



GENDER EQUALITY IN THE LABOUR MARKET: PROGRESS AND CHALLENGES

Presentation at the Final Conference of the project 'Equality Platform
and Standard'

14 November 2023, Lisbon

Valentina Patrini
Social policy Analyst
OECD Directorate for Employment, Labour and Social Affairs



OECD horizontal work on gender equality and equal pay

Horizontal Report on the Implementation of the two OECD Gender Recommendations:

- On **Gender Equality in Education, Employment and Entrepreneurship** [[OECD/LEGAL/0398](#)] – Employment, Labour & Social Affairs Committee
- On **Gender Equality in Public Life** [[OECD/LEGAL/0418](#)] – Public Governance Committee
- **Employment:** Women at work, gender pay gap, pay transparency, private sector leadership, tax systems, paid parental leave, childcare, teleworking, digitalisation, pensions

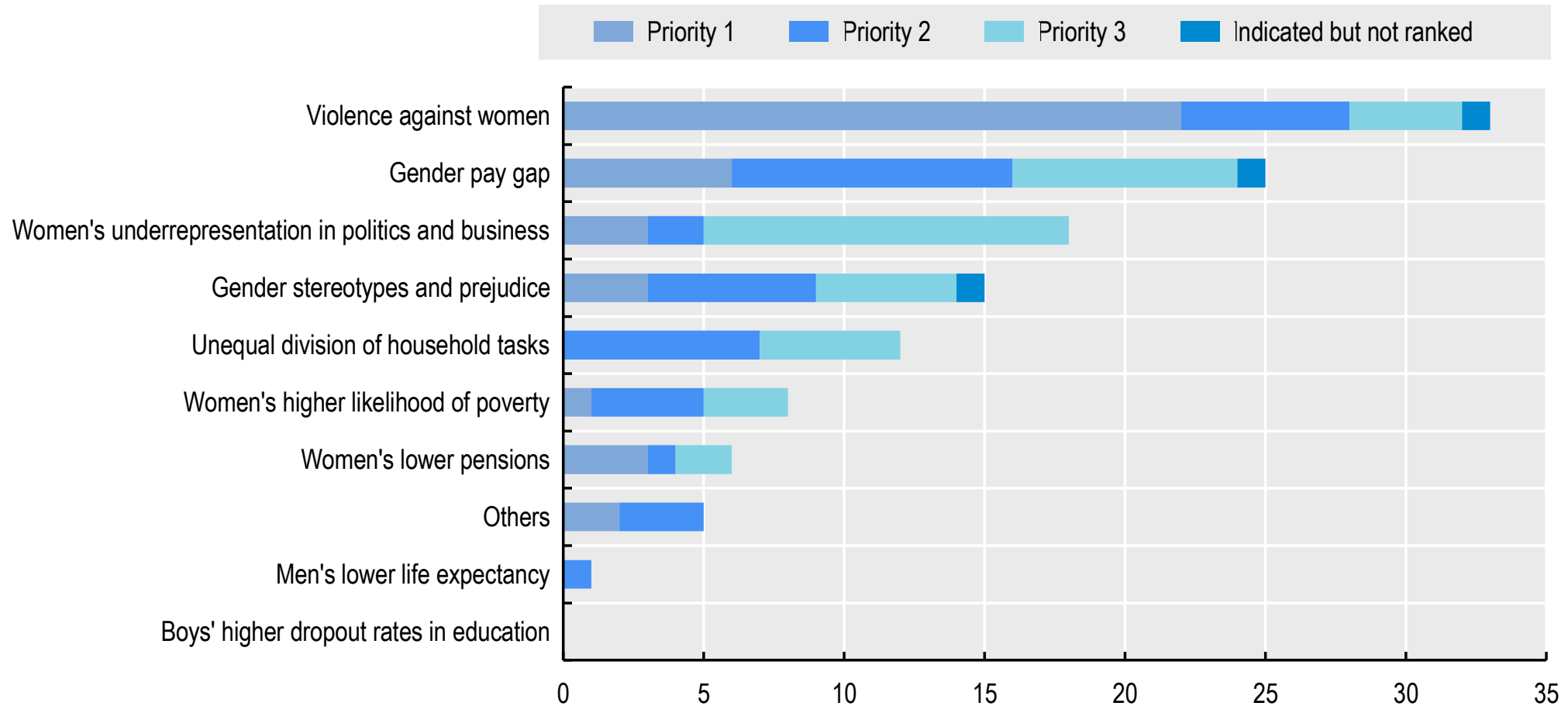
Tackling the gender pay gap:

