

Economic and Social Justice for Women

“ **Absolute poverty and the feminization of poverty, unemployment, the increasing fragility of the environment, continued violence against women and the widespread exclusion of half of humanity from institutions of power and governance underscore the need to continue the search for development, peace and security and for ways of assuring people-centred sustainable development. The participation and leadership of the half of humanity that is female is essential to the success of that search.**

Beijing Declaration and Platform for Action, 1995 ”

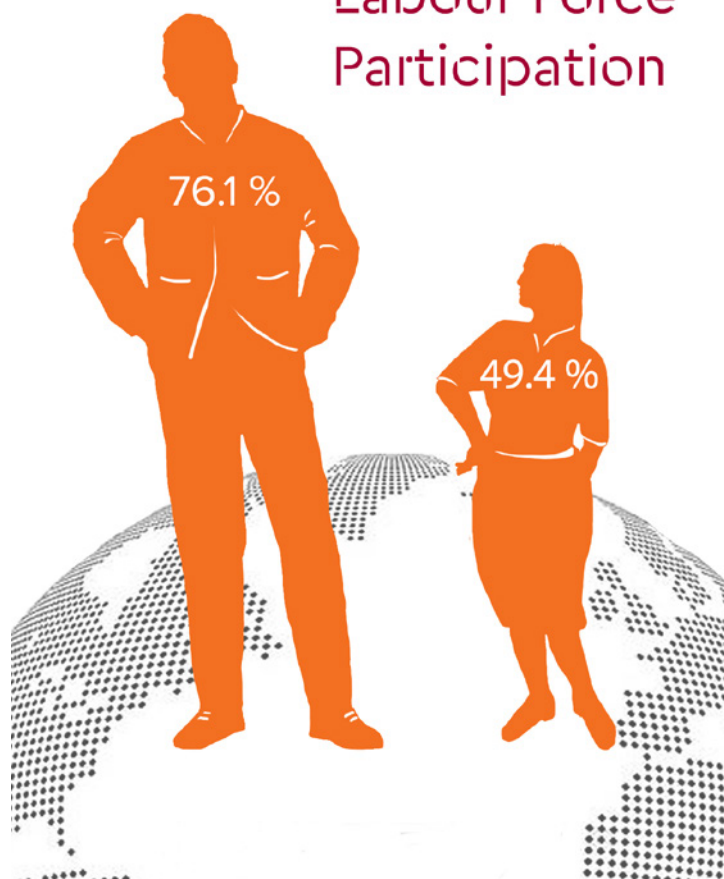
Eradication of poverty based on social development, inclusive and sustainable economic growth, environmental protection and social justice requires women's full and equal participation in economic, political and social decision-making. It requires women's autonomy and control over our own lives and bodies.

Women's labour force participation is an important measure of social and economic well-being. With

the conditions – fair wages, safe working conditions, opportunities for training and advancement, the right to organise and bargain collectively – paid employment helps women achieve economic independence and enhances our agency and social mobility.

“ **Work unleashes human potential, human creativity and human spirit.** **UNDP Human and Development Report, 2015** ”

Labour Force Participation



SOURCE: World Employment and Social Outlook: Trends for women 2017, ILO

Despite important gains in women's rights and gender equality, significant barriers to the full realisation of women's economic, social political and cultural rights remain. Women are still overrepresented in informal and precarious work arrangements, including at the bottom of global supply chains, which now command 60 per cent of global production, transport and services: **ITUC Scandal Report.**

