conference

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

2007 – 2013

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*Statistics kindly provided by the ILO Official Meetings, Documentation and Relations Department (RELMEETINGS).

Preface

The Resolution concerning gender equality at the heart of decent work, adopted by the June 2009 International Labour Conference (ILC), instructs the ILO to "...improve the representation of women at all levels, in all ILO meetings – including sessions of the Governing Body and the International Labour Conference". The UN has set the target of 30 per cent of women in leadership positions,⁶ and the General Assembly Resolution 58/142 of 10 February 2004 urges members states "to promote gender balance for their delegations to United Nations and other international meetings and conferences". In 2009 the ILO Director-General challenged member States' delegations to achieve a target of 35 per cent women by 2011. In 2013 this was not realized, as in 2012 women representatives of all categories only comprising 27.0 per cent. Women accredited delegates only made up 22.5 per cent of all delegates. As in 2012 this was noted with regret by the Credentials Committee.

2013 International Labour Conference Credentials Committee: Mapping of the proportion of female delegates and advisers (in 3 groups)

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	%	%	%	%	%	%	%	%	%	%
Governments	27.2	27.0	30.5	28.6	31.5	33.2	32.1	32.1	32.0	31.6
Employers	18.5	18.5	19.7	19.8	18.6	22.7	19.8	23.5	21.1	23.5
Workers	18.7	16.3	17.2	20.2	21.2	24.1	26.1	23.1	22.3	21.7
ILC total	22.9	22.3	24.3	24.3	25.7	28.5	27.7	27.7	26.9	27.0

The tables and graphs below show the 2013 percentages, drawn from the following final, official figures: 837 women and 2246 men attended. There were 489 women government representatives with 38 women Ministers, 190 women workers' representatives, and 158 women employers' representatives. The governments group had the strongest overall participation of women with 31.8%, followed by the employers with 23.6%, and the workers with 21.7%. The European region had the best representation, with 36.1% women participants, Americas were next with 32.2%, and the Arab States had the lowest with 14.0%. Beyond these broad percentages, it is worthwhile recording the following breakdown of data. Of the government delegations present in 2013, there were no women in eleven. One graph also notes the number of women who spoke in plenary.

Given this insufficient progress, the Governing Body decided (316th Session, Nov 2012) to:

- a) invite the Credentials Committee of the International Labour Conference to consider more detailed reporting on the proposition of women and men accredited in Conference delegations, taking into account the views expressed in the discussion by the Governing Body at its 316th Session (November 2012);

⁶ ECOSOC: Resolution 1990/15 of 24 May 1990, Recommendations and conclusions arising from the first review and appraisal of the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women to the year 2000, Annex, Recommendation VI.

- b) further invite the Credentials Committee to consider contacts with ILC delegations with consistently low female participation in order to receive information about the reasons and include the results in its report, with a view to improving the situation;
- c) request the DG to send letters after every Conference to members which have yet to reach a 30 per cent level of participation of women in ILC delegations, and to periodically report to the GB on any obstacles encountered, as well as any measures taken to achieve gender parity; and
- d) invite the Office to continue to collect relevant information and encourage and give assistance to concrete measures to be taken by governments, employers' and workers' organizations with a view to achieving gender parity in delegations to ILO meetings.

In May 2013, ILO Gender Equality and Diversity (GED) ran a half-day clinic to share with governments good practices on including women in ILC delegations, based on responses to an Office questionnaire.

The Director-General will now address letters to members under paragraph (c) and GED will collate the answers received for reporting back to the Governing Body in due course. It is hoped that, in view of this the Governing Body concern, decision-makers among the constituents will nominate far more women to represent them as delegates and advisers at the international level.

This paper, has tracked data since 2001 with assistance from the Official Meetings, Documentation and Relations Department and the Office of the Legal Adviser of the ILO, whom we sincerely thank.

