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CONTENTS

Information

	Pages
310th Session of the Governing Body of the International Labour Office (Geneva, 22–24 March 2011)	1
Official measures taken regarding decisions of the International Labour Conference:	
Instrument for the Amendment of the Constitution of the International Labour Organization, 1986 – Acceptance.	19
International labour Conventions – Ratifications and declaration	20

Documents

An Agreement for Extension of the Supplementary Understanding and its Minutes of the Meeting dated 26 February 2007, for an additional one-year trial period from 26 February 2011 to 25 February 2012	22
17th American Regional Meeting (Santiago de Chile, 14–17 December 2010) – Conclusions adopted Global Dialogue Forum on Vocational Education and Training (Geneva, 29–30 September 2010) – Points of consensus adopted	23
Global Dialogue Forum on new Developments and Challenges in the Hospitality and Tourism Sector and their Impact on Employment, Human Resources Development and Industrial Relations (Geneva, 23–24 November 2010) – Points of consensus adopted	25
	29

Office publications and documents

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Memorandum of Understanding between the United Nations Entity for Gender Equality and the Empowerment of Women and the International Labour Organization

Whereas, the International Labour Organization (“ILO”), a specialized agency of the United Nations, and the United Nations Entity for Gender Equality and the Empowerment of Women (“UN-Women”), a composite UN entity created by the UN General Assembly in its resolution 64/289 share the common objectives of promoting gender equality and women’s economic empowerment;

Whereas, UN-Women and ILO are determined to develop and strengthen their co-operation in order to benefit from complementarities while avoiding needless duplication and overlapping;

Whereas, the Declaration on Social Justice for a Fair Globalisation adopted by the International Labour Conference in June 2008 urges the ILO to invite international and regional organizations to contribute, within their respective mandates, to the implementation of the integrated approach to decent work for all women and men;

Whereas, UN-Women and ILO recognise the need to increase policy coherence among public international organizations and the need to increase the impact of the organizations’ advice;

Now therefore, ILO and UN-Women (collectively the “Parties” and individually the “Party”), being desirous of cooperating with each other within the framework of their respective constitutional mandates, regulations and rules, have agreed as follows:

Article 1 Consultations

1.1. The ILO and UN-Women shall hold consultations on a regular basis in order to exchange views on matters of common concern for the purposes of furthering and facilitating the achievement of their common objectives with a view to maximising complementarities and mutual support. The date and form of such consultations shall be agreed between the Parties. They shall take into account any inter-agency methods of consulting on gender equality within the UN system.

1.2. In particular the ILO and UN-Women will:

- (a) On a case-by-case basis and in accordance with their relevant rules and procedures, provide notice and opportunity to each other to participate in workshops, seminars, symposia, and other events;
- (b) Carry out mutual consultations aiming at ensuring the best possible coordination of activities on matters of common interest;
- (c) At least once every other year, commencing 12 months from the entry into force of this Memorandum of Understanding, conduct a general review of the current activities and programmes of the ILO and UN-Women in areas of common concern and of the prospects for future collaboration.

Article 2 Exchange of information

2.1. The ILO and UN-Women shall exchange annual reports and other published documents, in which a specific common interest has been expressed.

2.2. The ILO and UN-Women may also share other non-confidential information on specific matters and activities which are of common interest for the promotion of gender equality and women's empowerment within the UN System.

Article 3
Mutual representation

3.1. The ILO shall invite representatives of UN-Women to the annual meetings of the International Labour Conference. UN-Women may also, whenever appropriate and subject to conditions as may be agreed upon, be invited to participate in meetings organized by the ILO in which UN-Women has expressed an interest.

3.2. UN-Women shall invite representatives of the ILO to its meetings of common interest. The ILO may also, whenever appropriate and subject to conditions as may be agreed upon, be invited to participate in meetings organized by UN-Women in which the ILO has expressed an interest.

Article 4
Means and areas of cooperation

4.1. In order to achieve effective cooperation, the ILO and UN-Women shall each designate a liaison to follow the progress of cooperation under this Memorandum of Understanding and to act as a contact point. For matters related to general institutional arrangements, the designated liaison shall be:

- (a) For the ILO: the Bureau for External Relations and Partnerships and for cooperation regarding substantive matters, the Bureau for Gender Equality (GENDER), in consultation with the Office of the Director-General;
- (b) For UN-Women: Bureau for Intergovernmental Support and Strategic Partnership in consultation with the Office of the Executive Director.

