IDB Group Employment Action Framework with a Gender Perspective
COVID-19 crisis implies opportunities of action for the IDB Group

Boost the recovery of lost jobs and the creation of quality jobs, with a focus on women in LAC

→ Employment action framework with a gender perspective
What are the opportunities for LAC?

An unprecedented crisis requires innovative solutions

- Opportunity to transform employment, including female employment
- Opportunity to reverse and “take advantage” of changes brought by the pandemic
- Opportunity to act in the public and private sphere
3 pillars

1 Firms

2 Talent

3 Regulations
1 **Firms**

**OBJECTIVE**

- Recover jobs lost in the pandemic and create new quality jobs, with a special emphasis on increasing the employment of women

**EX. RESULT INDICATORS**

- Resources mobilized for the protection and creation of quality jobs
- Women employment supported by IDB Group operations
- Overall employment supported by IDB Group operations
2 Talent

OBJECTIVE

• Provide individuals with the skills necessary to develop successful lifelong learning and work trajectories

EX. RESULT INDICATORS

• Individuals who have received labor intermediation and/or guidance services

• Individuals trained and certified with skills and competencies demanded by the public and private sectors

• Individuals graduated from secondary or technical and vocational education
Regulations

OBJECTIVE

• Strengthen labor institutions, laws and regulations to improve labor market functioning

EX. RESULT INDICATORS

• Regulatory measures proposed (with a gender emphasis)

• Individuals covered by social security
Quantifying the IDB Group Employment Impacts

From a case-by-case unsystematic approach

To a new integrated and systematic approach
Main considerations

1. EMPLOYMENT SUPPORTED VS CREATED

2. DIFFERENCES IN THE NATURE OF OPERATIONS (SECTOR) MATTER

3. NEED OF COLLECTIVE ACTION –
   • Changing the mindset- importance and benefits of measuring employment effects
   • Complex work, time consuming, collaboration and coordination among interested parties highly needed
Example: Infrastructure

EMPLOYMENT SUPPORTED:

Construction (reported) / Maintenance and Operation (reported or expected)

- Details on individuals involved in each stage.
  - Ex: number, gender, occupational profile, etc.
- Details on firms involved in each stage.
  - Ex: size, sector, location, etc.
  - Gender leadership of the firms involved

TALENT SUPPORT SERVICES:

Talent strategic planning, skills development, coaching and guidance, labor intermediation, certification, etc.
Thank you!