



Women at Work in G20 Countries: Progress and policy action in 2020

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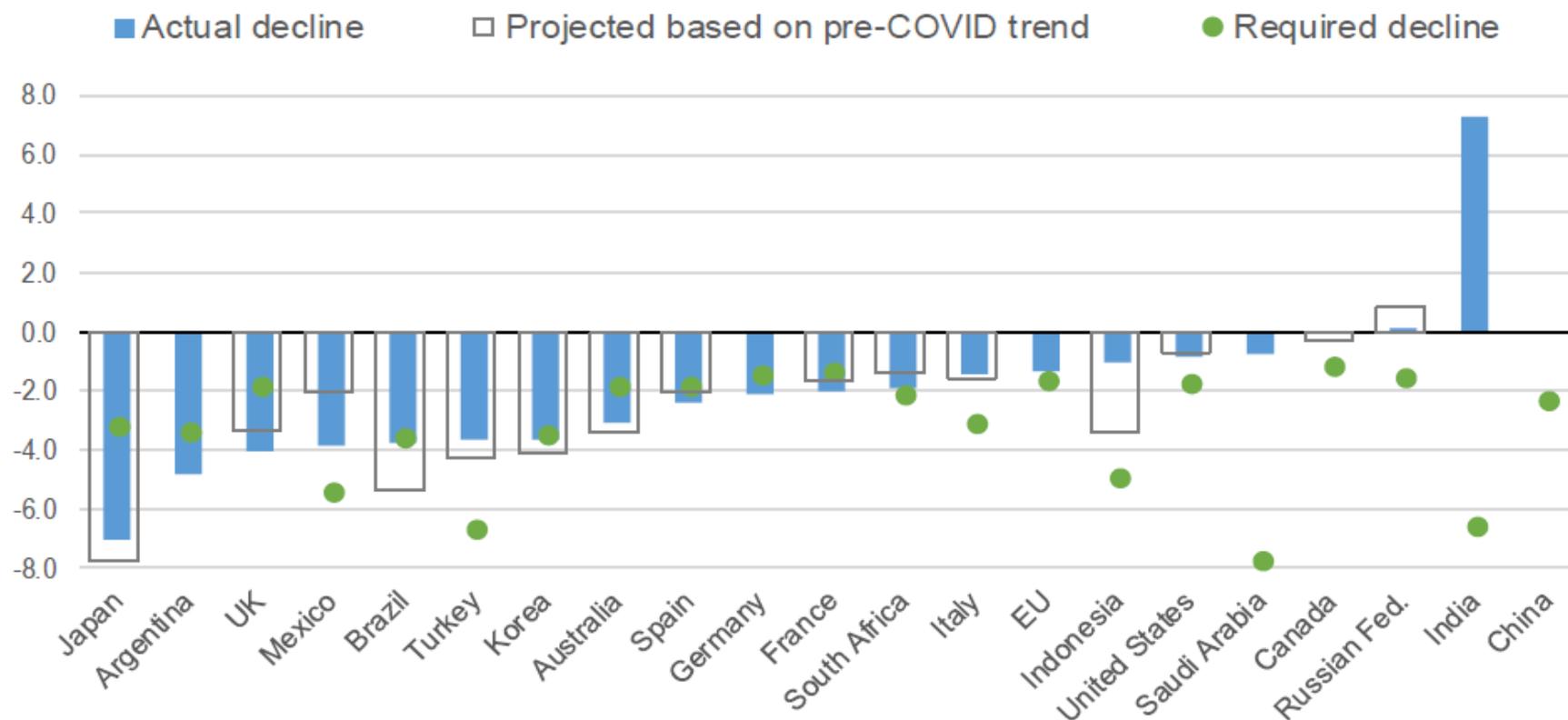
G20 Labour and Employment Ministers Meeting

Catania (Italy), Wednesday 23 June 2021



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

Change in the gender gap in labour force participation rates, 2012-2020 (% points)



