



# Gender equality in the G20 Additional analysis from the time use dimension

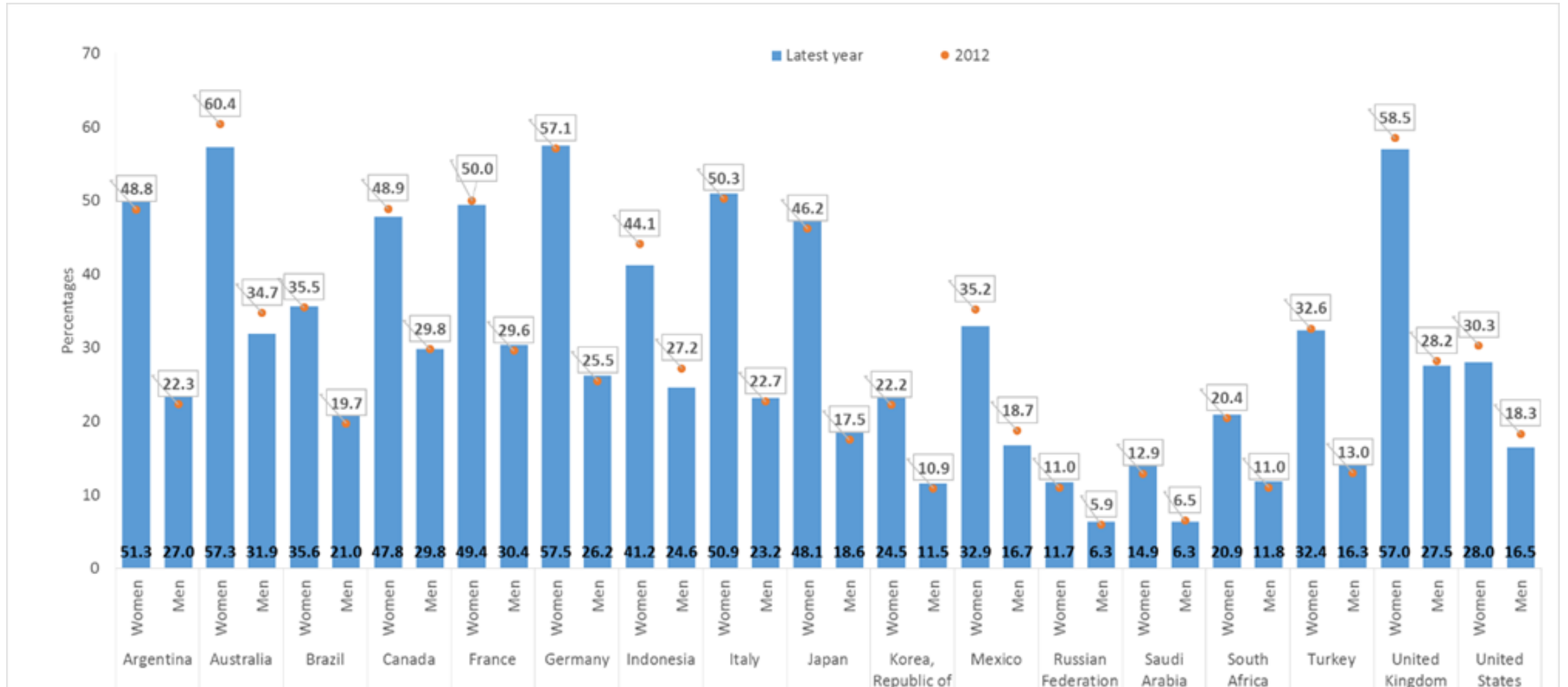
Manuela Tomei, Director, Conditions of Work and Equality Department, ILO

Paper prepared for the 2nd Meeting of the G20 Employment Working Group  
under Japan's Presidency 2019, 22-24 April, Tokyo



