

Gender at Work

Emerging Messages

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Key messages

1. Gender equality is integral to the WBG's twin goals of ending extreme poverty and boosting shared prosperity
2. Progress has been too little and too slow
3. A broader perspective on jobs and constraints is needed, including:
 - Informal and non-wage work
 - Relationships between agency and economic opportunities
 - Constraints across the lifecycle
4. Progressive policy actions are needed to:
 - Mainstream gender equality into jobs and growth strategies
 - Reform institutional and legal frameworks
 - Engage the private sector in innovative solutions
 - Improve evidence and data in key areas

Why it matters

- **The Empowerment Case**

Jobs can be intrinsically and instrumentally empowering for both women and men, and good jobs can increase women's agency, helping them overcome gender-based disadvantages in their communities

- **The Business Case**

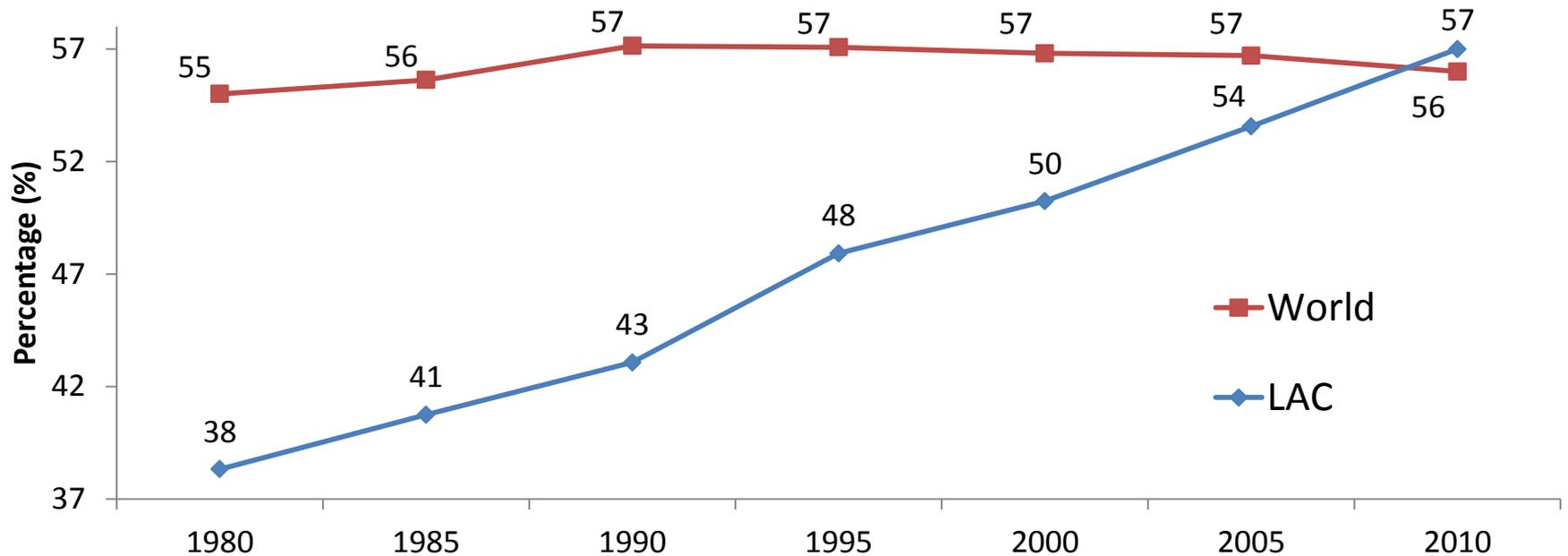
Firms benefit from increasing and diversifying their talent pools and expanding the consumer market

