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

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International Labour Organization
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

Unemployment rate by sex (per cent)

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>CI lower bound</td>
</tr>
<tr>
<td>Males</td>
<td>5.2</td>
<td>5.4</td>
<td>6.1</td>
<td>5.8</td>
<td>5.7</td>
<td>5.7</td>
<td>5.7</td>
</tr>
<tr>
<td>Females</td>
<td>5.8</td>
<td>5.9</td>
<td>6.5</td>
<td>6.5</td>
<td>6.4</td>
<td>6.4</td>
<td>6.3</td>
</tr>
</tbody>
</table>

Note: * 2013 are preliminary estimates; CI = confidence interval.
Women Affected by Global Crisis (III):
Higher Food Prices

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)**

<table>
<thead>
<tr>
<th>Year</th>
<th>High-income Countries</th>
<th>Developing Countries</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>55</td>
<td>106</td>
</tr>
<tr>
<td>2009</td>
<td>37</td>
<td>111</td>
</tr>
<tr>
<td>2010</td>
<td>68</td>
<td>119</td>
</tr>
<tr>
<td>2011</td>
<td>89</td>
<td>131</td>
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<tr>
<td>2012</td>
<td>91</td>
<td>132</td>
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<tr>
<td>2013</td>
<td>94</td>
<td>122</td>
</tr>
<tr>
<td>2014</td>
<td>106</td>
<td>111</td>
</tr>
<tr>
<td>2015</td>
<td>119</td>
<td>119</td>
</tr>
<tr>
<td>2016</td>
<td>131</td>
<td>131</td>
</tr>
</tbody>
</table>

How are Expenditure Cuts Affecting Women?

Austerity Measures in 174 Countries, 2010-13

<table>
<thead>
<tr>
<th>Measure</th>
<th>High-income countries</th>
<th>Developing countries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contracting expenditures in 2013*</td>
<td>89</td>
<td>30</td>
</tr>
<tr>
<td>Limiting subsidies</td>
<td>78</td>
<td>22</td>
</tr>
<tr>
<td>Wage bill cuts/caps</td>
<td>75</td>
<td>23</td>
</tr>
<tr>
<td>Increasing consumption taxes</td>
<td>63</td>
<td>31</td>
</tr>
<tr>
<td>Pension reform</td>
<td>47</td>
<td>39</td>
</tr>
<tr>
<td>Further targeting safety nets</td>
<td>55</td>
<td>25</td>
</tr>
<tr>
<td>Health reform</td>
<td>37</td>
<td>25</td>
</tr>
<tr>
<td>Labour reforms</td>
<td>32</td>
<td>17</td>
</tr>
</tbody>
</table>

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 though 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

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, (%)

<table>
<thead>
<tr>
<th></th>
<th>Agriculture</th>
<th>Industry</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Males</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1992</td>
<td>41.2</td>
<td>24.6</td>
<td>34.2</td>
</tr>
<tr>
<td>2002</td>
<td>37.5</td>
<td>23.9</td>
<td>38.6</td>
</tr>
<tr>
<td>2012p</td>
<td>32.8</td>
<td>25.9</td>
<td>41.3</td>
</tr>
<tr>
<td><strong>Females</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1992</td>
<td>48.8</td>
<td>15.7</td>
<td>35.4</td>
</tr>
<tr>
<td>2002</td>
<td>43.2</td>
<td>14.7</td>
<td>42.1</td>
</tr>
<tr>
<td>2012p</td>
<td>36.4</td>
<td>16.2</td>
<td>47.4</td>
</tr>
</tbody>
</table>

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. 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

At least 50 countries have shrunk the wage gap

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

Note: The gender pay gap (GPG) is defined as GPG = (\langle \text{Em} \rangle - \langle \text{Ew} \rangle) / \langle \text{Ew} \rangle \times 100, where \langle \text{Em} \rangle stands for the average wage of men and \langle \text{Ew} \rangle 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 1999 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

- **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

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

Maternity effective coverage for cash benefits
Percentage of women in employment contributing or entitled to cash maternity benefits

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

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

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/gimii/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

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


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, GECS (ILO, 2009d).

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

  - 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)

Ortiz and Cummins. 2012. A Recovery for All. UNICEF
Thank you

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