

Evidence-Based Solutions to Close Gender Gaps and Promote Labor Inclusion

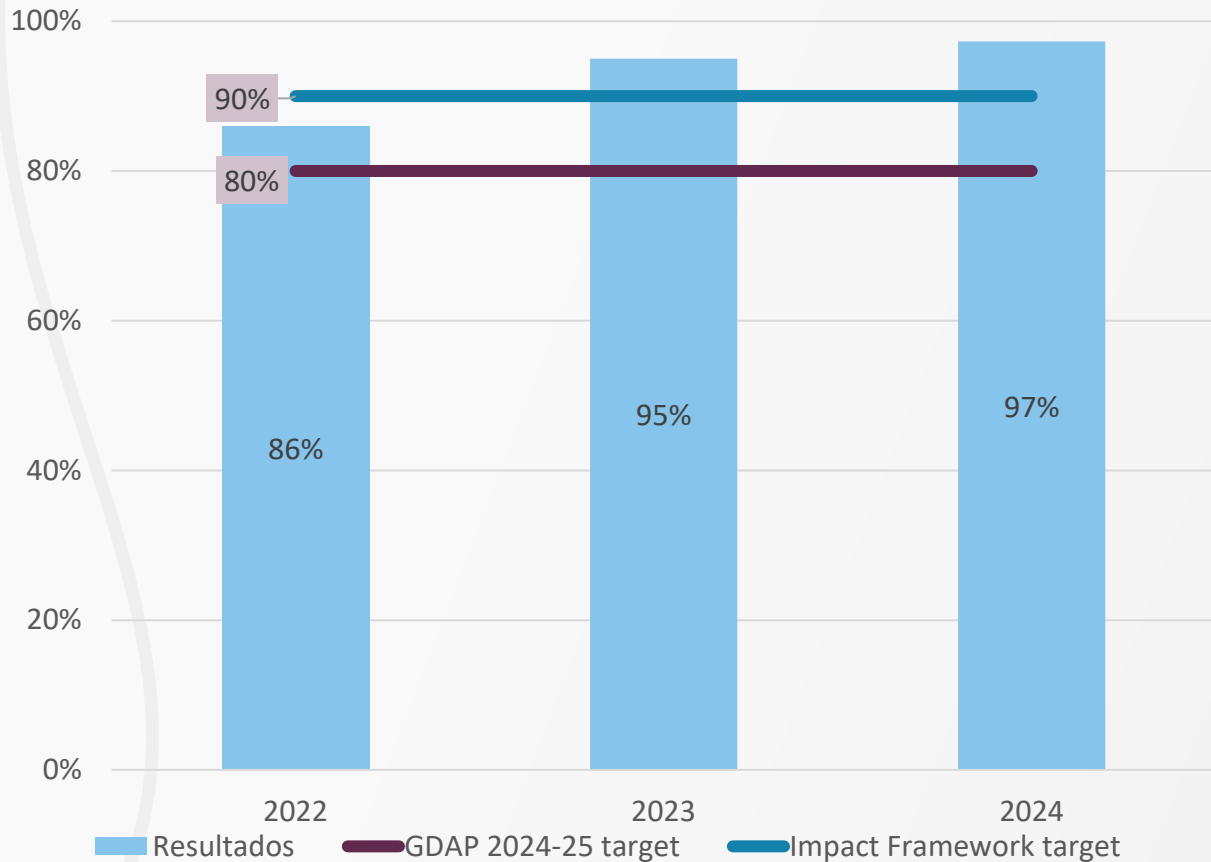
Montserrat Bustelo

Gender and Diversity Division
Inter-American Development Bank (IDB)
12-12-2024

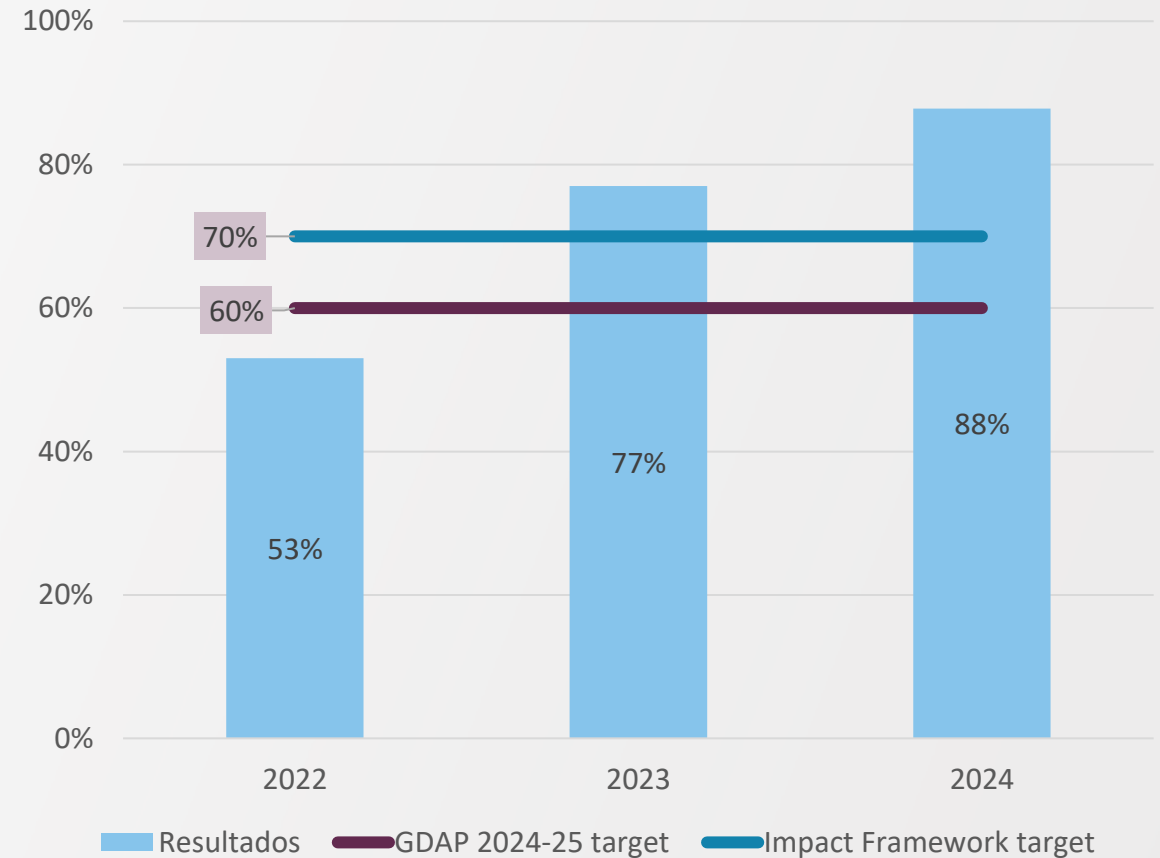


At the IDB, we **mainstream** the Gender and Diversity perspective in our projects.

GENDER-ALIGNED PROJECTS



DIVERSITY-ALIGNED PROJECTS



Note: The 2024 figures are based on the pipeline of projects approved as of November 14, 2024.

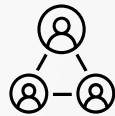
Evidence-based solutions

are essential for developing effective programs and robust policies

THE TWO PILLARS OF GDLAB



Foster Cutting-Edge Knowledge Addressing Gender and Diversity Issues



Bring G&D Knowledge Closer to Our Operations and Policy Makers



A SNAPSHOT OF GDLAB'S WORK

CALLS FOR PROPOSALS

Supporting innovative research through competitive calls for proposals. On topics such as:

- Employment Recovery Post-COVID-19
- Inclusion of People with Disabilities
- The Care Economy

Serie of POLICY BRIEFS

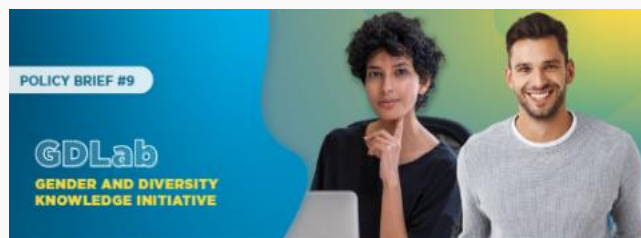
Providing actionable insights and recommendations on gender and diversity issues.

