



## Foreword

- World Bank's Economic Update
- Objective of the Study presented today

## Outline

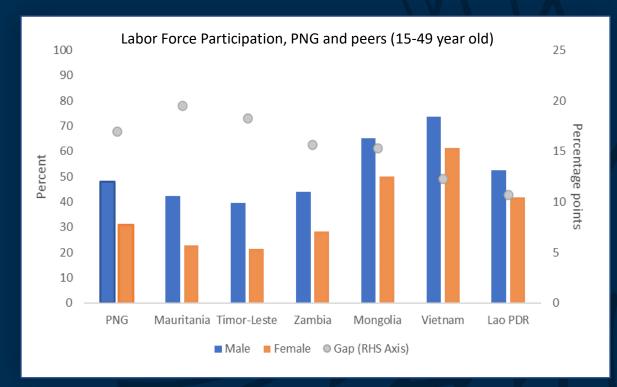
- 1. The Economic Case for Gender Equality
- 2. Barriers to Gender Equality in Economic Opportunities
- 3. Policy Recommendations



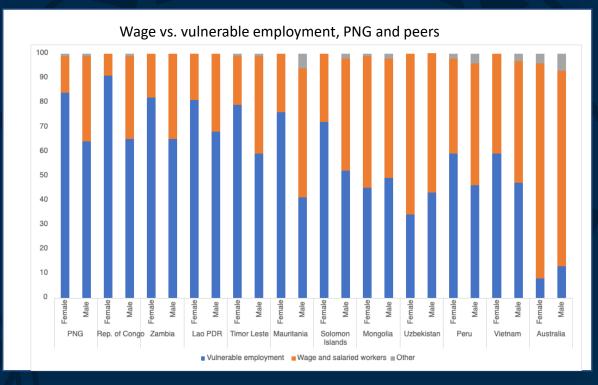


## Significant gender gaps in paid employment, in a context of low engagement in the labor market for both women and men

## At 31%, women's labor force participation is lower and the gap with men's LFP higher compared to peers' average



## Women wok overwhelmingly in less secure and informal jobs, with lower productivity and earnings





# The Economic Case for Gender Equality

Gender Equality is a development objective in its own right.

It is also smart economics.

Bridging the difference between men's and women's participation in better, more productive paid employment could result in PNG's GDP per capita being one fifth higher in the space of a generation.

#### **Gender Employment Gap Index (GEGI)**

| Emplo            | oyment- | Basic | Bet        | Full   |       |
|------------------|---------|-------|------------|--------|-------|
| Population Ratio |         | GEGI  | Employment |        | GEGI  |
|                  |         | (%)   | Ra         | (%)    |       |
| Male             | Female  |       | Male       | Female |       |
| 0.45             | 0.31    | 18.39 | 0.23       | 0.14   | 20.81 |

Source: DHS data from NSO, 2019.

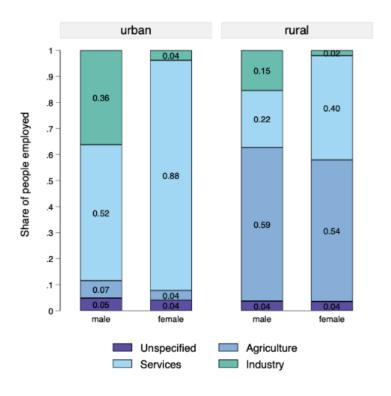
Note: Methodology adapted from Pennings (2022).





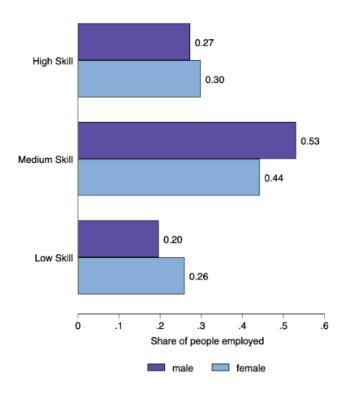
Laws and gender norms, in addition to skills, drive this pattern.

#### Men and women's total employment by broad sector in rural and urban areas (percent)



#### Occupational segregation in paid employment by skill level

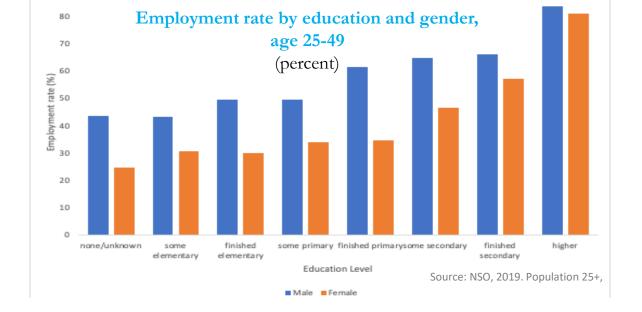
(percent of employed women or men)



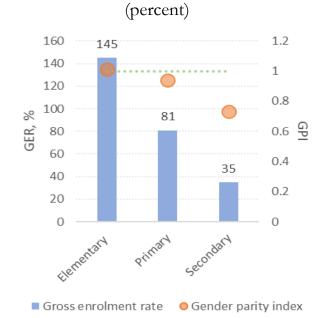


The gender gap in employment narrows for higher education levels.

