

**Report of the Expert Group Meeting on the CSW 61 Priority Theme:
Women's Economic Empowerment in the Changing World of Work**

UN Women

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*The views expressed in this document are those of the experts and do not necessarily represent the views of the United Nations.

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Women’s Economic Empowerment in the Changing World of Work: An Introduction

Women’s economic empowerment is directly tied to the status and terms and conditions of their paid and unpaid work, and to the opportunities that exist in labour markets. Extensive scholarship, numerous recent research and policy publications of note, including the report of the UN Secretary-General’s High-Level Panel on Women’s Economic Empowerment, and global policymaking in the form of the Sustainable Development Goals (notably, SDG 5, Achieve gender equality and empower all women and girls, and SDG 8, Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all) affirm these key relationships. Yet over the past several decades, trends and indicators of women’s employment and their labour conditions in the changing world of work, while registering some positive gains, remain stubbornly negative. Unemployment and underemployment are rising in many parts of the world, social protections and labour rights are being eroded and pressures on unpaid work are increasing in response to austerity measures, aging populations, rising dependency ratios¹ and climate change. In the global North, jobs are being outsourced and informalised in tandem with the expansion of the “gig” and service economies² and in the global South the vast majority of workers continue to labour in insecure and informal forms of work. Technological change is accelerating job growth in services, communications, health care and manufacturing, providing jobs gains for some but accentuating employment inequalities and job loss for others.^{3,4} While the young and educated stand to gain in middle and higher income countries, the old, poor, rural and low income economy populations remain largely excluded from the benefits of this technological change.

As global technology platforms and digital integration create faster moving supply-chains, jobs in the global south are increasingly integrated with consumer markets in the global north and increasingly subject to the vagaries of demand swings and recessions. Moreover, despite the potential for new jobs in emerging sectors, many global supply chains generate profits at the expense of a growing informal workforce labouring for piece rates and working excessive hours.⁵

¹ The dependency ratio refers to the ratio of the economically inactive (typically people under 15 years of age and those 65 and over) to the economically active population (people aged 15 to 64). A rising dependency ratio can mean that the economically active population, and the economy as a whole, faces a greater burden in supporting dependents (children and the elderly) who are economically inactive, in terms of social services and expenditures, for example.

² A “gig” economy is an environment in which temporary positions are common and individuals and organizations contract with independent workers for short-term work assignments, pay for which typically does not include paid sick leave or vacation days or other benefits.

³ See the World Economic Forum. 2016. Future of Jobs Report 2016. <http://reports.weforum.org/future-of-jobs-2016/>

⁴ For instance, changes in technology over the last two decades, particularly in East Asia, have led to the global defeminization of the manufacturing sector, by shifting production from more labour-intensive to more capital-intensive activities. See Kucera, D.; Tejani, S. 2014. “Feminization, defeminization, and structural change in manufacturing”, *World Development*, Vol. 64, pp. 569–582.

⁵ ILO. 2016. “Decent Work in Global Supply Chains”, International Labour Office, Geneva.

In this changing world of work some entrenched exclusions continue: pronounced gender inequalities in labour markets persist and are very often exacerbated. Significant gender gaps exist between women's and men's participation in market work and gender wage gaps prevail worldwide.⁶ Nearly one fourth of women globally are defined as unpaid contributing family workers, meaning they receive no direct pay for their work, and there is a marked and tenacious segregation of women into lower paying sectors and informal employment.⁷

Women in the Global Economy

Approximately one quarter of the world's women workers are engaged in agricultural activities in rural areas, making up more than 40 percent of all agricultural workers.⁸ Low-paying and seasonal, agricultural work is one of the three most hazardous sectors for workers (along with construction and mining), according to the International Labour Organisation (ILO).⁹ Despite their predominance in the sector, women are paid up to 40 percent less than their male co-workers for doing the same job.¹⁰ The precariousness of this work is compounded by informal employment arrangements or agreements with labour brokers, violence and harassment on the job, and the unpredictability of labour demand. These are also characteristics of women's employment in the manufacturing sector. While there are fewer women workers in manufacturing, they are the majority of workers in certain industries, such as garments and electronics.

Over 40 percent of the global female labour force is concentrated in services, with women making up more than 55 percent of service sector employment. The terms and conditions of work vary greatly in services, which spans the gamut of technical and communications services, retail and petty trade, to healthcare and personal services. The largest increase in women's employment in the services sector can be seen in East Asia, where the share of women employed has increased from 32.7 to 77.0 percent over the last 20 years.¹¹ Yet even as service sector employment expands in the changing world of work, women remain concentrated in lower earning segments with lower job tenure and greater insecurity.

