



Reports of the Selection Committee

First report

1. Election of the Officers of the Committee

In accordance with article 57 of the Standing Orders of the Conference, the Selection Committee elected its Officers as follows.

<i>Chairperson:</i>	Mr A. Shahmir (Islamic Republic of Iran)
<i>Employer Vice-Chairperson:</i>	Mr H. Matsui (Japan)
<i>Worker Vice-Chairperson:</i>	Mr L. Trotman (Barbados)

2. Reminder of the Selection Committee's authority under the Standing Orders

The Selection Committee was reminded that, at its 90th Session (2002), the Conference had adopted a set of amendments to its Standing Orders aimed at streamlining a number of Conference procedures.¹

For the Selection Committee, these amendments have resulted in two important changes. Firstly, under article 4, paragraph 2, of the Standing Orders, the Selection Committee, in addition to its traditional authority to fix the time and agenda of the plenary sittings, is now responsible for acting on behalf of the Conference with respect to decisions on non-controversial questions of a routine nature. Thus, except where consensus cannot be reached in respect of any particular question requiring a decision for the proper conduct of business, the Selection Committee can now decide on its own authority and its decisions no longer need to be endorsed by the Conference. Secondly, under article 9(a) of the Standing Orders, the Committee is no longer responsible for approving changes in the composition of committees, once their initial membership has been determined by the Conference. This responsibility is now exercised by each group, except in the case of the Selection Committee itself, the Credentials Committee, the Conference Drafting Committee and the Finance Committee of Government Representatives.

¹ See International Labour Conference, 90th Session, Geneva, 2002, *Provisional Record*, Vol. I, p. 2/1.

3. Discussion of the Reports of the Chairperson of the Governing Body and of the Director-General: Opening date for the discussion and closing date for the list of speakers

The Selection Committee decided that the discussion of the Reports of the Chairperson of the Governing Body and of the Director-General would begin on Wednesday, 8 June, at 10 a.m., and that the list of speakers would be closed on Wednesday, 8 June, at 6 p.m., under the usual conditions.

4. Discussion of the Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work

In line with decisions taken in previous years, the Selection Committee decided to adopt a set of provisional ad hoc arrangements for the discussion of the Global Report under the follow-up to the Declaration, which are reproduced in Appendix I.

On the basis of those arrangements and following the Conference's approval of the necessary suspension of the Standing Orders, the Selection Committee decided that the Global Report under the follow-up to the Declaration would be dealt with separately from the Reports of the Chairperson of the Governing Body and of the Director-General, in a single plenary sitting (half a day), with the possibility, if necessary, of extending that sitting. The Committee further decided that the sitting would be held on Friday, 10 June.

5. Plan of work of Conference committees

The Selection Committee adopted a plan of work for committees, which was not binding but would enable them, in organizing their work, to take maximum possible account of the overall needs and possibilities of the Conference. This draft plan is attached in tabular form in Appendix II.

6. A recurrent discussion on the strategic objective of social protection (social security) under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization, 2008

In light of the Governing Body decision to place a discussion on the strategic objective of social protection (social security) on the agenda of the 100th Session of the Conference, the second in the cycle of recurrent discussions in the follow-up to the ILO Declaration on Social Justice for a Fair Globalization will take place at this 100th Session of the Conference. The Committee for the Recurrent Discussion on Social Protection (social security) has before it Report VI, *Social security for social justice and a fair globalization*. In conducting its task as foreseen in the ILO Declaration on Social Justice for a Fair Globalization, the Committee may take note of matters in Report III (Part IB), the *General Survey concerning social security instruments in light of the 2008 Declaration*

on *Social Justice for a Fair Globalization* adopted by the Committee of Experts. Any information from or outcome that is adopted by the Committee on the Application of Standards upon its consideration of the General Survey report may also be relevant to the deliberations of the Committee for the Recurrent Discussion. To facilitate the work of the latter, as at the 99th Session of the Conference, the Selection Committee authorized, in advance, the transmission to the Committee for the Recurrent Discussion, at the earliest possible moment, of any information from or outcome adopted by the Committee on the Application of Standards upon its consideration of the *General Survey concerning social security instruments in light of the 2008 Declaration on Social Justice for a Fair Globalization* (Report III (Part 1B), International Labour Conference, 100th Session, 2011).

