



▶ Proposed indicators of gender gaps in job quality

1st meeting of the G20 Employment Working Group
15 February 2021

International Labour Organization
Organisation for Economic Co-operation and Development

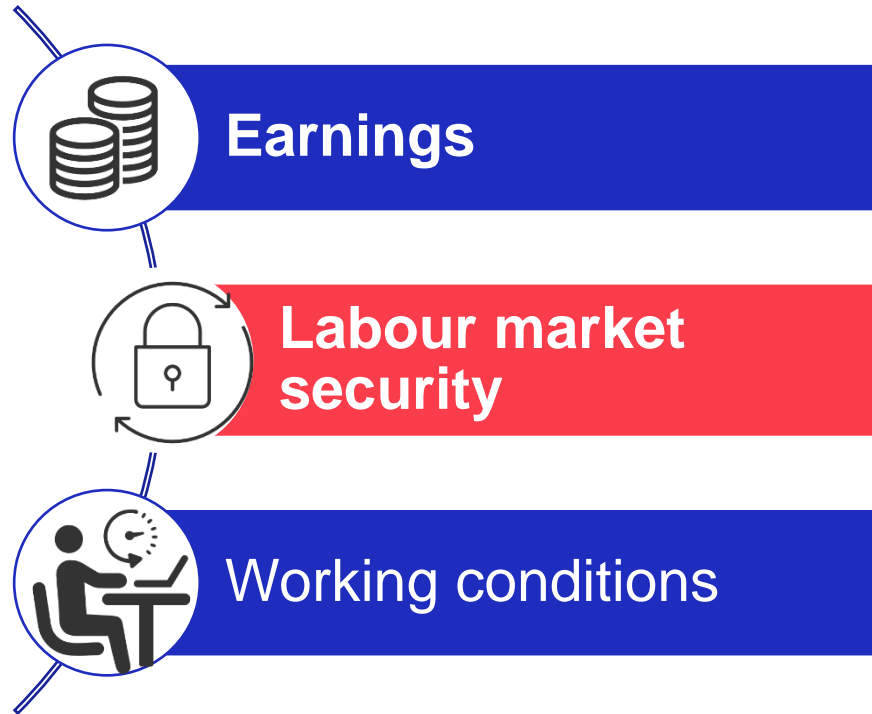


Selection and development of indicators

Rationale

- Better job quality for women enhances well-being and incentives to engage in paid work, and reduces skills underutilization
- Therefore, important to monitor and inform policy action
- G20 Leaders have called for roadmap to ensure progress in reducing gender gaps in participation and job quality

Conceptual framework: Key dimensions of job quality



Criterion for indicator selection



Proposed indicators: core and auxiliary

Earnings

E1a. Unadjusted gender gap in mean earnings

E1b. Unadjusted gender gap in median earnings

E2. Gender gap in low-paid work

- AE1. Factor-weighted gender gap in earnings
- AE2. Gender gap in labour income
- AE3. Parental pay gaps

Labour market security

S1. Gender gap in unemployment rate

S2. Gender gap in temporary work

S3. Gender gap in informal employment

S4. Gender gap in long-tenured jobs

Working conditions

W1. Gender gap in long hours of work

W2. Share of women in managerial positions

W3. Gender gap in self-employment

W4. Employment gap for women with & without young children

W5. Gender gap in time-related underemployment

- AW1. Gender gap in job strain
- AW2. Share of women managers with and without children under 6 years of age
- AW3. Gender gap in time spent on paid and unpaid work
- AW4. Gender gap in very short hours of work

