



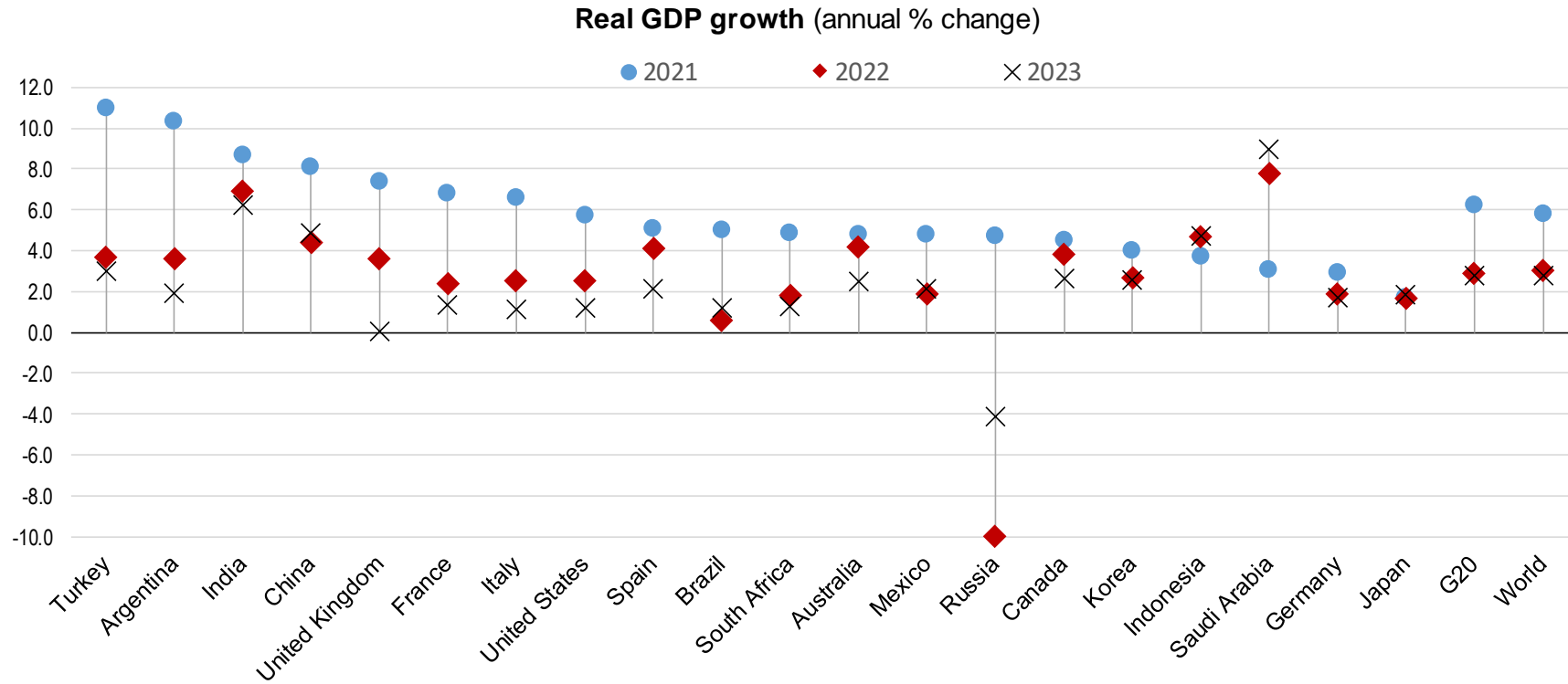
Women at Work in G20 Countries: Progress and policy action in 2021