7. Constitution of the International Labour Organisation: Inclusive language in official texts for the purpose of promoting gender equality

At its 310th Session (March 2011), the Governing Body: (a) approved a draft resolution concerning gender equality and the use of language in legal texts of the ILO, with a view to adoption by the International Labour Conference; and (b) requested the Office, subject to the adoption of the resolution, to attach an editor's note to the Constitution of the International Labour Organisation.

The Legal Adviser informed the Selection Committee that the French language version of the last sentence of operative paragraph 2 of the draft resolution did not correspond to the English and Spanish version of the text. The Legal Adviser proposed to align the French text with the other versions by replacing the words: "l'utilisation du genre masculin inclut le genre féminin" with the words: "l'utilisation d'un seul genre implique une référence à l'autre genre". That wording occurred in operative paragraph 2 of the draft resolution and in the proposed editor's note.

The Selection Committee approved this amended version of the texts in the French language version, and invited the International Labour Conference to adopt the draft resolution concerning gender equality and the use of language in legal texts of the ILO (Appendix IV), and to note the editor's note to be attached by the Office to the Constitution of the International Labour Organisation (Appendix V).

8. Governing Body elections

The Selection Committee decided that the closing date for the submission of candidatures for membership of the Governing Body would be fixed at Friday, 3 June, at 3 p.m., and that the meetings of the electoral colleges should be held in the afternoon of Monday, 6 June.

In accordance with the provisions of article 52, paragraph 3, of the Conference Standing Orders, the three electoral colleges may choose to use the electronic voting system for the elections.²

² A description of the electronic voting system is attached in Appendix III.

As regards the Government electoral college, it may be recalled that, when the Conference in 1995 approved an amendment to its Standing Orders increasing the number of Government deputy members from 18 to 28, it endorsed the principle that the ballot papers for the Government group should be drawn up and dealt with by the latter in such a manner as to guarantee an overall distribution of regular and deputy seats among the regions corresponding to that envisaged in the Instrument for the Amendment of the Constitution of the ILO, 1986.

9. Suggestions to facilitate the work of the Conference

As in previous years, the Selection Committee confirmed the following principles:

(a) Quorum

- (i) The quorum will be fixed provisionally, on the basis of the credentials received, in the brief report of the Chairperson of the Governing Body on the day before the opening of the Conference; the said report is published as a *Provisional Record*. This provisional quorum will remain unchanged until the Credentials Committee determines the quorum on the basis of registrations, it being understood that, if an important vote were to take place in the initial stages of the Conference (once the Credentials Committee has been appointed), the Conference might request the Credentials Committee to determine the quorum in an urgent report.
- (ii) Thereafter, the quorum will be adjusted, under the authority of the Credentials Committee, so as to take into account new registrations and notices of departure from delegates leaving the Conference.
- (iii) Delegates should register personally, immediately on arrival, as the quorum is calculated on the basis of the number of delegates registered.
- (iv) Acceptance of appointment as a delegate implies an obligation to be available in Geneva personally, or through an adviser authorized to act as a substitute for the work of the Conference until its end, as important votes often take place on the last day.
- (v) Delegates who are nevertheless obliged to leave the Conference before it finishes should give notice of their forthcoming departure to the secretariat of the Conference. The form utilized to indicate their date of departure also enables them to authorize an adviser to act and to vote in their place. At group meetings held during the second half of the Conference the attention of members of the groups will be drawn to the importance of completing and handing in this form.
- (vi) In addition, one Government delegate of a country may report the departure of the other Government delegate, and the secretaries of the Employers' and Workers' groups may also give notice of the final departure of members of their groups, who have not authorized advisers to act in their place.
- (vii) When a record vote is taken in plenary while committees are sitting, delegates are both entitled and expected to leave committees to vote unless they are replaced by a substitute in plenary. Announcements are made in the committees to ensure that all delegates are aware that a record vote is about to take place. Appropriate arrangements will be made for committees meeting in the ILO building.

