



Employment promotion of women - one way to strengthen inclusive growth?

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SP Employment promotion in development cooperation





Objective of German DC: Closing the Gender Gap



Source: OECD 2012

Rights-based approach:
(cf. BMZ., 2011):

- The right to work, the right to education, the right of women to equal status in rural development, the right to food, the right to health

Inclusive Growth ...

- is Growth with Declining Inequality (Rauniyar and Kanbur 2010)



Major systemic constraints contribute to persistent gaps in women's economic opportunities

Systemic constraints

Adverse social norms

Discriminatory laws and gaps in legal protection

Failure to recognize, reduce and redistribute unpaid household work and care

Gender gaps in access to digital, financial and property assets



Persistent gaps in women's economic opportunities

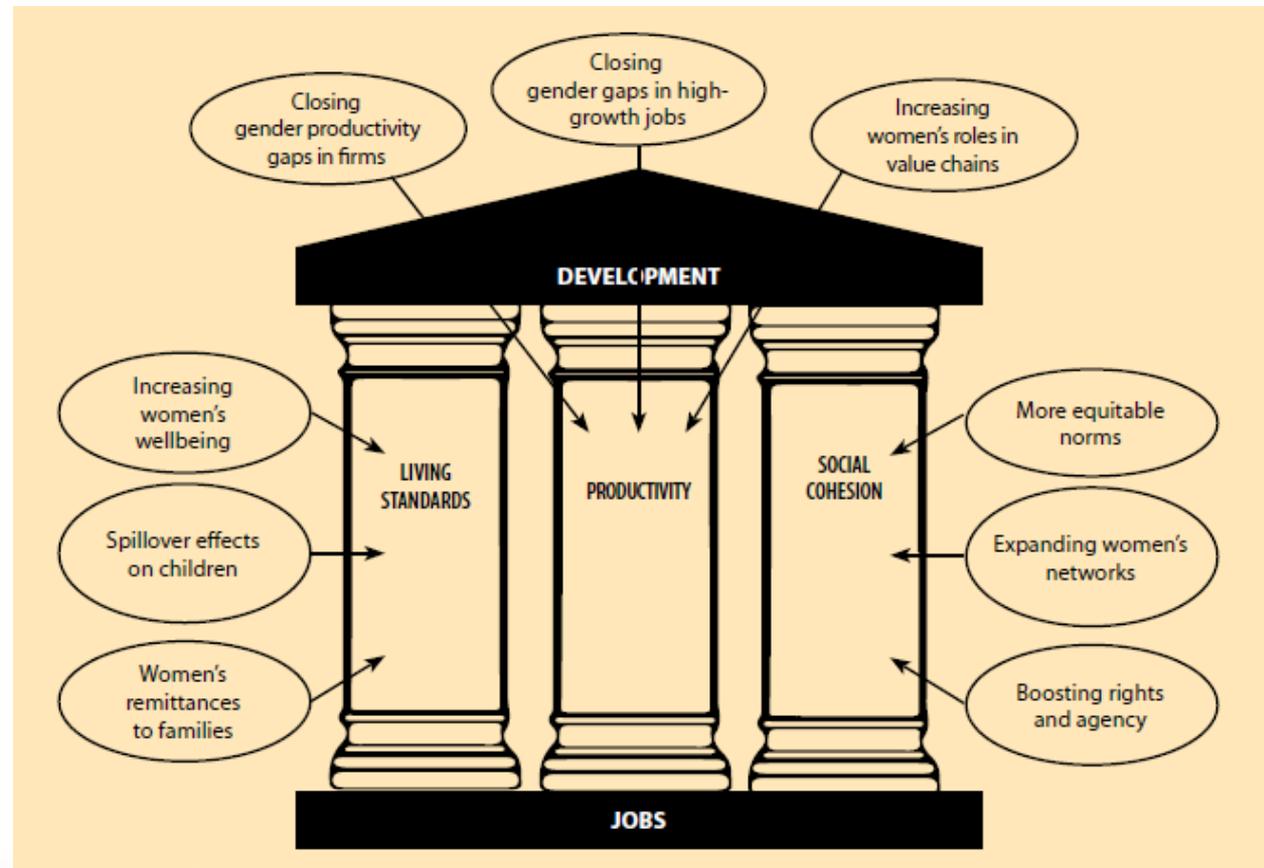
- Labour force participation
- Unpaid work
- Types of paid work
- Informal work
- Pay and prospects
- Formal enterprise ownership

