

# WOMEN AT WORK

TRENDS  
2016

Since it was founded in 1919, gender equality and non-discrimination have been pillars of the ILO's mission to promote social justice through the world of work. As the Organization approaches its second century, it has chosen to focus on women at work as one of its centenary initiatives. The ILO's Women at Work Centenary Initiative takes on particular significance in view of the sweeping new Sustainable Development Agenda adopted by the global community, with the aim of transforming our world by 2030. Twenty years after the adoption of the Beijing Declaration and Platform of Action, the 2030 Agenda has reaffirmed the universal consensus on the importance of gender equality and women's empowerment, which are at the centre of the 2030 vision, and are critical to the realization of all the Agenda's goals.

Women at work: Trends 2016 is a key contribution to the ILO's Women at Work Centenary Initiative. It provides a picture of where women stand today in the world of work and how they have progressed over the past 20 years. It examines the global and regional labour market trends and gaps, including in labour force participation rates, employment-to-population rates and unemployment rates, as well as differences in the type of and status in employment, hours spent in paid and unpaid work, sectoral segregation, gender gaps in wages and social protection. It also presents an in-depth analysis of the gender gaps in the quality of work and explores the key policy drivers for gender transformative change. The discussion and the related recommendations focus on three main dimensions: sectoral and occupational segregation, the gender wage gap, and the gaps in the policy framework for work and family integration.

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