

Making gender equality at work happen: From commitments to facts

Deborah Greenfield
Deputy Director-General for Policy
International Labour Organization

G7 Social Meeting
Session “Goal 4 Promote equality at work between men and women”

24-25 January 2019, Paris, France

Bridging challenges and commitments



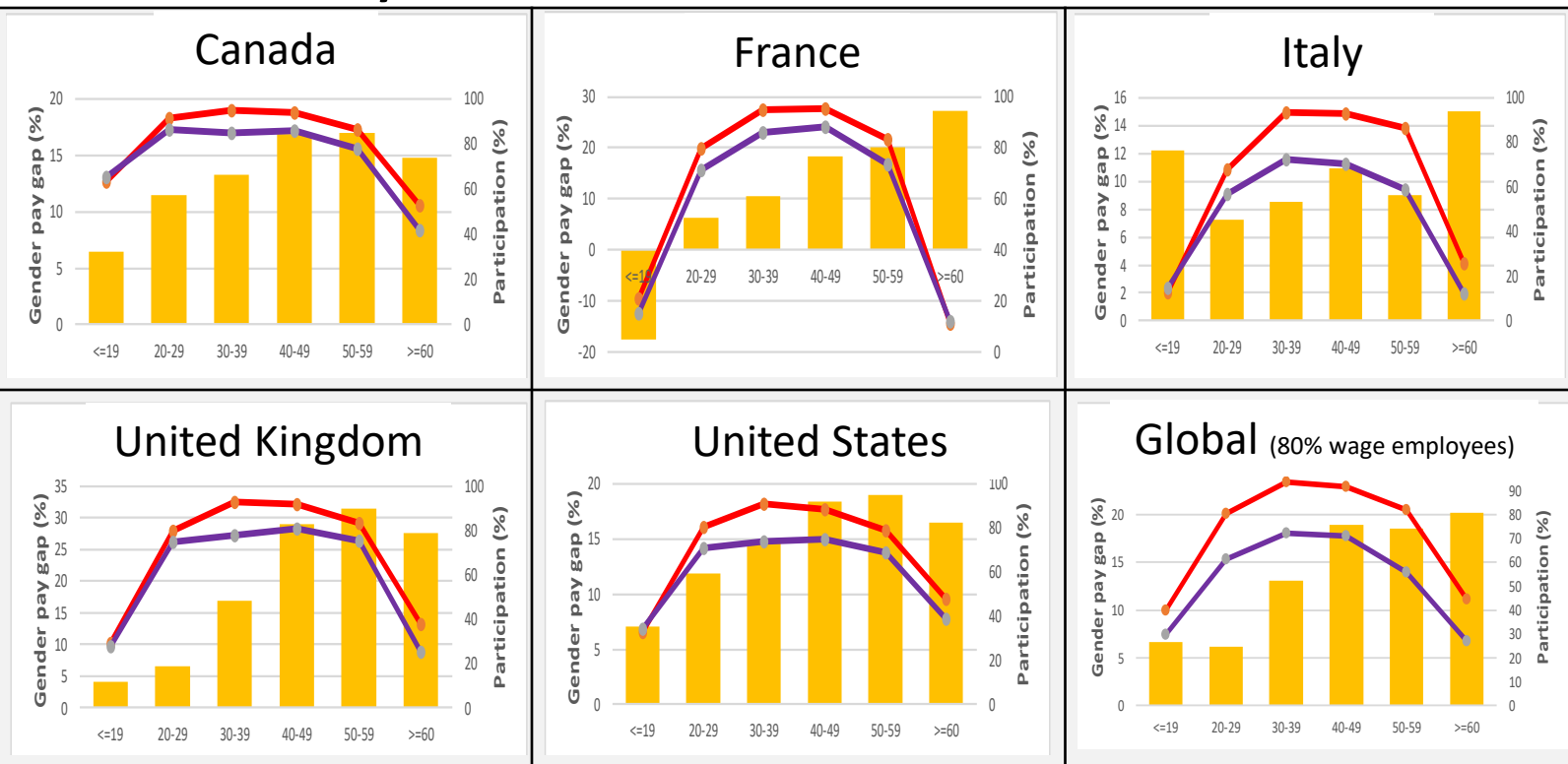
The challenges

- ❑ Stubbornly high gender pay gaps/unequal pay
- ❑ Gender gaps in paid employment and in unpaid care work
- ❑ Gender-based violence and harassment in the world of work
- ❑ Unequal distribution of men and women across sectors and occupations, and in the digital economy

