



# JOINING FORCES FOR GENDER EQUALITY: WHAT IS HOLDING US BACK?

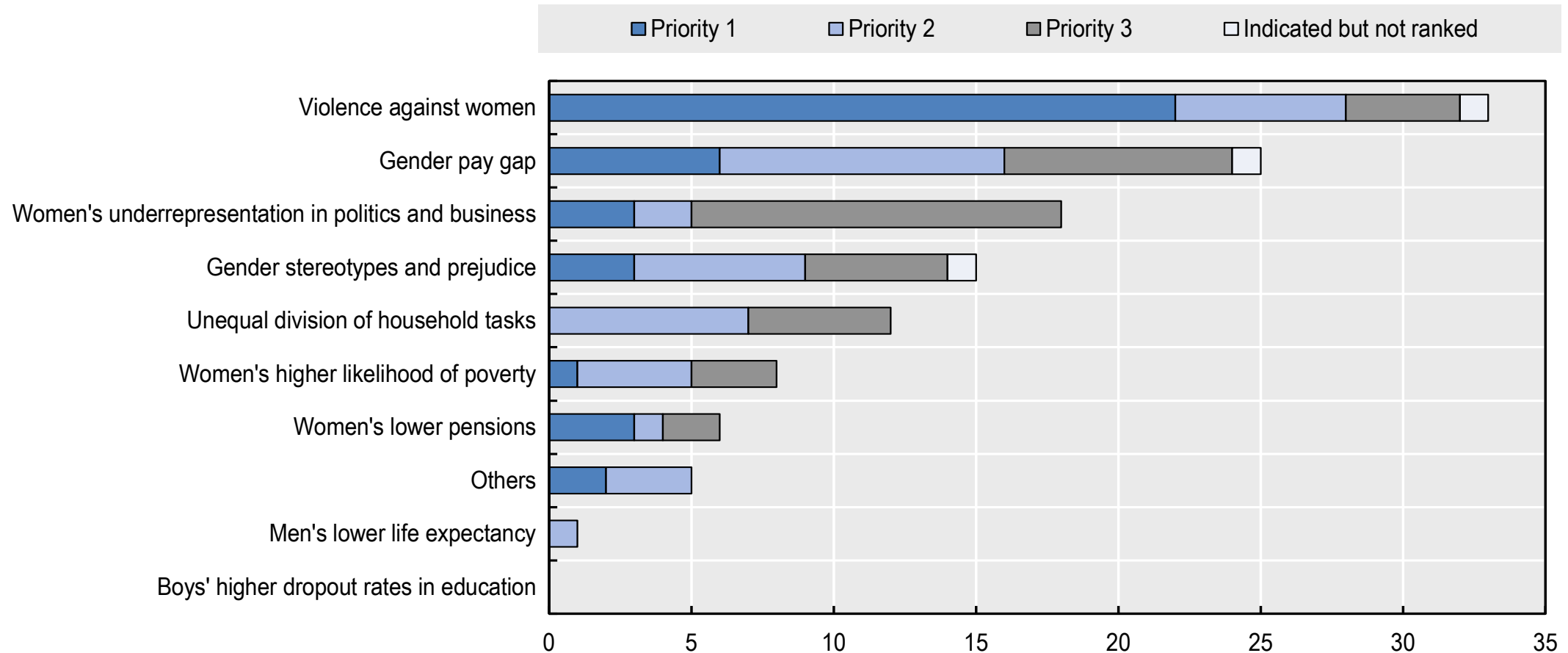
Meeting of the OECD Global Parliamentary Network  
4 April 2023

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# Violence against women is the most urgent priority for gender equality