⁶ See UN Secretary General's High Level Panel on Women's Economic Empowerment. 2016. "Leave No One Behind A Call to Action For Gender Equality And Women's Economic Empowerment."

⁷ See ILO. 2016. *Women at Work: Trends 2016*, International Labour Organization, Geneva; Heintz, James. 2012. "Informality, Inclusiveness, and Economic Growth: An Overview of Key Issues," SIG Working Paper 2012/2, IDRC, and Benería, Lourdes, Gunseli Berik and Maria S. Floro. 2016. *Gender, Development and Globalization, Economics as If All People Mattered*, Routledge: New York and London, Balakrishnan, Radhika, Lisa McGowan and Cassandra Waters. 2016. "Transforming Women's Work: Policies for an Inclusive Economic Agenda," Solidarity Center, AFL_CIO, Rutgers Center for Women's Global Leadership.

⁸ ILO. 2016. Op cit.

⁹ See ILO. <http://www.ilo.org/safework/industries-sectors/lang--en/index.htm>

¹⁰ See for example World Bank, FAO and IFAD. 2009. *Gender in Agriculture Sourcebook*. Washington DC. Sabina Dewan. 2014. "Closing the Gender Wage Gap in Indian Agriculture, Recognizing women's contributions through equal wages," Just Jobs network. <http://justjobsnetwork.org/wp-content/pubs/reports/8.pdf>

¹¹ ILO. 2016. p 22. Op cit.

Within all sectors – agriculture, manufacturing, services – there is striking occupational segregation with women typically occupying the lowest occupational categories within each sector, earning less and having fewer entitlements to social security and pensions. The ILO notes that occupational segregation has increased further over the past two decades, particularly in response to skill-biased technological change. Between 1995 and 2015, employment increased fastest in emerging economies. Yet the absolute change in employment levels was twice as high for men as for women (382 million for men and 191 million for women).¹²

Globally, women and girls do significantly more unpaid work than men, especially in providing caring work for family and communities, which creates tremendous value for the economy. The heavy and disproportionate burden of unpaid work inhibits women’s physical and economic mobility, forecloses opportunities to learn and earn, reduces women’s formal labour market participation, and reflects a deeply entrenched structural advantage enjoyed by men that transcends cultures.¹³ Austerity, financial crisis¹⁴ and the roll-back of social protection in the global North, aging and demographic shifts that contribute to rising dependency ratios, and the adverse impacts of climate change are among the current trends that increase women’s unpaid labour.

Recent decades have seen a rapid growth of female labor migration, with tens of millions of women migrating yearly in search of work or in response to crisis and conflict. Migrants frequently do not have the same labor rights as native workers and are frequently found in more insecure and precarious work.¹⁵ A significant concern is that many migrant women are channelled into domestic work and sweatshops in low-end manufacturing supply chains where labour regulations and protections either do not apply or are not enforced.¹⁶ Labour trafficking is

¹² ILO. 2016. p 25. Op cit.

¹³ Balakrishnan, R., L. McGowan and C. Waters. 2016. “Transforming women’s work: Policies for an Inclusive Economic Agenda,” Solidarity Center, AFL-CIO, Rutgers Center for Women’s Global Leadership.

¹⁴ Financial crises may have disproportionate impacts on women, increasing their unemployment and underemployment rates and reducing their access to financial services. See Walby S. 2015. *Crisis*, Cambridge Polity Press and Braunstein, E. and J. Heintz. 2008. “Gender bias and central bank policy: employment and inflation reduction,” *International review of Applied Economics*, 22:2, 173-186.

