

Conclusion

The present report undertakes to demonstrate that, for substantive gender equality to be achieved, it is essential that societies recognize that both women and men have a right to work and care. In particular, failures to address workers' family responsibilities underlie sectoral and occupational segregation, gaps in wages, working hours and access to social protection. Thus, gender inequalities at work can be eliminated only by neutralizing the disadvantages stemming from women's reproductive function and promoting the equal sharing of unpaid care work between women and men, and between the family and society at large. This requires integrated and transformative measures guided by ILO international labour standards that put the elimination of discrimination and the achievement of gender equality at home and at work at the very heart of policy interventions.

In view of the implications of the economic crisis on the global care economy, as discussed in the preceding pages, international policy action also entails a profound reorganization of the relations between the finance, the production and the reproduction spheres, with the objective of guaranteeing a sustainable, crisis-free and gender-equitable global economy. In this shifted paradigm, finance and production should serve the needs of reproduction, namely the realm of care which is core to human well-being (Elson, 2014). Achieving gender equality also depends on positioning the issues of the global care deficits and chains and their ramifications in the care economy on the migration agenda, as this issue goes to the heart of the demand for and supply of migrant workers in many contexts. Ensuring that migration, labour and social protection policies are harmonized to protect the right to care and be cared for will be fundamental in this endeavour (Hennebry 2014; ILO 2014).

As discussed in the present report, genuine gender equality benefits our societies and economies in terms of increased job-rich economic growth, reduced poverty, inequality and social exclusion, and overall improved well-being. It is therefore time to take action. The following overview summarizes the key policy measures discussed in the report and informed by ILO Conventions and Recommendations that would be needed to realize, in line with the 2030 Sustainable Development Agenda, a sustainable development that leaves no one behind.

Overview of the main policy interventions to achieve gender equality at work in line with ILO international labour standards

Tackling the root causes of sectoral and occupational segregation

- Encouraging young girls and boys to break gender stereotypes through education and outreach;
- Offering training to women and men to enter into non-stereotypical fields;
- Promoting women's entrepreneurship;
- Supporting women's participation and leadership in decision-making, including in governments, employers' and workers' organizations.

Addressing the gender wage gap

- Eliminating unequal treatment of men and women in the labour market;
- Promoting equal pay for work of equal value through wage transparency, training and gender neutral job evaluation methods;
- Supporting adequate and inclusive minimum wages and strengthening collective bargaining;
- Promoting and normalizing good quality part-time work;
- Limiting long paid hours and overwork;
- Transforming institutions to prevent and eliminate discrimination;
- Changing attitudes towards unpaid care work to overcome the motherhood wage gap.