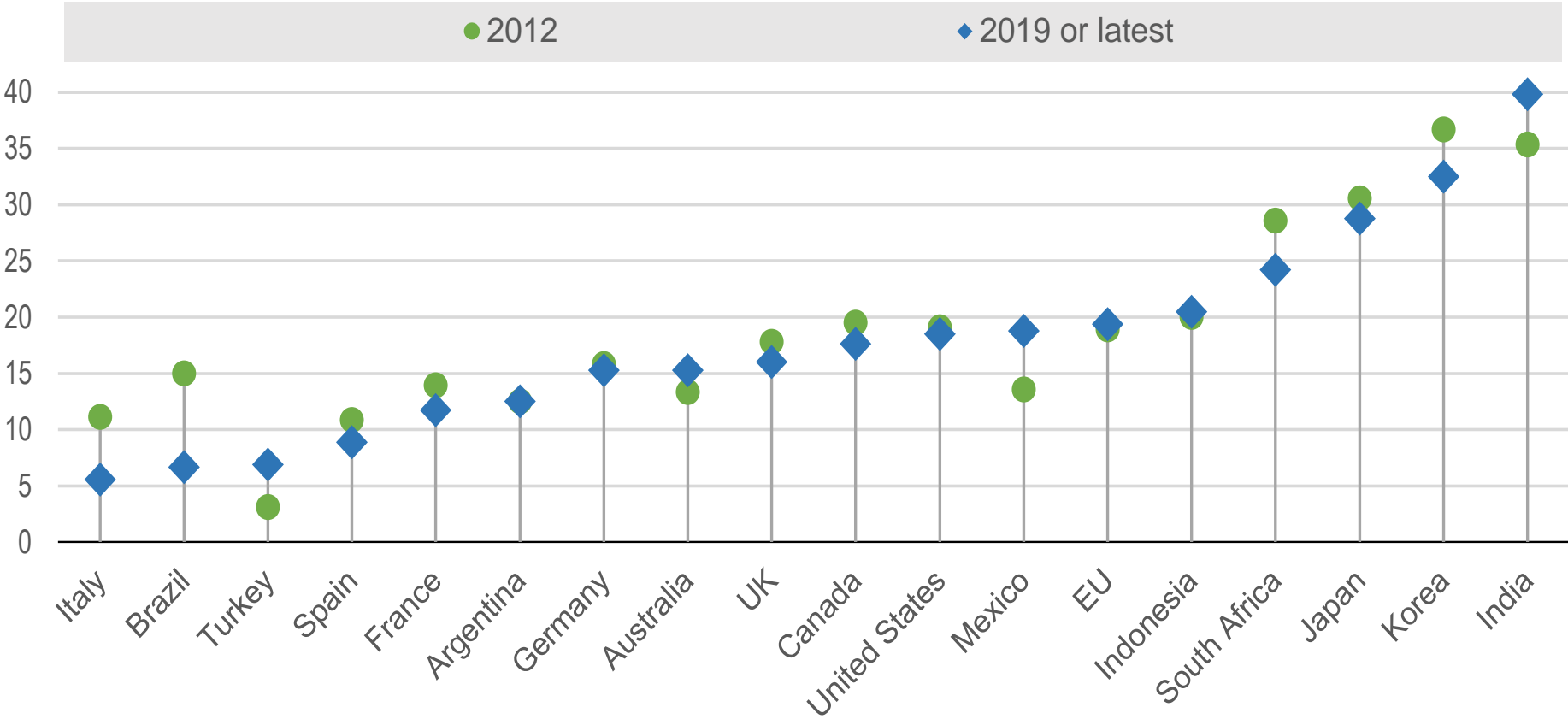
► **What do the indicators show?**

Key message:

Across all G20 economies job quality in several dimensions is poorer for women than men on average

