



International
Labour
Organization

► Gender equality in the world of work

Towards a transformative
and measurable agenda
for more equal societies





▶ Check out these facts!

70%
45%

▶ 70 per cent of women want to work in paid jobs and men agree, but **only 45 per cent of women have paid jobs compared to 70 per cent of men.**

76%

▶ Women perform **76 per cent of total hours of unpaid care work.**



42%

▶ **42 per cent of women are outside the labour force due to unpaid care work compared to only 6 per cent of men.**



▶ **Mothers of young children are penalized** in employment opportunities, earnings and career development compared to women without children.

28%

▶ **Only 28 per cent of managers and leaders are women** and this has barely shifted over the past 27 years.



▶ Women are **earning 20 per cent less than men.**

-20%



▶ One-in-three women, **experience physical, sexual abuse.**



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▶ What is the ILO doing?

Through its [Gender, Equality and Diversity and ILOAIDS Branch \(GED/ILOAIDS\)](#), the ILO strives for the elimination of discrimination, including based on sex, gender, race, ethnicity, indigenous status, disability and HIV status, and for the advancement to equality. It provides advice, tools guidance and technical assistance to Governments, employers' and workers' representatives with respect to promoting more inclusive workplaces and addressing multiple grounds of discrimination. Under the framework of "Women at Work" and in line with the 2030 Agenda for Sustainable Development, the ILO promotes a transformative agenda for gender equality though focussing on four main areas:

- ▶ Multiple and intersecting forms of discrimination, that undermine access to decent work;
- ▶ Low pay and the absence of equal remuneration for work of equal value;
- ▶ Lack of recognition, unequal distribution and undervaluation of care work;
- ▶ Violence and harassment in the world of work.

All this work is anchored in international labour standards, which provide a common framework towards the creation of a world of work based on dignity and respect for all.

- ▶ [ILO Convention on Equal Remuneration, 1951 \(No. 100\)](#)
- ▶ [ILO Convention on Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#)
- ▶ [ILO Convention on Workers with Family Responsibilities Convention, 1981 \(No. 156\)](#)
- ▶ [ILO Convention on Maternity Protection Convention, 2000 \(No. 183\)](#)
- ▶ [ILO Convention on Domestic Workers Convention, 2011 \(No. 189\)](#)
- ▶ [ILO Convention on Violence and Harassment Convention, 2019 \(No. 190\)](#)

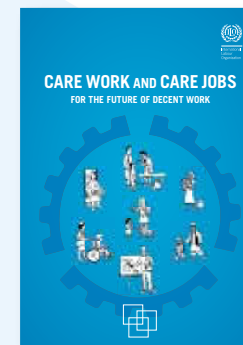
► Check out our latest work



[Towards a better future for women and work: Voices of women and men](#) provides a first-ever account of global attitudes and experiences of women and men regarding women and work based on the 2016 Gallup World Poll. The poll, which was conducted in 142 countries and territories, is representative of 98 per cent of the global population.



[A quantum leap for gender equality: For a better future of work for all](#) highlights key gender gaps and obstacles to decent work for women. It explores the structural barriers that shape the nature and extent of women's engagement in paid employment, and examines how laws, policies and practices in certain countries have addressed them. It proposes a package of solutions towards a transformative and measurable agenda for gender equality.



[Care work and care jobs for the future of decent work](#) provides a comprehensive look at unpaid and paid care work and its relationship with the changing world of work. A key focus is the persistent gender inequalities in households and the labour market, which are inextricably linked to care work. This work is complemented by:

- [Quality childcare services for workers in the informal economy](#)
- [Labour and human rights frameworks promoting childcare for all workers](#)
- [Extending childcare services to workers in the informal economy: Policy lessons from country experiences](#)



The [Equal Pay International Coalition](#) (EPIC) is led by the ILO, UN Women, and the OECD. Its goal is to achieve equal pay for women and men everywhere. EPIC is currently the only multi-stakeholder partnership working to reduce the gender pay gap at the global, regional and national levels. EPIC supports governments, employers, workers, and their organizations to make concrete and coordinated progress towards equal pay.

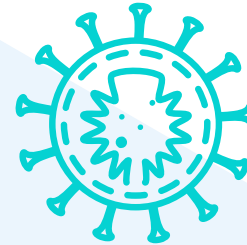


Violence and harassment

In June 2019, the ILO adopted [the Violence and Harassment Convention No.190](#) and its supplementing [Recommendation No. 206](#).

These are the first international standards to provide a common framework to prevent, remedy and eliminate violence and harassment in the world of work, including gender-based violence and harassment. The ILO has prepared a series of materials that provide an overview of the instruments and feature specific topics, which are of particular importance when addressing violence and harassment in the world of work.

- ▶ [Convention No. 190 and Recommendation No. 206 at a glance](#)
- ▶ [Sexual harassment in the world of work](#)
- ▶ [Domestic violence and its impact on the world of work](#)
- ▶ [Violence and harassment against persons with disabilities in the world of work](#)
- ▶ [HIV-related violence and harassment in the world of work](#)
- ▶ [Some world agreements about stopping violence and harassment at work](#)



Gender equality and diversity in times of COVID-19

This work provides information on how the COVID-19 pandemic affects women and men differently in the world of work and highlights the specific challenges facing women. It provides an overview of the various measures that countries have taken to address the immediate needs of different categories of women workers, and suggests short- and long-term actions that governments can take to advance gender equality for more resilient, inclusive and sustainable economies and societies.

- ▶ [The COVID-19 response: Getting gender equality right for a better future for women at work](#)
- ▶ [ILO Violence and Harassment Convention, 2019 \(No. 190\): 12 ways it can support the COVID-19 response and recovery](#)
- ▶ [Family-friendly policies and other good workplace practices in the context of covid-19: Key steps employers can take](#)
- ▶ [COVID-19 and the world of work: Ensuring no one is left behind in the response and recovery](#)

► What is the ILO?

The [only tripartite U.N. agency](#), since 1919 the [ILO](#) brings together governments, employers and workers of 187 member States, to set labour standards, develop policies and devise programmes promoting decent work for all women and men.

► What can we offer?

The ILO provides advice, tools, guidance and technical assistance to Governments, employers' and workers' representatives including with respect to promoting more inclusive workplaces, and addressing multiple and intersecting forms of discrimination, including violence and harassment in the world of work. With its expertise, the ILO delivers analytical, legal, economic and policy oriented research as well as advocacy work on topics related to gender equality in the world of work. The ILO has a multidisciplinary team of dedicated gender specialists based all around the world in ILO's main offices ([Amman](#), [Bangkok](#), [Budapest](#), [Dakar](#), [Geneva](#), [New Delhi](#), [New York](#), [Pretoria](#) and [San José](#)). The team stands ready to provide technical support and expertise to Governments, employers' and workers' representatives. Please contact us and let's work together towards more equal societies!



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