

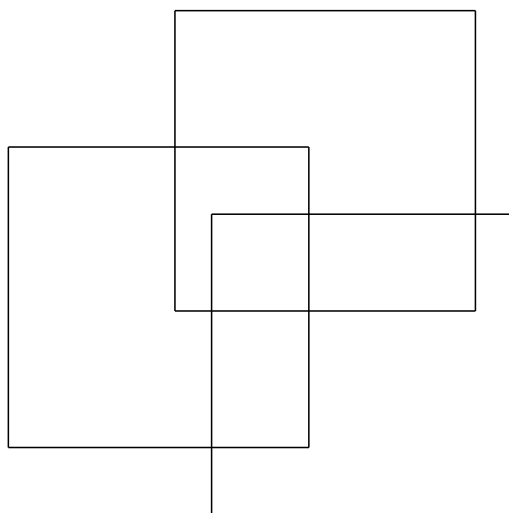


International  
Labour  
Office

Geneva

## Gender balance in the International Labour Conference

**Statistics on the representation  
of women and men in the ILC \***  
(2009–15)



Geneva, 2015

Conditions of  
Work and Equality  
Department

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



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## 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 United Nations (UN) has set a target of 30 per cent of women in leadership positions, and the General Assembly Resolution 58/142 of 10 February 2004 urges Members "to promote gender balance for their delegations to United Nations and other international meetings and conferences". In 2009 in closing the ILC, the ILO Director-General challenged member States' delegations to achieve a target of 35 per cent women by 2010.

In 2015 the Credentials Committee of the ILC noted that the objective of 30 per cent of women in leadership positions had been met for the first time in the history of the Conference. However, noting that women were unevenly distributed by group or function, the Committee concluded that despite the increase in the overall proportion of women attending the Conference, the constituents had still not met the target of 30 per cent of women in all leadership and decision-making positions. The Committee called on constituents of all member States to continue to increase the representation of women, placing a particular focus on women in leadership positions in their respective delegations to future ILO meetings, in order to achieve equal representation.

The tables and graphs below show the 2015 percentages, drawn from the following final, official figures: 887 women and 2,049 men attended the Conference. There were 512 women Government representatives with 28 women ministers, 199 women Worker representatives, and 176 women Employer representatives. The Government group continued to have the strongest overall participation of women with 35.9 per cent, followed by the employers with 26.4 per cent, and the workers with 23.7 per cent. The European region had the highest representation, with 38.3 per cent women participants, the Americas were next with 34.1 per cent, and the Arab States had the lowest with 18.8 per cent, not far behind Africa with 24.5 per cent. Beyond these broad percentages, the tables and graphs give a further breakdown of data. There were no women (including Ministers) in 10 of the government delegations present in 2015, which is an increase from 2014. If you exclude Ministers there were no women in 12 of the government delegations present.

At the request of the ILO Governing Body, in October 2014 the Director-General sent letters to member States that had not reached a 30 per cent minimum target of women's participation in delegations to the 2014 session of the ILC. In that letter the Director-General asked Governments to provide information on the reasons for the low proportion of women, as well as any steps taken or foreseen to increase the proportion of women in the tripartite delegation at the June 2015 session of the ILC with a view to achieving gender parity.

We would like to thank all those in the Official Meetings, Documentation and Relations Department and the Office of the Legal Adviser of the ILO who have made it possible for us to track this data annually since 2001.