(b) Punctuality

The Selection Committee would encourage committee chairpersons to start proceedings punctually, irrespective of the number of persons present, but on condition that votes will not be taken unless a quorum is clearly present.

(c) Negotiations

In order to facilitate more continuous negotiation in committees among delegates, representatives of each group should meet with the chairperson and reporter of the committee and with the representative of the Secretary-General, whenever this is desirable, to ensure that the leaders of each group know fully the minds of the delegates in the other groups. The function of these informal meetings is to afford opportunities for a fuller understanding of differences of view before definite positions have crystallized.

**10. Participation in Conference committees
by Members having lost the right to vote**

At its 239th Session (February–March 1988), the Governing Body considered the implications of the appointment, as regular members of Conference committees, of representatives of a member State which had lost the right to vote under article 13, paragraph 4, of the Constitution of the ILO. It noted that, while the appointment of Employer and Worker representatives from such a State had no practical implications, because the Employers' and Workers' groups operated an effective system under article 56, paragraph 5(b), of the Conference Standing Orders for ensuring that deputy members of a committee voted in the place of regular members deprived of the right to vote, the same was not true of the Government group. As a result, if a Government that has lost the right to vote is appointed as a regular member of a committee, the distribution of votes between the three groups is distorted because the weighting of votes is based on the full regular membership and in practice the Government regular members of committees who are unable to vote do not make use of the possibility afforded by article 56, paragraph 5(a), of appointing a deputy member to vote in their place.

The Governing Body accordingly recommended that, in order to avoid such distortions, members of the Government group should not apply for regular membership of committees if they were not at the time in question entitled to vote. Should this practice, which has been maintained at all sessions of the Conference since 1987, for any reason not be fully respected, the weighting coefficients in committees should be calculated on the basis of the number of Government members entitled to vote.

The Selection Committee confirmed that the calculation of weighting coefficients for votes in committees should be based on the number of regular Government members entitled to vote.

**11. Requests for representation in
Conference committees submitted
by non-governmental international
organizations**

In accordance with article 2, paragraph 3(j), of the Standing Orders of the Conference, the Officers of the Governing Body have invited on its behalf certain

non-governmental international organizations to be represented at the present session of the Conference, it being understood that it would be for the Selection Committee of the Conference to consider their requests to be present at the committees dealing with items on the agenda in which they have expressed a particular interest.

The provision of the Standing Orders of the Conference which is relevant to such requests is article 56, paragraph 9. In accordance with that provision, the Selection Committee invited the following organizations to be represented in the committees stated:

Committee on the Application of Standards

African Organization of Mines, Metal, Energy, Chemical and Allied Trade Unions

Building and Wood Workers' International

Caritas Internationalis

Confederación de Trabajadores y Trabajadoras de las Universidades de las Americas

Education International

European Association of Paritarian Institutions

European Confederation of Independent Trade Unions

European Trade Union Confederation

General Confederation of Trade Unions

International Association for Educational and Vocational Guidance

International Association of Labour Inspection

International Association of Lawyers

International Centre for Trade Union Rights

International Confederation of Arab Trade Unions

International Energy and Mines Organization

International Federation of Business and Professional Women

International Federation of Chemical, Energy, Mine and General Workers' Unions

International Federation of University Women

International Metalworkers' Federation

International Secretariat for Catholic Engineers, Agronomists and Industry Officials

International Trade Union Confederation

International Transport Workers' Federation

International Young Christian Workers

Light for the World

Organisation of African Trade Union Unity

Public Services International

Southern African Trade Union Co-ordination Council

Trade Unions International Metalmining

Union of International Associations

Union Latinoamericana de Trabajadores de Organismos de Control

World Federation of Trade Unions

World Organization against Torture

World Organization of Workers

Committee on Domestic Workers

Building and Wood Workers' International

Caritas Internationalis

Confederación de Trabajadores y Trabajadoras de las Universidades de las Americas