- **The Development Case**

Poverty falls and economic growth is stimulated as jobs empower women

Contributing to poverty reduction: the LAC case

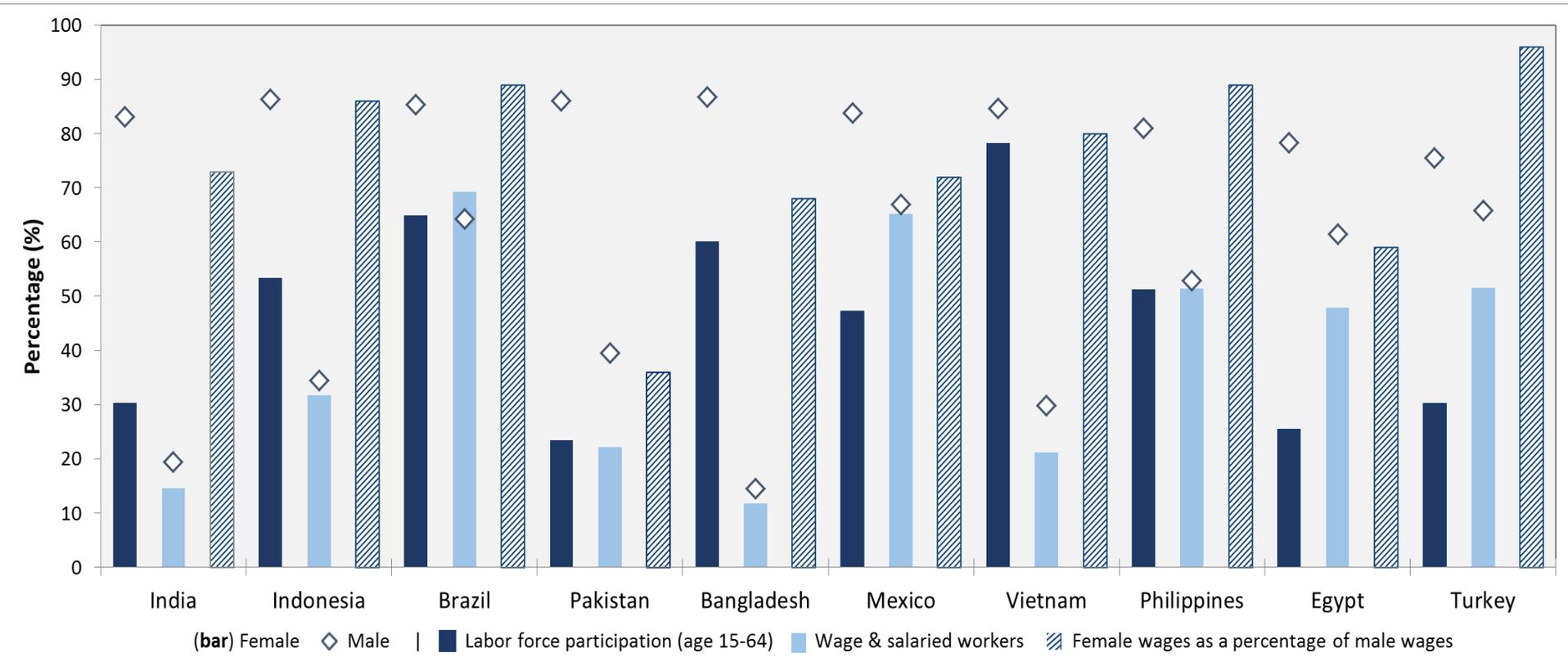
**Female labor force participation increased by 7%
from 2000-2010**



**Female income accounted for 30% of the
reduction in extreme poverty from 2000-2010**

Gender gaps are multidimensional

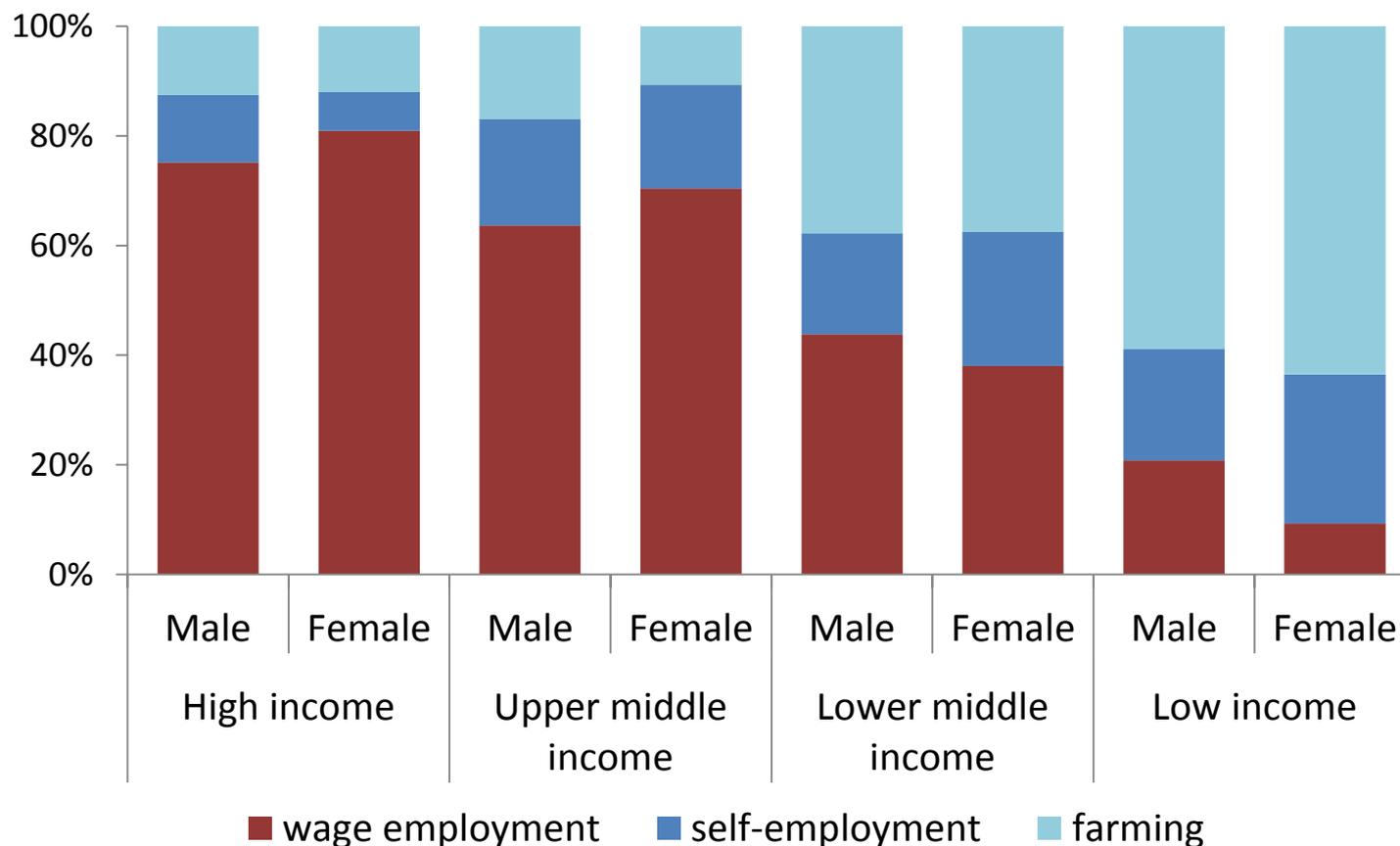
Gaps in labor force participation, type of employment, and pay



