

Intervento di Cgil Cisl Uil al Side event del Women 7 di Matera 2024

The latest World Economic Forum's Global Gender Gap Index reveals a persistently negative situation for women in the G7 members, with only 2 countries having managed to improve their conditions slightly, while the others have even regressed in ranking.

*Parental leave policies have proved to be vital in helping parents to balance job and family responsibilities. However, women are still the primary caregivers, so the employment gap widens with parenting duties. So says EIGE.*

*In 51% of countries, there is at least one restriction preventing women from doing the same jobs as men. Employed women endure pervasive gender pay gaps due to occupational segregation, career interruptions and workplace discrimination. New trends, notably the rise of artificial intelligence, are reshaping labour markets, influencing jobs availability, skills requirements and employment dynamics. Women's employment will be significantly affected. Globally, women are more likely than men to hold jobs where human involvement could be replaced by artificial intelligence, That is what the UN WOMEN's group writes.*

Can our economies and our societies really afford putting aside women's talents, knowledge and competences, by confining them in the closed space of their houses? *The economic loss due to the gender employment gap amounts to €370 billion per year. Taking action is both a social and an economic imperative. Improving gender equality could lead to an increase in GDP of up to €3.15 trillion by 2050, states the European Commission.*

The world is facing large-scale armed conflicts. Throughout history, women and girls have been targeted in wartime for violence, particularly sexual violence. They have also been excluded from conflict prevention and resolution efforts. Despite increased awareness and mobilization, the lack of high-level leadership committed to mainstreaming women's rights, including in Security Council negotiations and peace talks, is leading to a lack of consideration of the high contribution of women.

Trade unions in the G7 are mobilized to fight for women's rights, at the workplace and beyond. Upholding women's rights and gender equality has been at the centre of the two statements that we, as representatives of trade unions in G7 countries, have submitted to G7 members we called on G7 governments to end austerity measures that jeopardize equality and equity and push women back in time as far as their rights are concerned.

We asked for the implementation of reforms to ensure increased women's labour participation and equal access to career opportunities, as well as decent wages and pensions. One effective measure could be, for instance, to revise job evaluation and pay scales in female-dominated sectors through collective bargaining and invest in well-functioning quality public services which are both a source of work for many women and an unreplaceable tool to guarantee social cohesion and work-life balance for all. Decent work for women needs to be promoted through addressing the disproportionate share of unpaid care and domestic work performed by women and promoting the formalisation of informal economy jobs where women are often overrepresented. A fair society must recognize an adequate credit care periods in contributory social protection systems in order to maintain contribution levels; To put an end to social rules that discriminate against women at work and outside. It's time to promote men's role in childrearing and in other caring responsibilities.

Echoing L20 policy recommendations, we ask to address the root causes of women's lower labour force participation and to adopt and effectively implement strong equal pay and anti-discrimination legislation with strong enforcement mechanisms grievance procedures and access to remedy, in line with ILO Conventions 100 and 111. Pay transparency is critical. Employers should make transparent their criteria and decisions concerning pay. They should collect and regularly publish data on wage levels for all categories of employment disaggregated by gender.

But we also need to ensure the elimination of gender-based violence and harassment in the world of work through the ratification and full implementation of ILO convention 190. Still too many women and LGBTIA+ people quit because of violence and harassment at work, too many decide to stay away from male-dominated sectors because they are concerned about their safety. We must stop that with a strong engagement of social partners in these processes. The international trade union movement denounces discrimination in all its forms and is committed to promoting and defending the rights of migrant workers, indigenous peoples, people who identify as LGBTQI, people living with disability and all those who face racism, prejudice or bigotry in the world of work and in society at large

Education and training play a vital role in women's careers. While the labour market needs more skilled workers to tackle the digital and green transition, women traditionally choose studies that lead to low-paid and undervalued jobs, due to family burdens. Therefore, we ask for comprehensive strategies that address systemic barriers to women's participation in STEM and AI fields, such as gender stereotypes and unconscious bias. To keep up with labour developments, we are calling for resources to support a lifelong learning approach and investment in training throughout women's careers, especially when they return to work, after a period of care and/or maternity leave

Women cannot unleash their potential unless they decide over their own lives. This includes deciding over sexual, reproductive and physical health. *Discriminatory social institutions are at the heart of gender inequalities in SRHR. Traditional gender roles and norms, unequal power hierarchies, social stigma and harmful practices disproportionately undermine adolescents' and women's agency, sexual, reproductive and bodily autonomy. Addressing underlying legal, social and structural barriers is thus fundamental to secure access to SRHR for all women and girls as a key component of wider efforts to promote gender equality, reduce inequalities in access to education and employment and, ultimately, accelerate inclusive development.*

That is what SIGI 2023 Global Report, an OECD publication, affirms. And we agree, women's health and life choices deserve respect and support, if we really want them to contribute to resilience and growth.