

Employment policies for a job-rich and fair recovery: Planning gender-responsive sectoral policies

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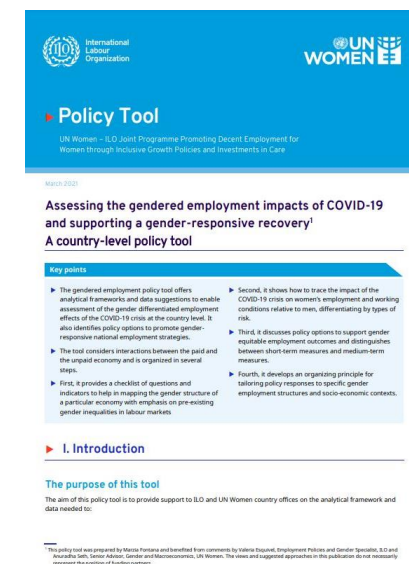
▶ Outline

- ▶ **General principles underpinning the design of the Gendered Employment Tool**
- ▶ **Core elements of the Tool**
- ▶ **Challenges**

Assessing the gendered employment impacts of COVID-19 and supporting a gender-responsive recovery

The gendered-employment *Policy Tool* :

- ▶ Provides checklist and indicators to help mapping the gender structure of a particular economy with emphasis on pre-existing gender inequalities in labour markets.
- ▶ Shows how to trace the impact of the COVID-19 crisis on women's employment and working conditions relative to men, differentiating by types of risk.
- ▶ Discusses policy options to support gender equitable employment outcomes and distinguishes between short-term measures and medium-term measures.
- ▶ Develops an organizing principle for tailoring policy responses to specific gender employment structures and socio-economic contexts.



The *Policy Tool* is available for download at: https://www.ilo.org/employment/Whatwedo/Publications/WCMS_778847/lang--en/index.htm

▶ Core principles reflected in the gendered employment tool:

- ▶ Economy-wide perspective including both paid both and unpaid sectors (economic crises shift boundaries between the paid and the unpaid)
- ▶ The recovery will not automatically lead to greater gender equality. Concerted efforts required to foster gender-equitable paths of structural transformation
- ▶ **Sectoral policies for gender-responsive structural transformation must both improve working conditions in sectors where women predominate and promote their greater inclusion in other high-productivity sectors**
- ▶ Policy formulation must recognize diversity of economic structures and gender configurations. Data analysis is to be granular (e.g. diversity of women's circumstances, intersecting inequalities, variety of economic structures and gender employment patterns)
- ▶ The tool builds on other existing ILO Tools and Frameworks (e.g. RDA for labour market impacts of COVID-19, ILO COVID Monitor, NEP frameworks)

▶ Assessing the gendered employment impacts of COVID-19: Asking the right questions

STEP 1. The Economy as a Gendered Structure

Main Questions

- ▶ Where did women work prior to the COVID-19 crisis?
- ▶ What were the most glaring pre-existing gender inequalities in both paid and unpaid work?
- ▶ How were these inequalities exacerbated for specific groups of women such as migrants, ethnic minorities, and women in different stages of the life cycle?

Key Indicators

- ▶ Quantity and Quality of Employment
- ▶ Earnings
- ▶ Access to resources and opportunities
- ▶ Distribution of unpaid work
- ▶ Access to services and infrastructure
 - Statistics capturing terms of inclusion rather than merely count how many women are in work
 - High level of sectoral and occupational disaggregation
 - Disaggregation not only by sex but also stage in the life cycle, place of residence, educational attainment and migration status
 - Link finding from TUSs with socio-economic circumstances of people surveyed including extent of their access to infrastructure

▶ Assessing the gendered employment impacts of COVID-19: Asking the right questions

STEP 2. Direct and indirect employment impacts

Main Questions

- ▶ Use the dashboard of indicators created as baseline in Step 1. Distinguish sectors and occupations by kind of disruption.
- ▶ Monitor changes in sectors at risk according to the ILO COVID-19 Monitor ranking, with attention to **heterogeneity of risks and workers**
- ▶ How are different risks gendered?