3rd G20 Employment Working Group Meeting

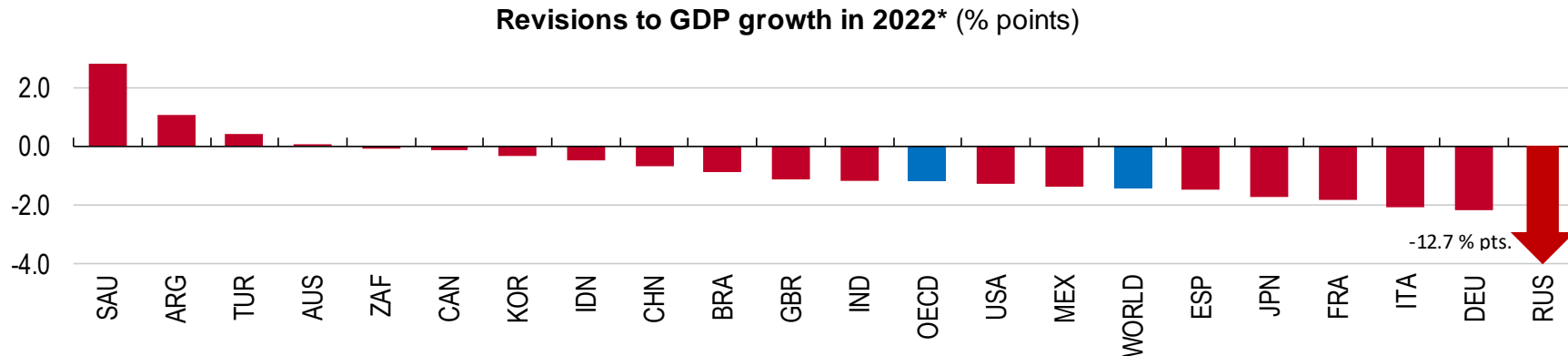
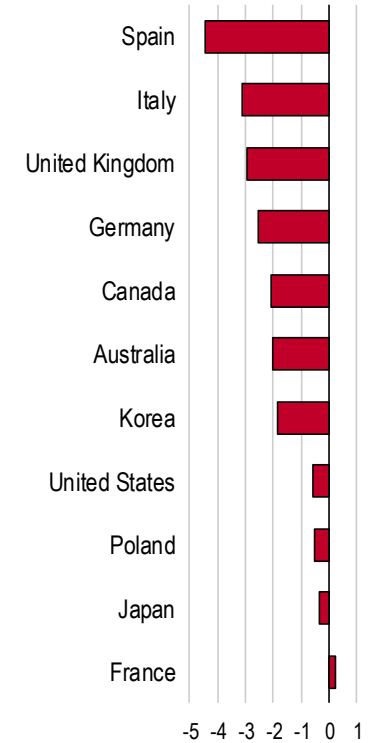
Geneva, 14-15 2022



