Gender & Jobs

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Why does gender matter in the jobs agenda?

- Women comprise half of the world’s adults, and therefore potentially half of its labor force & workers.
- Women’s participation in high return jobs is essential to achieving sustainable economic growth and household welfare.
- But women face *unique constraints* that lead to *suboptimal outcomes*. 
Women are being left behind

- **Lower labor force participation:**
  - Women’s participation in the labor force is significantly lower than men’s in nearly every country\(^1\)
- **Lower employment:**
  - Fewer than half of women have jobs worldwide, compared with almost four-fifths of men\(^2\)
- **Lower job quality:**
  - Women are more likely to work part-time, in informal jobs, in non-wage work, in sectors/occupations with lower productivity and earnings, and to make less money than men\(^3\)
- **Worse outcomes for entrepreneurs:**
  - Women-run business tend to be smaller than men’s, concentrated in traditionally female sectors, less profitable, grow more slowly, and are less likely to survive\(^4\)
What is holding women back?

- Legal discrimination, including mandated restrictions for women opening a bank account, holding particular jobs, etc.
- Unpaid work responsibilities, such as childcare, which competes for their time
- Limited ownership of and access to assets (collateral) and thus lower financial access
- And other constraints, including:
  - Gender norms
  - Differences in education, especially at the secondary level
  - Limited professional networks and social capital
  - Labor market discrimination
  - Safety concerns at work or while commuting
What are we doing to address these constraints in the jobs agenda?

**DIAGNOSTICS**
- Development of analytical tools
- Specialized data (quantitative and qualitative)

**SOLUTIONS**
- Policy Notes and working papers
- Intervention and project design
- Impact evaluations

**KM & COMMS**
- BBLs & Seminars
- Publications

**M&E**
- M&E instruments

**PARTNERSHIPS**
- Gender CCSA
- TTLs (SPJ, FPD, T&C, AGR, GSU, EDU)
- Jobs MDTF
- Solutions for Youth Employment (S4YE)
- KNOMAD
- PEI

**COUNTRY WORK**
What are we doing to address these constraints in the jobs agenda?

● Explore the specific gender issues at play in a given context
  ○ Gather and analyze relevant, gender-disaggregated and gender-sensitive data
  ○ Identify country-specific priority areas for gender policy and action
  ○ Review complementary literature to lay out what we do and do not know

● Consider and address the unique constraints faced by women
  ○ Legal reforms when necessary to guarantee equality before the law
  ○ Support for caregivers
    • Govt or private-sector provision of childcare/eldercare, government mandated paid family leave, etc.
  ○ Support women’s ownership of and access to key assets, such as land, housing, and technology
  ○ Support women’s development of skills (non-traditional)
  ○ Promote women’s financial inclusion
The WBG Jobs Group is innovating to address gender in the jobs agenda

- Jobs diagnostics
  - Countries such as Bangladesh, Cote D’Ivoire, and Paraguay have conducted gender-informed jobs diagnostics
  - Nepal, Paraguay, and Pakistan are doing in-depth pilot work based on constraints identified

- Jobs strategies
  - Examines the creation of formal jobs, the quality of informal jobs, and access to jobs
  - Qualitative research is underway in Paraguay on gender, youth, jobs, and migration

- Jobs operations
  - DPOs, PforRs, Finance for Jobs, Integrated Jobs Operations
  - Unique operation design twists, such as bringing women’s parents to visit the workplace as a way to address norms around women working in IT, implementing payroll management practices such as direct deposit as a way to increase women’s control over their earnings, etc.
Come talk to us about our other solutions!

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