Coordination of Action Research on AIDS and Mobility – Asia

Defence for Children International

Education International

European Association of Paritarian Institutions

European Trade Union Confederation

Exchange and Cooperation Centre for Latin America

General Confederation of Trade Unions

Human Rights Watch

Ibero-American Confederation of Labour Inspectors

International Association of Labour Inspection

International Association of Lawyers

International Catholic Migration Commission

International Confederation of Arab Trade Unions

International Confederation of Executive Staff

International Confederation of Private Employment Agencies

International Coordination of Young Christian Workers

International Council of Nurses

International Federation Terre des Hommes

International Federation of Business and Professional Women

International Federation of Chemical, Energy, Mine and General Workers' Unions

International Federation of University Women

International Kolping Society

International Secretariat for Catholic Engineers, Agronomists and Industry Officials

International Textile, Garment and Leather Workers' Federation

International Trade Union Confederation

International Transport Workers' Federation

International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations

International Young Christian Workers

Light for the World

Migrant Forum in Asia

Organisation of African Trade Union Unity

Oxfam International

Public Services International

Solidar

Soroptimist International

Southern African Trade Union Co-ordination Council

Trade Unions International Metalmining

Union Network International

Unión Latinoamericana de Trabajadores de Organismos de Control

Women in Informal Employment: Globalizing and Organizing

World Federation of Teachers' Unions

World Federation of Trade Unions

World Organization against Torture

World Organization of Workers

Committee on Labour Administration

African Organization of Mines, Metal, Energy, Chemical and Allied Trade Unions

Building and Wood Workers' International

Confederación de Trabajadores y Trabajadoras de las Universidades de las Americas

Education International

European Association of Paritarian Institutions

European Confederation of Independent Trade Unions

General Confederation of Trade Unions

Ibero-American Confederation of Labour Inspectors

International Association of Labour Inspection

International Association of Lawyers

International Confederation of Arab Trade Unions

International Council of Nurses

International Energy and Mines Organization

International Federation of Chemical, Energy, Mine and General Workers' Unions

International Federation of Employees in Public Services

International Federation of University Women

International Secretariat for Catholic Engineers, Agronomists and Industry Officials

International Textile, Garment and Leather Workers' Federation

International Trade Union Confederation

International Transport Workers' Federation

International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations

International Young Christian Workers

Light for the World

Migrant Forum in Asia

Organisation of African Trade Union Unity

Organizacion de Entidades Mutuales de las Americas

Oxfam International

Public Services International

Solidar

Southern African Trade Union Co-ordination Council

Trade Unions International Metalmining

Trade Unions International of Transport Workers

Trade Unions International of Workers in Agriculture, Food, Commerce, Textiles and Allied Industries

Trade Unions International of Workers of the Building, Wood and Building Materials Industries

Union Network International

Union Latinoamericana de Trabajadores de Organismos de Control

World Federation of Teachers' Unions

World Federation of Trade Unions

**Committee for the Recurrent Discussion
on Social Protection (social security)**

African Organization of Mines, Metal, Energy, Chemical and Allied Trade Unions

Building and Wood Workers' International

Confederacion de Trabajadores y Trabajadoras de las Universidades de las Americas

Education International

European Association of Paritarian Institutions

European Confederation of Independent Trade Unions

European Trade Union Confederation

General Confederation of Trade Unions

Helpage International

International Association for Educational and Vocational Guidance

International Association of Labour Inspection

International Association of Lawyers

International Christian Union of Business Executives

International Confederation of Arab Trade Unions

International Council of Nurses

International Energy and Mines Organization

International Federation of Business and Professional Women

International Federation of Chemical, Energy, Mine and General Workers' Unions

International Federation of Employees in Public Services

International Federation of University Women

International Metalworkers' Federation

International Movement of Catholic Agricultural and Rural Youth

International Secretariat for Catholic Engineers, Agronomists and Industry Officials

International Trade Union Confederation

International Transport Workers' Federation

International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations

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Oxfam International

Public Services International

Solidar

Southern African Trade Union Co-ordination Council

Trade Union Advisory Committee to the Organisation for Economic Cooperation and Development

Trade Unions International Metalmining

Trade Unions International of Transport Workers

Trade Unions International of Workers in Agriculture, Food, Commerce, Textiles and Allied Industries

Union Network International

Union of International Associations

Unión Latinoamericana de Trabajadores de Organismos de Control

Women in Informal Employment: Globalizing and Organizing

World Federation of Teachers' Unions

World Federation of Trade Unions

World Organization against Torture

World Organization of Workers

12. Appointment of the Conference Drafting Committee

The Selection Committee decided that, in accordance with the provisions of article 6, paragraph 1, of the Standing Orders and past practice, the Conference Drafting Committee should be composed as follows:

- The President of the Conference or his/her representative.
- The Secretary-General of the Conference or his/her representative.
- The Legal Adviser of the Conference and his/her deputy.
- The Director of the International Labour Standards Department.
- The members of the relevant committee's drafting committee.

