



Differences make the difference

A Woman's Place:

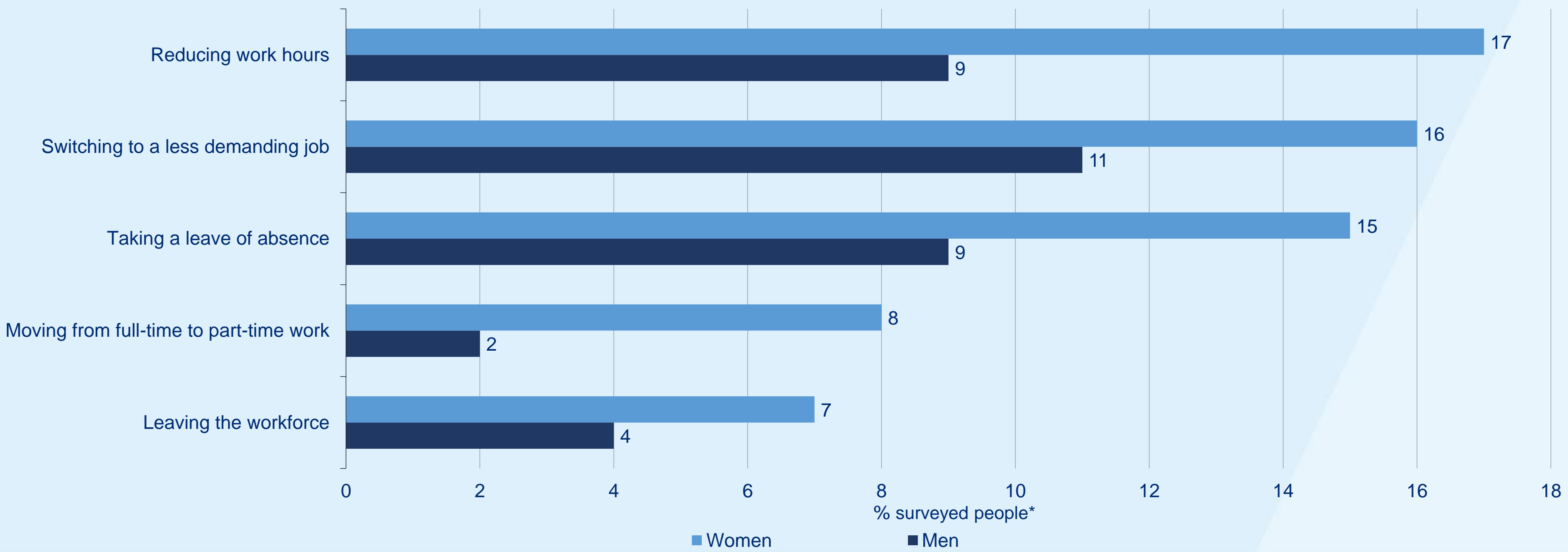
How to boost female labour force
participation to lift long term growth

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- For Professional/Institutional investors only