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

Some recovery for men and women, but still below pre-pandemic levels

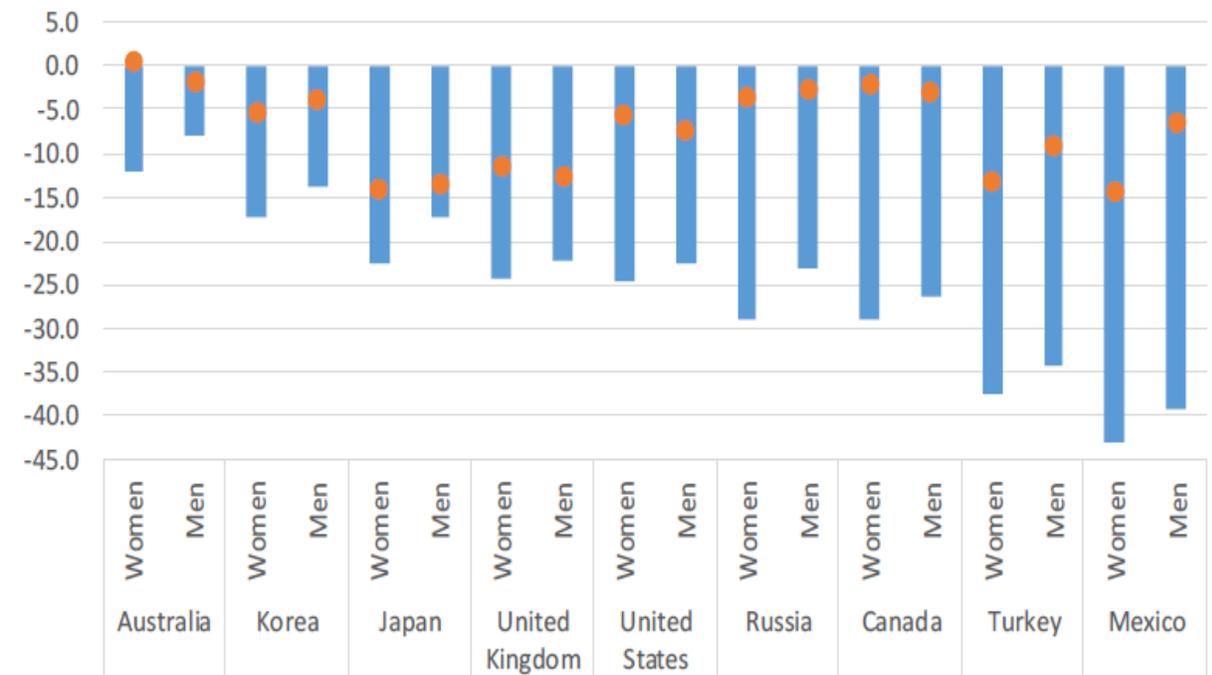
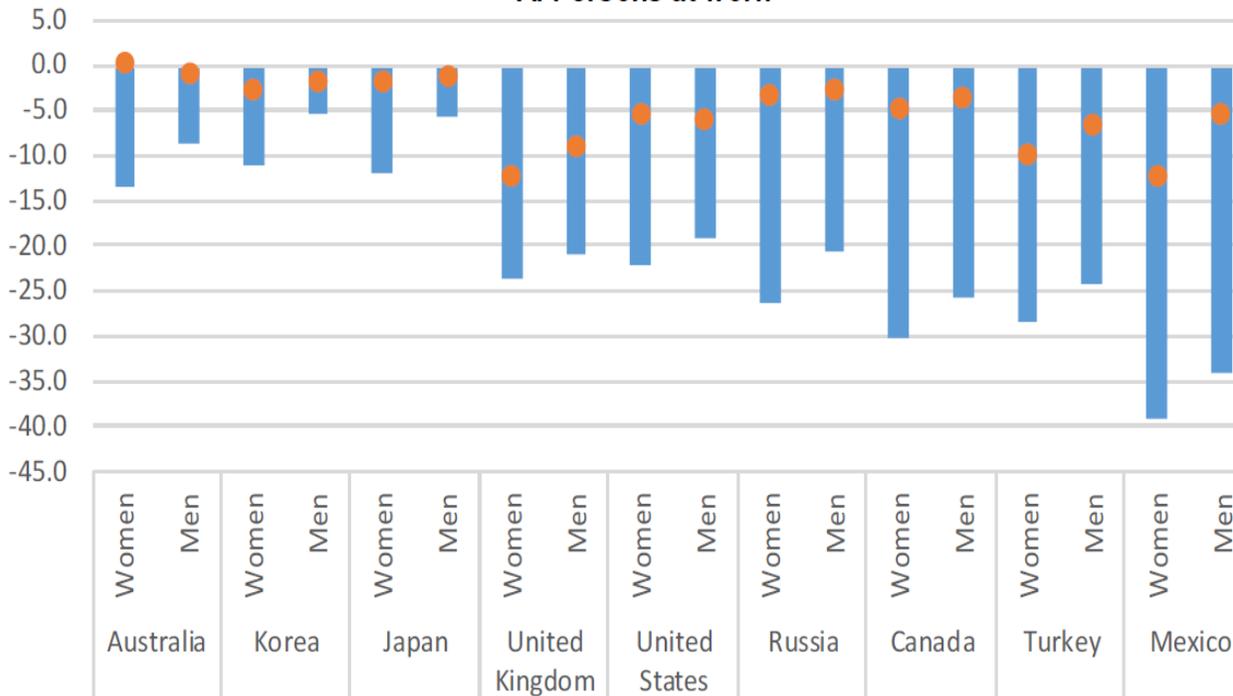
Percentage change since December 2019

■ Apr 2020

● Feb 2021*

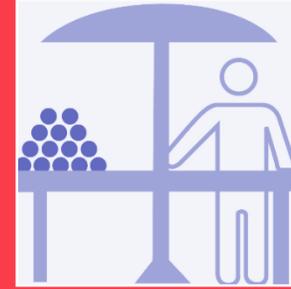
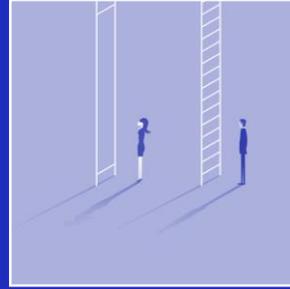
A. Persons at work

B. Total hours worked



Source: OECD calculations based on data from national labour force surveys.

Large gender gaps in quality of employment



G E N D E R G A P S

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 & temporary employment

- Share of women in self-employment on average 7½ percentage points below men's
- Share of women in informal employment 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 than women.
- Women spend between 1h15 and 4h50 more than men every day doing unpaid work
- Women are more likely than men to work fewer hours than wished
- Women are more likely than men to work for pay less than 15 hours per week

General measures taken by G20 countries

Increasing women's participation in the labour market

- Support to women with young children
- Hiring subsidies
- Removal of restrictions to women's access to certain occupations
- Increased financing opportunities in support of women's entrepreneurship

Improving the quality of women's earnings

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

Improving women's labour market security

- Facilitating transitions from the informal to the formal economy
- Focus on workers in non-standard contractual arrangements
- Labour law reforms to ensure equality of treatment
- Financial support to reduce commuting costs

Improving working conditions

- Increase of the duration of paternity leave
- Increase of the availability of parental and childcare leave entitlements
- Engaging in national ratification process of C190
- Workplace campaigns to improve women's reproductive health

Emergency measures taken by G20 countries

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

