SOUTH ASIA WOMEN IN THE WORKFORCE WEEK

8TH MARCH – 13TH MARCH 2020 | SOUTH ASIA

World Bank South Asia #mindthegendergap #equalatwork #genderequality #IWD2020

Women in South Asia continue to be left out of the region's economic successes. While South Asia is the fastest growing region in the world, the female labor force participation rate is only 23.6% versus 80% for men. There are several barriers that stop women from fully participating at work – including lower education rates, adverse gender norms that limit women's mobility and unpaid care work that render women's labor invisible.

What's female labor force participation (FLFP)?

FLFP the ratio of female to male of proportion of a country's population (ages 15 or older) that is economically engaged, either by working or actively looking for a job.

A high FLFP is a driver (and outcome) of growth and development of a region.

Did You Know?

International Women's Day 2020 marks several milestones in the gender equality movement: a five-year milestone towards achieving the Sustainable Development Goals; 20th anniversary of the UN Security Resolution 1325 on Women, Oeace and Security and the 10th anniversary of the creation of UN Women.

South Asia Needs More Women at Work

Female labor force participation (FLFP) is **26.3%** versus 80% for men

Closing the gender gap will boost the economy by **35%**

Women lead about **16%** of the exporting firms in Asia.

16% of women in Sri Lanka and under 4% of women in Pakistan **have digital skills**

Discriminatory social, cultural and legal practices restrict women

860 million women live in South Asia with three-fourths just in India

71.5 years is the time it will take South Asia to **close the gender gap** at the current pace of progress.

Gender pay gap is highest in India at **34.5%**

Over 25% of girls ages, 10-17 years don't go to a school or attend any skills development program in Afghanistan, Pakistan and India

Highest out-of-school girls in the world, about **5.8 million** girls of primary school age and **8.9 million girls of secondary school age don't attend school**

Lowest rate of female entrepreneurship in the world, women own only **10%** of microenterprises and 8% of Small and Medium Enterprises (SMEs)

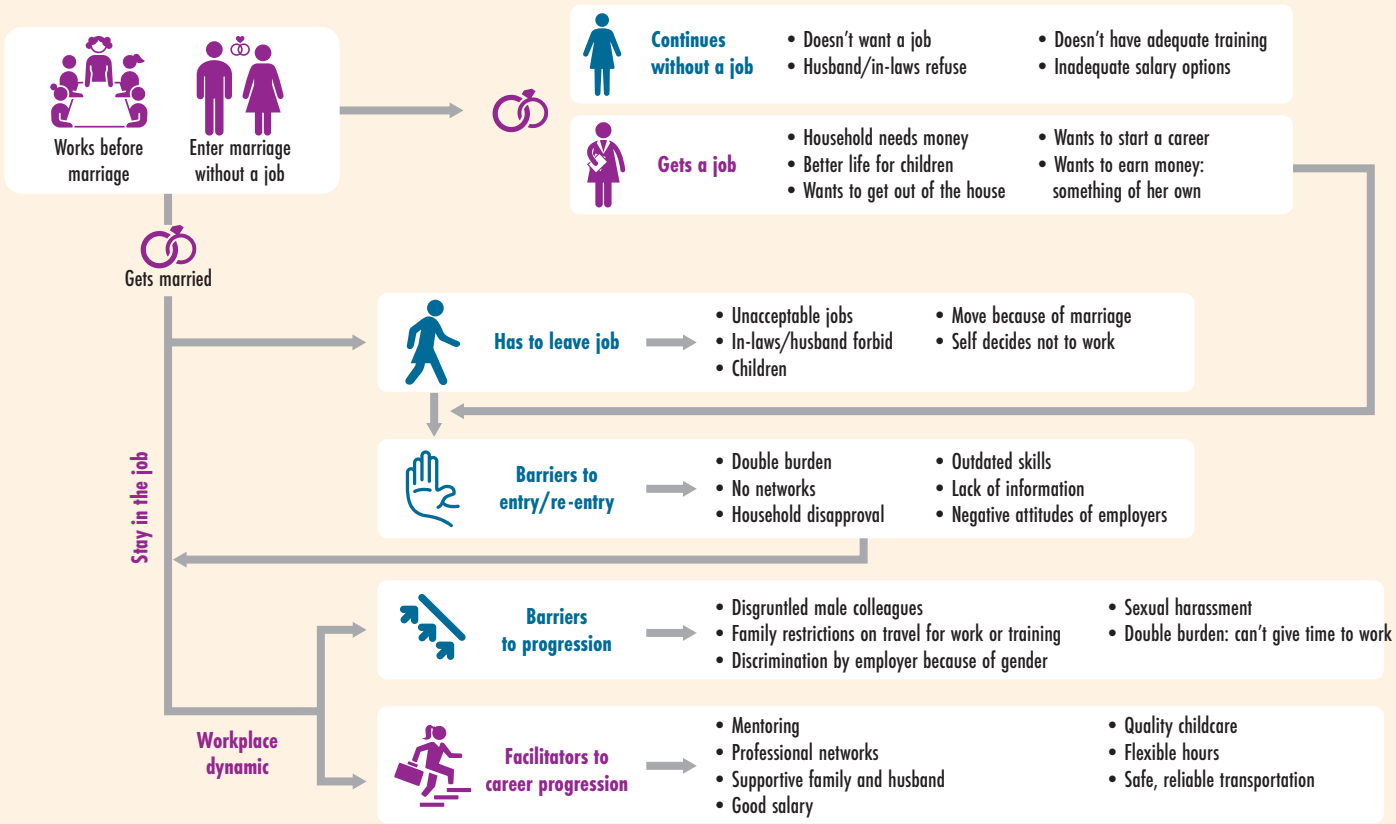
South Asia Women in the Workforce Week 2020 – A World Bank Initiative