Key Indicators

- ▶ By type of risk:
 - ▶ Risk of employment loss and reduced working hours.
 - ▶ Risk of erosion of working conditions and of occupational safety and health.
 - ▶ Risk of declining physical and mental health.

Of particular gender significance is the question of *whether women are at high risk of losing their job* not only when they are over-represented in sectors suffering from significant output decline, but also when they work in other sectors.

Assessing the gendered employment impacts of COVID-19: Asking the right questions

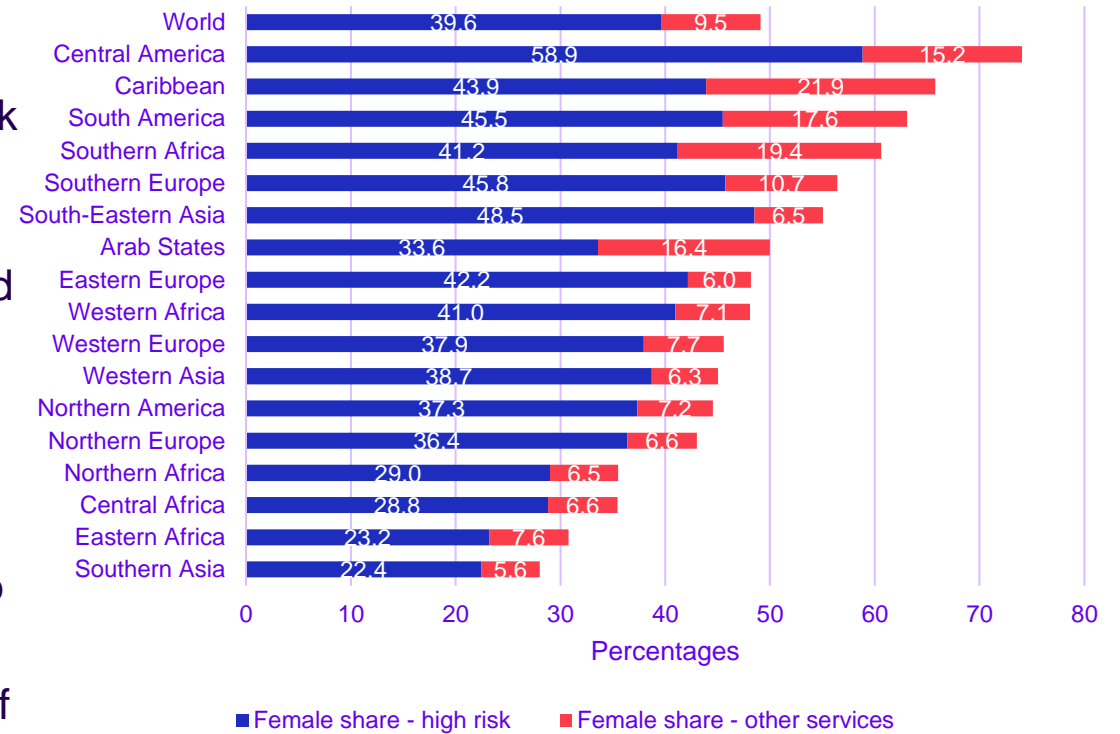
STEP 3. Considering interactions between paid and unpaid work

- ▶ Document changes in both unpaid work burdens and total work burdens (if possible by: essential workers, teleworkers, withdrawn from labour force)
- ▶ Consider interactions between gendered time use patterns and availability of care services and other infrastructure

STEP 4. Including the most vulnerable women workers

- ▶ Which categories of women workers are most marginalized and vulnerable? Which women workers are most at risk (of job loss, disease exposure, or both)?
- ▶ How do migration status or disability intensify the challenges of particular categories of women workers?

