

# Work-life balance as a leverage for women's empowerment and promoting gender equality

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# ***Accessing the better quality and higher paying jobs: the gender jobs challenge***

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*Gender equality matters for everyone, and it makes economic sense: the World Bank estimates that, globally, differences between men's and women's total expected lifetime earnings is \$172.3 trillion, equivalent to twice the world gross domestic product (GDP)*

## ***AND YET ...***

### ***Women "productivity trap" continues to limit labor market involvement***

- Lower labor force participation rates and work fewer hours in the labor market than men
- Persistent pay gaps
- Resilient patterns of occupational and sectoral segregation
- Concentrated in the more "invisible" activities (domestic labor and unpaid work or work in the informal sector)
- Social norms
- Inequalities in endowments and assets

However, when measuring the returns to **educational attainment for women**, they tend to be as large as those observed for men.

**COVID-19:** Women have been hit hardest by the Covid-19 pandemic, which threatens to roll back gains in economic opportunities and further widening gender gaps.

# Reform is critical for women's empowerment

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*Adopting laws that strengthen women's rights and opportunities is an essential first step toward a more resilient and inclusive world.*

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**Women, Business and the Law 2022** measures gender equality in 190 economies through laws and regulations that restrict and incentivize women's economic participation

## Mobility

Examines constraints on freedom of movement



## Workplace

Analyzes laws affecting women's decisions to work

## Pay

Measures laws and regulations affecting women's pay



## Marriage

Assesses legal constraints related to marriage

## Parenthood

Examines laws affecting women's work after having children



## Entrepreneurship

Analyzes constraints on women's starting and running businesses

## Assets

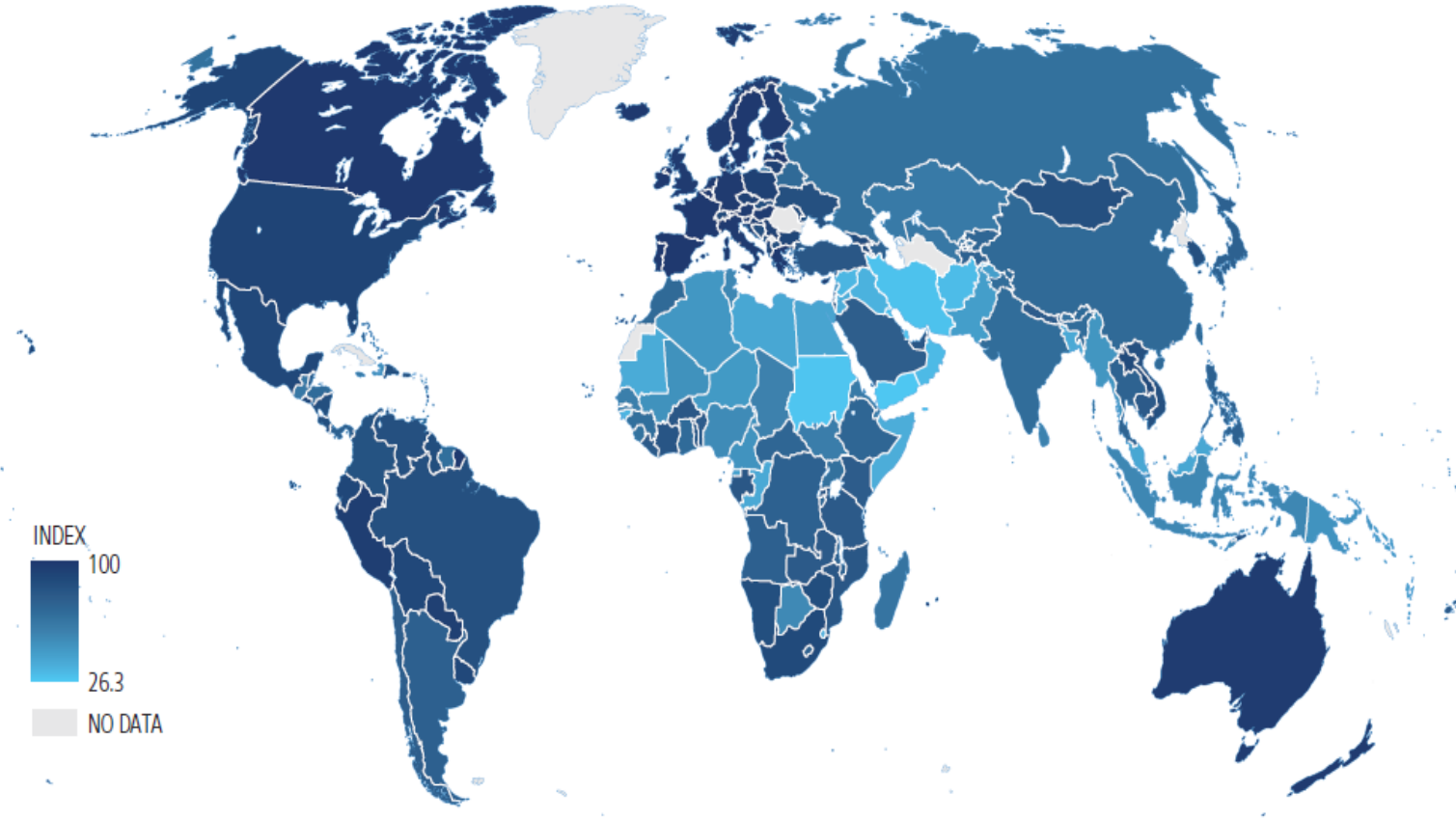
Considers gender differences in property and inheritance