4.2. The ILO and UN-Women may, on conditions to be mutually agreed upon in writing in each case and in accordance with each Party's respective rules and regulations, jointly carry out specific activities, programmes and projects that relate to matters of common concern and interest and which fall within the mandate of the ILO and of UN-Women. Such a written agreement shall contain, inter alia, a detailed statement of the respective financial responsibilities concerned.

4.3. The modalities of such cooperation include, but are not restricted to, joint research; joint technical cooperation and the promotion of South-South and Triangular Cooperation; joint advocacy/awareness campaigns; joint technical advisory services at all levels of representation (Headquarters and field); joint evaluations of programmes and policies; joint training, skills upgrading and capacity building for constituents and for staff of the Parties; and preparation of manuals, guidelines, generic and specific tools and methodologies.

4.4. The Parties acknowledge that the areas of common interest cover all aspects of the Decent Work Agenda (employment, social protection, rights and principles at work, and social dialogue) as well as the five Strategic Directions of UN-Women's Strategic Plan 2011-13 (adopted by the Executive Board of UN-Women).

4.4.1. For the ILO such areas could include:

- (a) Promoting gender equality and eliminating sex discrimination in the world of work, including removing the gender pay gap,
- (b) Gender-based violence at work,

- (c) Better implementation of ratified gender equality Conventions such as the Equal Remuneration Convention, 1951 (No. 100), Discrimination (Employment and Occupation) Convention, 1958 (No. 111), Workers with Family Responsibilities Convention, 1981 (No. 156), and the Maternity Protection Convention, 2000 (No. 183), and the domestic legal incorporation of their provisions in national policies, laws and institutions,
- (d) Women and men domestic workers and applicable international labour standards,
- (e) The gender dimension of the social protection floor (in accordance with the outcome of the International Labour Conference discussion of social security for social justice and a fair globalization, 100th Session of the International Labour Conference, June 2011),
- (f) Women's voice through leadership and participation in tripartite institutions and in bipartite social dialogue including collective bargaining.

4.4.2. For UN-Women such areas could include:

- (a) Increasing women's leadership and participation in all areas that affect their lives,
- (b) Increasing women's access to economic empowerment and opportunities, especially for those who are most excluded,
- (c) Preventing violence against women and girls (VAWG) and expanding access to survivor services,
- (d) Increasing women's leadership in peace and security and humanitarian response,
- (e) Strengthening the responsiveness of plans and budgets to gender equality at all levels.

4.5. Except as may be otherwise agreed in writing, each Party shall bear its own costs, if any, arising out of the implementation of this Memorandum of Understanding.

Article 5 *Entry into force*

5.1. This Memorandum of Understanding shall enter into force upon its signature by the authorized representatives of the Parties.

5.2. Subject to the regulations, rules, policies and procedures of the ILO and UN-Women with respect to the disclosure of information, the ILO and UN-Women may make this Memorandum of Understanding publicly available once in force.

Article 6 *Amendments*

This Memorandum of Understanding may be modified or amended only by written agreement between the Parties, in accordance with each Party's respective rules and regulations. Such arrangements shall enter into force immediately upon their signature.

Article 7 *Termination*

7.1. Either Party shall have the right to terminate this Memorandum of Understanding with three months written notice to the other Party to this effect.

7.2. Upon receipt of a notice of termination in accordance with the above paragraph, the Parties shall take steps to terminate their joint activities under this Memorandum of Understanding in a prompt and orderly manner so as to minimize any losses and further commitments. Any issues arising out of the termination of this Memorandum of Under-

standing, including the right to and transfer of any materials and products in progress shall be negotiated and agreed upon in writing by the two Parties.

*Article 8
Settlement of disputes*

The Parties shall amicably resolve, through negotiation, any dispute arising out of the implementation of this Memorandum of Understanding.

In witness whereof, the undersigned being duly authorized representatives of the ILO and of UN-Women, respectively, have signed, in Geneva, this 13th day of June 2011, in two originals, each in the English language, both of which being equally authentic texts.

*For the International Labour
Organization:*

(Signed) Mr Juan Somavia
Director-General
International Labour Office

*For the United Nations Entity
for Gender Equality and
the Empowerment of Women:*

(Signed) Ms Michelle Bachelet
Executive Director