Emerging risks to strong labour market recovery



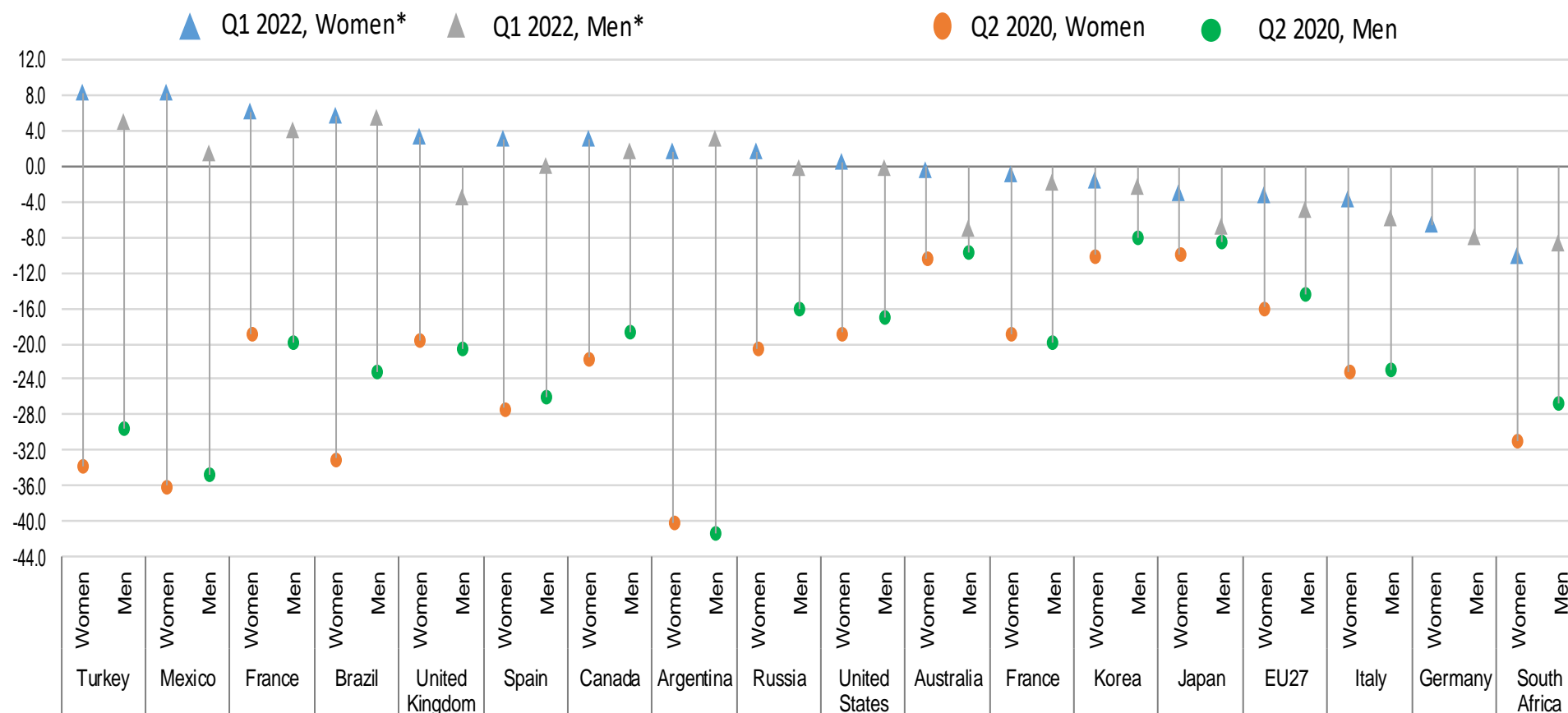
Real wage growth, 2022 (%)



* June 2022 Economic Outlook compared with December 2021 Economic Outlook. Source: OECD Economic Outlook 111 database; OECD calculations.

