

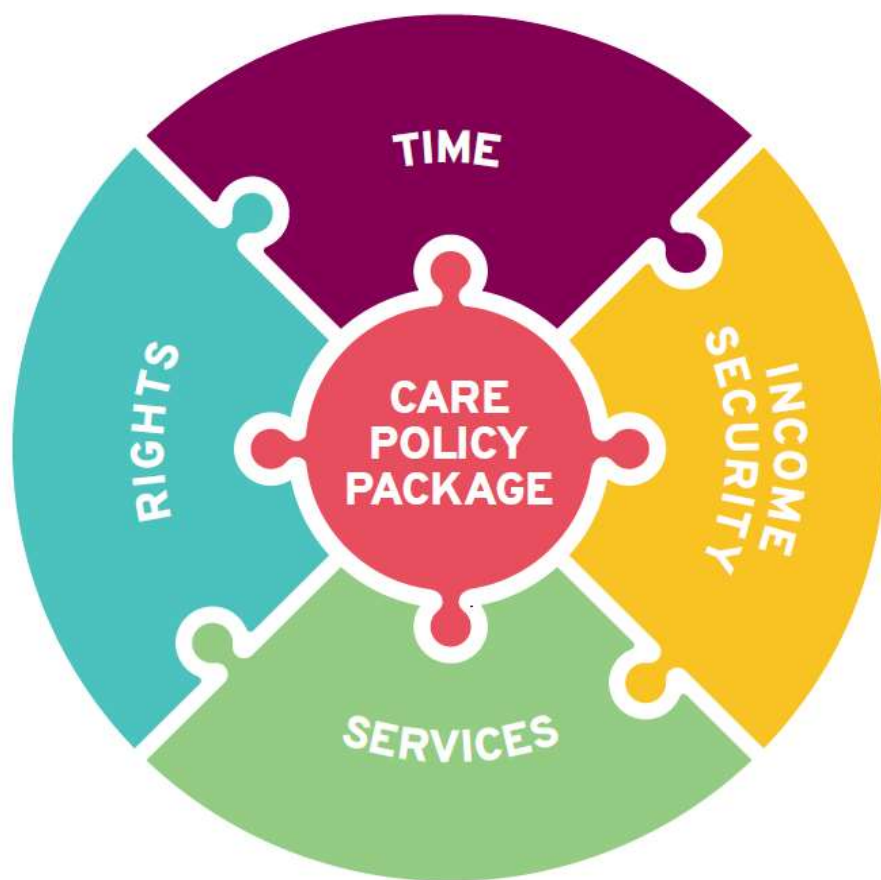
The ILO transformative agenda for gender equality in the world of work: care, pay, dignity and respect

