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# Women's Access to Decent Work and Social Protection during the Global Recession

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on the Status of Women

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# **Women Affected by Global Crisis (I): Crisis Transmission Channels**

## **1. Employment and Income**

- Unemployment, underemployment
- Wage cuts, reduced benefits
- Decreased demand for migrant workers
- Lower remittances
- Negative returns from pension funds

## **2. Prices**

- Basic food, agricultural inputs
- Fuel
- Medicines, drugs

## **3. Assets and Credit**

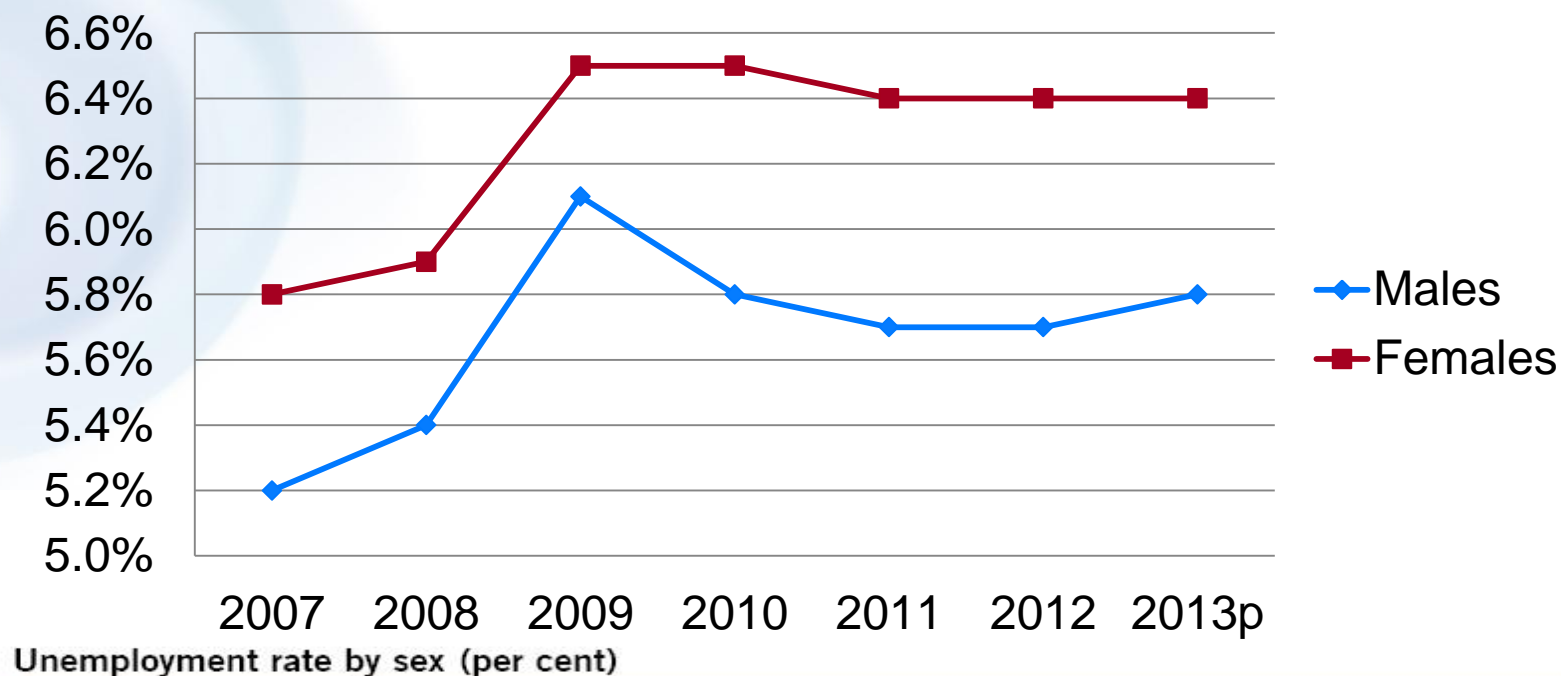
- Lack of access to credit
- Loss of savings due to bank failures
- Loss of savings due to coping mechanisms
- Home foreclosures

## **4. Government Spending on Economic and Social Sectors**

- Education
- Health
- Social protection
- Employment programmes
- Public investment