¹⁵ See for example Gammage, S. and N. Stevanovic. 2016. “Gender, Migration, Work and Care Deficits: What Role is there for the SDGs?,” Background Paper Expert Group Meeting, CSW61, Geneva., Zahra, M. 2016. “Trapped in a Web of Immigration and Employment Laws: Female Undocumented Home Health Workers in the US,” pp 24-53 in Meghani, Zara (ed) *Women Migrant Workers, Ethical, Political and Legal Problems*, Routledge: New York and London; Davidson, O’Connell, J. 2013. “Troubling freedom: Migration, debt, and modern slavery,” in *Migration Studies*, 1 (2): 176-195, First published online: February 13, 2013; Varia, Nisha. 2014. *Dispatches: New Protection for Saudi Arabia’s Domestic Workers* (published online February 2014); Human Rights Watch. <https://www.hrw.org/news/2014/02/19/dispatches-new-protection-saudi-arabias-domestic-workers>, accessed September 2016; ITUC. 2014. “Facilitating Exploitation: A Review of Labour Laws for Migrant Domestic Workers in Gulf Cooperation Council countries,” http://www.ituc-csi.org/IMG/pdf/gcc_legal_and_policy_brief_domestic_workers_final_text_clean_282_29.pdf

¹⁶ See Fair Labor Association. “Migration and Modern-Day Slavery in Supply Chains” http://www.fairlabor.org/sites/default/files/migration_and_modern_day_slavery.pdf and SOMO 2016. “Fact Sheet Migrant labour in the textile and garment industry A focus on the role of buying companies,” <https://www.somo.nl/fact-sheet-migrant-labour-in-the-textile-and-garment-industry/>

another issue of major concern, and the number of young women coerced, deceived, trafficked across borders, exploited and often brutally abused continues to grow. Unregulated and unethical labour brokers are a lead player in precarious hiring arrangements that exploit migrant women workers. These brokers funnel women into stereotypically ‘female’ jobs in sweatshops and domestic work, often under difficult conditions.¹⁷

Across continents and cultures, women face discrimination based on their sex and gender¹⁸ in both private and public spheres, and as a result face inequality in the workplace. This gender-based discrimination is compounded by discrimination based on multiple and intersecting identities and characteristics, such as race, ethnicity, caste, class, sexual orientation, disability, nationality, migrant status, age and religion.¹⁹ Indeed, in some contexts, these identities expose women and girls to extreme levels of discrimination, including violence that is physical, sexual and/or psychological. Beyond identity-based discrimination, women can face inequality and marginalization due to the type or other characteristics of work they undertake, such as sex work or work in militarized zones, occupied territories and/or conflict zones.

Thus rather than being empowered in this changing world of work, women continue to subsidize the market economy through their unpaid care work and through their undervalued, precarious and insecure paid work.

Solutions toward Women’s Economic Empowerment

Addressing these discriminations and enabling women to secure decent work²⁰ – defined by the ILO as productive work in which rights are protected, and which generates adequate income and social protections – will be essential for securing women’s economic empowerment in the changing world of work.

Achieving women’s economic empowerment in the changing world of work will require no less than a profound paradigm shift to address the very issues at the core of alterations in the world of work. This calls for the reconceptualization and redesign of the goals, policies and architecture of the global economy: the integration of care provisioning and environmental services; the full recognition of economic, social and cultural rights including labour rights; and the complete integration of women in decision-making in economic, social and political spheres.

¹⁷ See Balakrishnan, R., L. McGowan and C. Waters. 2016. *Op cit.* and Wickramasekara, P. 2014. “Issues paper: Promoting international cooperation and partnerships in addressing international labour migration between Asia and the GCC, Inter-regional Expert’s Meeting on Realizing a Fair Migration Agenda: Labour Flows between Asia and the Arab States,” December 2014 (Kathmandu, ILO).

¹⁸ UN Convention on the Elimination of All forms of Discrimination Against Women (CEDAW), Article 1.

¹⁹ See Campbell, M. 2016. “CEDAW and Women’s Intersecting Identities: A Pioneering Approach to Intersectional Discrimination,” Working Paper Vol. 2, No. 3, February 2016. <https://ohrh.law.ox.ac.uk/wordpress/wp-content/uploads/2015/07/Working-Paper-Series-Vol-2-No-3.pdf>.

²⁰ See <http://www.ilo.org/global/topics/decent-work/lang--en/index.htm>; and http://www.ilo.org/global/statistics-and-databases/statistics-overview-and-topics/WCMS_470307/lang--en/index.htm

As a starting point, policymakers have to fully embrace the current understanding of work as defined by the ILO in its recent statistical congress and enshrined in its conventions.²¹ This definition of work includes unpaid care work as central to social and economic reproduction. Expressing how we care for one another and valuing the contribution that this makes to our individual and collective wellbeing surfaces the critical role that caring work, whether paid or unpaid, plays in our societies and economies. In redefining work to include unpaid care work, we must recognize that care and domestic work explicitly subsidizes the market economy.²² Therefore, macroeconomic policy design, monitoring and evaluation must take into account their impact on the levels of unpaid work and their distribution within households and across society.

