



International  
Labour  
Organization



# Reducing inequality, ensuring appropriate wage and care economy

1<sup>st</sup> meeting of the G7 Employment Working Group  
Tokyo, 8-9 February, 2023



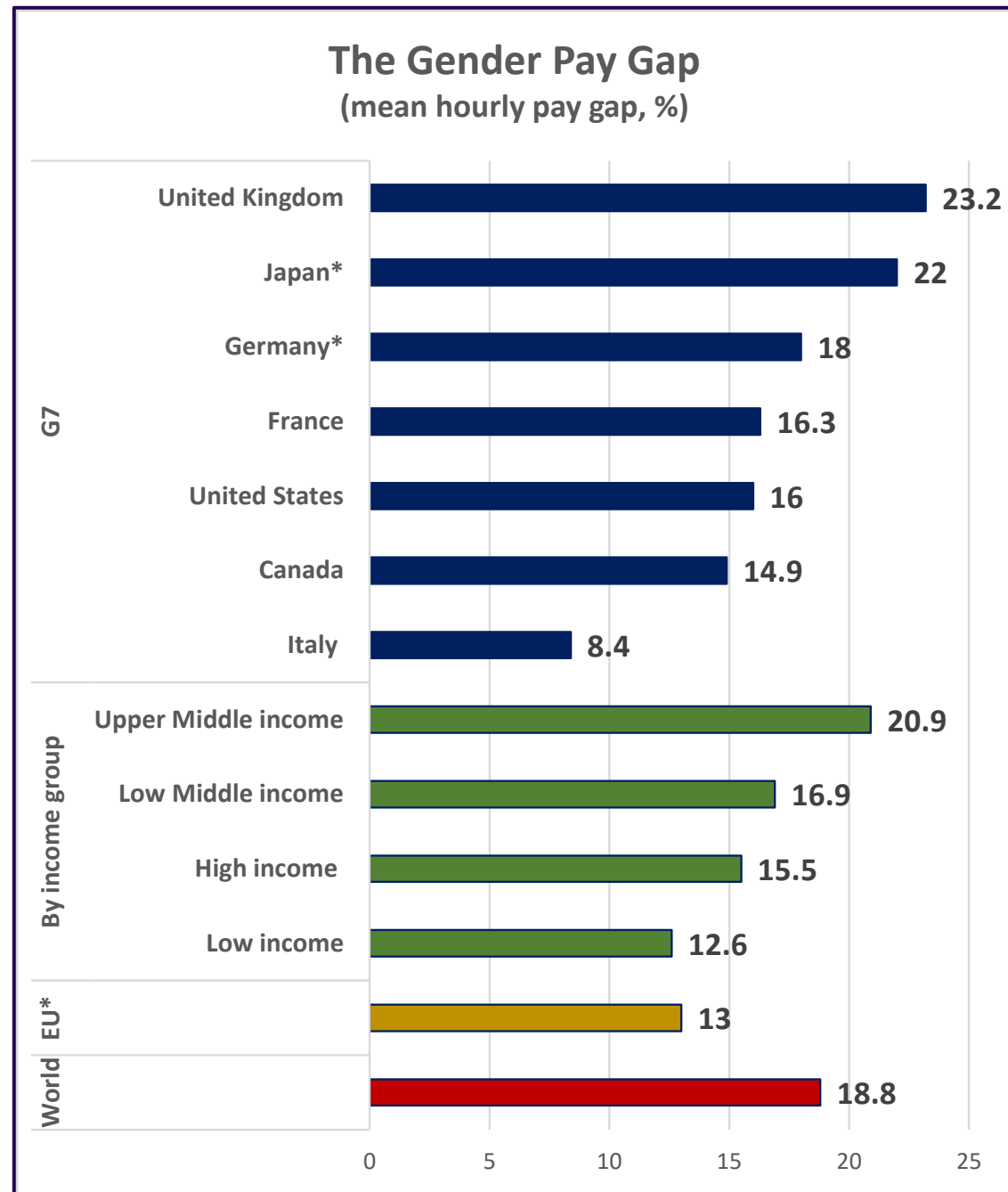
## ▶ Reducing inequalities in the world of work