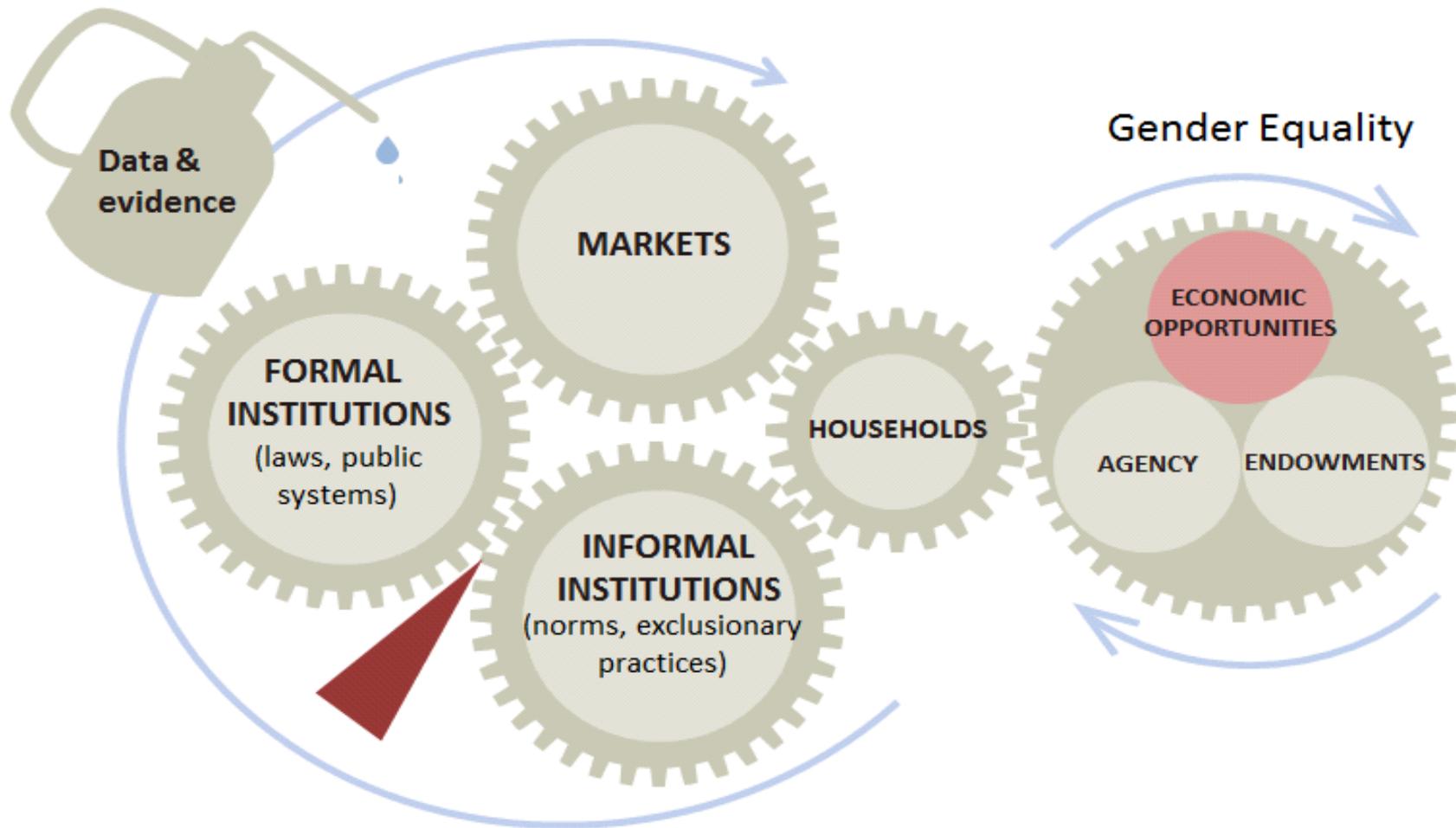
Ten countries representing one-third of the world's population