Shauna Olney  
Chief  
Gender, Equality and Diversity Branch



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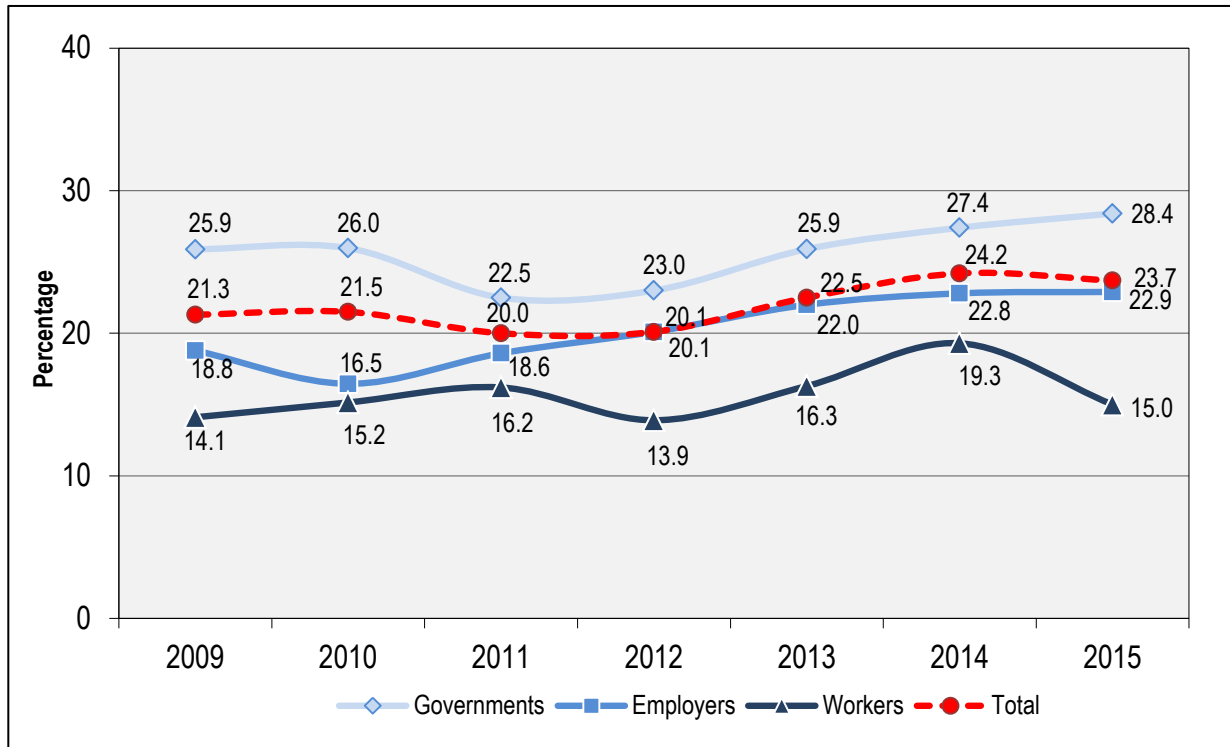
**Table 1. Percentage of women participants (delegates, substitute delegates and advisers) at the ILC by position and group, without ministers (2009–15)**

