



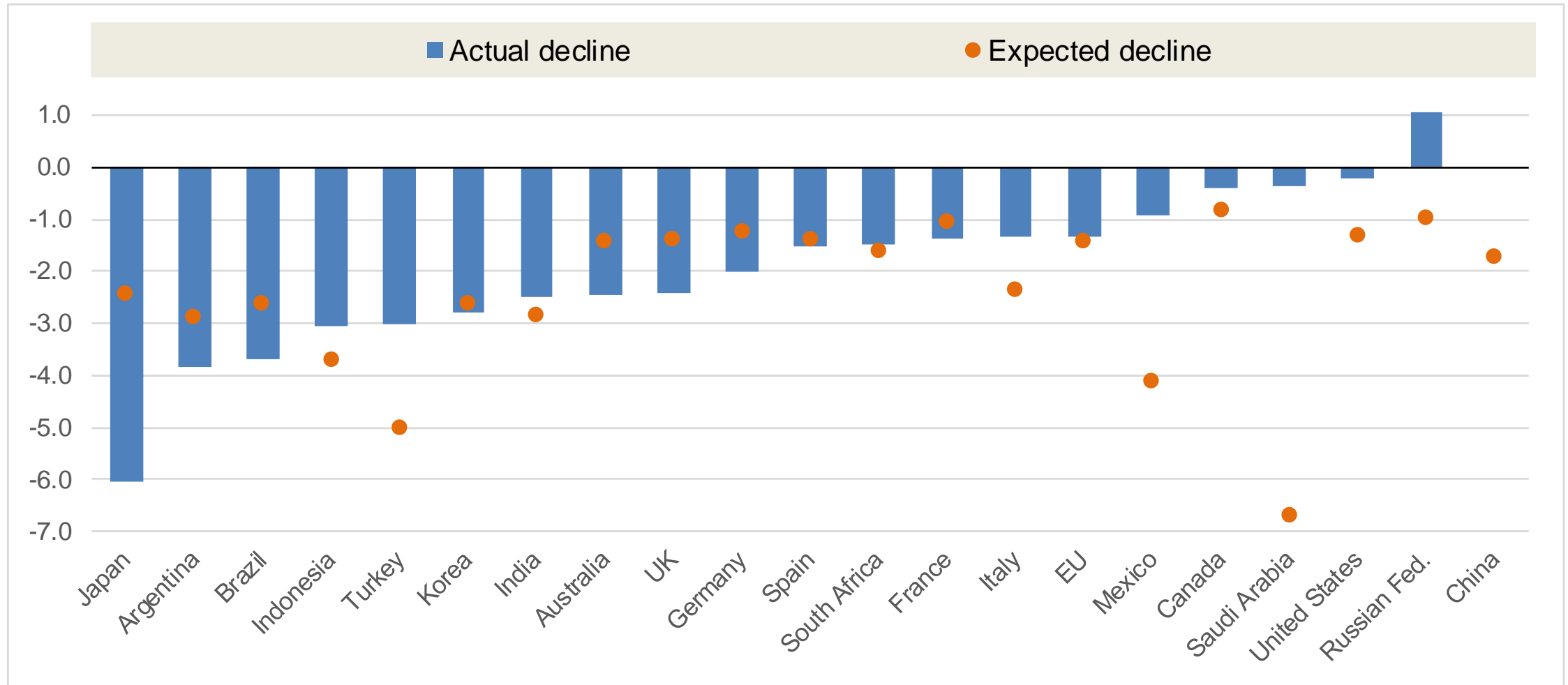
Women at Work in G20 countries: Progress and policy action since 2018

ILO and OECD

Paper prepared for the 2nd Meeting of the G20 Employment Working Group
under Japan's Presidency 2019, 22-24 April, Tokyo

Further progress made towards meeting the G20 25x25 gender target but not all countries are on track