Attention is drawn to the fact that all members of the Conference Drafting Committee must be available on the day on which the report of a standard-setting committee is submitted to the plenary of the Conference. At this session of the Conference, it is anticipated that the report of the Committee on Domestic Workers will be presented to the plenary on Wednesday, 15 June.

13. Delegation of authority to the Officers of the Selection Committee

In accordance with the usual practice and by virtue of article 4, paragraph 2, of the Standing Orders, the Selection Committee delegated to its Officers the authority to arrange the programme of the Conference and fix the time and agenda of plenary sittings as well as to decide on any non-controversial issues of a routine nature necessary for the running of the Conference.

The effect of this delegation of authority will be that the Selection Committee will only be called on to meet during the present session of the Conference if other substantive matters requiring a decision arise. Any such meeting will be announced in the *Daily Bulletin*.

14. Other questions: Electronic voting system

A description of the electronic voting system, to be used in principle for all votes in plenary sittings in accordance with article 19, paragraph 15, of the Standing Orders, is attached in Appendix III.

The Selection Committee noted that, as at the 98th and 99th Sessions of the Conference, voting stations would be installed outside the Assembly Hall, to allow the general discussion to continue while delegates left their seats to vote. However, in the case of the record vote foreseen for the proposed Convention and Recommendation on decent work for domestic workers, the vote would be held in the Assembly Hall, at voting stations installed for each delegation.

Appendix I

Ad hoc arrangements for the discussion of the Global Report under the follow-up to the 1998 Declaration at the 100th Session of the International Labour Conference

Principle of the discussion

Having regard to the various options referred to in the annex to the Declaration, it is proposed that the Global Report submitted to the Conference by the Director-General be dealt with by the Conference, separately from the Director-General's reports under article 12 of the Standing Orders of the Conference.

Timing of the discussion

A single sitting (half a day) should be convened for the thematic discussion of the Global Report, with the possibility, if necessary, of extending the sitting. In order to take account of the programme of work of the Conference and of the fact that a number of ministers who usually are present during the second week of the Conference may wish to take the floor, the discussion of the Global Report should be held during the second week of the Conference. The date will be determined by the Selection Committee.

Procedure for the discussion

The separate discussion of the Global Report should focus on a thematic panel animated by a facilitator which could be followed by interactive discussions. The reading of prepared speeches should be avoided. This course of action implies in particular that the statements made during the discussion of the Global Report should not fall under the limitation concerning the number of statements by each speaker in plenary provided for in article 12, paragraph 3, and article 14, paragraph 3, of the Standing Orders, and that the discussion should not be governed by the provisions of article 14, paragraph 6, concerning the time limit for speeches. Furthermore, exchanges of views on the suggested points for thematic discussion would not be subject to the restrictions laid down in article 14, paragraph 2, concerning the order in which speakers are called. These provisions would accordingly be subject to suspension under the procedure provided for in article 76 of the Standing Orders to the extent necessary for the discussion of the Global Report.

Organization of the discussion

Given that the thematic discussion is not intended to lead to the adoption of conclusions or decisions by the Conference, on the one hand, and in consideration of the abovementioned suspensions of the Standing Orders, on the other, the Selection Committee may decide that this discussion should be conducted as a plenary committee and be chaired by one of the Officers of the Conference. Should the need arise, the Chairperson might be assisted by one or more facilitators.

Report to the plenary

The thematic discussion would be reproduced in the Provisional Record.

