Women's Empowerment in the Pacific Unlocking Potential for Economic Success

> In the Pacific region, if women's employment rates matched those of men, long-term economic growth per person could be 22% higher on average. The labor force participation rate indicates the percentage of working-age people who are employed or are actively seeking work. However, female labor force participation across most Pacific countries remains significantly lower than that of men.

> Several barriers, including cultural norms, limited access to education and the disproportionate burden of unpaid caregiving and household duties drive this disparity.

Are there regional differences?

Polynesia



Men

52%

Nomen

36%

55

45

40

35

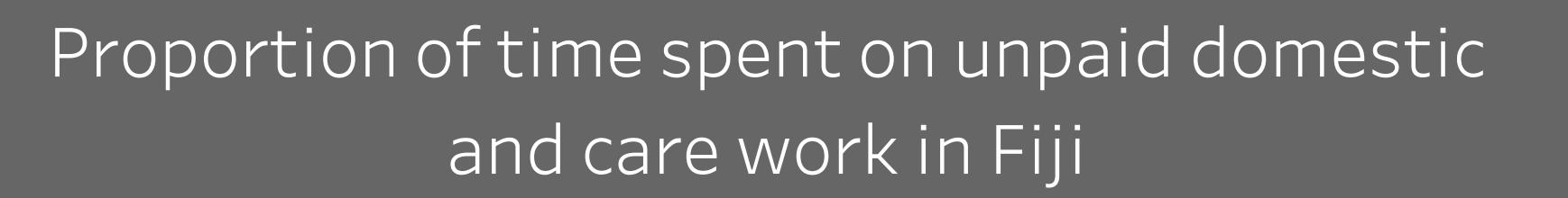
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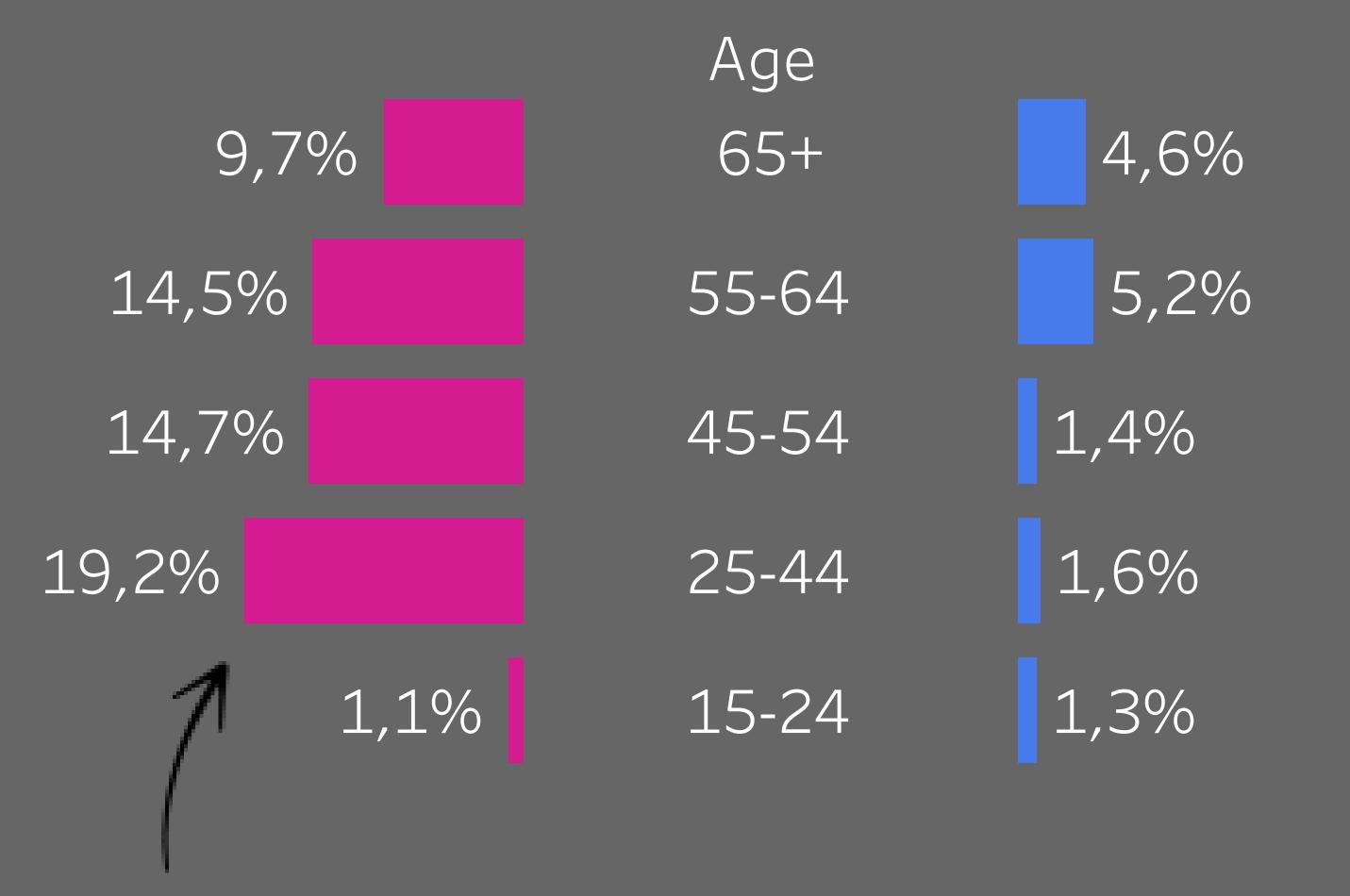
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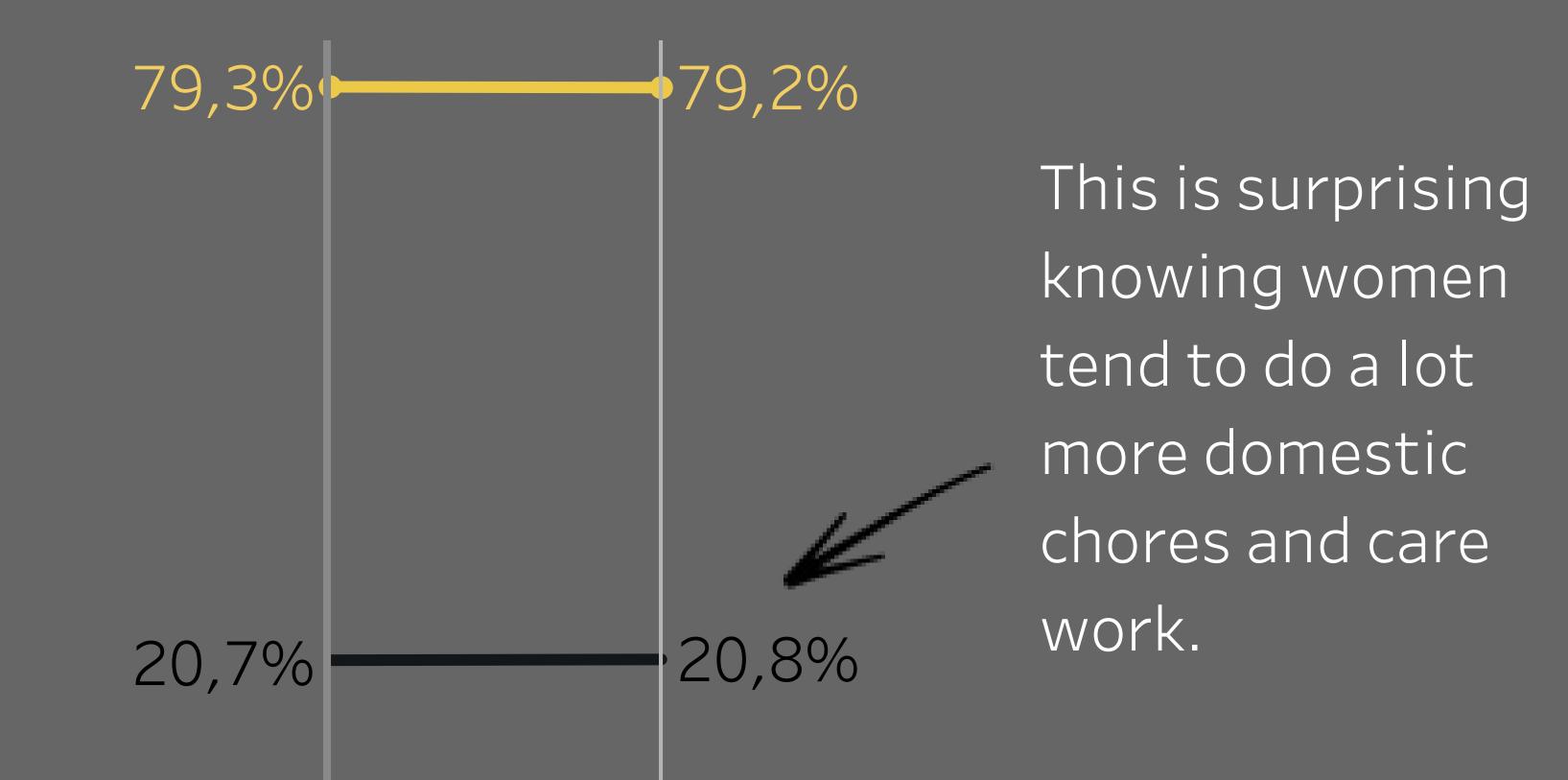
What is holding women back from entering the labour market?