- Pay Transparency
- Equal Pay International Coalition - EPIC



Priority issues across the OECD: VAW, gender pay gap, women's low representation in leadership

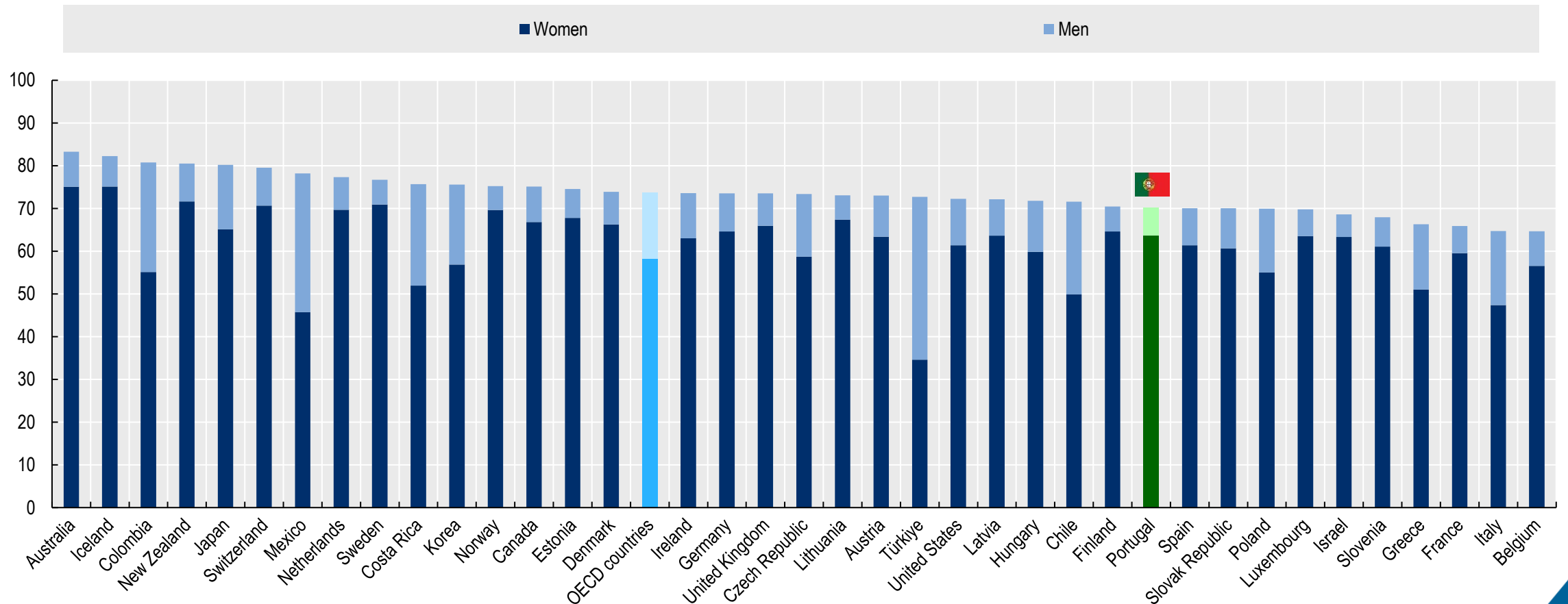
33 Adherents to the 2013 OECD Gender Recommendation identify violence against women as the main priority





