Women in managerial and leadership positions in the G20
Data availability and preliminary findings

International Labour Organization

Empowerment and Progression of Women’s Economic Representation (EMPOWER)
28 August 2020 – 3rd Tele-Conference Meeting
Martin Ostermeier, Technical Officer, Office of the Deputy Director-General for Policy
Overall progress towards SDG indicator 5.5.2
Variation between economic sectors

- Total: 38.0
- Agriculture, forestry and fishing: 24.1
- Mining and quarrying: 19.6
- Construction: 13.7
- Water supply, sewerage, waste management: 20.6
- Electricity, gas, steam and air conditioning supply: 22.4
- Manufacturing: 28.6
- Transportation and storage: 32.9
- Information and communication: 35.5
- Wholesale and retail trade: 37.4
- Real estate activities: 40.3
- Business and financial services: 42.9
- Professional, scientific and technical activities: 45.1
- Accommodation and food services: 51.4
- Public administration and defence: 60.6
- Other service activities: 61.0
- Education: 67.1
- Households as employers: 68.0
- Total and social work activities: 70.0
Differences between private and public sector employment

- Water supply, sewerage, waste...  - Total
- B. Mining and quarrying  - F. Construction
- C. Manufacturing  - H. Transportation and storage
- D. Electricity, gas, steam and air...  - J. Information and communication
- E. Agriculture, forestry and fishing  - K. Financial and insurance activities
- G. Wholesale and retail trade  - L. Real estate activities
- I. Administrative and support service...  - M. Professional, scientific and...
- N. Administrative and support service...  - O. Public administration and recreation

Private Sector (LHS)  Public Sector (LHS)  Difference (RHS)
Data situation among G20 member States

Significant data gaps and need for a better harmonisation

- Not collected
- Collected but not disseminated
- Collected but internationally comparable classification is missing
- Collected and disseminated

TARGET 5.5

ENSURE FULL PARTICIPATION IN LEADERSHIP AND DECISION-MAKING

Advancing social justice, promoting decent work
Feedback from G20 member States

Definitions and classifications

Focus on Covid-19

Additional dimensions of gender equality

► Unpaid care work
► Gender-based violence
► Informal economy

Comments on 1st draft until 31 August 2020
Conclusion

Improving the data situation

Collection

Harmonisation

Dissemination

Policy options

Gender-balanced workforce

Critical mass of women in management

Equal opportunities and treatment

Discrimination and violence

Work-life balance

Advancing social justice, promoting decent work