

# Women at Work in G20 countries: Progress and policy action in 2020

2<sup>nd</sup> meeting of the G20 Employment Working Group under the Italian presidency

International Labour Organization  
Organisation for Economic Co-operation and Development

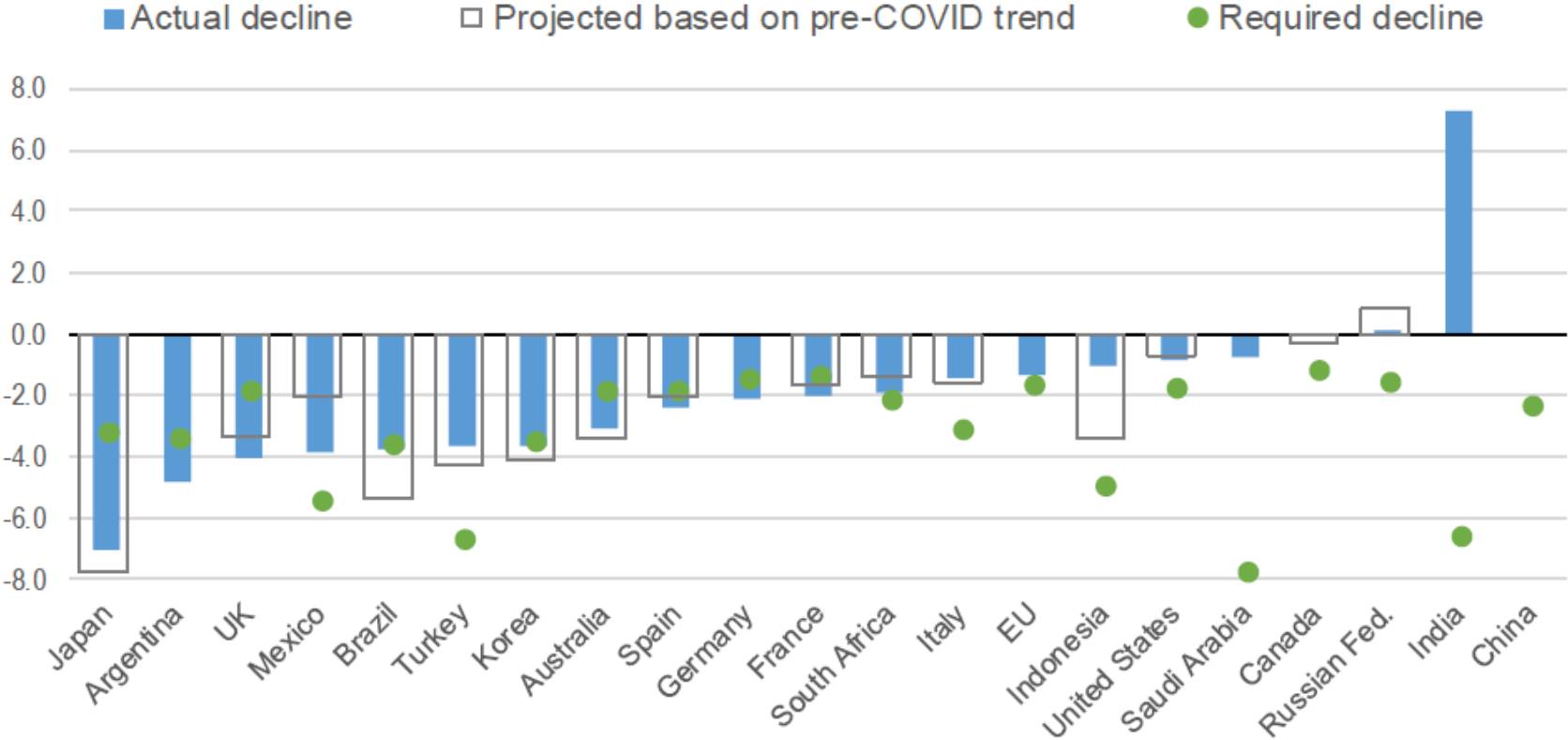




▶ **Recent developments in  
reducing gender gaps in the  
labour market**

# Some rollback in 2020 of progress in reducing the gender gap in labour force participation

Decline in the gender gap in participation, 2012-2020 (% points)