Across all OECD countries, men are still more likely to be employed than women

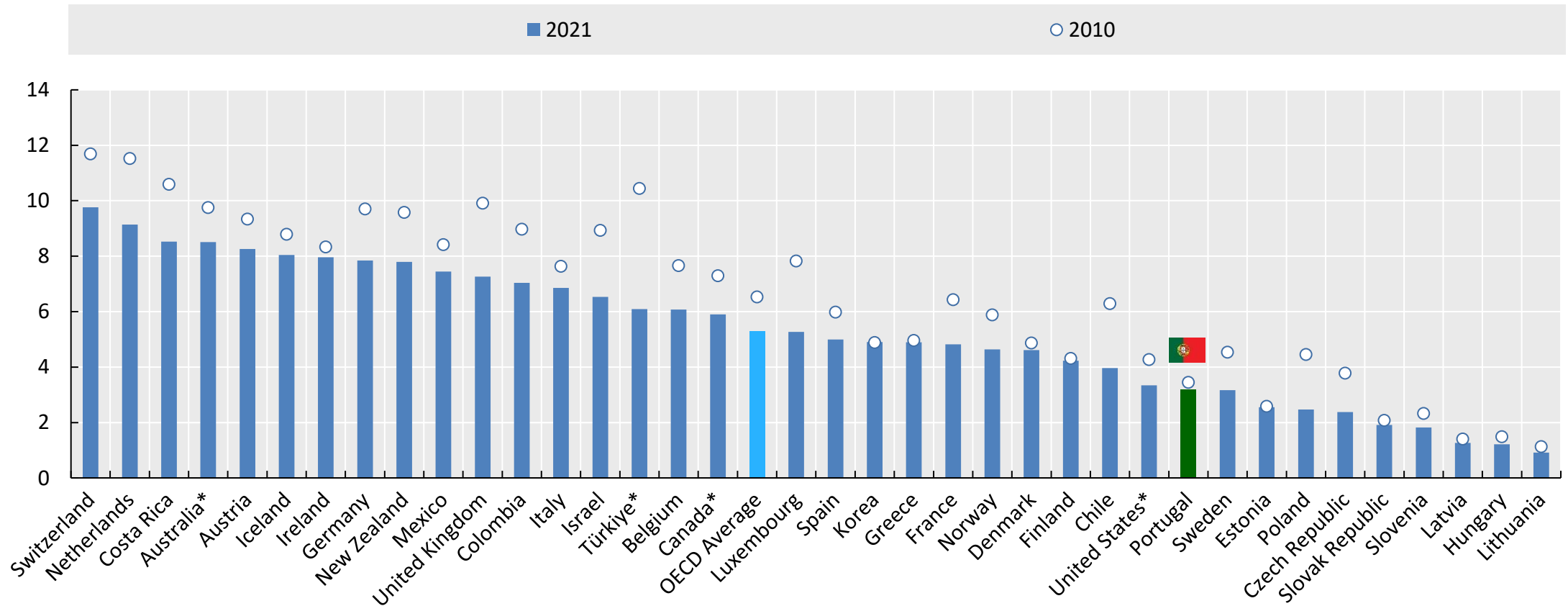
Labour force participation rates, 15 to 74 year-olds, 2021





Women spend five fewer hours per week in paid work than men – while shouldering most unpaid work

Gender gap in the average usual weekly hours worked on the main job, total employment, men – women, 15- to 64-year-olds, 2010 and 2021*

