

Global Deal webinar series

Promoting a gender-responsive recovery through social dialogue

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THEMATIC BRIEF



THE CONTRIBUTION
OF SOCIAL DIALOGUE TO
GENDER EQUALITY

**Also
available in
French,
Spanish and
Portuguese**

GENDER
EQUALITY

▶ ILO legal framework on gender equality (International Labour Standards)

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

▶ Impact of COVID-19 on gender equality

▶ **Widening gaps in participation rates and gender wage gaps**

▶ **5%**

Drop in women's participation rate (men: 3.9%)

▶ **Increased care load**

▶ **2/3**

Of care load carried out by women (before the pandemic)

▶ **Heightened poverty**

▶ **71%**

Of world population has only inadequate access to social protection

► How can we achieve better results through social dialogue?

1. Improving women's participation in social dialogue
2. Reducing the gender pay gap
3. Reconciliation of work, family and personal life
4. Addressing gender based violence
5. Extending protections to vulnerable categories of workers

► Inclusion of women in leadership roles of social partners and in collective bargaining teams



Reducing the Gender Wage Gap

Means	Contents of Agreement	Collective Agreements/ Global Framework Agreement
Recruitment practices and contractual arrangements	Referring to the equality and non-discrimination provision of ILO Convention No. 111 on Discrimination.	Collective agreement between Chiriqui Land Company and The Workers' Trade Union of the Chiriqui Land Company (SITRACHIRI) 1981, Costa Rica
Company specific research on equal opportunities	Research on the status of women at work	Global framework agreement between Enel Group, IndustriAll Global Union and PSI 2013, Rome, Italy.
Pay rises for female workers to close the gender pay gap	Individual pay increases to help close the gender wage gap	Collective agreement between FO and EDF 2012, France.
Making job classifications and job evaluations gender sensitive	Design, development and implementation of gender neutral classification	Collective agreement between the Ontario Public Services Employees Union and the Crown in Right of Ontario 2013, Canada

► Reconciliation of Work, Family and Private Life


- Reconciliation through standalone collective agreements or as part of broader collective agreement
- Regulation of working hours
- Extending rights to reconciliation

▶ **Addressing gender based violence: Violence and Harassment Convention: C 190 and R206**

- **Right to a world of work free from violence and harassment**
- **Framework for action not just for employees, but for all workers, irrespective of their contractual status**
- **May involve third parties**
- **Roles of constituents to address violence and harassment**

▶ Extending Protections to Vulnerable Categories of Workers


61% of world' employed population in informal economy
Women overrepresented among most vulnerable groups



TEMPORARY EMPLOYMENT

Fixed-term contracts, including project or task-based contracts, seasonal work; casual work, including daily work.


Not open ended



TEMPORARY AGENCY WORK

Temporary agency work, also known as 'dispatch', 'brokerage' and 'hire'; subcontracted work that provide labour services.

Not direct, subordinate relationship with contractor



PART-TIME AND ON-CALL

Normal working hours fewer than full-time equivalents; short hours part-time employment; on-call, including zero hours contracts.

Not full time



DEPENDENT SELF-EMPLOYMENT

Dependent self-employment; disguised self-employment, sham or misclassified self-employment.

Not part of employment relationship

► Legislation and Policies to Promote Collective Bargaining



Ensuring informed negotiations through the provision and sharing of information

▶ Further information:

www.ilo.org/collectivebargaining

www.ilo.org/gender

www.theglobaldeal.com