

DECENT WORK

A better world starts here.



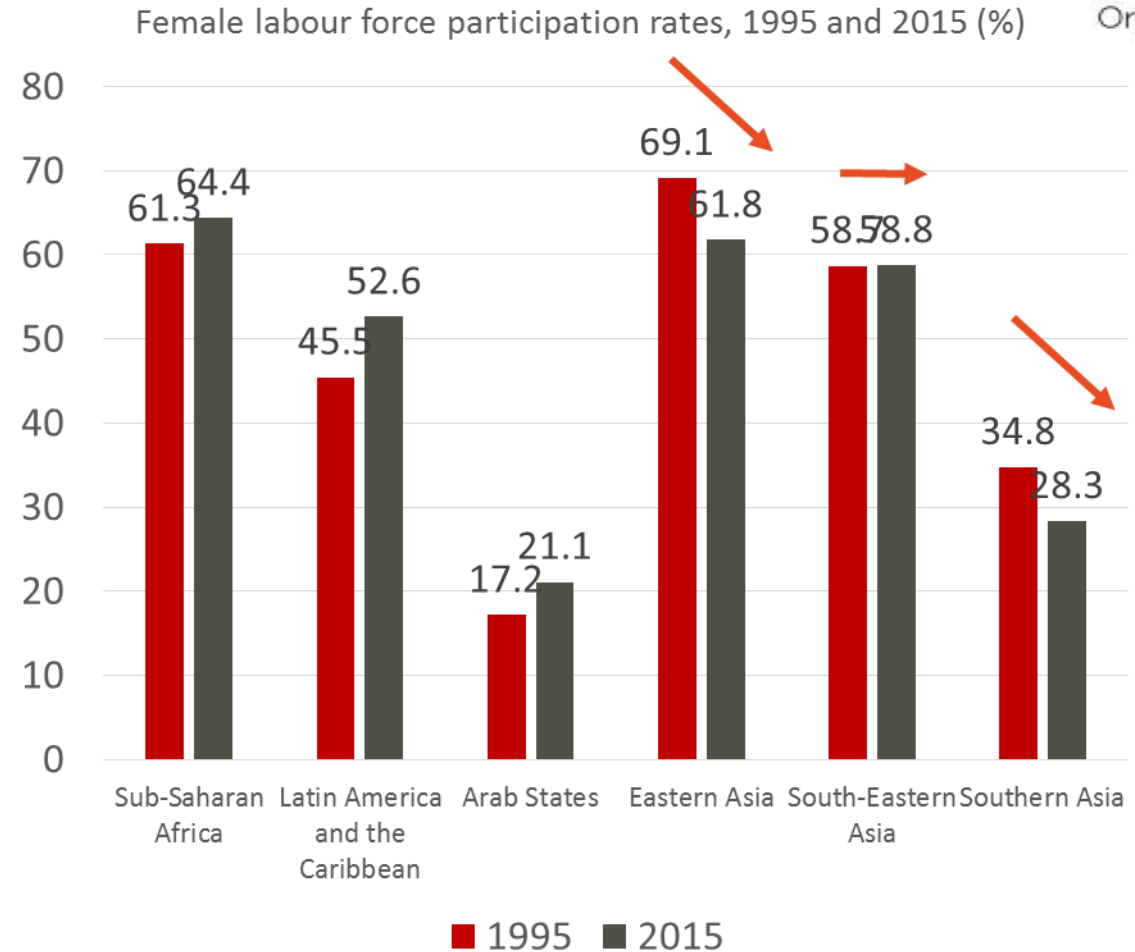
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Towards a better future for women at work

Tokyo – March 2017

Strong economic growth in Asia over many decades, accompanied by **urbanization**, **rising education**, **decreasing fertility rates**

Yet, women's LF participation has **decreased or remained stagnant** - this sets Asia apart from other regions



- **ILO estimates: greater gender equality could increase the GDP in Asia & the Pacific in 2030 by between 2.7 & 4.7%**
Largest potential gains in South Asia (8.0-12.5%)
- **Women's limited access to employment causes estimated losses in economic growth of between 42-47 billion USD per year in the Asia & the Pacific region**



- Women represent **10% or less of senior managers & around 5% of CEOs**
- A persistent '**glass ceiling**' prevents women from reaching top positions & from breaking into typically male dominated jobs & sectors
- Women own and manage nearly **30 per cent of all businesses in Asia and the Pacific** – & they represent around **26 per cent of all employers.**
- Women are underrepresented in policy-making, **social dialogue & collective bargaining**

- **EDUCATION** is a key factor driving both decreasing and increasing LFPR trends –women need more than secondary schooling to get decent work
- Social norms dictating women's **BEHAVIOR** and **CARE WORK** constrains their ability to work outside the home – link between marriage, motherhood, safety and labour market withdrawal
- **LACK OF EMPLOYMENT OPPORTUNITIES** and **OCCUPATIONAL SEGREGATION** crowding out women from paid employment
- **GENDER WAGE GAP** persists in all countries
- **GAP in leadership, voice & representation** in policy-making



Business benefits!