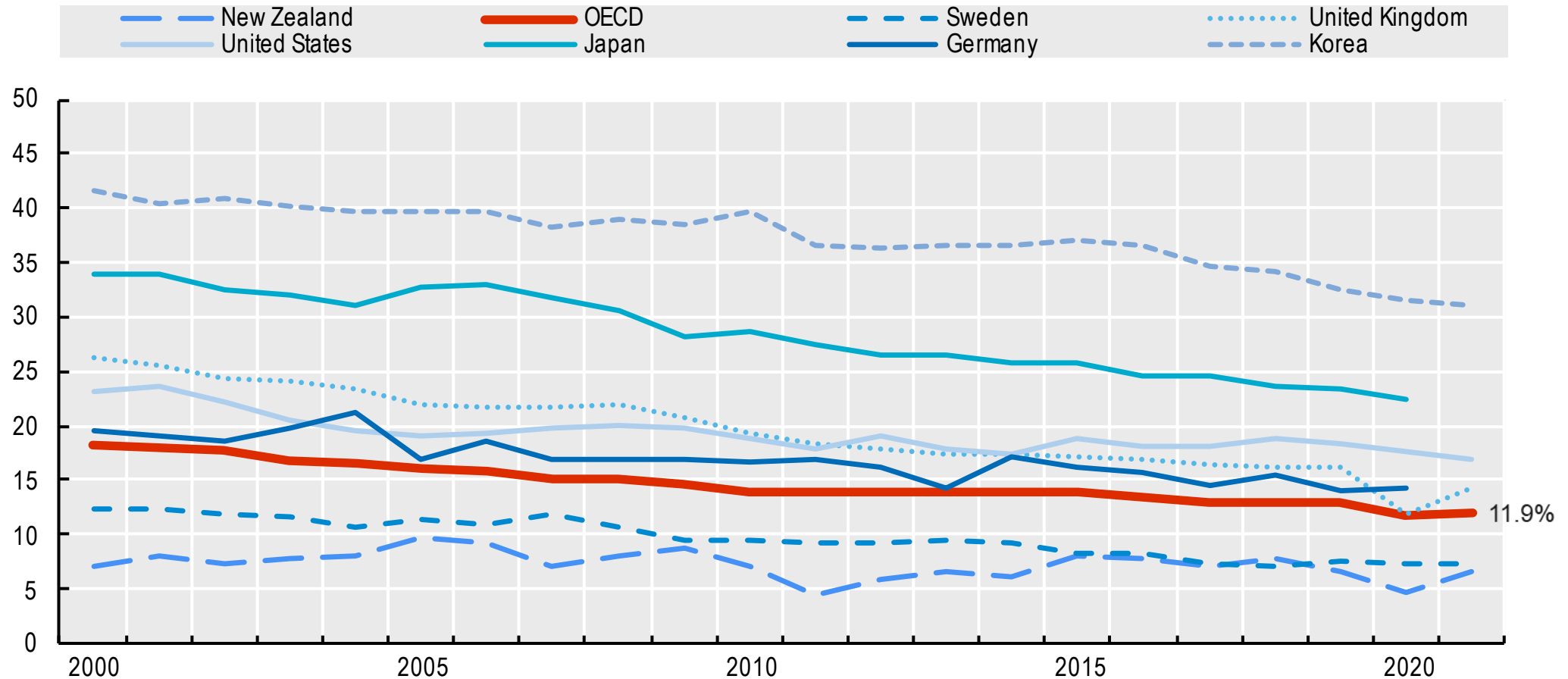


Notes: Latest data for Türkiye: 2020; for Australia: 2018. US data: dependent employment only. Canada data: average actual hours worked for all above age of 15 years.
Source: OECD Employment Database.



Slow movement in the gender wage gap over time

Gender wage gap for full-time dependent employees, selected countries, 2000 to latest available year, %