The gender gap in earnings remains substantial in most G20 countries

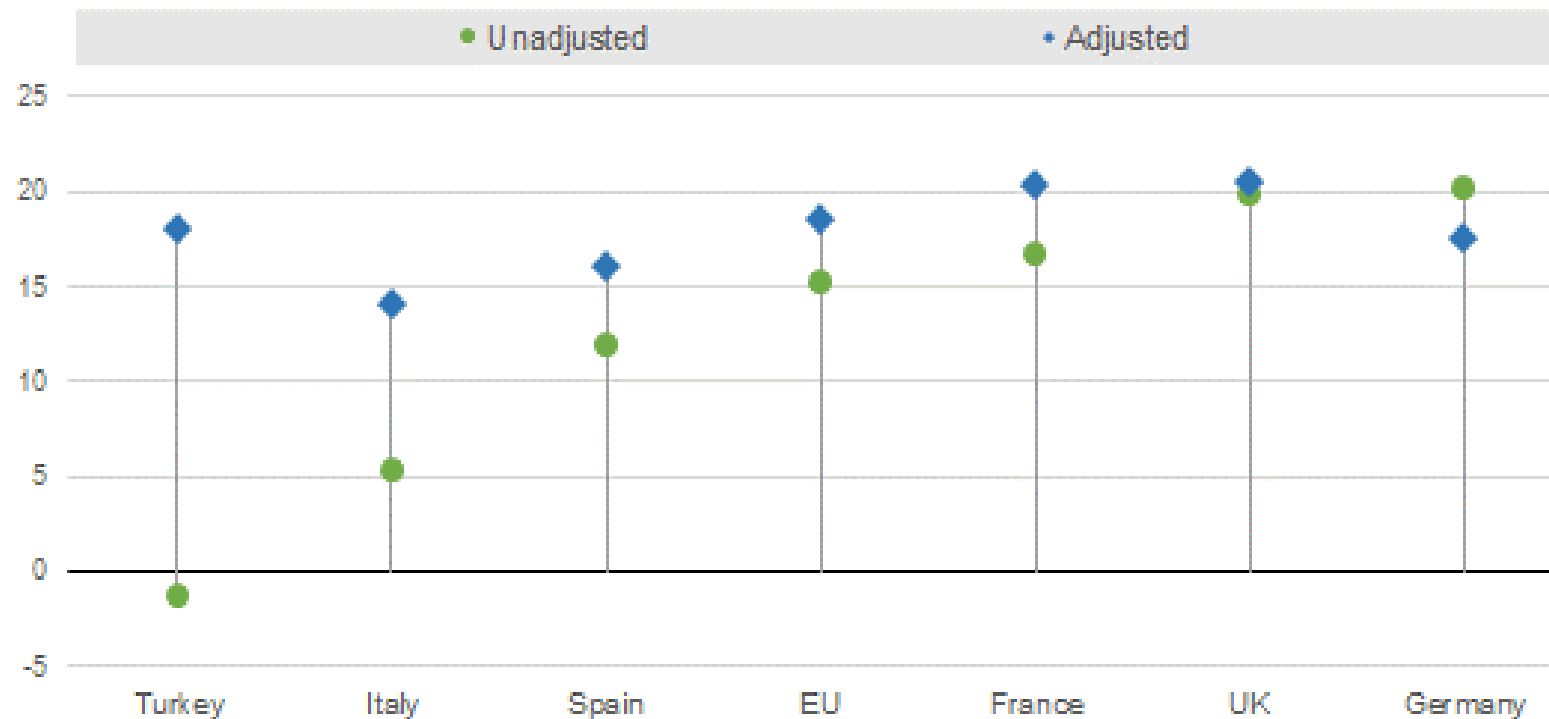
Difference in median full-time earnings between men and women as a % of the level for men, 2012 and 2019



Note: The data for 2019 refer to: 2014 for the EU and Turkey; 2015 for Brazil; 2016 for Italy; 2017 for France and Spain; and 2018 for Germany, India and South Africa. The data for 2012 refer to 2010 for the EU and Turkey, 2013 for South Africa and 2014 for Korea.

The gender gap in earnings is even larger when adjusted for compositional effects