A broad view of “jobs”

Most of the world’s working poor, but especially women, work in non-wage jobs on farms and in household enterprises

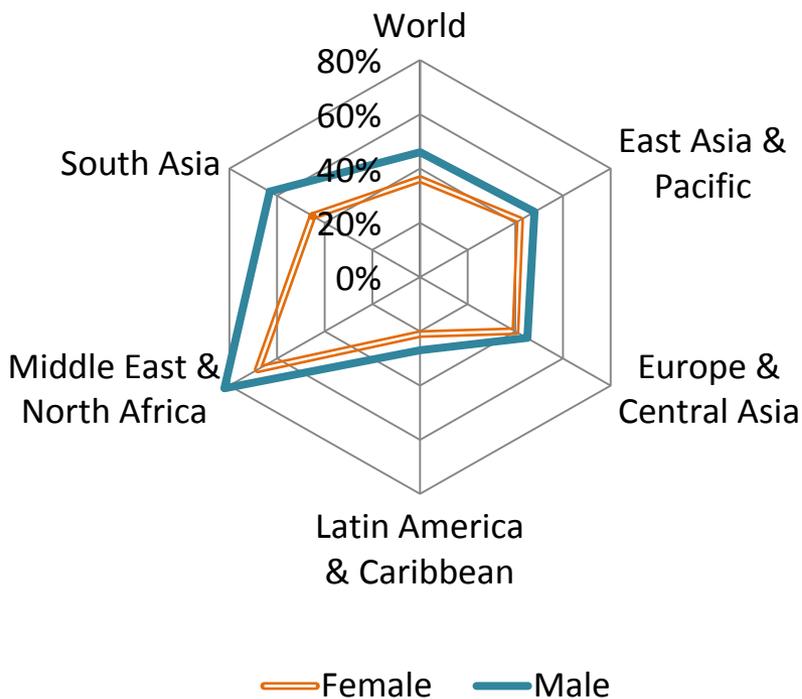


A broad view of equality and constraints

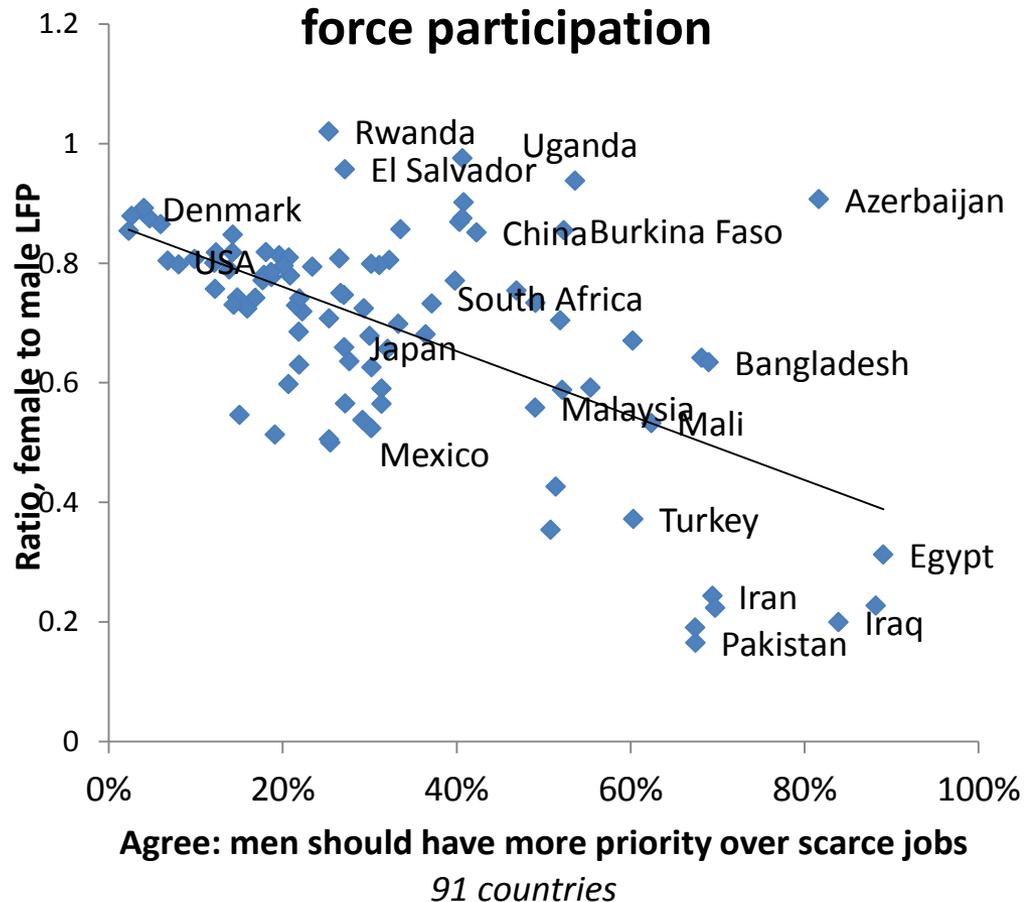