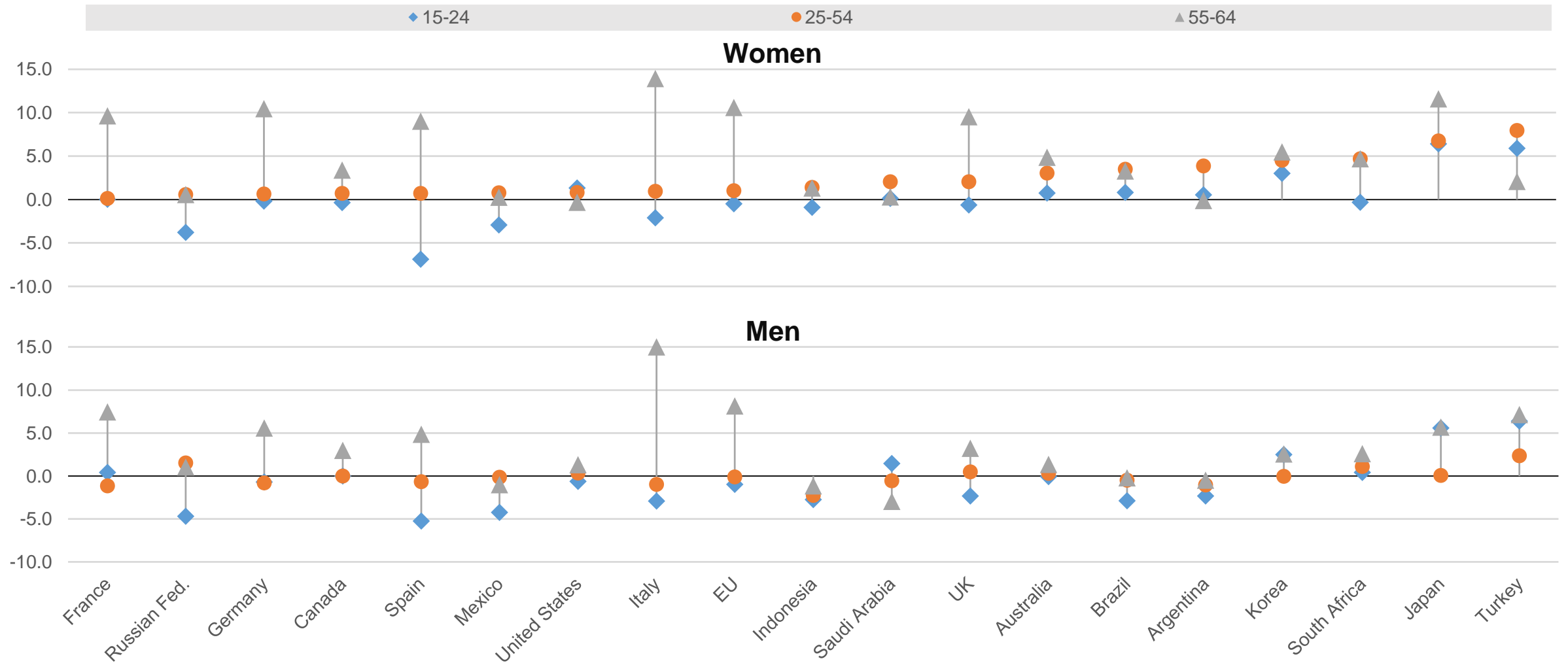
Actual versus expected decline in the gender gap in participation, 2012-2018 (% points)