# Some recovery in terms of employment and hours worked for both genders, although not yet at pre-pandemic levels

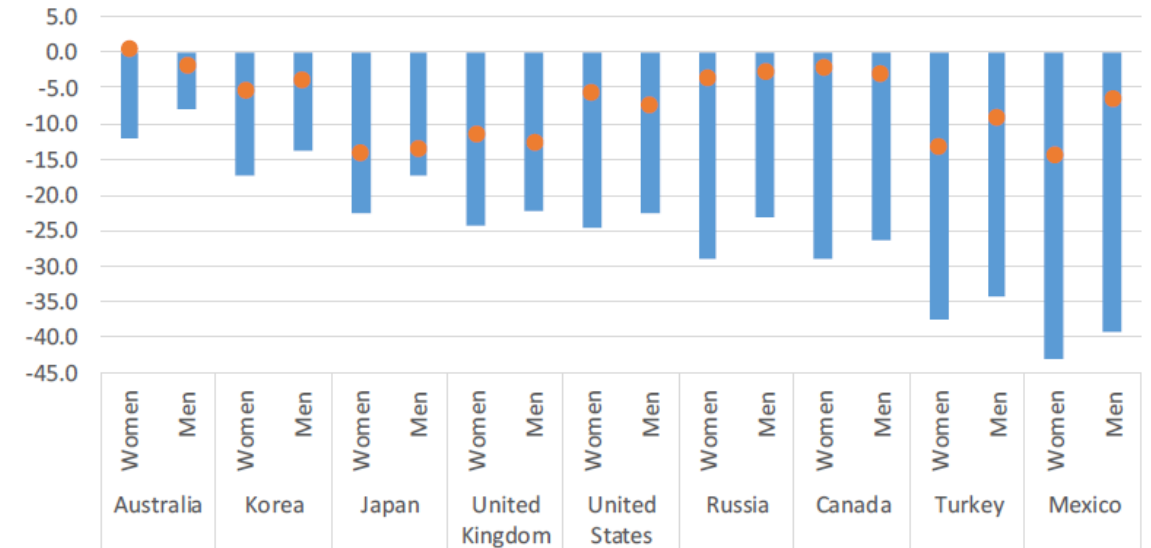
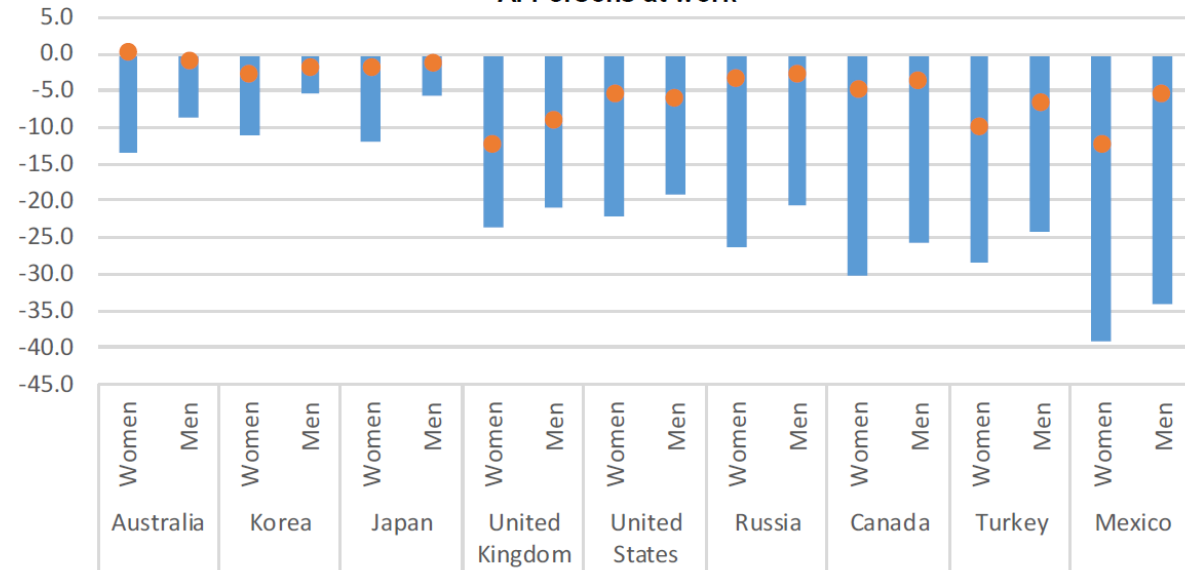
Percentage change since December 2019