Jane Hodges, Chief, GED

Table 1. Women Participants (Delegates, Substitute delegates and Advisers) at the ILC by Position and Group, without Ministers (2007-2013)

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
2011	Delegates %	Substitute Delegates %	Advisers %	Total %
Governments	22.5	35.4	34.1	32.1
Employers	18.6	27.4	23.9	23.6
Workers	16.2	24.1	25.5	23.2
Total	20.0	30.5	29.7	27.8
2012	Delegates %	Substitute Delegates %	Advisers %	Total %
Governments	23.0	35.1	34.1	31.9
Employers	20.1	19.2	22.7	21.1
Workers	13.9	21.3	25.7	22.3
Total	20.1	28.1	29.1	26.9
2013	Delegates %	Substitute Delegates %	Advisers %	Total %
Governments	25.9	30.7	35.4	31.8
Employers	22.0	26.8	22.4	23.6
Workers	16.3	18.5	25.1	21.7
Total	22.5	26.7	29.4	27.1

Table 2. Women Ministers at the ILC (2007-2013)

	2007 %	2008 %	2009 %	2010 %	2011 %	2012 %	2013 %
Women Ministers	19.6	19.4	27.6	25.4	29.3	24.8	28.6

Graph 1. Women Delegates at the ILC by Group (2007-2013)