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

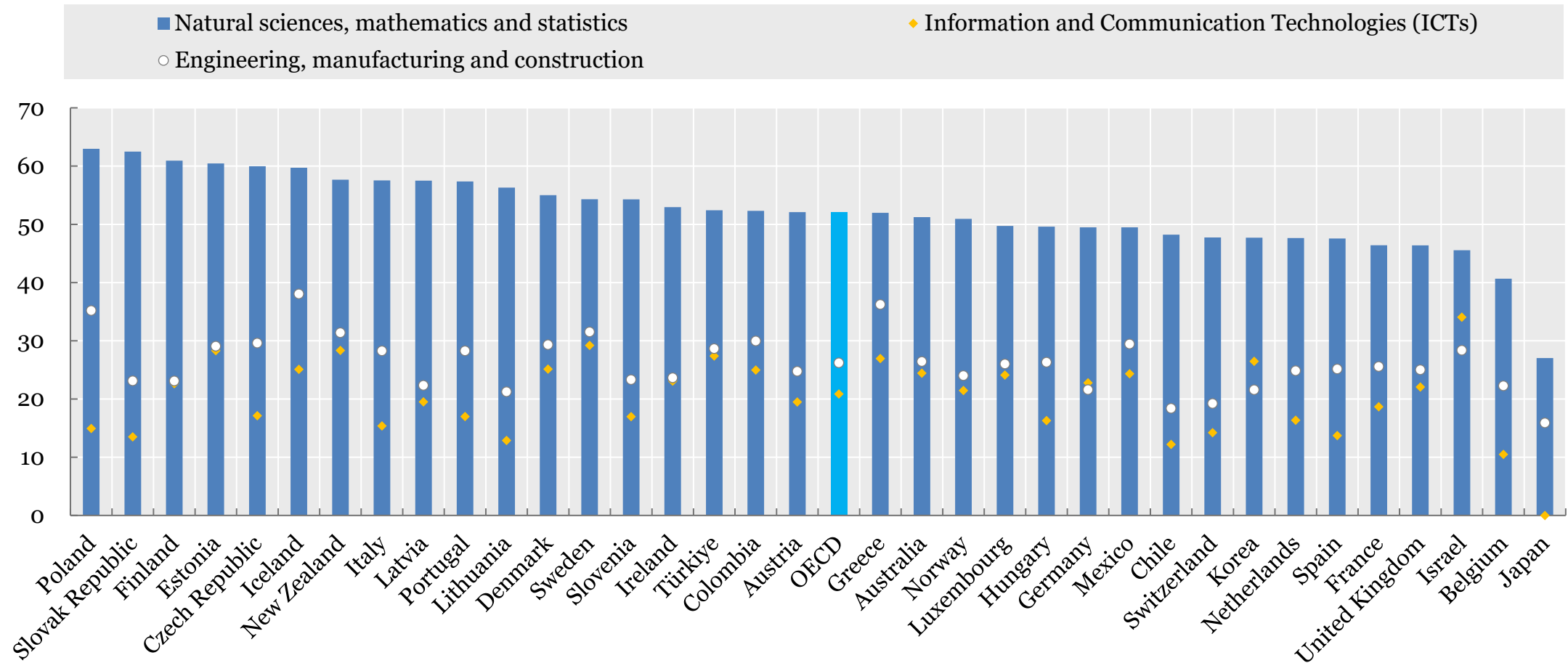


Sources: OECD, 2021 Gender Equality Questionnaire distributed among the 42 Adherents to the 2013 Gender Recommendation and OECD (2023), Supporting Lives Free from Intimate Partner Violence: Towards Better Integration of Services for Victims/Survivors.



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

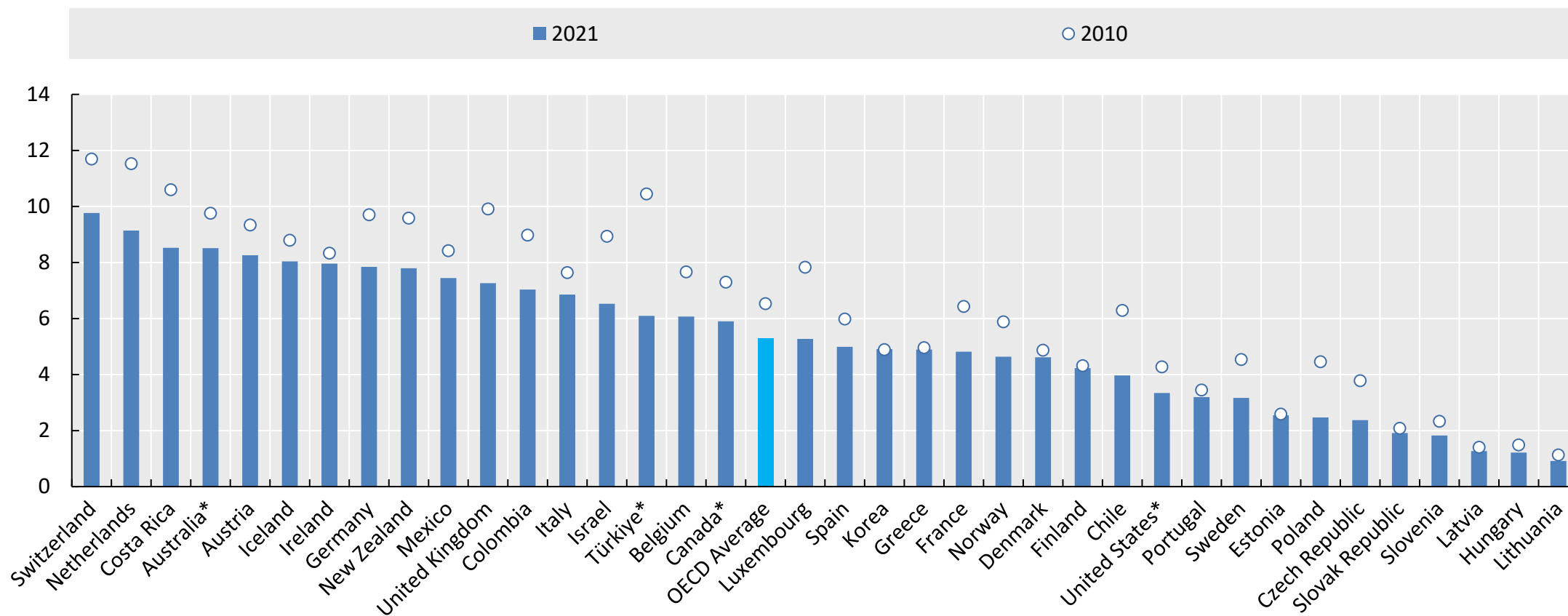
Share of female new entrants into tertiary education by STEM field of education, 2020, %