Strengthened and gender-inclusive labour market institutions are also essential for creating pathways to women's economic empowerment. These include systems, laws and policies that: i) regulate the workplace in favour of women's labour rights and gender equality, ii) ensure work-life balance conditions, iii) guarantee collective bargaining and freedom of association,²³ iv) extend social protections to all workers in the formal and informal economies, whether they are employed, own account workers or unpaid family workers,²⁴ v) provide income support to low-income workers and the unemployed, vi) establish and implement living minimum wages, vii) and invest in social services and infrastructure.²⁵

Women's Entrepreneurship Development (WED) can be an important impetus for women's economic empowerment. WED can lead to improved income and employment opportunities and contribute to poverty reduction at the household and community levels. Yet existing policies and regulations continue to inhibit women's entrepreneurial initiatives, restrict their access to financial services and resources, reduce their access to markets, and limit their access to social protection, making this option unattractive for many.

We are calling on governments to put in place the policies, programs and practices that create an environment that will promote the transformation of women's paid and unpaid work, enabling them to empower themselves, their families and communities, and secure sustained and inclusive growth. We are also calling on governments to support the organizations – including trade unions in particular – that represent the interests of workers.

To accomplish these goals, the way the current macro-economy is defined and measured must be revised.²⁶ Care work and natural resources are public goods²⁷ and must be fully integrated into

²¹ See http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/event/wcms_175150.pdf

²² See Antonopoulos, R. 2009. "The unpaid care work- paid work connection," ILO Working Paper No.86. http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms_119142.pdf

²³ See UN Report of the Special Rapporteur on the rights to freedom of peaceful assembly and of association. 2016. http://freeassembly.net/wp-content/uploads/2016/10/A_71_385_AUV.pdf

²⁴ See http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R204

²⁵ See Berg, J. 2015. Labour market institutions: the building blocks of just societies. Edward Elgar/ILO Geneva.

²⁶ Hirway, I. 2015. "Unpaid Work and the Economy," Levy Institute Working Paper No. 838, May 2015.

²⁷ Magdalena Sepulveda. 2014 "Report of the Special Rapporteur Report of the Special Rapporteur on extreme poverty and human rights, Ms. Magdalena Sepúlveda Carmona," Radhika Balakrishnan and Diane Elson. 2012.

the macro-economic analysis and policy design as such. Without an expanded definition of the economy our economic policy has narrow objectives, focusing on the growth of the economy as measured by the System of National Accounts. The conventional approach to macro-economics is incapable of ensuring full employment and inclusive growth, precisely because the care economy and environment are excluded and growth is achieved in part through the discrimination and exploitation of women,²⁸ and by drawing down and degrading environmental resources. Tax policy, monetary policy, expenditure policy, intergovernmental transfers and public debt management are tied to this definition of the economy. Moreover, investments in care and the environment are viewed as expenditures and development strategies are necessarily limited.

Women's Economic Empowerment and Substantive Gender Equality

Women's Economic Empowerment is both a pathway to and outcome of substantive gender equality, which is grounded in the full and unfettered realization of human rights, and in labour rights as the foundation for achieving the human rights of workers.²⁹ Importantly, a full understanding of and commitment to substantive equality guides policymakers to develop inclusive policies and programs capable of supporting alternative visions of empowerment and progress. For example, under a commitment to substantive gender equality, governments might place greater weight on indigenous women's collective land rights over policies that further the extractive rights of private entities to mine natural resources. Similarly, guided by concerns to promote substantive gender equality, governments' duty to provide maternity and paternity protections could lead to profound changes in work and working patterns.³⁰

The key human rights principles³¹ that must inform a transformation in the world of work for women are the universality of labour and human rights, their progressive realization and the non-retrogression of previously agreed mandates and commitments to uphold human and labour rights. These principles and rights, and those outlined in numerous ILO agreements, must be upheld in a global context that is increasingly hostile to their implementation, and where they are being actively undermined while the institutions and people seeking to uphold them are being

"The Post-2015 Development Framework and the Realization of Women's Rights and Social Justice," Center for Women's Global Leadership.

²⁸ Including racialized women, women with disabilities, young women, elderly women, rural women, the landless and indigenous peoples.

²⁹ See UN Report of the Special Rapporteur on the rights to freedom of peaceful assembly and of association. 2016, op cit.