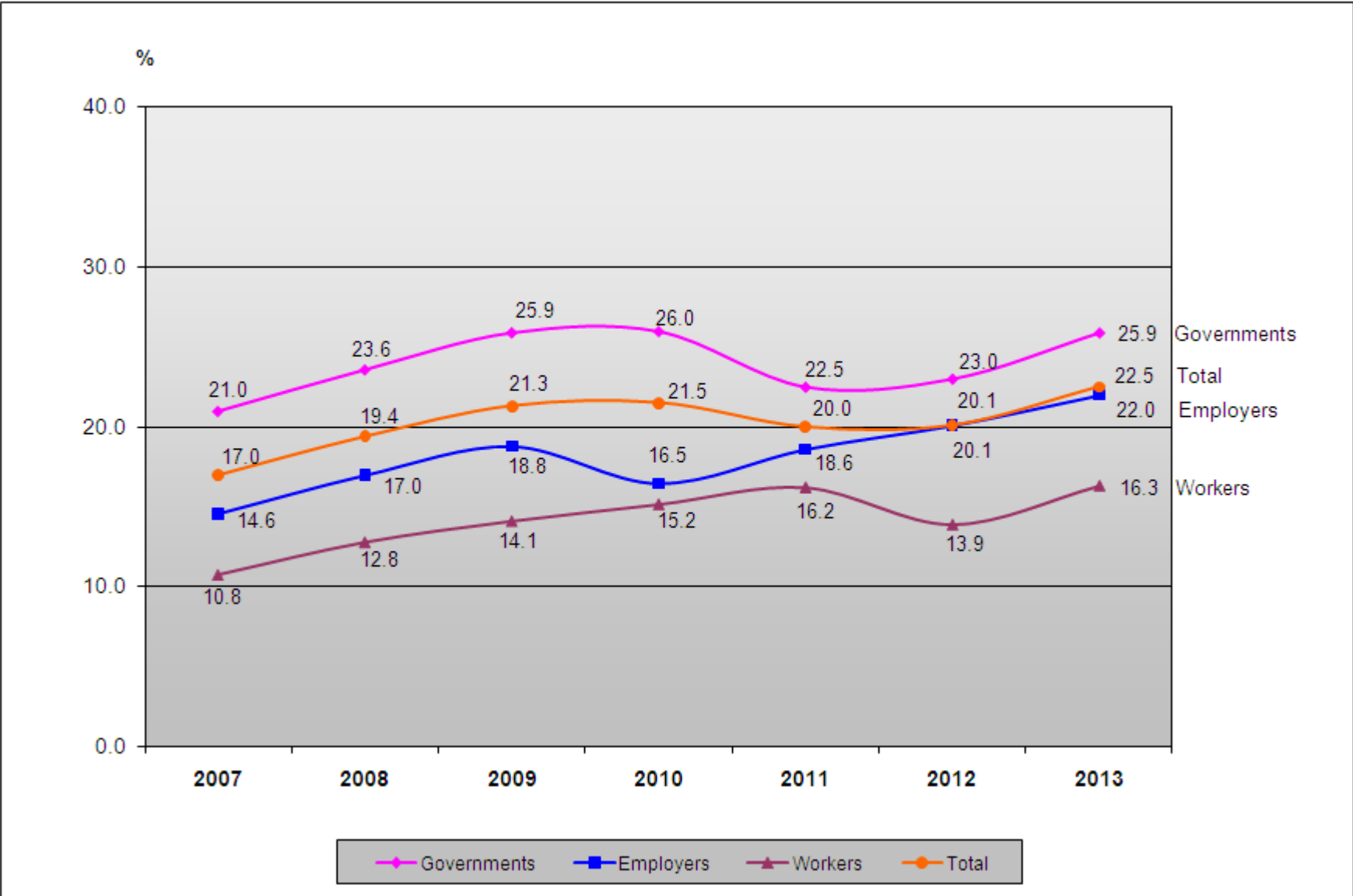