Current commitments

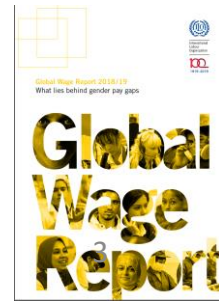
- ❑ SDG 8.5: achieving equal pay for work of equal value by 2030. EPIC
- ❑ Reducing the gender gap in participation by 25% by 2025 (G20)
- ❑ New international labour standards on violence and harassment in the world of work (ILC June 2019)?

Age , participation and the gender pay gap in selected G7 countries latest years

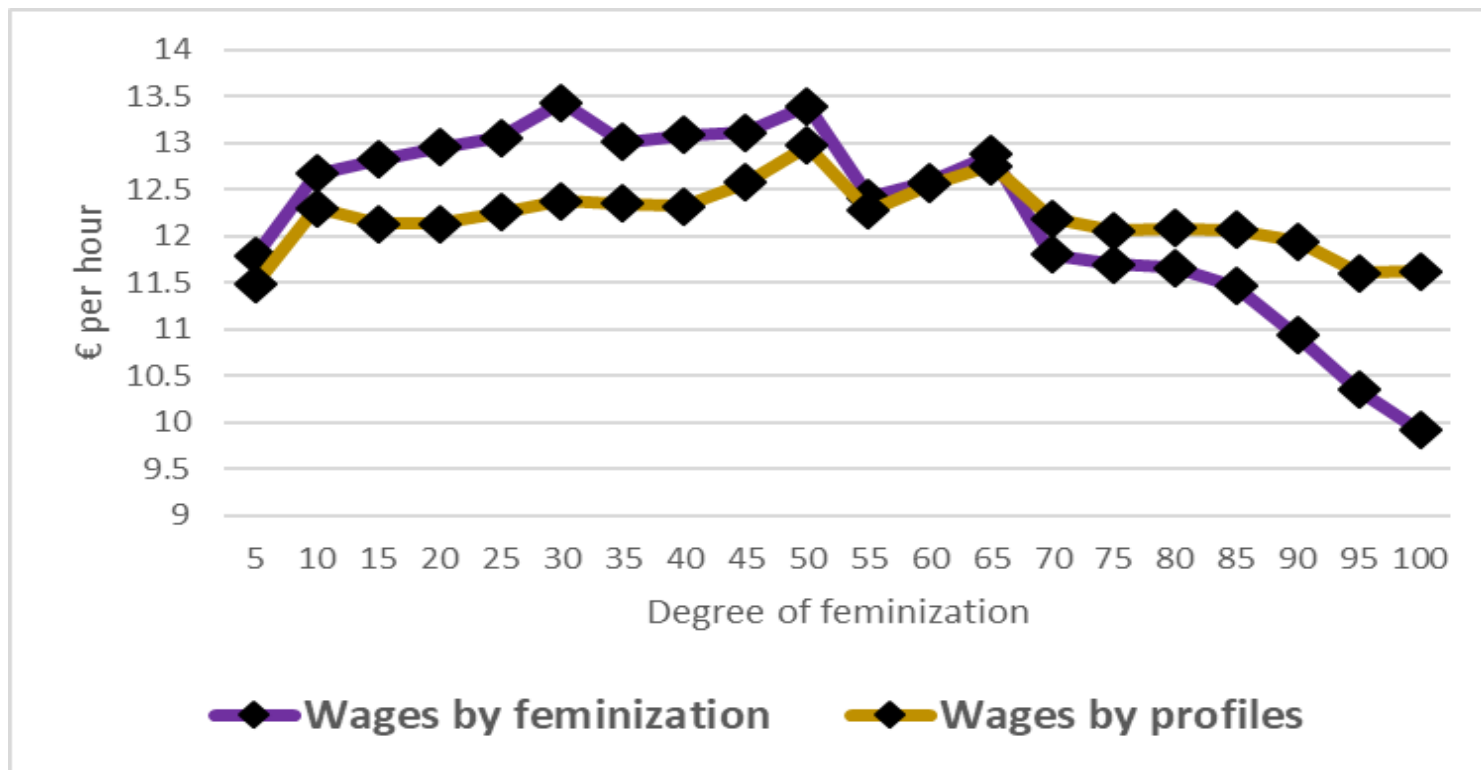


Source: ILO, 2018. [Global Wage Report: What lies behind gender pay gaps?](#)