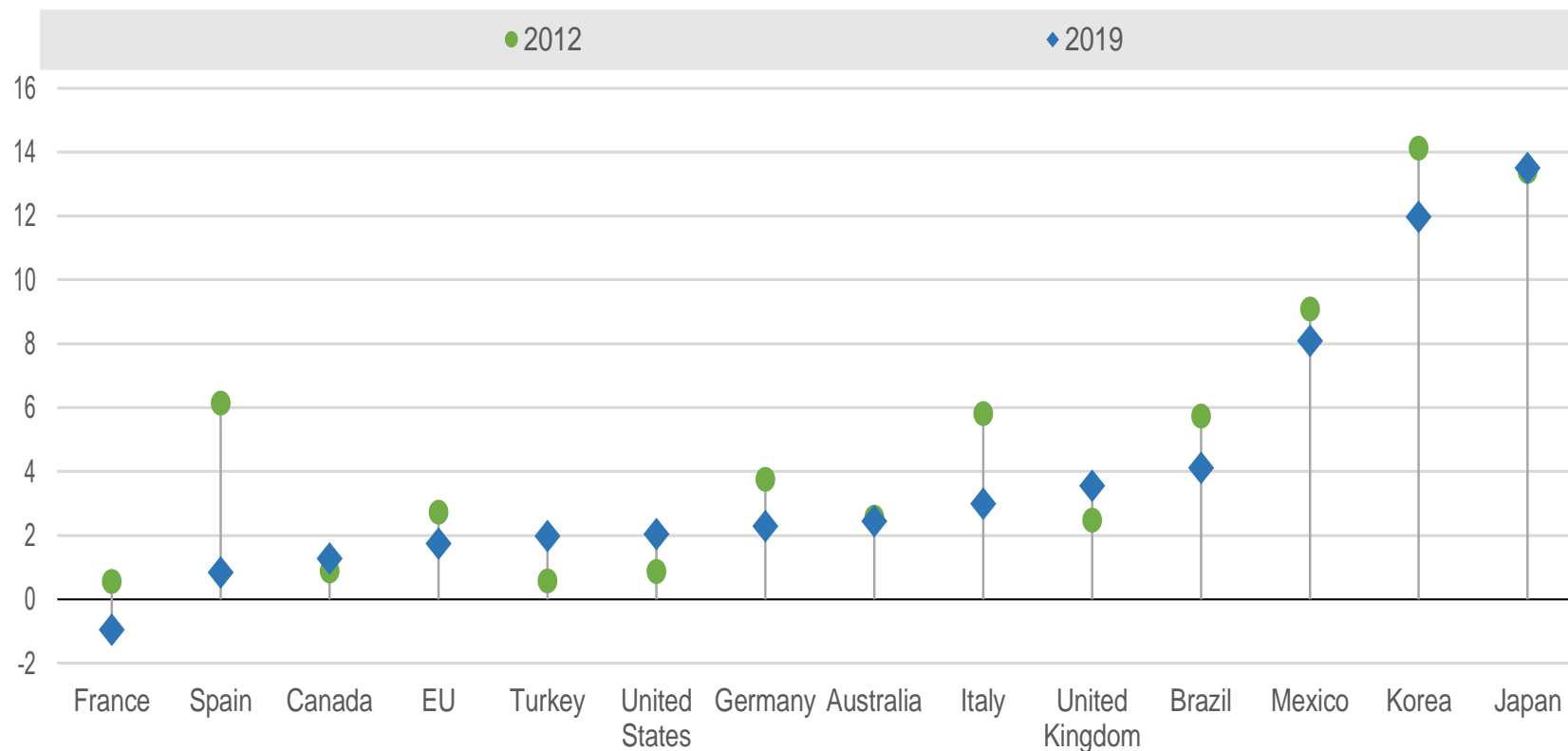
Difference in mean hourly earnings between men and women as a % of the level for men, 2018



Note: The adjusted gender gap is calculated by weighting the gender difference in mean hourly earnings at each broad level of education by the corresponding average of the gender shares of all employees at each level. The data refer to 2014 for Turkey. Source: European Structure of Earnings Survey as reported in Eurostat.

Mixed picture for gender gaps in job security but women still less likely than men to be working in long-tenured jobs

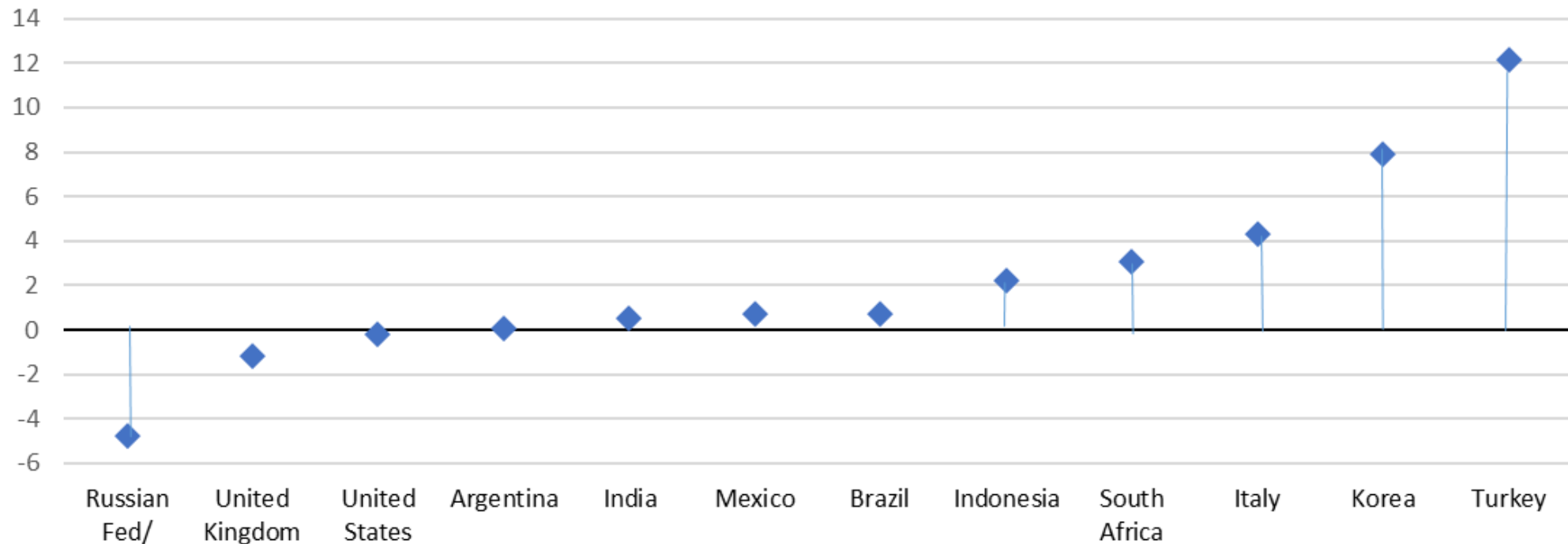
Difference between men and women in the share of those employed with job tenure of 5 years or more, 2012 and 2019 (% points)



