



ANNUAL MEETINGS

2021 | WASHINGTON DC

WORLD BANK GROUP
INTERNATIONAL MONETARY FUND

IMF SEMINARS RECOMMENDED READING

IMF Inspired: Reimagining the
Workplace for Women



LIBRARY

Corporate Services and Facilities



ANNUAL MEETINGS

2021 | WASHINGTON DC

WORLD BANK GROUP
INTERNATIONAL MONETARY FUND

IMF SEMINARS RECOMMENDED READING



LIBRARY

Corporate Services and Facilities

MONDAY, October 11, 2021

12:00 PM - 12:30 PM, Virtual

IMF Inspired: Reimagining the Workplace for Women

Sponsored by the IMF Secretary's Department

Reshma Saujani, Founder of Marshall Plan for Moms and Girls Who Code, and Sabina Bhatia, Deputy Secretary of the IMF, discuss the she-cession and the damaging effects of the COVID-19 outbreak on working women and more specifically on mothers. The session will also explore how we can reimagine a better, fairer, and more equitable workplace for women. Kristalina Georgieva, Managing Director of the IMF, will give opening remarks.



Aoyagi, Chie. 2021.
[“Africa’s Unequal Pandemic.” In-Depth Research & Reports, Atlantic Council, July 7.](#)

Women have fared worse during COVID than men as the rural-urban divide deepens and income falls across sub-Saharan Africa. In sub-Saharan Africa, the gender inequities of the COVID-19 pandemic follow different paths but almost always end up the same: women have suffered disproportionate economic harm from the crisis.

Fabrizio, Stefania, Diego B. P. Gomes, and Marina Mendes Tavares. 2021.
[“COVID-19 She-Cession: The Employment Penalty of Taking Care of Young Children.” Working Paper No. 2021/058, International Monetary Fund, Washington, DC.](#)

The COVID-19 outbreak and the measures to contain the virus have caused severe disruptions to labor supply and demand worldwide. Understanding who is bearing the burden of the crisis and what drives it is crucial for designing policies going forward. Using the U.S. monthly Current Population Survey data, this paper analyzes differences in employment responses between men and women. The main finding is that less educated women with young children were the most adversely affected during the first nine months of the crisis. The loss of employment of women with young children due to the burden of additional childcare is estimated to account for 45 percent of the increase in the employment gender gap, and to reduce total output by 0.36 percent between April and November 2020.

Fernández, Raquel, Asel Isakova, Francesco Luna, and Barbara Rambousek. 2021.
[“Gender Equality and Inclusive Growth.” Working Paper No. 2021/098, International Monetary Fund, Washington, DC.](#)

This paper considers various dimensions and sources of gender inequality and presents policies and best practices to address these. With women accounting for fifty percent of the global population, inclusive growth can only be achieved if it promotes gender equality. Despite recent progress, gender gaps remain across all stages of life, including before birth, and negatively impact health, education, and economic outcomes for women. The roadmap to gender equality has to rely on legal framework reforms, policies to promote equal access, and efforts to tackle entrenched social norms.

These need to be set in the context of arising new trends such as digitalization, climate change, as well as shocks such as pandemics.

Georgieva, Kristalina, Stefania Fabrizio, Diego B. P. Gomes, and Marina M. Tavares. 2021.
[“COVID-19: The Moms’ Emergency.” *IMF Blog*, April 30.](#)

A year ago, the world changed. While the pandemic’s effect on workers has varied worldwide, the new reality has left many mothers scrambling. With schools and daycares closed, many were forced to leave their jobs or cut the hours they worked. New IMF estimates confirm the outsized impact on working mothers, and on the economy as a whole. In short, within the world of work, women with young children have been among the biggest casualties of the economic lockdowns.

International Labour Organization. 2021.
[“Building Forward Fairer: Women’s Rights to Work and at Work at the Core of the COVID-19 Recovery.” Policy Brief, International Labour Organization, Geneva, Switzerland.](#)

This policy brief provides an outlook of where women stand in the labour market after more than a year into the COVID-19 pandemic. This policy brief confirms that women’s employment has been negatively impacted in terms of both quantity and quality, although with substantial regional variations. It provides a snapshot of new and continuing measures that governments have adopted to mitigate the employment and income effects of the pandemic, while warning that they are already leaving women behind. Finally, it calls for gender-responsive policies, in order to make women’s right to work and their labour rights a central feature of the COVID-19 recovery.

