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## Women at Work in G20 countries: Policy action since 2020

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### Introduction

The impact of the COVID-19 crisis on employment was initially greater for women than for men, and the sectors in which women are over-represented were hit more by job and work hour losses than those in which men prevail. Employment recovered gradually by early 2021, but the recovery was far from complete. The report shows that specific groups of women that risk being left behind by the recovery require special attention, including women with young children; those who have previously worked in sectors hit hardest by the crisis; the ones in poor mental health; and those facing physical and psychological violence and harassment.

### Key Highlights

Some of the important observations and findings of the report have been listed down below:

- At the global level, the ILO's modelled estimates suggest that the employment loss for women was 5.0 per cent in 2020, versus 3.9 per cent for men.
- In nearly all G20 economies, the labour force participation rate of women aged 15-64 increased between 2012 and 2019. However, the COVID-19 crisis put a halt to this rising trend.
- The report assesses gender gaps in job quality across G20 economies along the three key dimensions of the G20 Job Quality Framework:
- Earnings: On average, women continue to be paid less than men in all G20 economies when measured in terms of full-time median earnings. The gender gap in earnings is even larger when adjusted for gender differences in paid work by characteristics such as the level of education.
- Labour Market Security: For around half of G20 economies, the unemployment rate for women is higher than for men. In many countries, women are more likely to face long-term unemployment once unemployed. Temporary and part-time work is also more common for women.
- Working Conditions: Working very long hours per week is much more common for men than for women in all G20 economies, except for Russia. This reflects that women (especially mothers) perform more unpaid care work than men on average, leaving less time available for working very long hours. The presence of young children lowers employment rates for women but not for men.
- The report also analyzes policy actions implemented in G20 countries to increase women's participation in the labour market and their earnings, working conditions and labour market security.
- The report concludes by highlighting the following key policy areas that require focused action under the recovery strategy of the different G20 member countries:
  - Investing in the care economy
  - Implementing employment policies that focus on women
  - Working towards universal access to social protection for all to reduce the current gender gap in social protection coverage
  - Promoting equal pay for work of equal value
  - Eliminating violence and harassment in the world of work.

**Read More:** [ILO+OECD Women at Work in G20 Countries.pdf](#)

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