PROMOTING GENDER EQUALITY THROUGH FISCAL POLICY

Having more women working boosts economies. Despite progress, gender gaps in employment and wages persist.

GENDER GAP IN THE WORKFORCE

1990: 27%  Decrease in almost 3 Decades
2018: 20%

2018 PARTICIPANTS IN THE WORKFORCE

60% of women ages 15–64
80% of men ages 15–64

FISCAL POLICIES CAN HELP BOOST WOMEN’S EMPLOYMENT FOR HIGHER GROWTH & REDUCED POVERTY

Most of the fiscal measures will eventually pay for themselves. AS WOMEN ENTER THE WORKFORCE
Consumption
Government tax collection
Government revenue

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IN ADVANCED ECONOMIES

A. Subsidizing the cost of CHILD CARE
   - Working women who currently cannot afford child care
   - Families’ income
   - GDP
   - Poverty

B. Extending Paid PARENTAL LEAVE...
   - Low-income women in the work force
   - Families’ income
   - GDP
   - Poverty

C. Changing the unit of taxation of the PERSONAL INCOME TAX from household to individual
   - Progressivity of labor income tax
   - Women in the work force
   - Families’ income
   - Productivity
   - GDP
   - Distortions of the tax system
   - Poverty & Inequality

IN LOW-INCOME COUNTRIES

1. Closing GENDER GAPS in Education
   - Female human capital and productivity
   - Women working
   - GDP
   - Poverty & Inequality

2. Investing in Infrastructure for SAFE WATER
   - Women in the work force mostly low-income women
   - Daily productivity of workers
   - Men’s and women’s wages
   - GDP
   - Poverty & Inequality

3. CASH TRANSFERS to Low-income Working Women
   - Low-income working women
   - GDP
   - Poverty & Inequality

4. Combating GENDER-BIAS social norms
   - Effectiveness of fiscal measures
   - GDP
   - Poverty & Inequality

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