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ADDITIONAL TEXTS AND DECISIONS

Declaration on Equality of Opportunity and Treatment for Women Workers¹

The General Conference of the International Labour Organisation,

On the basis of the Universal Declaration of Human Rights, reaffirming the principle of non-discrimination and proclaiming that all human beings are born free and equal in dignity and before the law, and declaring that all efforts must be made to provide every worker, without distinction on grounds of sex, with equality of opportunity and treatment in all social, cultural, economic, civic and political fields,

Conscious of the resolutions, declarations, covenants, Conventions and Recommendations of the United Nations and the specialised agencies, particularly the instruments adopted by the International Labour Organisation designed to eliminate discrimination against women and to promote equality of opportunity and treatment for them,

Convinced of the special importance of the guarantee of equal rights and opportunities for men and women in their economic and social life and in social development,

Aware of the great economic, social and cultural differences existing among the various regions and countries of the world and among areas within countries and which condition the rate of progress towards greater equality of opportunity and treatment,

Considering that the establishment of a new international economic and social order in accordance with United Nations Resolutions will contribute towards ensuring better employment, conditions of work and life for women, especially in developing countries,

Aware of the need to devote particular attention to the situation of women in countries under foreign domination or subject to the practices of apartheid,

Aware of the invaluable role of women workers in every national economy and of the need to enable women to exercise their right to gainful employment, regardless of family situation, on a footing of equality with men and to maximise their contribution to development,

Aware that the position of women cannot be changed without changing also the role of men in society and in the family,

Concerned that considerable discrimination against women workers persists and is incompatible with the interests of the economy, the development of social progress, social justice, the fundamental rights of men and women, and the welfare of the family and society,

Convinced that women's lack of vocational qualifications is one of the causes of such discrimination,

Convinced that all efforts must be made to promote and ensure equality of opportunity and treatment for women workers in law and practice,

Conscious of the important responsibility and contribution of the ILO in stimulating efforts to this end,

Aware also of the needs of developing countries and the need to achieve full employment as a basis for more balanced and equitable economic and social development,

¹ Adopted by the Conference on 25 June 1975.

Conscious that women's problems in the world of work can be approached and solved only within the same general framework of economic and social development as those of men,

Believing that a long-term programme of practical international action will improve the situation of women and increase their effective participation in all sectors,

Desirous therefore of setting forth certain principles as targets to be achieved progressively in relation to the integration of women in economic life, understanding that such integration presupposes deliberate planning of different social functions;

Solemnly proclaims this Declaration on the occasion of International Women's Year:

Article 1

(1) There shall be equality of opportunity and treatment for all workers. All forms of discrimination on grounds of sex which deny or restrict such equality are unacceptable and must be eliminated.

(2) Positive special treatment during a transitional period aimed at effective equality between the sexes shall not be regarded as discriminatory.

Article 2

In the promotion of equality of opportunity and treatment between women and men in economic and social life, full account shall be taken of the principles contained in international resolutions, declarations, covenants, Conventions and Recommendations adopted by the United Nations and by the specialised agencies relating to the prevention of discrimination against women.

Article 3

All measures shall be taken to guarantee women's right to work as the inalienable right of every human being and to revise, as necessary, existing laws, collective agreements, practices or customs which limit the integration of women in the workforce on a footing of equality with men.

Article 4

All measures shall be taken to educate public opinion and to foster social attitudes and behaviour which encourage and ensure equality between women and men in working, family and social life.

Article 5

(1) Measures shall be taken to ensure that boys and girls receive the same basic education and have access to the same forms of vocational orientation and guidance and to all forms and levels of basic vocational training for all occupations and professions in accordance with the principles laid down in the Recommendation concerning human resources development adopted by the Conference at its 60th Session.

(2) Measures shall be taken to urge institutes of vocational guidance and training to help and to encourage girls and women to make full use of available orientation, guidance and training facilities and to choose and enter all occupations freely, including those hitherto reserved in practice for men.

(3) Measures shall be taken to ensure the placement of girls and women who have completed training programmes on an equal footing with similarly qualified boys and men. For this purpose, maximum encouragement should be given to co-operation between training instructors and the official placement services.

(4) Measures shall be taken to prohibit stipulations regarding the sex of applicants in public employment notices.

(5) Special measures shall be taken to facilitate the continuing education and training of women on the same basis as men and to provide retraining facilities for them, especially during and after periods of absence from the labour force.

Article 6

(1) With a view to stimulating women's integration in the workforce on a footing of equality with men, all measures shall be taken to encourage a more equitable balance in their distribution in the various sectors of the economy, in the various branches, professions and occupations and the various levels of skill and responsibility.

(2) In accordance with the provisions of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and of the Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111), there shall be no discrimination on the grounds of sex in employment or occupation.

(3) There shall be no discrimination against women workers on the grounds of marital status, age or family responsibilities.

(4) Special measures shall be taken to ensure that the potentialities, aptitudes, aspirations and needs of women, including those living in rural areas, as well as those of men are taken fully into account in employment promotion programmes and strategies.

(5) Positive measures shall be taken to stimulate the equal access of women to top positions in both the public and the private sectors.

