

## COUNT US IN! ECONOMIC AND SOCIAL JUSTICE FOR WOMEN

Despite important gains, significant barriers to the full realisation of women's rights remain. Women are still overrepresented in underemployment, in informal and precarious work, including at the start of global supply chains, and in unpaid care work in the home.

Occupational segregation and undervaluation of work in female-dominated sectors persist as do the resulting gender wage and social protection gaps. Discrimination based on not only gender but also on class, race, ethnicity, age, gender identity, disability, indigenous and migration status still pervade women's experiences in the world of work, as does gender-based violence and harassment.

Social and economic justice for women means investing in care. Care is essential to our well-being and development as human beings. But when the burden of unpaid care work falls primarily on women, it can limit choices and opportunities. Care responsibilities and gender roles assigned by society profoundly affect how women participate in the workforce, including the type of work women do, the positions women hold, the quality of female-dominated jobs and the pay women receive. Paid care work is often characterised by poor pay and working conditions. Cuts to public spending, outsourcing, privatisation and the emergence of platform type businesses in the sector are contributing to the casualisation and informalisation of paid care work.

According to the International Labour Organization, **606 million women of working age** – and 41 million men – are outside the labour force due to family responsibilities. Women, and in particular racialised and migrant women, also form the majority of workers in the care economy, globally, including domestic workers. Investing in the creation of decent jobs in the care economy is essential to development and to gender equality and equity. The International Labour Organization estimates that the level of investment in the care economy required to achieve the Sustainable Development Goals would result in a total of 475 million jobs by 2030. Trade unions will need to organise across sectors of the care economy to ensure that the jobs created are decent: paid according to their true value, with respect for freedom of association and collective

bargaining, with social protection, regulated for occupational health and safety and free from gender-based violence and harassment.

- » Women's labour force participation is 26 percentage points lower than that of men
- » Women make only 77 cents for every US dollar men earn and on current trends, the global gender pay gap will not be closed until 2069.
- » Women's pensions tend to be 30-40% less than men and fewer women than men receive any pension at all.
- » Women contribute between 20-60% of National Gross Domestic Product through unpaid care work.
- » 818 million women over the age of 15 have experienced sexual or physical violence at home, in their communities or in the workplace.