At the World Bank, we are committed to supporting the economic empowerment of women and girls in South Asia. The South Asia Women in the Workforce Week is designed to celebrate International Women's Day. The objectives of the week are to highlight our efforts to promote women's labor force participation, convene stakeholders and engage a public conversation on this topic.

We invite you to join us to address the critical issues that affect women's economic lives in South Asia and advocate for more women to get into better quality jobs that enhance their participation, independence and dignity.

Come, learn, discuss, engage and raise awareness to build a better, equal and a balanced future of our economies in South Asia. #EqualAtWork

The employment life cycle: Conceptualizing the barriers and enablers to women working



Agenda

	LOCATION	TIME	SESSION
MONDAY, MARCH 9, 2020			
Morning	Colombo, Sri Lanka	9:00 AM (Afghanistan) 9:30 AM (Maldives, Pakistan) 10:00 AM (India, Sri Lanka) 10:15 AM (Nepal) 10:30 AM (Bangladesh, Bhutan) 12:30 PM (HQ)	**Spotlight Series with Country Directors** *Speakers:* • Idah Pswarayi-Riddihough, World Bank Country Director, Sri Lanka, Maldives, and Nepal • Nisha Arunatilake, Research Fellow, Institute of Policy Studies *Moderator:* Dilinika Peiris, External Affairs Officer *Videotaped session*
Afternoon	Dhaka, Bangladesh	12:30 PM (Afghanistan) 1:00 PM (Maldives, Pakistan) 1:30 PM (India, Sri Lanka) 1:45 PM (Nepal) 2:00 PM (Bangladesh, Bhutan) 4:00 AM (HQ)	**Spotlight Series with Country Directors** *Speakers:* • Mercy Miyang Tembon, World Bank Country Director, Bangladesh and Bhutan • Rubana Huq, President, Bangladesh Garment Manufacturers and Exporters Association *Moderator:* Shilpa Banerji, External Affairs Associate *Videotaped session*
TUESDAY, MARCH 10, 2020			
Morning	Islamabad, Pakistan	10:00 AM (Pakistan, Maldives) 9:30 AM (Afghanistan) 10:30 AM (India, Sri Lanka) 10:45 AM (Nepal) 11:00 AM (Bangladesh, Bhutan) 12:00 AM (HQ)	**Spotlight Series with Country Directors** *Speakers:* • Illango Patchamuthu, World Bank Country Director, Pakistan • Dr. Sania Nishtar, Chairperson, Benazir Income Support Programme *Moderator:* Uzma Quresh, Social Development Specialist *Facebook live event*

