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

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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

Source: OECD calculations based on data from national labour force surveys.
Large gender gaps in quality of employment

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

- Advancing social justice, promoting decent work
- Investing in the care economy
- Universal access to comprehensive and adequate social protection
- Promote equal pay for work of equal value
- Eliminate violence and harassment in the world of work
- Implementing employment policies that focus on women

Achievement of the Brisbane goal and beyond