Social norms underlie deprivations and constraints

Agree that men should have priority over scarce jobs

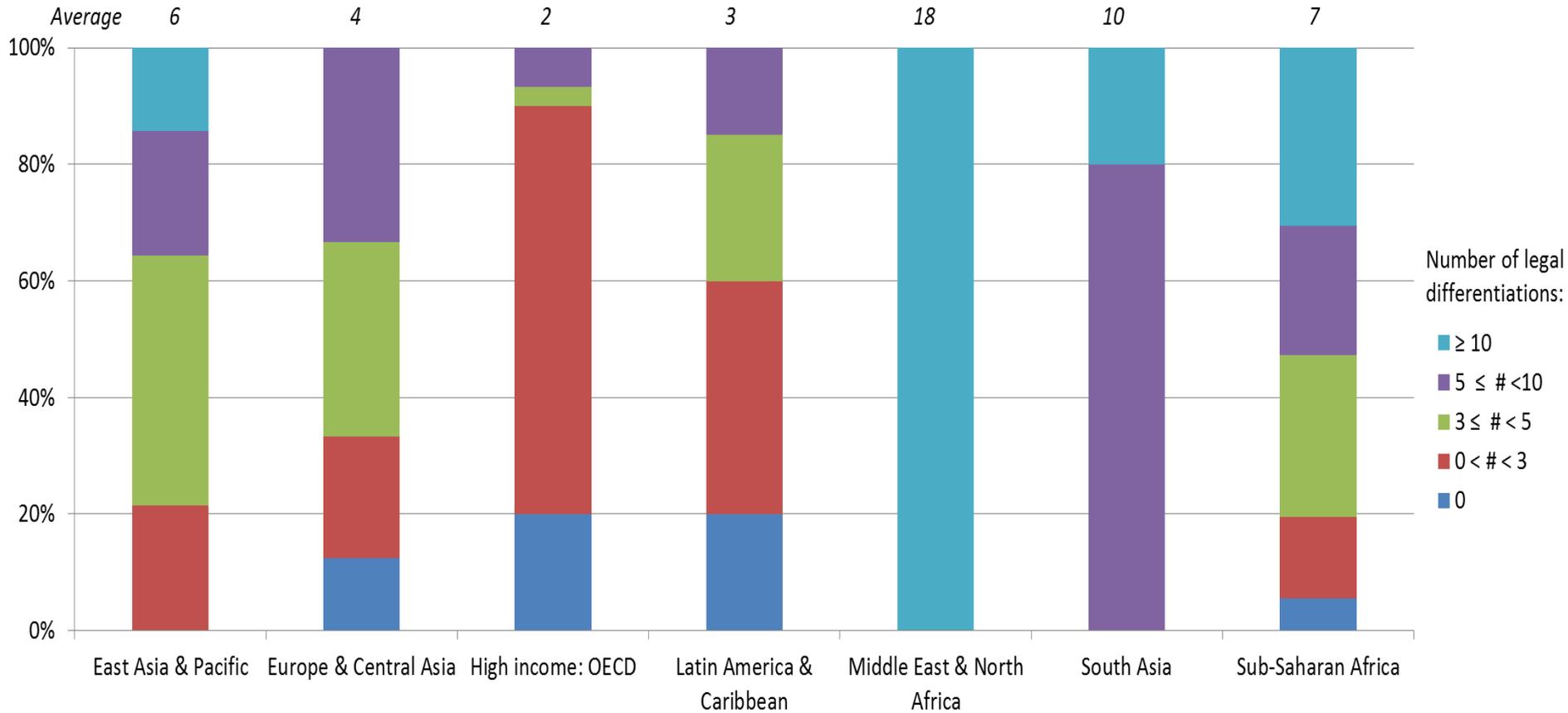


Relationship between perceived jobs equality and gaps in labor force participation