Appendix II

Tentative plan of work 100th Session (1–17 June 2011) of the International Labour Conference

	T 31	W 1	Th 2	F 3	Sa 4	M 6	T 7	W 8	Th 9	F 10	Sa 11	M 13	T 14	W 15	Th 16	F 17
Plenary sittings		■ ■ ■						■	■	■ ■ ^{1, 3}		■	■ ³	■ ³	■ ³	■
GB elections						■										
Committee on the Application of Standards		■ ²	■	■	■	■	■	■	■	■	□		A		Pl	
Committee on Domestic Workers (<i>second discussion, standard setting</i>)		■ ²	■	■	■	■	■	■	■	■	CDC	A		Pl	V	
Committee on labour administration (<i>general discussion</i>)		■ ²	■	■	■	■	■	■	■	■		A			Pl	
Committee for the Recurrent Discussion on Social Protection (<i>general discussion</i>)		■ ²	■	■	■	■	■	■	■	■		A				Pl
Finance Committee			■	■			■		A					Pl	V	
Selection Committee		■ ²					□	□		A					Pl	
Group meetings	■										■					
Governing Body		■ ⁴														■ ⁵

¹ Discussion of the Global report under the Follow-up to the 1998 Declaration, in the afternoon.

² After the opening sitting.

³ Extended sitting if necessary.

⁴ Programme, Financial and Administrative Committee.

⁵ On completion of the Conference.

CDC Committee Drafting Committee.

A Adoption by the Committee of its report/products.

Pl Adoption of the report by the Conference in plenary sitting.

V Record vote in plenary sitting.

■ Half-day sitting.

■ All-day sitting.

□ Sitting if necessary.

Appendix III

The electronic voting system

The electronic system provides for votes (in most cases: yes, no, abstention) to be expressed by means of a “voting station” that will be made available to all delegates or persons empowered to vote on their behalf.

Following successful trials at the 98th and 99th Sessions of the International Labour Conference of running the voting system concurrently with the plenary discussions, for the majority of votes the voting stations will again be installed outside the plenary hall. This is to allow delegates to leave their seats in order to vote, and then to return to participate in the discussions without interrupting them. The work of plenary thus continues during voting. If, as foreseen, the Conference is called on to take a record vote on the proposed Convention and Recommendation concerning decent work for domestic workers, those votes will be held in the Assembly Hall, using voting stations installed for each delegation.

Where the electronic system is used, the subject and question to be voted on will be displayed and the President or Chairperson will announce the beginning of the vote. After the President or Chairperson has made sure that all delegates have been given sufficient opportunity to record their vote in one of the voting stations available to them, the President or Chairperson will announce the closure of the vote.

Where the method of vote is by show of hands, once all votes have been registered the final voting figures will be immediately displayed and subsequently published with the following indications: total number of votes in favour, total number of votes against, total number of abstentions and the quorum as well as the majority required.

Where a record vote is taken, once all votes have been registered the final voting figures will be immediately displayed with the following indications: total number of votes in favour, total number of votes against, total number of abstentions and the quorum as well as the majority required. These indications will subsequently be published together with a list of the delegates who have voted, showing how each has voted.

In the case of a secret ballot, once all votes have been registered the final voting figures will be immediately displayed and subsequently published with the following indications: total number of votes in favour, total number of votes against, total number of abstentions and the quorum as well as the majority required. There will be absolutely no access possible to individual votes nor any record of how each delegate has voted.

It is important that each delegate should already have decided whether he or she or another member of their delegation will exercise the right to vote in a given case. Where more than one vote is nevertheless cast on behalf of a delegate at two different moments, or from two different places, only the first vote will be recognized, whether made by a delegate, by a substitute delegate or by an adviser who has received a specific written authorization to that end. Such specific authorizations must reach the secretariat sufficiently before the opening of voting is announced, so as to be duly recorded.

Appendix IV

Draft proposed International Labour Conference resolution

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.

Appendix V

Draft proposed editor's note

Equality for women and men in the world of work is a core value of the International Labour Organization. The resolution concerning gender equality and the use of language in legal texts of the ILO, adopted by the General Conference at its 100th Session, 2011, affirms that gender equality should be reflected through the use of appropriate language in official legal texts of the Organization and that, in the ILO Constitution and other legal texts of the Organization, the use of one gender includes in its meaning a reference to the other gender unless the context requires otherwise.

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