Ipsos, and Global Institute for Women’s Leadership. 2021.
[International Women’s Day 2021. Paris: Ipsos](#)

Most people believe that women and men should be paid equally for equal work. Yet, this is not the reality. Gender gaps still exist, and the Covid-19 pandemic seems to make the gaps even harder to fill. Here, we present a few important insights about the perception of gender pay gap and the implications of Covid-19 from a report made in collaboration with the Global Institute for Women’s Leadership at King’s College

London.

Tang, Vincent, Aroa Santiago, Zohra Khan, David Amaglobel, Esuna Dugarova, Katherine Gifford, Laura Gores, Jiro Honda, Alexander Klemm, Carolina Renteria, Alberto Soler, Silke Staab, Carolina Osorio Buitron, and Qianqian Zhang. 2021.

[“Gender Equality and Inclusive Growth.” Special Series on COVID-19, International Monetary Fund, Washington, DC.](#)

The COVID-19 crisis threatens decades of progress for women and girls, disproportionately impacting women’s incomes, employment, and education opportunities, while increasing pressures of unpaid care and fueling the “shadow pandemic” of gender-based violence. Countries should deploy gender-responsive policies and budgeting, which will help to mitigate the short-term impacts, while also addressing long-term structural drivers of gender inequality. Failing to do so risks longterm scarring and harms the prospects for gender responsive recovery. This note examines how countries worldwide have taken up this challenge, drawing on the United Nations Development Programme (UNDP)-UN Women COVID-19 Global Gender Response Tracker. It also highlights additional tax and expenditure policy recommendations to address the gender impacts of COVID-19, laying out the ways in which gender responsive budgeting can support strategic design and effective implementation of gender responsive policies.

World Bank. 2021.

[Women, Business and the Law 2021. Washington, DC: World Bank.](#)

Women, Business and the Law 2021 is the seventh in a series of annual studies measuring the laws and regulations that affect women’s economic opportunity in 190 economies. The project presents eight indicators structured around women’s interactions with the law as they move through their lives and careers: Mobility, Workplace, Pay, Marriage, Parenthood, Entrepreneurship, Assets, and Pension. This year’s report updates all indicators as of October 1, 2020 and builds evidence of the links between legal gender equality and women’s economic inclusion. By examining the economic decisions women make throughout their working lives, as well as the pace of reform over the past 50 years, Women, Business and the Law 2021 makes an important contribution

to research and policy discussions about the state of women’s economic empowerment. Prepared during a global pandemic that threatens progress toward gender equality, findings on government responses to COVID-19 and pilot research related to childcare and women’s access to justice.

Azcona, Ginette, Antra Bhatt, Jessamyn Encarnacion, Juncal Plazaola-Castaño, Papa Seck, Silke Staab, and Laura Turquet. 2020.

[From Insights to Action: Gender Equality in the Wake of COVID-19. New York: UN Women.](#)

The impacts of crises are never gender-neutral, and COVID-19 is no exception. This publication summarizes data, research, and policy work by UN Women’s Policy and Programme Division on the pandemic’s impact on women and girls, including the impact on extreme poverty, employment, health, unpaid care, and violence against women and girls. The publication also brings into focus the paucity of gender data and calls for greater investment and prioritization of data on the gendered effects of the crisis.

Bell, Sharon, Guillaume Jaisson, Peter Oppenheimer, and Lilia Peytavin. 2020.

[“Womenomics: Europe Moving Ahead.” Global Strategy Research Paper No. 45, Goldman Sachs, Goldman Sachs, New York.](#)

Labour participation rates for women in Europe on the rise In Europe there are some tantalising signs of progress on women’s contribution to the economy: most notably, participation rates for women in the workforce have risen dramatically and continue to move up. In many European countries they are now above rates in the US.

Diallo, Bobo, Seemin Qayum, and Silke Staab. 2020.

[“COVID-19 and the Care Economy: Immediate Action and Structural Transformation for a Gender-responsive Recovery.” Policy Brief No. 16, UN Women, New York.](#)

This brief presents emerging evidence on the impact of the COVID-19 global pandemic on the care economy. Complementing a separate UN Women brief, “Addressing the Economic Fallout of COVID-19,”

this brief highlights key measures needed to address the increase in unpaid care work as a result of the pandemic, ensure adequate compensation and decent working conditions for paid care workers and enable the participation of paid and unpaid caregivers in the policy decisions that affect them. It makes recommendations to be considered by all stakeholders, from governments to international organizations and the private sector, with examples of actions already taken. In addition to considering the immediate impacts of the pandemic on care systems, it shines a light on the opportunity to 'build back better' through sustained investments in gender-responsive social protection and care systems.