- Reducing inequalities between and within countries is a key policy priority, as reflected in SDG 10
- Multiple forms of inequalities exist, such as vertical inequalities (between richer and poorer people) and horizontal inequalities (between different social groups)
- The ILO has recently adopted a resolution and conclusions concerning inequalities in the world of work, and, as a follow-up, a comprehensive and integrated strategy to reduce and prevent such inequalities
- The ILO has also adopted a transformative agenda for gender equality and non-discrimination



## The gender pay gap

ILO estimates except for the EU, Germany, and Japan. (\*) Germany: DSTATIS, Japan (MOFA.GO.JP), and EU (EUROSTAT). ILO regional and world estimates correct for composition and cluster effects: see ILO Global Wage Report 2018/19 for a description of the methodology. The mean hourly wage gender pay gaps is estimated as *the difference between men and women's average hourly wage, relative to men's hourly wage*. World estimates include 70 countries that amount to about 80 per cent of wage employees worldwide. All based on latest estimates circa 2018-2022.



# A transformative agenda for gender equality in the world of work

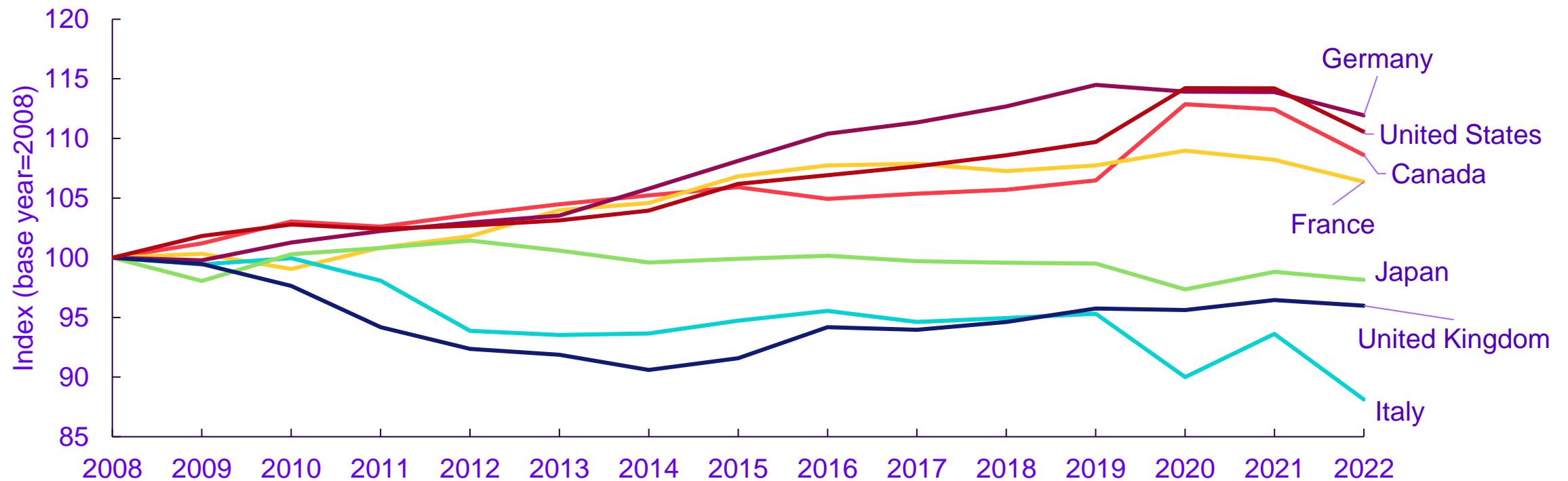
## Elements

1. Equal pay for work of equal value
2. Care leave policies and services for a more balanced sharing of work and family responsibilities
3. Investing in the care economy;
4. Removing legal barriers and combating gender stereotypes
5. Eliminating and addressing violence and harassment and discrimination on all groups that may be more vulnerable as a result of multiple grounds of discrimination

## Approach

1. Tackling the root causes of gender inequality
2. Challenging unequal power relations
3. Transforming structures, institutions, norms
4. Changing the way resources are produced and allocated
5. Applying intersectionality
6. Redressing discrimination and disadvantage
7. Valuing paid and unpaid women's work
8. Reinforcing paths of rights, social protection, care policies and services during the life cycle