# Women are more likely to work short hours for pay or profit (less than 35 hours per week)

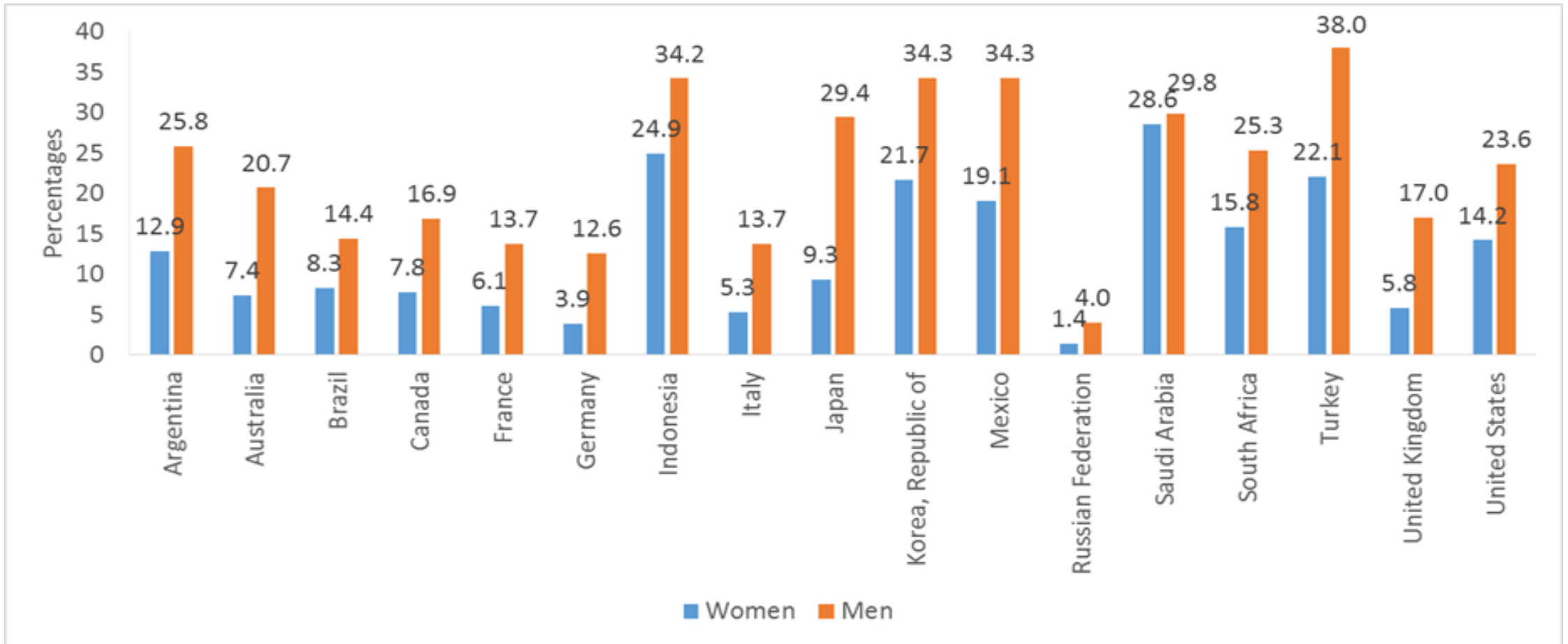
Persons working less than 35 hours per week, by sex, 2012 and latest year





..while men are more likely to work very long-hours  
for pay or profit (more than 48 hours per week)

Very long hours of work (more than 48 hours a week), latest year.