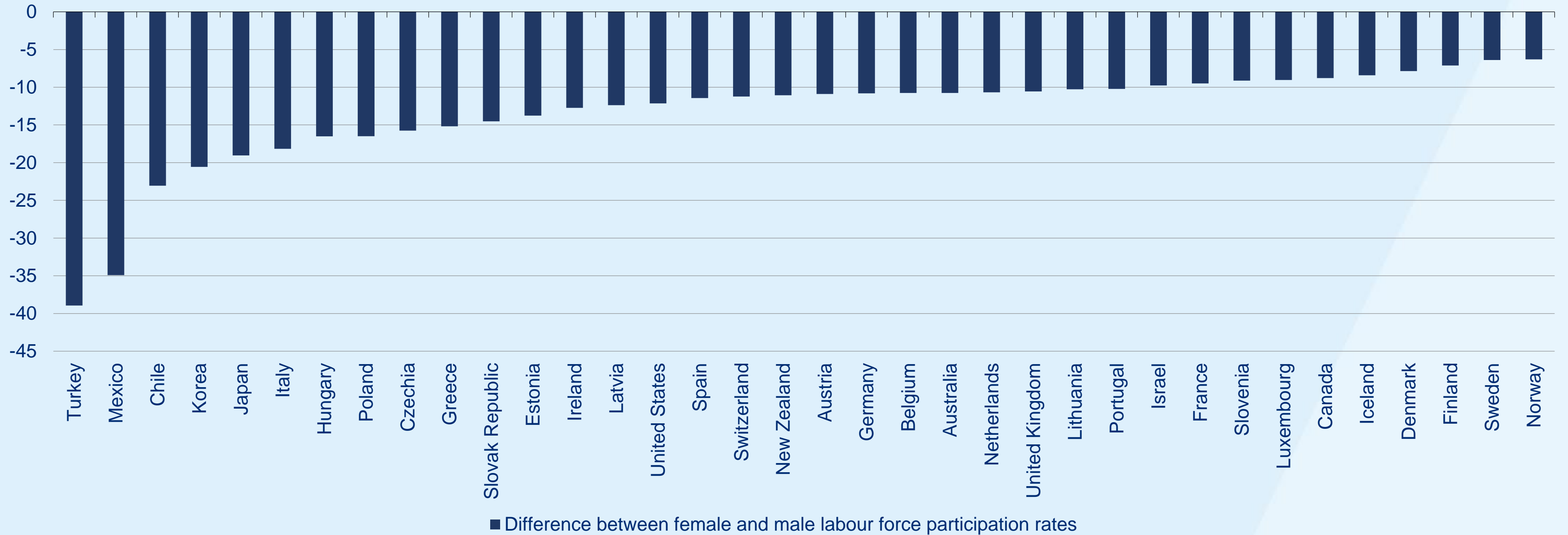
Women disproportionately affected by the COVID shock... ...because they bear the brunt of caregiving



Source: McKinsey, ASIRI, October 2020

*Based on a survey of 317 companies employing more than 12 million people. For illustrative purposes only