## Pension

Assesses laws affecting the size of a woman's pension

# *Billions of women still do not have the same legal rights as men*



- A typical woman has just three-quarters of the rights of men in the areas measured
- 2.4 billion women of working age are not afforded equal economic opportunities
- Just 12 economies score 100
- The most persistent gaps remain in the areas of Pay and Parenthood

Source: *Women, Business and the Law* database.

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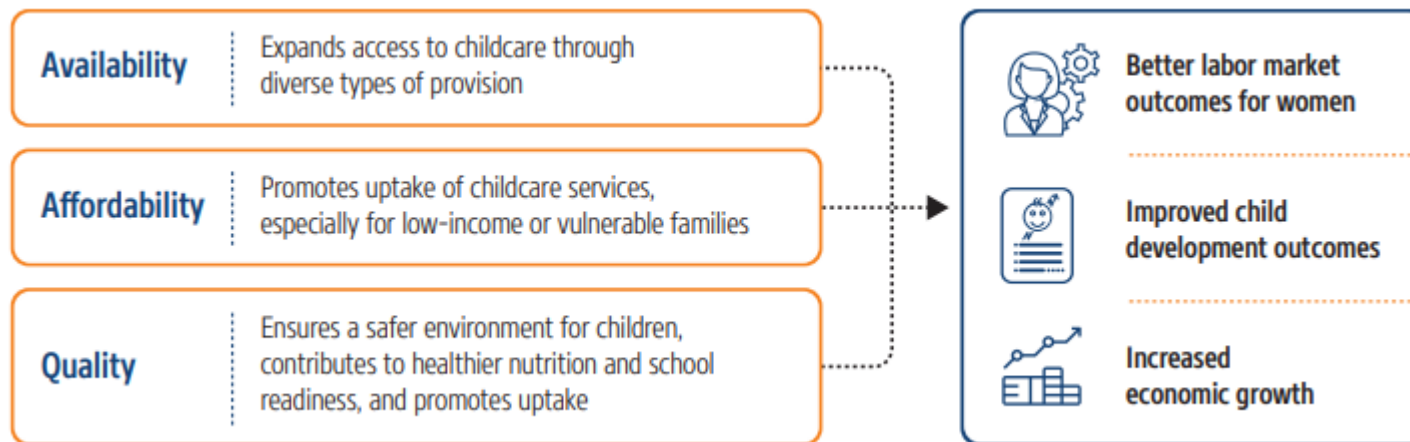
# Access to good quality, affordable childcare

Expanding the childcare economy offers substantial employment opportunities: we estimate that the expansion of the childcare workforce to meet current needs could create **43 million jobs globally**.

Access to good quality, affordable childcare is **a win-win proposition for all**—it improves physical and cognitive outcomes for children, enhances employment opportunities for employees, especially women, in both the formal and informal sectors, boosts productivity and profits for businesses, and supports socio-economic growth.

Yet, **millions of working parents across the world** do not have access to viable childcare options that are aligned with their needs, values, income status, and work hours

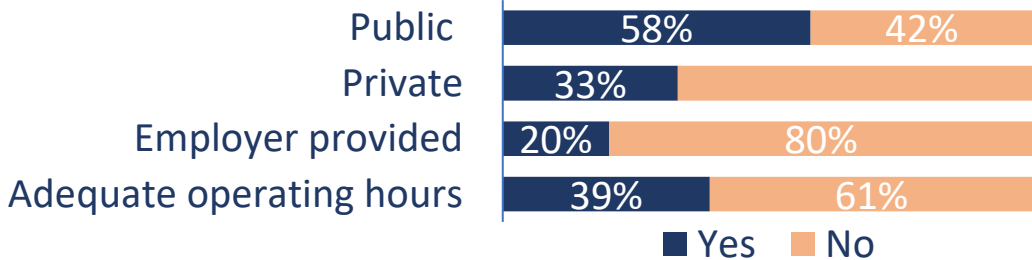
Women, Business and the Lay pilot data collected on the provision of childcare: a new conceptual framework for measuring the legal environment affecting the provision of childcare services