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

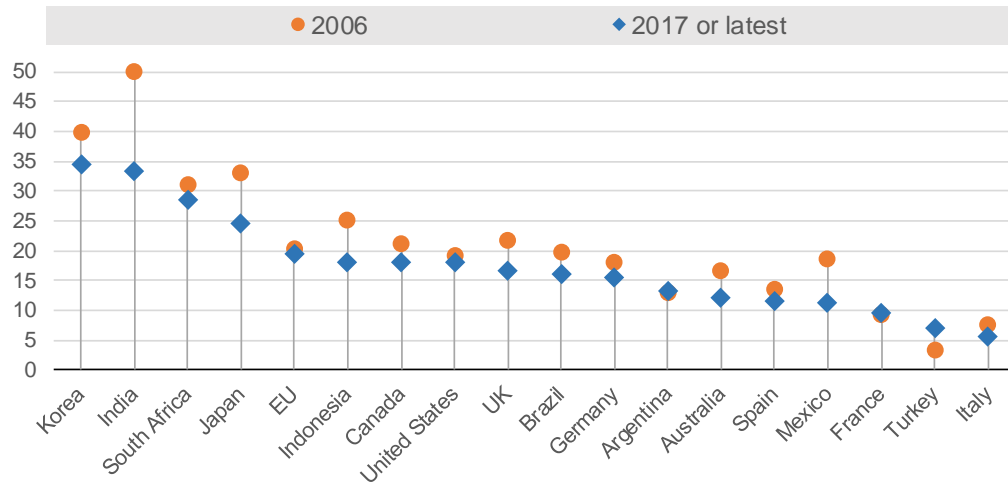
Narrowing of the gender gap not driven by declines in participation of men

Change in participation rates by gender and age, 2012-2018 (% points)

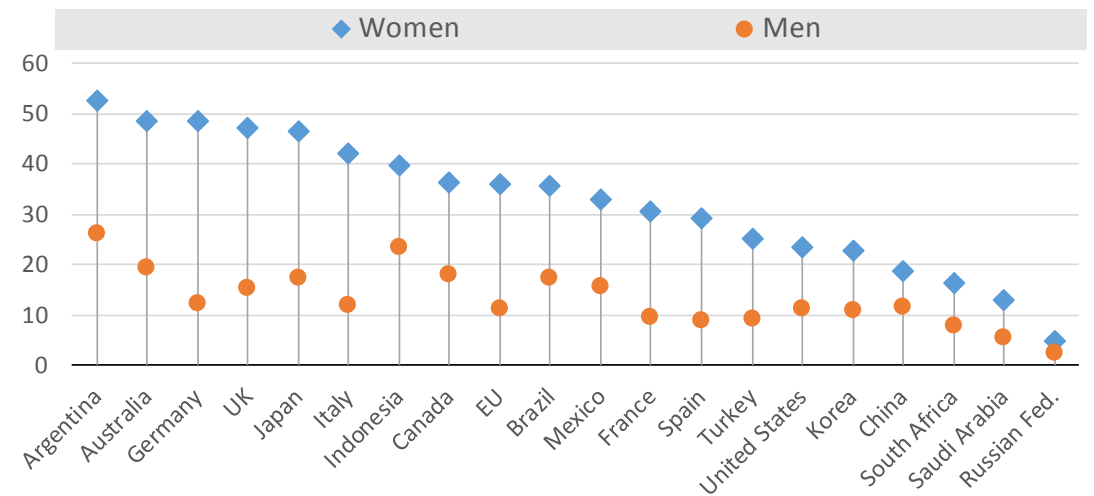


A more mixed picture for other labour market outcomes

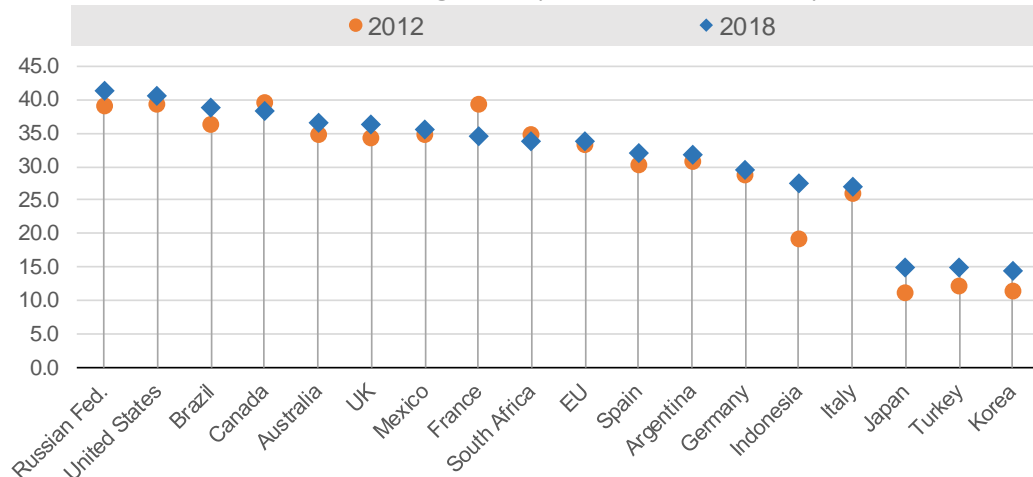
The gender pay gap remains substantial, 2006 and 2017
% gap in full-time median earnings between women