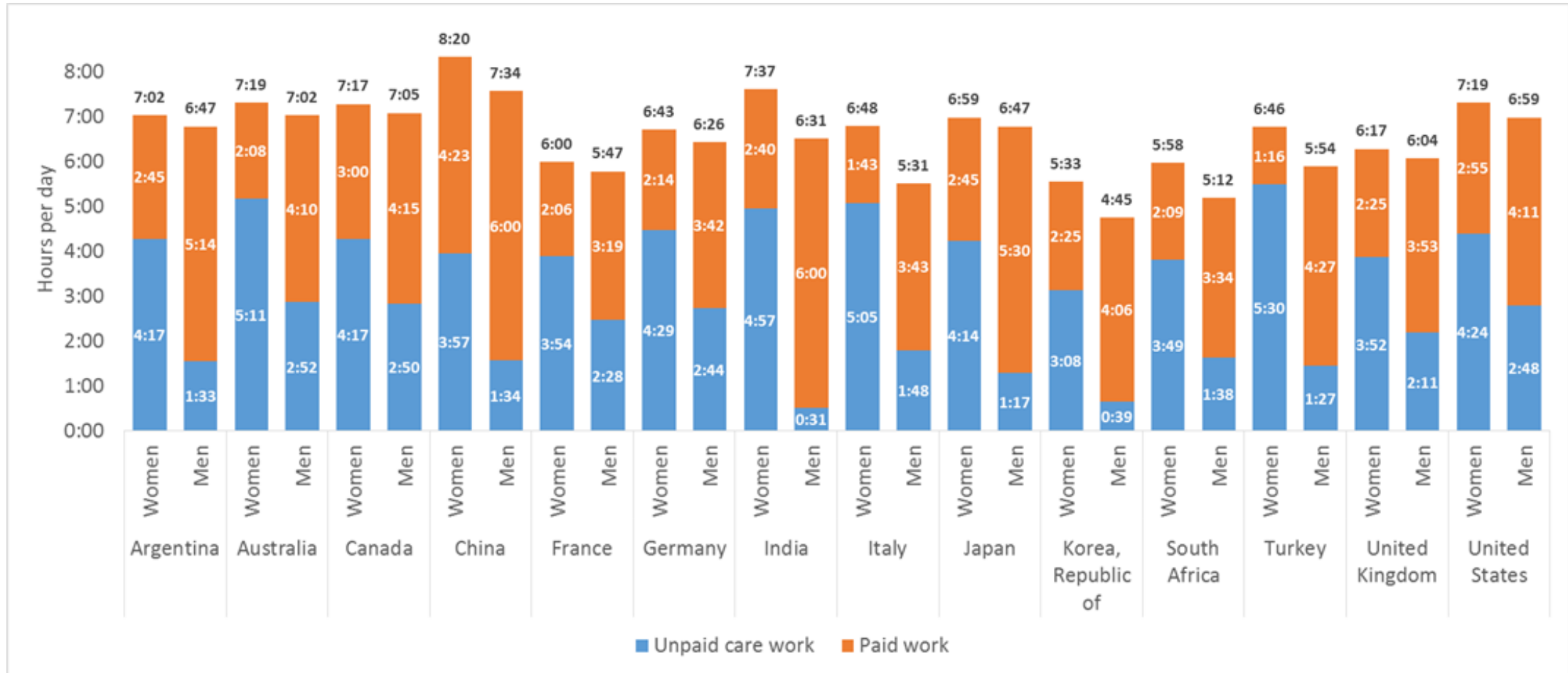




# Unpaid care work is still disproportionately performed by women



Time spent daily in unpaid care work, paid work and total work, by sex, latest year