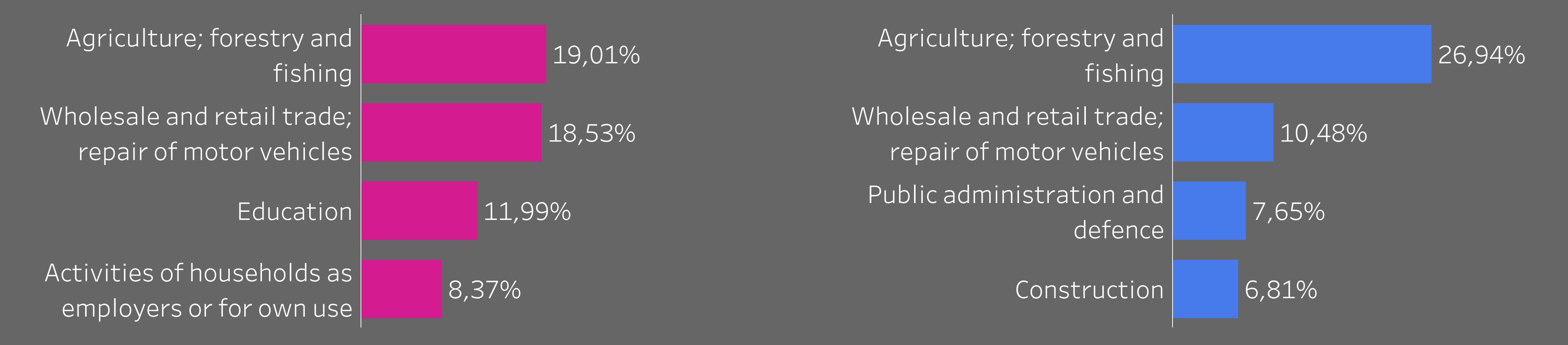
25-44 year old women spent. moretime doing unpaid work and housework than men.

Both genders have the same percentage of employees working half-time and full-time.



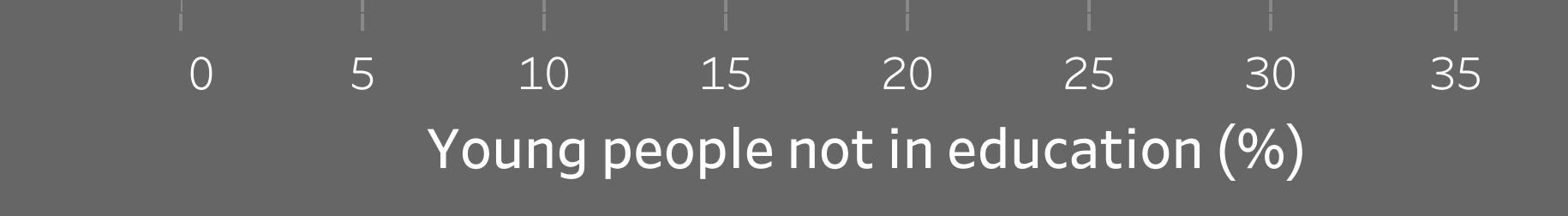


What are the top 4 economic sectors people work in?



Do young people have equal opportunities?

A significant portion of the workforce is engaged in vulnerable employment within informal and subsistence economies with limited income security and social protection. They often lack alternative skills, making them highly susceptible to unemployment due to disruptions in agriculture from natural disasters or climate change.



Compared to boys, 4% more girls are not in education. This limited access to education is a gap that needs to be closed to increase the proportion of women in the labor market.

TO DO'S

Addressing these challenges is crucial for unlocking the full economic potential of the region and achieving gender equality in the workforce. Possible measures to foster gender equality within the labour market are:

 Invest in high-quality childcare to reduce structural barriers, equalize domestic responsibilities, and increase women's workforce participation and income.

 Improve funding and access to care services for the elderly and **disabled** to lessen the caregiving burden on women.

• Expand technical and vocational training for women to facilitate entry into non-traditional, higher-paying fields like STEM.

• Promote awareness and change gender norms around unpaid work to encourage a more equitable distribution of domestic responsibilities.

 Implement flexible working arrangements to help both men and women better manage caregiving duties.

Limitations and Potential for further research

There may be deviations from the actual values as the calculations only take into account the most recently recorded data, which may be collected from different years. Further research should also look at trends. It may be interesting to look at differences between countries or islands.

Sources

The Pacific Data Hub's Datasets:

Labour force participation rates and unemployment rates

- Employed population by full-time/part-time employment
- Employed population by economic sector
- NMDI for Human Development

Data for the Voronoi diagram by ladataviz.com

Dashboard created by Rebecca Fritsche