Source: UN 2016



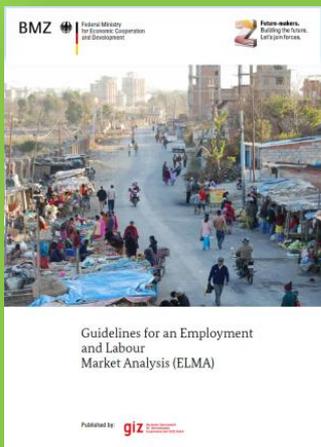
World Development Report 2013: Jobs drive development!

The WDR 2013 framework for analyzing “good jobs for development” helps us to understand the ways in which greater gender equality in the world of work can drive development





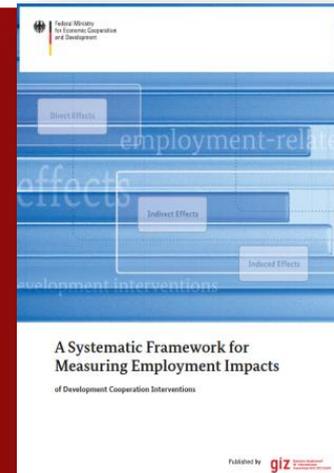
How to proceed? We recommend three steps:



Analyze labor markets: What are the binding constraints that hinder employment?



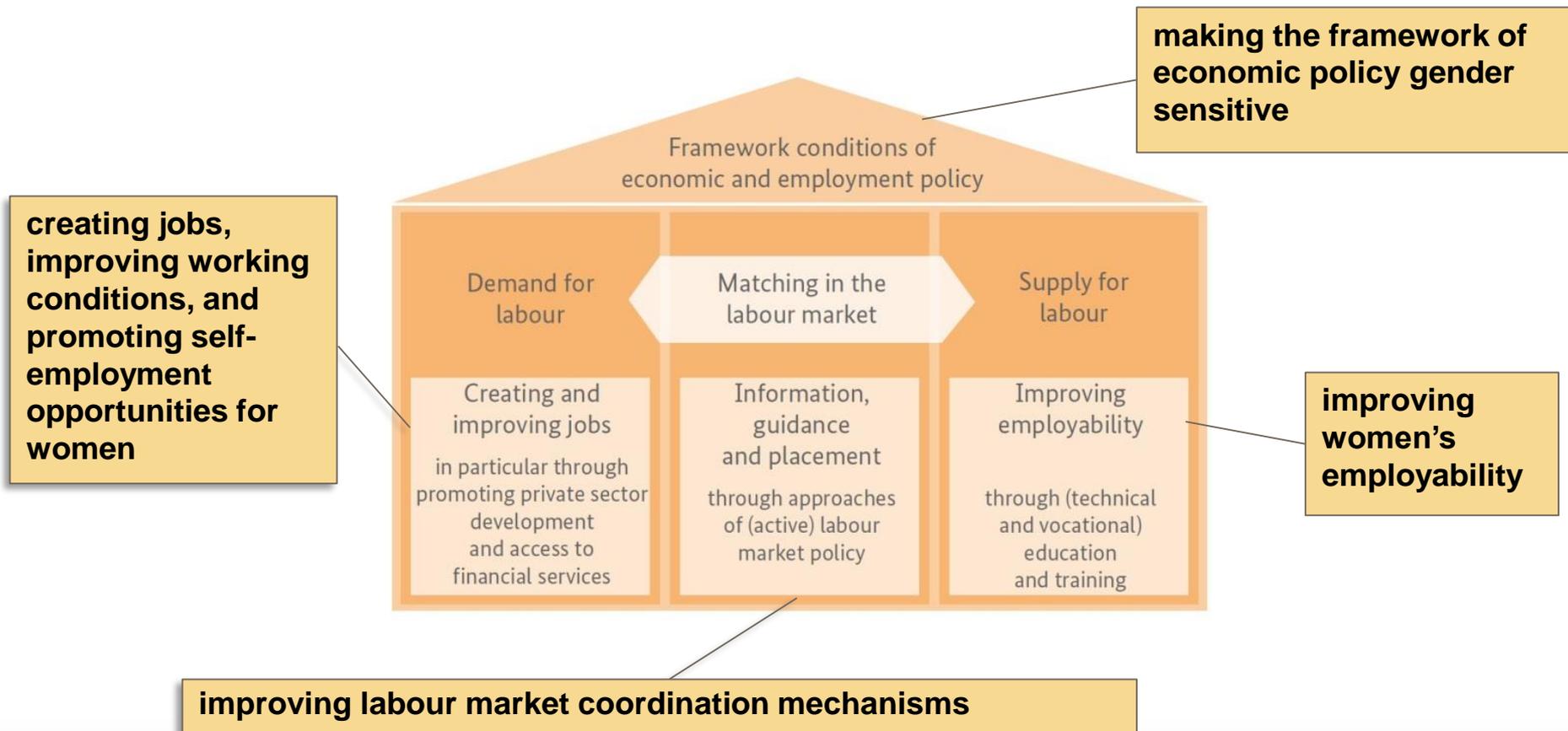
Increase employment effects: interventions that address the constraints and make use of the potential for employment