Share of women working in high-risk sectors and in other services

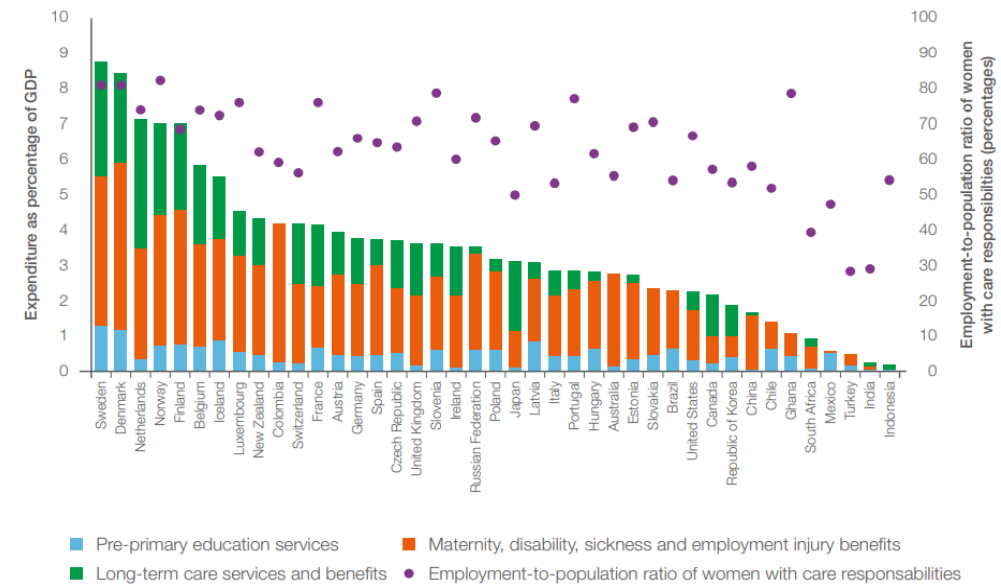


Source: ILO 2020. "Policy Brief, "A gender-responsive employment recovery: Building back fairer", Geneva: ILO.

Identifying policy priorities for a gender-responsive, job-rich and sustainable recovery

- ▶ **Significant fiscal support** must continue.
- ▶ **Transform structures of production** to achieve decent work and gender equality objectives
- ▶ **Invest in Care** for gender equality in the world of work and sustainable economic development
- ▶ **Disrupt traditional gendered patterns of work**
- ▶ **Harness technological advancements** for decent work and gender equality.

Public expenditure on selected care policies as a percentage of GDP, and employment-to-population ratio of women with care responsibilities, latest year



Note: Correlation between investment in care policies and employment-to-population ratio of women with care responsibilities is 0.67. The employment-to-population ratio of women with care responsibilities is for women aged 18–54 in middle- and low-income countries and for the age group 25–54 in high-income countries. Women with care responsibilities are defined as women living in the same household with at least one child under the age of 15 and/or with an older person (aged at the country's healthy life expectancy at 60 or above). In Australia, Canada, Chile, Indonesia, Japan, Republic of Korea, and New Zealand women with care responsibilities are not defined, therefore the employment-to-population ratio of all women aged 25 years and above is used. 41 countries.

Source: Addati, L., Cattaneo, U., Esquivel, V., Valarino, I., 2018. Care work and care jobs for the future of decent work. Geneva: ILO

Suggested measures for a gender- responsive job-rich recovery, by type of country