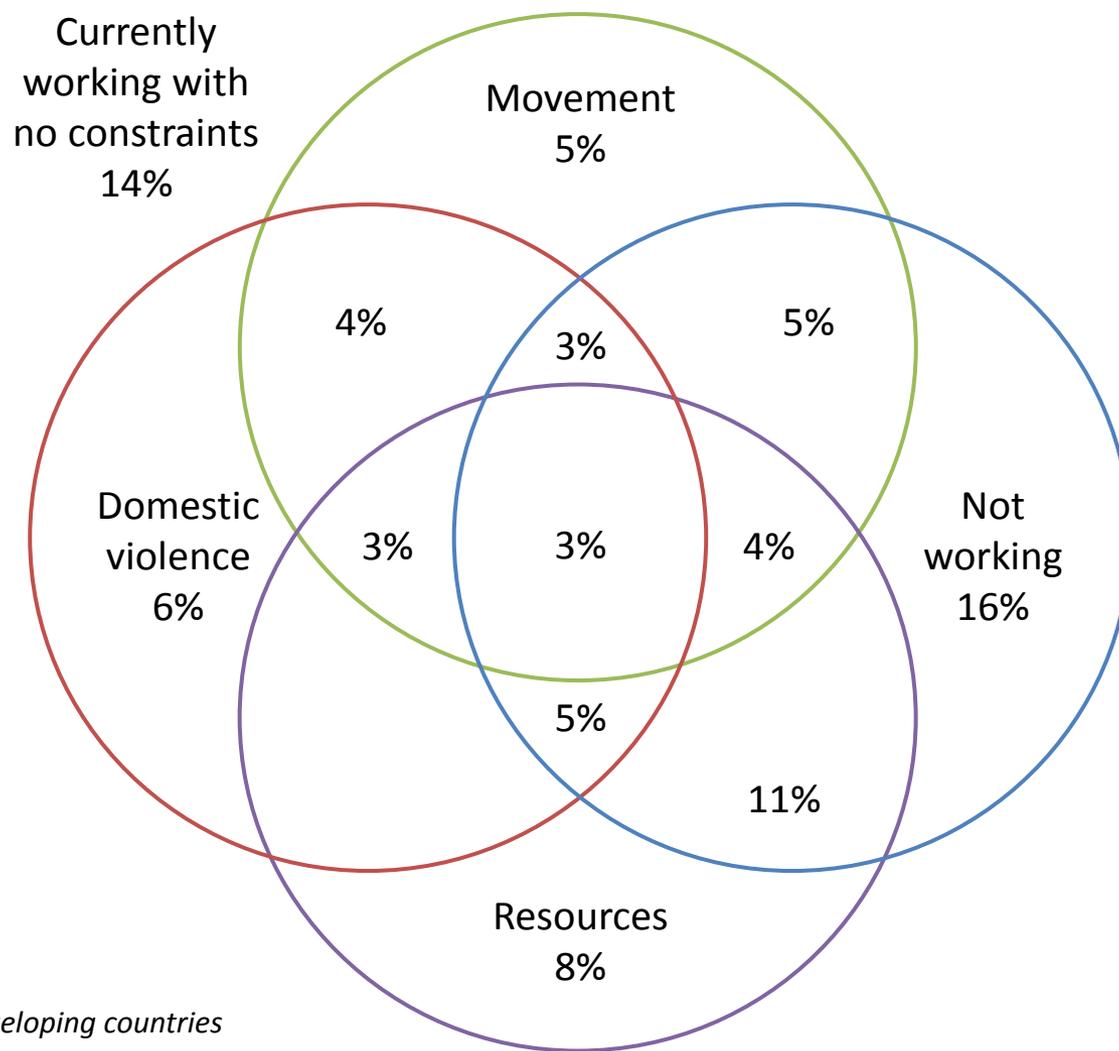
Source: World Values Surveys data

Formal constraints are pervasive



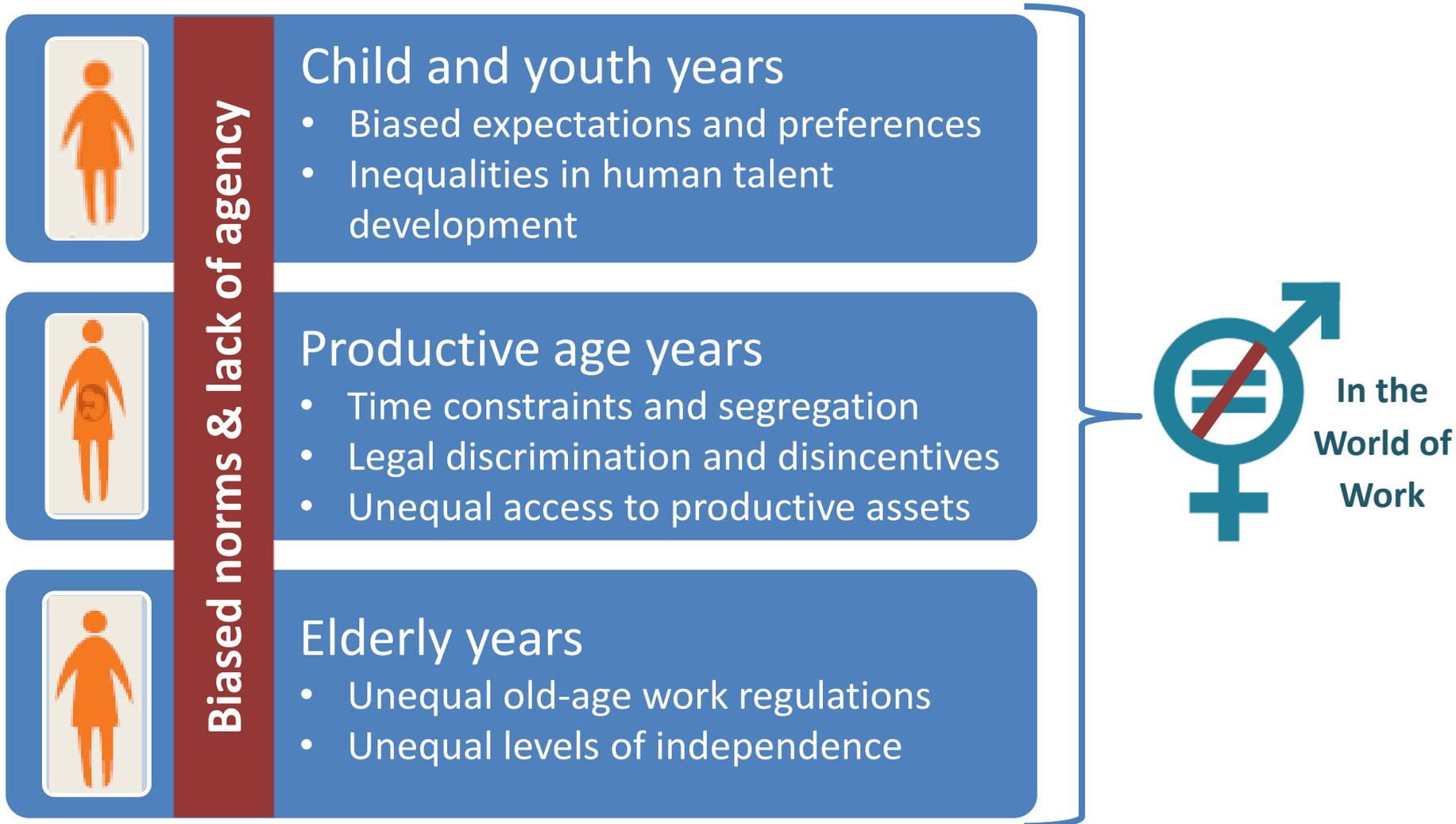
Source: Women, Business and the Law 2014

Overlapping constraints on women's agency



Source: DHS data for 25 developing countries

Addressing constraints through the lifecycle



Childhood and youth

Policy actions can tackle inequalities through education and training.

- Transform norms while they are most pliable (e.g., through community- and school-based programs)
- Tackle gender-specific constraints to schooling