WEBINARS & WORKSHOPS

Bridging knowledge to engage a wider audience, support informed decision-making, and promote effective knowledge sharing.

For 2025 • **Women Entrepreneurship**

GDLab policy briefs



→ LGBTQ+ persons in Latin America and the Caribbean: What does the evidence say about their situation?

Despite the progress that has been made in the region toward closing the gaps and inequalities that affect people with diverse sexual orientations and gender identities, and despite the efforts of some countries to prevent and punish gender-based harassment and violence, barriers persist: stigma and discrimination continue to affect social inclusion and full citizenship of lesbian, gay, bisexual, trans, queer, and other (LGBTQ+) people. For example, while same-sex marriage is partially or fully legal in nine countries in Latin America and the Caribbean (LAC), many others still criminalize consensual adult same-sex relationships.¹⁰ Even in countries with more robust regulatory frameworks recognizing the rights of LGBTQ+ people, homophobia, biphobia, and transphobia,¹¹ as well as cases of extreme violence based on sexual orientation and gender identity, are still prevalent.^{12,13}

To address the inequalities faced by LGBTQ+ people in the region, analytical evidence is needed to inform policy design. Several recent [studies](#) supported by the IDB Group provide valuable insights into issues of social attitudes, measuring the size of this population, and their experiences of discrimination. This policy brief summarizes their main findings.

1. Homophobia, biphobia and transphobia are forms of rejection, discrimination or even hatred towards homosexual, bisexual, and transgender people, respectively.



→ Public policies for unlocking the value of paid domestic labor in Latin America and the Caribbean

Paid domestic labor plays a key role in the economy because it replaces unpaid labor and facilitates women's access to the labor market. There is evidence internationally to indicate that domestic workers do the care work and chores that would otherwise be unpaid. This substitution effect enables many women who were outside the labor market or only worked a few hours a week to change their time use patterns by increasing the hours devoted to paid work and reducing the time devoted to care! (Cortés and Pan, 2019; Cortés and Tessada, 2011; Chan, 2006; Farré, González and Ortega, 2011; Forlani, Lodigiani and Mendolicchio, 2015; Barone and Mocetti, 2011). However, the importance of this type of work should not serve as an excuse for offering domestic employees working conditions that are inferior to those of other workers, i.e., there should be no greater tolerance for employers of this group shirking their obligations.

Domestic work employs a very significant portion of women in the region, but only a minority of them have access to the social security system. The labor informality observed in this sector doubles the average informality of other workers in the region. Given that these jobs are more frequently done by vulnerable women, the low rate of formality puts them in a more vulnerable position, [contributing to perpetuating existing gender and diversity gaps in the region.](#)

1. As would be expected, these effects are observed among women with more education and income, where the opportunity costs of time use are higher.



→ Incorporating Men into Caregiving Tasks: Dismantling Barriers and Reframing Roles in Latin America and the Caribbean

→ The challenge: Male participation in care

Deeply rooted cultural expectations in Latin American and the Caribbean (LAC) society sustain that women should be responsible for the majority of domestic tasks and care. This social perception leads to a skewed distribution of chores – not only in the home but also in the work environment as a whole.

In the family sphere, it is observed that men spend considerably less time than women doing domestic tasks and unpaid care. While, on average, men dedicate about 11 hours per week to these activities, women allocate about 22 hours. The gap gets even wider in homes with children under 5 years, where the difference in time spent in care can add up to 33 hours per week (CEPAL, 2022).

