|  |  |  |  |
| --- | --- | --- | --- |
| INDICATOR\_NUM | METADATA\_CATEGORY | METADATA\_CATEGORY\_DESC | METADATA\_DESCRIPTION |
| QI.1 | 1 | Contact point in international agency |  |
| QI.1 | 2 | International agreed definition | **\*\***ILO convention 100**\*\*** on equal remuneration for women and men was adopted in 1951 by the General Conference of the International Labour Organisation \(ILO\). The convention is on the principle of equal remuneration for men and women workers for work of equal value. The term remuneration includes the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment.  **\*\***ILO convention 111**\*\*** on discrimination in employment and occupation was adopted in 1958 by the General Conference of the International Labour Organisation \(ILO\). The convention is with regard to discrimination in the field of employment and occupation. The term discrimination includes any distinction, exclusion or preference made on the basis of a number of characteristics including sex. |
| QI.1 | 3 | Method of computation | The information, compiled by ILO, contains a list of countries which ratified the conventions and when the ratifications came into force or not. |
| QI.1 | 4 | Importance of the indicator in addressing gender issues and its limitation | For every dollar earned by men, women earn between 70 and 90 cents. Differences in pay for men and women may result from a multitude of factors. They include individual characteristics of workers, such as their level and field of education and work experience, as well as factors connected to the job they perform, such as occupation, type of contract, economic sector and size of the establishment in which they work. Gender inequalities in all these areas are associated with traditions and stereotypes \(influencing the choice of education, professions and career paths of women and men\) and the difficulties in balancing work and family life that often lead to part-time work and career breaks, mainly for women. The wage gap may reflect not only differences in occupation and sectoral segregation and number of hours worked, but also gender discrimination in payment for the same job. \(United Nations World's Women 2015: Trends and Statistics\)  Women are also less likely to be employed than men. Women's work is concentrated in sectors and occupations that tend to have low pay, is subject to long hours and carries no social protection. Women are less likely to hold managerial positions, and earn less than men everywhere \(United Nations World's Women 2015: Trends and Statistics\).  The conventions provide information on whether a country has the enabling environment to promote equal remuneration and nondiscrimination in employment and occupation for women and men. |
| QI.1 | 5 | Sources of discrepancies between global and national figures |  |
| QI.1 | 6 | Process of obtaining data | The information was compiled by ILO, available under NORMLEX - Information System on International Labour Standards. |
| QI.1 | 7 | Treatment of missing values |  |
| QI.1 | 8 | Data availability and assessment of countries’ capacity |  |
| QI.1 | 9 | Expected time of release |  |
| QI.1 | 10 | Data source | Data and metadata were extracted from ILO NORMLEX database on 1 June 2021.  For more information, please go to the following:   * [https://www.ilo.org/dyn/normlex/en/f?p=1000:12001:::NO:::](https://www.ilo.org/dyn/normlex/en/f?p=1000:12001:::NO:::) * [https://www.ilo.org/dyn/normlex/en/f?p=1000:12000:::NO:::](https://www.ilo.org/dyn/normlex/en/f?p=1000:12000:::NO:::) |