Meeting the G20’s Gender Goals
A Diagnostic and Policy Brief

Roundtable discussion:
Opportunities and Challenges for the W20

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Outline

• Key challenges in context of target adopted by the G20 leadership

• How norms and policies constrain or expand choices

• Igniting women’s work: Possible directions for the W20
KEY CHALLENGES IN CONTEXT OF TARGET ADOPTED BY THE G20 LEADERSHIP
“We agree to the goal of reducing the gap in participation rates between men and women in our countries by 25 per cent by 2025...” (paragraph 9)
Stagnating global participation, and LAC exceptionalism.

Trends in labour force participation since 1990

Increases in female labour force participation in LAC from 2000-2010 accounted for 30% of the reduction in extreme poverty over the same period (World Bank estimate)

Source: Author calculation on various database
Gender gaps are multidimensional

Gaps in labour force participation and pay, G20, 2013 (%)

Source: World Development Indicators and ILOSTAT.
Wage gaps: G20 countries (with data)

Source: OECD database, 2014
Limited inroads into occupational segregation: US example, 1972-2012

Source: Occupational Segregation and the Gender Wage Gap: A Job Half Done, by Ariane Hegewisch and Heidi Hartmann, June 2014
Where do we stand: Persistent gaps

Gender gaps at work arise in multiple forms, and are persistent:

- **Types of jobs**: Women and men sort into different types of work, sectors, occupations and types of firms

- **Earnings**: Women consistently earn less than men, with gaps largely traced to sorting plus gender differences in firm characteristics and access to productive inputs
  - G20 average gap = 22.2 per cent – range from 2 to 36 %

- **Participation**: Women’s labour force participation globally has stagnated, falling from 57 to 55 per cent since 1990
  - G20 average fell even more: 58 -> 54 per cent since 1990

This persistence suggests two key paradoxes – around education and growth
High incomes do not guarantee gender equality in economic opportunities, G20 countries, 2014

Note: Measure on vertical axis is the World Economic Forum index of economic opportunities.
Norms matter for economic opportunities

Relationship between biased norms and labour force participation gaps
Low representation of women in management throughout the G20

Source: ILOSTAT.
Note: Figures are in 2013 except Argentina and Korea (2012)
HOW NORMS AND POLICIES CONSTRAIN OR EXPAND CHOICES
How norms and institutions matter across the lifecycle

**Child and youth years**
- Biased expectations and preferences
- Inequalities in human talent development

**Productive age years**
- Time constraints and segregation
- Legal discrimination and disincentives
- Unequal access to productive assets

**Elderly years**
- Unequal old-age work regulations
- Unequal levels of independence

In the World of Work
Legal discrimination pervasive in several G20 countries, 2014

Extent of support for economic opportunities varies across the G20, 2014

Number of supportive laws, out of 31

Are the working women and men guaranteed leave specifically for their Children’s everyday health needs?

Leave for children’s everyday health needs includes only leave specifically for children’s health needs. It does not include cases where leave is available for serious illnesses, hospitalization or urgent health needs. Some countries only allow parents to take this leave to meet younger children’s health needs.

Source: WORLD Policy Analysis, at http://noceilings.org
Discrimination in the workplace during pregnancy/return to work, Australia, 2014

**Many types**: from negative attitudes in the workplace through job loss

**Negative impacts** on mothers’ health, finances, career and job opportunities and their family

**Responses** 91% made no formal complaint (either within their organisation or to a government agency)

Discrimination experienced by half of mothers and more than one quarter of fathers

Source: Australian Human Rights Commission, 2014
A growing burden of elderly care


Notes: Child dependency ratio is the share of age 0-14 over age 15-64. Old-age dependency ratio is the share of age 65+ over age 15-64. Figures for G20 and European Union are population weighted average using the 2014 population data. Projections are based on medium variant.
IGNITING WOMEN’S WORK
Major areas of policy consensus

Basic elements of the policy agenda to promote gender equality at work are well established, as outlined in several major agreements, including:

- The post 2015 development agenda
- OECD Recommendation, 2013

Momentum reinforced on several fronts, including:
UN Women *Progress of the World’s Women, Transforming Economies, Realizing Rights*,
No Ceilings Initiative (Clinton Foundation and Gates), IMF, World Bank, etc…
W20 priorities outlined by the Turkish Presidency

1. Strengthening Global Recovery and Lifting Potential
   - Address women’s economic empowerment through linkages between education, employment and entrepreneurship
   - Eliminate workplace discrimination, enforce rights and promote equal opportunities
   - Ensure women’s access to finance and productive assets
   - Support women-owned enterprises and innovation, including through public procurement policies
   - Increase women in public sector and private sector leadership positions, including through targets
   - Strengthen women’s economic, social and political networks

2. Enhancing Resilience
   - Support work-life balance, including childcare, elder care, paid family leave & flexible work hours
   - Deliver adequate social protection
   - Improve working conditions

3. Buttressing Sustainability
   - Promote women’s leadership in creating sustainable consumption patterns and green growth
   - Engender agricultural and food security policy with special attention to rural women.
Thinking about entry points

Country diagnostics – identify problems, priorities, and solutions

1. Level the playing field: Government actions
   - Long-term policy planning over the lifecycle
   - Remove formal biases and discrimination
   - Link services to address multiple constraints

2. Proactive leadership: Private sector actions
   - Make gender equality a corporate priority
   - Empower women to do non-traditional jobs
   - Increase access to financial services

3. Closing data gaps and investing in knowledge
   - Comparable data, impact and process evaluations, case studies

Source: World Bank, 2014, Gender at Work
Three broad fronts for the W20

1. Promoting concrete political and policy commitments by governments

1. Peer monitoring and exchange of good practices

2. Selected action research
1. Promoting concrete political and policy commitments

• Buttress the commitment of leadership to the labour force participation target → possible measures:
  - Commit to eliminating all legal discrimination against women
  - Commit to reviewing measures to support participation, including investment in social infrastructure for child care and the elderly
  - Gender audit of public sector – starting with finance ministry and central banks – and G20 delegations.

• Link to other G20 engagement groups to mainstream gender equality – such as:
  - G20 commitments to promote financial inclusion
  - B20 Global Skills Accelerator
2. Peer monitoring and exchange of good practices

Regular monitoring of country level progress towards targets, tracking implementation of commitments and Peer-to-peer monitoring and discussion.

Exchange of good practices – possible areas:

- G20 Ministers for Women meet to share good practices on transparency/quotas/targets on boards in public sector and listed companies
- G20 Education Ministers review good practice encouraging women & girls into STEM careers
- Leading G20 companies exchange good practices in combatting sexual harassment and pregnancy discrimination in the workplace

**Ensure focus on countries where policies & outcomes are presently lagging, given the acceleration in progress needed to meet agreed G20 target**
3. Selected action research

Overall goal: Identify how key constraints have been addressed in practical, coordinated and coherent ways, to provide useful examples for G20 leadership

Possible areas of focus:
- Investigate the links between laws, informal institutions and social norms, to provide insights into how norms change over time
- Cases of innovation warranting attention
- Tracking evidence emerging from evaluations
Summing up

1. Progress towards gender equality at work has been slow, and some countries are especially lagging.
2. Overlapping constraints - often outside the strictly economic sphere - hold back progress
3. Meeting the agreed G20 target requires country level efforts to address biases over the lifecycle, and associated market and institutional failures
4. Proactive private sector leadership and innovation on gender equality are needed

→ Important potential role for the W20 in accelerating progress and igniting women’s work