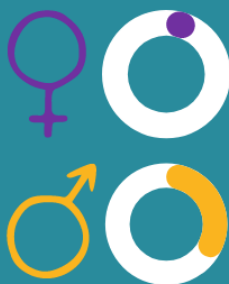


Inclusive social security: an entry point for gender equality in the Middle East and North Africa

The MENA region: women are underrepresented in the formal workforce

Working age women across Arab States have less access to formal social security than men (**9% of women vs 36% of men**).



Adult women are almost **twice as likely** as men to be unemployed, even though women are more likely to be highly educated than men.

Gender norms and unequal division of care responsibilities create barriers to employment

Women in Jordan spend **around 3 times more hours** per day on childcare than men.



The MENA region has the **highest gender gap** in terms of time spent on unpaid care work.



'Protective' laws, which **only apply to women**, restrict working hours or participation in certain work sectors.

The power of women's work to enhance growth:

\$ 28 trillion

...the amount the global economy would grow if women participated at an equal level to men.

Inclusive social security is an entry point to stimulate more and better work for all genders:

Basic income security across the lifecycle can incentivise work by lowering the costs of labour market participation – including care responsibilities and transportation costs.



Old age pensions **help cover the costs associated with care responsibilities** for family of the elderly.

