



# **JOINT WORKSHOP BY KENYATTA UNIVERSITY AND UNIVERSITY OF NAIROBI WOMEN'S ECONOMIC EMPOWERMENT HUBS: REFLECTIONS ON METHODOLOGICAL APPROACHES TO RESEARCH ON WOMEN'S ECONOMIC EMPOWERMENT MAY, 19TH-21ST, 2021**

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## **ILO Indicators**

### **1. Equal pay for work of equal value**

To achieve gender equality and women's economic empowerment at work, women's and men's work must be regarded equally, and they must be paid equally for work of equal worth. The pay gap exists at all levels of employment, including management, and the rate of disparity varies depending on the degree of work and locality<sup>1</sup>. Women's pay disparities vary widely throughout nations and among distinct groups of women, depending on their age, color, ethnicity, migration status, and other disadvantages.

The principle of equal pay for work of equal value is established in the ILO Equal Remuneration Convention, 1951 (No. 100) and Recommendation No. 111. The right to equal pay applies not only when men and women conduct the same or similar employment, but also when they conduct labor that is different but of equal worth, as determined by objective factors such as skills, working conditions, responsibilities, and effort. The remuneration package is not only limited to the basic pay or wage that employees receives but also other forms of incentives including bonuses, overtime pay or stock options<sup>2</sup>.

Principle 2 of the Women's Empowerment calls on signatories to take action to provide equitable payment, including bonuses and perks, for work of equal value and to ensure that all women and men employees are paid at least a livable wage<sup>3</sup>.

### **1. Preventing and ending gender-based violence and harassment in the world of work**

Despite the fact that gender-based violence and harassment, especially sexual harassment, are incompatible with decent work, and they remain throughout the world, regardless of the sector or income. Workplace violence and harassment have a detrimental influence on work organization, workplace relations, employee engagement, company reputation, and productivity.

Women's economic empowerment is affected, as studies have shown that, victims are more inclined to change jobs, resulting to financial stress, rather than report occurrences in order

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<sup>1</sup> ILO, Women in Business and Management: The business case for change, 2019, 68..

<sup>2</sup> ILO, Equal Pay - An introductory guide, 2013, 2.

<sup>3</sup> WEPs, Principle 2, Treat all Women and Men Fairly at Work without Discrimination.

to flee an abusive circumstance. The Violence and Harassment Convention, 2019 (No. 190) and the associated Recommendation No. 206 acknowledges that violence and harassment have a significant impact on individuals, businesses, society, and governments.

## **2. Work–family balance and equal sharing of care responsibilities**

The burden of care work is disproportionately shared by women, and this inequality in care obligations between men and women has serious implications for women's economic empowerment. Women's labor market involvement is lower than men's in every country around the world, owing to an unequal distribution of unpaid care work hours<sup>4</sup>.

Gender equality and women's economic empowerment are closely tied to establishing work–life balance, guaranteeing a more equitable distribution of family obligations, and investing in the care economy, as the ILO Centenary Declaration for the Future of Work calls for. Furthermore, family-friendly policies, such as workplace breastfeeding support, have a positive impact on broader social well-being because they are associated with lower mortality rates, healthier mothers and babies, and thus lower healthcare costs.

## **3. Women in business and management**

Achieving gender equality and women's economic empowerment in business and management requires improving the gender balance at all levels of company leadership, as well as increasing the numbers of women who are business owners and entrepreneurs.

Women-run businesses are frequently small or micro-enterprises with little growth potential. Empowering women in workplace means offering them a change to prosper as investors and entrepreneurs. The ILO Discrimination (Employment and Occupation) Convention of 1958 (No. 111) and Recommendation No. 111 address discrimination in education and vocational training, employment and certain occupations, as well as employment terms and conditions.

## **4. Future of work that works for women**

The ILO Centenary Declaration on the Future of Work aims to empowering people at all phases of life, particularly women, to work with technology advancements without surrendering their economic and social rights. This calls for governments and social partners to promote the skills of workers by addressing current and anticipated social, culture and economic gaps; ensuring that education and training systems respond to market needs, in light of developments in employment; enhancing the ability of workers to leverage and increase the opportunities offered by decent work.

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<sup>4</sup> ILO, Global Wage Report 2018/19: What lies behind gender pay gaps, 2018