- Better financial performance
- Competitive advantage
- Increased innovation
- Enhanced client insight
- Better performance on non-financial factors
- **Promoting gender equality helps with alignment to international labour standards (equality of opportunity & non-discrimination)**

Gender Gaps in Asia & the Pacific - What companies and employers' organizations are doing



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Table 2. Main barriers to women's leadership in Asia and the Pacific

Rank	Identified barriers
1	1a. Women with insufficient general or line management experience 1b. Women have more family responsibilities than men
2	Roles assigned by society to men and women
3	Few role models for women
4	Masculine corporate culture
5	Stereotypes against women
6	6a. Lack of leadership training for women 6b. Lack of flexible work solutions
7	Men not encouraged to take leave for family responsibilities
8	Lack of company equality policy and programmes
9	9a. No strategy for retention of skilled women 9b. Management generally viewed as a man's job
10	Inherent gender bias in recruitment and promotion
11	Inadequate labour and non-discrimination laws
12	Gender equality policies in place but not implemented

Source: ILO company survey.

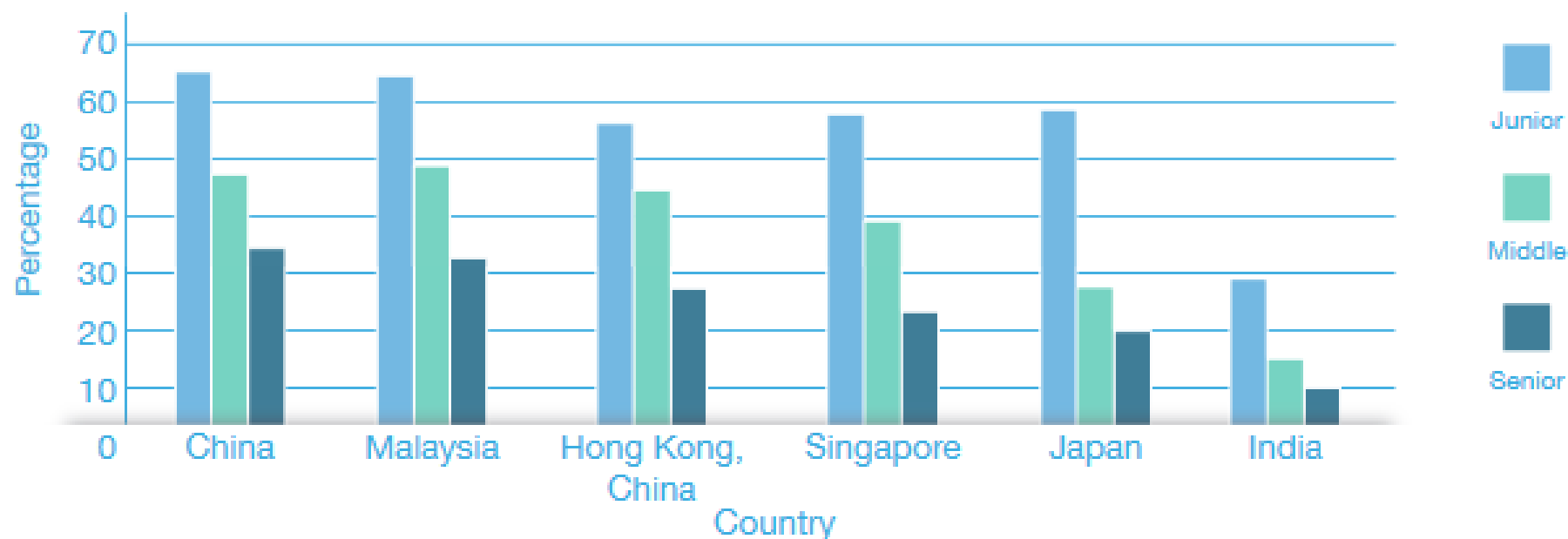


Gender Gaps in Asia & the Pacific - Women's access to decent work remains elusive