	LOCATION	TIME	SESSION
Afternoon	Kabul, Afghanistan	2:00 PM (Afghanistan) 2:30 PM (Pakistan, Maldives) 3:00 PM (India, Sri Lanka) 3:15 PM (Nepal) 3:30 PM (Bangladesh, Bhutan) 4:30 AM (HQ)	**Spotlight Series with Country Directors** *Speakers:* • Henry G. R. Kerali, World Bank Country Director, Afghanistan • Naheed Sarabi, Deputy Minister for Policy, Ministry of Finance • Habiba Sarabi, Deputy Chair, High Peace Council *Moderator:* Katherine Blanchette, Operations Officer *Videotaped session*
Afternoon	Kabul, Afghanistan	2:50 PM – 3:45 PM Afghanistan)	**Women's Economic Empowerment: Narratives by Women Change Agents** *Speakers:* • DM Dewa Samad, Deputy Minister, Ministry of Public Health • DG Nadima Sahar, Lead, Technical and Vocational Education and Training Board • Manizha Wafeq, President and Co-founder, Afghanistan Women Chamber of Commerce and Industry • Rangina Hamidi, Founder and President of Kandahar Treasure
		3:45 PM – 4:00 PM (Afghanistan)	**Photo Exhibition of Prominent Afghan Female Figures & Refreshment**
		4:00 PM – 4:30 PM (Afghanistan)	**Inauguration of women-led shop in the WB office featuring products from rural women**
Afternoon	Islamabad, Pakistan	3:00 PM onwards (Pakistan)	**Celebrating women's lives, livelihoods and art: Homebased Artisans Stalls, Pakistan Stock Photo Contest, GLWE organizations, Art Exhibition** **World Bank Data Depot: Using Data on Girls for Decision Making** Concurrent sessions on: • Digital security training • Self-defense • Cycling • Basketball Masterclass • Zumba *Speakers:* • Illango Patchamuthu, World Bank Country Director, Pakistan • Nayyab Ali, Transgender Rights Activist • Kulsoom Hazara, Karate Champion • Dr. Sarah Qureshi, Aerospace Engineer & Scientist • Maham Khan, ASP • GLWE organizations sharing their commitments
WEDNESDAY, MARCH 11, 2020			
Morning	New Delhi, India	9:00 AM (Afghanistan) 9:30 AM (Pakistan and Maldives) 10:00 AM (India and Sri Lanka) 10:15 AM (Nepal) 10:30 AM (Bangladesh and Bhutan) 12:30 AM (HQ)	**Spotlight Series with Country Directors** *Speakers:* • Junaid Kamal Ahmad, World Bank Country Director, India • Dr. Deepa Narayan, Author and Social Scientist *Moderator:* Shrayana Bhattacharya, Senior Social Protection Economist *Facebook live event*

	LOCATION	TIME	SESSION
WEDNESDAY, MARCH 11, 2020			
Morning	New Delhi, India	11:30 AM – 12:30 PM (India)	**Panel: Social norms and their Impact on Female Labor Force Participation** *Speakers:* • Junaid Kamal Ahmad, World Bank Country Director, India • Dr. Deepa Narayan, Author and Social Scientist • Poonam Muttreja, Executive Director, Population Foundation of India *Moderator:* Sumila Gulyani, Program Leader
All Day	Kabul, Afghanistan	10:00 AM – 4:00 PM (Afghanistan)	**Art and Handicrafts Exhibition by female entrepreneur groups (for World Bank female staff and female family members)**
THURSDAY, MARCH 12, 2020			
Morning	New Delhi, India	11:00 AM-1:00 PM (India)	**Panel: Women's Economic Empowerment: Evidence, Policy and Practice in India** *Speakers:* • Jorge A. Coarasa, Program Lead, World Bank • Rohini Pande, Henry J. Heinz II Professor of Economics and Director of the Economic Growth Center, Yale University • Yamini Atmavilas, Lead for Gender Equality, India Country Office, Bill & Melinda Gates Foundation • Jayati Ghosh, Chair of the Centre for Economic Studies and Planning, Jawaharlal Nehru University • Shagun Sabarwal, Director of Policy, Training and Communications, The Abdul Latif Jameel Poverty Action Lab • Soumya Kapoor, Development Economist, Initiative for What Works to Advance Women and Girls in the Economy *Moderator:* Emcet Tas, Senior Social Development Specialist
All Day	Kabul, Afghanistan	10:00 AM – 5:00 PM (Afghanistan)	**Art and Handicrafts Exhibition** (for World Bank female staff and female family members)
FRIDAY, MARCH 13, 2020			
Morning	Dhaka, Bangladesh	9:00 AM – 12:00 PM (Bangladesh)	**WePOWER Interactive Forum: "Engage and Empower Women in STEM Education and Energy Sector Institutions"** *Speakers:* • Mercy Miyang Tembon, World Bank Country Director, Bangladesh and Bhutan • Dr. Celia Shahnaz, Professor (EEE), BUET Chair, IEEE Bangladesh Section *Venue:* Bangladesh University of Engineering and Technology (BUET), Dhaka *Interactive sessions for Students and Young Professionals:* • Meet the Institutions • Meet the Mentors • Recruitment and Retention