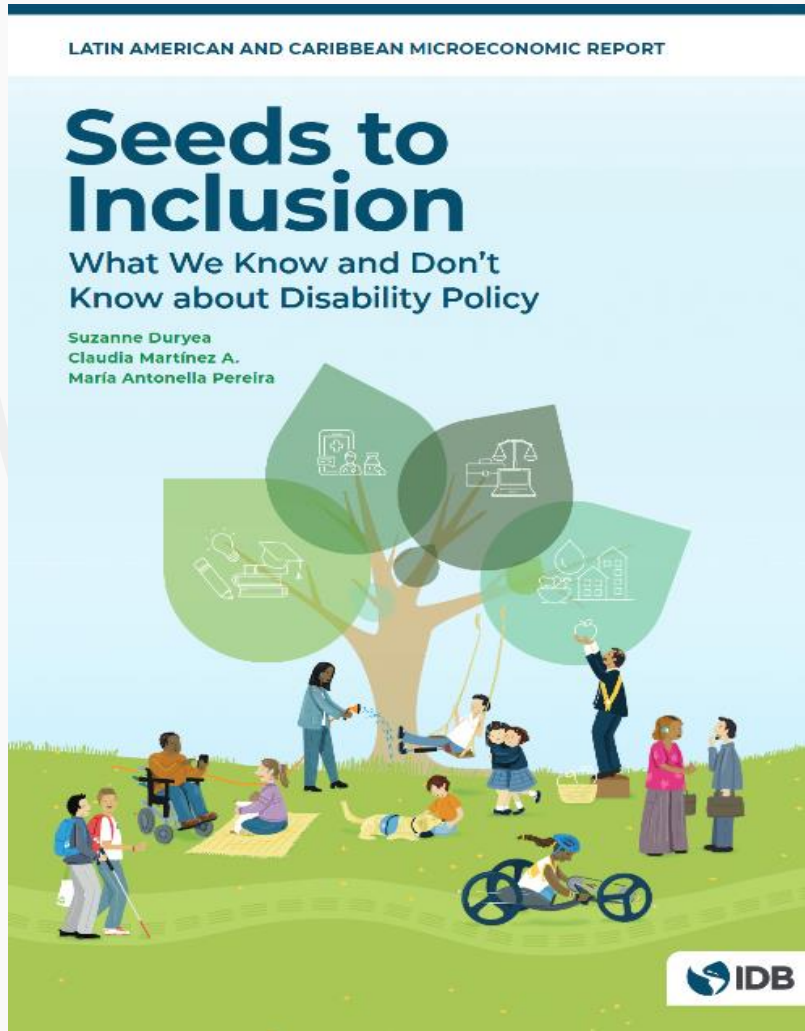
This trend continues throughout the life cycle: women are the main care providers for aging adults in the region. Time use surveys reveal that men represent a minority share of working-age care providers (15–64 years), with 37% in Mexico, 30% in Chile, 22% in Costa Rica, and 16% in Colombia. In addition, their contribution



Visit GDLab's work [here](#)