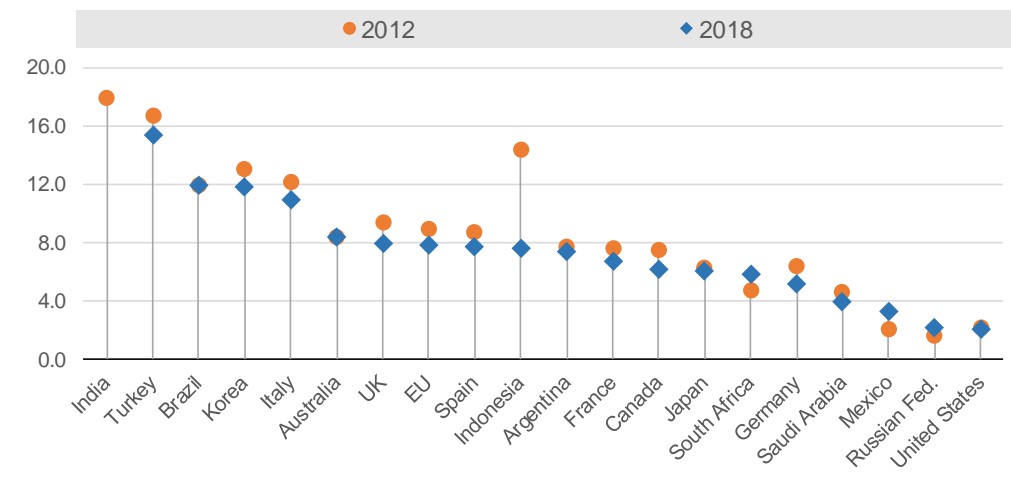
The gender gap in part-time work remains large, 2017
% of all workers by gender usually working less than 35 hour per week



Minority of managers are women, 2012 and 2018
% share of all managerial positions held by women



Small improvement in gender gap in self-employment, 2012 and 2018
% point gender gap in self-employment share of total employment



National gender equality plans/ programmes are more integrated and results-driven

- Promotion of policy packages combining different and mutually-reinforcing measures – greater emphasis on targets/results
- Stronger emphasis on improving the quality of data; monitoring and assessment of policies; establishment of dedicated, advisory bodies
- Growing reliance on ‘whole of government’ approaches to advance gender equality at work

Women's access to and return to the labour market

- Support to women through work-life transitions (e. g. women's return to work after child-birth or long-term unemployment; change in jobs)
- Removal of legal barriers restricting women's access to paid employment
- Development of women's entrepreneurship
- Targeted interventions for particular groups of women (e.g. the low-skilled; members of ethnic minorities; informal women workers)
- Campaigns to challenge gender stereotypes and social norms

Better and equal pay for women

- STEM studies, including from early childhood, and STEM occupational trajectories for young women
- Targets or quotas to increase women's representation at the top
- Targets to reduce women's and men's concentration in female- and male-dominated sectors or occupations
- Fair assessment of the value of "women's jobs", e.g. through pay transparency; gender pay audits; proactive equal pay legislation; minimum wages
- In-depth diagnostics of the gender pay gap and future trends in the light of a changing world of work

More secure work and working environments for women

- Discourage undue reliance on non-standard forms of employment (NSFE), e.g. temporary agency employment
- Making non-standard forms of employment more decent, including in respect of skills upgrading opportunities
- Extension of social protection to workers in the informal economy or in NSFE
- Reduce the gender pension gap due to motherhood
- Legislation preventing and addressing gender-based violence at the workplace
- Leave entitlements for female employees victims of domestic violence

