



GENDER EQUALITY IN LAC IN TIMES OF COVID-19

Towards a better sharing of paid and unpaid work

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Gender equality in educational attainments has improved overtime

Educational attainment by sex and age (% of population in age group, 2018)



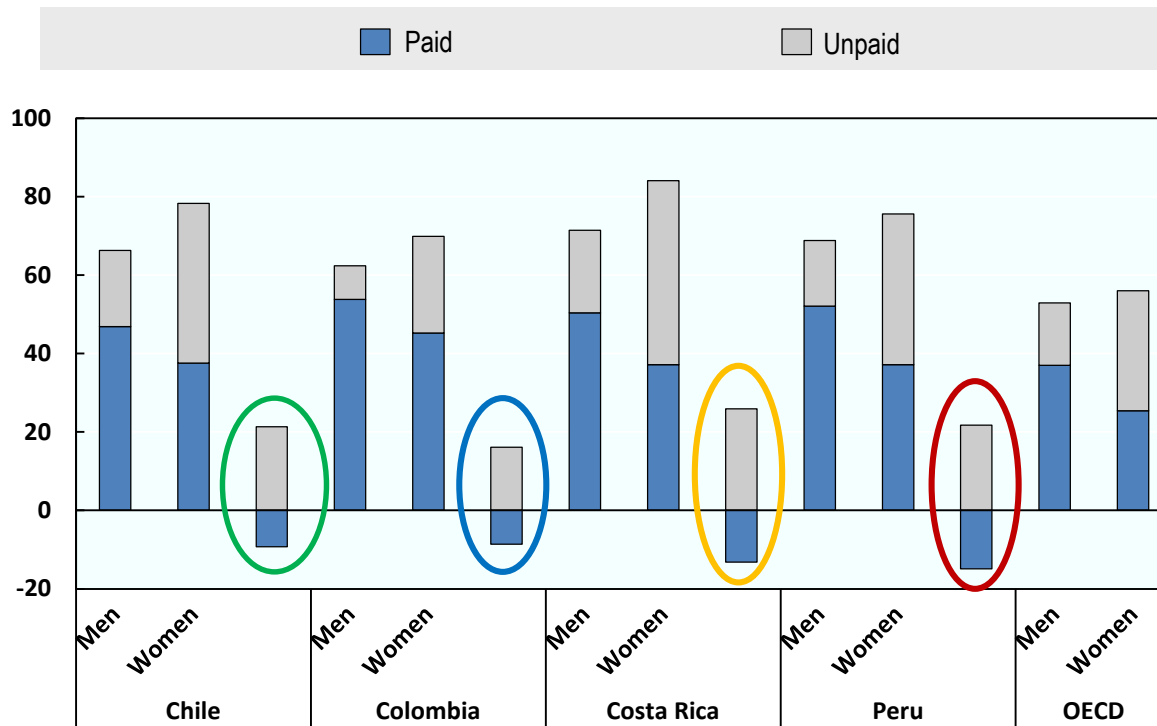
Source: OECD (2019), *Education at a Glance* and UNESCO Institute for Statistics Database (UNESCO Institute for Statistics, n.d._[18])

- Among 25-34 years olds, the share of tertiary graduates is higher among women than men, in both examples of **Chile** and **Peru**.
- In the older age cohorts the situation is reversed.



However, fundamental social and economic gender gaps persist

Working hours by sex, population agee 15+



Source: OECD (2017_[57]), OECD Family Database and ECLAC (2018_[58]), *Los cuidados en América Latina y el Caribe*.