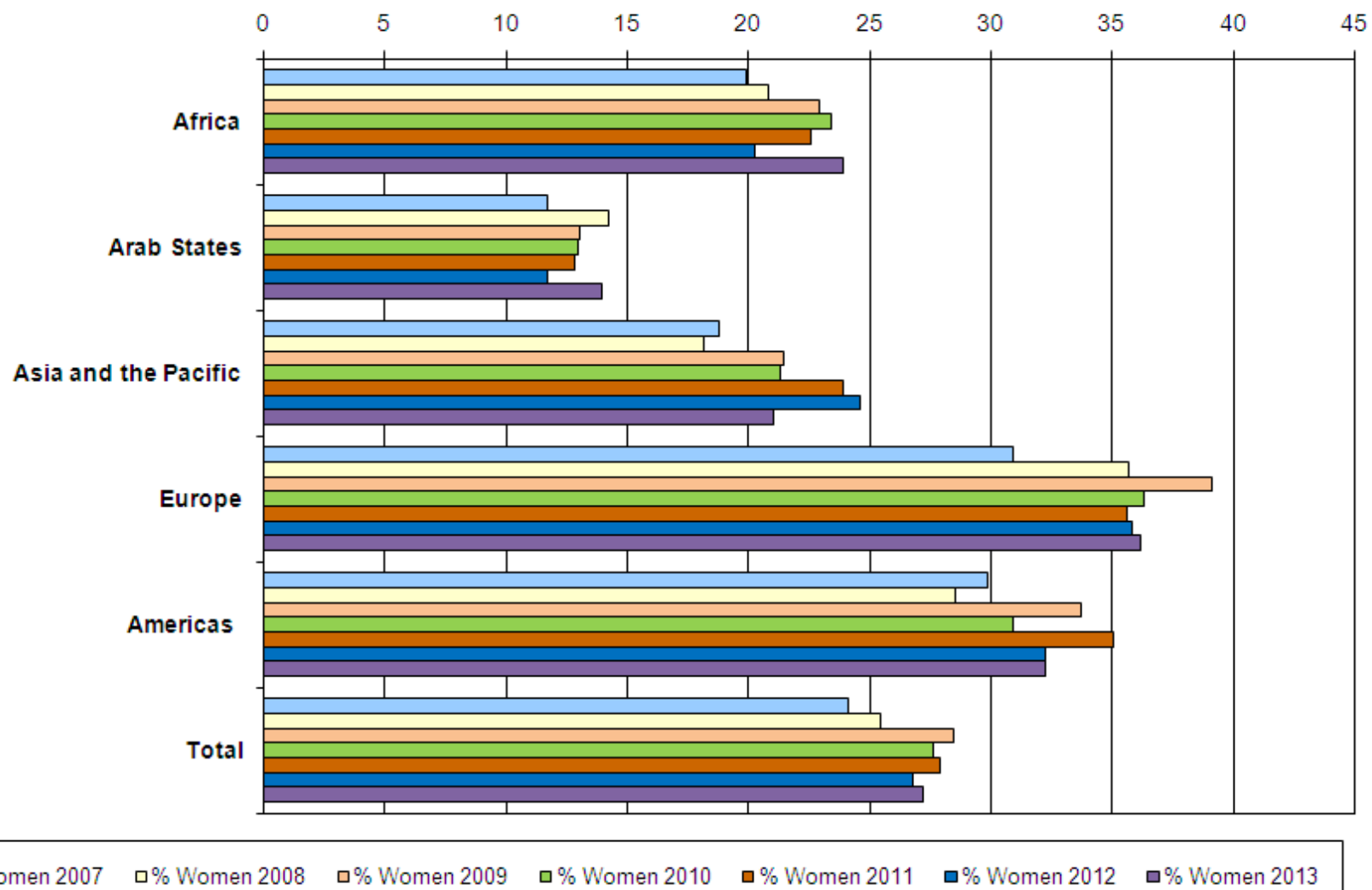