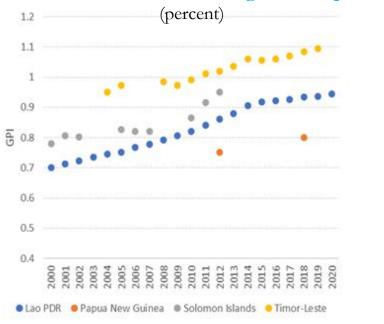
But girls interrupt their education early, especially in rural areas, due to safety concerns, financial constraints, poor infrastructure and domestic obligations.



#### Gross enrolment rates and gender parity across educational levels



#### Gender parity index in gross enrolment rates in secondary education over time, PNG and regional comparators



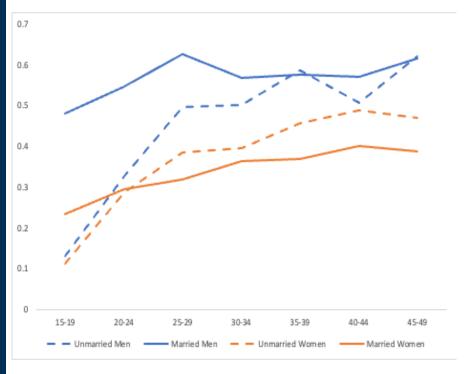
Note: Elementary education includes grades 1 and 2, primary includes grades 2 to 8, and secondary includes grades 9 to 12. Sources: (left) 2018 EMIS data from Dep. of Education;

# Supporting women in navigating trade-offs between household and market roles

Several barriers to employment for women, especially those with children under 5 in the household:

- Lack of (paid) maternity and parental leave;
- Limited ECE provision;
- Social norms around women vs. men's role in the household.

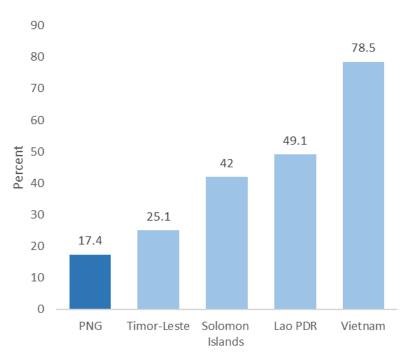
#### Employment-to-population ratio by age, gender and marital status (percent)



Source: DHS 2016-2018. NSO 2019.

Notes: married = married or living with partner

Net enrolment rates in pre-primary education in PNG and EAP comparators (percent)



 $\it Note:$  Pre-primary education age in PNG is 4 to 6 years, while it is 3 to 5 for the rest of EAP peers presented.

Source: Latest national data from UNESCO Institute for Statistics (UIS) Country Profiles.

Presence of children under age 5 in the household is associated with an increase in the gender gap in employment, particularly in urban areas



Constraints faced by female farmers lead to large gender gaps in agricultural productivity. They result in a loss of up to 5 percent of overall agricultural output in the country.

#### Female-headed households earn less than MHH:

- 26 percent less from the sale of cash crops
- 43 percent less from the sale of food crops

|   | Male      | Female    | Difference and |
|---|-----------|-----------|----------------|
|   | Household | Household | Significance   |
|   | Head      | Head      |                |
| Share of total households (%, N=13,370) | 82.8      | 17.2      |                |
| Sold any crops (%)                      | 55.4      | 46.7      | 8.7***         |
| Grew cash crops (%)                     | 62.8      | 50.0      | 12.8***        |
| Hectares of agricultural land (Average) | 4.3       | 3.1       | 1.2***         |

Source: 2016-2018 DHS.

- **❖ Female-headed households produce up to 62 percent less per hectare**, compared to male-headed households with similar-sized landholdings.
- ❖ This gap can be reduced by improving women's access to higher value cash crops (such as cocoa, coffee and vanilla) and agricultural inputs (tools, extension services and hired labor).

