

ABSTRAK

Penelitian ini membahas upaya International Labour Organization (ILO) dalam mengurangi kesenjangan upah gender di Korea Selatan pada periode 2019–2024. Korea Selatan merupakan negara dengan tingkat gender pay gap tertinggi di antara negara-negara OECD, sehingga membutuhkan dukungan aktor internasional dalam menangani permasalahan tersebut. Penelitian ini menggunakan metode kualitatif dengan pengumpulan data sekunder melalui laporan resmi ILO, kebijakan pemerintah Korea Selatan, publikasi lembaga internasional, serta jurnal akademik. Kerangka teori yang digunakan adalah teori organisasi internasional dengan pendekatan peran organisasi internasional menurut Clive Archer, yaitu sebagai aktor, arena, dan instrumen. Hasil penelitian menunjukkan bahwa ILO berperan aktif melalui advokasi kebijakan, fasilitasi dialog sosial tripartit, pelibatan pemerintah dan pemangku kepentingan, serta pengawasan dan evaluasi terhadap implementasi konvensi ILO, khususnya Konvensi No. 100 dan No. 111. Meskipun masih terdapat hambatan struktural dan budaya, upaya ILO berkontribusi dalam mendorong kebijakan nasional Korea Selatan menuju kesetaraan upah gender secara bertahap.

Kata kunci: ILO, kesenjangan upah gender, Korea Selatan, organisasi internasional

ABSTRACT

This study examines the efforts of the International Labour Organization (ILO) in reducing the gender wage gap in South Korea during the 2019–2024 period. South Korea records the highest gender pay gap among OECD countries, highlighting the need for support from international actors in addressing this issue. This research employs a qualitative method using secondary data obtained from ILO reports, South Korean government policies, international organization publications, and academic journals. The theoretical framework applied is the theory of international organizations, focusing on Clive Archer's concept of organizational roles as an actor, arena, and instrument. The findings indicate that the ILO plays an active role through policy advocacy, facilitation of tripartite social dialogue, engagement with government and stakeholders, as well as monitoring and evaluation of the implementation of ILO conventions, particularly Convention No. 100 and Convention No. 111. Although structural and cultural challenges persist, the ILO's efforts have contributed to gradual policy improvements toward achieving gender wage equality in South Korea.

Keywords: *ILO, gender pay gap, South Korea, international organization*