³⁰ See Ziona, T. 2014. "Still Searching for Transformational Equality: A comparative study of maternity and work in South Africa and Ukraine," 2014, Solidarity Center.

³¹ See International Council on Human Rights. 2010. "Human Rights in the Global Economy, Report from a Colloquium." The Ethical Globalization Initiative.

http://www.ichrp.org/files/documents/185/210_human_rights_global_economy_colloquium_report.pdf

Balakrishnan, R., D. Elson, and R. Patel 2010. "Rethinking Macroeconomics, Social and Economic Policy from a Human Rights Perspective" See <https://www.pdx.edu/sites/www.pdx.edu/econ/files/Balakrishnan1.pdf>

attacked.³² This includes human rights defenders, indigenous rights defenders, trade unions, and other labour rights activists. The recent murder of Honduran Lenca rights activist Berta Caceres is a harsh and heart-breaking illustration of the heightened risks. These attacks are widespread and have undermined individual and collective rights – and even some governments where the backlash against changing the status quo in favour of labour rights, women’s rights and women’s leadership can be swift, brutal and devastating to those who had fought so long for these rights.

Yet this collapse of entitlement to rights is not inevitable, nor is it irrevocable. There are many examples of good governance that embrace women’s agency and uphold their meaningful participation in decision-making, including labour market institutions that protect and extend women’s rights and multilateral organizations – such as the ILO, the Human Rights Council, and Office of the United Nations High Commissioner for Human Rights – that define and defend rights mechanisms. Civil society upholds women’s rights at multiple levels; indigenous peoples are defending their lands as their ancestral homes that constitute a global public good; labour unions are fighting to advance working women’s power and the terms and conditions of women’s employment; members of solidarity economies, cooperatives and social enterprises are expanding their reach; and informal economy and domestic workers are claiming their full labour rights.

Global Good Practice and Examples of Alternative Economic, Social and Political Systems:

Latin America provides a powerful example of a number of cases where gender equality at work has been advanced by expanding and deepening labour market institutions and regulations. Policies that increased the real value of the minimum wage and strengthened collective bargaining and social dialogue were key to reductions in inequality and improvements in the terms and conditions of women’s employment. Public transfers and social protection were essential policy interventions that set effective wage floors and benefited women and their families in ways that have enhanced their welfare and wellbeing.³³

We have compelling examples of how increasing investment in social care infrastructure can be essential for achieving greater gender equality and higher job growth. These expenditures are in fact investments that expand human capital development, reduce poverty and inequality, increase employment for both men and women, stimulate tax revenue generation and increase fiscal space.³⁴ As such this is a powerful strategy for promoting sustainable and inclusive growth.³⁵

³² See UN Report of the Special Rapporteur on the rights to freedom of peaceful assembly and of association. 2016, *op cit*. According to the ITUC Global Rights Index, 2016 was the worst year on record for attacks on the free speech and democracy of workers, and workers’ rights had been weakened in most regions. http://www.ituc-csi.org/IMG/pdf/survey_ra_2016_eng.pdf

³³ Berg, J. 2015. *op cit*. Gammage, S. 2015. “Labour Market Institutions and Gender Inequality” in Janine Berg (ed) *Labour Markets, Institutions and Inequality, Building Just Societies in the 21st Century*, Edward Elgar, ILO.

³⁴ Seguino, S. 2013. “Financing for Gender Equality: Reframing and Prioritizing Public Expenditures,” UN Women 3 (January 2013) available at <http://www.gender->

We have further examples of how care is being included as a fundamental pillar of social protection systems in Ecuador and Bolivia and how care deficits are being addressed through investment in public provision of care, skills recognition and upgrading, and professionalization in South Korea and Uruguay, with advances in Colombia and Mexico City.³⁶

There are examples in which domestic workers and migrant workers are organizing to defend and claim their labour rights in countries as diverse as Brazil, Kenya, South Africa, Indonesia and Lebanon supported by broad alliances of unions and civil society.³⁷

These examples demonstrate how a constellation of organizing, investments in care infrastructure, strengthened labour market policies and political will can promote change and counter the erosion of rights and social protections for women in a changing world of work. In all cases, women's collective voice was key to shaping successful interventions, and their collective power key to providing the political impetus for change. Collectivizing and mobilizing the power of women – in part through labour unions, women's and human rights organizations, and feminist people's movements and other means - is critical to counteract the powerful economic and political forces of globalization and build new systems based on equality and inclusion.