Access to inputs (e.g. finance), knowledge and networks also constrains women-led non-agriculture businesses

| dependent variable is log (value of agricultural production per ha) |        |        |       |        |        |        |        |  |
|---|--------|--------|-------|--------|--------|--------|--------|--|
|   | (1)    | (2)    | (3)   | (4)    | (5)    | (6)    | (7)    |  |
| Female Head   | 208    | 62***  | 331*  | 336*   | 155    | 272    | 158    |  |
|   | (.237) | (.197) | (.17) | (.188) | (.164) | (.164) | (.189) |  |
| Observations  | 771    | 771    | 771   | 771    | 771    | 771    | 771    |  |
| R-squared   | .001   | .176   | .295  | .296   | .525   | .327   | .537   |  |
| Land Size   | No     | Yes    | Yes   | Yes    | Yes    | Yes    | Yes    |  |
| Regional FE   | No     | No     | Yes   | Yes    | Yes    | Yes    | Yes    |  |
| Household Characteristics   | No     | No     | No    | Yes    | No     | No     | Yes    |  |
| Crop FE   | No     | No     | No    | No     | Yes    | No     | Yes    |  |
| Agricultural Inputs   | No     | No     | No    | No     | No     | Yes    | Yes    |  |
| Standard errors are in parentheses                                  |        |        |       |        |        |        |        |  |

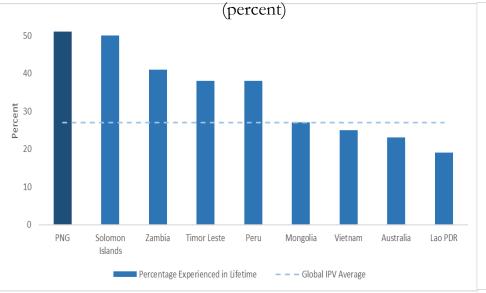
**Regressions by Different Specifications** 

<sup>\*\*\*</sup> p<.01, \*\* p<.05, \* p<.1

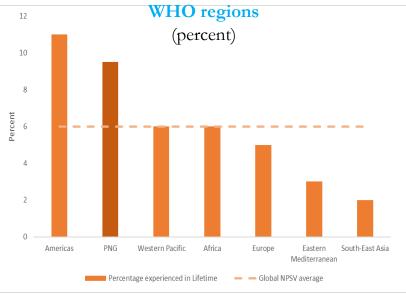
# Addressing GBV risk to boost women's productive employment

High prevalence of GBV is enabled by social and gender norms that legitimize such violence

### Share of women who have experienced intimate partner violence in their lifetime

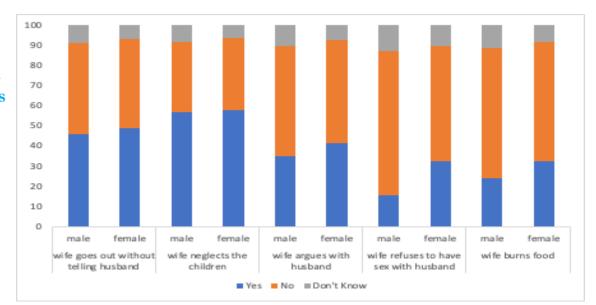


## Prevalence of non-partner sexual violence in PNG and low- and middle-income countries in



Source: Authors' calculations based on PNG DHS 2016-2018 (NSO) and WHO modelled estimates based on most recent survey data. IPV includes physical and/or sexual violence.

Attitudes towards
partner violence by
gender: Is a husband
justified in beating his
wife in the following
cases?
(percentage)

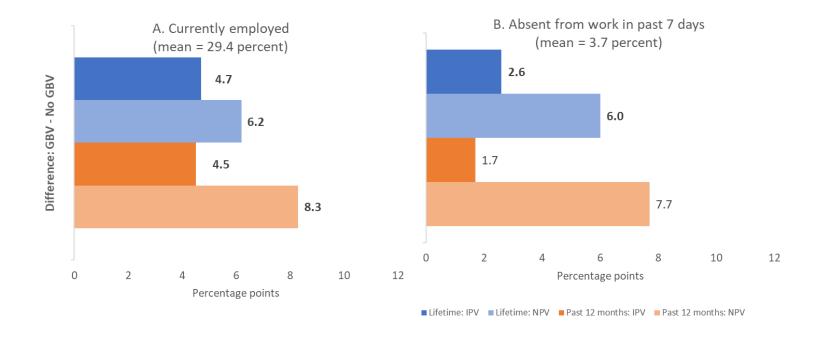


Source: DHS 2016-2018

Impacts and cost of GBV affect mostly survivors and their families.

But there is also a cost for the economy:
Absenteeism associated to GBV cost about 0.5% of PNG's GDP in 2020 (or close to 160 million USD in 2022 prices).