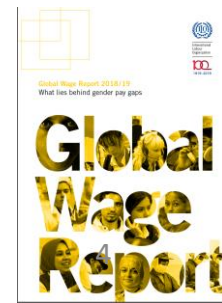
Gender pay gap Men's participation Women's participation



Hourly wage in enterprises with similar productivity profiles but different degrees of feminization of their workforce (average for EUROPE)



Source: ILO, 2018. [Global Wage Report: What lies behind gender pay gaps?](#)





EPIC

Equal Pay International Coalition

EQUAL PAY FOR WORK OF EQUAL VALUE

Addressing the causes behind the gender pay gap: The Equal Pay International Coalition (EPIC)



Secretariat



International
Labour
Organization



OECD

BETTER POLICIES FOR BETTER LIVES



Steering committee



Canada



Iceland



Jordan



The Republic of Korea



Panama



Switzerland



South Africa



IOE

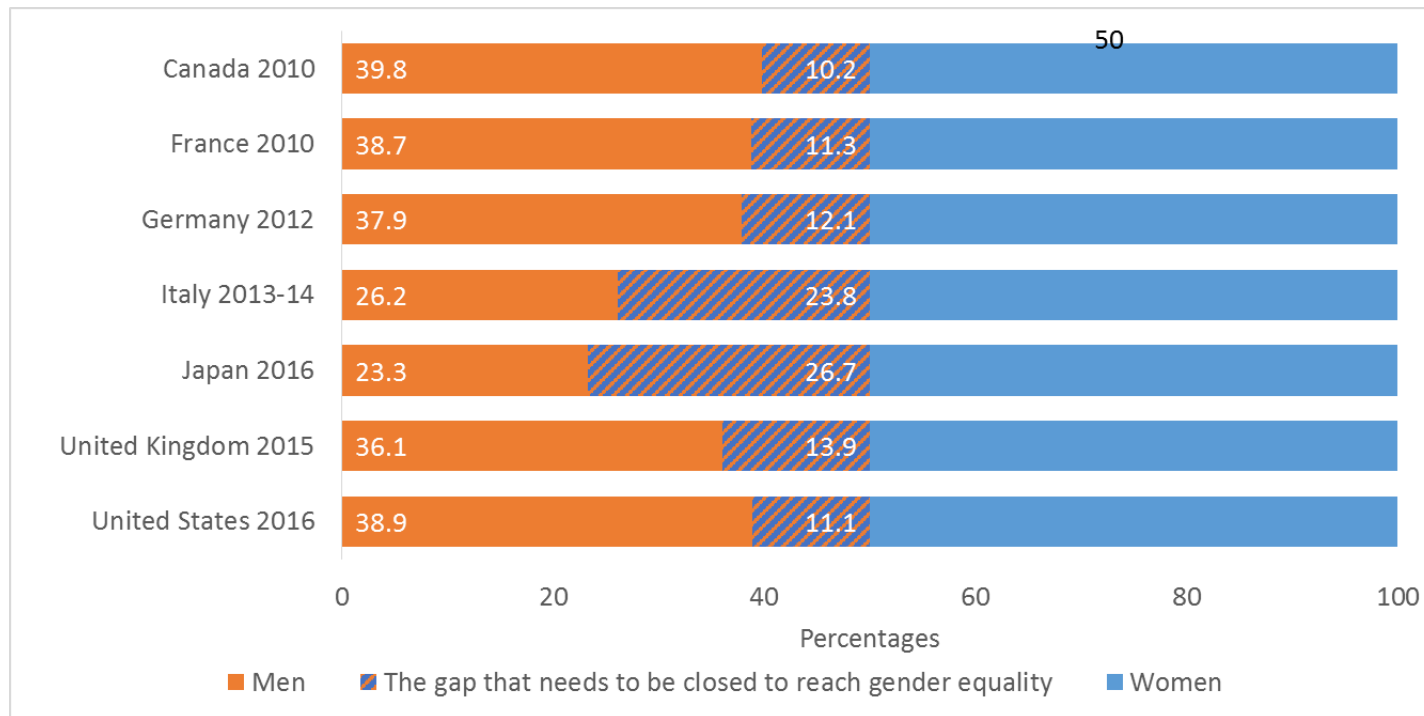


ITUC

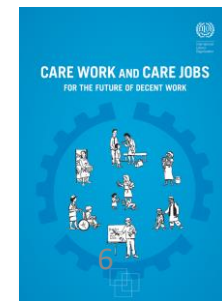
- Universal ratification of ILO Convention No. 100 and better implementation
- Equal opportunities for quality and relevant education and long-life learning
- Proactive equal pay legislation, wage transparency and better law enforcement
- Valuing fairly women's work in highly feminized occupations and industries
- More equitable sharing of family duties between women and men
- Gender-responsive company policies on flexible working-time arrangements
- Better-quality wage data

Women bear the brunt of unpaid care work in G7 countries

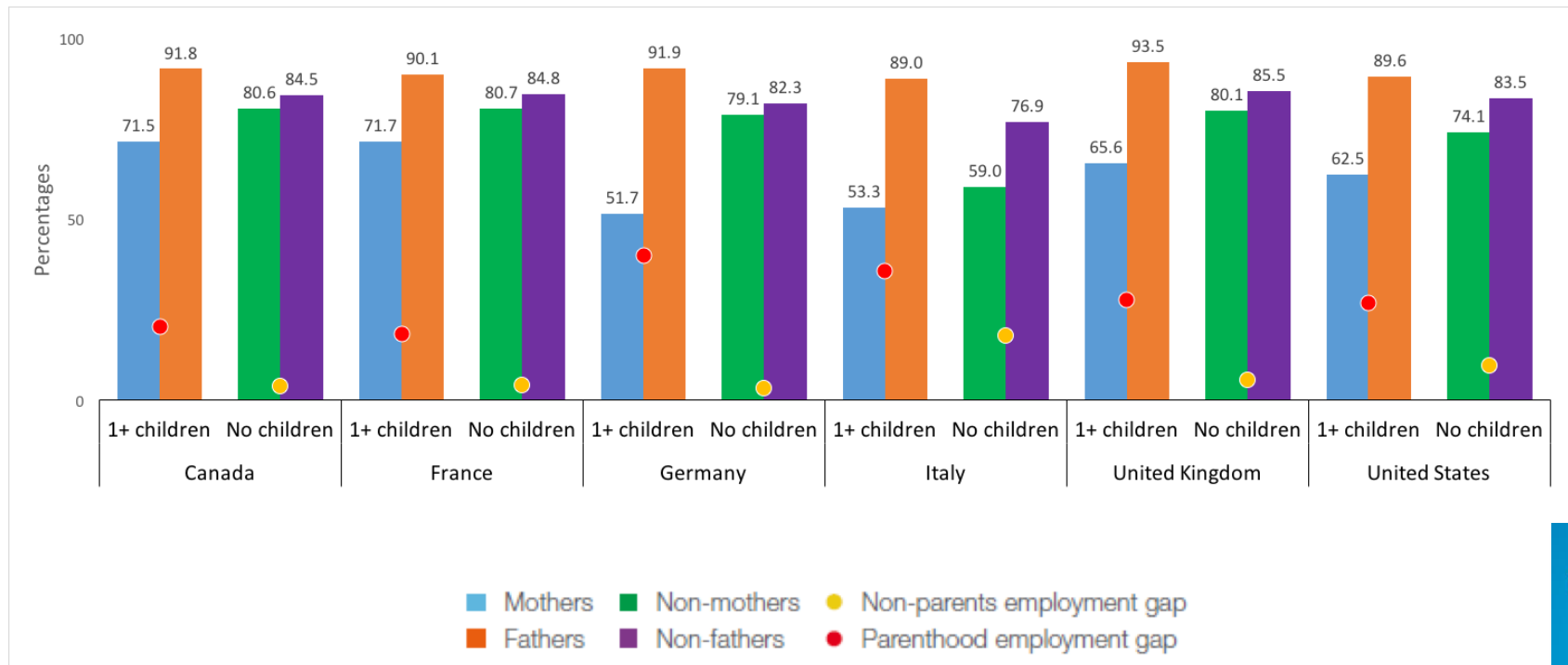
(Share of total unpaid care work, by sex, latest year)