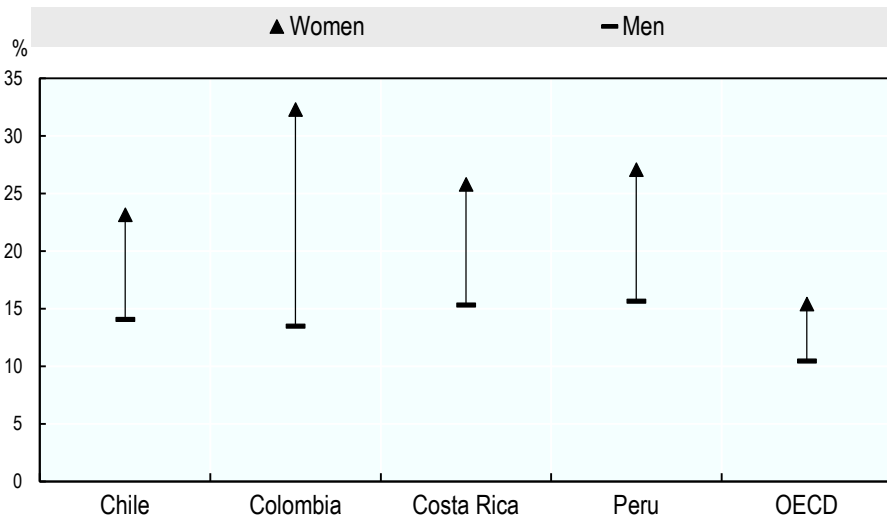
- Women on average spend more hours on unpaid care and housework tasks than men (**Costa Rica** + 26 on a weekly basis; **Chile** and **Peru** +21; **Colombia** +16)
- Conversely, they spend less hours than men on paid work activities (**Peru** -15; **Costa Rica** -13; **Chile** and **Colombia** -9)



The unequal division in working hours and tasks affects economic outcomes

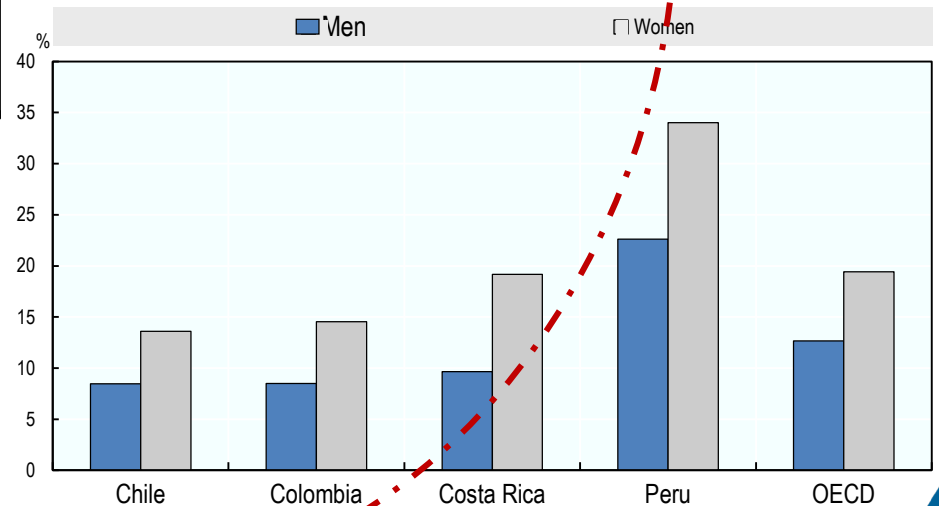
Youth Not in Employment, Education or Training, NEETs, 15-29 years olds, % share of youth population

Young women **more likely** than young men have to struggle for a job, for quality education or for training opportunities, and...



Source: OECD Employment Database.

Share of full time workers **earning less than two thirds of the median wage**



Source: OECD, LFS – Decile ratios of gross earnings – Incidence of low pay and own calculations based on the 2018 annual ENAHO ((INE, 2019).

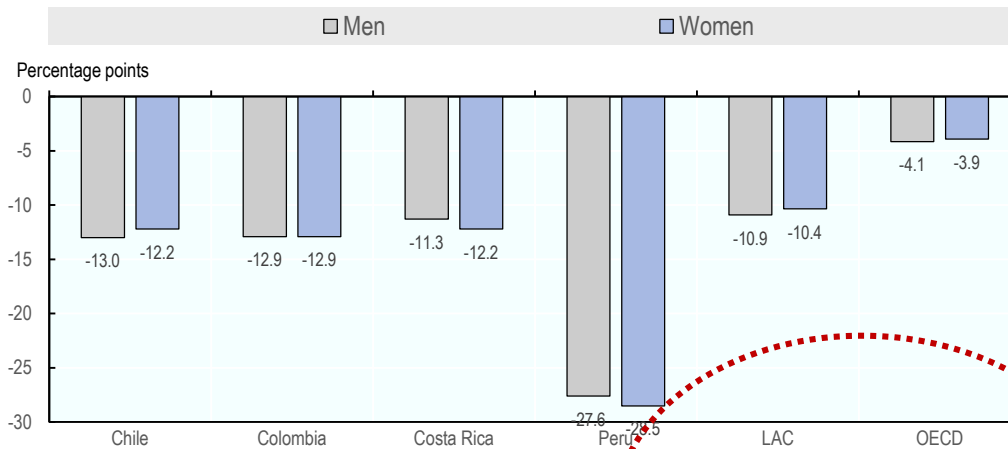
...when women find an occupation, this will **more likely** be a low paid one



