## Comments

- Language is problematic, and in subtle ways. In particular:

o “persistent gender gaps pose a big problem for the global community.” : they are a reason to worry and a social justice issue. The language of W@W can be brought in. Written like this, there are “women” and there is “the global community” who has a problem. Instead, it’s women who have problems.

o gender is a major determinant of vulnerability. : this is equivalent to saying that a dark colour of skin is a determinant of poverty, or disability a determinant of low LFP. It is women who are overrepresented in vulnerable jobs, but not their fault!

o Same in Marital status as “persistent barrier”. What are women supposed to do, not marry? See our suggestion below.

- Rename the slide “Persistent barriers” and use the Gallup terminology of “Challenges of women in paid jobs” (pp. 42-43 or 45 of ILO-Gallup Report), and then make the summary and rankings by region.

- Under bridging the gap, promote work-family balance, replace “parental protection” with “maternity protection and paid paternity and parental leave”.

## #Intro

Around the world, finding a job is much tougher for women than it is for men. When women are employed, they tend to work in low-quality jobs in vulnerable conditions, and there is little improvement forecast in the near future.  
Explore this InfoStory to get the data behind the trends and learn more about the different barriers holding women back from decent work.

## #Unemployed or vulnerable

Women who want to work have a harder time finding a job than men. This problem is particularly marked in Northern Africa and the Arab States, where unemployment rates for women exceed 20%.

*Option 1*

Vulnerable employment is widespread for both women and men, but they tend to be overrepresented in certain types of vulnerable jobs: men are more likely to be working on their own-account while women are more likely to be helping out in their relatives’ businesses.

*Option 2*

Women and men are affected differently by economic necessity: men are more likely to be working on their own-account while women are more likely to be helping out in their relatives’ businesses.

*Option 3*

When women do find employment, they are less likely to get stable paid jobs than their male counterparts. Vulnerable employment is widespread for both women and men in developing and emerging countries. However, women are more likely to be working helping in family businesses, while men more often work on their own account.

## #Persistent challenges

* Work-family balance
* Gender roles

In developed and emerging economies, women who have a spouse or a partner are less likely to be employed in a paid job or actively looking for one. Economic stability from a partner’s income tends to reinforce the “male breadwinner” bias. In developing countries the reverse is true: economic necessity means that married women are more likely to work.

* Lack of transport
* Lack of affordable care

## #Promote work-family balance

Many women and men lack access to adequate maternity protection, paid paternity and parental leave and other basic social protection measures. Policy reforms should acknowledge that the bulk of unpaid family and household work is currently performed by women.