



► Promoting gender equality in the International Labour Organization

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The Business Case for Gender Equality at Work online forum

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1st International Labour Conference (ILC) - 1919

In 1919...how far
have we come?



► ILO measures to promote gender equality

Five key means:

1. **Policies** on gender equality and non-discrimination, sexual harassment, etc.
2. **ILO's Results framework** has one full outcome on gender equality (accountability)
3. **ILO Action plan for gender equality** (staffing, substance and structure).
4. **Decent work country programmes** (and gender marker)
5. **ILO's normative mandate** (Standards on Pay equity, Discrimination, etc.)



A transformative agenda: Gender equality and equal opportunities and treatment for all in the world of work (ILO Outcome 6)

1 Unpaid care & domestic work



3

A world of
work free of
violence &
harassment



▶ #RatifyC190

2 Pay Equity



4

Intersecting forms of
discrimination



*ILO Centenary Declaration
calls for ‘gender equality
at work through a
transformative agenda’*

The Business Case

Do gender diversity initiatives enhance business outcomes?

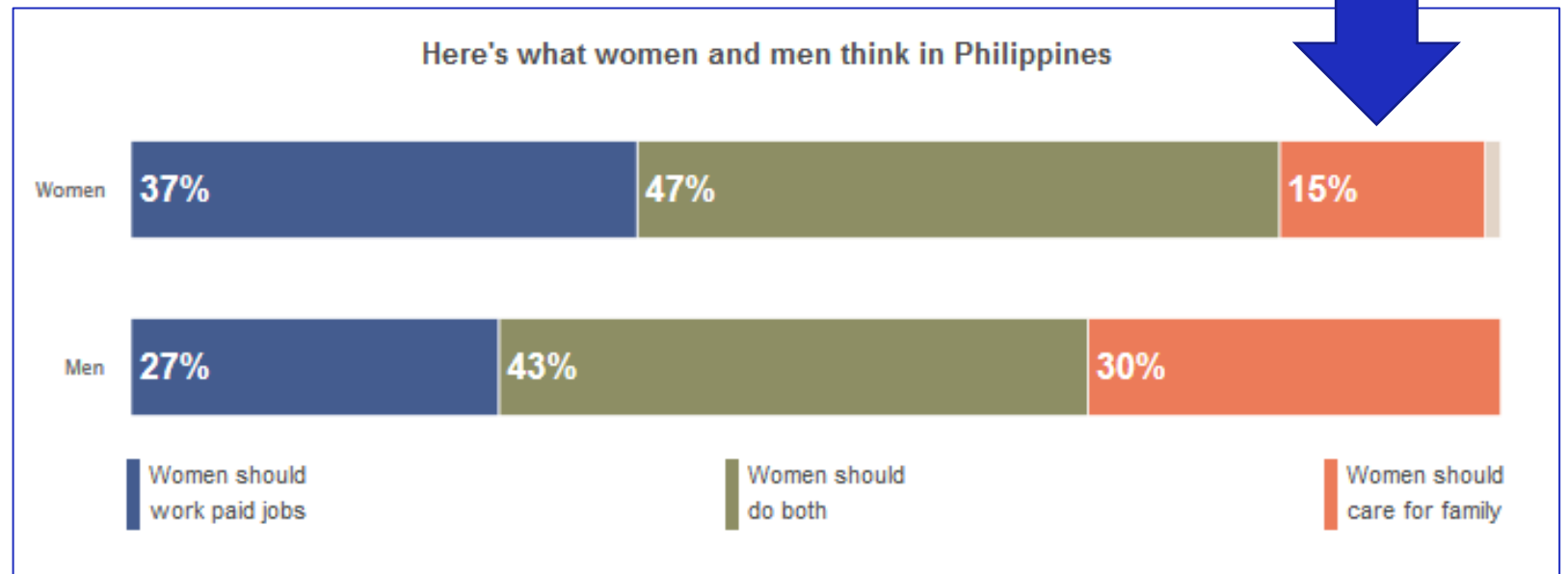
Figure 3. Share of enterprises with improved business outcomes resulting from initiatives on gender diversity and equality, results in the Philippines and Asia and the Pacific



Source: Adapted from ILO, *Women in Business and Management: The Business Case for Change*, op. cit.

Should women work at paid jobs, care for their families and homes, or do both?

- Question asked by ILO-Gallup research
- Here's what women and men asked think of this question in the Philippines.



Here's the actual employment rate for women in the Philippines.

Female employment as a share of the working age population has stayed relatively unmoved at around **45 per cent** since 1991. Men's employment is at **72 per cent**.

Recognize, reduce and redistribute unpaid care work

- ▶ Measure all forms of care work and take unpaid care work into account in decision-making
- ▶ Invest in quality care services, care policies and care-relevant infrastructure
- ▶ Promote active labour market policies that support the attachment, reintegration and progress of unpaid carers into the labour force
- ▶ Enact and implement family-friendly working arrangements for all workers
- ▶ Promote information and education for more gender-equal households, workplaces and societies (where men invest more time in care duties)
- ▶ Guarantee the right to universal access to quality care services
- ▶ Ensure care-friendly and gender-responsive social protection systems
- ▶ Implement gender-responsive and publicly funded leave policies for all women and men



What else can be done?

- ▶ Conduct workplace gender equality assessments and engage in gender-sensitive social dialogue at the workplace level
- ▶ Challenge gender bias in hiring and promoting practices
- ▶ Implement policies and programmes to prevent and address workplace violence and harassment, including sexual harassment (C190 and R206)
- ▶ Reduce the gender pay gap, including 'work of equal value' so that work traditionally done by women is valued fairly



A woman sells on the sidewalk. (©ILO/M. Rimando).

► Thank you.