Disability and Labor Market Inclusion

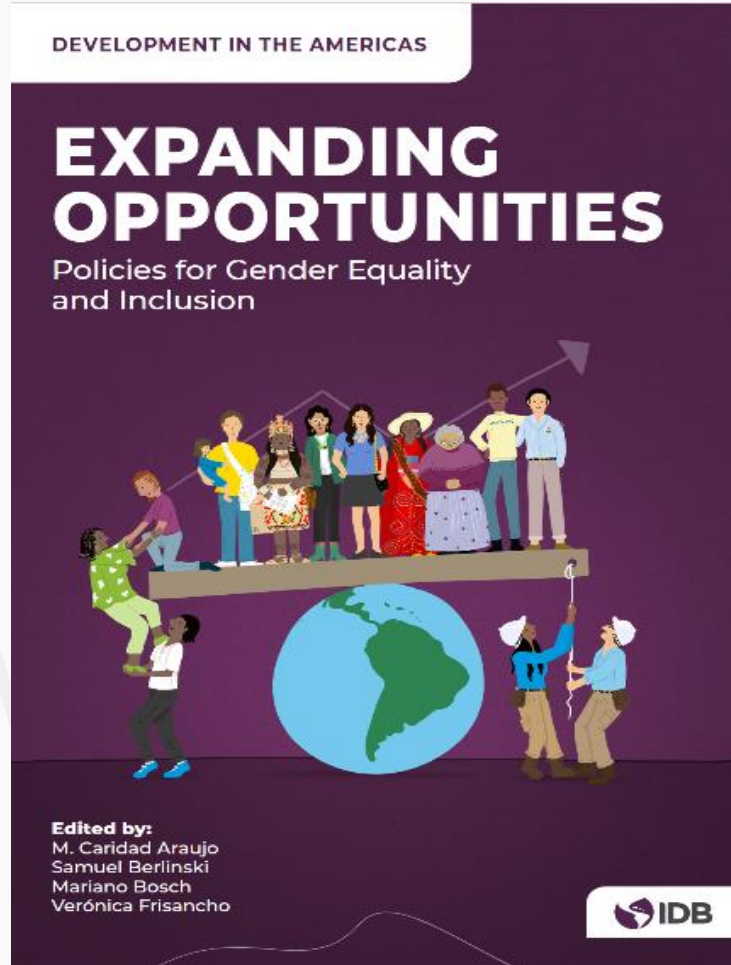


A Practical Guide to Advancing Labor Market Inclusion in LAC

- **Enhanced Employment Insights:** The tool provides evidence-based insights on labor market policies that support persons with disabilities, such as wage subsidies, vocational rehabilitation, and anti-discrimination laws, fostering informed policymaking to boost inclusion and economic participation.
- **Policy Prioritization and Innovation:** By identifying interventions with promising theories of change the report enables governments to pilot innovative strategies tailored to regional needs.

Visit the Work [here](#)

Policies for Gender Equality and Inclusion



A Roadmap for Inclusive Labor Market Transformation in LAC

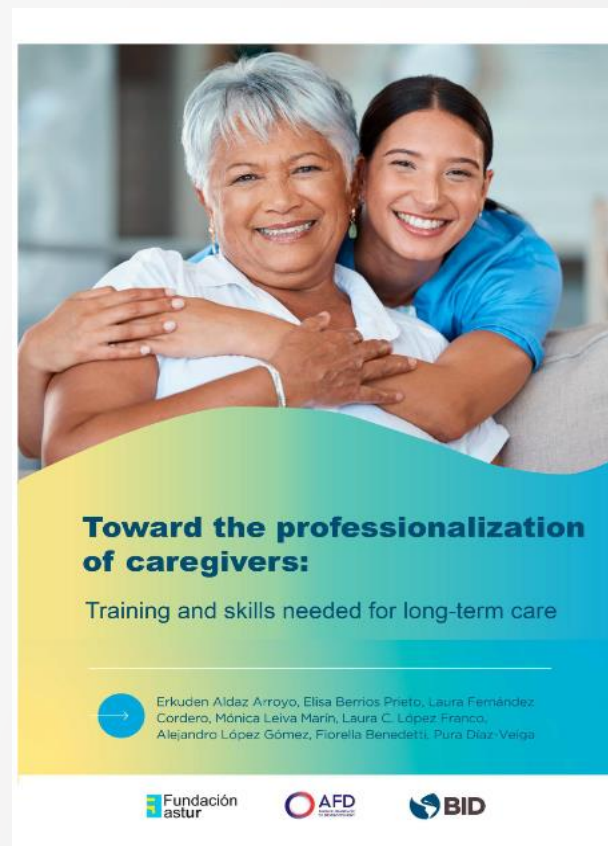
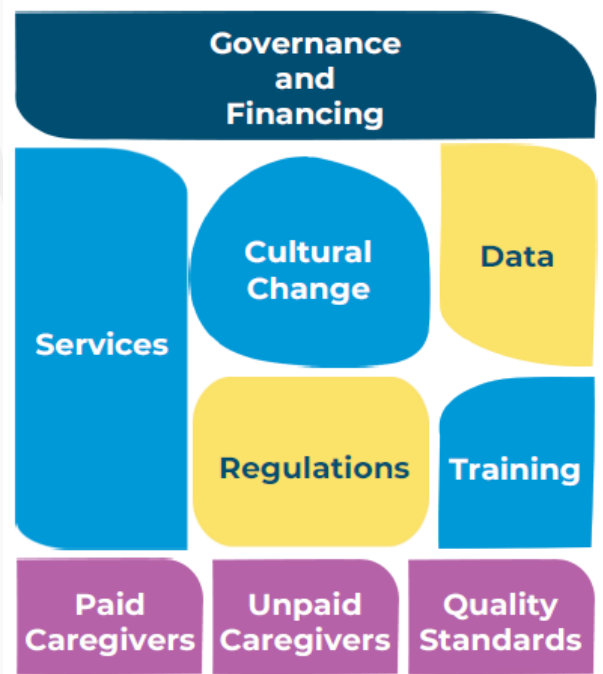
- **Actionable Policy Insights:** The report provides evidence-based recommendations to address gender and LGBTQ+ disparities, enabling to craft more inclusive labor policies and promote equitable economic participation.
- **Strategic Tools for Implementation:** It outlines foundational policies, economic enablers, and institutional reforms tailored to the region, equipping policymakers with strategies to reduce gender wage gaps and enhance labor market inclusion.