## **5. Aid Levels - ODA**

# Women Affected by Global Crisis (II): Unemployment Gender Gap Widened

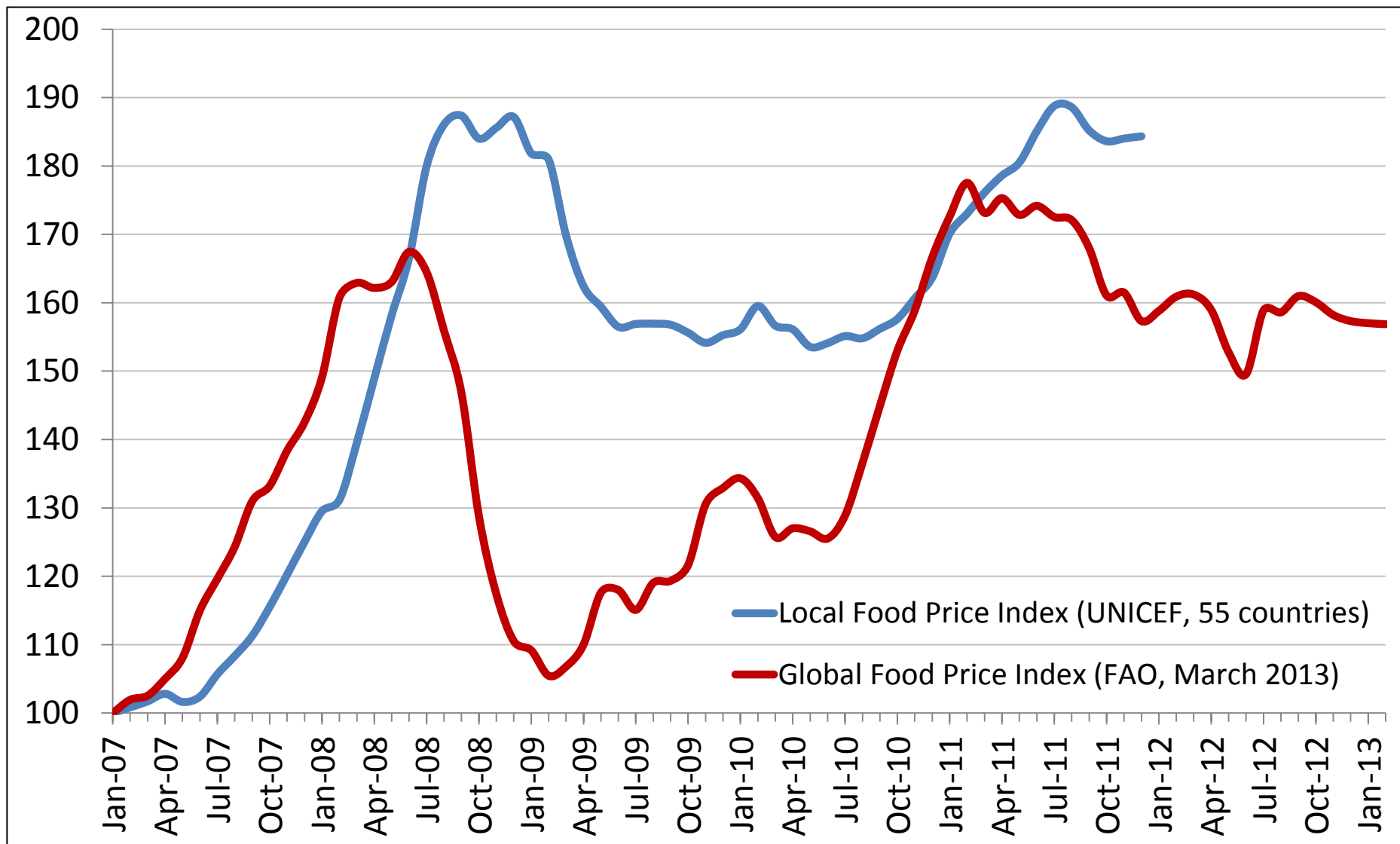


	2007	2008	2009	2010	2011	2012	2013*		
							CI lower bound	Preliminary estimate	CI upper bound
Males	5.2	5.4	6.1	5.8	5.7	5.7	5.7	5.8	5.8
Females	5.8	5.9	6.5	6.5	6.4	6.4	6.3	6.4	6.5

Note: \*2013 are preliminary estimates; CI = confidence interval.

Source: ILO, *Trends Econometric Models*, October 2013; for further information see Annex 4 and *Estimates and projections of labour market indicators*, in particular, *Trends econometric models: A review of methodology*, available at: [http://www.ilo.org/empelm/projects/WCMS\\_114246/lang--en/index.htm](http://www.ilo.org/empelm/projects/WCMS_114246/lang--en/index.htm). Differences from earlier estimates are due to revisions of World Bank and IMF estimates of GDP and its components that are used in the models, as well as updates of the labour market information used. The latter is based on ILO (2013e).