 - “Girl-friendly” schools in Burkina Faso with better sanitary facilities, community and teacher gender education, and attendance incentives increased girls’ enrollment by 23%
- Address streaming and stereotypes in education and training
- Boost non-cognitive and vocational skills
 - World Bank-funded youth employment program in Liberia that included vocational and life skills training, along with job placement help, increased young women’s employment by 50% and average weekly earnings by 115%

Productive age

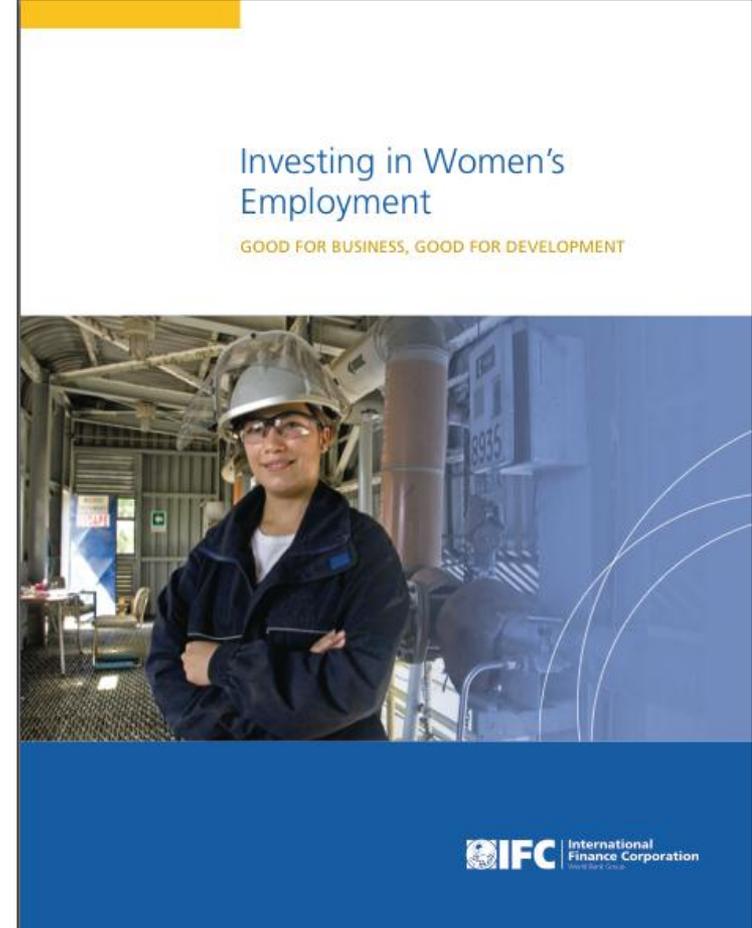
Strategies to help women and men move into the labor force and higher-productivity activities