<b>2009</b>	<b>Delegates</b>	<b>Substitute delegates</b>	<b>Advisers</b>	<b>Total</b>
Governments	25.9	33.4	36.8	<b>33.2</b>
Employers	18.8	20.0	26.7	<b>22.7</b>
Workers	14.1	21.7	29.7	<b>24.1</b>
<b>Total</b>	<b>21.3</b>	<b>27.7</b>	<b>32.6</b>	<b>28.5</b>
<b>2010</b>	<b>Delegates</b>	<b>Substitute delegates</b>	<b>Advisers</b>	<b>Total</b>
Governments	26.0	33.8	33.3	<b>31.8</b>
Employers	16.5	18.8	21.9	<b>19.7</b>
Workers	15.2	21.5	30.9	<b>25.9</b>
<b>Total</b>	<b>21.5</b>	<b>27.6</b>	<b>31.8</b>	<b>28.3</b>
<b>2011</b>	<b>Delegates</b>	<b>Substitute delegates</b>	<b>Advisers</b>	<b>Total</b>
Governments	22.5	35.4	34.1	<b>32.1</b>
Employers	18.6	27.4	23.9	<b>23.6</b>
Workers	16.2	24.1	25.5	<b>23.2</b>
<b>Total</b>	<b>20.0</b>	<b>30.5</b>	<b>29.7</b>	<b>27.8</b>
<b>2012</b>	<b>Delegates</b>	<b>Substitute delegates</b>	<b>Advisers</b>	<b>Total</b>
Governments	23.0	35.1	34.1	<b>31.9</b>
Employers	20.1	19.2	22.7	<b>21.1</b>
Workers	13.9	21.3	25.7	<b>22.3</b>
<b>Total</b>	<b>20.1</b>	<b>28.1</b>	<b>29.1</b>	<b>26.9</b>
<b>2013</b>	<b>Delegates</b>	<b>Substitute delegates</b>	<b>Advisers</b>	<b>Total</b>
Governments	25.9	30.7	35.4	<b>31.8</b>
Employers	22.0	26.8	22.4	<b>23.6</b>
Workers	16.3	18.5	25.1	<b>21.7</b>
<b>Total</b>	<b>22.5</b>	<b>26.7</b>	<b>29.4</b>	<b>27.1</b>
<b>2014</b>	<b>Delegates</b>	<b>Substitute delegates</b>	<b>Advisers</b>	<b>Total</b>
Governments	27.4	33.7	38.4	<b>34.5</b>
Employers	22.8	30.6	26.0	<b>26.4</b>
Workers	19.3	21.2	25.5	<b>23.3</b>
<b>Total</b>	<b>24.2</b>	<b>30.4</b>	<b>31.6</b>	<b>29.7</b>
<b>2015</b>	<b>Delegates</b>	<b>Substitute delegates</b>	<b>Advisers</b>	<b>Total</b>
Governments	28.4	36.6	40.0	<b>35.9</b>
Employers	22.9	27.8	27.4	<b>26.4</b>
Workers	15.0	24.8	26.5	<b>23.7</b>
<b>Total</b>	<b>23.7</b>	<b>31.9</b>	<b>32.4</b>	<b>30.2</b>

**Table 2. Percentage of women ministers at the ILC (2009–15)**

	2009	2010	2011	2012	2013	2014	2015
Women ministers	27.6	25.4	29.3	24.8	28.6	27.5	21.1