# Women Affected by Global Crisis (III): Higher Food Prices

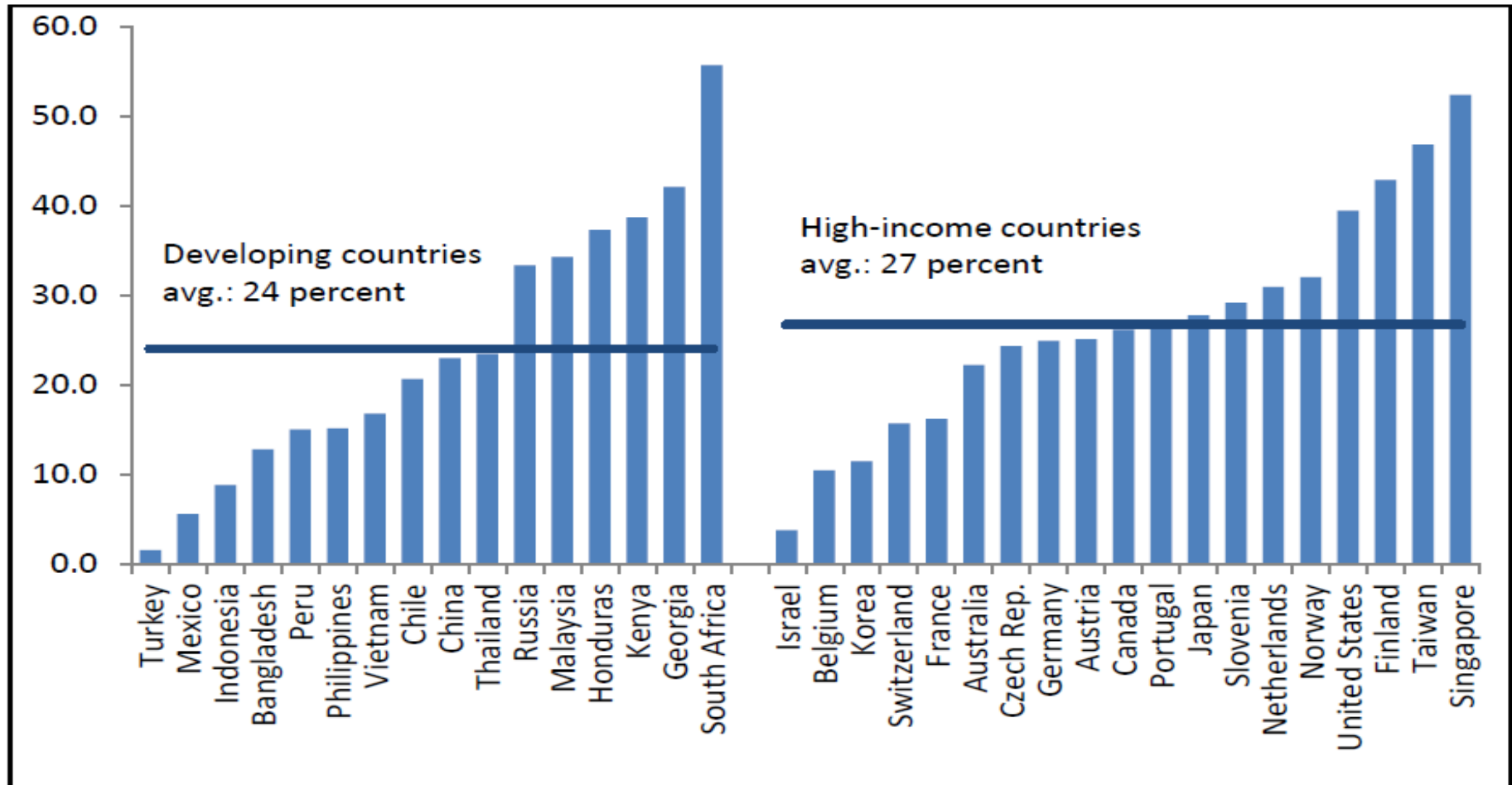


Source: Ortiz and Cummins. 2012. *A Recovery for All*. UNICEF

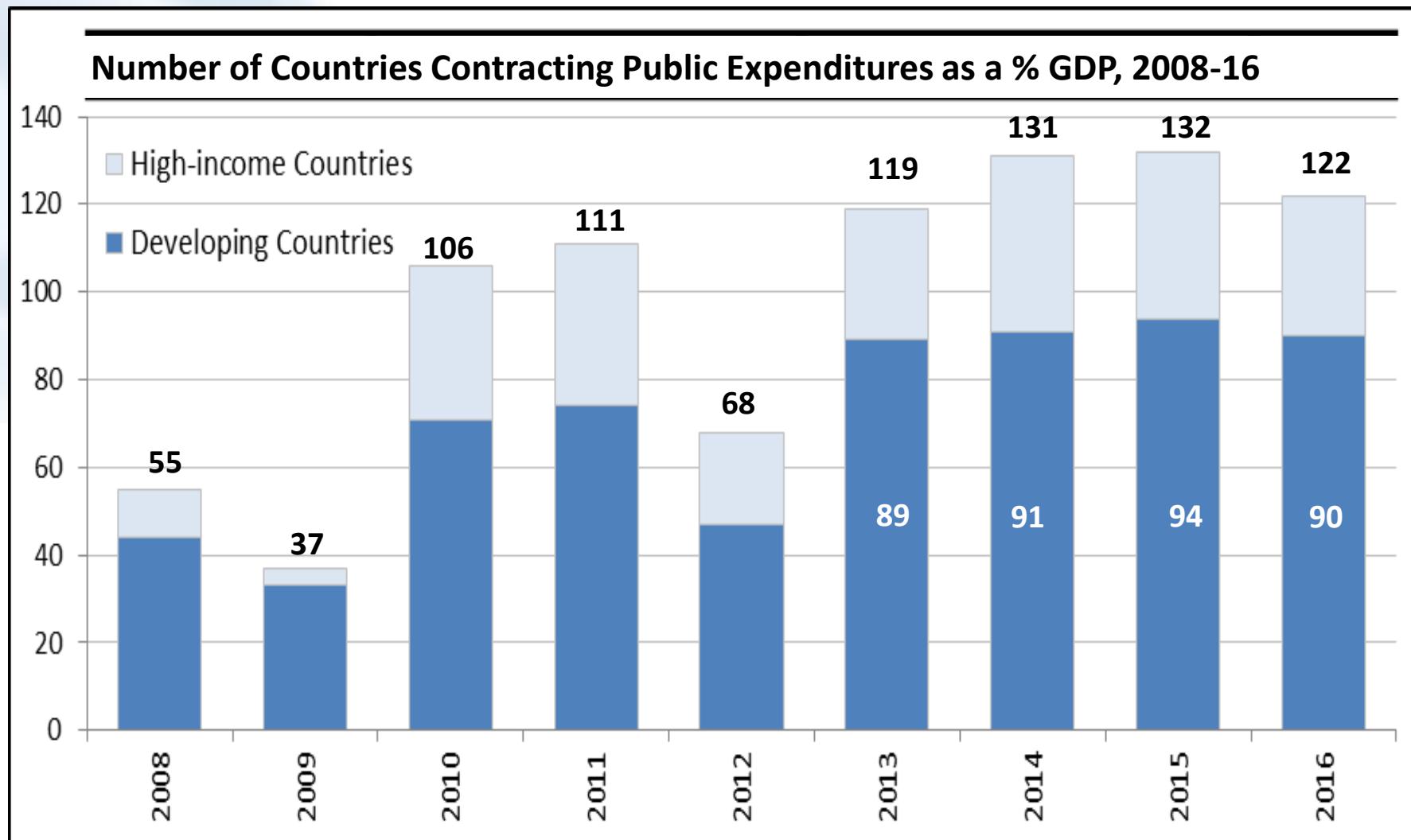
# Women Affected by Global Crisis (IV):

## Public Expenditures in Crisis Phase I (2008-09) – Fiscal Expansion

### Social Protection 25% Fiscal Stimulus Plans 2008-09



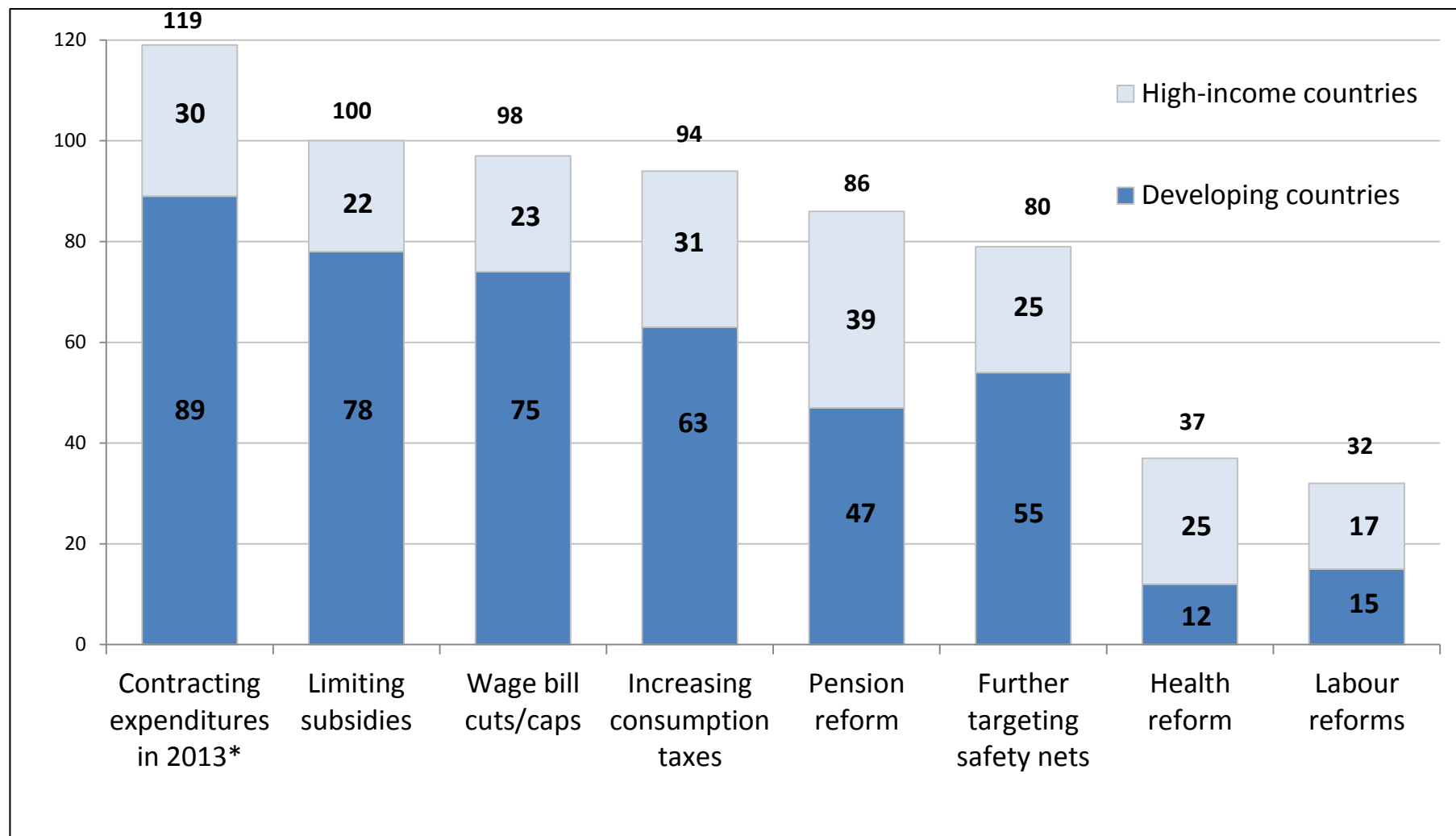
# Women Affected by Global Crisis (IV *cont.*): Countries Contracting Public Expenditures During Second Phase Crisis (2010 onwards)



Source: Ortiz and Cummins.2013. *The Age of Austerity*. IPD and the South Centre - based on IMF's *World Economic Outlook* (October 2012)

# How are Expenditure Cuts Affecting Women?

## Austerity Measures in 174 Countries, 2010-13



Source: Ortiz and Cummins. 2013. *The Age of Austerity*. IPD and the South Centre – based on 314 IMF country reports 2010-2013

