

Women's role and climate change

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WOMEN lost more jobs than their male counterparts across the globe during the Covid-19 pandemic and it will take decades to close the gender parity and pay gap.

The average Women in Work Index compiled by PwC saw the score across the 33

Organisation for Economic Co-operation and Development countries fall for the first time to 64 (from 64.5 in 2019). PwC released the data in conjunction with International Women's Day 2022.

Some 4.3 million more women became unemployed and an additional 3.2 million left the labour force between 2019 and 2020. Women in the United States, Canada,

Chile and Iceland were the hardest hit.

For the first time, New Zealand tops the Women in Work Index with Luxembourg and Slovenia taking second and third place.

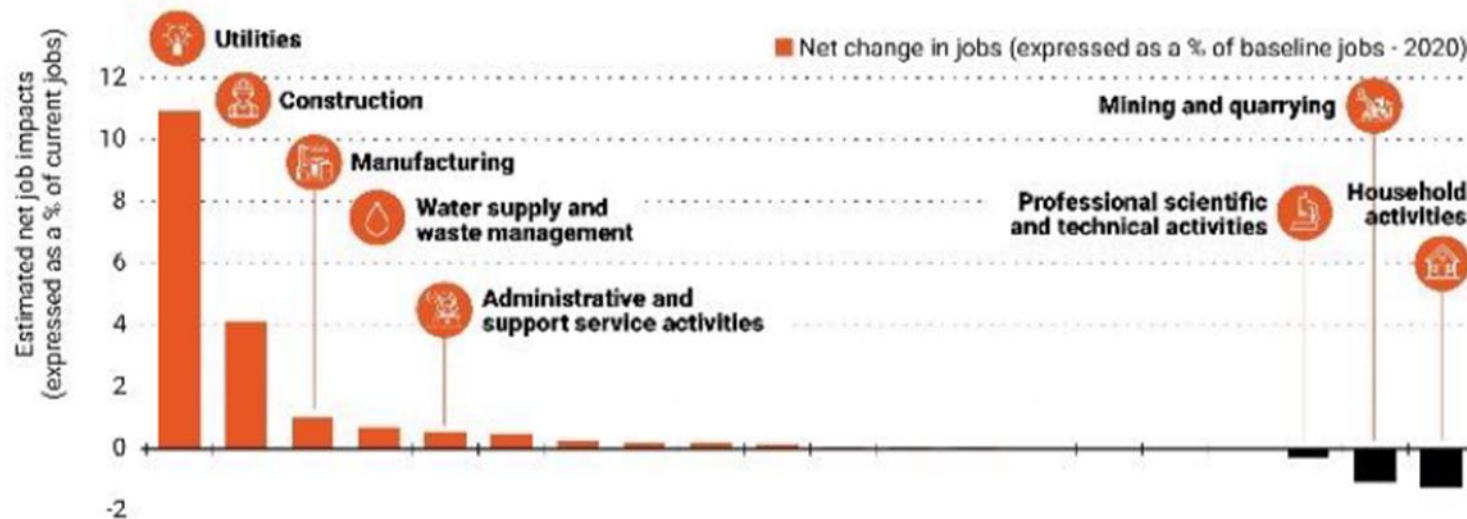
The future is about increasing women's participation in the transition to net zero as it is key to closing the employment gap.

It is vital that governments and businesses incorporate a gender and equality lens

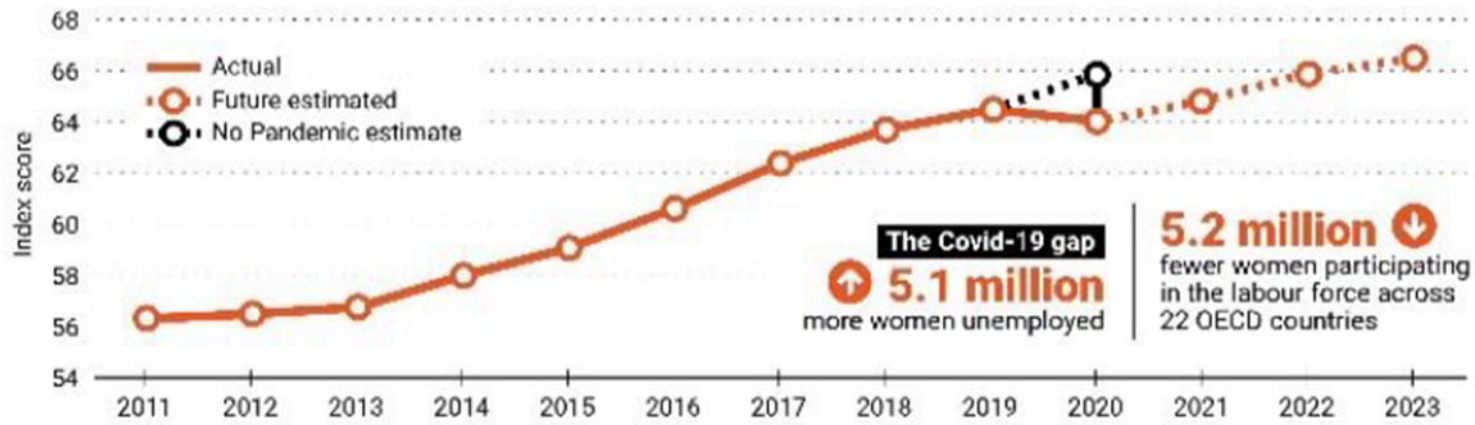
into their net zero strategies to ensure women and other marginalised groups are accounted for and are part of the solution in mitigating climate change.

