



Australian Government



International
Labour
Organization

Call for Papers: Women and the Future of Work in the Asia-Pacific Conference 2018

A. Purpose

As the 'Future of Work' is being discussed around the world, women continue to be the most under-utilised and potentially game-changing factor for fair and prosperous economic growth. Countries in the Asia and the Pacific region, whether high or low income, can no longer afford to lose out on the social and economic potential of gender equality.

Recent research shows that if women's participation was increased by 25% by 2025, US\$5.8 trillion would be added to the global economy, US\$1.5 trillion to government revenues, in addition to the non-monetary benefits to the welfare of women and their families (ILO, 2017).

A recent report by the International Labour Office (ILO) and Gallup¹ confirmed that the majority of women and men worldwide would prefer that women work in paid jobs and find it acceptable for women to have paid work outside of the home. Why then does female labour force participation still lag behind that of males in all countries of the region? To examine the opportunities and challenges of the future at work for women, the ILO, sponsored by the Australian Government's Department of Employment, is launching a call for sound research to inform this debate.

B. Regional Conference

The selected research papers submitted as a result of this Call will serve as the basis for discussion at a regional '**Women and the Future of Work in the Asia Pacific**' Conference to be held in Bangkok, Thailand in early 2018. The resulting evidence and discussion on where best to invest efforts and resources to promote women's full participation in the future of work will be summarized in a Conference report, which will be submitted to the global 'Women at Work' and the 'Future of Work' [ILO Centenary Initiatives](#) that will culminate in the 2019 International Labour Conference.

C. Proposal assessment criteria

A Technical Advisory Group, consisting of experts and specialists on the topic of women in the world of work, will assess proposals against the following criterion:

- a) how does the proposal contribute to evidence-based policy recommendations that governments, ILO social partners, private sector and civil society organizations can use to accelerate the closure of critical gender gaps to maximise women's full and productive

¹ http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_545963/lang--en/index.htm

contributions to the changing, and challenging world of work over the medium to long term (5-10 years).

- b) sound methodology and feasible scope given the proposed time frame.
- c) qualifications of author(s) based on attached CV.

Once selected, finalised draft papers (of approximately 3000 words) should be finished by **22 December 2017**. The drafts will then be peer-reviewed and may be further adapted in advance of the Regional Conference.

Selected authors will be invited to present their work at the Regional Conference (first quarter 2018 - TBC) and to contribute to a chapter of the forthcoming regional report, based on their research.

Additional details:

- Preference will be given to researchers and authors from the Asia and the Pacific region, however the call is open to institutions from other regions; similarly a preference will be for studies focusing on the Asia and Pacific region.
- A proposal can focus on new research, or to extending existing relevant research, so long as it relates directly to evidence-based policy recommendations for women in the future of work.
- Papers can be local/provincial, national, cross-country or regional in scope. Country case studies and analysis of successful in-country programmes can also be included.
- Proposals that address specific groups, such as women with disabilities or indigenous women, are also welcome.

D. Instructions for submission and deadlines

Proposals should address one of these three general themes:

1. Enabling an environment for better quality jobs and gender equality in the changing world of work

Governments and the private sector recognise the importance of increasing women's formal labour force participation for an inclusive and prosperous future. The majority of women and men in the region support the idea of women working outside of the home (ILO-Gallup, 2017). However, finding quality work opportunities remains elusive for most women who are in informal jobs. Additionally, with the 'uberisation' of work, this means that women's increased participation in the formal economy is at risk.

Practical and innovative examples addressing the following 'enablers' to women's full participation in the workforce: balancing work and family responsibilities; rendering accessible, affordable and professional care services that generate decent work; eliminating violence and sexual harassment in the workplace; considering how to ensure safety nets for workers; promoting equal pay for work of equal value; addressing stereotypes and occupational segregation and; engaging more men in promoting gender equality in the workplace.

2. Strengthening women's visibility, voice and representation for the future of work

Although women participate actively in the economy, until now the world of work has been largely 'a man's world' and has been shaped as such. Women are under-represented in decisions relating to the world of work – including in policy-making, collective bargaining and in leadership positions in the public and private sectors. More women, working with men, will contribute to a more inclusive, sustainable, gender responsive, and prosperous future of work.

Practical examples that show enhancing women's voice and representation in the world of work and demonstrating how increased diversity in decision-making can lead to more effective policies, and implementation of legal frameworks for the future world of work. Measures that leverage technologies to bring women's voices into policy-making. Examples that include voices of people with disabilities, indigenous peoples and people living with HIV/AIDs are also welcome.

3. Accelerating women in business management and entrepreneurship through supply chains

Women control the significant part of consumer spending² and typically invest a higher proportion of their earnings in their families and communities than men³. However, women are met with a 'glass ceiling effect' in the workplace and often struggle to be recognised and rise up the ranks. And while women-led businesses are growing in numbers, they struggle to formalise, access growth markets and generate jobs. Many companies are promoting policies for gender equality through their supply chains and are linking with women-led enterprises as suppliers.

Promising initiatives that increase significantly women's access to formal and quality employment through global supply chains of public and private enterprises; exploring micro-business opportunities in local areas for women; programmes that enhance women's capacity to understand and implement their rights at work in supply chains and; women's entrepreneurship programmes that address gender constraints and contribute to job creation in the formal economy, productivity and access to more lucrative opportunities through trade in global supply chains.

We are particularly interested in papers which:

- address decent work gaps in sectors where women are concentrated, such as agriculture, the care economy, home-based work, domestic work and the garment sector AND in growth sectors where women are under-represented.
- demonstrate innovation and technologies that can contribute to a more equitable world of work.
- engage men in promoting gender equality in the workplace.
- deliver concrete and practical measures with promise of getting to scale, or may be replicable across the region.

² Michael J. Silverstein and Kate Sayre, Harvard Business Review, September 2009.

³ Investing in Women and Girls, OECD, <http://www.oecd.org/dac/gender-development/investinginwomenandgirls.htm> (accessed on 1 August 2017).

Submissions must contain:

- Full paper title.
- Clear identification of the relevant theme/topic (1-3).
- Short introductory summary (approximately 500 words).
- One paragraph argument regarding the paper's relevance.
- Short summary of research methodology to be used, including data sets, original research, qualitative work etc.
- Short summary of the expected main findings and conclusions.
- Full name, affiliation, address, phone/fax/e-mail of one author for all correspondence.
- Recent C.V. of principal author.
- For all other authors, full name, affiliation and e-mail.

Timeline:

Please submit a maximum 2 page proposal by **15 September 2017 (Due date extended to Monday, 18 September 2017)** at BANGKOK@ilo.org. Please indicate "Proposal – Women and the Future of Work in the Asia-Pacific" in the subject.

- Submission deadline (proposals): 15 September 2017 (**Due date extended to Monday, 18 September 2017**)
- Notification of acceptance: 8 October 2017
- Submission deadline (full paper): 22 December 2017
- The drafts will be peer reviewed and should be further adapted in advance of the Conference.
- Conference dates: TBC. Two day conference in Bangkok in early 2018.