# A Crisis of Social Support

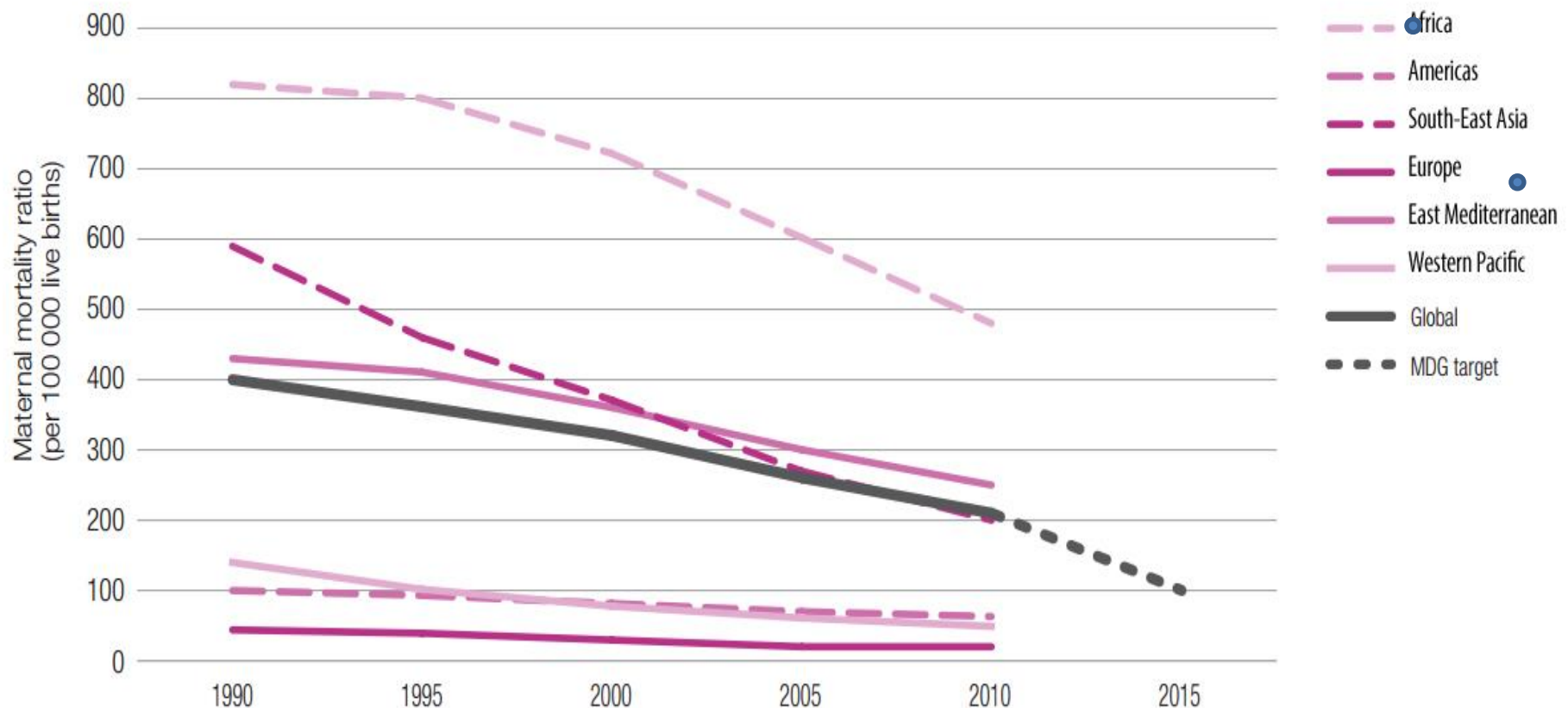
## 131 countries contracting public expenditures in 2014 (91 developing countries) in areas critical to Women

- **Removing subsidies** (food, fuel and others) in 100 countries, despite record-high food prices in many regions
- **Wage bill cuts or caps** in 98 countries, reducing the salaries of public-sector workers like teachers and health staff who provide essential services to the population
- **VAT increases** on basic goods and services that are consumed by the poor in 94 countries
- **Rationalizing and narrow targeting safety nets** are under consideration in 80 countries, at a time when governments should be looking to scale up benefits through social protection floors
- **Reforming pension and health care systems** in 86 and 37 countries
- **Labor flexibilization reforms** in 30 countries, eroding workers rights



# MDGs at Risk? Maternal Mortality: Progress but several regions lag behind target

Regional and global trends in maternal mortality ratio, 1990–2010

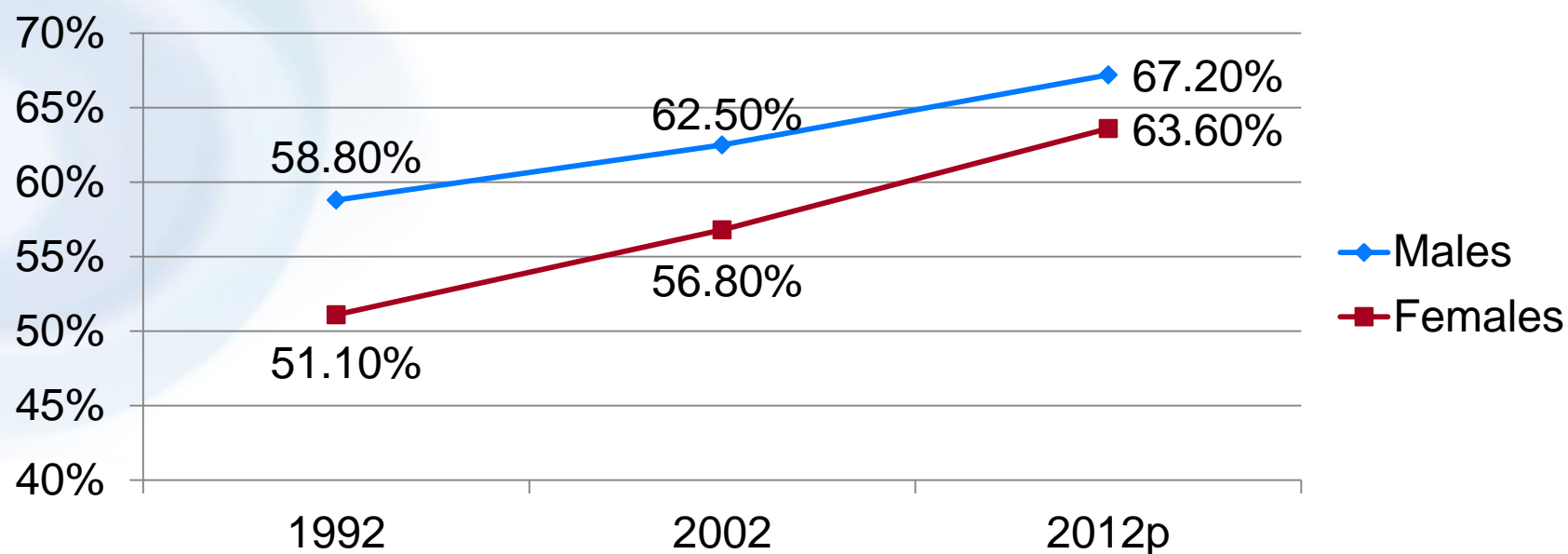


Source: World Health Statistics 2013, WHO

# **Women's Current Decent Work and Social Protection Deficits**

- **Jobless crisis and jobless recovery. Labour force participation rates not improving, remain 1% below pre-crisis levels. In some regions, trend led by women who have left the labour market.**
- **Nearly half jobs (48%) are vulnerable employment – Women are overrepresented in informal and vulnerable employment with limited, if any, access to formal social security arrangements.**
- **Women perform bulk of unpaid care work, which may prevent them from joining the labour force.**
- **Contributory social security provides women with benefits that reflect their average lower earnings and shorter tenure in the labour force.**
- **Women live longer on average and will spend more time in old age than men.**