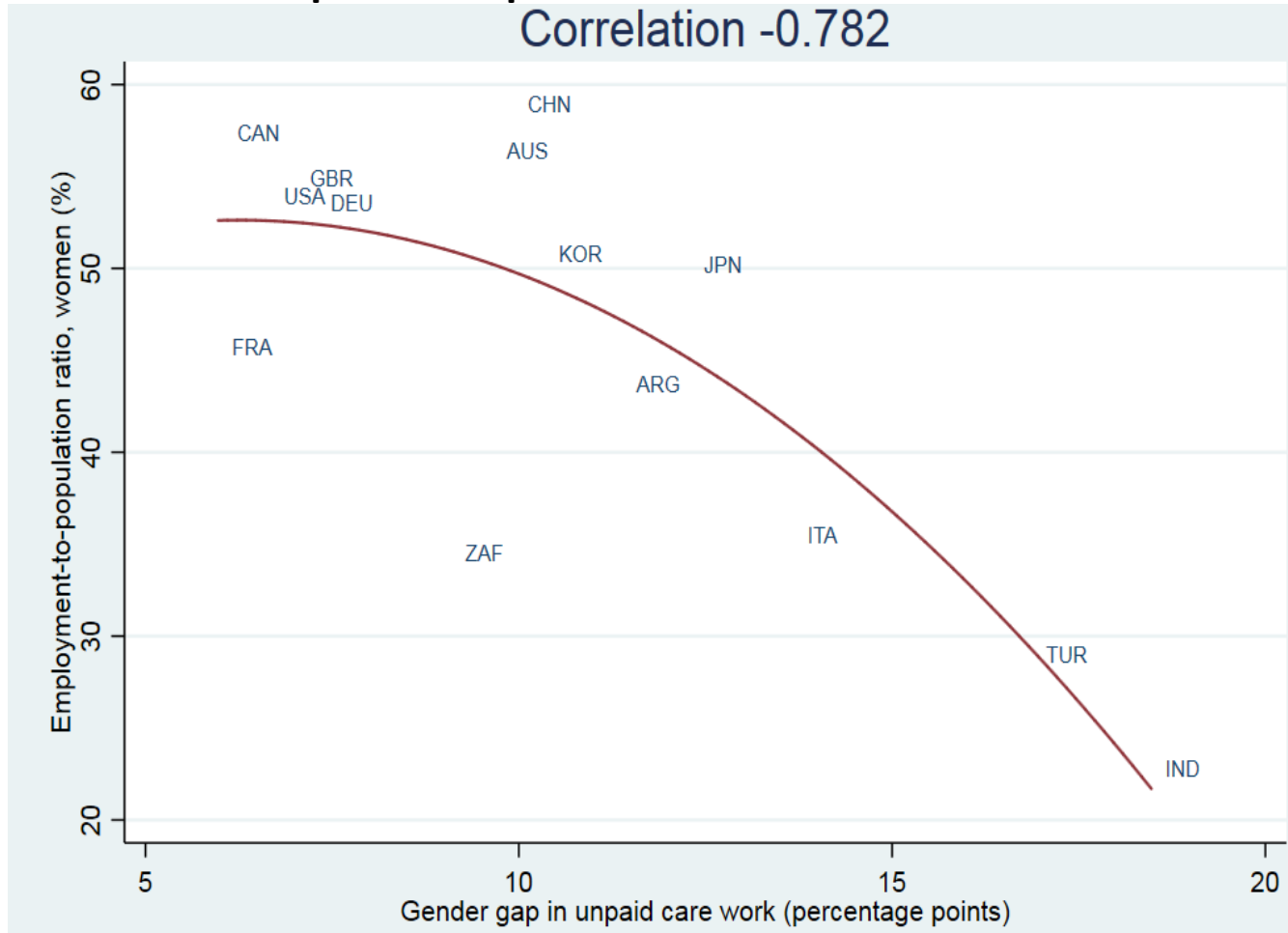


Source: ILO 2018. Care work and care jobs for the future of decent work (Geneva).



