

Women in the Labour Market: Perspectives and Challenges

Member of the National Assembly Maritza Espinales
National Assembly of Nicaragua

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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

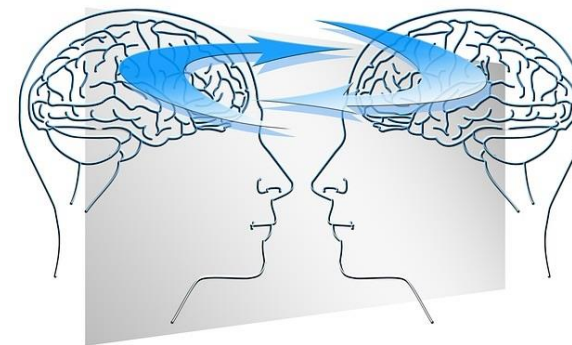


Positive microeconomic and macroeconomic impacts

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 N° 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

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

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

Closing Gaps: Advances

Legal Framework

Special Law to Protect Families in which there have been multiple Pregnancies and births

Law N°. 718, approved on May 5, 2010.
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



PARLACEN
9 women = 48%

NATIONAL ASSEMBLY
Of 92 seats, 42 are women = 46%,
7 positions on executive = 57%
8 committee presidencies = 53 %



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

National Police



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

Attorney General for the Republic



Counsel for the Defense of Human Rights



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

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