Note: The data for 2019 refer to: 2018 for Brazil and the United States; and 2017 for Japan.
Source: National labour force surveys.

Gender differences in the incidence of informal employment are generally small, but there are important variations by country

Difference between women and men in the incidence of informal employment, 2019 (% points)

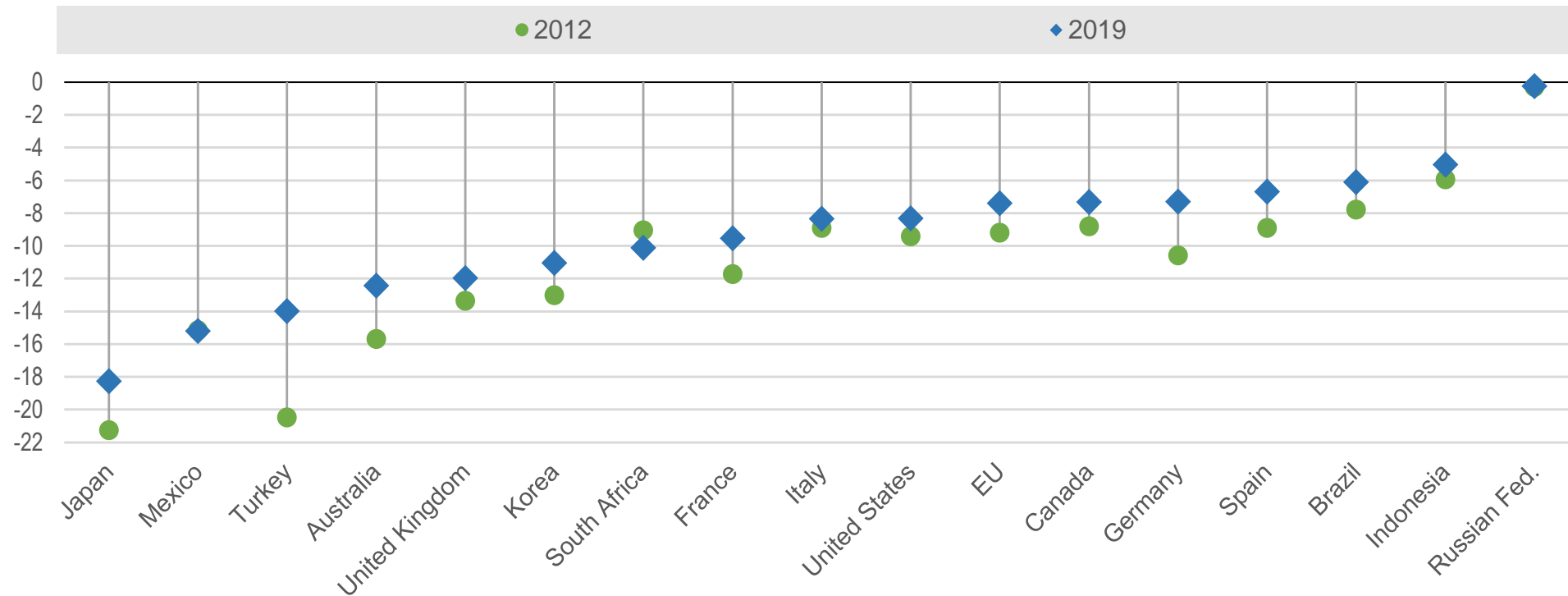


Note: The data refer to 2018 for Italy, Korea and United Kingdom
Source: ILOSTAT.