# Where women devote less time to unpaid care work, their employment levels are higher

**Women's employment-to-population ratio and the gender gap in the share of time spent in unpaid care work**



Equal sharing of  
time spent in  
unpaid care  
work



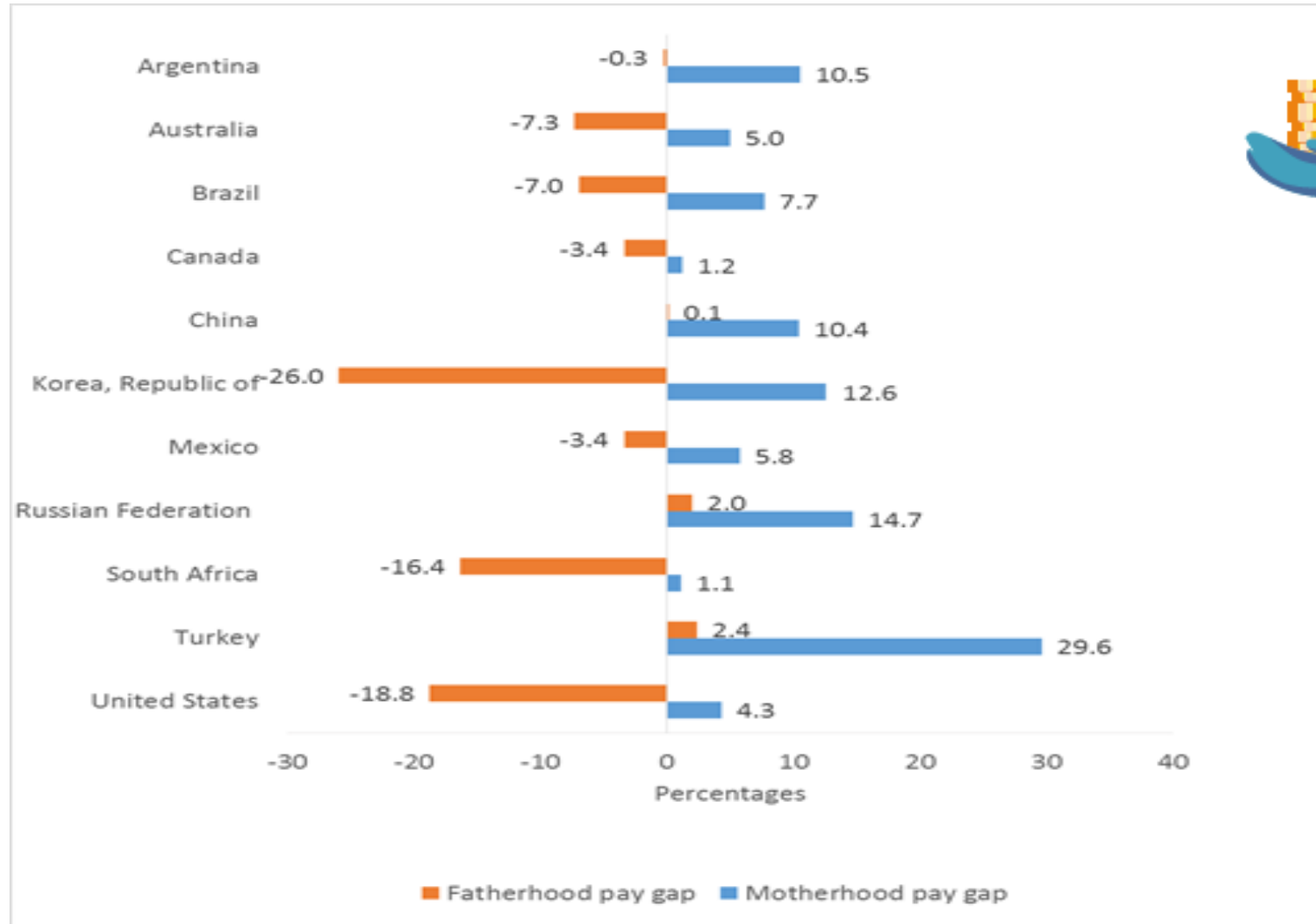
Gender  
equality in  
labour  
market  
outcomes

Source: Employment-to-population ratio: ILO calculation based on ILO modelled estimates, November 2018. Gender gap in unpaid care work: ILO 2018. Care work and care jobs for the future of decent work (Geneva)



# The 'motherhood wage penalty'

Motherhood and fatherhood wage gaps, latest year



Source: ILO 2018. Global Wage Report 2018/19: What lies behind gender pay gaps (Geneva).

