



# Making social policy work for women

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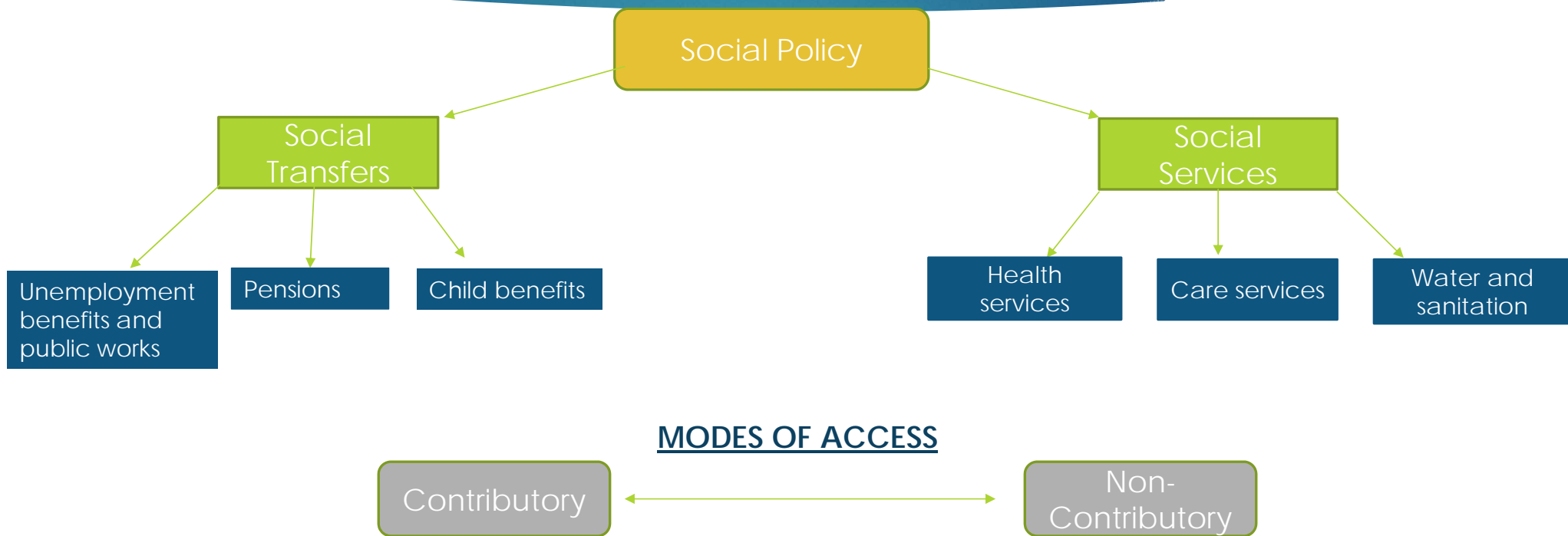
# Outline

- ▶ Introduction
- ▶ What are social policies? What is social protection?
- ▶ Social protection floors
  - ▶ Social transfers for families with children and for working-age adults
  - ▶ Pensions for old age and their gender biases
  - ▶ Access to essential health care
- ▶ Conclusion/Questions

# Introduction

- ▶ Ascendance of social policy (the MDGs, and anti-poverty programmes); ILO's Social Protection Floor Recommendation (No.202) in 2012 now a UN-wide policy.
- ▶ Social policy set of public interventions that affect the welfare and well-being of citizens (Midgley 2009), covering issues such as income security, health, housing and education
- ▶ **Social protection floor** (SPF): set of minimum guarantees, including **basic income security** for children, working-age adults, older people and people with disabilities, and **essential health care** for all (including maternity care).
- ▶ Social policies, like economic policies, not self-evidently gender responsive; can have highly discriminatory assumptions built into their design/implementation; can reinforce gender inequalities even if this is not intended!
- ▶ Whether (or not) social policies actually respond to the rights of different groups of women, especially poorer women is contingent on context (social policy legacy, the nature of the state, the strength of women's collective action).

# Figure 1: Key elements of social policy to support gender equality



# Gender inequalities in work and income



## Figure 2: Across countries, social transfers narrow but do not eliminate the gender gap in income from paid employment

→ Women's personal income as a percentage of men's before taxes (market income) and after transfers (disposable income), 2000-2010



Source: Gornick and Jantti 2014, based on data from the Luxembourg Income Study database  
 Note: Both market and disposable income are net of taxes. Data refers to the most recent available during period specified