# More women entering non-agricultural sectors, but remain underrepresented



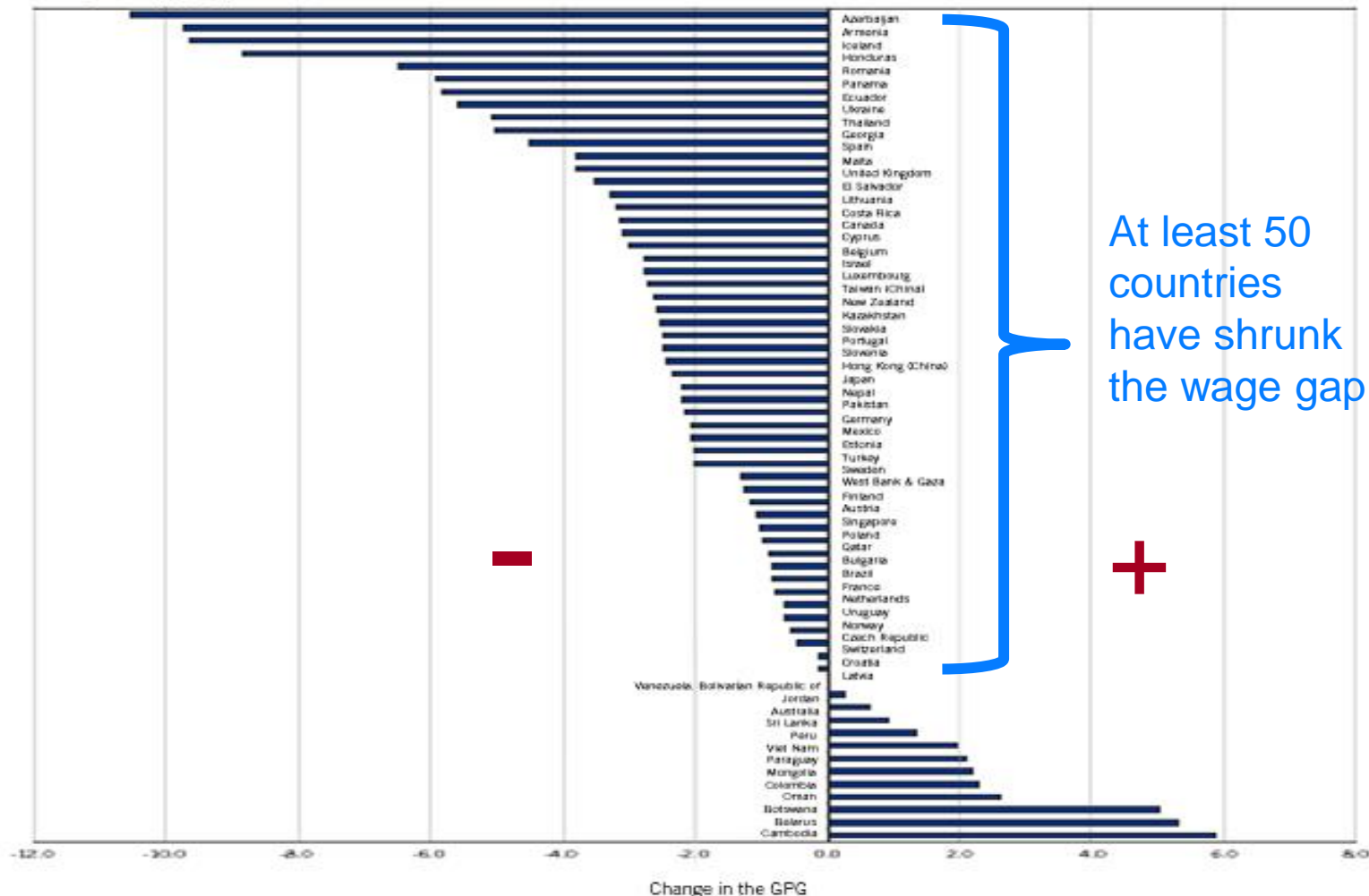
Employment shares by sector and sex, (%)

	Agriculture			Industry			Services		
Males	1992	2002	2012p	1992	2002	2012p	1992	2002	2012p
	41.2	37.5	32.8	24.6	23.9	25.9	34.2	38.6	41.3
Females	1992	2002	2012p	1992	2002	2012p	1992	2002	2012p
	48.8	43.2	36.4	15.7	14.7	16.2	35.4	42.1	47.4

The source of tables shown here and analysed in this report is: ILO, *Trends econometric models*, July 2012. For more information regarding the methodology for estimation of the world and regional aggregates of labour market indicators used here and in other Global Employment Trends reports, see Annex 2.<sup>28</sup> Estimates for 2012 are preliminary and 2013 onwards are preliminary projections (p stands for projections).

# Wage growth has generally slowed down with crisis but gender pay gap shrinks

The gender pay gap (GPG), 1999–2007 and 2008–11



Note: The gender pay gap (GPG) is defined as  $GPG = ((Em - Ew) / Em) * 100$ , where  $Em$  stands for the average wage of men and  $Ew$  is the average wage of women (see ILO, 2012b). The change in the GPG is defined as the average of the GPG between 2008 and 11 minus the average of the GPG between 1997 and 2007. Data are not available for all countries for all years; averages for the two periods are calculated using the data available for each country during both periods.

Source: ILO Global Wage Database.