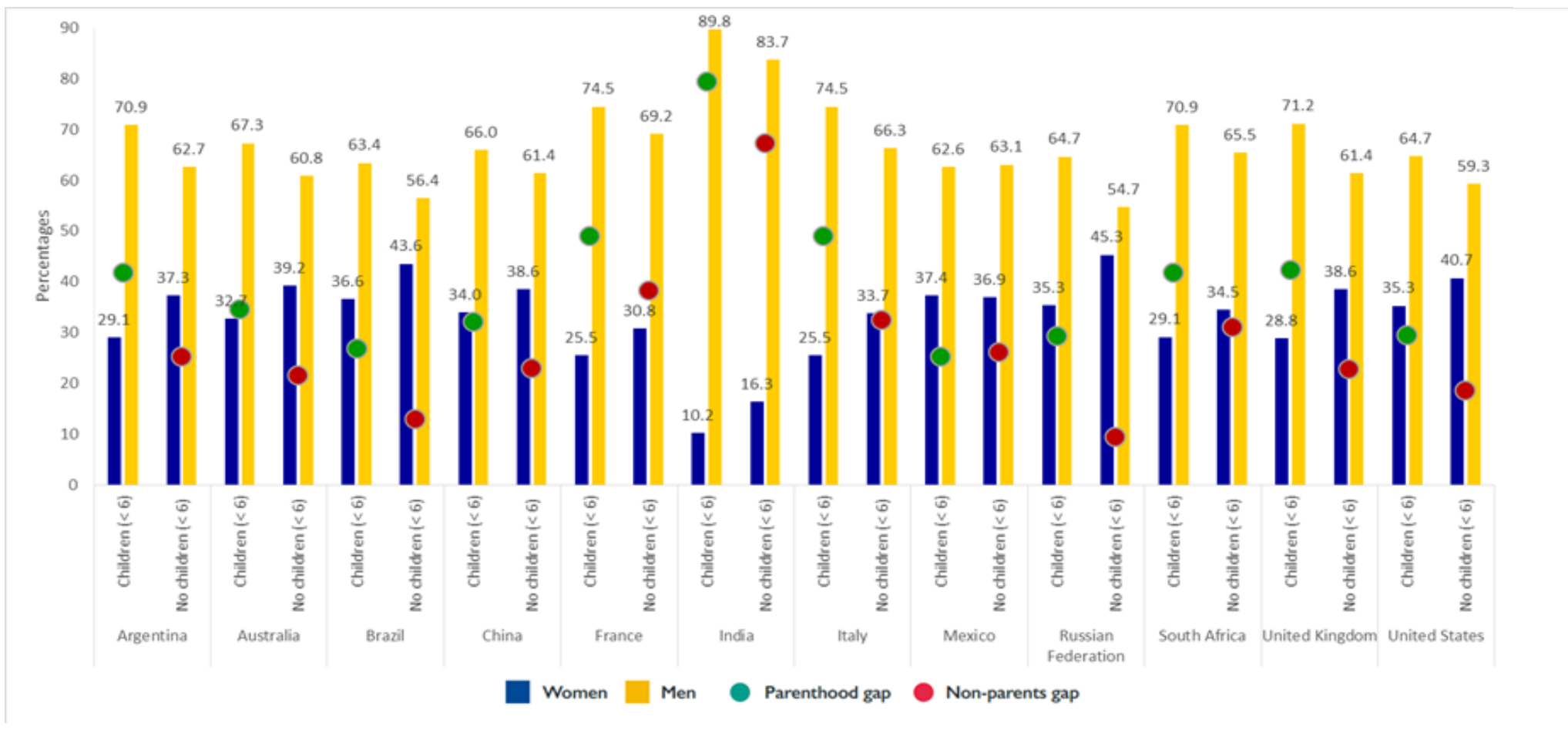




# The 'motherhood leadership penalty'



Share of managers with and without children under 6 years of age, by sex, latest year



Source: ILO, 2019. A quantum leap for gender equality. For a better future of work for all (Geneva).