Mixed picture also for working conditions:

- Men work very long hours more frequently than women and experience job strain more often
- But women spend more time overall on paid and unpaid work

Difference between women and men in the share of those employed who usually 50 hours or more per week, 2012 and 2019 (% points)

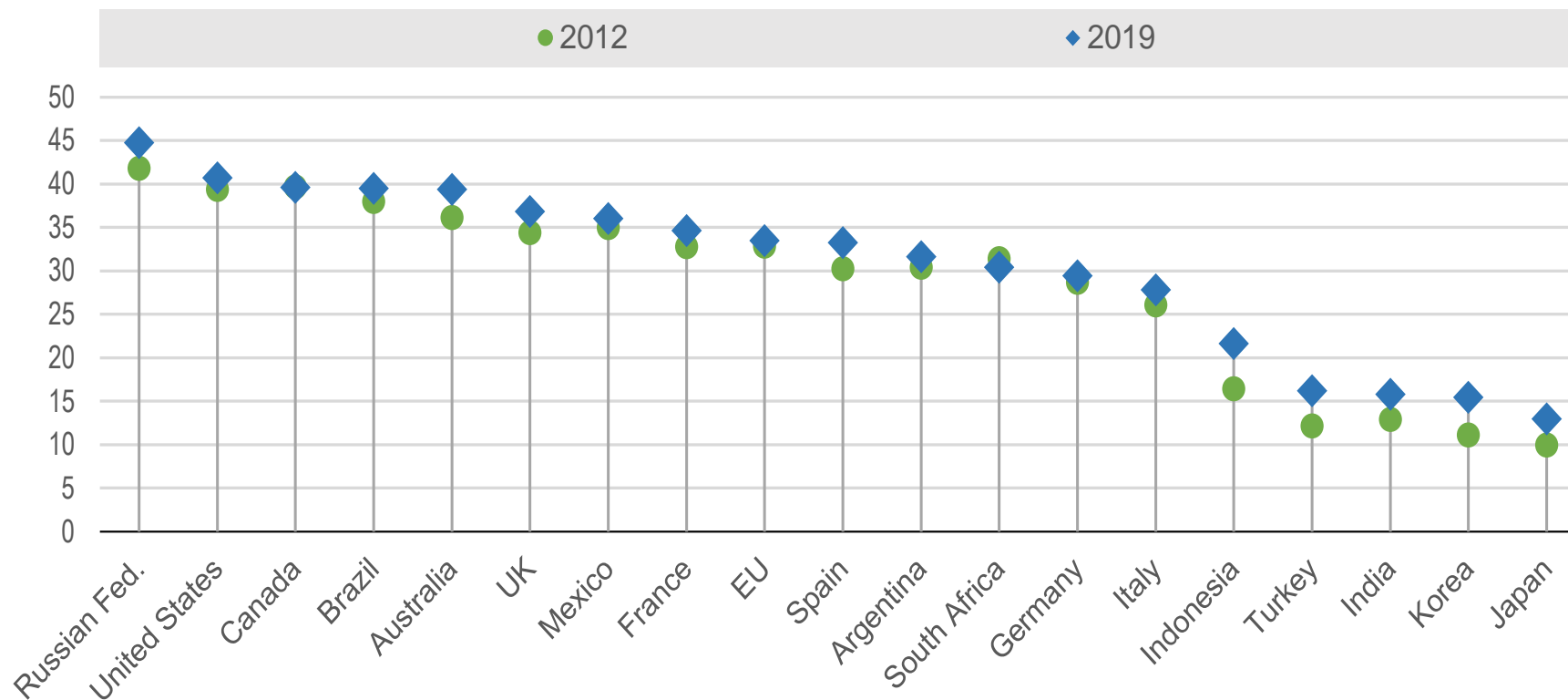


Note: The data for 2019 refer to 2017 for Indonesia.

