

Gender responsive national employment policies (NEPs)

Based on :

‘Two decades of National Employment policies 2000-2020: Part II
Towards a new generation of national employment policy: What can we
learn from the evolution of the scope and content of NEP’, ILO,
Forthcoming

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31 January 2022



Gender-responsive employment policies to support a human-centred recovery

Guided by ILO Convention 122 and other ILS, and country specific diagnostics

Pillar 1: Job creation and structural transformation

Macroeconomic policies: monetary, fiscal and exchange rate policies



Sectoral/industrial, trade and investment policies, including in green, digital and care



Private sector development and policies to support the enabling environment



Pillar 2: Supporting transitions and improving employability

ALMPs, skills and lifelong learning



Social protection and care policies



Wage and income policies



Pillar 3: Bridging supply and demand in the labour market

Employment services and labour market institutions



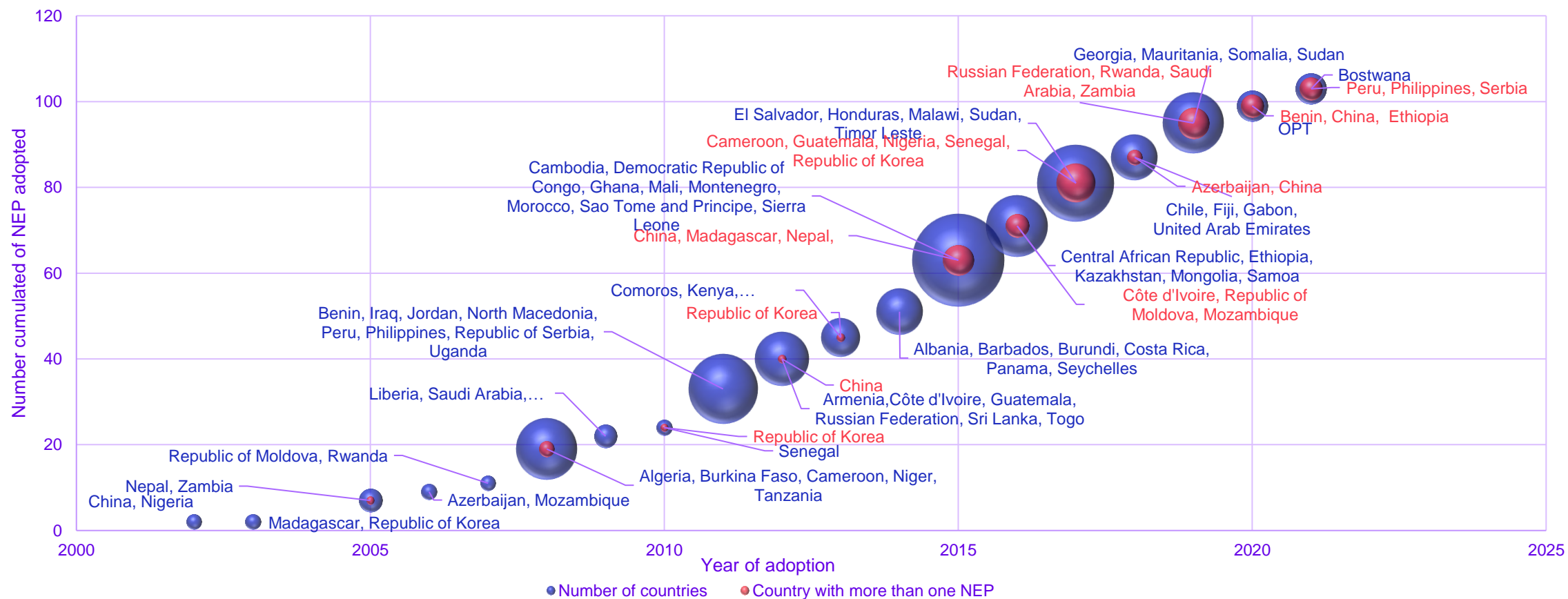
Cross-cutting: Gender and youth

Social Dialogue

Promoting an inclusive, sustainable and resilient economic and social recovery



2. NEPs: a key policy tool in an increasing number of countries and hence a key entry point for advancing gender responsive employment solutions