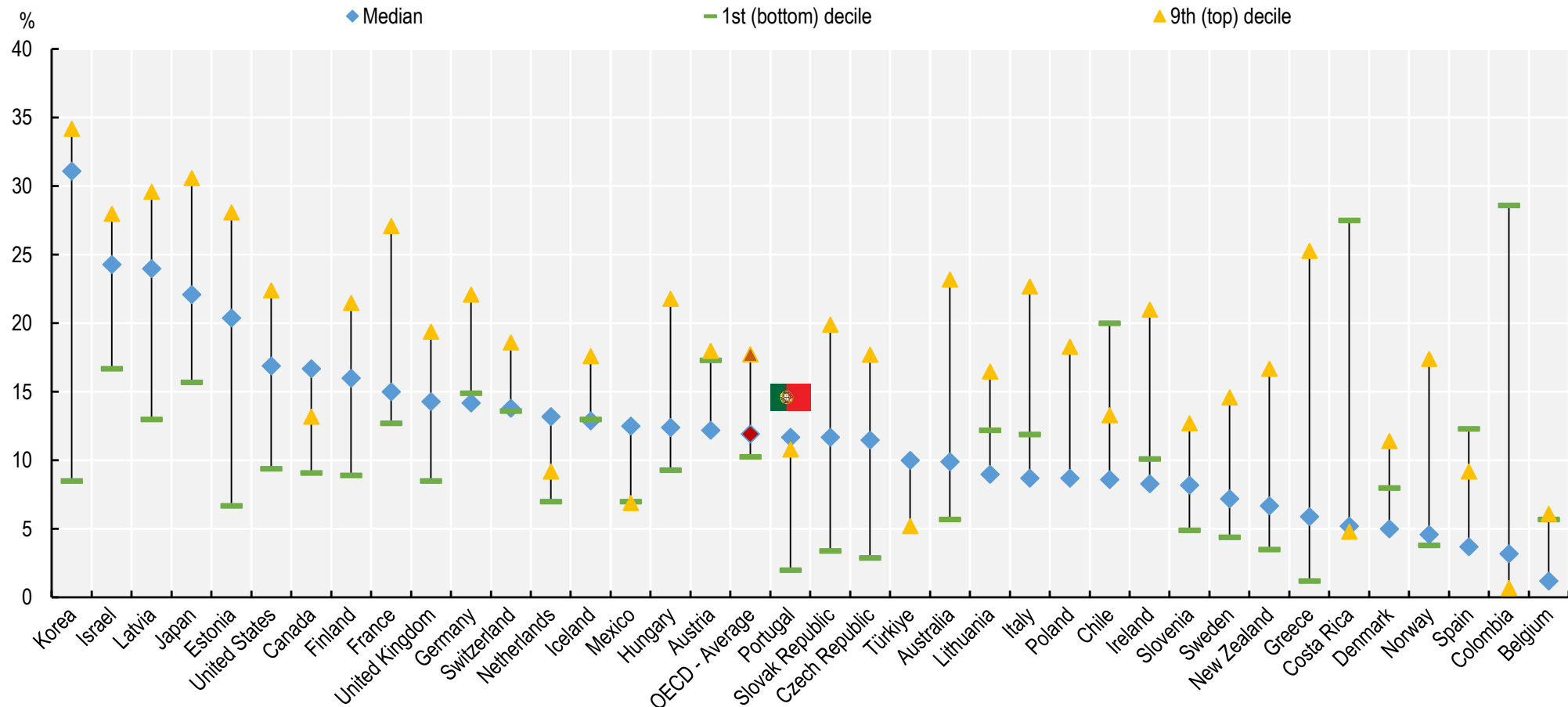
Note: Values represent the difference between median earnings of men and women relative to median earnings of men. Trend lines include the latest data available. The OECD average presents the unweighted average of the latest data across all OECD countries.

Source: OECD Gender wage gap indicator, available at <https://data.oecd.org/earnwage/gender-wage-gap.htm>.



The gender wage gap varies across countries and different groups

Gender wage gap at the 1st decile, at the median, and at the 9th decile, full-time employees, 2021 or latest year available



