



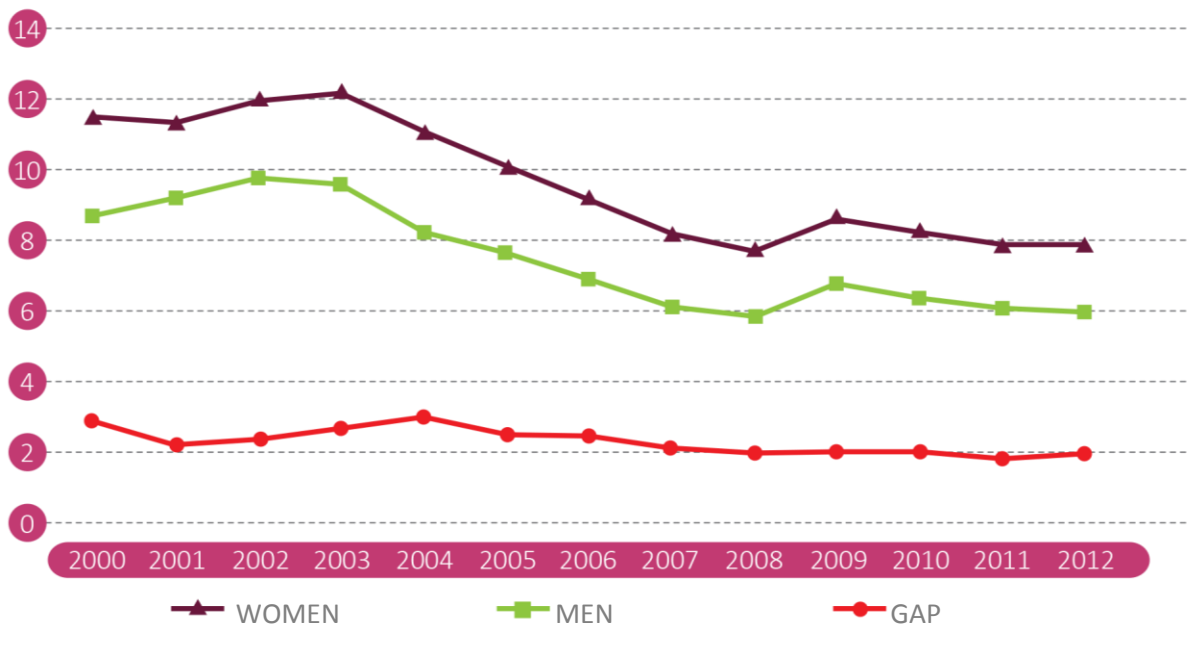
Female unemployment remains higher than male unemployment

While unemployment in Latin America has fallen by more than 3 percentage points in the last decade to reach 6.7% in 2012, female unemployment is 7.8% that is 2 percentage points higher than male unemployment.

Though the gender gap in unemployment has decreased by nearly 1 percentage point between the years 2000 and 2012, five out of every ten women are still outside the labor market.

LATIN AMERICA (18 COUNTRIES):

UNEMPLOYMENT RATE BY SEX AND GENDER GAP, 2000-2012 (in percentages)