Women's participation lower than men's in every OECD economy

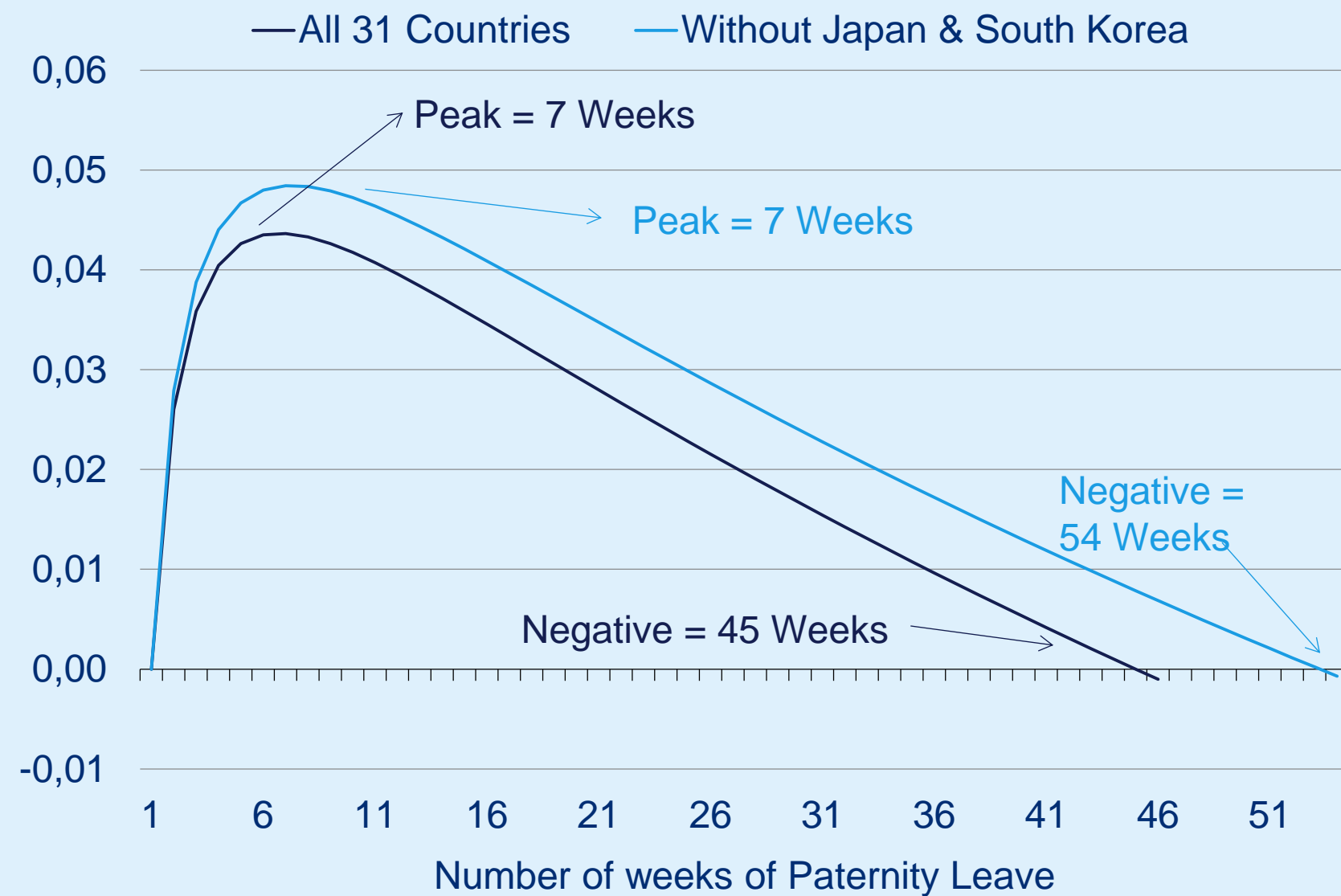


Source: World Development Indicators, World Bank, Aberdeen Standard Investments, December 2019. For illustrative purposes only

