

MDBs Global Seminar
Women's Participation in the Labor Force
How can we do better?
Washington, DC
1st semester 2016 (two day session)

Agenda

Day 1

9.00 Opening remarks (IDB)

9.15 “*In conversation with*” – Journalist moderates interview with two clients (company and government) to discuss challenges around integrating women into the labor force (mapping the problem)

9.45 **Plenary Panel: Expanding female labor force participation, but how?**

Description:

Policies aimed to increase female employment and earnings. What are governments doing to explicitly promote women's labor force participation and gender equality in earnings? Can legislation reform on maternity/paternity/caring have an impact on FLFP or earnings? What is the role of the women's ministries vis a vis labor ministries? Are wage subsidies an effective instrument to promote participation?

- Comprehensive caring for dependents (childcare, afterschool programs, and elderly)
- New legislation on maternity, paternity and caring in Uruguay (AGI Impact evaluation)
- Wage subsidies to women workers in Chile

10.45 Coffee & tea break

11.15 **Plenary Panel: How to create quality jobs for women?**

Description:

How to promote better working conditions for women? What are the good practices in implementing labor legislation to combat gender discrimination in the workplace?

What are good practices in attracting women to male-dominated occupations? To study fields in STEM? How can companies become gender certified? What is the evidence on the effectiveness of gender certification programs? What is the role of the public sector vis a vis the private sector in promoting them? What is the role of business associations? What are effective instruments to engage the private sector? What dimensions are easier to implement?

- Better work program in the garment sector
- Germany or Swiss example of a pay calculator to assess "equal pay for equal work"
- Wage gap
- Gender Appraisals & Certification
- Anti-sexual harassment policies and practices

12.30 Lunch

14.00 **Breakout workshops: How to make it happen? From Policies to Practice**

Format: Expert leads (1 government/1 private sector) provide short input with concrete best practice examples and then discusses with the group key questions around the topic

1. **Data:** Expert leads explore what the main challenges are in gender collection and use? What are we learning from recent initiatives to close the gender data gaps? How do we promote further use of gender data for policy decisions? (Date2X, EDGE etc.)
2. **Care:** Expert leads explore different Care models, public and private sector roles and responsibilities and includes concrete case studies on innovative care models

15.30 Coffee & tea

16.00 **Plenary Panel: Female Entrepreneurship – Success and Challenges**

Description:

Has the ecosystem for female entrepreneurship improved? What is the role of mentors and networks? What are new findings about developing business skills cost-effectively? How do these models apply in a rural context? What are some of the new approaches to offering financial services to women? What are the findings from worldwide programs that promote female entrepreneurship?

- Mentorship and networks (findings from impact evaluation of WLSME)
- Business skills – new and innovative vehicles for delivering training (AGI or Africa poverty lab)
- Supply chains in agriculture
- Innovative financing instruments (digital payment, GBA, new SME facilities etc.)

17.00 Wrap-up day 1 and Reception

Day 2

9.00 **Plenary Panel: Crossing boundaries – what works to reduce occupational gender segmentation?**

Description

Gender sorting into different jobs, industries, and firm types explains much of the pay gap. Throughout the world, women are concentrated in less productive jobs and run enterprises in less productive sectors, with fewer opportunities for business scale up or career advancement. The latest Grant Thornton International Business Report indicates that the share of women in senior management roles globally is only 21 percent. Across developing countries, 18 percent of non-agricultural self-employed men work in business-oriented services, compared to only five percent of women; women are more heavily concentrated into retail services, often in the informal sector. How can public policies and programs create the incentives and conditions for women to enter nontraditional work? What is the experience of private sector companies? Are quotas necessary to increase female participation in leadership roles in the private sector? What are the legal barriers and how can norms be addressed?

- Training and information - Africa Gender Innovation Lab work on Uganda, Women's Leadership in Small and Medium Enterprises (WLSME)
- Women Business and the Law work on legal barriers and norms
- Red Prolid,
- Australia Male Champions for Change Initiative
- Women on boards and in management
- STEMS

10.15 Coffee break

10.45 **Breakout workshops: "How to make it happen? From Policies to Practice**

Format: Expert leads (1 government/1 private sector) provide short input with concrete best practice examples and then discusses with the group key questions around the topic

1. **STEM:** Expert leads explore how to increase women's participation in STEM – highlights innovative efforts from different countries at tertiary level and in the workplace
2. **Gender Based Violence:** Expert leads (government/private sector) explores effective workplace policies and practices that have helped to reduce sexual harassment at workplace and contributed to domestic violence prevention

12.30 Lunch

14.00 **Leading by example – how can MDBs promote gender equality and social inclusion in practice?**

Description

What have we learned from the experience of the MDBs in promoting social inclusion in their procurement practices? Are certification programs of women led businesses (WLB) working? Is legislation that favors WLB necessary? What is the role of the government with public procurement? Is EDGE certification relevant for MDBs?

- MDBs and multinational corporate (Marriott?) procurement practices
- Promoting women-led SME inclusion in public and private sector supply chains (WeConnect)
- EDGE certification