Gender Equality and Women's Empowerment (GEWE) WG Meeting

ILO: Chidi King, Branch Chief, Gender, Equality, Diversity and Inclusion

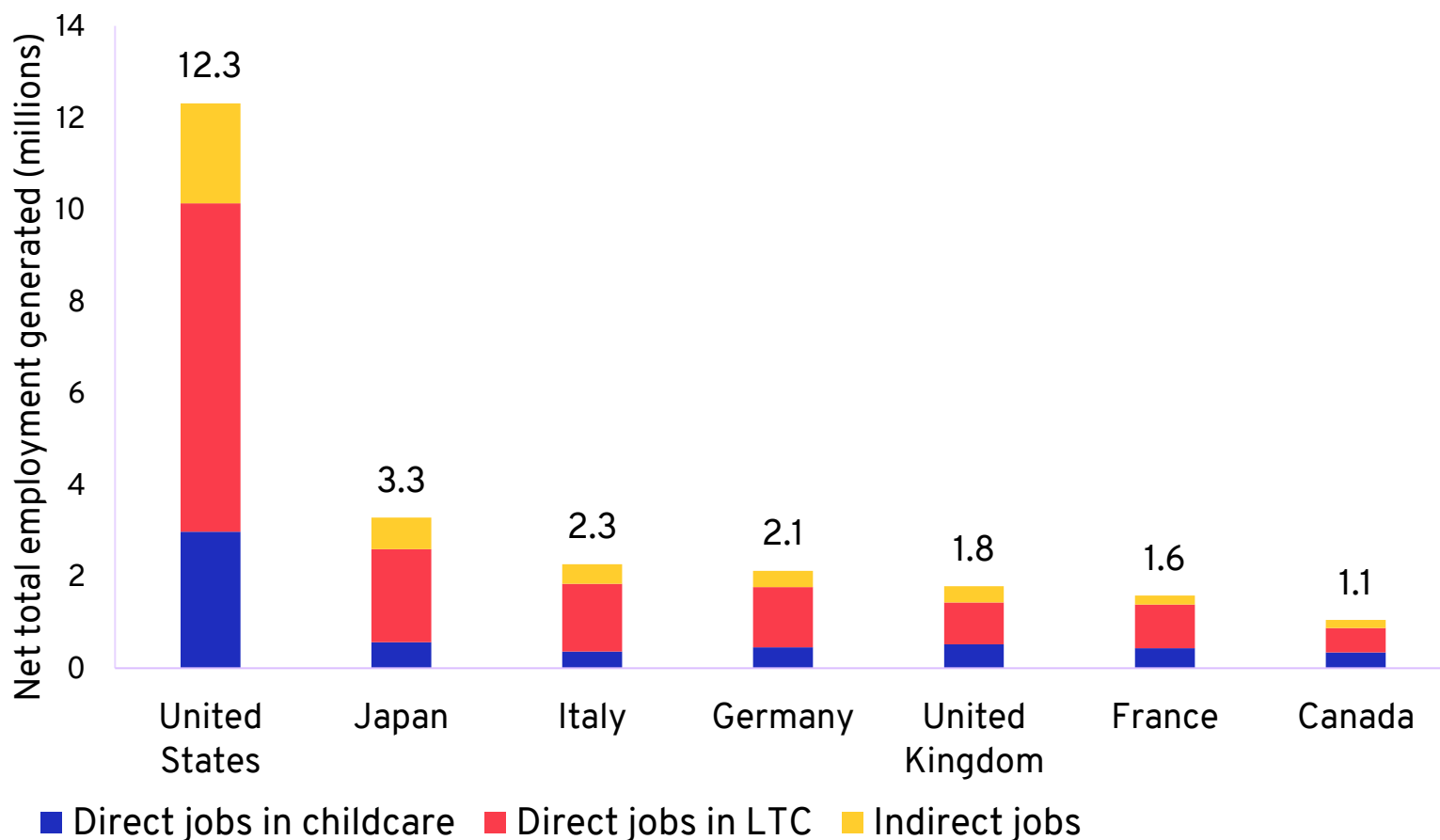
Date: Tuesday / 23 April / 2024

A life course approach to care: the 5R framework



- Care leave for parents: maternity, paternity, parental leave
- Breastfeeding breaks
- Other care-related leave: long-term care leave; emergency leave
- Time off for antenatal healthcare
- Non-discrimination, freedom from violence and harassment, and employment protection
- Right to decent working time
- Right to safe and healthy workplaces
- Maternity, paternity and parental leave cash benefits
- Income security for breastfeeding
- Long-term care cash benefits
- Maternal and child health care services
- Childcare services (in-home, community and centre-based)
- Primary and secondary education and out-of-school services
- Nursing facilities
- Long-term care services (in-home, respite and residential)