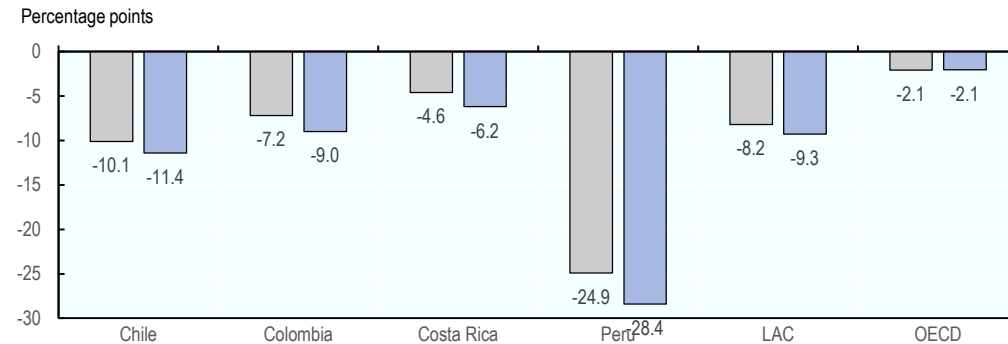
How differently has the COVID-19 pandemic affected men and women?

Year-on-year changes between second quarter rates of 2020 and 2019, in percentage points

Employment



Labour force participation



- In **Chile**, **Colombia**, **Costa Rica** and **Peru** employment rates declined by more than 10 percentage points for both men and women.
- While sizeable, the magnitude of the falls was fairly similar among men and women.
- But participation rates have **declined more strongly** for women than men.
- This signals that a larger proportion of women withdrew from the labour market: they stopped working and searching for re-employment.



A holistic policy framework for a balanced sharing of paid and unpaid work

Two policy axes

What policies can help **reducing the barriers** in the way of a more equitable division of time and responsibilities between men and women?

Examples of **priorities**:

- Expanding opportunities of access to public and private **care services**
- Strengthening the regulation governing **parental leave**
- Making all levels of **education more stereotype-free**

What policies to **increase the participation** of women in the labour market by making women's paid work pay more?

Examples of **priorities**:

- Ensuring that all girls have access to **quality education**
- Building on innovative solutions to tackle the **informal sector**
- Supporting female **entrepreneurship**
- Promoting women in **non-traditional careers and leadership positions**;
- Fighting **violence**



Tackling the immediate danger that women end up abandoning their jobs entirely

Facilitate access of **low-income households** -- in particular single parents, who are predominantly female -- to benefits and programmes to support returns to employment

Step up access to emergency measures by the **self-employed**, especially those who do not qualify for employment insurance

Continue efforts to **push back on social acceptance of domestic violence**. Complement the actions to foster the introduction of electronically-based modes of communication to seek help and report abuse by measures to ensure that service delivery for victims is integrated across relevant spheres

Rely on ready to access **gender-disaggregated evidence** in all sectors so that differential effects on women and men can be readily assessed

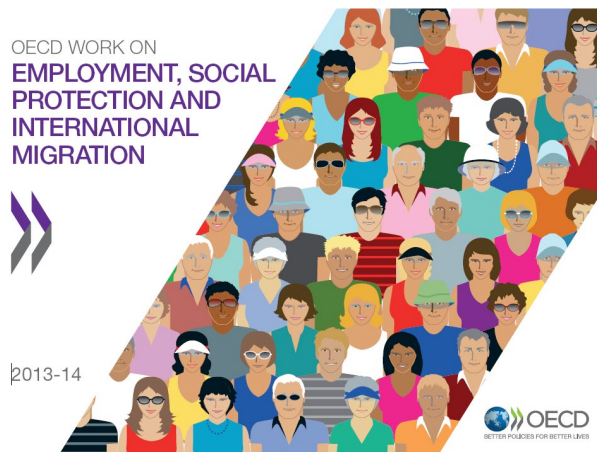


Thank you!

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