Recovery in working hours has been greater for women than men

% change in total hours of work by gender from the same quarter in 2019

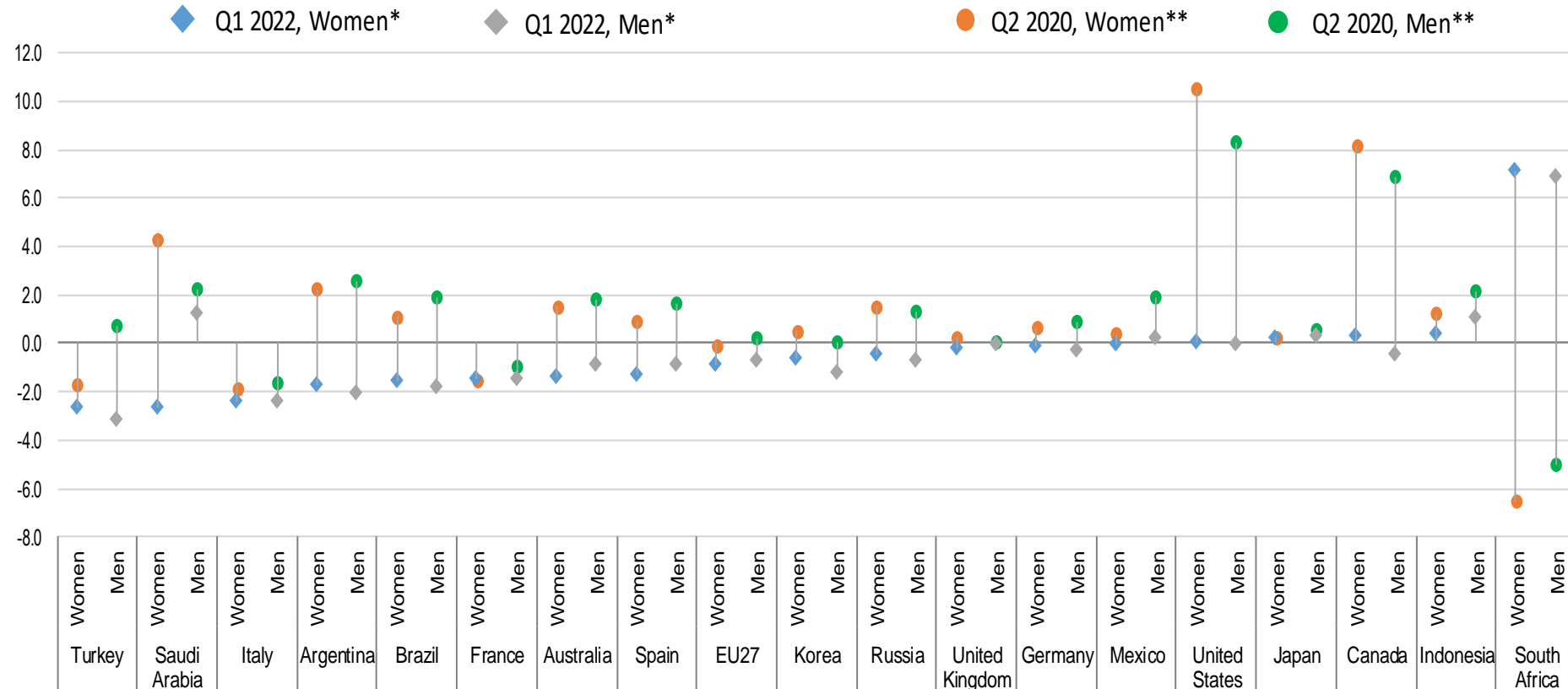


* Q4 2021 for Argentina, EU27, Germany and Italy.

Note: The data refer to persons aged 15 and over (16 and over for Spain, the UK and the United States). Source: OECD calculations based on national labour force surveys.

