

As ILO Director General, Guy Ryder, stated on 2015 International Women's Day, "Promoting decent jobs for women is imperative, now and for the next generation... It is a matter of rights and what is right for women and for sustainable development." In the framework of the ILO Women at Work Centenary Initiative, international labour standards addressing discrimination, equal remuneration for work of equal value, social protection, maternity protection and work and family measures, including access to parental leave and also to quality and affordable social care services for dependent family members, provide a road map for action designed to meet these global challenges. Building on the ILO's existing body of labour standards, other standards of particular relevance also promote decent work for part-time workers, home-based workers and, more recently, domestic workers, together with the extension of social security and the building of social protection floors and transitions from the informal to the formal economy.¹

The report provides a picture of the situation of women and men in the labour force and how it has evolved over the last twenty years. Part One presents a broad overview of the global and regional trends and gender gaps in respect of participation rates in the labour force, employment-to-population rates and unemployment rates, and also of differences in employment status, informal employment, hours spent in paid and unpaid work, sectoral and occupational segregation, and gender gaps in wages and social protection. Part Two presents a policy-oriented analysis of the gender gaps in the quality of work. While not intended to be an exhaustive review of policy trends, it explores the key policy drivers for transformative change in the area of gender. The discussion and the related policy recommendations focus on three dimensions and their intersection: sectoral and occupational segregation (Chapter I); the gender wage gap (Chapter II) and the gaps in the policy framework for work and family harmonization (Chapter III).

.....

1. The relevant key international labour standards include, in chronological order: the Equal Remuneration Convention, 1951 (No. 100); the Social Security (Minimum Standards) Convention, 1952 (No. 102); the Discrimination (Employment and Occupation) Convention, 1958 (No. 111); the Workers with Family Responsibilities Convention, 1981 (No. 156); the Part-Time Work Convention, 1994 (No. 175); the Home Work Convention, 1996 (No. 177); the Maternity Protection Convention, 2000 (No. 183); the Domestic Workers Convention, 2011 (No. 189); the Social Protection Floors Recommendation, 2012 (No. 202) and the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204).