Visit the Work [here](#)

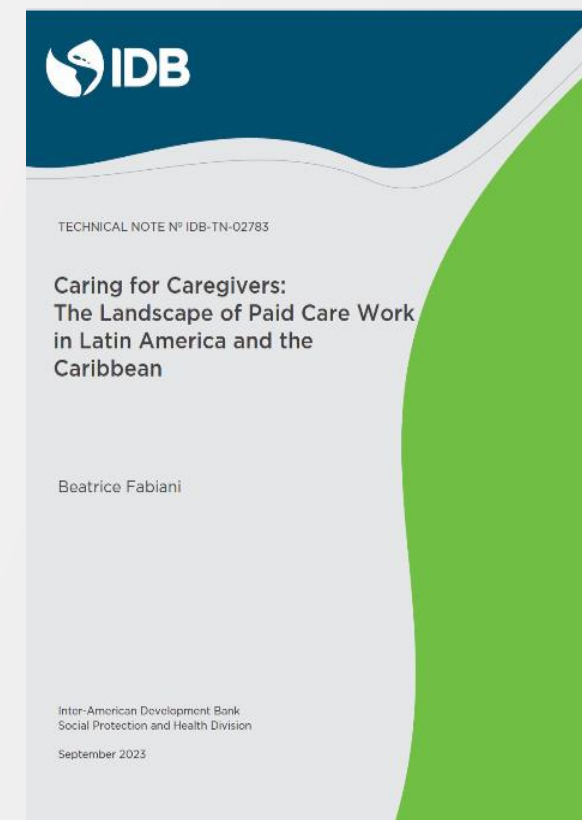
Comprehensive Care Systems and Employment

Our work on

Integrated Care Systems



Visit the Work [here](#)



Visit the Work [here](#)

Gender Parity Accelerators: Gender Parity Initiatives

Gender Parity Accelerators offer a unique and innovative methodology for closing economic gaps



Convening power to generate alliances and raise awareness among public and private leaders at the highest level.



Involvement of economic and productive sectors in a usually social issue.