# Social Protection Floor:

## 4 Basis Guarantees over Women's Lifecycle



**Health care, including access to maternal and reproductive health**

**Income security**



**Girls –**

**Child and family benefits**



**Active-age women**

**unemployment, maternity benefits, disability, support when poor**



**Older women**

**Pensions and old-age care**

# Sample of Cash Transfer Programs Benefiting Girls and Women in Developing Countries

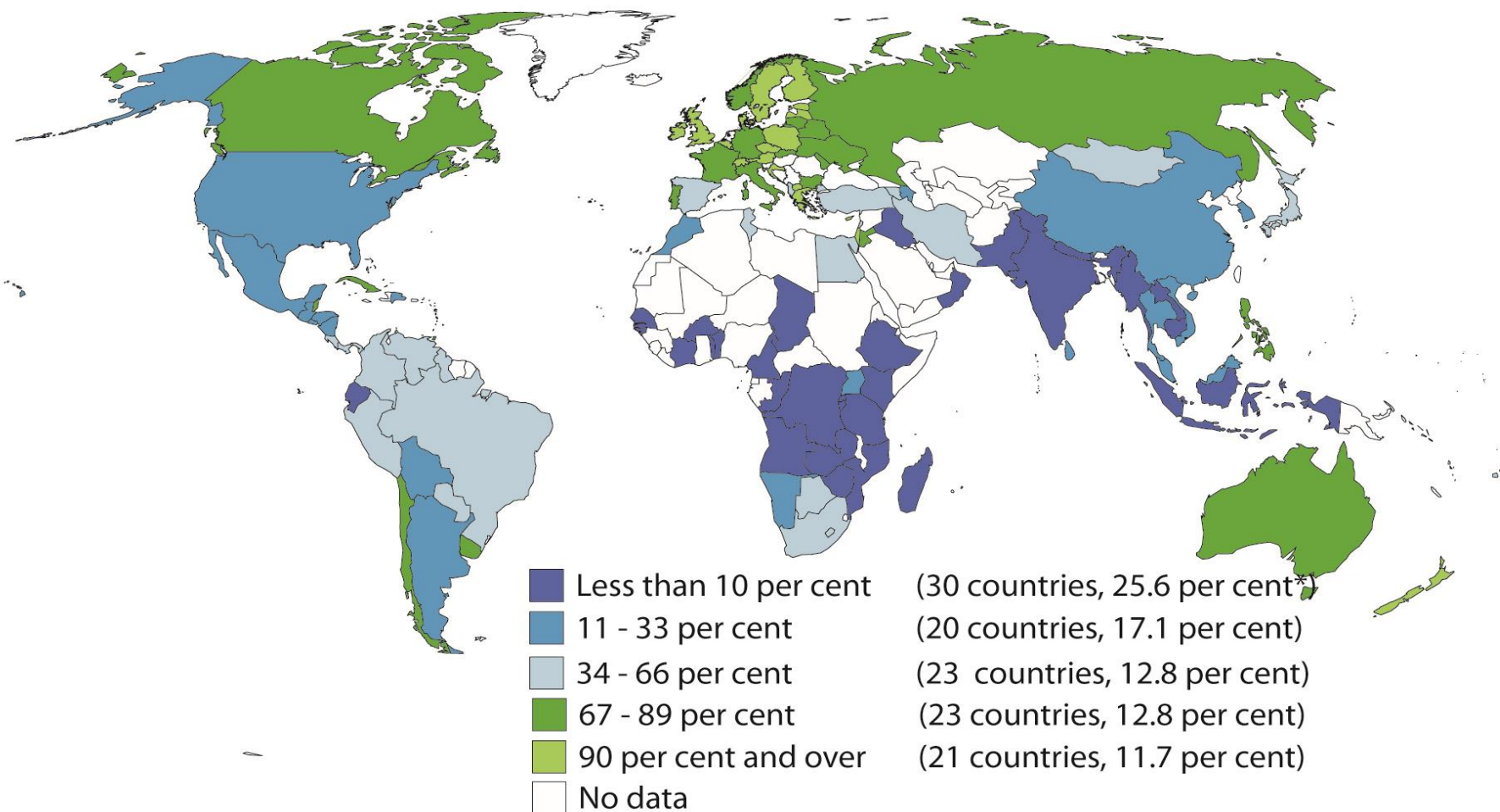
PROGRAMME	COUNTRY	IMPACT
Bolsa Família	<b>Brazil</b>	8% poverty reduction
Chile Solidario Ethical Family Income	<b>Chile</b>	300,000 lifted from extreme poverty
Progresa/Oportunidades	<b>Mexico</b>	1.7 million lifted above poverty line
Indira Gandhi Widow's Pension Scheme IGMSY (maternity conditional cash transfer) NREGS (rural employment guarantee)	<b>India</b>	60 million rural workers lifted above poverty line (half of them women)
Old age pension Child support grant	<b>South Africa</b>	1.1 million lifted above poverty line



# Limited Coverage Maternity Benefits/Support

## Maternity effective coverage for cash benefits

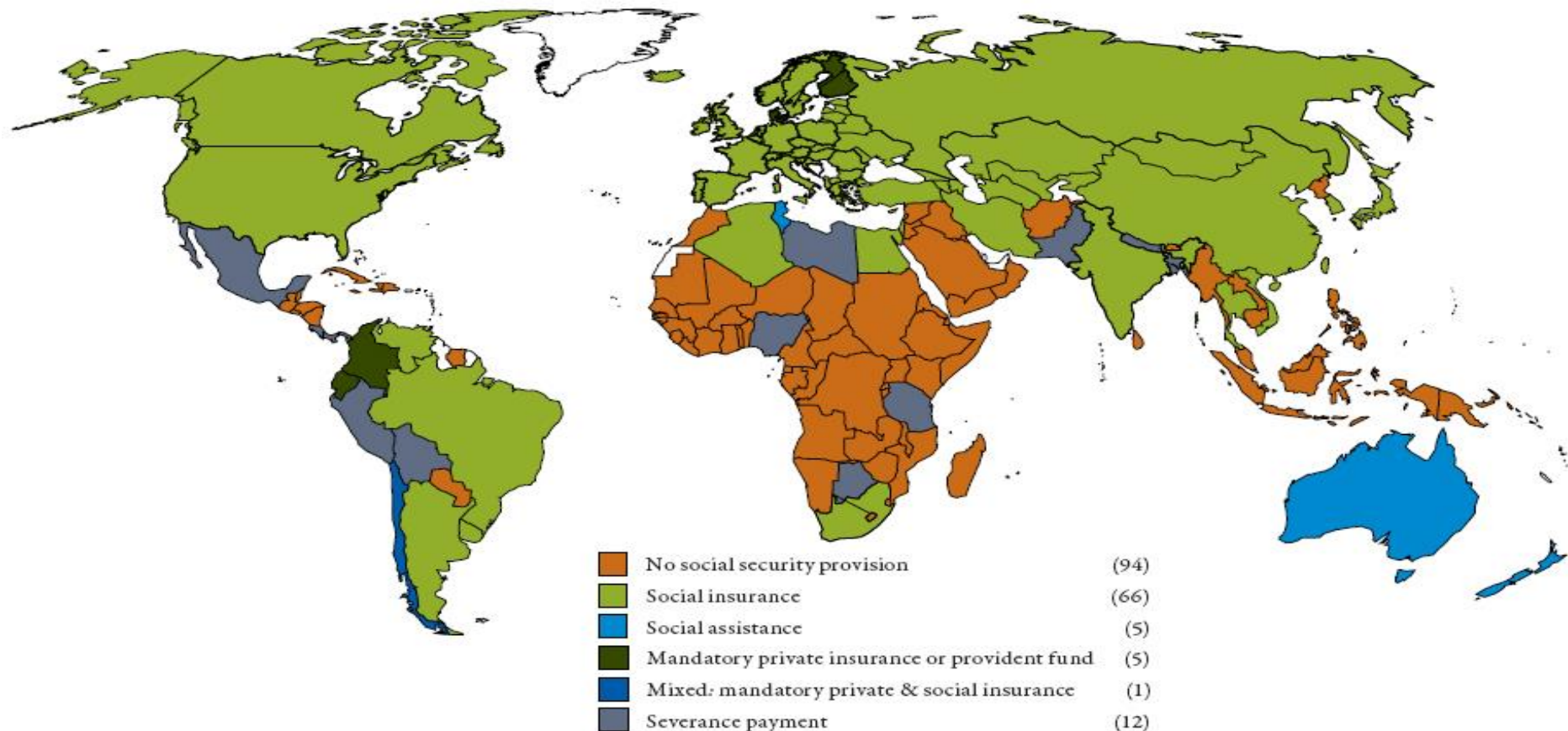
Percentage of women in employment contributing or entitled to cash maternity benefits



\* Percentages calculated on the basis of countries with available data: 117

# Few unemployment schemes for informal sector workers, many of them women

Existence of unemployment protection schemes by type of scheme, 2008–09



Link: <http://www.socialsecurityextension.org/gimi/gess/RessFileDownload.do?ressourceId=15154>

Note: For detailed information by country, see the Statistical Annex.

