Women at Work in G20 countries: Progress and policy action

3rd meeting of the G20 Employment Working Group
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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
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

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| 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