



International
Labour
Organization

Achieving gender equality in the workplace

Observatory on Diversity and Inclusion, Global Compact Network Italia

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WHAT HINDERS WOMEN'S EMPLOYMENT OPPORTUNITIES?



21.7% of women perform unpaid care work on a full-time basis compared to 1.5% of men



4H 25M WOMEN
1H 23M MEN

Women spend on average 4 hours and 25 minutes per day doing unpaid care work while men only 1 hour and 23 minutes per day



209 YEARS

209 years needed to close the gender gap in time spent in unpaid care work at the current pace



ONLY 130 COUNTRIES HAVE LAWS PROHIBITING SEXUAL HARASSMENT IN EMPLOYMENT

20% GENDER PAY GAP



In Italy:

- ▶ Just below 50% of women aged 15-64 y.o. are in **employment** compared to 67% of men, more women than men are **unemployed** (10.4% compared to 8.6%) or **inactive** (45.3% compared to 26.5%), women are overrepresented in **part-time** (28% compared to 6%) which is often involuntary
- ▶ Women spend almost five times the same time on **unpaid work** than men (5h against 1h/day), mothers aged 25-49 are 20% less likely to be in employment compared to women without children
- ▶ Women tend to earn 1 € less per hour than men (**gender pay gap** reaches up to **17%** in private sector)
- ▶ Women are **underrepresented in STEM** where salaries are higher, and **overrepresented in humanities** where salaries are lower
- ▶ Despite progress in recent years, share of women in **managerial positions** in Italy remains among the lowest in Europe
- ▶ **COVID-19 pandemic** has exacerbated the inequalities already existing in the labour market – in comparison to men more women lost their jobs and became inactive, while their involvement in unpaid care and assistance has increased

▶ Gender equality: key international labour standards

- ▶ Equal Remuneration Convention, 1951 (No.100) and Recommendation No. 90
- ▶ Discrimination (Employment and Occupation) Convention, 1958 (No.111) and Recommendation No.111
- ▶ Maternity Protection Convention, 2000 (No. 183) and Recommendation No.191
- ▶ Workers with Family Responsibilities Convention, 1981 (No.156)
- ▶ Violence and Harassment Convention, 2019 (No.190) and Recommendation No.206

The recently published ILO Guide clarifies the definitions, core principles and measures of the C190 and R206 as well as outlines the employers' obligations to prevent violence and harassment in the world of work

#RATIFY
C190

▶ The business case for gender equality and diversity

- ▶ An answer to the **labour force and talent shortage**. Women account for 50% of labour force, but generate only 37% of the global GDP. Gender diversity contributes to economic growth in aging countries and helps companies to win the talent war.
- ▶ A corporate **performance driver**. Economic benefits, increased competitiveness, enhanced consumer insight, improved corporate governance, building and cultivating talents.
- ▶ Improved **decision-making**. Positive correlation with financial performance, creativity and innovation, client orientation and cooperation with stakeholders.
- ▶ Enhanced **diversity management**. Women use positive leadership behaviours, including people development, expressing expectations and rewarding success, role modelling, inspiration, and participative decision-making



► What can companies do to promote gender equality in the workplace (1)

Achieving equal pay for equal value:

- ✓ Ensuring commitment **and leadership from the top** (adoption of policies and practices);
- ✓ **Social dialogue** and **collective bargaining** (helps to acquire information, develop partnership solutions to create inclusive employment systems and close gender wage gap);
- ✓ **Pay equity policy** (pay equity **committee**, sex-disaggregated **pay data** collection, job **evaluation**, recruitment and selection policies, and pay **adjustments**);
- ✓ Evaluation of **gender pay gap** and gender-neutral **job assessment** (identification of skills, qualifications, effort, responsibility and working conditions of jobs and determination of wage gaps);
- ✓ Pay **transparency** and **reporting** (helps to assess gender discrimination and rectify pay gaps; negotiate fair remuneration).