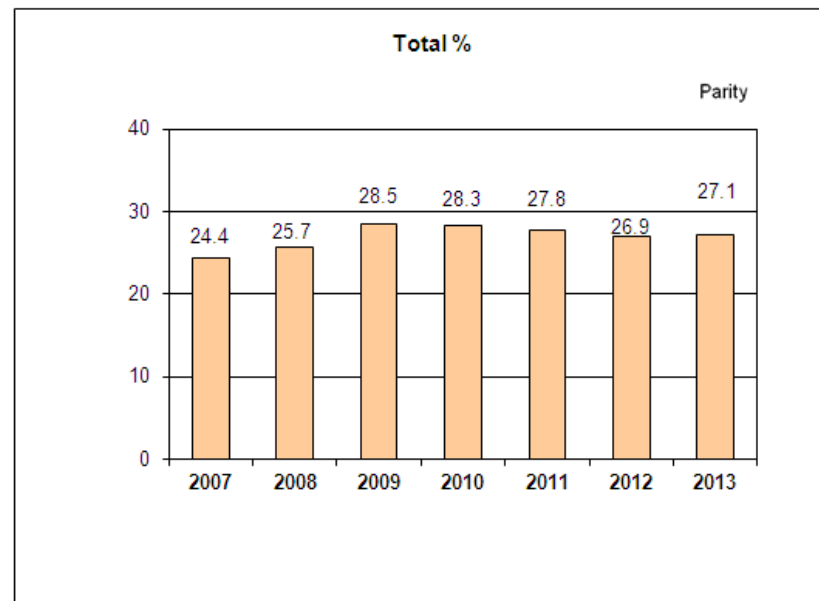
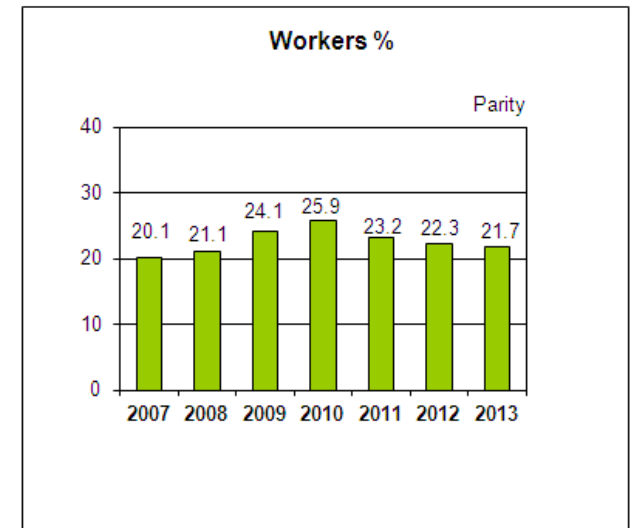
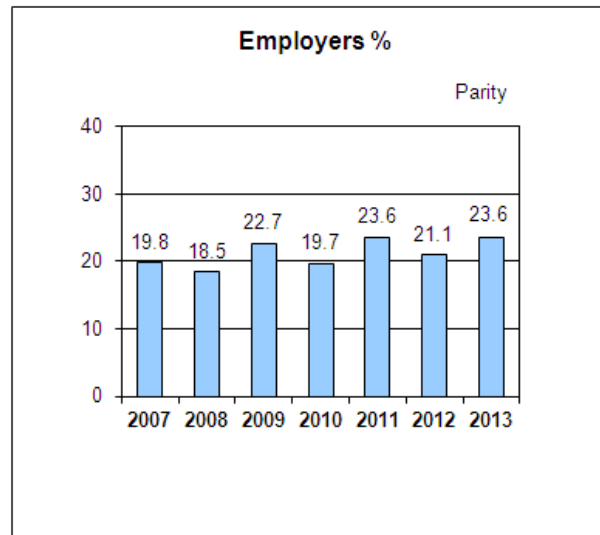
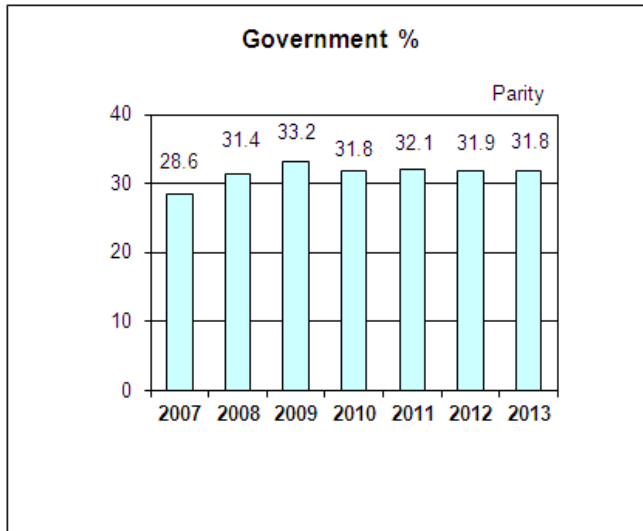
Table 3. Total number of Women Participants (Delegates, Substitute delegates and Advisers) at the ILC by Region, including Ministers (2007-2013)

