



5th Meeting of the IHO Council

Items requested by the 2nd Assembly

Agenda Item 7.1

Decision A2/07: Update on the implementation of gender-inclusivity



IHO

IHO STRATEGY AND RESOLUTION FOR THE USE OF GENDER-INCLUSIVE LANGUAGE (essentials of Council Doc C5-07.1A)

The essence of this activity is that the IHO, starting with its official working languages English and French, promotes and supports UN Sustainable Development Goal 5: Gender Equity.

The Secretary-General was tasked

- to conduct a comprehensive review of the IHO Basic Documents and Resolutions, adopting the UN Guidelines on Gender-inclusive Language, and to provide draft revisions of IHO Publications M-1 and M-3 for the consideration of the Assembly at the next ordinary session, and
- to monitor the IHO's progress towards the implementation of the UN Guidelines on Gender-inclusive Language to all IHO documentation and communications and report to the Assembly at the next ordinary session (A-3).



IHO SECRETARY-GENERAL'S RECOMMENDATIONS

- Those of UN Guidelines on gender-neutrality that seems applicable to the IHO are selected and presentedas driving principles to the Member States for adoption as a first step. (Action **IHO Secretariat** supported by **Canada**, deadline: **February 2022**)
- A comprehensive review and report of IHO Basic Documents (M-1) and Resolution (M-3) vis-à-vis gender-inclusive language be undertaken.
- Alternative wording is proposed for each detected instance of less-inclusive language in M-1 and M-3 in keeping with the UN Guidelines on Gender-inclusive Language.
- Report on the use of gender-inclusive language in IHO documentation and written communication to be reviewed by C-6 and submitted to A-3.
- Draft an IHO Resolution on the use of gender-inclusive language to be reviewed by C-6 and proposed to A-3.



JUSTIFICATION AND IMPACT

- The administrative burden on the IHO Secretariat to update all existing documentation only to address gender-specific issues would be burdensome. For this reason the approach of only applying the guidelines for new or updated documentation induced by other modifications is the way to go.
- But even the permanent application of those recommendations proposed will still require significant effort. In recognition of this, Canada, with its experience working in a bilingual milieu, has offered to assist the Secretariat by undertaking the basic tasks of the document review and the re-wording proposals, as well as drafting the new IHO Resolution on gender-inclusive language.
- Other Member States interested in assisting with these efforts are invited to help.



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IHO STRATEGY AND RESOLUTION FOR THE USE OF GENDER-INCLUSIVE LANGUAGE

International
Hydrographic
Organization

Actions to be considered by Council

C-5 is invited to:

- Endorse the Recommendations of this proposal.
- Note the call for additional resources to assist.
- Provide any other feedback.