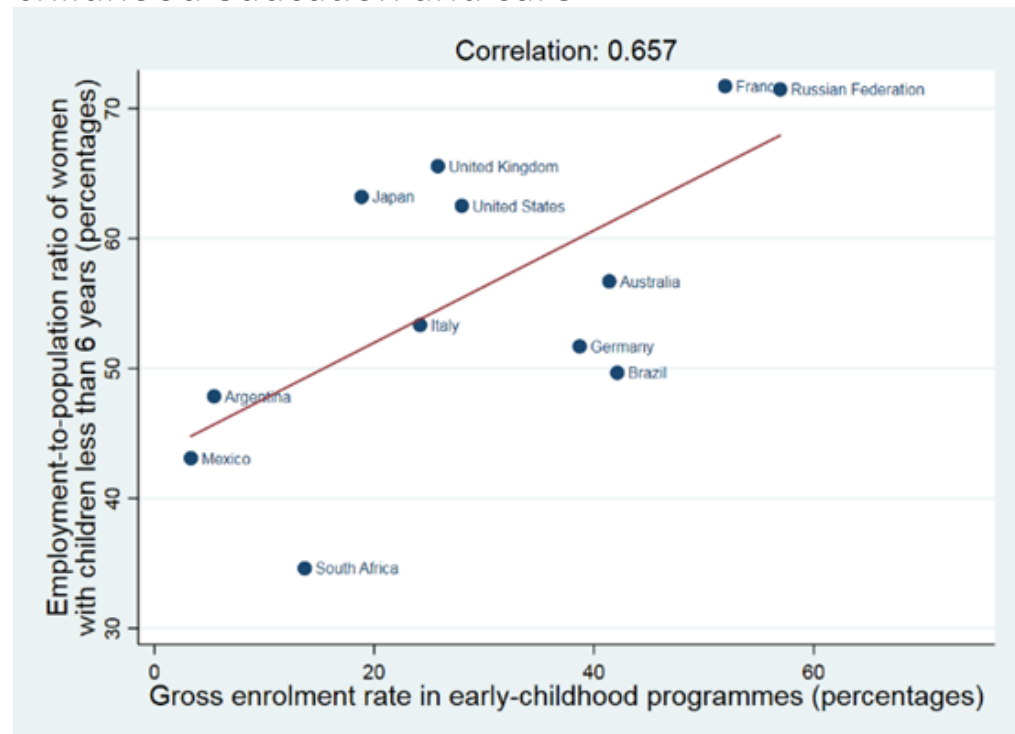


# General policy directions



## Increasing investments in childcare and long-term care services

Employment-to-population ratio of women with young children (0–5 years) and gross enrolment rate in early-childhood education and care



Source: ILO calculations based on ILO, 2019. A quantum leap for gender equality.  
For a better future of work for all (Geneva)

- Availability, affordability and quality of public care services is crucial for reducing women's unpaid care work and advance gender equality
- Closing the coverage gap in early childhood education and care is pivotal to remove the 'motherhood penalties' in labour markets
- Improving coverage of out-of-school hours care services is also crucial for full-time employment, including during school holidays
- Closing the coverage gap in long-term care is equally key to keeping women workers in the labour market





# General policy directions (continued)



- **Well-designed leave policies and entitlements**
  - Well-paid paternity leave and father-specific parental leave
  - Duration of maternity leave
- **Challenging stereotypes and norms around caregiving and housework**
  - Awareness campaigns
  - Valuing and recognising time spent in unpaid care work
- **Closing the data gaps on gender inequalities in work-life balance**
  - time-use surveys
  - data collection on fathers' leave-taking
  - public opinion surveys







International  
Labour  
Organization

# CARE WORK AND CARE JOBS

FOR THE FUTURE OF DECENT WORK

A large blue gear is centered on the page. Inside the gear, there are several black-and-white line drawings of people in various care roles: a person in a uniform pushing a person in a wheelchair, a person holding a baby, a person standing next to a person sitting on a bench, a person holding a small child, a person standing next to a person sitting on the floor, and a person standing next to a person sitting at a desk. At the bottom of the gear, there is a small illustration of a person standing next to a whiteboard with text on it.

Thank you

