

國際勞工組織(ILO)在第 100 屆國際婦女日表示：在後經濟危機時代，應為女性創造工作機會，以推動經濟復甦(Making the recovery work for women)

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國際勞工組織(ILO)將在3月7日(星期一)國際婦女日(International Women's Day)發起專題討論小組(panel discussion)，討論性別平等在保障永續與公平復甦(sustainable and equitable recovery)中的角色。

針對「為女性創造危機復甦就業機會」(Making the crisis recovery work for women!)議題，討論小組專家學者將討論，自從大蕭條(Great Depression)造成惡劣的經濟危機後，各國政府如何推動相關政策、如何確保在就業與工作條件前提下，使男性與女性能夠獲得公平的機會與平等的對待。此外，該討論小組亦將強調技能發展與訓練政策(skills development and training policies)，並對聯合國(UN)對於婦女日所關切的議題：「平等獲得教育、訓練、科學與科技的機會：一條通往女性尊嚴勞動的道路」(Equal access to education, training and science and technology: Pathway to decent work for women.)，提供政策性貢獻。

為了慶祝婦女以往的貢獻，第一屆官方國際婦女日是在1911年於哥本哈根所舉行的職業婦女國際大會(International Conference of Working Women)所正式提出。在當時，澳洲與德國等國家主要訴求仍在女性投票權，而在美國，因為惡劣的工作條件導致成衣工廠火災，並造成146名勞工死亡，其中絕大多都是女性外來移工，導致女性站出來示威，抗議惡劣的工作環境。

這一百年來儘管有些進展，然而在就業領域中性別平等仍有許多待努力之處。國際勞工局長 Juan Somavia 表示：「經濟危機加深並強化了既存的不平等。為了達到性別平等，我們仍須作出重大的改變。我們必須從性別意識回應(gender-aware responses)出發，來確保永續性與

公平性復甦，並追求公平的全球化發展」。

依據 ILO 最新資料顯示，2010 年男性失業率為 6%，而女性失業率為 6.5%，因此無論男性與女性都仍受到經濟危機的衝擊。

ILO 性別平等署署長(Director of the ILO Bureau for Gender Equality)Jane Hodges 則指出，女性在工作場域中遭受很明顯的性別區隔，其表現方式為低薪資、長工時以及被安排在非正式部門工作(informal working arrangements)。這種情況反映出以下情況：比起男性(48.9%)而言，全球有更多比例的女性(51.8%)被限縮在無保障的就業機會中(vulnerable employment)。尤其在發展中國家，女性比男性更難以進入訓練與教育系統。

ILO 自 1919 年成立之後起，就提出包括公平價值(equal value)及摒除歧視(non discrimination)等支持工作性別平等的原則。在 2009 年，國際勞工大會(ILC)更通過性別平等作為尊嚴勞動核心的決議，並致力推動無論男性與女性都可以自由地與主動地參與勞動市場。同年，ILC 也採納全球工作協定(the Global Jobs Pact)，以協助減緩經濟危機所造成的社會衝擊。在其他的相關措施中，該協定也呼籲經濟復甦的相關配套措施必須納入性別平等的關懷與考量。

ILO to mark 100th International Women's Day: Focus on "Making the recovery work for women!"

March 4, 2011

GENEVA (ILO News) – The International Labour Organization (ILO) will mark the centenary of International Women's Day on Monday 7 March with a panel discussion which will highlight the role of gender equality in securing a sustainable and equitable recovery.

Focusing on the theme – "Making the crisis recovery work for women!" – a panel of experts will discuss how policy measures in the wake of the worst economic crisis since the Great Depression can ensure equal opportunities and treatment for women and men when it comes to jobs and working conditions. The panel will emphasize skills development and training policies, contributing to the UN theme for this Day: "Equal access to education, training and science and technology: Pathway to decent work for women".

The first official International Women's Day was celebrated in 1911 following a decision of the International Conference of Working Women held in Copenhagen the year before. By that time, in countries such as Austria and Germany, the main claim was the right to vote, while in the United States, women demonstrated against poor working conditions that led to a fire in a garment factory, which killed 146 workers, most of them women of immigrant origin.

One hundred years on, despite some progress there is still much to be done to achieve gender equality in the world of work. "The crisis has served to underscore and aggravate pre-existing inequality. Achieving gender equality remains a major challenge. Securing a sustainable and equitable recovery and a fair globalization demand gender-aware responses", said ILO Director-General Juan Somavia.

According to the latest ILO data, both women and men continue to feel the impact of the economic crisis, with the global unemployment rate for men standing at 6 per cent in 2010 and 6.5 per cent for women.

Jane Hodges, Director of the ILO Bureau for Gender Equality points to the persistence of a clear segregation of women in sectors generally characterized by low pay, long hours and informal working arrangements. This is reflected in the bigger percentage of women who are trapped in vulnerable employment globally (51.8 per cent) compared to men (48.9 per cent). Women also fall behind men when it comes to access to training and education, especially in the developing world.

The ILO has upheld the principles of equal remuneration for work of equal value and of non discrimination since its founding in 1919. In 2009, the International Labour Conference passed a resolution on Gender Equality at the Heart of Decent Work guiding efforts towards a labour market in which all women and men can participate freely and actively. That same year the ILC adopted the Global Jobs Pact to help mitigate the social impact of the crisis. Amongst other measures, the Pact calls for recovery packages to take into account gender equality concerns.