Source: National labour force surveys.

Women are less likely than men to be employed in leadership positions, which are associated with both greater work autonomy and social status

Share of women in total employment in management occupations (ISCO-08 Group 1), 2012 and 2019 (%)

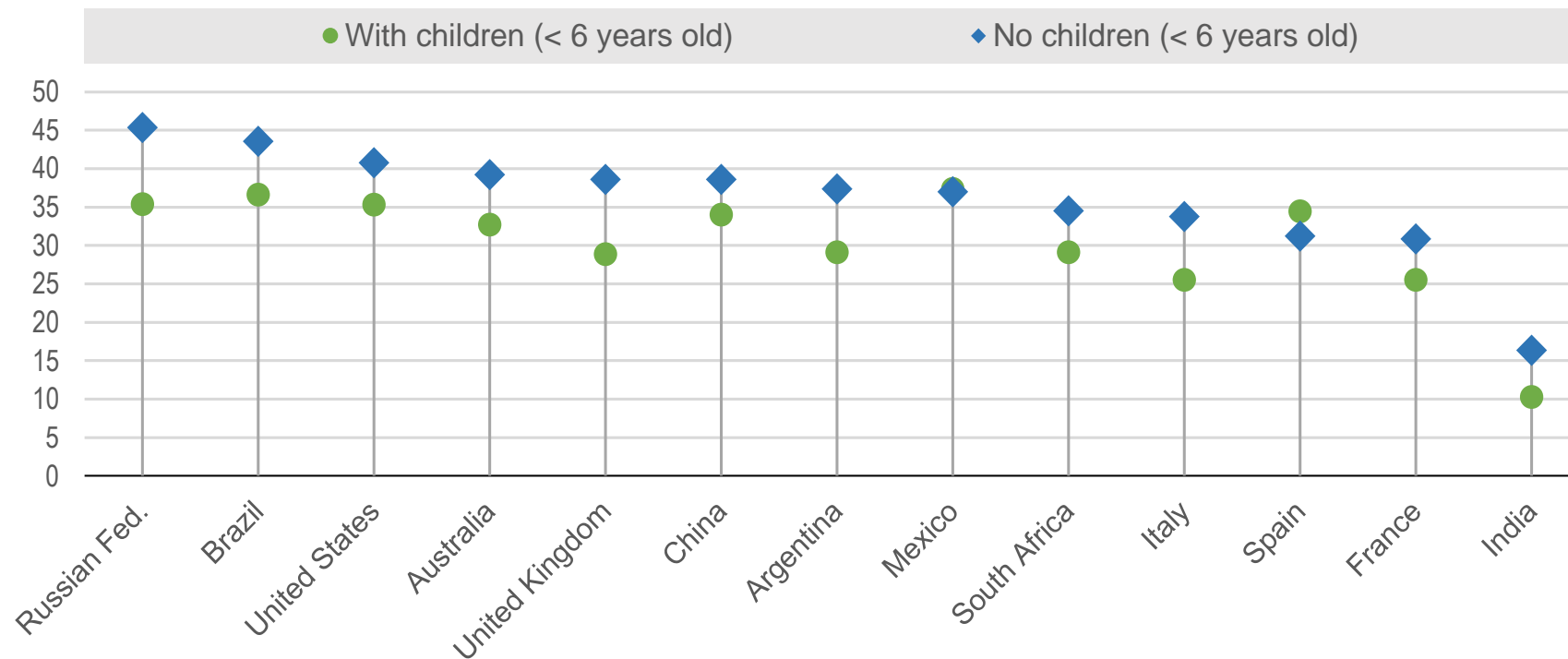


Note: The data for 2012 refers to 2013 for Mexico and 2014 for France.

Source: ILO and OECD estimates based on national labour force surveys

....and the probability is even lower for women with children below 6 years of age

Women's share of managers (ISCO-08 Group 1) with and without young children, latest year available (%)



Note: The data for 2012 refers to 2013 for Mexico and the data refer to: 2016 for Argentina, Brazil, France, Italy, Mexico, Spain, the United Kingdom and the United States; 2014 for Russia and South Africa; 2013 for China; and 2012 for India.

Source: ILO and OECD estimates based on national household and labour force surveys

Next steps

**Revise
paper**

W@W paper

**Factors
driving
gender gaps**



Thank you

More information is available
in our background paper

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