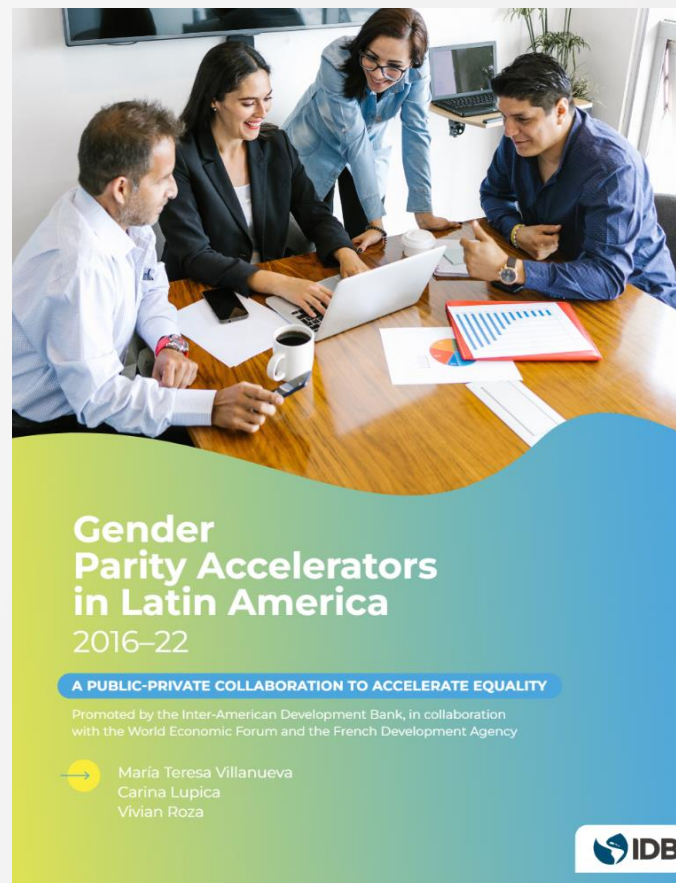


Articulation with existing initiatives to maximize **impact** and avoid duplication.



Facilitator of tools / toolkits to influence organizational change in companies.

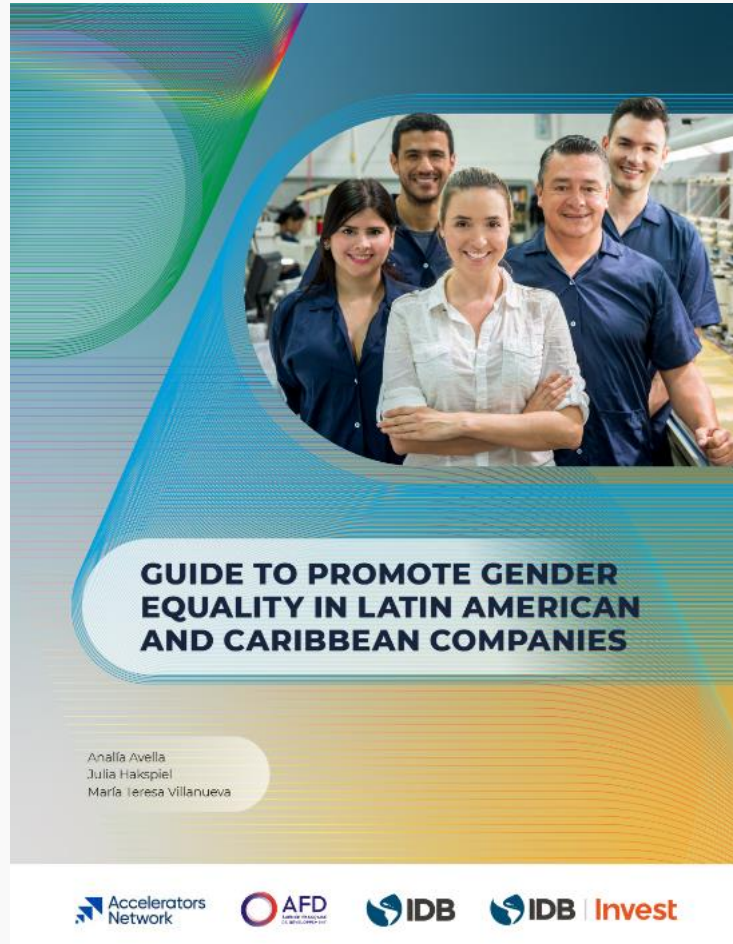
Gender Parity Accelerators in Latin America 2016–2022: A Public-Private Collaboration to Accelerate Equality