The decline in unemployment has been similar for women and men

% point change in unemployment rate by gender from the same quarter in 2019

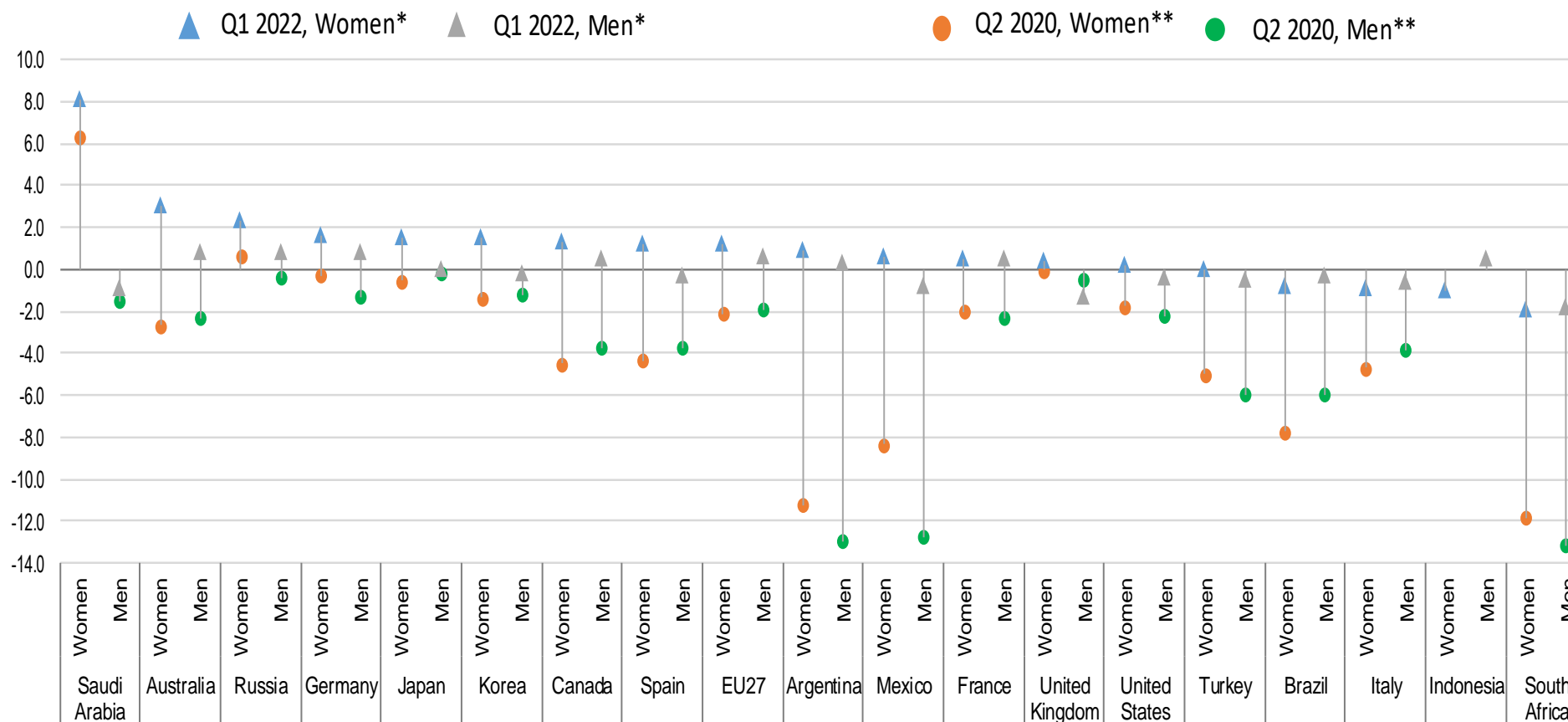


* Q4 2021 for Argentina and Saudi Arabia; ** Q3 2020 for Indonesia.

Note: The data refer to persons aged 15 and over (16 and over for Spain, the UK and the United States). Source: OECD calculations based on national labour force surveys.

Labour force participation back to or above pre-pandemic levels

% point change in labour force participation rate by gender from the same quarter in 2019