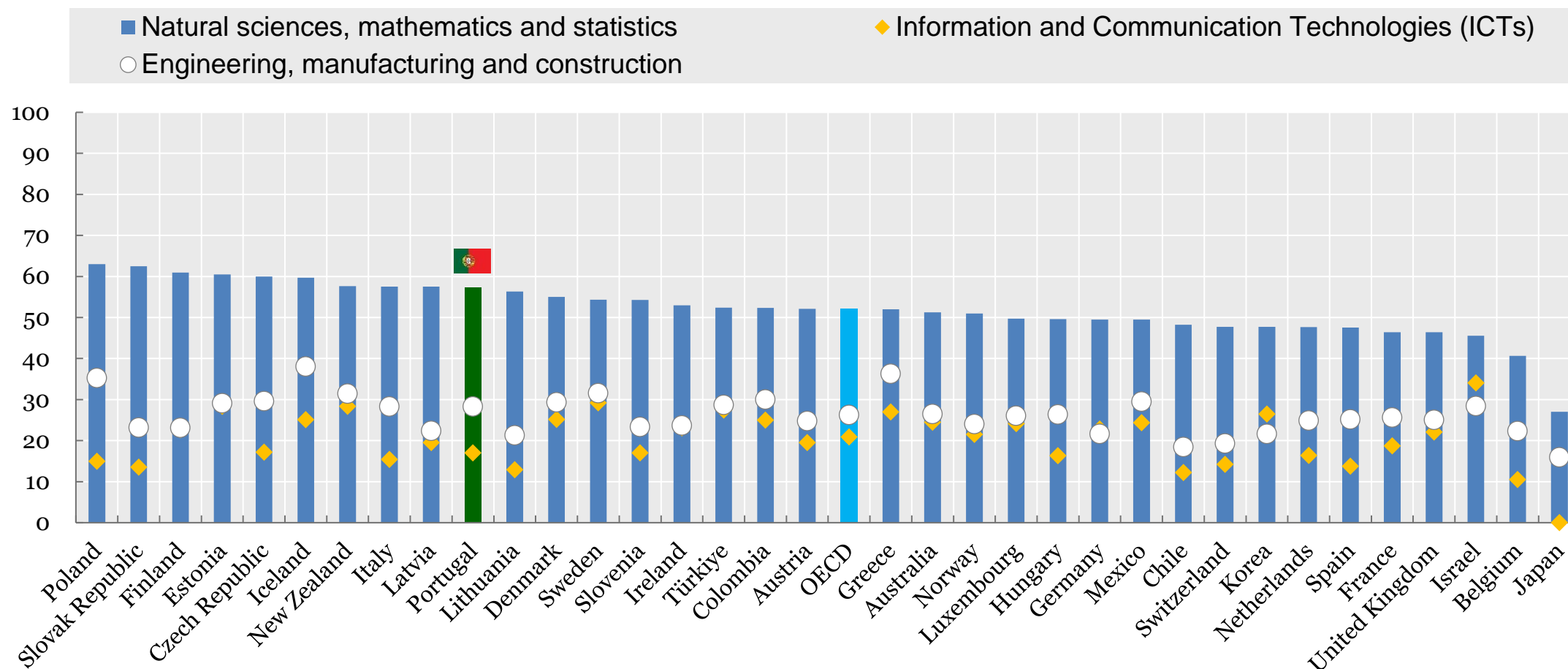
Note: The gender wage gap is unadjusted and is calculated as the difference between the earnings of men and of women relative to the earnings of men. Estimates of earnings used in the calculations refer to gross earnings of full-time wage and salary workers.

Source: OECD Gender data portal, <https://data.oecd.org/earnwage/gender-wage-gap.htm>



Gender segregation in the choice of fields of study and career expectations persists