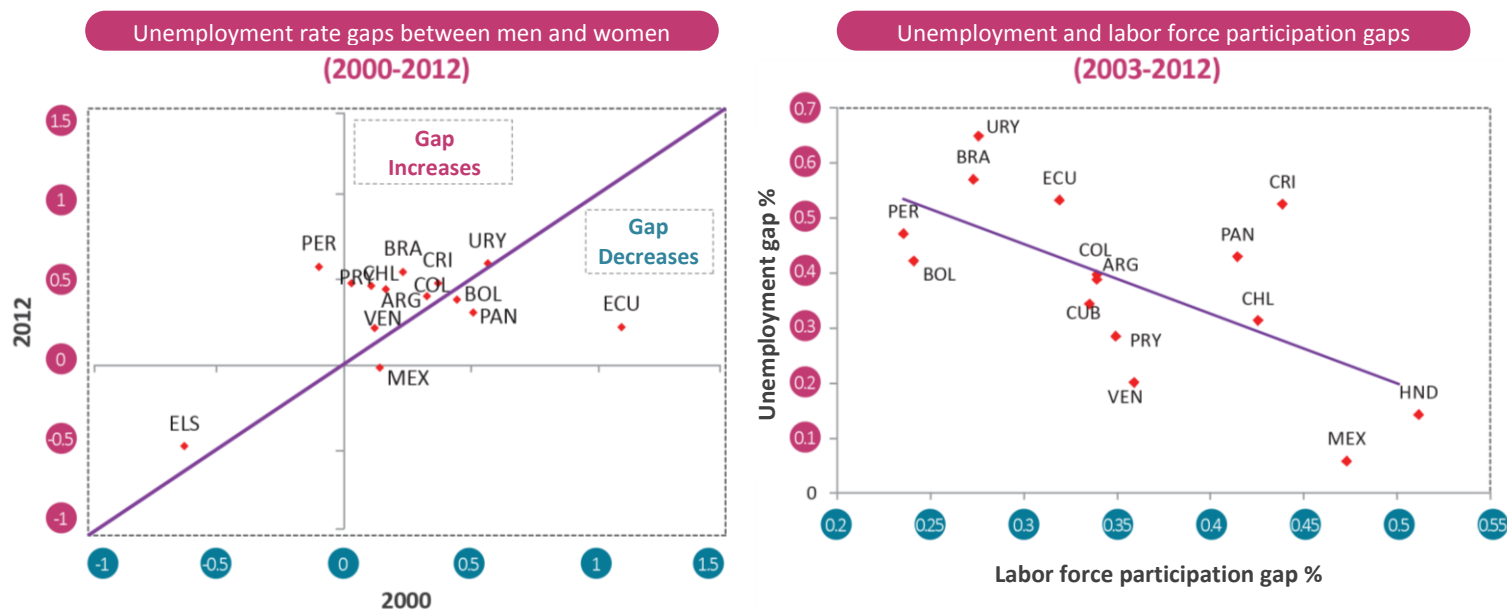
Source: Economic Commission for Latin America and the Caribbean

The region is characterized by having a pro-cyclical unemployment gender gap. In other words, female unemployment increases faster than male unemployment in periods of crisis. Why are women more prone to being fired first and/or hired last? The answer lies in the fact that women are discriminated against and are concentrated in sectors of economic activity with greater vulnerability to economic cycles (for example the export sector); therefore, they are overrepresented in the informal sector and lack access to services that allow a conciliation of family and work life.

The gender gap in unemployment, despite having decreased almost one percentage point on average within the region, hides a great variety of situations.

Although the gender gap in unemployment has decreased in the region, individual country analysis reveals a variety of situations. For some countries the gap has increased (countries above the 45 degree line such as Chile, Brazil, Peru and Paraguay), for others it has stagnated (countries that lie on the 45 degree line such as Uruguay), while in others the gap has decreased (countries that lie below the 45 degree line, such as Bolivia, Ecuador, Mexico and Panama). El Salvador is the only country where unemployment is greater for men than it is for women.

At the same time, it can be observed that countries with a smaller gap in labor force participation exhibit larger gaps in unemployment (such as Uruguay and Brazil).



Source: Economic Commission for Latin America and the Caribbean.

The gender gap in labor force participation is calculated as $(\text{Labor}_{\text{Men}} - \text{Labor}_{\text{women}}) / \text{Labor}_{\text{Men}}$.

The gender gap in unemployment is calculated as $(\text{Unempl}_{\text{women}} - \text{Unempl}_{\text{men}}) / \text{Unempl}_{\text{men}}$.

What can be done?

- Make the existing inequalities visible through adequate measurements and statistics.
- Promote active public policies within the labor market that eliminate structural, institutional and cultural restrictions that affect women's entry into the labor market.
- Progressively diminish horizontal segregation in the labor market and expand remunerated labor opportunities for women.
- Promote and create access to job protection mechanisms (unemployment insurance, training, workforce reinsertion, etc.).