

<b>VII. Gender wage gap</b>	<b>28</b>
A. Substantial gender wage gap but signs of moderate reduction	28
B. Economic growth alone will not ensure a gender equitable distribution of the gains	28
<b>VIII. Gender gaps in access to social protection</b>	<b>30</b>
A. Gender inequities in pensions	30
B. Coverage gaps in maternity protection	35
<b>Conclusion</b>	<b>35</b>

## **Part Two. Gender gaps in the quality of work**

<b>I. Sectoral and occupational segregation</b>	<b>39</b>
A. Causes of sex segregation at work	39
B. Gender gaps in entrepreneurship	40
C. Gender gaps in women's representation in decision-making and leadership positions	41
D. Tackling the root causes of sectoral and occupational segregation	42
1. Encouraging young girls and boys to break gender stereotypes through education and outreach	42
2. Offering training to women and men to enter into non-stereotypical fields	43
3. Promoting women's entrepreneurship	44
4. Supporting women's participation and leadership in decision-making	45
<b>II. Gender wage gaps</b>	<b>48</b>
A. Persistence of the gender wage gap	48
B. How sectoral and occupational segregation perpetuates the gender wage gap	48
C. Women's overrepresentation in low-wage jobs	52
D. Working time and gender wage gaps	53
1. Effect of part-time work on women's earnings and working conditions	53
2. Overrepresentation of women among marginal part-time workers	55
3. Long working hours and the expectation of long working hours	56
E. Discrimination: The unexplained component of the gender wage gap	57
1. Assessing the gender wage gap	57
2. Motherhood penalty and fatherhood bonus	58
F. Addressing the gender wage gap	59
1. Eliminating unequal treatment of men and women in the labour market	59
2. Promoting equal pay for work of equal value through wage transparency, training and gender neutral job evaluation methods	61
3. Supporting adequate and inclusive minimum wages and strengthening collective bargaining	62
4. Promoting and normalizing good quality part-time work	63
5. Limiting long paid hours and overwork	64
6. Changing attitudes towards unpaid care work to overcome the motherhood wage gap	65
<b>III. Work-family policies: The missing link to more and quality jobs for women</b>	<b>66</b>
A. Main trends and challenges in the provision of an integrated framework of work-family policies	67
1. Unpaid household and care work as a form of work mainly performed by women and girls	67
2. Demographic, social and environmental changes lead to more demand for paid care services	70
3. Increased enrolment in early childhood care and education in all regions of the world	71
4. Insufficient coverage, unaffordable costs and problems with quality	72
5. Rapidly ageing population and growing need for long-term care	74
6. Decent work deficits in care jobs	75