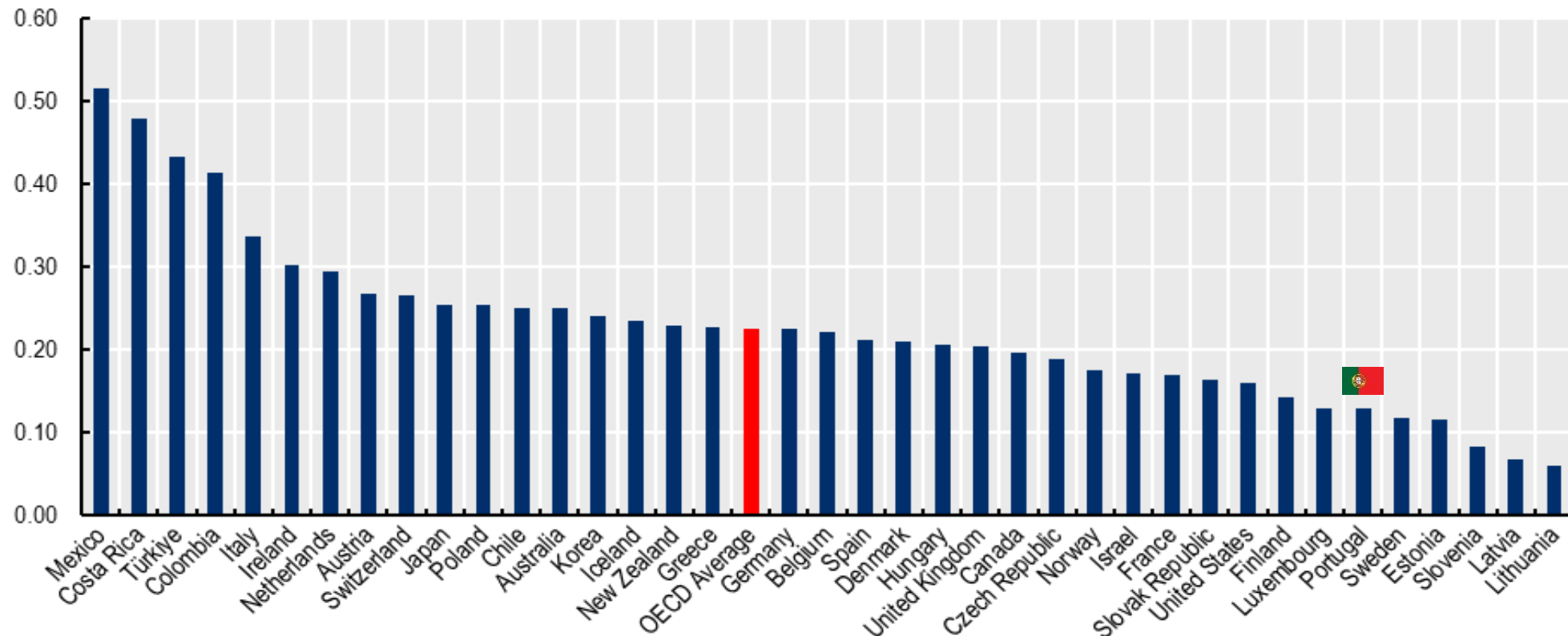
Share of new entrants into tertiary education by STEM field of education who are women, 2020, %





Gains in economic growth from closing both gender participation and working hours gaps

Difference relative to the baseline in projected **average annual rate** of growth in potential GDP per capita over the period 2022-60, following a closure of gender gaps in labour force participation and working hours, in percentage points

