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**Statement by  
Ms. Jane Hodges  
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53<sup>rd</sup> Session of the Commission on the Status of Women**

Chair, Honorable Ministers.

Ladies and Gentlemen.

The theme of this session - *Equal sharing of responsibilities between women and men, including care giving in the context of HIV/AIDS* - is at the heart of the ILO's Decent Work Agenda. Not only have the ILO tripartite constituents - employers, workers and governments - adopted a specific instrument on work-family, Convention 156 in 1981, but also the latest policy document of the ILO, the 2008 Declaration on Social Justice for a Fair Globalization, places gender equality at the centre of all ILO action. This covers employment creation and sustainable growth, social protection, social dialogue and principles and rights at work.

And the Commission's analysis of this theme is highly relevant in the context of the current global economic crisis. Despite the fact that today more than ever before women are in paid work, time-use studies around the world clearly show that, in addition to their paid job, women continue to bear a disproportionate burden of unpaid work in the household and for the family.

employment and family responsibilities. The policy package works best when this Convention is part of a wider framework of measures to promote gender equality which includes the

In conclusion, the ILO would like to make some important recommendations, hoping they will be taken into consideration for action at the national level.

- Governments are encouraged to ensure that both women and men have access to parental leave and other forms of leave, including paid maternity and paternity leave and emergency leave that can be used for sick family members. This should be supported by incentives for men to avail themselves of this leave.