Recommendations

This EGM wants to underscore that achieving Women's Economic Empowerment (WEE) is essential for the collective economic wellbeing and for the future of our integrated and global economy. Without it, the global economy will be not yield inclusive growth that generates decent work for all workers, reduces poverty and improves lives and livelihoods for all. Thus it is with a sense of urgency that we make the following recommendations. Governments as duty bearers for WEE, regional associations and multilateral institutions should:

Design macroeconomic policy to mobilize the maximum possible level of resources to realize women's economic rights and to reduce gender inequality. This includes:

- Implement economic policies that integrate and are accountable to human rights standards.

budgets.org/index.php?option=com_joomdoc&view=documents&path=suggested-readings/seguino-s-paper&Itemid=587 Ilkharacan, I., K. Kim and T. Kaya. 2015. "The Impact of Public Investment in Social Care Services on Employment, Gender Equality, and Poverty," Levy Economics Institute and Istanbul Technical University, ILO, UN Women and the UNDP.

³⁵ De Henau, J., S. Himmelweit, Z. Lapniewska and D. Perrons, "Investing in the Care Economy: A gender analysis of employment stimulus in seven OECD countries," UK Women's Budget Group (2015). See also High Level Commission on Health Employment and Economic Growth, "Final Report of the Expert Group", WHO 2016.

³⁶ UNRISD, United Nations Research Institute for Social Development, 2016. "Care Policies: Realizing their Transformative Potential", Chapter 3, in Policy Innovations for Transformative Change: UNRISD Flagship Report 2016, UNRISD: Geneva.

³⁷ See International Domestic Workers Federation. 2015 "Annual Report 2015", http://www.idwfed.org/en/resources/idwf-annual-report-2015-build-organise-organise/@@display-file/attachment_1

- Consider the total economy that includes care work and the environment.
- Expand and reprioritize fiscal expenditures³⁸ to foster significant new investment in social care infrastructure³⁹, education, health care and support for the productive capacity of informal economy workers.
- Recognize that building human capital is an investment of equal importance to building physical and financial capital.
- Use gender responsive budgeting techniques to translate these commitments to expenditures and make them more visible.⁴⁰
- Recognize, reduce and redistribute care work between the market and the state and among men and women by collecting accurate time use information, investing in physical and social infrastructure and the public provision of quality child care, education and elder care, and implementing policies that support the equal distribution in the household of the provision of care.
- Ensure that unpaid care work and social reproduction are fully integrated into the formulation and evaluation of macroeconomic policies.
- Enact monetary and fiscal policies that promote and support decent work and full employment for women and men.

Address structural barriers to decent work and full employment for women workers:

- Fulfil ILO Recommendation 202 that creates universal social protection floors to ensure access to basic social protections for all workers without regard to sex, nationality, race, employment or migration status.
- Ratify and implement CEDAW with specific attention to articles 1, 4, 11, 13 and 15.
- Prioritise labour market access for young women as first-time entrants to the labour market by ensuring that they have access to appropriate education, technical and vocational skills; opportunities for accessing dynamic sectors of the labour market and career progression.
- Enact policies that regulate labour markets to ensure equal pay for equal work, access to maternity and paternity leave, and regulate hours and ensure work-life balance.
- Recognize that access to care services is an essential component of the social protection floor and should be guaranteed as such.
- Ensure the portability of social protection, social security and labour rights, across sectors and national borders.

³⁸ Chakraborty, L. 2014. "Gender-Responsive Budgeting as Fiscal Innovation: Evidence on 'Processes'; Levy Economics Institute, Working Paper No. 797 , New York; Ilkkaracan, I., K. Kim and T. Kaya. 2015. Ibid.

³⁹ Social care infrastructure includes those investments in education, health care, child care, elder care, ill care, care for people with disabilities, supervised recreation for children and adults and services to address gender-based violence.