Sources: ILO Social Security Department, based on SSA/ISSA, 2008, 2009; national legislative texts. See also ILO, GESS (ILO, 2009d).

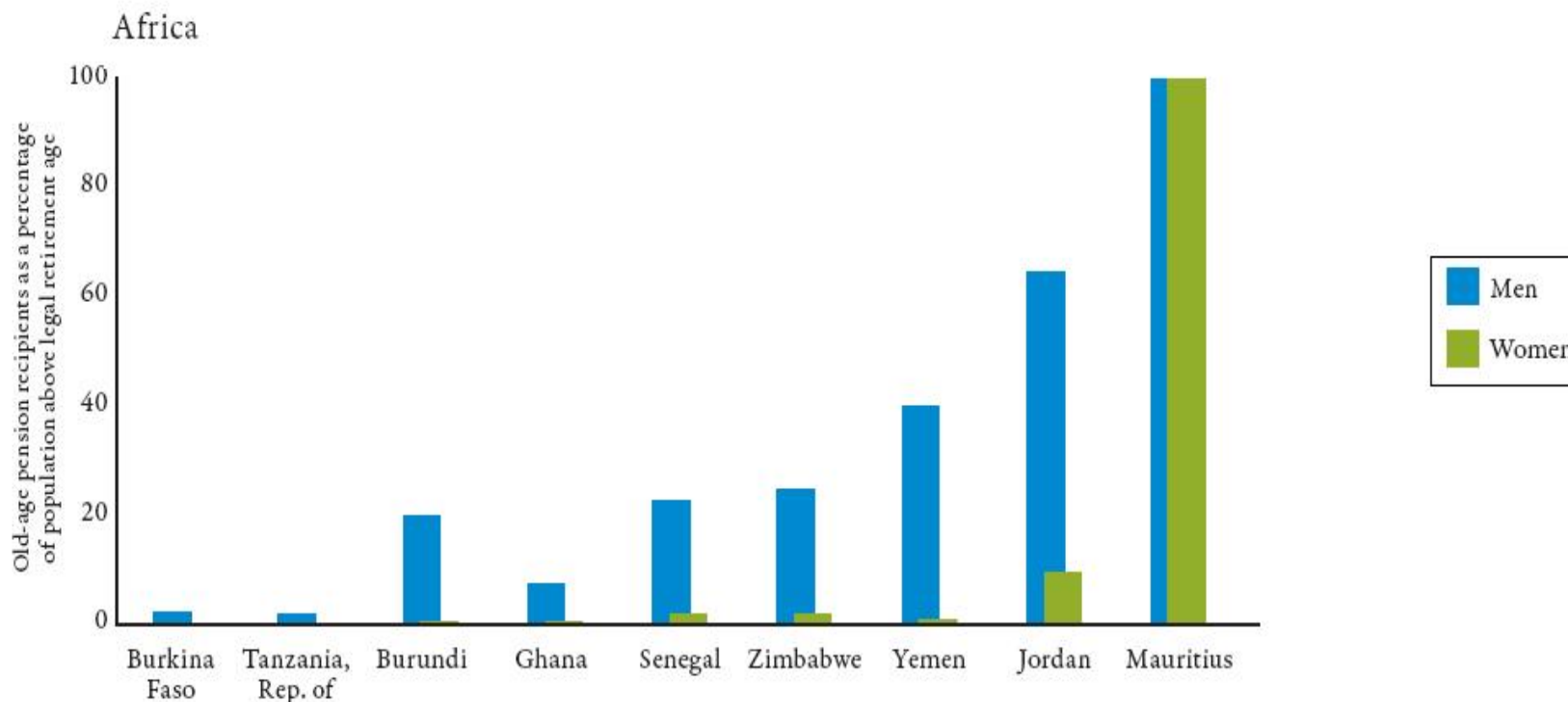
Source: ILO, World Social Security Report 2014 (forthcoming)



# Women are largely without access to Pension guarantees in Africa

## Pension coverage rates by sex: Africa

Male and female old-age pensioners (all ages) as a proportion of male and female populations respectively, aged 60 and over, latest available year (percentages)



Link: <http://www.socialsecurityextension.org/gimi/gess/RessFileDownload.do?ressourceId=15148>

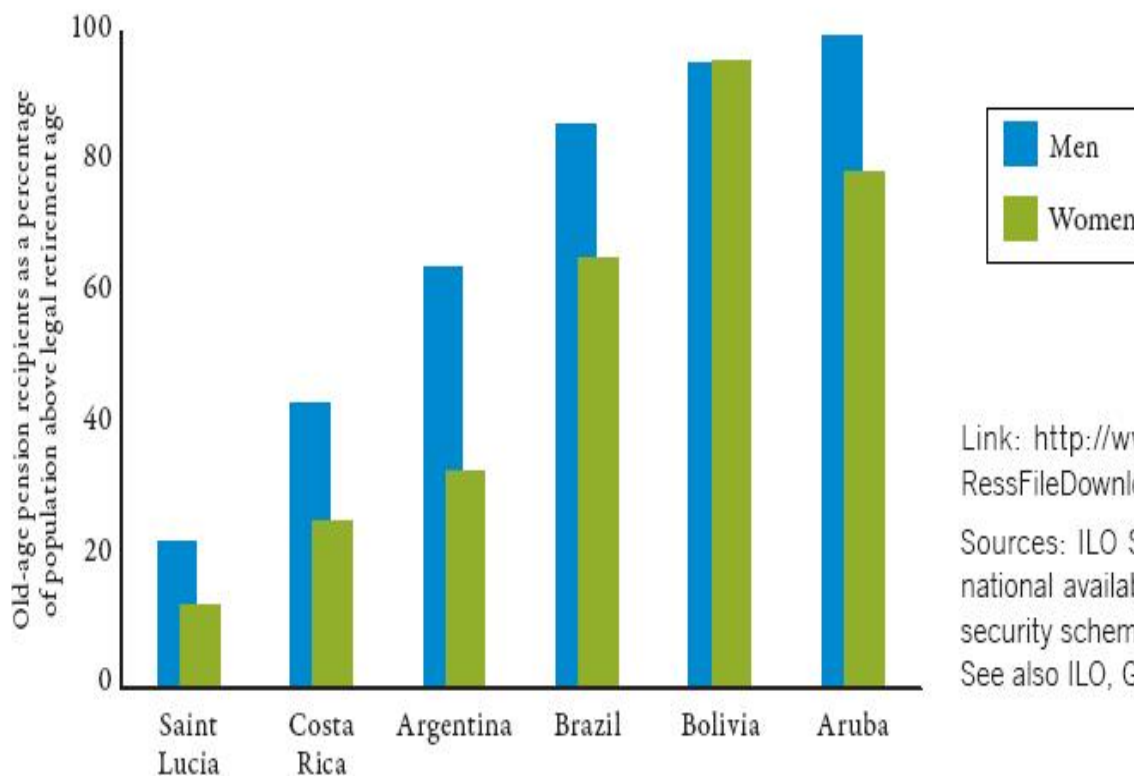
Sources: ILO Social Security Department, compilation of national available data collected in national pension social security schemes; United Nations, 2009b, medium variant. See also ILO, GESS (ILO, 2009d).