Without this, the effects of climate change could further delay reaching gender equality and widen the employment gap between men and women across the OECD, it said.

■ Estimated net job impacts at 2030 across the OECD by sector, as a result of the energy sector's transition to net zero (expressed as a % of current number of jobs)



Women in work index score across 33 OECD countries



Key 2020 OECD Index results (compared to 2019)



Female labour force participation rate down one percentage point to **69%**

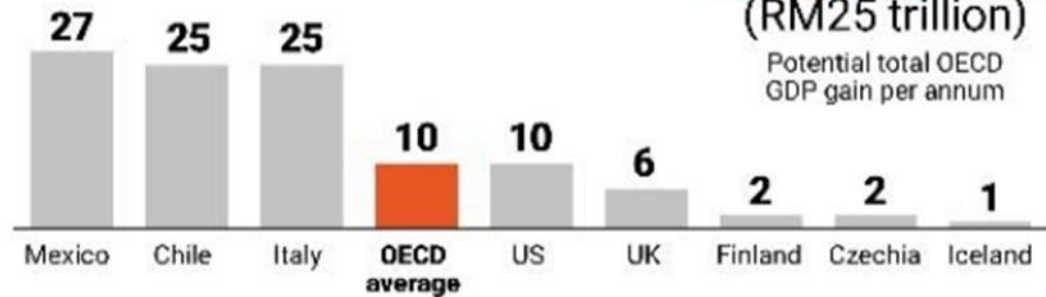


Female unemployment rate up one percentage point to **7%**



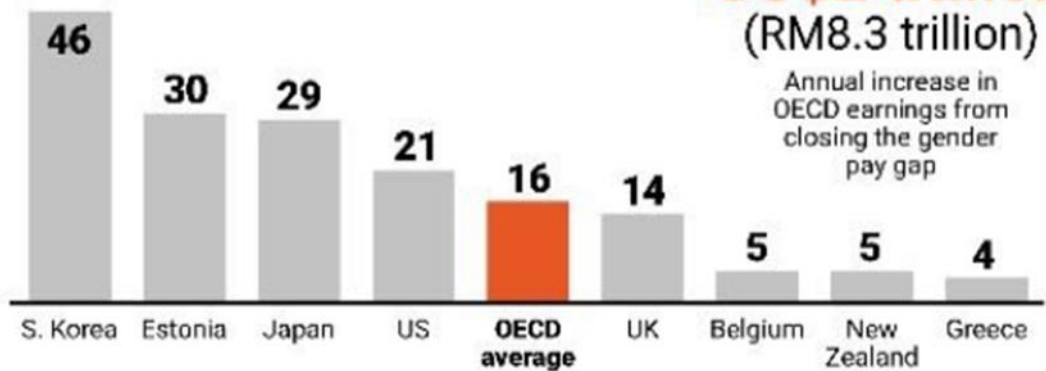
Gender pay gap down one percentage point to **14%**

■ Potential gains to GDP from increasing the female employment rate across the OECD to match Sweden's (%)



US\$6 trillion
(RM25 trillion)
Potential total OECD GDP gain per annum

■ Potential gains to female earnings from closing the gender pay gap across the OECD (%)



US\$2 trillion
(RM8.3 trillion)
Annual increase in OECD earnings from closing the gender pay gap

Women's participation in the labour market and equality in the workplace

It would take at least...

33 years

for women's participation rate in the labour force to catch up to men's current participation rate (80%)

Female labour force participation rate

Proportion of working age women in the labour force

Weighting: 25%



30 years

to close the participation rate gap

Participation rate gap

Percentage point difference in female and male participation rates

Weighting: 20%



9 years

for the female unemployment rate to fall to men's current unemployment rate (6%)

Female unemployment rate

Share of female workforce who are unemployed

Weighting: 20%



67 years

for the share of female employees in full-time employment to be equal to the share of male employees (91%)

Female full-time employment rate

Share of female employees in full-time employment

Weighting: 10%



63 years

to close the gender pay gap

Gender pay gap

Percentage difference in median level of income for women and men

Weighting: 25%