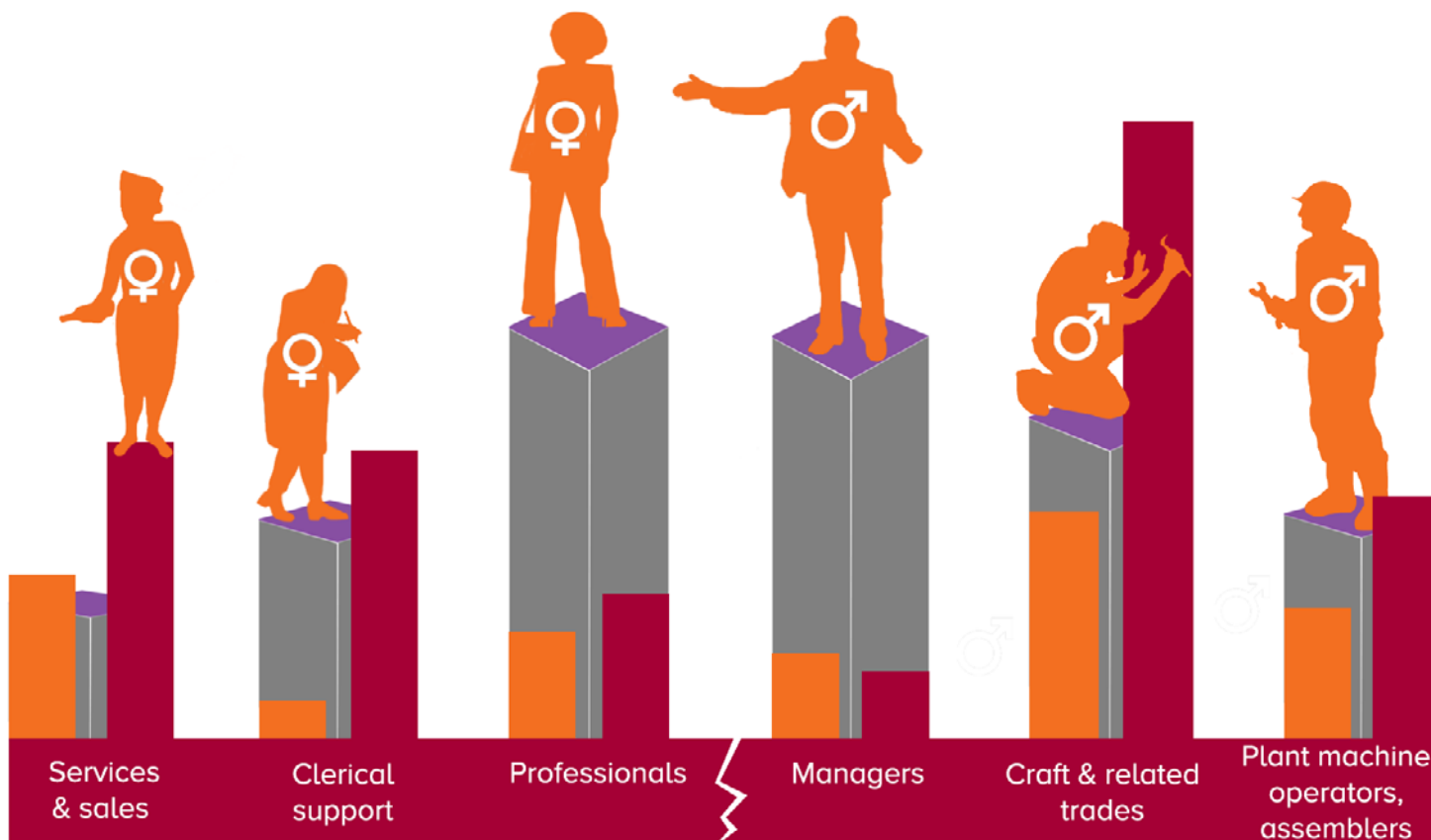
Occupational segregation and undervaluation of work in female-dominated sectors persist as do the resulting gender wage and pension gaps. Discrimination based on not only gender but also class, race, ethnicity, age, sexual orientation and identity, disability, HIV status,

indigenous and migration status still pervade our experiences in the world of work and our access to opportunities.

Social and economic justice for women means **transforming women's work.** This won't happen without a transformation in the way we view and value care, caring roles and care responsibilities. Care is essential to our well-being and development as human beings. Without care we cannot survive and we cannot thrive. But when unpaid care work in the home falls primarily on women, it can limit our choices and opportunities for other activities, including paid work, education and leisure activities.

Occupational Segregation

Relatively high concentrations of gender prevail in certain occupations



PROPORTION OF WORKERS IN DEVELOPING ECONOMIES

PROPORTION OF WORKERS IN DEVELOPED ECONOMIES

In developing and developed economies the trends are similar. The contrasts are often more pronounced in developed economies.

“ Women experience oppression in varying configurations and in varying degrees of intensity. Cultural patterns of oppression are not only interrelated, but are bound together and influenced by the intersectional systems of society. Examples of this include race, gender, class, ability, and ethnicity.”

Professor Kimberlé Crenshaw ”

♀ [The World's Women 2015](#)

♀ [ITUC Supply Chains Resources hub](#)

♀ [ILO Supply Chains discussion](#)

♀ [ILO Women at Work Trends 2016](#)

♀ [AFL-CIO/Solidarity Center Transforming Women's Work: Policies for an inclusive economic agenda](#)

♀ [AWID/Solidarity Center Challenging corporate power: Struggles for women's rights, economic and gender justice](#)

♀ [UNDP Human Development Report 2015](#)

♀ [UN Secretary-General's High-Level Panel on Women's Economic Empowerment: Final report \(2016\)](#)