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

**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

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

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
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
How and why can NEPs participate in advancing the gender agenda?

Building on some good practices and exploring the entry points

1. Employment diagnostic

2. Policy formulation

3. Implementation strategies

4. Monitoring & evaluation

Good practices & entry points

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

❖ 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)