



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



3 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!