■ Apr 2020

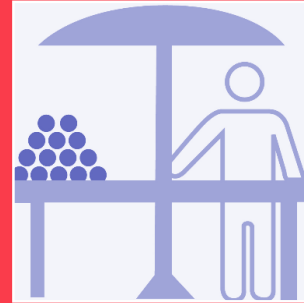
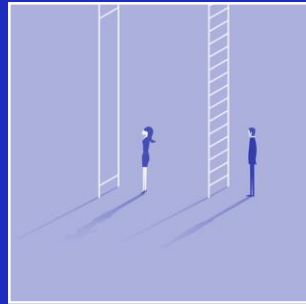
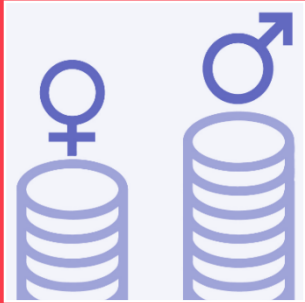
● Feb 2021\*

A. Persons at work

B. Total hours worked



# Large gender gaps in job quality



## Remuneration

- Gender pay gaps between 5-40%
- Risk of low pay higher for women than for men

## Leadership

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

## Informal and temporary employment

- Share of women in self-employment on average 7½ percentage points lower than men's
- Share of women in informal employment is greater than men in several countries
- Women employees are somewhat more likely to have a temporary contract than men

## Working hours

- Men spend more hours in paid work
- Women spend between 1 hour and 15 minutes and 4 hours 50 minutes more than men every day doing unpaid work
- Women are more likely than men to be working fewer hours than wished
- Women are more likely than men to work in jobs for less than 15 hours per week



International  
Labour  
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# ► Policy action

General measures taken by G20 countries

Emergency policy measures adopted in response to the COVID-19 pandemic

Policy orientations for the recovery



# General measures taken by G20 countries

## Increasing women's participation in the labour market

- Support to women with young children to participate in employment
- Support to women's participation in employment through hiring subsidies
- Removal of restrictions to women's access to certain occupations
- Fostering women's entrepreneurship with increased financing opportunities

## Improving the quality of women's earnings

- Promotion of women's participation in STEM studies and occupations
- Promotion of pay transparency and wage reporting
- Upward adjustments to minimum wages
- Promotion of gender equal representation in high-ranked positions

## Improving women's labour market security

- Facilitating transitions from the informal to the formal economy
- Improvement of labour market security for workers in non-standard contractual arrangements
- Labour law reforms to ensure equality of treatment between women and men
- Financial support to reduce commuting costs to and from work

## Improving working conditions

- Increase of the duration of paternity leave
- Increase of the availability of parental leave and childcare leave entitlements
- Eliminate violence and harassment at work by engaging in national ratification process of C190
- Improve women's reproductive health with workplace campaigns

# Emergency policy measures adopted in response to the COVID-19 pandemic

## Social protection support

Expansion of unemployment benefits schemes with a view to benefit women

Support for households at risk of poverty and social exclusion

## Care needs related support

Parental and child-care allowances for workers with family responsibilities

Extension of paid sick leave provisions for reasons related to COVID-19

## Support for workers in frontline services and telework

Revision of OSH regulations

Additional remuneration for workers in health and social work sectors

Ad-hoc digital training for women



# Policy orientations for the recovery