(6) So far as possible, jobs and workplaces shall be so designed as to be suitable for all workers, women as well as men.

Article 7

(1) Women workers shall be guaranteed the right to equal remuneration for work of equal value in accordance with the provisions of the Equal Remuneration Convention, 1951 (No. 100), and the Equal Remuneration Recommendation, 1951 (No. 90).

(2) Special measures shall be taken to ensure equal remuneration for work of equal value for women also in occupations in which women predominate and to measure the relative value of their work with full regard to the qualities essential to performing the job.

(3) Special measures shall be taken to raise the level of women's wages as compared with that of men's and to eradicate the causes of lower average earnings for women possessing the same or similar qualifications or doing the same work or work of equal value.

(4) Special measures shall be taken, as necessary and appropriate, to ensure equality of treatment for workers employed regularly on a part-time basis, the majority of whom are women, particularly with respect to pro rata fringe benefits.

Article 8

(1) There shall be no discrimination against women workers on the grounds of pregnancy and childbirth and women bearing a child shall be protected from dismissal on such grounds during the entire period of pregnancy and maternity leave. They shall have the right to resume their employment without loss of acquired rights.

(2) Adoptive parents shall also be entitled to time off to care for a child without losing the right to resume their employment or their acquired rights.

(3) Because maternity is a social function, all women workers shall be entitled to full maternity protection in line with the minimum standards set forth in the Maternity Protection Convention (Revised), 1952 (No. 103), and the Maternity Protection Recommendation, 1952 (No. 95), the costs of which should be borne by social security or other public funds or by means of collective arrangements.

(4) All couples and individuals have the basic right to decide freely and responsibly on the number and spacing of their children and to receive the necessary information, education and means to exercise this right.

Article 9

(1) Protection of women at work shall be an integral part of the efforts aimed at continuous promotion and improvement of living and working conditions of all employees.

(2) Women shall be protected from risks inherent in their employment and occupation on the same basis and with the same standards of protection as men, in the light of advances in scientific and technological knowledge.

(3) Studies and research shall be undertaken into processes which might have a harmful effect on women and men from the standpoint of their social function of reproduction.

(4) Measures shall be taken to extend special protection to women for types of work proved to be harmful for them from the standpoint of their social function of reproduction and such measures shall be reviewed and brought up to date periodically in the light of advances in scientific and technological knowledge.

Article 10

In order to ensure practical equality of opportunity and treatment between men and women workers, all appropriate measures shall be taken to strengthen the social infrastructure and to provide the necessary supporting services and equipment in the community, in particular child-care and education services; such services and facilities shall be designed to meet the needs of children of all ages and the needs of their parents and shall be subsidised, run or supervised by the competent public authority.

Article 11

There shall be no discrimination against women in respect of social security and provisions concerning retirement and pensions, and differences in the treatment of men and women under such schemes shall be reviewed and revised.

Article 12

Review of the taxation system shall be considered wherever such system constitutes an obstacle to women's employment.

Article 13

In order to improve the status of women together with that of men in developing countries, special efforts shall be made to ensure that women, particularly in rural areas, are accorded an equitable share of all resources—national and international—available for development and that they are closely associated with development planning and implementation at the international, national and community levels.

Article 14

Equality of opportunity and treatment for women and men in working life shall be guaranteed by means of legislation, collective agreements or contractual arrangements of binding character. Measures shall be taken to enforce application of this principle, including procedures for complaints, conciliation, appeal and recourse to the courts.

Article 15

Members shall strengthen their national administrative machinery in order to give, together with employers' and workers' organisations, full effect to all measures aimed at preventing all forms of discrimination against women workers and at promoting and ensuring equality of opportunity and treatment for them.

Excerpt from the Report of the Committee on Structure ¹

The Conference had before it the report of the Committee on Structure, paragraph 68 of which reads as follows ²:

68. The text of the Conclusions and Recommendations as they were adopted by the Committee reads as follows:

Conclusions and Recommendations

The Committee on Structure—

1. Welcomes the conciliatory spirit which prevailed at the meetings of the Working Party, which enabled it to achieve encouraging results.
2. Notes with satisfaction that some agreements have been reached in the Working Party on Structure on most of the questions listed in paragraph 3 of its Conclusions and Recommendations ³, namely—
 - (a) the role of the Conference and the Governing Body;
 - (b) the Report from the Governing Body and the Director-General;
 - (c) the discussion of the programme and budget;
 - (d) the appointment of the Director-General; and
 - (e) the procedure for fixing the agenda of the Conference.
3. Requests the Working Party to continue its work on Sections B and C relating to articles 36 and 7 of the ILO Constitution sparing no possible effort to achieve fully acceptable results.
4. Requests the Working Party to pursue the examination of questions which are mentioned in paragraph 5 of its Conclusions and Recommendations, such as the composition of the non-governmental groups of the Governing Body, the quorum, the resolutions procedure, and the proposal concerning the participation of observers in the Governing Body.

¹ The full text of this report will be published in the *Record of Proceedings* of the 60th Session of the Conference.

² Adopted by the Conference on 25 June 1975.

³ See below, pp. 102-105.