



**LET'S WORK**  
A global partnership to create  
**more & better** private sector jobs

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# VISION & MISSION

***Let's Work*** is a **global partnership** that unites organizations dedicated to providing effective solutions to the global jobs crisis by harnessing the potential of the **private sector** to help create more and better jobs by focusing on **removing the main constraints to job creation** and **strengthening value chains**.

## **Better quality jobs**

- that increase productivity and wages,
- improve working conditions, and
- provide more opportunities for everyone – especially women and youth.

# What's the business case?

## ❑ Making the bottom line argument

- For sustainability
- For scalability

## Winvest Case Studies – a different methodological approach

### **SUPPORTING JOB ACCESS**

- Greater gender diversity across the workforce
- Training that opens doors for women in non-traditional sectors and jobs
- Outreach to women and their communities
- Changing attitudes about “women’s work”
- A more representative proportion of women in management

### **IMPROVING JOB QUALITY**

- Improving people management systems
- Family friendly working conditions (e.g. parental leave; childcare solutions; predictable / flexible working hours)
- Women’s health interventions
- Transport & separate facilities (incl breastfeeding facilities)
- Improving health & safety conditions

# Key messages

Leading companies in emerging markets are ***already acting and learning***

It makes ***business sense*** to invest in women workers, beyond minimum compliance

***Research and company experience*** suggest a number of potential benefits

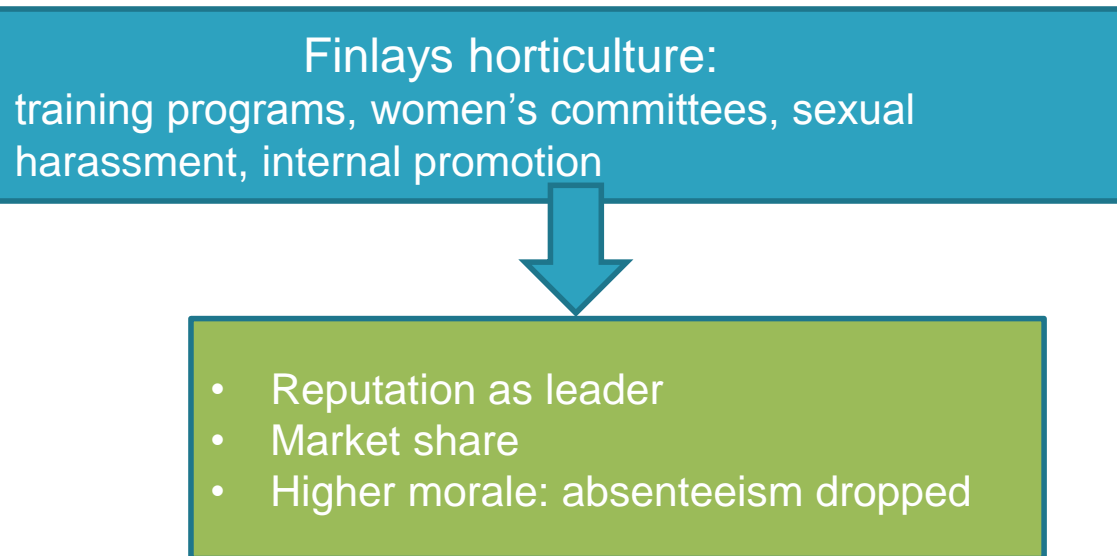
# The business benefits: overview

- Benefits differ, but there are commonalities across sectors
  - A. Improved recruitment, retention and attendance
  - B. Greater innovation and cohesion
  - C. Improved compliance, risk management and reputation
  - D. Enhanced community outreach
  - E. Better access to consumer markets
- Some benefits are short-term, whilst others represent longer-term 'value-drivers'



# The Business case – in traditionally female dominated sectors

- ❑ Business case for providing family friendly policies like healthcare, child care
- ❑ Why?
  - ❑ workplace diversity leads to improved productivity
  - ❑ Improved retention (staff turnover reduced by 1/3 in Nalt garments)
  - ❑ Loyalty (fewer strikes in Vietnam, hard to quantify)



# The Business case – in traditionally male dominated sectors

- ❑ Why?
  - ❑ Benefit from tapping into entire labor pool
  - ❑ Can hire local people, build community linkage
  - ❑ Social license in operating environment

Odebrecht:  
Free pre hire training programs,



- Access to stable labor force - 9:1 investment/savings ratio
- Community support
- Respectful working environment, reputation