3. Gender & NEPs: some progress, but

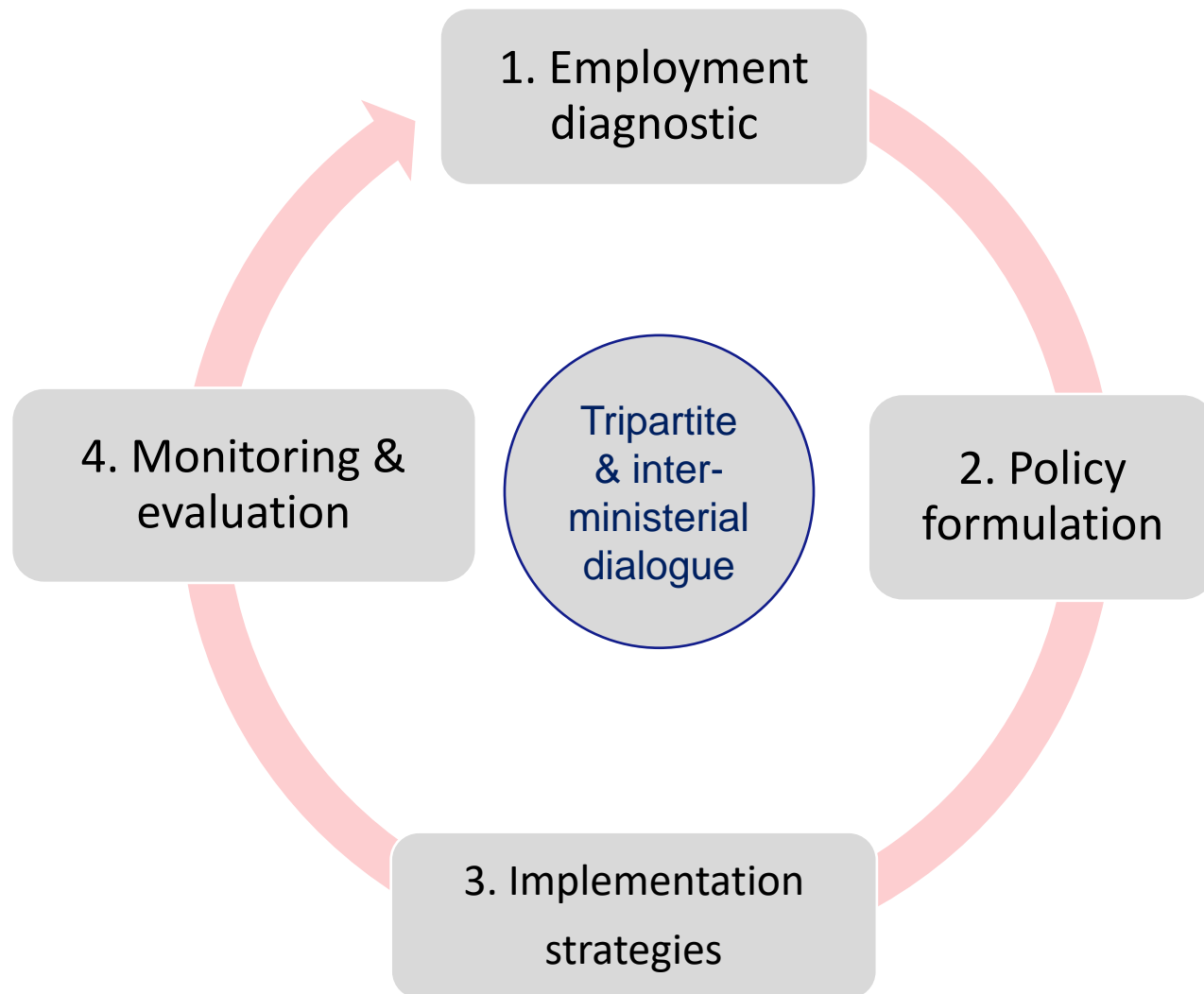
NEPs increasingly include a gender lense :

- ❖ More than 2/3 of NEPs either include gender as part of the **goal/vision** or as a **cross-cutting issues** (and sometimes the two)
- ❖ **Labour market governance policies** slightly increased over time and continue to constitute the bulk of gender responsive employment interventions (focus on ALMPs and skills entrepreneurship programs)
- ❖ On the **supply-side** : interventions to encourage women to participate in education and training & to counter socio-cultural barriers to women's participation in the labour market are included in 2/3 of NEPs – but slightly decreased over 2000-2020
- ❖ Slight rise in gender-sensitive policies for job creation (**demand-side**) – (a little bit) more interventions on private sector development for job creation for women & sectoral policies BUT gender content of macro policies remains weak while investment and trade policies remain gender blind over the last two decades
- ❖ Overall, interventions addressing the roots of gender inequality (e.g demand-side, institutions and laws) still lacks BUT appear for the first time in latest generation of NEPs
- ❖ **Other areas** : work quality (social protection, OSH, etc), targets and indicators, budgeting



4. How and why can NEPs participate in advancing the gender agenda

? - Building on some good practices and exploring the entry points



Good practices & entry points

- Diagnostics: specific studies on gender & employment (eg Cambodia, Burkina) or requirements to mainstream gender in all studies (eg Tunisia)
- Gender expert in the drafting team (eg. Tunisia, Morocco, Sri Lanka)
- Participation of women CSOs in the process (eg. Guatemala, Philippines)
- Cross-sectoral dialogues (beyond MoL): NEP inter-ministerial committees incl the Ministry of women/gender (eg OPT, Burkina, South Korea, Cambodia, China)
- Thematic groups on gender and employment (eg South Korea)
- Capacity building on gender & employment (eg. Rwanda, Tunisia)
- Pro-employment & gender budgeting (eg Namibia, Tadjikiztan, Guatemala, Costa Rica)
- Employment laws incl. Gender requirements ilo.org (eg China, Serbia)

- ❖ NEPs and gender : some encouraging signs of improvement, but we are not there yet... (need to focus on the demand-side & roots of gender inequality in the labour market)
- ❖ NEPs can be a privileged avenue for ensuring that change actually takes place : need to build on good practices and innovate
- ❖ Change takes time and goes beyond research & plans : it has to be embedded in the reality of the policy-making process (eg. Morocco)