⁴⁰ Chakraborty L. 2016. "Gender Budgeting in Asia," Working Paper 150, IMF Washington DC www.imf.org/external/pubs/ft/wp/2016/wp16150.pdf, and Stotsky, J.G. 2016. "Gender Budgeting: Fiscal Context and Current Outcomes," <https://www.imf.org/external/pubs/ft/wp/2016/wp16149.pdf>

- Create a living-wage floor for all workers, in both the formal and informal sector.
- Support tripartite engagement between policy makers, employers and women workers and their unions, organisations and allies to redress the particular systemic discrimination that women workers face.
- Build a robust and gender-inclusive labour rights inspection, monitoring and adjudication system capable of identifying and remediating gendered labour rights violations, such as gender-based violence in the world of work and discrimination.
- Undertake concerted and immediate efforts to eliminate gender-based violence (GBV) in the world of work, recognizing that this violence increases gender inequalities, denies women workers voice and agency and imposes economic costs on women, families and economies.
- Actively seek the establishment of a convention at the ILO to provide an international standard to address GBV in the workplace.
- Recognize the importance of assets for women's work and livelihoods including access to and control over land and common property.
- Remove barriers and constraints that restrict women's enterprise development in the business enabling environment.
- Recognise informal workers' need for access to social protection⁴¹, including occupational injury, disability insurance, paid sick leave, occupational health and safety, health, pension, and unemployment provisioning.
- City planning everywhere and in developing countries specifically, should provide space with supporting facilities for the economic activities of informal economy workers;
- Apply definitions of informality agreed upon at the ILO⁴² and count who is informal in what sector and occupation, by age, sex, ethnicity and national origin.
- Sex-disaggregate data and collect time use data to inform and monitor the impact of policies and programs within and beyond national boundaries.
- Ensure that all the SDG goals, targets and indicators are sex disaggregated and that governments integrate consistent measurement in their national survey instruments.

Protect labour and community organizing and the inclusion of women in all levels of economic and social policy decision-making:

- Protect civil and political rights including the right to freedom of association, assembly and speech and the right to organize and collectively bargain that allow women activists to organize unions and other collectives and be decision-makers in economic policies that affect their work.
- Give legal recognition to informal workers organizations—such as unions, cooperatives and voluntary associations—by providing an enabling environment for their registration,

⁴¹ Social protection can take the form of universal provision or targeted at specific sectors.

⁴² ILO. 2013. "Measuring Informality: A Statistical Manual on the Informal Sector and Informal Employment," http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_222979.pdf

and recognizing their right to participation in tripartite (state, business, and labour) fora.

- Protect labour activists and other human rights defenders from retaliation.
- Promote and implement labour laws that improve the bargaining power and position of women in labour markets.
- Enact policies that support women's enterprise development in the context of decent work which will include banking the unbanked, financial inclusion of women, training, positive government procurement commitments and sectoral policies that unlock credit and access to markets for women's enterprises.
- Ensure gender balance in decision-making at all levels, especially pertaining to economic policy, programs and services including corporate boards, central banks, international financial institutions and governance mechanisms pertaining to the International Monetary Fund, the World Bank and development banks, and the World Trade Organisation.
- Respect and foster the emergence of a social and solidarity economy based on democratic, non-exploitative and solidaristic logics including but not limited to cooperatives.⁴³

Reform trade and development policy to hold governments and corporations to account and emphasize long-term inclusive and pro poor growth:

- Conduct research into the gendered impacts of macroeconomic policies, and specific trade and investment agreements including their effects on unpaid work, gender wage gaps, labour market segregation, women's access to decent work, women's access to and control over productive resources and economic decision-making at home, at work, nationally and globally.
- Undo the mechanisms that allow corporations and private sector interests to sue States for upholding their citizens' and residents' rights.
- Uphold Resolution A / HRC / RES / 26/9 of the Human Rights Council, which created the '*Intergovernmental Working Group on transnational corporations and other business enterprises with regard to human rights*' and support this working group in developing a set of rules and criteria for holding transnational corporations to account.
- Regulate business activities to respect women's rights and meaningful, long-term community investments that promote decent work for women which results in non-discrimination and zero violence in the world of work.

⁴³“A cooperative is defined as an "autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratically controlled enterprise." ILO Recommendation 193. See also ILO 2015. “Cooperatives and the World of Work No.1: Leveraging the Cooperative Advantage for Women's Empowerment and Gender Equality,” http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---coop/documents/publication/wcms_307217.pdf

- Recognize that these policies need to be embedded in institutional frameworks that are transparent, free from corruption and democratic.
- Ensure that the sustainable development goals are not undermined by trade policies.
- Use commitments to the SDGs including goals 5, 8, 1.3, 1.4, and 10 to encourage intersectionality, stimulate coordinated action and track meaningful transformation in labour markets for women.
- Link accountability for the SDG commitments to the human rights frameworks and in particular for Goal 5, to CEDAW and ILO Conventions 100 and 111.

Address the particular needs of the most marginalized women due to their status, type or location of work.