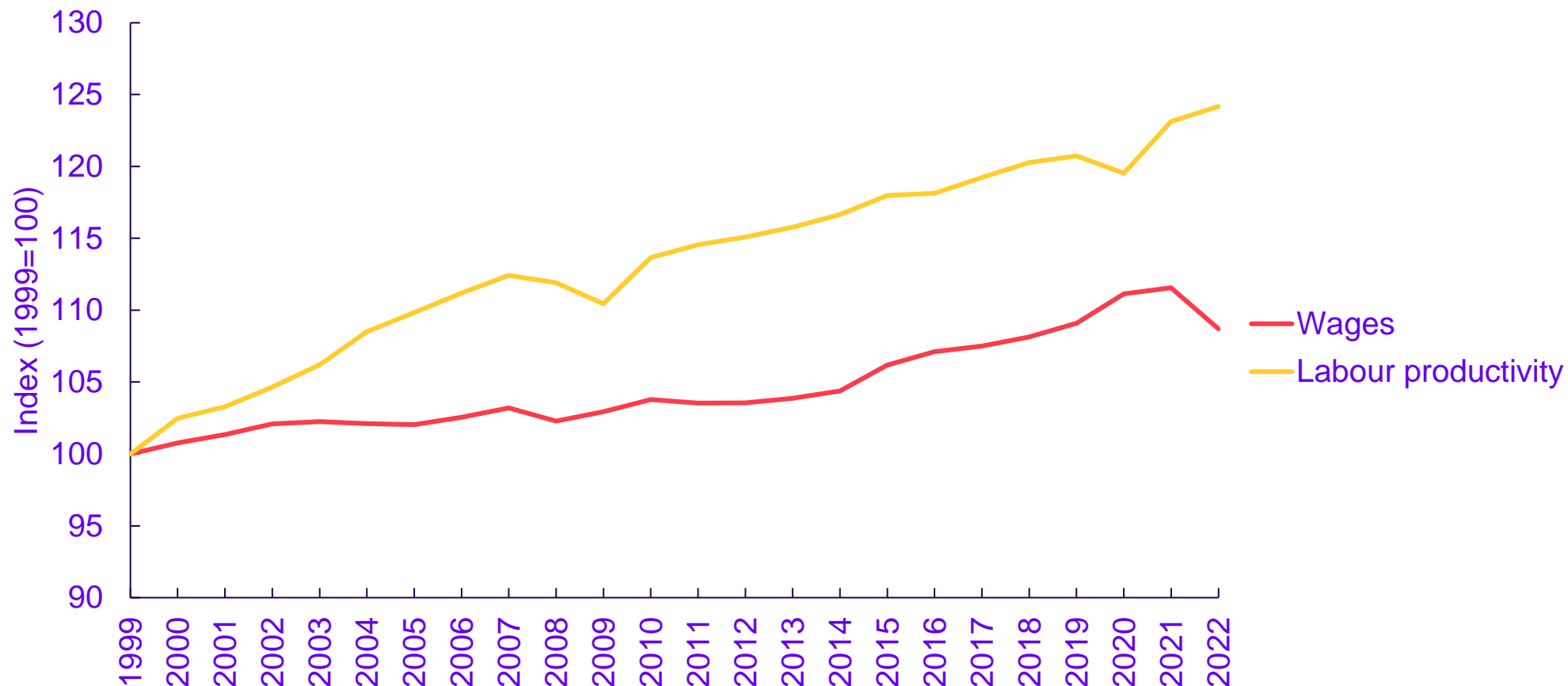
## Average real wage index for the G7 countries, 2008–22



