

Resolution on the Achievement of Equal Opportunity and Treatment
for Women in the International Labour Office

The Staff Union of the ILO, convened in its Annual General Meeting on 8 October 1984,

DEEPLY CONCERNED that the UN Decade for Women is coming to an end and that inequalities continue to exist between women and men in job opportunities and career development in the Office;

NOTING WITH REGRET that the proportion of women in the Professional category is still only 16 per cent, i.e. at the same level as in 1982, despite the objective set by the United Nations General Assembly and accepted by the Director-General that this proportion should reach 25 per cent by 1985;

NOTING WITH REGRET that, though they constitute the majority of the General Service staff, in the top General Service grades women are still in the minority;

DEPLORING the fact that the ILO remains behind other organisations of the UN system in the application of the principle of equal opportunity of women and men;

RECALLING Resolution VIII adopted by the International Labour Conference at its 60th Session in 1975 calling for measures to be taken by the Office "to set an example in its own organisation, so that any discrimination against women may be avoided and women may have equal opportunity of access to all posts";

NOTING that the mandate of the members of the Sub-Committee on Equal Opportunity of the Administrative Committee was not renewed at its expiry in March 1983;

CONVINCED that all staff, both women and men, should be aware of their equal rights and opportunities in employment in the Office;

FULLY DETERMINED that the ILO Staff Union should take action to implement the principle of equal opportunity for women, to prevent discriminatory practices against women and to promote equity in treatment in the Office;

REQUESTS the Staff Union Committee to take the following urgent action:

1. to reproduce and distribute widely the two reports of the Sub-Committee on Equal Opportunity of the Administrative Committee, so as to identify priority areas of action;
2. to urge the Administration:
 - (a) to implement its existing commitment to a policy of equal job opportunities and career development for women, defined in Circular N° 145 of 24 July 1978;
 - (b) to take active measures to redress the existing imbalance, with the aim of effectively achieving equality between women and men in the Office, such as intensified efforts to recruit more women by securing application for employment from women, the reservation of a number of posts for external recruitment and the granting of priority to women candidates in selection procedures, all other factors being equal;
 - (c) to discuss with the Staff Union Committee the renewal of the mandate of the members of the Sub-Committee on Equal Opportunity of the Administrative Committee or alternative mechanisms to monitor regularly the extent to which the policy of equal opportunity is implemented and its goals effectively achieved;
 - (d) to establish a grievance procedure to deal with allegations of discriminatory practices;
 - (e) to facilitate the promotion of women of the General Service category, including in-service training as appropriate and to prevent the adverse effects on General Service staff of new technologies.