### Reported experiences of GBV, by women's employment status and by absence from work



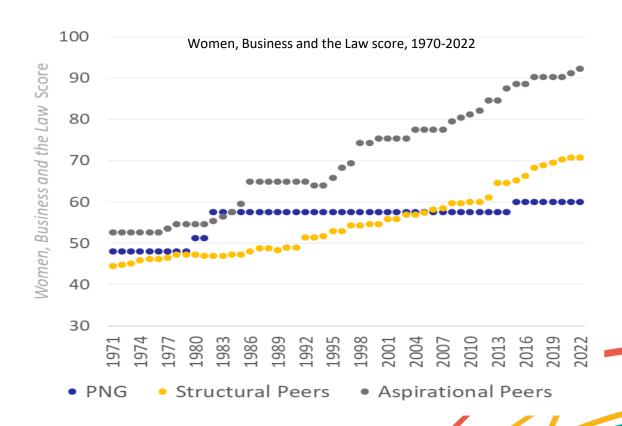


# Unlocking the potential for women's access to economic opportunities

A supportive legal and policy environment; including focus on enforcement and implementation.

2. Scale-up interventions that work

## PNG has been slow at introducing gender-equitable legislation



# Recommended Actions for the short-term (1-3 years)

#### Legislative measures



#### **Expected Impacts**

conditions for women

women not currently

Better jobs and

already working;

easier access for

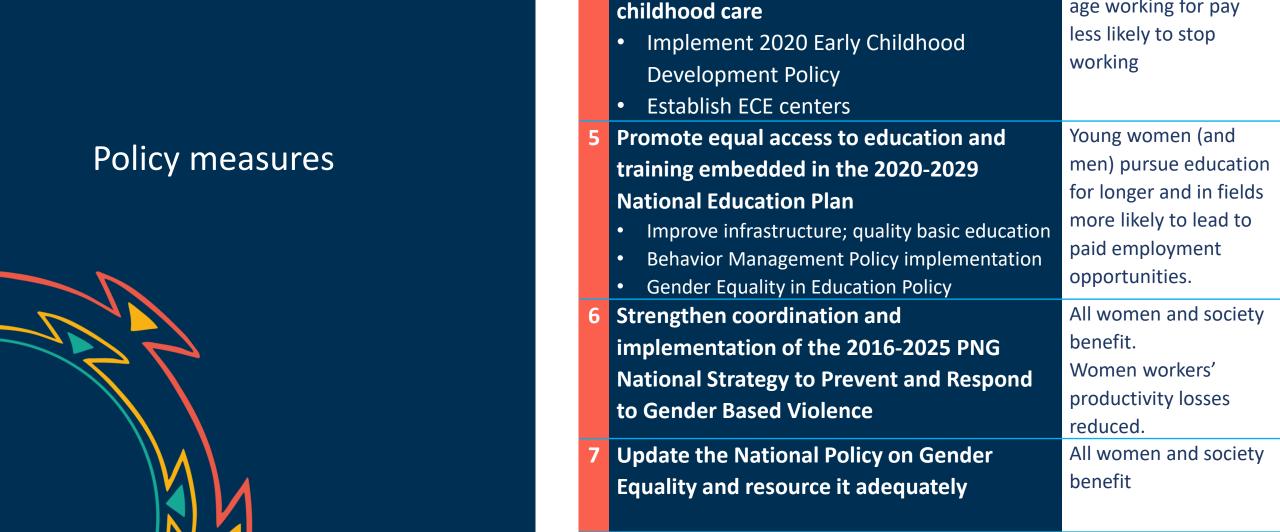
- 1 Amend labor legislation to promote access to better jobs, support working parents and address workplace sexual harassment
  - 1978 Employment Act
  - Mining Act
  - Outlawed SH in the 2014 General Orders and Public Sector Management Act
- All women and society benefit

working

- 2 Strengthen implementation of laws aimed at addressing GBV
  - e.g. 2013 Family Protection Act,
     resourcing/training to local courts, police
- Support effective enforcement of legislation that provides for equality of inputs such as land and credit
  - Married Women's Property Act
  - e.g. 1966 Land Act to ensure women's equal access to customary land

Increase in productivity and earnings for female entrepreneurs and farmers

#### **Recommended Actions for** the short-term (1-3 years)



Take steps towards provision of early

**Expected Impacts** 

age working for pay

Women of childbearing

# Recommended Actions for the short-term (1-3 years)

#### Interventions



#### **Expected Impacts**

- 8 Scale up interventions to address GBV and harassment
  - Workplace responses to addressing GBV
  - Advocacy and outreach programs aimed at addressing norms condoning violence
  - Engagement of a range of community members and groups

Women are more likely to remain in their job and be more productive.

Long-term benefits from shifts in social norms, esp. those condoning violence. More young women encouraged to work outside the home.

- Scale up interventions to improve access to paid work
  - Employment and leadership programs, including public works, tailored to female and male youth.
  - Support for female entrepreneurs' access to inputs and information (hubs, networks, skills).

Women not working, particularly youth, have improved access to jobs.

Female entrepreneurs increase productivity and returns.



# Tenk yu tru

Thank You

Contact:

Giorgia Demarchi, gdemarchi@worldbank.org