World Bank. 2019.

[Guinea: The Economic Benefits of a Gender Inclusive Society. Washington, DC: World Bank.](#)

This report examines the extent of gender gaps, their economic impact, and proposes policies to improve gender equality in Guinea. Although the government of Guinea has taken actions to boost gender equality, significant challenges persist. Child marriage is widespread among girls, reducing girls' education and resulting in among the highest rates of early childbearing worldwide. Moreover, female genital mutilation is almost universal with high societal costs on women's health. Girls reaching adulthood have lower education levels than men, lower wages, and lower agricultural productivity. Reducing gender inequality in Guinea could potentially accelerate per capita GDP growth by up to 0.6 percentage points per year or 10.2 percent overall by 2035, according to the results of estimations from a Computable General Equilibrium Model. This is a rate of return to investment of 8.2 percent per year. Policy recommendations to tackle the gender divide focus on legislative changes and programs intended to boost the productivity of adult women, reduce the prevalence of child marriage, early childbearing, and female genital mutilation/excision.

World Bank. 2019.

[Investing in Opportunities for All: Croatia Country Gender Assessment. Washington, DC: World Bank.](#)

The Croatia Country Gender Assessment reviewed the state of equality between women and men in Croatia in endowments, economic opportunities, and voice

and agency. Overall, the country has made progress on including gender equality both institutionally and legally into its policy agenda. Certain indicators of gender equality remain strong, such as equitable primary and secondary school enrollment for boys and girls. A closer look reveals areas that need to be improved, such as equality in the labor market, women's entrepreneurship and role in politics and business, the situation of Roma women, rural and urban disparities, care work distribution between men and women, and the inclusion of lesbian, gay, bisexual, transgender, and intersex (LGBTI) people. The most significant gap is in access to economic opportunities, with a large number of women, youth, retirees, and minorities excluded from the labor market. Sustainable and effective solutions for this complex issue lie in a whole of government effort covering education and skills development, including retraining and lifelong learning; equity in healthcare; provision of care services to enable women to enter the labor market; and inclusive entrepreneurship. The findings are in line with some of the issues raised in the Croatia Systematic Country Diagnostic of the World Bank; this assessment unpacks these issues in more detail and identifies additional areas for attention. The World Bank could use its engagement with the Government of Croatia to advocate for these issues, and to look for entry points in its current portfolio and pipeline. To this end, a Gender Roadmap has been developed under the Country Partnership Framework (2019-2024) that will focus on how some of the gender gaps could be reduced through the Bank's current and future engagements, and progress tracked periodically. It shows a commitment by the Bank to follow up on the findings and the recommendations arising from this assessment. The conclusions have been arrived at using mixed methods, supplementing quantitative sources with qualitative tools. The assessment is also innovative in highlighting the intersectionality of overlapping disadvantages arising from social and spatial exclusion. It does this by bringing in voices of the youth, elderly women, Roma, and LGBTI from Slavonia (one of the least-developed parts of the country), and Zagreb (the most developed).

Zeitoun, Nahla, and Ahmed Mohamed Salaheldin. 2018.

[Women Economic Empowerment Study. Washington, DC: World Bank Group.](#)

The Women Economic Empowerment report outlines

the factors contributing to the persistently low economic participation of Egyptian women and to identify “gender smart” policies and solutions to boost economic growth while at the same time, narrowing relevant gender gaps. The study provides the context of women’s share of the public space as reflected in their access to education, health, social protection, and decent work opportunities. It provides qualitative insights into women’s perceptions regarding working conditions and challenges, including the reconciliation between work and marriage, and the relation between household responsibilities, earnings, and the dynamics of decision making in the household. It also discusses the various gender conscious and unconscious biases affecting women’s work in the private sector while providing recommendations to promote gender diversity in the workplace, and boosting the inclusion of women, particularly in leadership positions. Lastly, it identifies the top 12 industries where women’s work is concentrated and/or promising by providing an analysis of the characteristics of the female labor force in these industries. In highlighting the intersectionality of overlapping disadvantages arising from social and spatial exclusion. It does this by bringing in voices of the youth, elderly women, Roma, and LGBTI from Slavonia (one of the least-developed parts of the country), and Zagreb (the most developed).

MEDIA PARTNERS



FINANCIAL
TIMES



العربية
alarabiya



The Banker
GLOBAL FINANCIAL INTELLIGENCE SINCE 1926

财新 Caixin



aquí estamos





<https://meetings.imf.org/en/2021/Annual/Seminars>



LIBRARY
Corporate Services and Facilities