

Intervention from Workers & Trade Unions/Synnøve Konglevoll, LO Norway

Session «Closing the gender gaps: Effective economic and social policies in the EEC region.

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I come from a trade union in Norway and speak for Global Unions which represents 83 million women around the world.

As has been pointed out by others; what we discuss here in the first part of this session (gender gaps in various areas), has clear linkages to the subject of the second part; namely the gender pay gap.

This includes, of course, the gender segregation, both horizontally and vertically, in the labour market, which has direct impact on the gender pay gap.

Both in the ECE region, and globally, women are overrepresented in low paid, precarious, informal, part time work and insecure jobs.

That is; if they have a job:

Globally, Women's labour force participation rate stands at 48,5%, 26,5 percentage points below that of men.

Men are still bread winners and women across the world are totally economic dependent on their husband, unable to support themselves if they should need so, or want so.

The gender gaps in the labour market and income, are linked to with the gender gap in care work:

Women perform 76,2 per cent of the total hours of unpaid care work.

As trade union representatives, we have three main priorities at this conference – and we urge you all to support them:

The first is to guarantee the fundamental human right of freedom of association and collective bargaining for all women workers. This is imperative if we are to ever to achieve a decent world of work, which again is particularly important for women, migrant and domestic workers and workers who belong to vulnerable groups.

The second priority is to invest in care for gender equality and development, to redistribute the burden and unpaid care and to provide access to gender responsive quality public services for all.

The third priority is of course the important follow up on the newly adopted ILO Convention on violence and harassment in the world of work.

Last June States adopted ILO Convention 190 and Recommendation 206 on violence and harassment in the world of work with a strong focus on gender-based violence. A historical and one of the most important steps forward since the adoption of the Beijing Platform for Action aiming at a world of work free from violence and harassment! But adoption is not enough: We call upon States to both ratify and effectively implement these instruments now.

Thank you