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Percentage of managers who are women at different levels in multinational companies in Asian markets



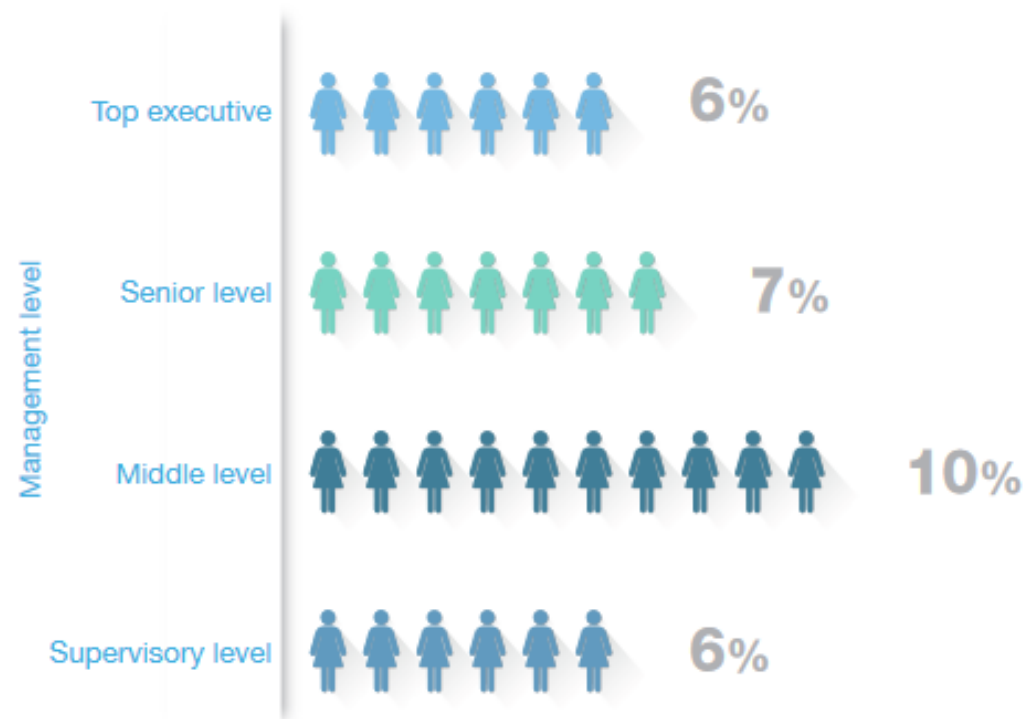
Source: Diversity Inclusion in Asia Network: *Gender Diversity Benchmark for Asia 2014*.

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Percentage of gender-balance at different management levels in Asia and the Pacific



Source: ILO company survey.



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Companies implementing equal opportunity initiatives

Policy measures	Percentage of companies
1. Recruitment, retention and promotion	87
2. Mentoring	76
3. Sponsorship	.01
4. Access to skills training	86
5. Access to executive training	75
6. Executive training specifically for women	38
7. Work life balance	68
8. Flexible working hours	65
9. Part time working hours	41
10. Remote work or telework	25
11. Maternity leave	92
12. Paternity leave	54
13. Parental leave	45
14. Career breaks	39
15. Re-entry programmes	43
16. Childcare	33
17. Breastfeeding breaks	18
18. Elder care	20
19. Care for sick family members	42
20. Sexual harassment	64
21. Reproductive health programme	21
22. Targets for gender balance in recruitment	48
23. Targets for women in management	43

Source: ILO company survey.



Working hard on gender equality

'Being inclusive doesn't just happen because we want it to. We need to be organised and proactive. At Telstra, we have targeted programs and initiatives to achieve our goals and to attract and retain talented women and men.'

'Our success as a company depends on great people – people who are talented and determined to succeed. We understand the benefits of equality and are committed to improving diversity in the workplace.'