Country Group	LIAEs	IEOs	DMIEs (MENA)	DIMIEs (LAC)	HIEs
Policy area					
Macroeconomic policies	<p>Priority to rural women's needs in expanding both physical and social infrastructure spending</p> <p>Debt restructuring to strengthen fiscal capacity in the long term</p>	<p>Boost domestic demand and employment generation</p> <p>Expand social infrastructure to address care needs of both wage workers and self-employed women</p> <p>Include women in strategies for export competitiveness based on skills and technological development</p>	<p>Expand investment in physical infrastructure to reduce rural-urban differences and gender gaps</p> <p>Expand investment in social infrastructure</p> <p>Use revenue from natural resources extraction to finance investment in social and physical infrastructure, when relevant</p>	<p>Continue stimulus packages especially for sectors that disproportionately employ women</p> <p>Maintain high levels of public investment in care provision</p> <p>Invest to reduce rural-urban inequalities</p>	<p>Sustain public investment in care, health and education and prioritize it in support of gender equality outcomes</p> <p>Ensure adequate funding of care services at all levels of government</p> <p>Tackle tax evasion and increase taxes on wealth</p>
Sectoral policies	<p>Emphasis on improving women farmers' terms of inclusion in food supply chains and green agriculture</p> <p>Include women in economic diversification strategies</p>	<p>Promote economic diversification and ensure women's inclusion in emerging sectors (e.g. green industries)</p> <p>Provide professionalization and training to care workers</p> <p>Pay attention to women's terms of inclusion in agriculture, when relevant</p>	<p>Promote greater diversification of the economy and women's inclusion in new sectors</p> <p>Ensure women-safe transport</p> <p>Provide professionalization and training to care workers</p> <p>Promote women's inclusion on better terms in commercialized agriculture</p>	<p>Continue expansion of care services as means of generating direct and indirect employment for women</p> <p>Financial and technical assistance for informal women-managed SMEs</p> <p>Support women's inclusion in technical and scientific occupations</p>	<p>Greater investment in care sectors, including not only childcare but also social and elderly care</p> <p>Establish universal childcare</p> <p>Include more women in green industries and other reemerging sectors</p>
Income support for workers and households	<p>Strengthen social transfers to support the most disadvantaged women, especially in rural areas</p>	<p>Maintain exceptional social assistance measures until needed, with attention to women in informal businesses</p> <p>Extend social protection to uncovered groups</p>	<p>Strengthen and extend social protection</p> <p>Public provision of care services on a generalized basis (not attached to employment status)</p>	<p>Build on current social assistance programmes and strengthen their gender perspective in design and implementation</p>	<p>Ensure women and men equally benefit from job retention schemes and income support to enterprises</p> <p>Extend social protection to international migrants</p>

Suggested measures for a gender- responsive job-rich recovery, by type of country (contd.)

Country Group	LIAEs	IEOs	DMIEs (MENA)	DIMIEs (LAC)	HIEs
Active labour market policies and PES	Utilize public procurement and public works to secure women's reliable access to jobs	Subsidies to encourage hiring of women and similar measures to challenge employers' stereotypes Apprenticeship placements for women in emerging sectors Integrated packages of skill development and marketing support for women-managed SMEs	Subsidies to encourage hiring of women and other measures to challenge employers' stereotypes Promote integrated public employment services that address women's needs Integrated packages of skill development and marketing support for women-managed SMEs	Promote integrated public employment services that address women's needs Address skill mismatches with special attention to younger women	Integrated public employment services that address women's needs, with emphasis on promoting their inclusion in new emerging sectors
Skills development	Design and implement agricultural extension services in gender sensitive ways Reduce gender gaps in formal education Reduce gender gaps in digital skills and access	Address gender gaps in technical skills (e.g. STEM) and specialized technical training	Reduce gender stratification in fields of study Include more women in specialized on-the-job training	Support women's and girls' education and training in STEM fields	Reshape skill development in line with post-COVID labour demand and ensure women's inclusion in new fields Encourage men to train and work in care professions
Labour market institutions and rights at work	Strengthen labour market institutions and improve enforcement, especially in rural areas Recognize women as cultivators in their own right Encourage women's rural cooperatives	Greater compliance with labour standards at every level of GVCs Better protection from sexual harassment Better enforcement of non-discrimination provisions and women's labour rights	Revise legislation and other policies to address gender equality in employment Better enforcement of labour legislation, particularly outside of the public sector Tackle exploitative conditions of women migrants in migrant-receiving countries	Facilitate transition to formality Improve compliance with minimum wage legislation Strengthen regulation of teleworking	Better protect workers in the gig economy Strengthen telework policies with special attention to work-family balance Strengthen leave policies (e.g. equal entitlements to paid care leave to support children, disabled or elderly family members)

▶ An integrated gender-responsive employment policy framework

POLICY RESPONSES UNDER THE CURRENT ILO NATIONAL EMPLOYMENT POLICY (NEP) :

- ▶ Macroeconomic policies and stimulus
- ▶ Sectoral policies
- ▶ Income support for workers and households
- ▶ Active labour market policies and public employment policies (PES)
- ▶ Skills development
- ▶ Strengthened labour market institutions and respect for rights at work

The *optimal mix* of policies will vary by socio-economic context



▶ Challenge

- ▶ **How to move from identification of policy priorities to implementation?**