Preventing and ending gender-based violence at work:

- ✓ **Leadership and zero tolerance** approach (ensures serious treatment);
- ✓ **Workplace policy on violence and harassment** (definition, rights and responsibilities, complaints and investigative procedures, right to privacy)
- ✓ **Inclusion of violence and harassment** in the management of **OSH** (assessment of policies, hazards and risks, enforcement mechanisms and the prevalence and nature of complaints)
- ✓ **Awareness-raising and training activities** (tailored to specific needs and relevant to workplace; tackle particular harmful practices and improve workplace culture)
- ✓ **Mitigating impact of domestic violence in the world of work** (measures to support the victims and incorporation of domestic violence into workplace risk assessments and policies)
- ✓ **Addressing unequal gender-based power relations** (tackle gender imbalances and stereotypes)



What can companies do to promote gender equality in the workplace (2)

Work-life balance and equal sharing of care responsibilities:

- ✓ **Maternity protection** (in line or above the ILS);
- ✓ **Prevent direct and indirect discrimination against pregnant women and workers with family responsibilities** (in hiring, job assignment, and access to training and promotion);
- ✓ **Paid paternity leave** (helps to ease the burden on women, reduce bias against women and gender stereotypes);
- ✓ **Smooth return to work after leave** (return to office policies, specific working schedule and communication arrangements);
- ✓ **Breastfeeding in the workplace** (permitting breast pumping or feeding in or near the workplace, and paid lactation breaks);
- ✓ **On- or near-site childcare** (helps to ensure continuity in careers for women and removes stigma against male workers who embrace their roles as fathers);
- ✓ Other **care responsibilities** (extend work/family support measures to other family members)
- ✓ **Flexible working arrangements** (flexible working schedules, part time, teleworking, reduction of daily hours of work and of overtime, etc.)
- ✓ Coverage **to all workers and families** (ensure that no one is left behind)



Supporting women in business and management:

- ✓ **Commitment and action of leadership** (fosters a gender-inclusive enterprise culture);
- ✓ **Diversifying company's workforce and executive pipeline** (measures to attract and retain more women and promote female leadership);
- ✓ **Focus on communication and transparency** (involve women in consultation, decision-making, implementation and feedback; report on challenges and difficulties);
- ✓ **Supporting women's entrepreneurship and economic empowerment** (cooperation with other stakeholders, support to women's entrepreneurship)



▶ Equal Pay International Coalition

- ▶ International multi-stakeholder coalition led by **the ILO, UN Women, and the OECD**
- ▶ Supports **governments, workers' and employers' organizations, and private sector** at the global, regional, and national levels in taking concrete steps to reduce the gender pay gap
- ▶ A platform for members to exchange **knowledge** and **good business practices**, access to **resources** and expertise of the ILO, UN Women and the OECD, **tools** and **methodologies** to measure gender pay gap, and **training** and peer-to-peer **learning opportunities**
- ▶ Closing the pay gap provides companies with:
 - ✓ A sense of moral responsibility and accomplishment
 - ✓ Increased ability to attract talent
 - ✓ Improved employee engagement
 - ✓ Enhanced company reputation and public perception
 - ✓ Reduced risk to legal claims

Advancing social justice, promoting decent work



EPIC

Equal Pay International Coalition

EQUAL PAY FOR WORK OF EQUAL VALUE



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GAPSQUARE

Sources and tools

- ▶ ILO MNE Declaration and its follow up tools, including the ILO Helpdesk for Business
- ▶ Normative sources and resources for business on gender equality, including the products of the recent We Empower project implemented together with the UN Women and videos (translated in IT)
- ▶ ILO complete recourse guide on gender equality in the world of work
- ▶ Women in business and management publications (by ACTEMP)
- ▶ Q&A on diversity and inclusion
- ▶ Information on trainings and webinars on diversity and inclusion, including the recently started MOOC on business and decent work
- ▶ Specific guidelines on diversity and inclusion within the internationally recognized CSR frameworks (OECD Due Diligence Guidance for Responsible Business Conduct (including gender lens in HRDD), Gender Dimension of the Guiding Principles on Business and Human Rights)



▶ **Thank you for your attention**