Note: Data for 2022 is based on the first and second quarters of the year

Source: Global Wage Report 2022-23

## Trends in average real wages and labour productivity, G7, 1999–2022



Note: Data for 2022 is based on the first and second quarters of the year

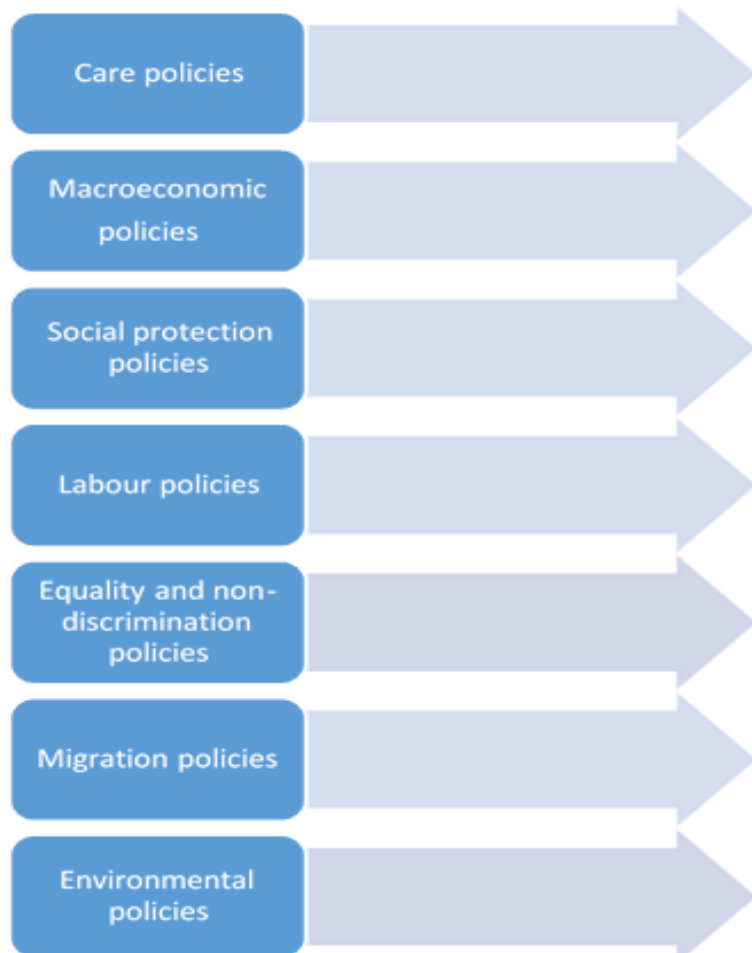
Source: Global Wage Report 2022-23



# A high road to decent care work: The ILO 5R Framework

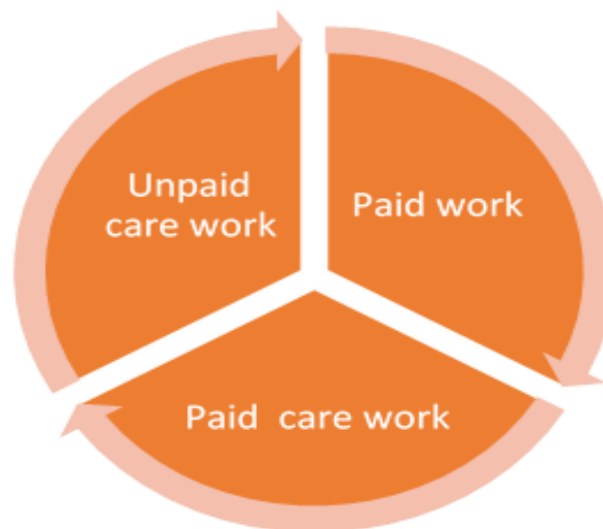
## Conducive policy environment:

### Main policy areas



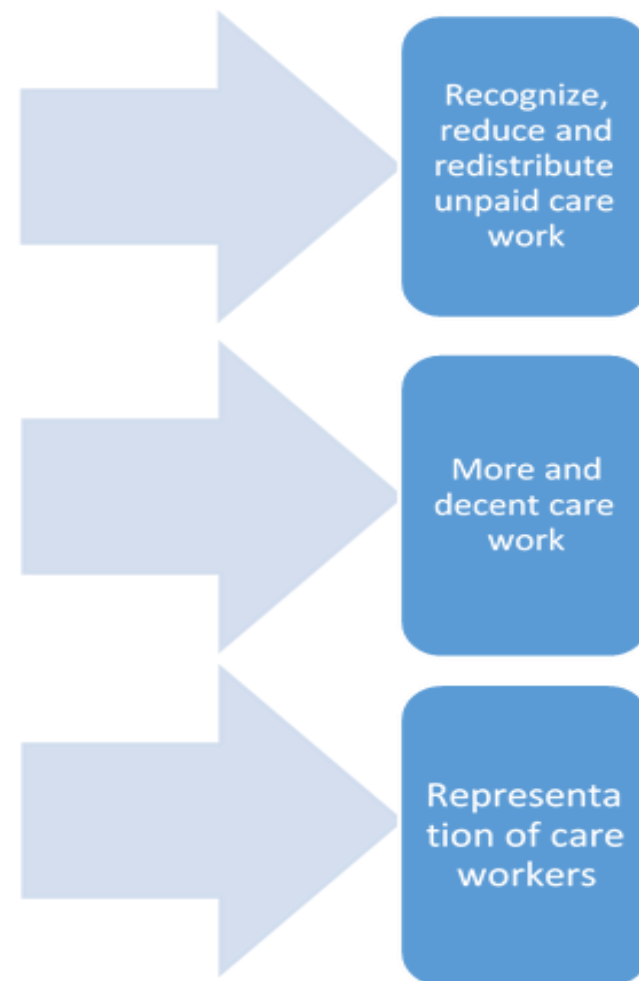
## Analytical framework:

### Unpaid care work–paid work–paid care work circle



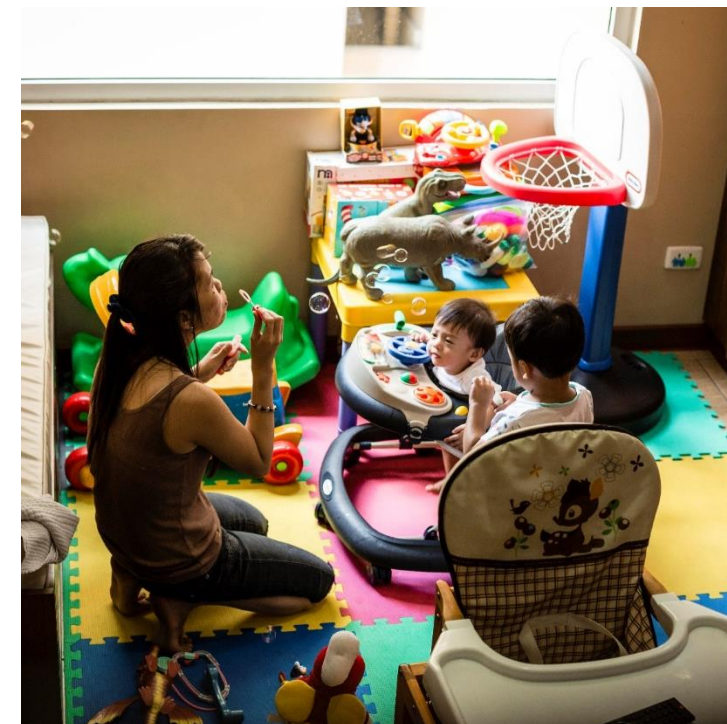
## Policy recommendations:

### Decent care work (5Rs)



## ► Poor job quality for care workers leads to poor quality care work

- Personal care workers – most of them home-based – are confronted by low wages and dire working conditions, and are likely to be exposed to discriminatory practices.
- Nurses and midwives constitute the biggest occupational group in the most feminized health-care occupations.
- Care workers are frequently migrants and working in the informal economy under poor conditions and for low pay.
- Many care workers experience a “care pay penalty”, ranging from 4 to 40 per cent of hourly wages.
- Across country’s income groups, the status, pay and benefits of early childhood personnel are less favourable than those of primary teachers.
- Domestic workers experience some of the worst working conditions across the care workforce and are particularly vulnerable to exploitation.





## ► Policies and measures for better quality of care-related jobs

- Regulate and implement decent terms and conditions of employment and promote equal pay for work of equal value for all care workers, with a view to eradicating gender pay gaps in the sector
- Effectively protect migrant care and domestic workers and advance their rights to equal treatment, including the right to organize and bargain collectively, and effective access to justice
- Promote freedom of association for care workers and employers, promote social dialogue and strengthen the right to collective bargaining across the care sector.
- Ensure a safe, attractive and stimulating work environment for care workers, regardless of gender
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
- Promote the building of alliances between trade unions representing care workers and civil society organizations representing care recipients and unpaid carers

