

COMMISSION ON THE STATUS OF WOMEN

Third session

RESOLUTION ON EQUAL PAY FOR EQUAL WORK ADOPTED
BY THE COMMISSION ON 28 AND 29 MARCH 1949

E.

EQUAL PAY FOR EQUAL WORK

The Commission on the Status of Women

Having considered, in compliance with Resolution 121 (VI) of the Economic and Social Council and the resolution of 18 February 1949 of the Eighth Session of the Council (document E/1177), the problem of the principle of equal pay for equal work for men and women workers;

Having heard the Report of the ILO, presented by its Representative, as to its progress and plans for work in this field, including plans for its discussion at the thirty-third session of the International Labour Conference;

Noting, from the report of the ILO, that although in recent years the differentials between men's and women's wages have decreased in some countries, such differentials are still substantial in many countries;

Considering that measures should be taken to eliminate some of the factors which may account for the lower wages paid to women workers;

Reaffirms its support of the principle of equal pay for equal work for men and women workers, without any distinction whatsoever, as stipulated in Article 2 of the Universal Declaration of Human Rights, and urges continued progress in its implementation;

Recognizes that the ILO is the Specialized Agency having particular responsibility for the development of international conventions and recommendations in this field;

Recommends that all Member States of the United Nations inform the ILO of legislative measures taken to implement the principle of equal pay for equal work for men and women workers irrespective of race, nationality, or religion;

Requests the Secretary-General to transmit to the ILO all pertinent information, statements, and other documentation which has been brought to the attention of the Commission;

Requests the ILO to include in its study of the question of equal pay for equal work the following points:

- (a) adoption of the principle of rate-for-the-job rather than rate-based-on-sex;
- (b) granting to women the same technical training and guidance access to jobs, and promotion procedures as men;
- (c) abolition of the legal or customary restrictions on the pay of women workers; and
- (d) provision of measures to lighten the tasks that arise from women's home responsibilities as well as the tasks relating to maternity; and

Requests the Economic and Social Council to recommend to the States Members of the United Nations that they take action along the lines indicated in points (a) to (d) above;

Requests the Economic and Social Council to continue to inform the Commission on developments in the field of equal pay for equal work.