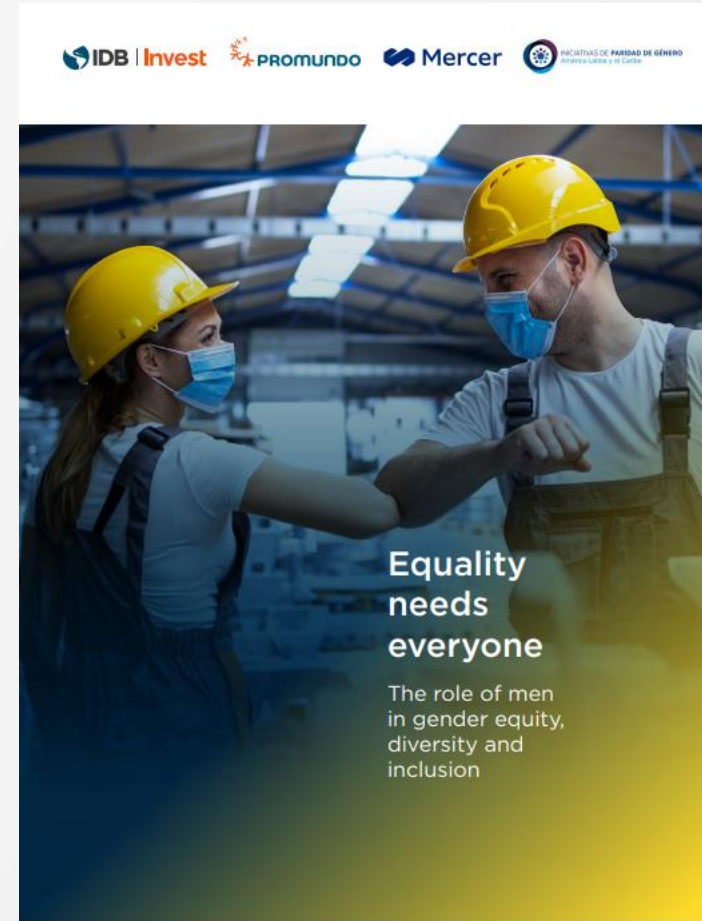
More information about the Gender Parity Accelerators [here](#)

Visit the Work [here](#)

Tools for Companies to Advance Gender Equality



Visit the Work [here](#)



Visit the Work [here](#)

Women's leadership

Women's Leadership: Boost your skills and drive change



IDBx: Women's Leadership: Boost your skills and drive change

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A tu ritmo
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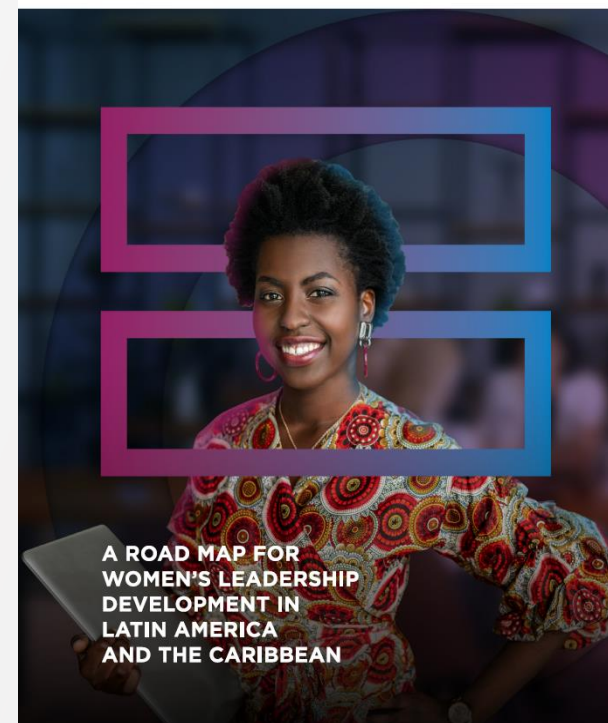
Gratis
Verificación opcional disponible

Access the course in
Spanish [here](#)

Access the course in
English [here](#)

Access the course in
Portuguese [here](#)

A Road map for Women's Leadership Development in Latin America and the Caribbean



Visit the Work [here](#)



Better data for better policies



2 communities of practice

For National Statistic Offices



Technical cooperation

to develop guidelines to improve official statistics





Thank you