**Figure 1. Percentage of women delegates at the ILC by group (2009–15)**

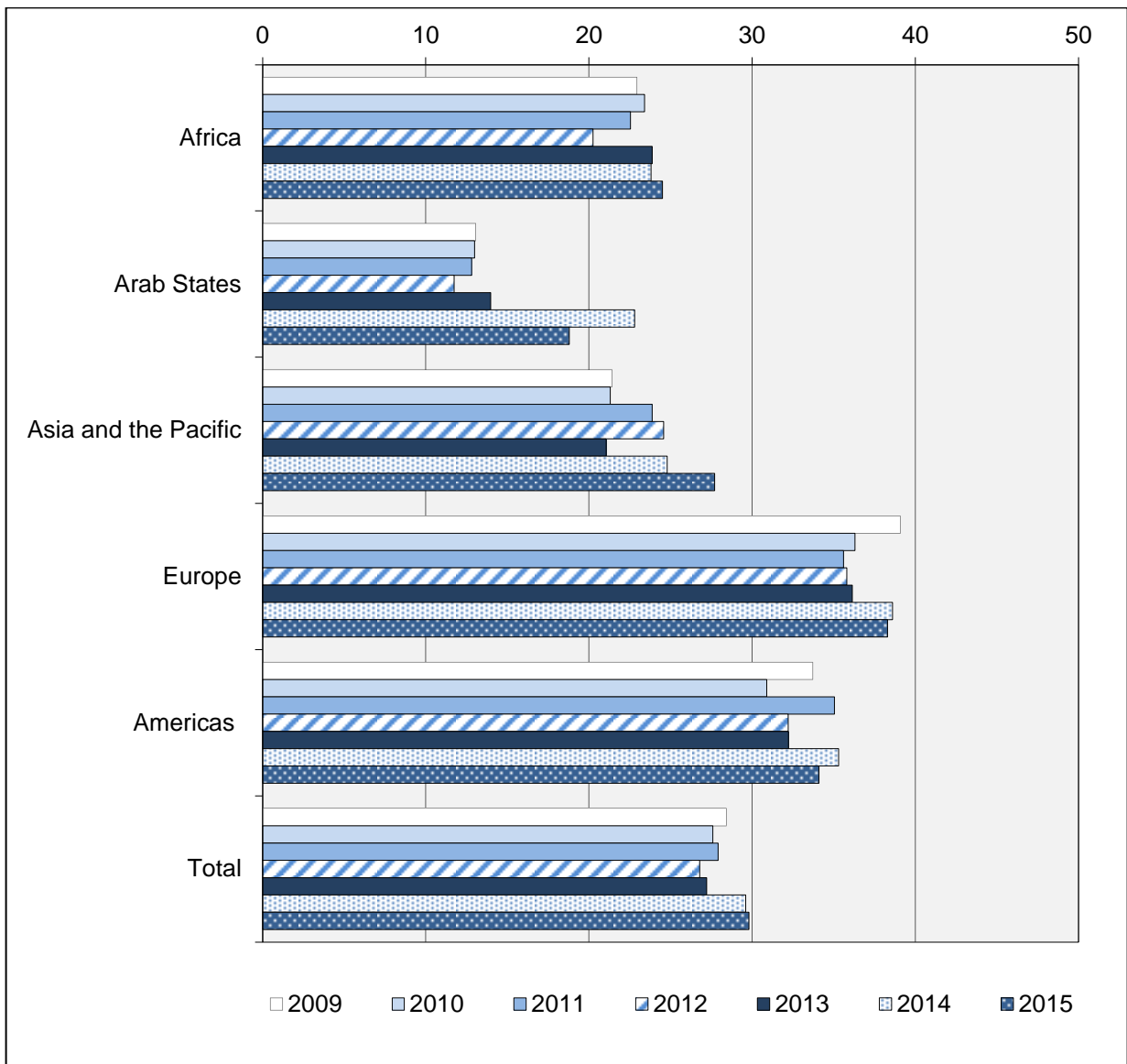


**Table 3. Percentage of women participants (delegates, substitute delegates and advisers) at the ILC by region, including ministers (2009–15)**