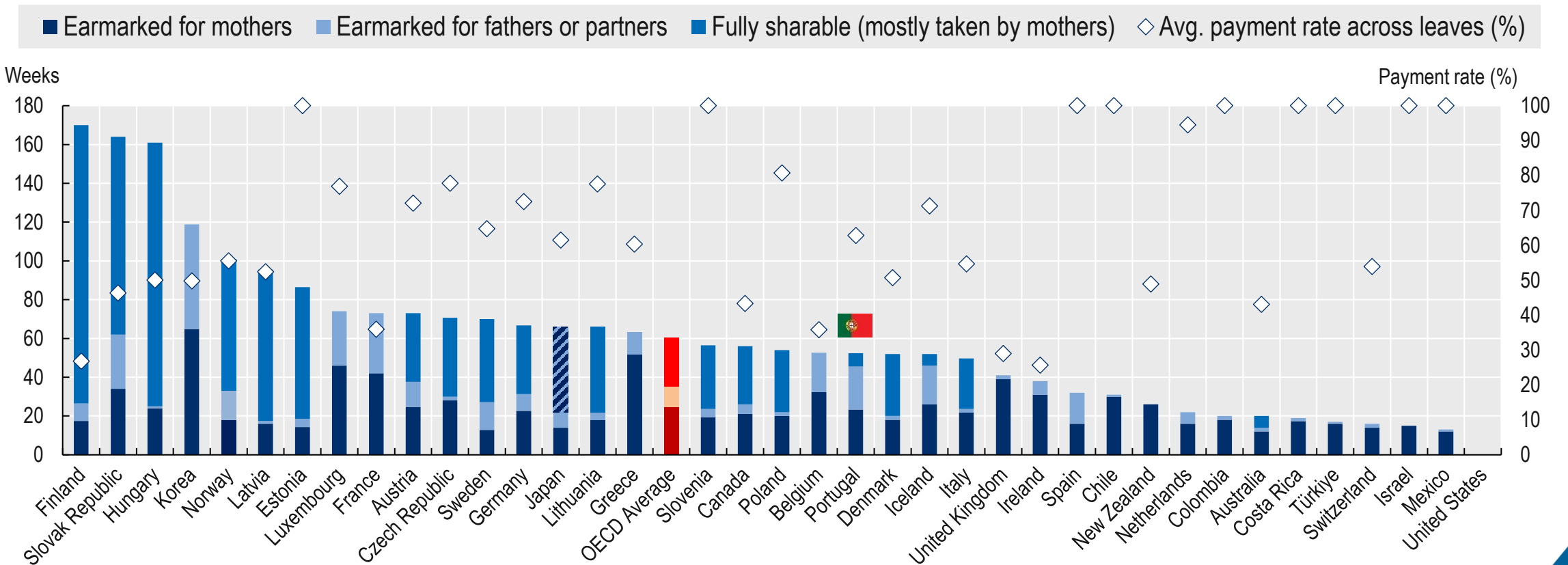




Where have we seen the most policy movement in the past decade?

Paid leave provisions for fathers

Duration of paid parental leave entitlements in weeks¹ (left axis) and average payment rates² (right axis) across different leaves (maternity leave, paternity leave, parental leave, home care leave), 2022



Sources: OECD Family Database Indicator PF2.1 and Indicator PF2.5



Where have we seen the most policy movement in the past decade?

Pay transparency for equal pay

55% of OECD countries now require gender pay gap reporting



Mandatory, national-level gender pay gap reporting requirements for private sector firms

- Gender pay gap reporting and equal pay auditing
- Gender pay gap reporting
- Non-pay gender gap reporting
- Ad hoc equal pay audits
- No reporting requirements in place



What pay transparency can do...

...and what it can't do

Transparency can help hold **employers accountable** for their wage gaps.

Gives **workers** and their representatives **tools** to fight individual or systemic pay inequities.

Raise **stakeholder** (including public) **awareness** of the presence, causes and consequences of the gender wage gap.

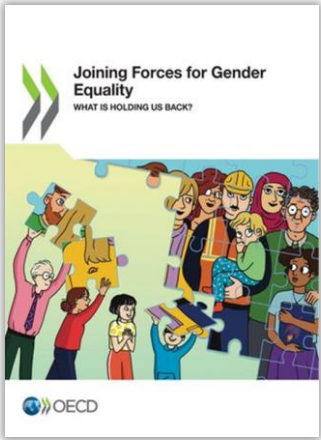
The **onus** of identifying and rectifying pay inequity still largely rests on individual **workers**.

It cannot guarantee that women's gains are not **compensated for elsewhere**, e.g. a slowdown in men's wages.

Pay transparency cannot correct choices and constraints accumulated over the **life course**.



Thank you! ...and for more OECD resources:



Email me

valentina.patrini@oecd.org



Follow us on Twitter

[@OECD Social](https://twitter.com/OECD_Social)



Visit the OECD online

<http://oe.cd/gender>

<http://oe.cd/pay-transparency-2023>