Provide evidence of the employment effects: M&E of key indicators and intermediary outcomes, pilot evaluations



The Integrated Approach to Women's Employment Promotion





Initial vocational training and further education for women

- There are **innovative (e.g. ICT) and growth sectors** with **significant employment potential for women**, and they should be the focus of training and employment promotion.
- **Interests and needs of women and girls** have to be adequately taken into general consideration.
- Women **are less mobile and have less time** to participate in formal or non-formal initial training and further education.
- In order to acquire better understanding of working women's situation - and possibly to reduce resistance of their male or female relatives - it is important for the latter to participate in the **development of their female partners**.



Women's participation in a competitive private sector

- **Measures that promote the private sector** are required at the macro, meso, and micro levels to work toward changes in the framework conditions that make equal participation possible for women.
- Through microcredits and savings-and-credit cooperatives, **microfinance programmes** can also make access to credit and other financial services available to poorer population groups and especially women.
- women frequently have a specific need for **basic financial literacy training**.
- Promoting **quality labels for gender-sensitive corporate policy and culture**.
- **ICT approaches can also prove to have substantial effects on employment**.



Gender-sensitive decision-making mechanisms in the labour market

- **Gender-sensitive career and academic counselling and job placement** should take the divergent interests, needs and socio-cultural backgrounds of women and men into account.
- **Mentoring measures** can provide effective support for young women transitioning to employment.
- Measures to **change the awareness on gender role models** are particularly relevant.
- Women's membership in **networks and interest groups** can be useful **tools** to strengthen their economic participation.



Promoting gender-sensitive framework conditions

- Anchor gender equality and the **active promotion of women in the labour market as a cross-cutting issue** in poverty strategy papers, in national employment strategies and in Decent Work Country Programmes.
- Promotion of a **legal system** in which women and men are equal de jure as well as de facto. This relates to the principle of **equal pay for equal work** as well as **equal access to education, work, land and financial resources**. Measures that seek to achieve **reconciliation of work and family life**, especially in regard to childcare.
- There needs to be a consistent **course of action against gender-based violence**, particularly in the workplace and on the way to work.



