Women in the Labour Market: Perspectives and Challenges

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Gender Gaps in the Labour Market

Access
Exclusion from the labour market as a result of:
• Lower levels of education
• Youth
• Having children under 6
• Dedication of more time to non-remunerated work
Gender Gaps in the Labour Market

Paths
Women’s insertion in the labour market can be affected by:
• Poor working conditions
• Underemployment and labour informality
• Less dynamic and poorly remunerated economic sectors
• Having children
• Economic crises
• Access to decision-making positions
Why it’s Necessary to Close Labour Gaps for Women

To guarantee women’s autonomy to exercise their rights
To facilitate more and better economic growth
To assist in poverty reduction efforts
To address aging demographics and meet demands for social protection
Positive microeconomic and macroeconomic impacts

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Nicaragua: Closing Gaps

THEMES OF THE NATIONAL HUMAN DEVELOPMENT PLAN

• Women’s integration and participation in the economic, political, and social spheres
• Ensured compliance with the Law on Gender Equity in Management Positions in the labour, political, and trade union spheres, as well as in remuneration
• Promote education and laws on eliminating violence against women
Closing Gaps: Advances

Legal Framework

Law on Equal Rights and Opportunities
Law No. 648, approved February 14, 2008. Published in La Gaceta Nº 51 on March 12, 2008

- Ratification of the Convention on Domestic Workers, 2011 (NUM. C. 189) and its recommendation on domestic workers, 2011 (NUM. R 201)
- Decree No. 42 - 2012 Approved 1 Nov. 2012
- Published Gaceta No. 242 on December 18, 2012

Special Law to Foster the Construction of Housing and Access to Social Housing
Law 677, Published in La Gaceta, Official Journal Number 80 & 81 on May 4 & 5, 2009

Establishment Act for the Land Fund with Gender Equity for Rural Women
Law No. 717, approved on May 5, 2010. Published in La Gaceta No. 111 on June 14, 2010

Law No. 779 “Comprehensive Law on Violence against Women” (La Gaceta #19 on January 30, 2014)
Closing Gaps: Advances

Legal Framework

**Special Law to Protect Families in which there have been multiple Pregnancies and births**
- Published in La Gaceta, Official Journal N°. 111 on June 14, 2010

**Law for the Rights of Persons with Disabilities**
- Law N°. 763, approved on April 13, 2011.
- Published in La Gaceta Official Journal N°. 142 & 143 on August 1 & 2, 2011

**Law for Older Adults**
- Law No. 720, approved on May 6, 2010.
- Published in La Gaceta, Official Journal No. 111 on June 14, 2010

**Law on Equitable and Dignified Treatment for Indigenous Afro-Descendant Populations**
- Law No. 757, approved March 02, 2011.
- Published in La Gaceta No. 96 on May 26, 2011

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Closing Gaps
Advances: Programs, Projects and Public Policies

- Zero Hunger
- Healthy Backyard Bonus
- Zero Usury Program
- Solidarity food package
- Literacy Program “From Martí to Fidel,” Adult Education, Distance Education, Technical Education, and Higher Education
Closing Gaps
Advances: Programs, Projects and Public Policies

- *Todos con Voz* program
- *Amor* program
- *Amor* program for young children
- Solidarity food package
- Literacy Program “From Martí to Fidel,” Adult Education, Distance Education, Technical Education, and Higher Education
Closing Gaps
Advances: Programs, Projects and Public Policies

- Working with older adults on nutrition, health, culture, and recreation, through network of 19 homes for older adults, 7 clubs, and 6 dining rooms
- Right to the Security of Property
- Right to Free Health - family and community health model
- Right to a Home: Housing program for El Pueblo
- Access to credit and technical services in micro, small, and medium enterprises
Participation in Decision-making Positions in Public Institutions

Participation by popular vote
- Vice-President of the Republic
- NATIONAL ASSEMBLY
  Of 92 seats, 42 are women = 46%
  7 positions on executive = 57%
  8 committee presidencies = 53%
- PARLACEN
  9 women = 48%
- Mayors, deputy mayors, and councillors = 50% by law

Ministerial positions
- Supreme Court of Justice
  3,319 women = 57%
  Magistrates, judges, judicial secretaries = 59%
Participation in Decision-Making Positions in Public Management

Of a total of 13,127, approximately 33% are women.

Nicaragua is 5th in terms of Gender Equality (World Economy Forum 2018)
Nicaragua: Closing Gaps