



# General Assembly

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## Human Rights Council

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Agenda item 3

**Promotion and protection of all human rights, civil,  
political, economic, social and cultural rights,  
including the right to development**

### **Written statement\* submitted by Beijing Zhicheng Migrant Workers' Legal Aid and Research Center, a non- governmental organization in special consultative status**

The Secretary-General has received the following written statement which is circulated in accordance with Economic and Social Council resolution 1996/31.

[18 May 2022]

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\* Issued as received, in the language of submission only. The views expressed in the present document do not necessarily reflect the views of the United Nations or its officials.



## **Focus on Women's Rights in Informal Employment**

Informal employment has become a prevalent form of employment in the labor markets of today's countries. The International Labor Organization's 2018 report states that 2 billion of the world's employed population aged 15 and older are in informal employment, accounting for 61.2% of the total global employed population. Of these, 58.1% of women choose informal employment, 64.1% in Asia, and 67.5% of women in emerging markets and developing countries.

The traditional view is that informal employment is low-level employment with low barriers to entry, flexible working hours, and low skill requirements. Compared with formal employment, informal employment is characterized by uncertain income levels and inadequate social security. However, with the development of the new economy and new industries, and the emergence of various new forms of employment relying on information technology tools and Internet platforms, informal employment is increasingly becoming an important option for female workers.

However, gender segregation in informal employment has led to an increasing concentration of women in low-skilled, service-oriented occupations and industries, resulting in a divergence in occupational skills, occupational levels, and even income between male and female workers; there is a relative lack of labor rights protection and social benefits for women who choose informal employment, and barriers to the realization of labor safety rights at work, etc.; informal employment has a significant negative impact on women's health status.

Empirical studies show that the low level of human capital is an important reason why women choose informal employment and mainly engage in occupations such as business services. Therefore, we call on the government to increase investment in women's human capital, enhance vocational skills training for women informally employed workers, and give tax and financial policy preferences. At the same time, we hope to establish a support system for female workers with the participation of multiple forces such as the government, NGOs, and community organizations. Professional social organizations should be encouraged to help female workers rebuild social support networks and provide them with training, assistance and shelter.

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