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Institute on Comparative Regional Integration Studies



Future Trends Series - GR:REEN Project

Title of the report

Equality at Work: Tackling the Challenges

Area

Demography

Reporter

International Labour Organization (ILO)

Type of the Reporter

International Organisation

Periodically updated?

Yes

First issued year

2003

Latest update

2007

Official website

http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_082607/lang--en/index.htm

Language available

English, German, Spanish, French, Italian, Russian, Arabic

Short summary

In this report, the ILO examines emerging issues in patterns of workplace discrimination and inequalities and recent policy responses, and outlines the ILO's experience and achievements.

Key trends

- Despite advances, in particular the considerable progress in women's educational attainments, women continue to earn less than men everywhere, and the unequal burden of family responsibility places them at a disadvantage in finding full-time employment;
- Evidence shows that members of discriminated groups are often failing to achieve success in job placement and training schemes;
- The growth of part-time work has been significant in the past ten years and resulted in greater female participation and employment rates. However, opportunities for women are often concentrated in low-status jobs;

- There have been significant changes in policies encouraging fathers to take care-related leave. Both developed and developing countries around the world have made it easier for men to take parental leave, although take-up rates are still low in most countries;
- In the field of collective bargaining, trade unions, especially in the industrialised countries, are putting work-family reconciliation high on their agenda. As well, incorporation of pay equality in collective agreements is another trend in industrialised nations.

Suggestions

- Better enforcement of legislation against discrimination, as well as non-regulatory initiatives by governments and enterprise, and equipping the social partners to be more effective in making equality a reality in the workplace;
- Make equality a mainstream objective of the ILO's Decent Work Country Programmes;
- Complement conventional anti-discrimination policy measures, such as coherent and comprehensive laws, effective enforcement mechanisms and specialised bodies, with other policy instruments, such as active labour market policies.

Methodology

Survey and research from primary sources

Reference to other trends reports? If yes, which reports?

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