	2007	2008	2009	2010	2011	2012	2013
	% Women 2007	% Women 2008	% Women 2009	% Women 2010	% Women 2011	% Women 2012	% Women 2013
Africa	19.9	20.8	22.9	23.4	22.6	20.3	23.9
Arab States	11.7	14.2	13.1	13.0	12.8	11.7	14.0
Asia and the Pacific	18.8	18.1	21.4	21.3	23.9	24.6	21.1
Europe	30.9	35.6	39.1	36.3	35.6	35.8	36.1
Americas	29.8	28.5	33.7	30.9	35.0	32.2	32.2
Total	24.1	25.4	28.4	27.6	27.9	26.8	27.2

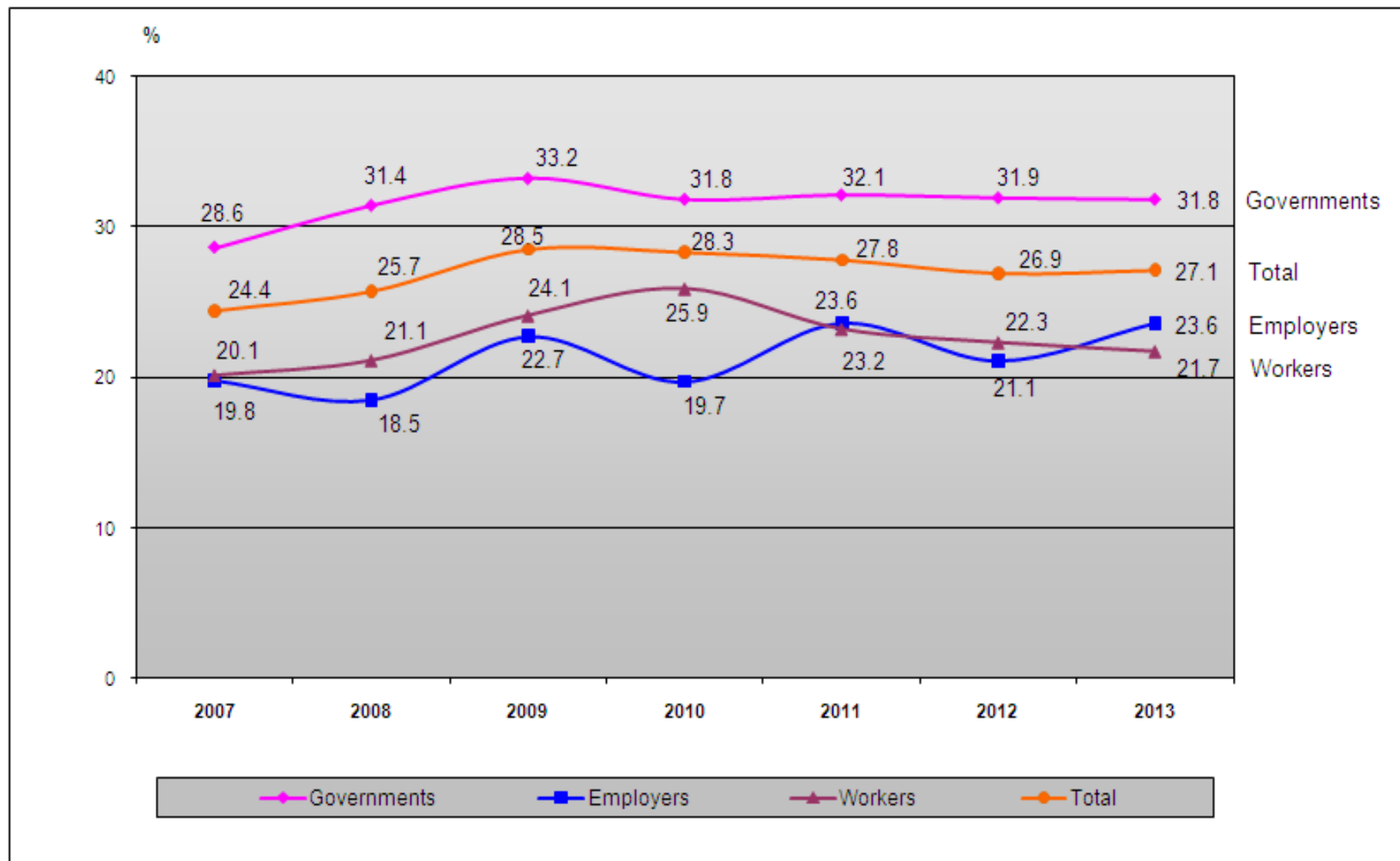
Graph 2. Total number of Women Participants (Delegates, Substitute delegates and Advisers) at the ILC by Region, including Ministers (2007-2013)