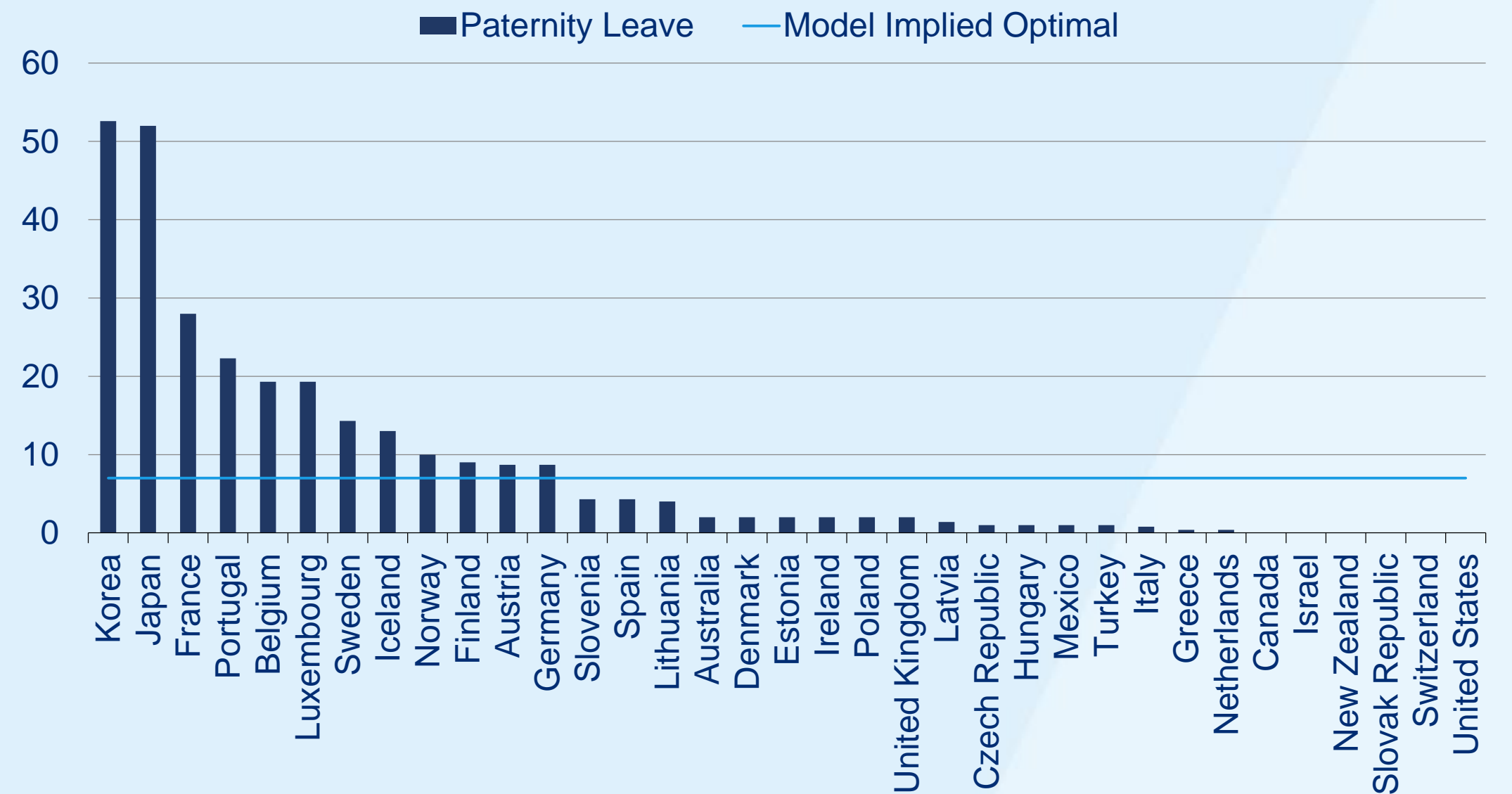
Key Takeaway #1 - Ensure that men have access to paternity leave

And that this leave is taken...