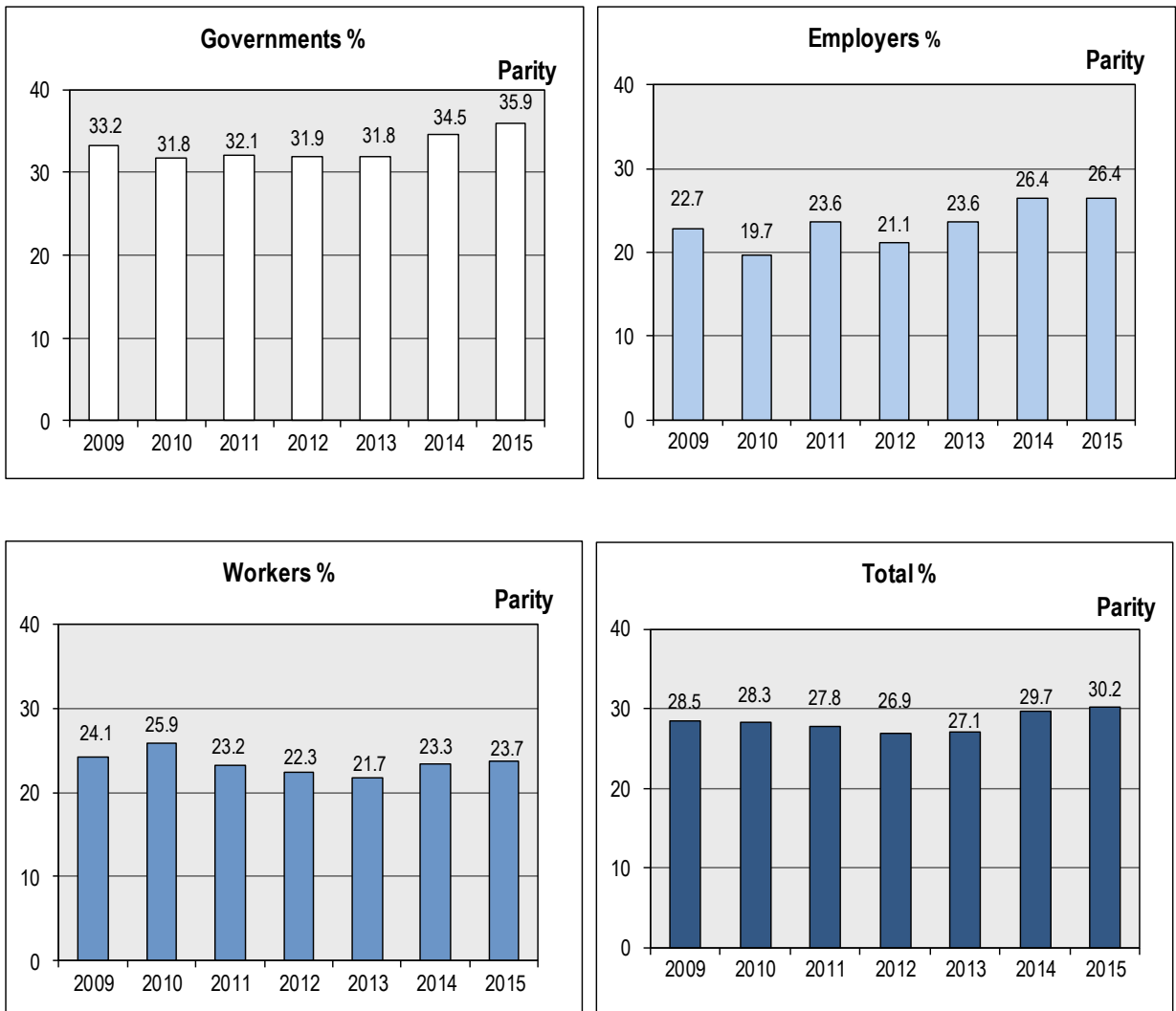
	2009	2010	2011	2012	2013	2014	2015
Africa	22.9	23.4	22.6	20.3	23.9	23.8	24.5
Arab States	13.1	13.0	12.8	11.7	14.0	22.8	18.8
Asia and the Pacific	21.4	21.3	23.9	24.6	21.1	24.8	27.7
Europe	39.1	36.3	35.6	35.8	36.1	38.6	38.3
Latin America and the Caribbean	33.7	30.9	35.0	32.2	32.2	34.0	34.1
<b>Total</b>	<b>28.4</b>	<b>27.6</b>	<b>27.9</b>	<b>26.8</b>	<b>27.2</b>	<b>29.7</b>	<b>29.8</b>