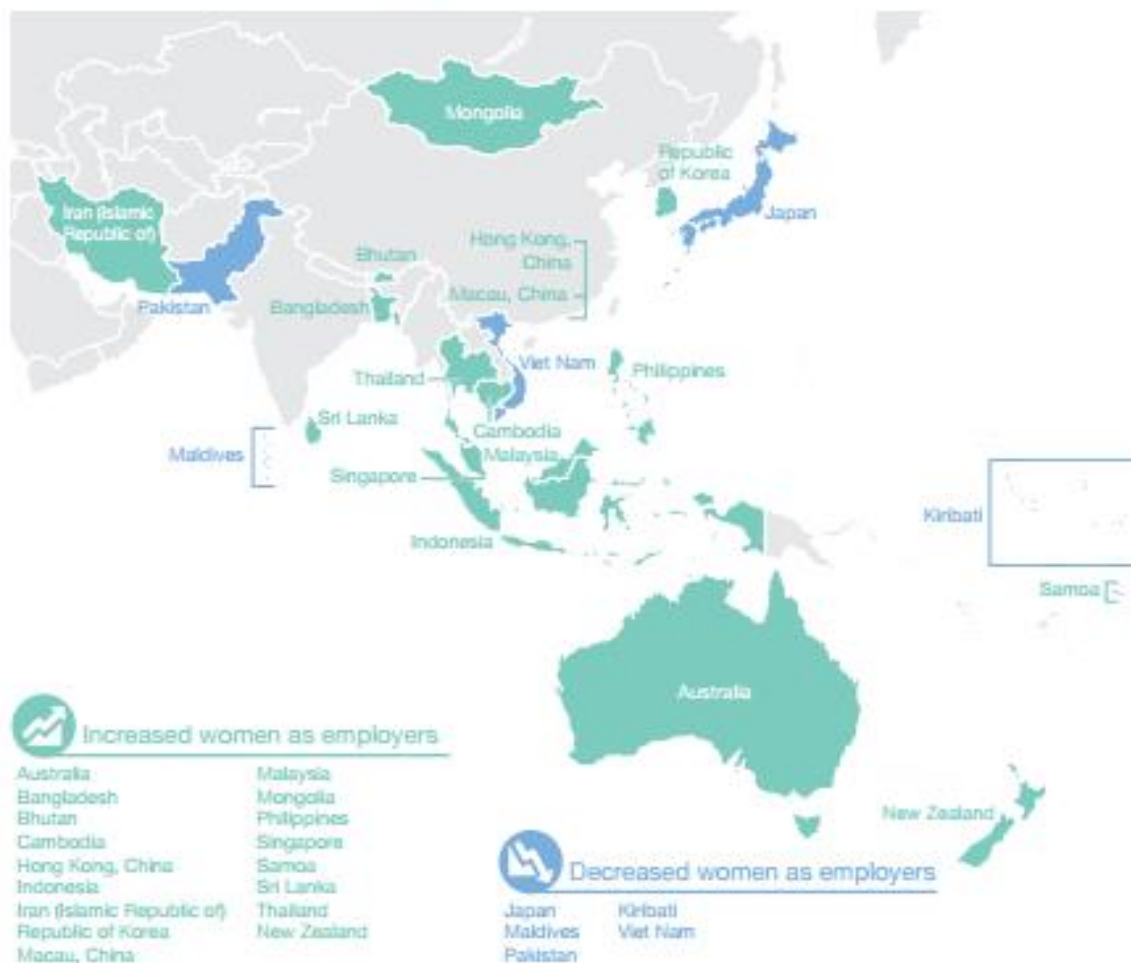
<https://careers.telstra.com/Explore-Telstra/Women-at-Telstra>

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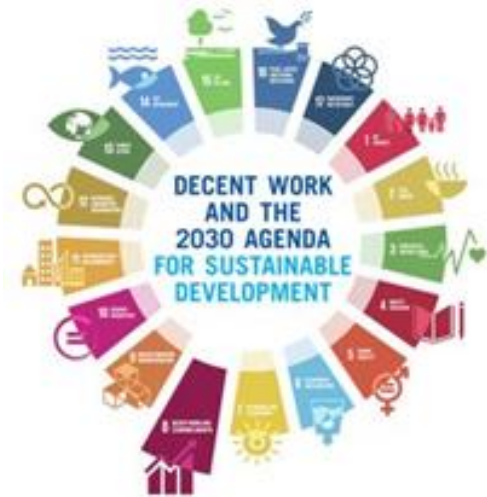
Share of women employers in Asia and the Pacific



Source: ILO statistical database, Mar. 2015.



- *Companies **promoting women's entrepreneurship** through their supply chains – **supplier diversity***
- *Women's entrepreneurship training & supports*
- *Capital for women-led businesses – **Angel investors***
- *Sponsoring contests - conferences - research*



- *Growing momentum...*
- *Setting targets and achieving them*
- *Companies are usually applying **multi-pronged approaches***
- ***Walk the talk** – leadership from the highest level*
- ***Measuring progress & communicating it***



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Thank you

simpson@ilo.org



www.ilo.org/asia



bangkok@ilo.org



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