



▶ **Women at Work in G20 countries: Progress and policy action**

3rd meeting of the G20 Employment Working Group
19 August 2020

International Labour Organization
Organisation for Economic Co-operation and Development





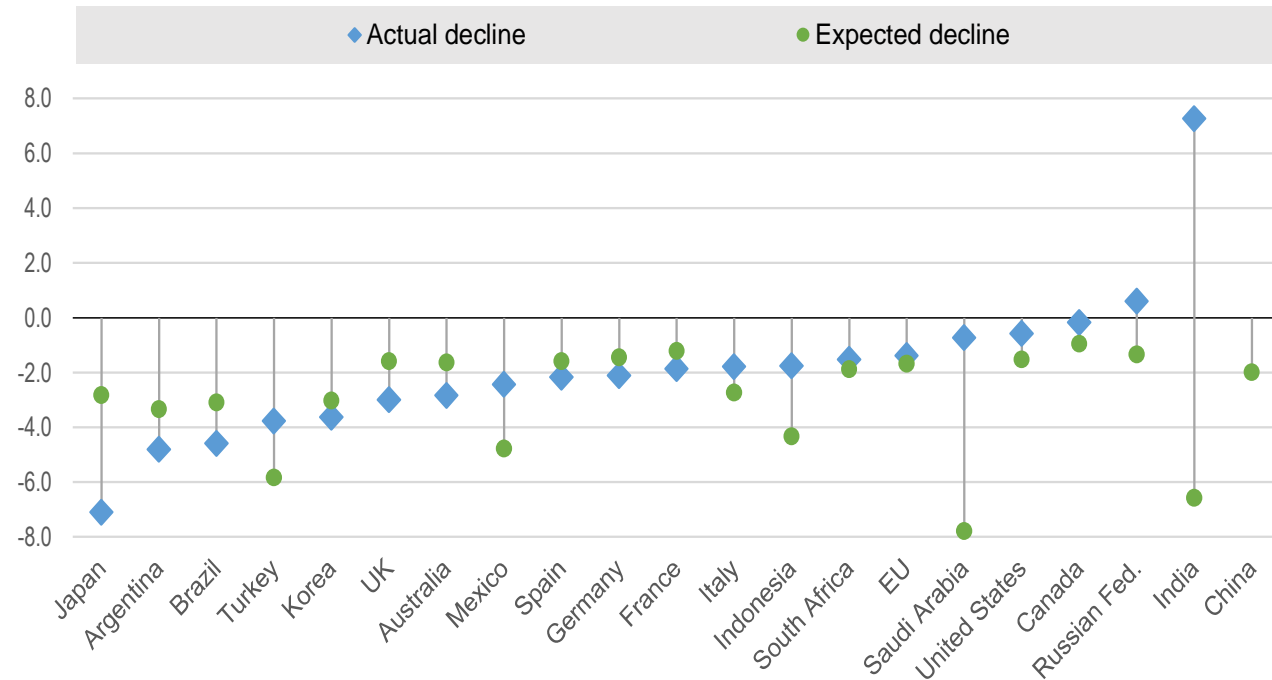
▶ Recent developments in reducing gender gaps in the labour market

Taking stock of the Brisbane goal

- ▶ Gender gap in participation has declined in almost all G20 economies
- ▶ But gap remains substantial in some countries



Actual versus expected decline in the gender gap in participation
2012-2019 (% points)



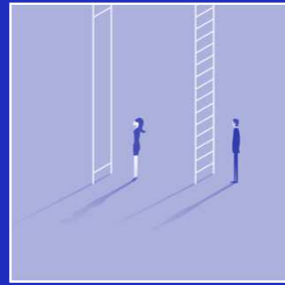
Source: OECD calculations based on national labour force surveys and, for China, census data.

Large gender gaps in job quality



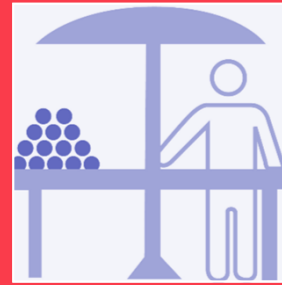
Remuneration

- Women continue to earn 10-40% less than men in G20 countries



Leadership

- Women account for 15-45% of all managerial jobs in G20 countries



Self-employment

- The share of women in self-employment is on average 7½ percentage points lower than for men



Full-time employment

- The share of part-time employment in total employment was higher for women than men in all G20 countries

G E N D E R G A P S

Women on the frontline in the Covid-19 crisis

- Women account for the majority of health-sector workers in nearly all G20 economies
- Women are more concentrated in unsafe jobs than men

Greater exposure to difficult and unsafe work



- Women face higher risks of economic insecurity because of
 - gender gaps and
 - a greater concentration in those sectors most affected

Disproportionate share of job and income losses



- Already prior to the pandemic, women provided 60-90% of unpaid work at home
- Adverse effects: Mental health, escalating risk of domestic violence, work-related cyberbullying, etc.

Unequal burden at home





► Policy action

General measures taken by G20 countries

Policy developments related to Covid-19

Policy orientations for the recovery

General measures taken by G20 countries

Increasing women's participation in the labour market

- Eradicating discriminatory practices
- Supporting women through work transitions
- Fostering women's entrepreneurship

Improving the quality of women's earnings

- Reducing gender occupational segregation
- Improving the quality of women's earnings
- Closing the gender pay gap

Improving women's labour market security

- Facilitating the transition from the informal to the formal economy
- Improving labour market security in highly feminized sectors
- Special programmes targeting women in different contexts

Improving working conditions

- Reconciling work with family responsibilities
- Greater time sovereignty
- Preventing and addressing violence and harassment at work

Relevant policy developments since the Covid-19 outbreak in selected G20 countries

Improving working conditions of essential workers

Expanding childcare services

Equipment with protective gears

Contain losses in jobs and income

Expanding coverage to self-employed workers

One-off allowances

Mitigating the hardship faced by domestic workers

Emergency relief funds for domestic workers

Temporarily suspension with pay

Reconciling work with family responsibilities

Expanding special paid leave or special income support

Subsidies to enterprises that have introduced family leave

Addressing violence against women

Strengthening or introducing new reporting channels for domestic violence

Protection measures for victims of domestic violence

Measures to mitigate the effects of domestic violence

► Policy orientations for the recovery

- Better working conditions for health-care sector workers and other essential workers
- Promoting job creation through hiring subsidies targeted at low-skilled workers
- More inclusive paid sick leave provisions
- Strengthening family-friendly working-time arrangements
- Improving access to affordable childcare services and out-of-school services
- Gradual scaling back of COVID-19 specific care leave provisions
- Promoting women's participation in managerial and leadership positions