A strong investment case for care policy packages in G7 countries

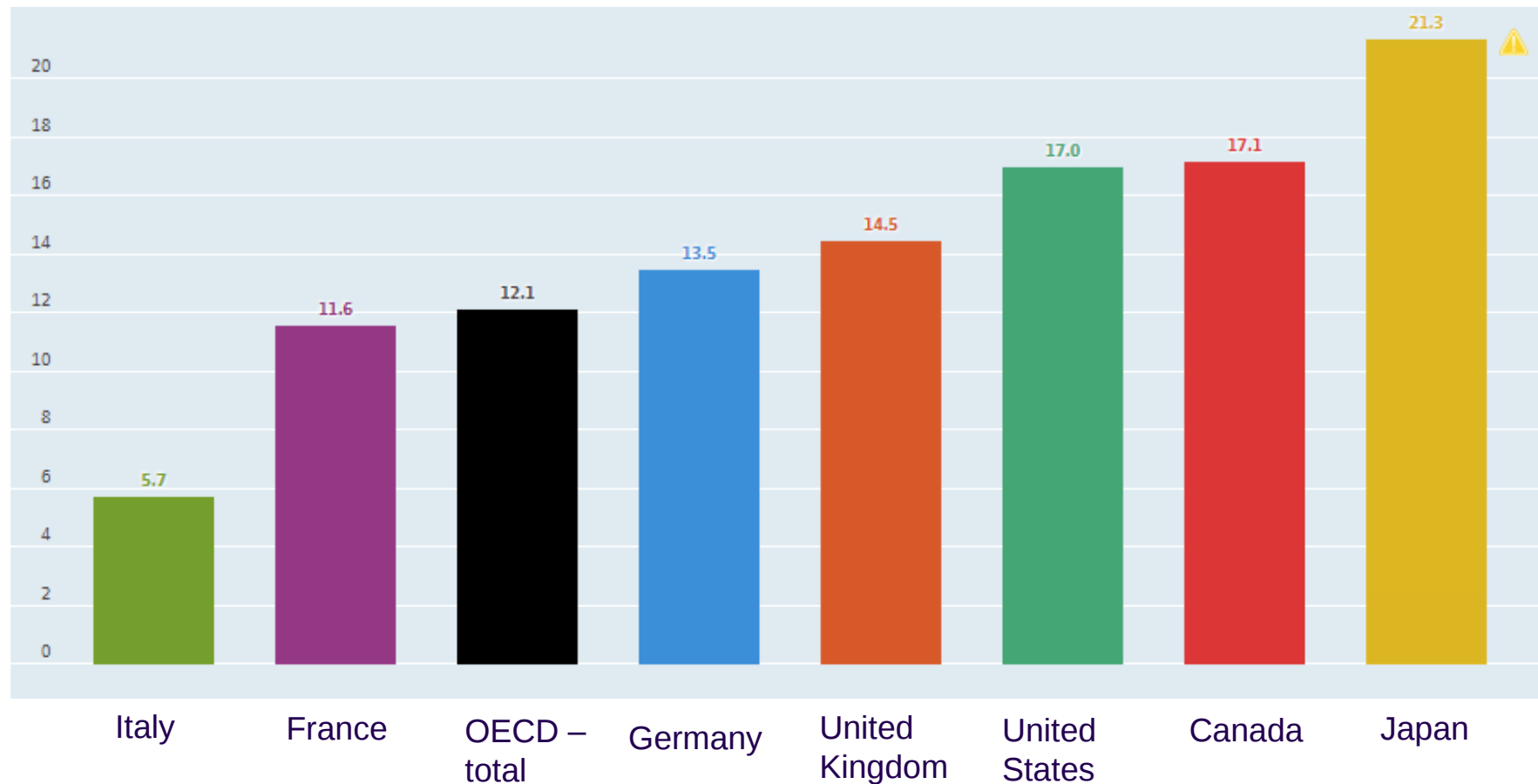


- ▶ Investing in universal childcare and LTC services in G7 countries could **generate 24.4 million jobs by 2030 (ILO)**
 - **5.7 million** direct jobs in **childcare**
 - **14.4 million** direct jobs in **long-term care**
 - 4.4 million indirect jobs in non-care sectors
- ▶ Closing policy gaps would require a **progressive** and **sustainable annual gross investment of 3.7 per cent of GDP** (before taxes) and an **annual net investment of 2.8 per cent of GDP** (after taxes) on average by 2030
- ▶ **ROI** between 1.59 in Canada to above 5 in Italy and Japan

► Statistics on care work: ICLS developments

- ▀▀ 21st International Conference of Labour Statisticians (ICLS)
- ▀▀ Gaps in availability of comprehensive, comparable data on paid and unpaid care work
- ▀▀ No ***dedicated*** agreed statistical standards and definitions of care work
- ▀▀ Technical working group to develop standards
- ▀▀ To be discussed for adoption at 22nd ICLS in 2028
- ▀▀ Standards will provide definitions but also recommended indicators, data collection and guidance

The gender pay gap stands at the average of 20% globally and 14% in G7 countries



Policy responses to improve labour supply and employment quality and reduce inequalities