- Increase women's time for paid jobs and men's time for caring
 - The Mexican government increased women's employment by 5% and earnings by 20% through a large-scale childcare voucher program
 - Companies such as Belcorp and SafariCom have increased access to childcare and health services for women employees and their families
- Increase equal access to productive assets
- Remove discrimination and disincentives in laws, tax codes, and subsidies
- Promote multi-sectoral solutions that boost women's agency and economic opportunities simultaneously
 - A microcredit program in South Africa boosted women's earnings and cut domestic violence by half by including gender norms and health training, plus social support groups
 - Finlays Horticulture Kenya improved employees' agency by strengthening policies to prevent workplace harassment and introducing women's committees to increase voice

WINvest Report

It makes **business sense** to invest in women workers

- Improved recruitment, retention and attendance
- Greater innovation and productivity
- Improved compliance, risk management and reputation
- Enhanced community outreach
- Better access to consumer markets

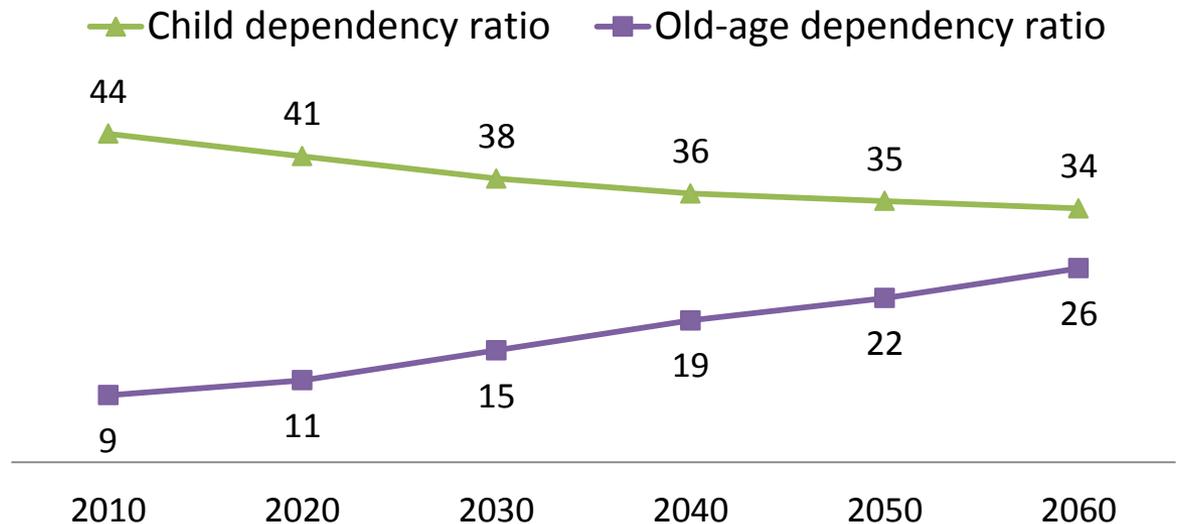


Elderly years

Policy actions can support equitable old-age labor regulations combined with appropriate social protection

- Sex-based differences in legal retirement and pension ages remain in the books in 49 countries
- Many elderly women are outside the scope of formal social protection due to the informal nature of their work

In developing countries, the elderly demographic is becoming increasingly important



Implications for the World Bank Group

- Integrate gender into country diagnostics
 - A gender assessment in Lao PDR showed constraints to women entrepreneurs' finance and skills and recommended policy actions.
- Advance gender equality as a priority in growth and jobs strategies
 - Budget support to Brazil included actions to integrate female-led enterprises and rural producers into local supply chains and address gender violence
- Support governments' and other clients' capacity to monitor and evaluate results
- Invest in global knowledge
 - Impact evaluation in Nicaragua showed boosting women's aspirations through interactions with female leaders increased earnings
- Continue WINvest/work with companies to become gender-smart employers
 - Collecting data, revising their policies, measuring results