

Women and the World of Work in Papua New Guinea



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**

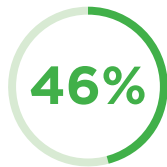


Source: World Bank Gender Data Portal.

There are gender data gaps in informal employment in Papua New Guinea

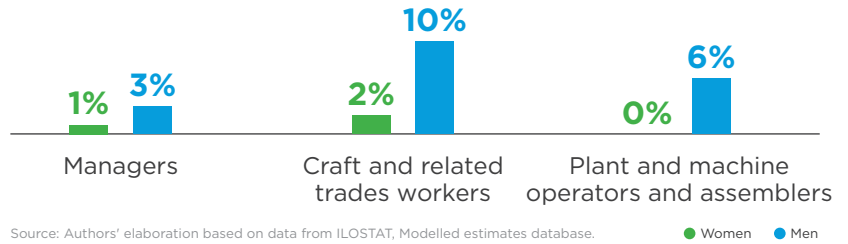
The global gender gap index is not available for Papua New Guinea

In 2015, firms with female participation in ownership were



Source: World Bank Gender Data Portal.

In 2022, there were



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

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

Women's decision-making power

In 2022, women had

20% of managerial positions

Source: SDG Global Database.

18% of senior and middle management positions



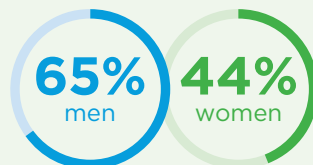
Ownership of productive resources

49% Women
60% Men



owned a **house** in 2018

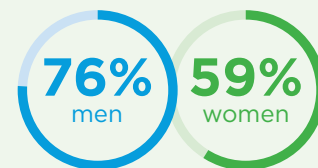
Source: World Bank Gender Data Portal.



owned **land** in 2018

Source: World Bank Gender Data Portal.

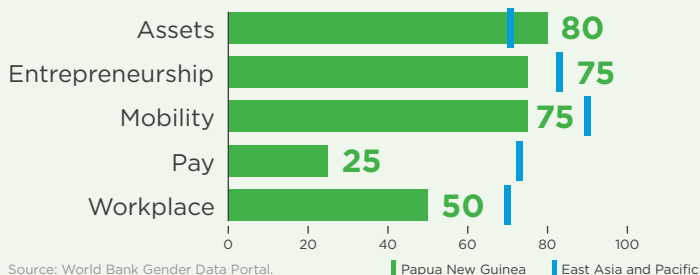
In 2018, less women than men had **ownership** or **secure rights over agricultural lands**



Source: SDG Global Database.

Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



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

Source: World Bank Gender Data Portal.



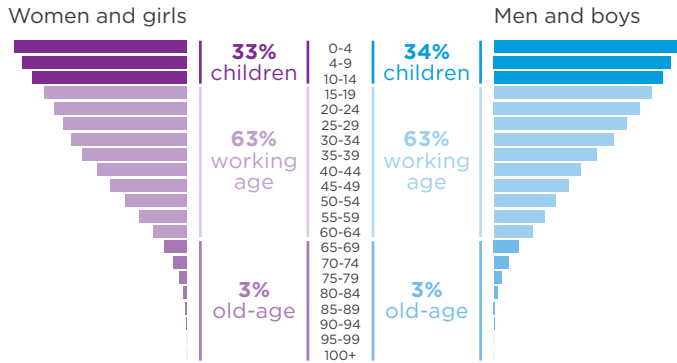
As of 2023, **NO** law mandated **equal remuneration** for women and men for work of equal value

Source: World Bank Gender Data Portal.

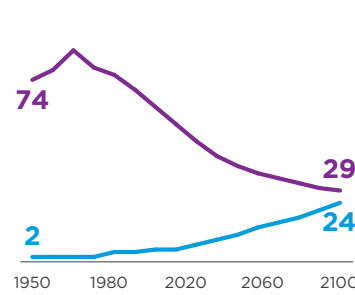
Transforming Care Systems in Papua New Guinea



POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



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



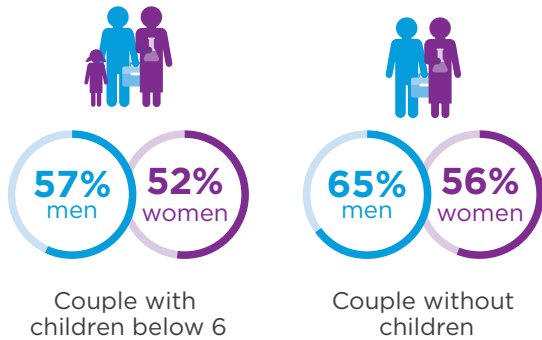
Source: UN DESA, Population Division, World Population Prospects 2024.

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 2010, prime-age (25-54 years) employment-to-population ratio was



Source: UN DESA Gender Data Hub.

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



Source: SDG Global Database.

Expand care services and create decent care jobs



Source: Authors' elaboration based on ILOSTAT data.

There are gender data gaps in informal care employment in Papua New Guinea

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

Discriminatory social norms

In 2018, among women aged 20-24 years



Source: SDG Global Database.

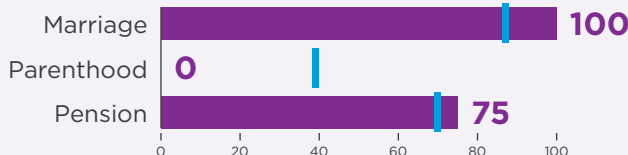


Disproportionate unpaid care gaps

There are gender data gaps in unpaid domestic and care work in Papua New Guinea

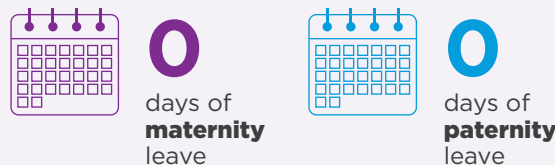
Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.

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.