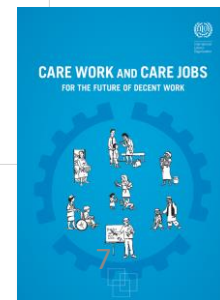
Source: ILO, 2018. [Care work and care jobs for the future of decent work](#)



Mothers of children under 6 years of age suffer the highest 'employment penalty' in G7 countries

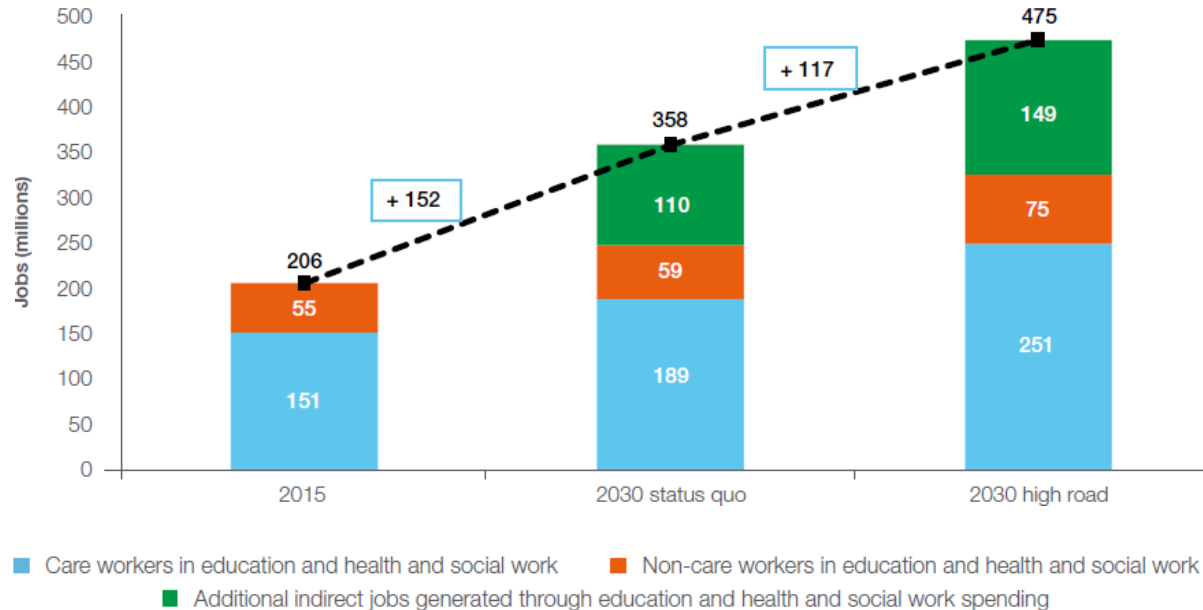


Source: ILO, 2018. [Care work and care jobs for the future of decent work](#)



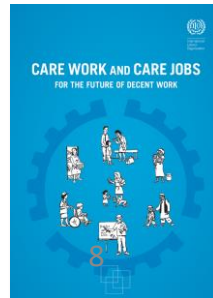
Facilitating labour market participation through investments in the care sector

Total care and related in 2015 and 2030 employment status quo and high road scenarios



Good working conditions are a premise for the delivery of quality care!!

Source: ILO, 2018. [Care work and care jobs for the future of decent work](#)



Combating violence and harassment in the world of work – Fill the regulatory gaps!



- Regulatory gaps in national legislation
 - Lack of coherence and coordination
 - Coverage gaps. «Workplace» is often defined too narrowly. etc
- Regulatory gaps in ILO instruments (ILS)
 - No ILS defines violence and harassment nor provides a scope for it.
 - No ILS provides for an integrated approach bringing prevention, protection and compensation and rehabilitation all together.

Domestic Violence:
The Impact on the Workplace



A transformative and measurable agenda for gender equality for a brighter future of work for women