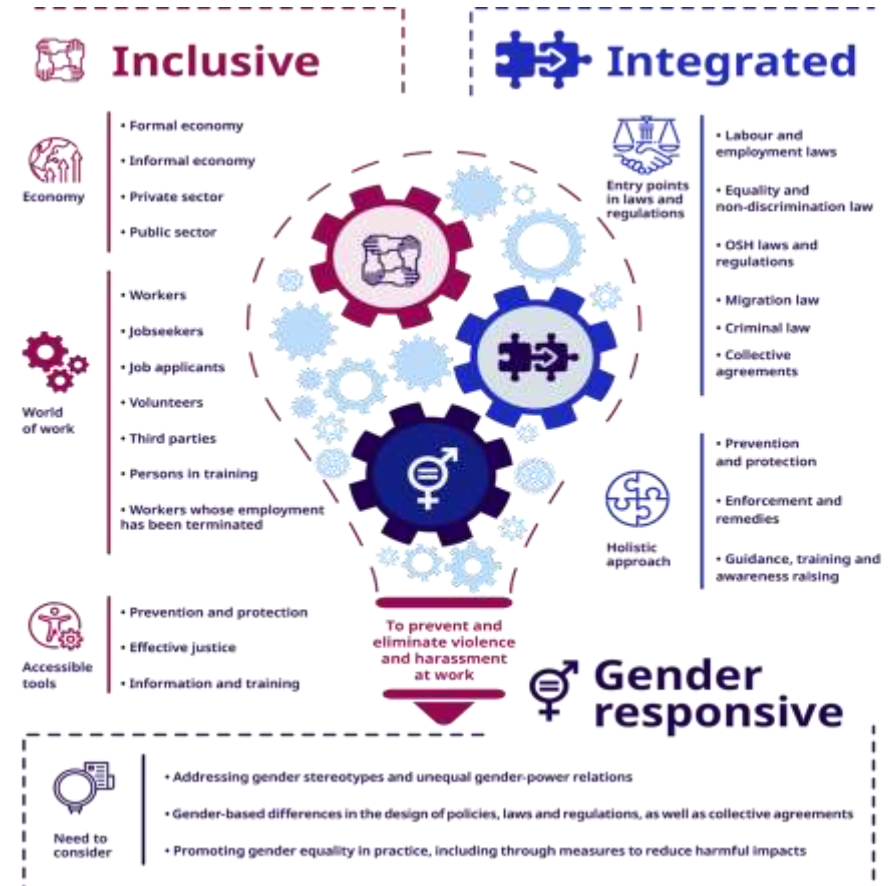
- ▶ Ratify and implement fundamental conventions + C183, C156 and other care-related ILS
- ▶ Fiscal space to invest in quality care policies, services and infrastructure, and decent work
- ▶ Address job quality and career pathways to retain workers
- ▶ Promote freedom of association, social dialogue and collective bargaining to improve working conditions
- ▶ Equalize parental leave rights and create incentives for fathers to share the care – enable work-life balance
- ▶ Close the childcare and long-term care policy gaps by providing a continuum of childcare leave and services
- ▶ Promote principle of equal pay for work of equal value within and beyond the care sector and break occupational segregation

C190: a roadmap for ending violence and harassment at work

- ▶ Right of everyone to a world of work free from violence and harassment.
- ▶ C190 and R206 bring together **the world of discrimination and occupational safety and health**.
- ▶ Roles and functions of governments, employers and workers.
- ▶ **Inclusive, integrated and gender-responsive approach**, in consultation with employers' and workers' representatives.

39 Ratifications

- 5 out of G7 countries (Canada, France, Germany, Italy, United Kingdom)



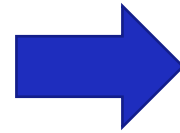
► Prevalence & frequency of violence and harassment: ILO-LRF-Gallup report, 2022

- Affects more than **1 in 5 persons in employment** (22.8 per cent or 743 million).
- **Physical** violence and harassment: nearly **1 in 10** (8.5 per cent or 277 mil.)
- **Psychological** violence & harassment: nearly **1 in 5** (17.9 per cent or 583 mil.)
- **Sexual** violence and harassment at work: **one in 15** (6.3 per cent or 205 mil.)
- “**Waste of time**”, “**fear for their reputation**” and “**unclear procedures at work**” cited as barriers to talk about violence and harassment.
- **Some people more at risk**, including youth, migrants, and wage and salaried workers.
- **Persons affected by discrimination during their life** more likely to have experienced violence and harassment at work.



Measuring work-related violence and harassment - 21st ICLS (Oct. 2023)

- **Multifaceted, sensitive and complex phenomenon** across individuals, cultural context and country circumstances.
- **Insufficient available data** to understand the nature, extent or impact.
- **No statistical standards and no consistent approach for measurement**
- **Guidance on ethics and safety principles** relevant to work-related violence and harassment are needed.



ILO next steps:

- **Testing of a preliminary set of questions to measure work-related violence**
- **Establish a consultation mechanism**
- **Build towards developing first set of statistical Guidelines**

► Women's economic empowerment and business

- ▮ Social dialogue –
- ▮ Strong employers' and workers' organizations
- ▮ Knowledge sharing
- ▮ Partnerships – e.g UN Global Compact
- ▮ Empowering Women at Work (EW@W) Platform