Migrant women workers:

- Promote movement with choice for women and men of different skills groups and recognize the skills required to care across the gamut of caring work from domestic workers, nurses, and medical technicians to educators.
- Regulate the role of private intermediaries and labour brokers in migration.
- Support migrant workers organizing in home and host countries to demand their full labour rights.
- Enforce laws against trafficking, including through asset forfeiture.
- Increase the number of member states signatories to ILO Convention 189 and adhering to applying ILO Recommendation 204.
- Recognize the transnational nature of social protection systems in host countries that demand and absorb migrant labour and ensure the portability of skills and pensions and other social benefits across national borders.
- Recognize that remittances create fiscal space for home governments and link this fiscal space to state obligations to invest in care and resolve care deficits exacerbated by migration.

Indigenous and rural women:

- Recognize environmental goods and services as public goods and acknowledge that the respect for indigenous peoples' knowledge, cultures and traditional practices contributes to the sustainable and equitable development and proper management of the environment.⁴⁴
- Support women's right to own and use land, including collective and usufruct rights to land and common property and implement actions based on Free Prior and Informed Consent.

⁴⁴ See Human Rights Council. 2016. "Report of the Special Rapporteur on the rights of indigenous peoples," A/HRC/33/42, <http://www.ohchr.org/EN/Issues/IPeoples/SRIndigenousPeoples/Pages/AnnualReports.aspx>

- Uphold CEDAW / C / GC / 34. General recommendation No. 34 (2016) on the rights of Rural Women, which recognizes the contributions and knowledge of rural women as critical to achieving food security, reducing poverty and supports recommendations on Employment [article 14] that address gender discrimination in rural labour markets.
- Engage rural, indigenous and tribal peoples and women's organizations and representations among these groups in national and global policymaking, particularly where this pertains to investments in infrastructure, mining and extractive industries and trade in environmental goods and services that affect the livelihoods and wellbeing of indigenous peoples and their ecosystems.
- Recall the invitation to the Commission on the Status of Women (CSW) to consider the issue of empowerment of indigenous women as a theme at a future session, as stated in paragraph 19 of General Assembly resolution 69/2, and acknowledge the intent and efforts to place this issue as a focus area of its sixty-first session. We invite CSW to consider further the issue of empowerment of indigenous women as a priority theme at a future session.
- Support the economic activities of indigenous women, in consultation with them and take into account indigenous peoples' traditional knowledge, so as to strengthen their leadership and improve their development, in particular by enhancing their equal access to productive resources and agricultural inputs, such as land, seeds, financial services, technology, transportation and information.

Sex workers:

- Recognize that sex work is work and protect the terms and conditions of those who may freely choose to engage in the exchange of sex.
- Ensure that sex workers have access to health care and social protection and that they are not discriminated against in national laws and policies.
- Recognize organizations of sex workers as legitimate unions and associations and include them actively within collective bargaining frameworks and institutions.
- Decriminalize sex work and the purchase of sex but hold those to account who are exploitatively profiteering from its existence.

Transgender workers:

- Recognize transgendered workers and the particular challenges they face obtaining identity documents, social security and social protection and representation for themselves and their dependents in the world of work.
- Recognize and eradicate gender-based violence against transgendered workers in the world of work.

Workers with Disabilities:

- Recognize the multiple discrimination women with disabilities face, based on their gender identity and their disability status.
- Ratify and implement the provisions of the UN Convention on the Rights of Persons with Disabilities, including provisions of its Article 6 “Women with disabilities”.
- Enact legislation on non-discrimination in the workplace and legally ensure the provision of reasonable accommodation.
- Disaggregate labour market statistics by sex and disability status.
- Protect women and girls with disabilities from gender-based and disability-based violence.

Occupied, Militarized and/or conflict zones:

- Recognize refugee women’s and men’s right to decent work and provide necessary services to facilitate their access to such work.
- Ensure public access including women’s safety to and from work and that those who are responsible for protecting women are held accountable if these obligations are violated.
- Include women in decision-making at all levels pertaining to their safety, access, and ability to work.

Strengthen accountability mechanisms and democratic governance under rule of law:

- Ensure that government commitments are upheld by active recourse to the human rights mechanisms and architecture.
- Protect freedom of association and expression in accordance with agreed commitments to protect women’s ability to articulate and claim their human and labour rights.
- Ensure that the accountability to implement SDGs are integrated into human rights treaty body system and the Universal Periodic Review Process.