Conclusions

- Promotion of women's employment because it is essential for inclusive growth and therefore for development in general
- We recommend three steps: analyze labor markets, increase employment effects, assess employment effects
- Analyze and address constraints specific for women's employment
- Invest in economic sectors that can create significant employment opportunities also for women
- We need more rigorous evidence!



Thank you for your attention!

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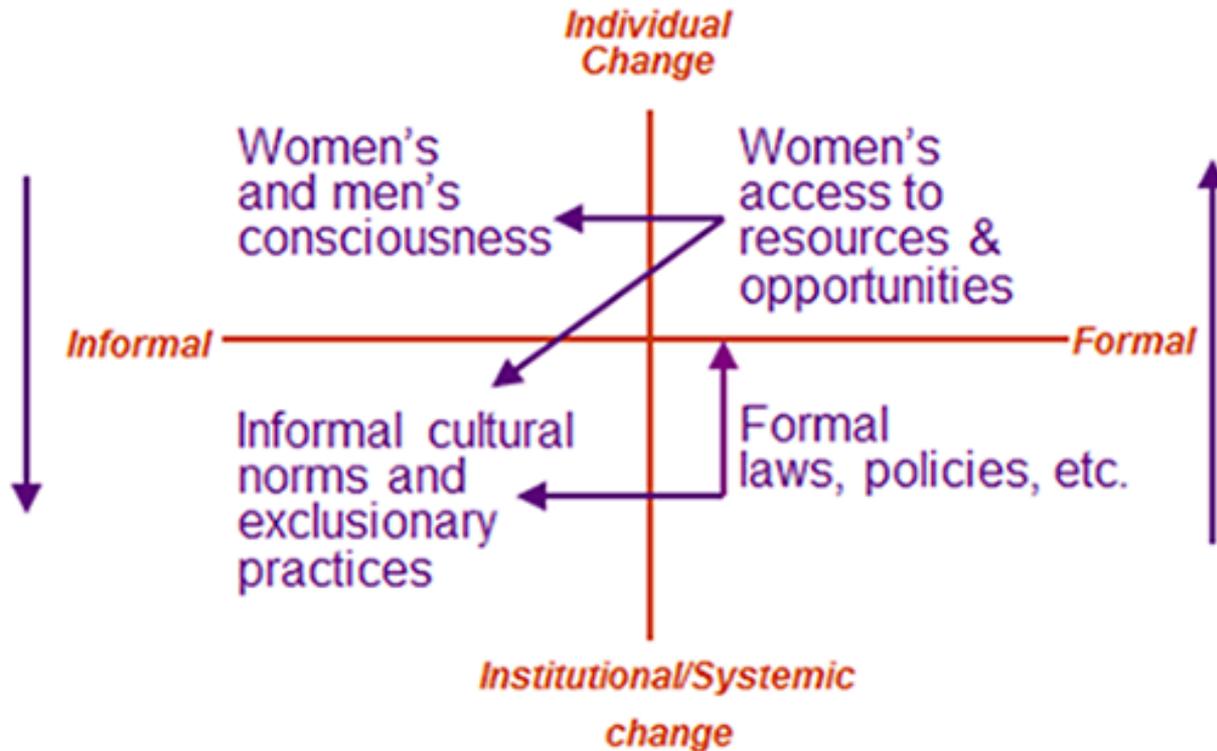


Back-up



The Gender at Work Framework

What Are We Trying To Change?



