

## Annex D

### **Policy priorities for boosting female participation, quality of employment and gender equity**

Reducing gender gaps, and improving female economic participation and access for women to productive, high quality employment will support stronger and more inclusive economic growth across G20 countries. Female labour force participation rates are significantly lower than those among men in many G20 economies, suggesting a potential for an improvement in labour supply that can mitigate the effects of a shrinking workforce, help to relieve supply constraints and contribute to growth. For the G20 as a whole, participation for the age group 15 to 64 is currently around 83 per cent for men and 57 per cent for women.

Analysis by the international organisations demonstrates the substantial economic and social benefits of increasing female labour force participation and improving the quality of female employment.

Nations are making progress in addressing gender inequity, including through educational attainment and improving the quality of female employment, but significant challenges and opportunities remain. For example, women continue to be overrepresented in low quality and low wage jobs.

G20 members agree to implement measures across a range of key policy areas to boost female workforce participation, subject to national circumstances, including to:

1. Support lifelong access to education and training, matched with the needs of business and communities
2. Provide access to affordable and quality child care, paid parental leave, family-friendly work opportunities and conditions, and support for elderly care
3. Support women to pursue self-employment and become entrepreneurs, including through equal property rights, improved financial literacy, access to financial markets and advisory services
4. Widen access to services for women (in the formal or informal economies) in order to support their employment prospects and mobility, including tailored employment services, active labour market programmes and skills development opportunities
5. Address legal, regulatory, cultural and behavioural barriers to employment opportunities for women
6. Promote non-discriminatory practices at the workplace, including on pay and career progression
7. Extend social protections, especially to those in poor households or those working in the informal economy, including in regard to work safety, health services, pensions and income security
8. Improve work incentives, income support, other transfer payments and related forms of social security
9. Enhance the female share of executive positions in the public and private sectors
10. Work with social partners to develop new employment opportunities for women
11. Collect and report timely data related to gender.

These priorities are informed by ILO conventions and recommendations on equality of opportunity and treatment and the OECD Gender Recommendation.