Making it easier for women and men to reconcile work and family

- Increased investments in publicly-provided child care physical infrastructure and services
- Extension of maternity and paternity leave, introduction of shared parental leave
- Various options to adjust working time according to care responsibilities, e.g. teleworking, reduced working time for a fixed period of time;
- Childcare allowances for unemployed or informal workers
- Tax exemptions/ tax deductions for families or companies, e.g. that sign collective agreements with clauses on work-life balance

But further policy action is required



Strengthening long-term care and care leave provision.



Ensuring access to non-standard forms of employment do not weaken employment rights.



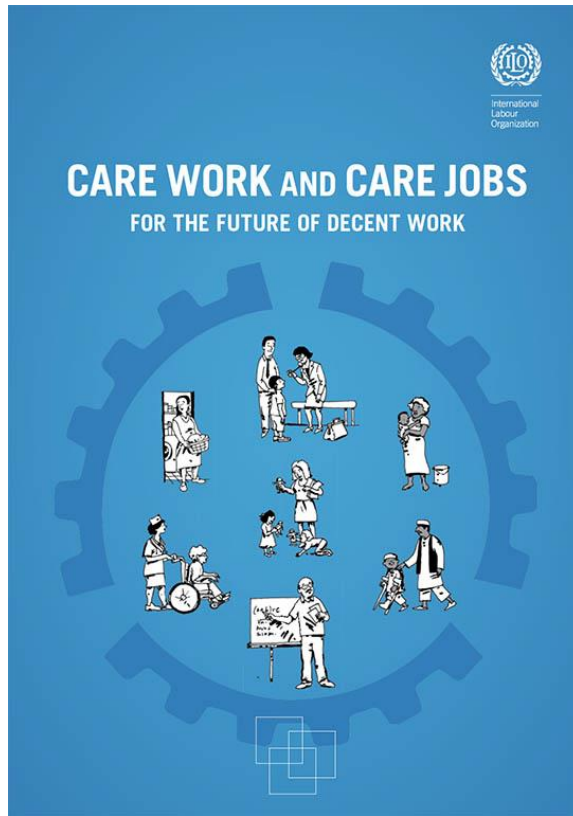
Promoting entrepreneurship for women.



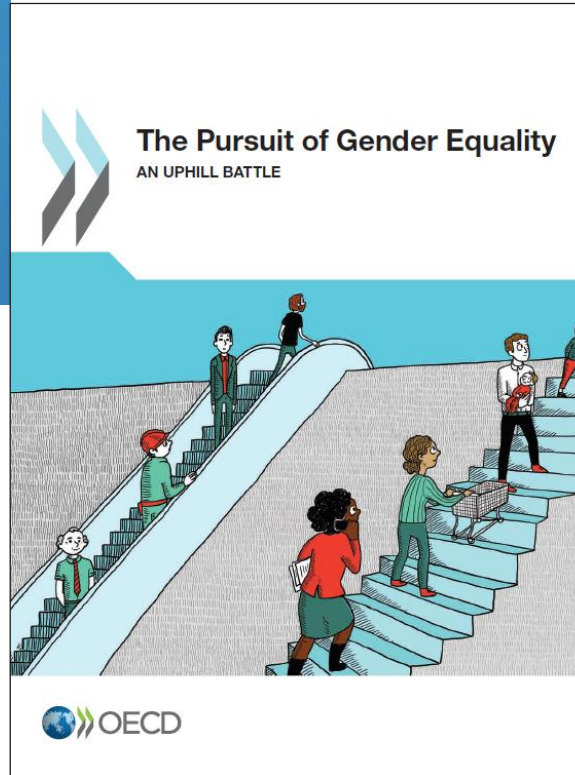
Tackling gender segregation by occupation.



Improving the evidence base on gender gaps in the labour market



Thank you



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DECENT WORK