Source: www.genderatwork.org

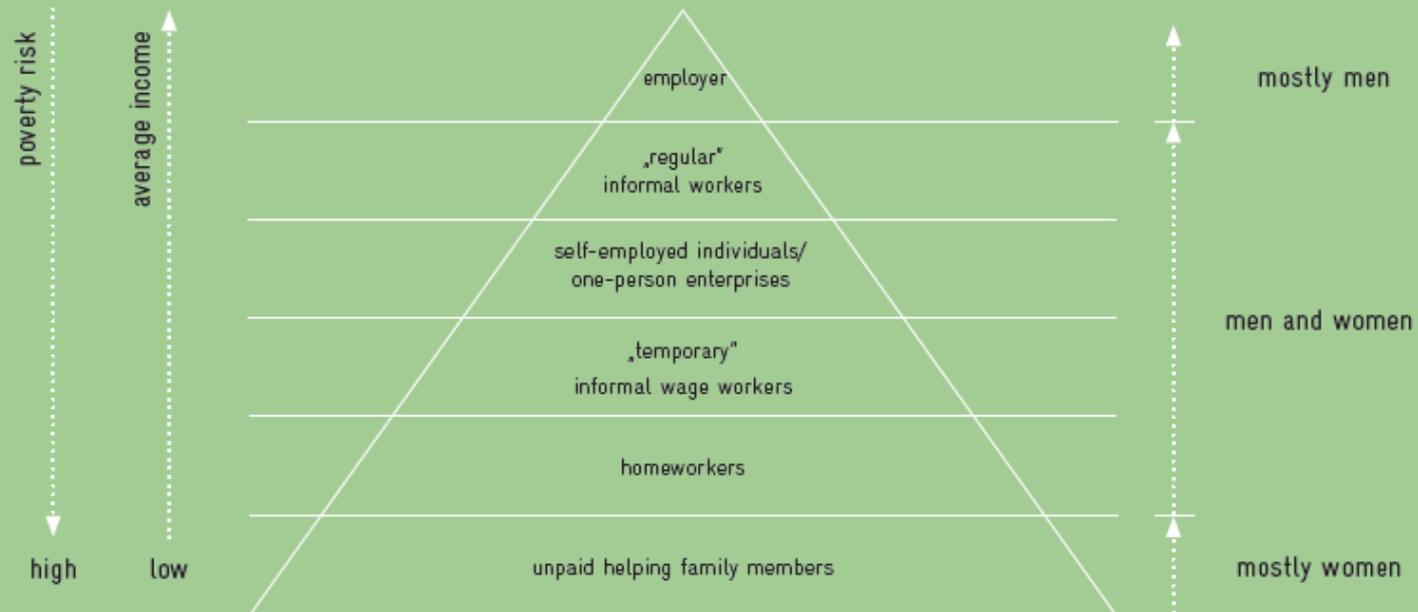


The Challenge (continued) ...

FIGURE 5

Heterogeneity of informal employment

segmentation by gender



Source // Chen et al, 2005

Source: Chen et al. 2005



World Economic Forum: The Inclusive Growth and Development Report (2017) (I)

Many countries have significant unexploited potential to simultaneously increase economic growth and social equity. But activating the virtuous circle of inclusive growth more fully will require them to change their approach to **structural reform**.

Countries seeking to keep pace with the labor-market challenges accompanying the Fourth Industrial Revolution should set a **discrete national investment target and public-private implementation strategy** across the following five areas of human capital formation:

- 1) Active labor-market policies
- 2) Equity of access to quality basic education
- 3) Gender parity
- 4) Non-standard work benefits and protections
- 5) Effective school-to-work transition



World Economic Forum: The Inclusive Growth and Development Report (2017) (II)

Policy recommendations to address the needs especially of young people and to ensure countries on the cusp of demographic transition reap the benefits of the dividend:

- Empowerment
- Education
- Employment: **Invest in economic sectors that can create significant employment opportunities**; ensure that new jobs are progressively created **in more knowledge-intensive sectors with greater added value** as the educational quality of the population increases; **expand vocational training opportunities** to ensure that students graduate with skills useful for the current work environment in addition to general know-how.



Key Indicators

- 1) The number of **individuals that came into employment** (additionally), among whom are X women and Y youths (whose employment situation last for at least 6 months)
- 2) The number of **individuals whose employment or income situation has improved** through
 - a better employment quality (working conditions: see ILO core labor standards, IFC Performance Standards and national labour legislations), formalised employment relation, duration of employment (full-time/ part-time/ seasonal)
 - a higher income (at least the national minimum wage or threshold of 3.1\$ per head and day)