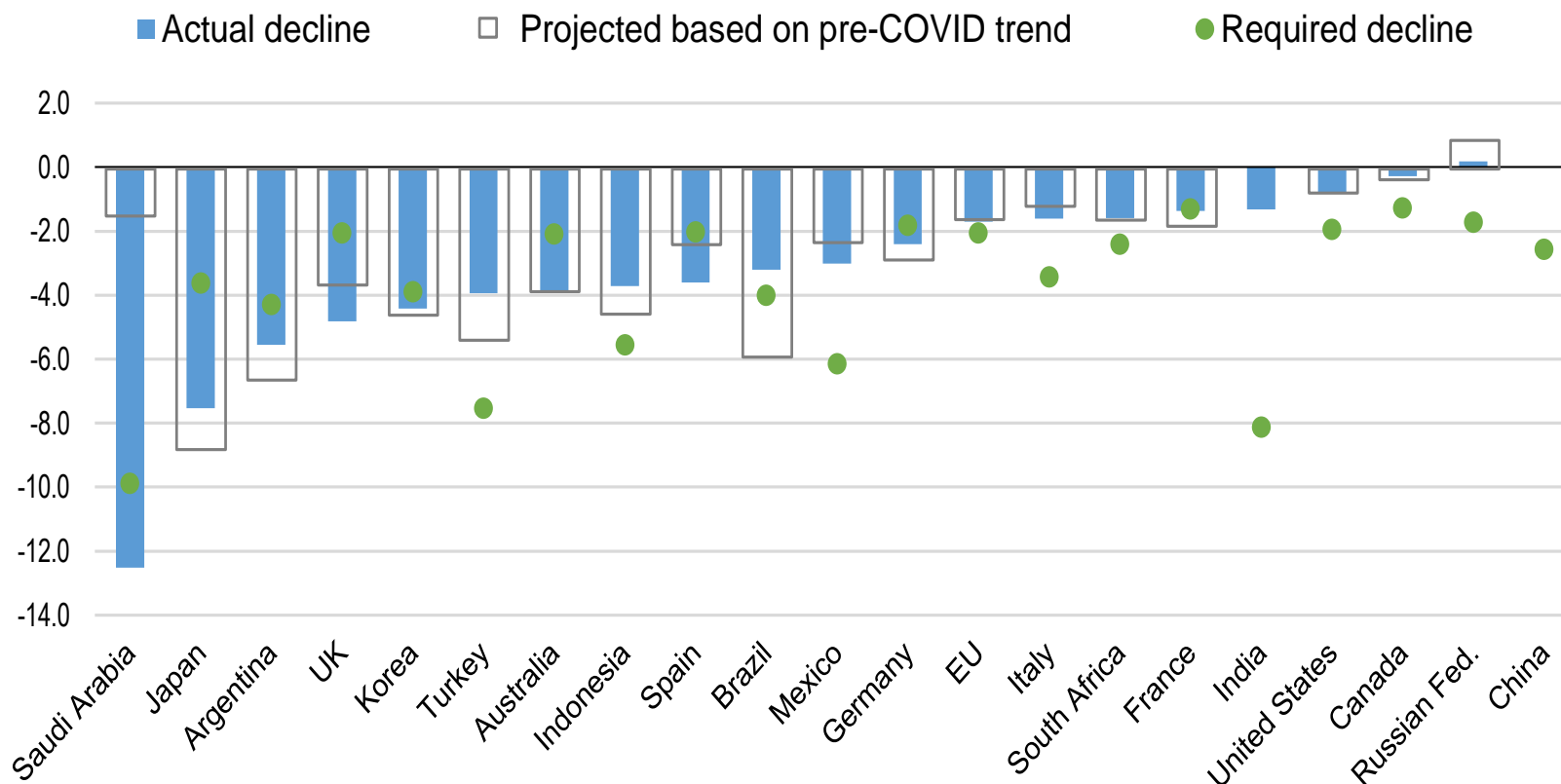


* Q4 2021 for Argentina and Saudi Arabia; ** Q3 2020 for Indonesia.

Note: The data refer to persons aged 15-64 (16-64 for Spain, the UK and the United States, and 15 and over for Saudi Arabia). Source: OECD calculations based on national labour force surveys.

Progress in reaching G20 Brisbane goal set back by COVID-19 pandemic

% point change in gender gap in labour force participation rate, 2012-2021



Note: The actual decline refers to the actual change in the gender gap between 2012 and 2021 (2020 for India) for persons aged 15-64 (16-64 for the United Kingdom and the United States, 15 and over for Saudi Arabia). The projected decline is based on the trend decline between 2012 and 2019 (and is not shown for China and India because of the absence of data to calculate the trend decline). The required decline refers to the pro-rata decline required by 2021 (2020 for India) to reach the target of a 25% decline by 2025. For China, no recent data are available to calculate the actual decline in the gender gap and census data for 2010 have been projected forward to 2012 to calculate the required decline in the gender gap.
 Source: OECD calculations based on national labour force surveys and, for China, census data.



► Policy Action in 2021

- 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

- Making it easier to juggle paid employment and care responsibilities
- Expanding affordable childcare services
- Enhancing the gender responsiveness of public employment agencies
- Engendering taxation policies
- Promoting workplace gender equality reporting
- Encouraging women's entrepreneurship

Improving the quality of women's earnings

- Expanding women's share in STEM occupations
- Promoting pay transparency and wage reporting
- Adjusting the minimum wage upwards
- Bringing more women to leadership positions

General measures taken by G20 countries

Improving women's labour market security

- Facilitating transitions from the informal to the formal economy
- Improving labour market security for workers in non-standard contractual arrangements

Improving working conditions

- Strengthening family-friendly care leave
- Preventing and addressing work-related violence and harassment
- Improving occupational safety and health

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

Social protection support

Expansion of cash transfer programs and minimum income schemes

Care needs support

Parental and child-care allowances for workers with family responsibilities

Frontline workers and telework support

Special leave entitlements

Additional remuneration for workers in health and social work sectors

Policy orientations

- **Gender transformative investments**

Gender transformative care policy packages

Universal access to comprehensive and adequate social protection

Employment policies that foster women's employment opportunities

- **Rights at work**

Equal pay for work of equal value

Gender equality in managerial and leadership positions

A world free from violence and harassment at work