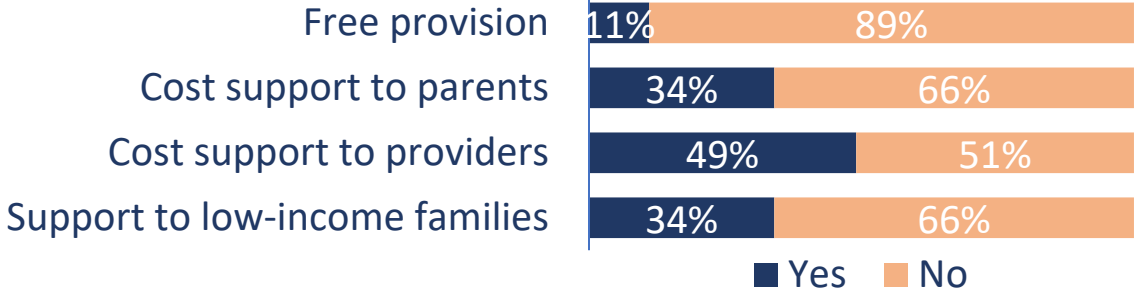
# Legal frameworks around availability, affordability and quality of childcare across the world: insights from pilot data

## Global trends by datapoint

 *Availability* →



 *Affordability* →



 *Quality* →



Note: *Women, Business and the Law* 2022 pilot childcare data covers 95 economies across 7 regions: 10 – in East Asia and Pacific; 12 – in Europe and Central Asia; 16 – in Latin America and the Caribbean; 13 – in the Middle East and North Africa; 17 – in OECD high income; 6 – in South Asia; 21 – in Sub-Saharan Africa. Regulatory frameworks for children below the formal preprimary school starting age are assessed. Cost support to parents or providers includes financial or tax support. Quality assurance covers inspection or reporting requirements.

## *Recent trends in childcare reform*

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### **Bangladesh**

The 2021 Child Daycare Center Act has institutionalized provision of childcare services for children of 4 months until the age of 6 and eased registration for childcare centers.



### **Peru**

New Bill in Congress (Proyecto de Ley N° 7023/2020-CR) seeks to mandate the establishment of daycares for children below 3 years of age at public and private enterprises with at least 20 employees.



### **Vietnam**

New Law on Education entered into force in July 2020 and included pre-school education from the age of 3 months up to the start of primary school at 6 years as the first level of education in the national education system.

# Employer's Perspectives

## Childcare: the positive business impact

Tap into a larger skilled talent pool, reduce absenteeism and turnover, boost employee productivity and satisfaction, attract investors and buyers, and attain the “employer of choice” status—all of which can contribute to profits for companies and jobs for women—benefiting economies and societies.

Trigger of obligation	Economies
Number of female employees	Bangladesh, Brazil, Cambodia, Chile, Arab Republic of Egypt, Guatemala, Iraq, Jordan, Kuwait (50 women), Libya, Nepal, Panama, Saudi Arabia, Sri Lanka, Syrian Arab Republic, Turkey, Ukraine, and Vietnam
Number of employees regardless of gender	Ecuador, India, Kuwait (200 employees), Paraguay, and Taiwan, China
Number of children of employees	Islamic Republic of Iran
No explicit trigger	Afghanistan, Japan, and the Netherlands

## Examples:

- Childcare Center for the Children of Transport Workers in Uruguay
- Pandurata Alimentos Ltda. (Bauducco) in Brazil
- Safaricom in Kenya



# *Employer's Perspectives*

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## **Family-friendly policies and programs**

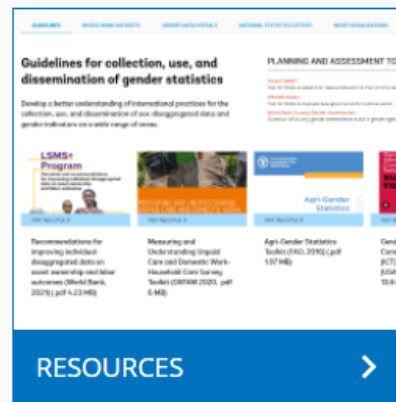
- Leave policies
- Flexible working arrangements
- Care policies
- Breastfeeding and lactation support
- Transportation services
- Other types of family-friendly support

## **Examples:**

- Enel in Chile Promotes Work–Life Integration
- Comprehensive Family Support Package Offered by Sompo Japan Nipponkoa Holdings
- Patagonia Traditional and Innovative Approaches to Support Working Parents

# Gender Data Portal

<https://genderdata.worldbank.org/>



Latest gender statistics accessible through compelling narratives and data visualizations to improve the understanding of gender data and facilitate analyses that inform policy choices.

# Gender & Jobs

BRIEF

## Gender Equality and Development +10 #AccelerateEquality



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#### RESOURCES

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The importance of Somali women in leadership for sustainable development and peace

Voices of women entrepreneurs in a changing Somalia

Want to keep internally displaced

<https://www.worldbank.org/en/topic/gender/brief/gender-equality-at-a-crossroads#1>

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