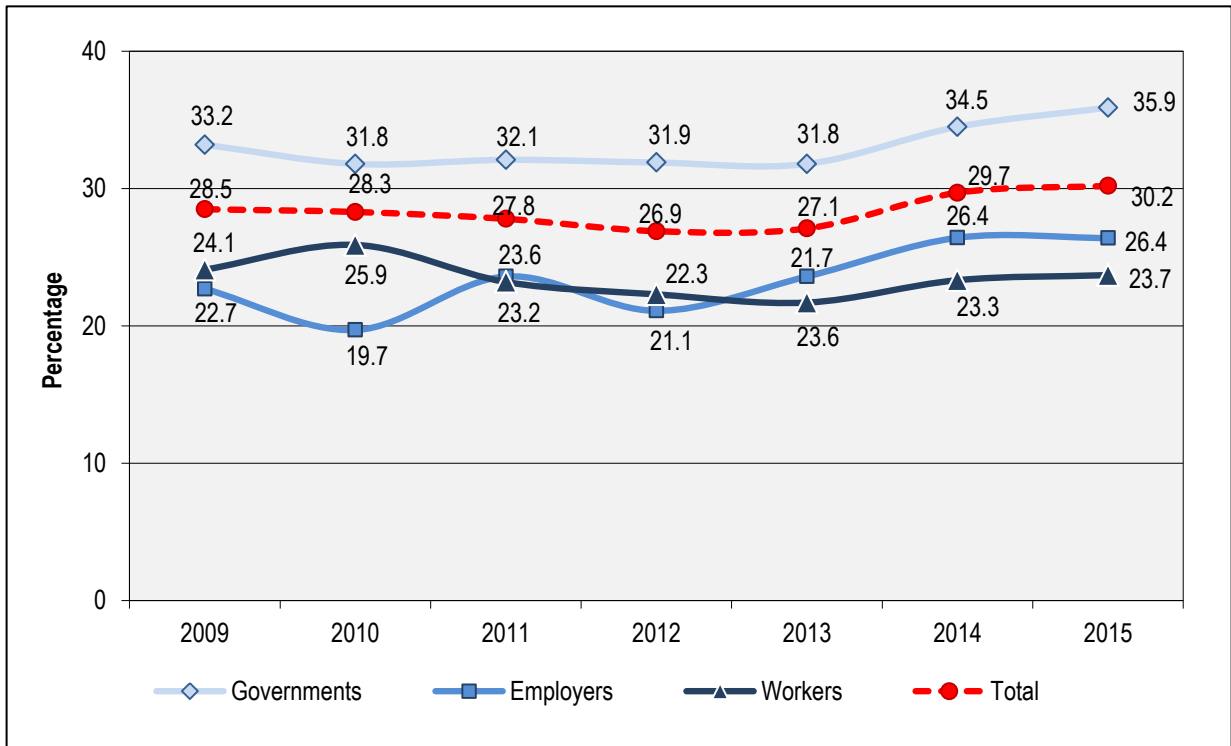
**Figure 2. Percentage of women participants (delegates, substitute delegates and advisers) at the ILC by region, including ministers (2009–15)**



**Figure 3(a). Percentage of women participants (delegates, substitute delegates and advisers) at the ILC by group (2009–15)**



**Figure 3(b). Percentage of women participants (delegates, substitute delegates and advisers) at the ILC by group (2009–15)**



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## The ILO Gender, Equality and Diversity Branch

The Gender, Equality and Diversity Branch (GED), part of the Conditions of Work and Equality Department of the International Labour Office, is responsible for promoting equality and respect for diversity in the world of work.

GED expertise focuses on issues related to equal opportunities and treatment for all women and men in the world of work, and eliminating discrimination based on gender, race, ethnicity, indigenous identity and disability. The Branch provides policy advice, tools, guidance and technical assistance to constituents including with respect to promoting more inclusive workplaces, and ensuring that policies, programmes and institutions are gender-responsive.

GED coordinates the ILO Action Plan for Gender Equality, which is the results-based tool for operationalizing the 1999 policy on gender equality and mainstreaming in the International Labour Office.

The Branch oversees the ILO global Gender Network comprised of headquarters-based Gender Coordinators and field-based Senior Gender Specialists, along with gender focal points in all units and offices.

GED participates in United Nations inter-agency initiatives that promote gender equality and women's empowerment, as well as decent work for persons with disabilities, and the rights of indigenous and tribal peoples. The Branch also liaises with civil society groups and academic institutions.

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