# Women have limited access to pensions in LAC, particularly compared to men

## Pension coverage rates by sex: LAC

Male and female old-age pensioners (all ages) as a proportion of male and female populations respectively, aged 60 and over, latest available year (percentages)

Latin America and the Caribbean



Link: <http://www.socialsecurityextension.org/gimi/gess/RessFileDownload.do?ressourceld=15148>

Sources: ILO Social Security Department, compilation of national available data collected in national pension social security schemes; United Nations, 2009b, medium variant. See also ILO, GESS (ILO, 2009d).

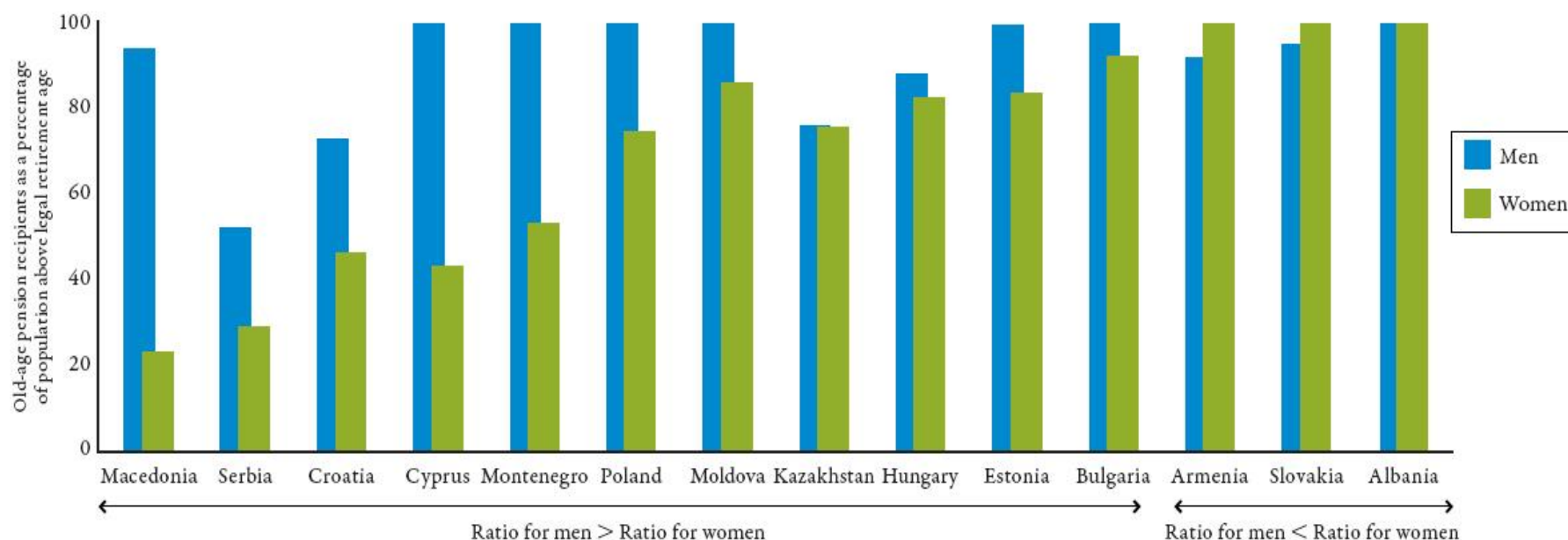
Source: ILO, World Social Security Report 2014 (forthcoming)

# Europe and Central Asia have widely varying degrees of coverage for women

## Pension coverage rates by sex: CSEE & CIS

Male and female old-age pensioners (all ages) as a proportion of male and female populations respectively, aged 60 and over, latest available year (percentages)

Central, South-Eastern Europe and Commonwealth of Independent States



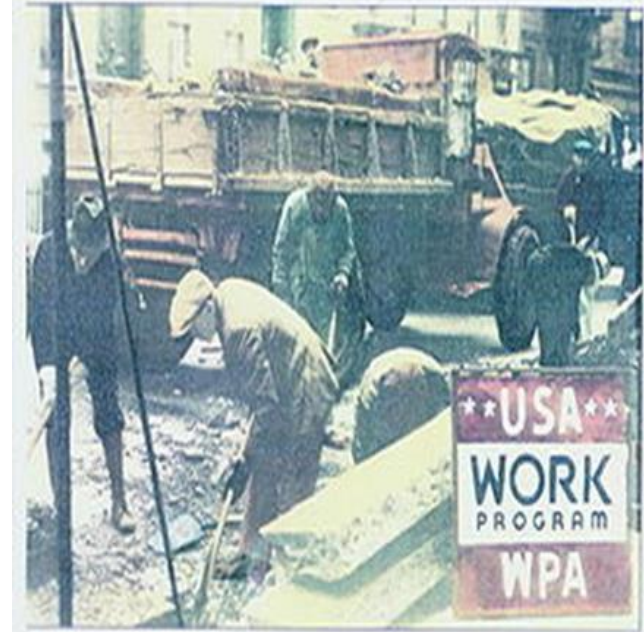
Link: <http://www.socialsecurityextension.org/gimi/gess/RessFileDownload.do?ressourceId=15148>

Sources: ILO Social Security Department, compilation of national available data collected in national pension social security schemes; United Nations, 2009b, medium variant. See also ILO, GESS (ILO, 2009d).

Source: ILO, World Social Security Report 2014 (forthcoming)

# It is not too late: Policies for an Equitable Recovery

- Current crisis presents an opportunity to rethink socio-economic policies for women, for all
- 1929 financial crash led to a New Deal that radically altered the development model of the day:
  - ✓ Stimulated economic growth and employment
  - ✓ Regulated the financial sector
  - ✓ Expanded social security
- A comparable policy push is needed today
- It is not too late
- Increased international cooperation/coordination is urgently needed for a more robust and sustained recovery, with benefits far more widely shared





# Social Protection Floors Recommendation 202

- **June 2012: The Recommendation Concerning National Floors of Social Protection adopted at the 101st session of the ILC in Geneva, by governments, unions and employers.**
- **Supported by G20 Leaders**



# Basic Pillars of Recommendation 202

## Social Protection Floors

NATIONAL SOCIAL SECURITY SYSTEM

Higher levels  
of protection



**NATIONAL SOCIAL PROTECTION FLOOR:**  
nationally defined basic social security guarantees

essential health care  
including maternity  
care

basic income  
security for girls and  
boys providing access  
to nutrition, education,  
and any other necessary  
goods and services

basic income  
security for women  
and men in active  
age unable to earn  
sufficient income

basic income  
security for women  
and men in old age

# Fiscal Space for Women and Socio-Economic Recovery Exists Even in the Poorest Countries

- **There is national capacity to fund social protection floors in virtually all countries**
- **There are many options, supported by UN and IFIs policy statements:**
  - Re-allocating public expenditures
  - Increasing tax revenues
  - Fighting illicit financial flows
  - Lobbying for increased aid and transfers
  - Tapping into fiscal and foreign exchange reserves
  - Restructuring debt
  - Adopting a more accommodative macroeconomic framework (e.g. tolerance to some inflation, fiscal deficit)



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# Thank you

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