

Women and the World of Work in China



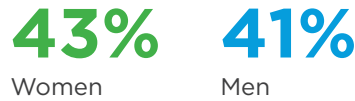
GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2022, more women than men were in **vulnerable employment**

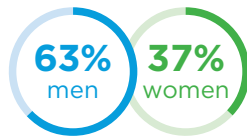


Source: World Bank Gender Data Portal.

There are gender data gaps in informal employment in China

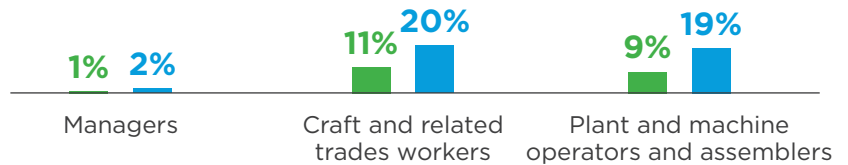


In 2020, less women than men **owned a business**



Source: World Bank Gender Data Portal.

In 2022, there were



Source: Authors' elaboration based on data from ILOSTAT, Modelled estimates database.

● Women ● Men

TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

Women's decision-making power

In 2005, women had **17%** of **managerial positions**

Source: SDG Global Database.



Ownership of productive resources

75% Women **77%** Men owned a **debit card** in 2021

Source: World Bank Gender Data Portal.



40% Women **36%** Men owned a **credit card** in 2021

Source: World Bank Gender Data Portal.

90% men **87%** women owned an **account** at a financial institution or with a mobile money service provider in 2021

Source: World Bank Gender Data Portal.

87% men **85%** women made or received a **digital payment** in 2021

Source: World Bank Gender Data Portal.

18% men **13%** women **saved**

to start, operate, or expand a farm or business in 2017

Source: World Bank Gender Data Portal.

6% men **4%** women **borrowed**

Gender-blind systems



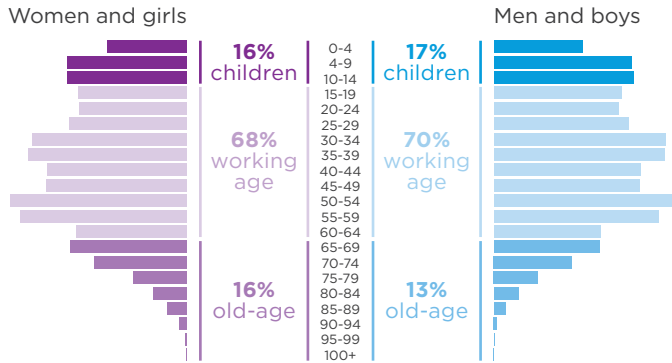
As of 2023, **NO** law prohibited **discrimination in access to credit** based on gender

Source: World Bank Gender Data Portal.

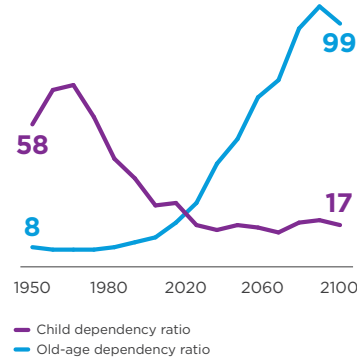
Transforming Care Systems in China



POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



Source: UN DESA, Population Division, World Population Prospects 2024.



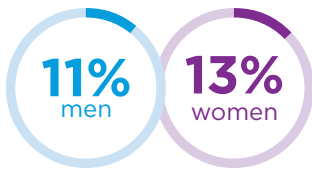
Source: UN DESA, Population Division, World Population Prospects 2024.

Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

Tackle inequality of opportunities in the labour market

In 2022, more women than men were in **labour underutilization**



Source: ILOSTAT, Modelled estimates database.

In 2022, more women than men were in **time-related underemployment**



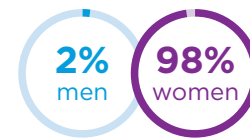
Source: ILOSTAT, Modelled estimates database.



aged 15 to 24 were **not in education, employment or training** in 2000

Source: SDG Global Database.

Expand care services and create decent care jobs



were nursing personnel in 2017

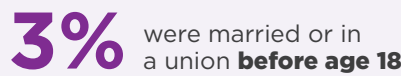
Source: SDG Global Database.

There are gender data gaps in informal care employment in China

CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

Discriminatory social norms

In 2020, among women aged 20-24 years



Source: SDG Global Database.



Disproportionate unpaid care gaps



In 2018, women and girls spent more time on **unpaid domestic and care work** than men and boys

Source: Authors' elaboration based on data from SDG Global Database.



Women and girls



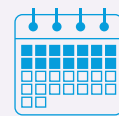
Men and boys

Gender-blind systems

In 2023, workers were entitled to



Source: World Bank Gender Data Portal.



As of 2023, there were **NO periods of absence due to childcare** accounted for in pension benefits

Source: World Bank Gender Data Portal.