# Women still spend 5 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.



## Progress in family policies and policies supporting gender equality in the labour market

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- Paid parental **leave** for fathers
- **Pay transparency** practices
- Quotas, voluntary targets, complementary measures supporting women in public and private **leadership**



## Still a long way to go

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- **More progress is needed in a range of areas:** education, distribution of paid/unpaid work, childcare, flexible work, employment quality, entrepreneurship, representation of women in public leadership and politics, governance tools for gender equality, and more widespread gender equality globally
- **Gender equality cannot be achieved through siloed approaches.** Gender mainstreaming acknowledges the range of connections and interconnections between gender equality and a whole variety of socioeconomic, geographic, institutional, policy and sectoral factors and stakeholders



# Further information



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Dare to Share: Germany's Experience Promoting Equal Partnership in Families



Good Practice for Good Jobs in Early Childhood Education and Care



Bringing Household Services Out of the Shadows  
FORMALISING NON-CARE WORK IN AND AROUND THE HOUSE



The Pursuit of Gender Equality  
AN UPHILL BATTLE



OECD  
TACKLING CORONAVIRUS (COVID-19)  
CONTRIBUTING TO A GLOBAL EFFORT

Women at the core of the fight against COVID-19 crisis

The COVID-19 pandemic is hampering health, social and economic well-being worldwide, with women at the centre. First and foremost, women are leading the health response, women make up almost 75% of the health care workforce, exposing them to a greater risk of infection. At the same time, women are also shouldering much of the burden of home, grass school and child care facility closures and longstanding gender inequalities in unpaid work. Women also face high risks of job and income loss, and face increased risks of violence, exploitation, abuse or harassment during times of crisis and quarantine.

Policy responses must be immediate, and they must account for women's concerns. Governments should consider adding emergency measures to help parents manage work and caring responsibilities, reinforcing and expanding income support measures, expanding support for small businesses and the self-employed, and improving measures to help women victims of violence. Fundamentally, all policy responses to the crisis must address gender risks and account for women's unique needs, responsibilities and perspectives.

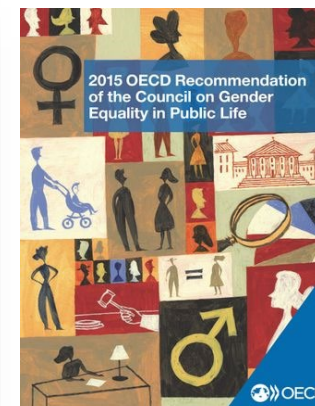
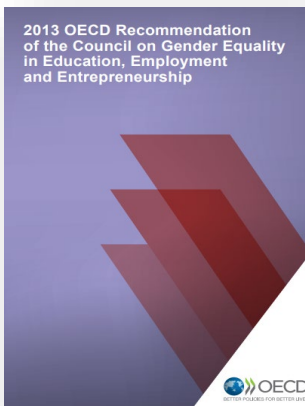
### 1. Introduction

The COVID-19 pandemic is creating a profound shock worldwide, with almost 100 million for men and women. Women are working on the frontlines against COVID-19, and the impact of the crisis on women is stark. Women face compounding factors that are not experienced equally by men: women continue to do the majority of unpaid care work in households, face high rates of economic insecurity (both before and throughout), and face increased risks of violence, exploitation, abuse or harassment during times of

Is the Last Mile the Longest?  
Economic Gains from Gender Equality in Nordic Countries



2013 OECD Recommendation of the Council on Gender Equality in Education, Employment and Entrepreneurship



2015 OECD Recommendation of the Council on Gender Equality in Public Life