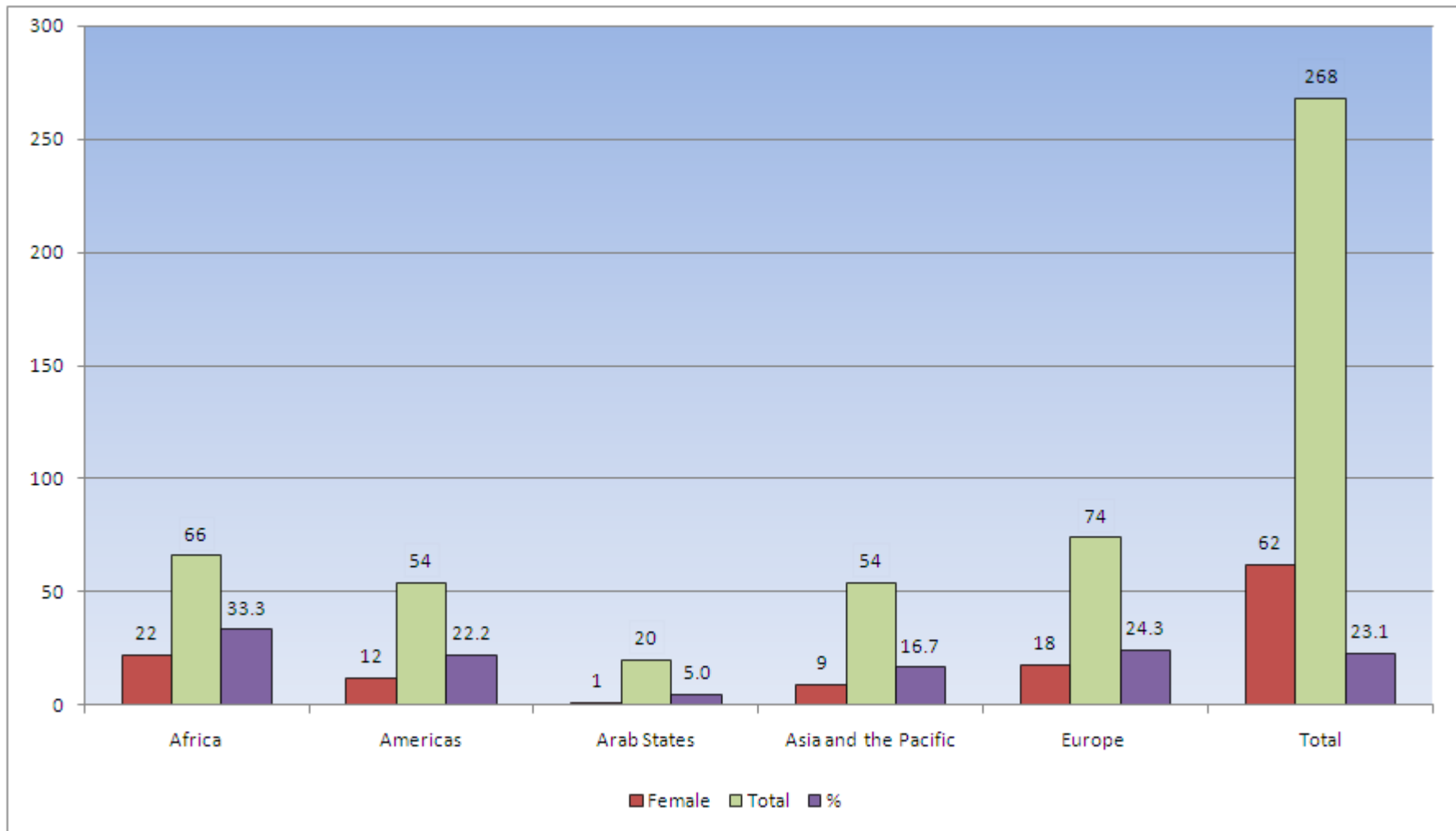
Graph 3a. Women Participants (Delegates, Substitute delegates and Advisers) at the ILC by Group (2007-2013)



Graph 3b. Women Participants (Delegates, Substitute delegates and Advisers) at the ILC by Group (2007-2013)



Graph 4. Percentages of Women speaking in ILC 2013 Plenary, by Region (based on informal daily summaries of the published Plenary Speakers)



The ILO Bureau for Gender Equality

The Gender, Equality and Diversity Branch, based at the ILO headquarters in Geneva, supports the implementation of the Organization's Policy on Gender Equality and Mainstreaming. This entails offering advice to constituents and ILO staff on measures to help ensure that policies, legislation, programmes and institutions are more gender-equitable. Such measures include ratifying and implementing relevant labour standards, increasing the number of women in decision-making positions, promoting women's economic empowerment and paying attention to areas where women face discrimination in the labour market. The Branch also carries out research, capacity building and knowledge sharing activities to help strengthen the ability of constituents and ILO staff to address gender issues in their work, as well as prevent workplace discrimination in general on a number of grounds

The Branch coordinates the global ILO Gender Network, which comprises Senior Gender Specialists and gender focal points in the regions and at ILO headquarters in Geneva.

The Branch participates in United Nations inter-agency activities and collaborates with UN Women to promote gender equality and women's empowerment. The Branch also liaises with civil society groups and academic institutions.

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