Implied impact on logarithm female LFPR*



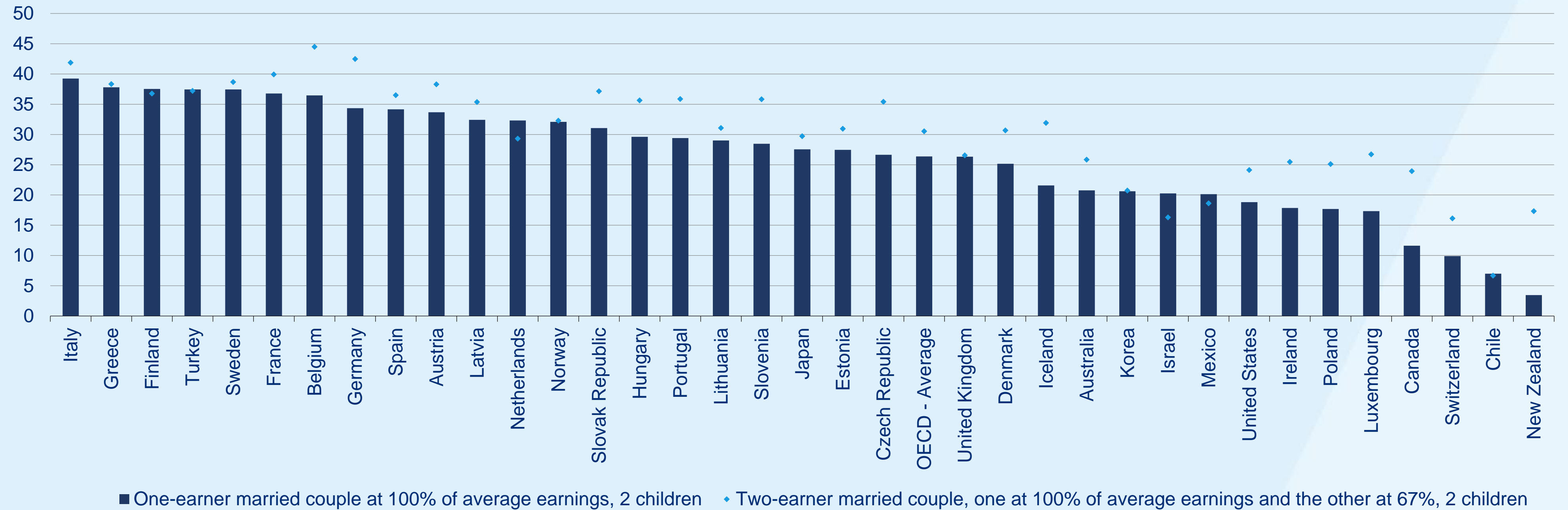
Number of Weeks



Source: Prospered Project, World Bank, ASIRI, December 2016. For illustrative purposes only

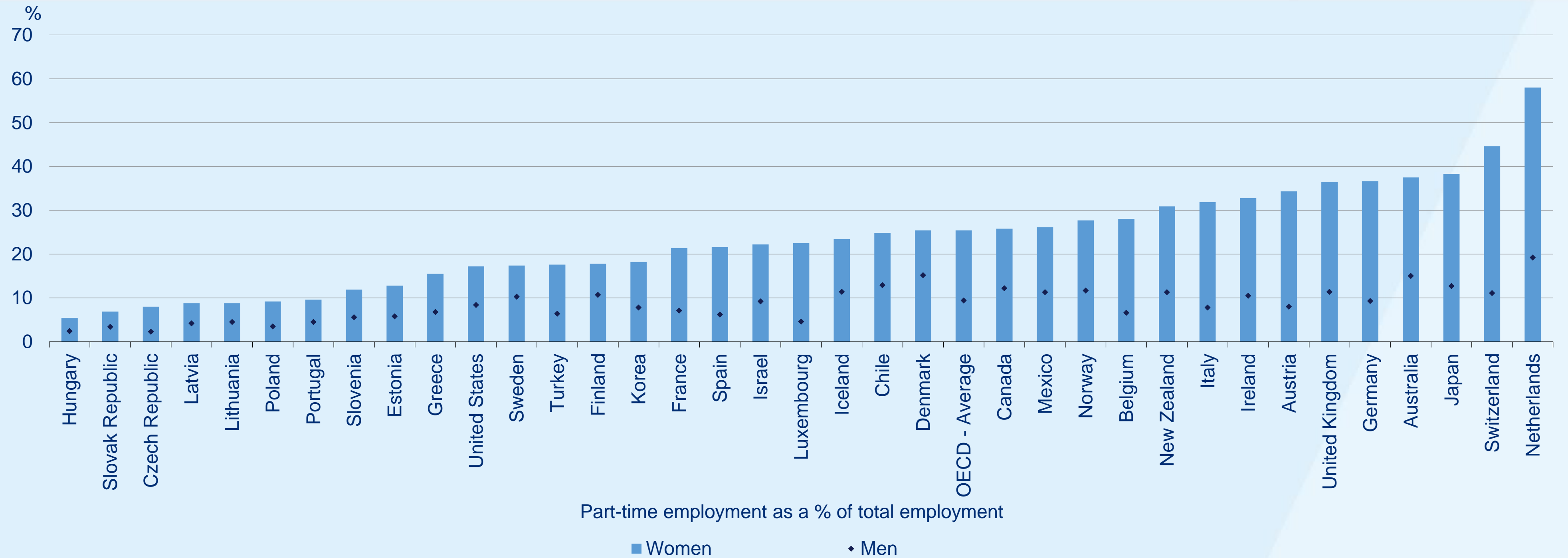
*LFPR : Labour force participation – proportion of people aged 15 or older who are economically active

Key Takeaway #2 - Reform taxation systems to reduce tax wedges for second earners



Source: OECD, ASIRI, December 2019. For illustrative purposes only

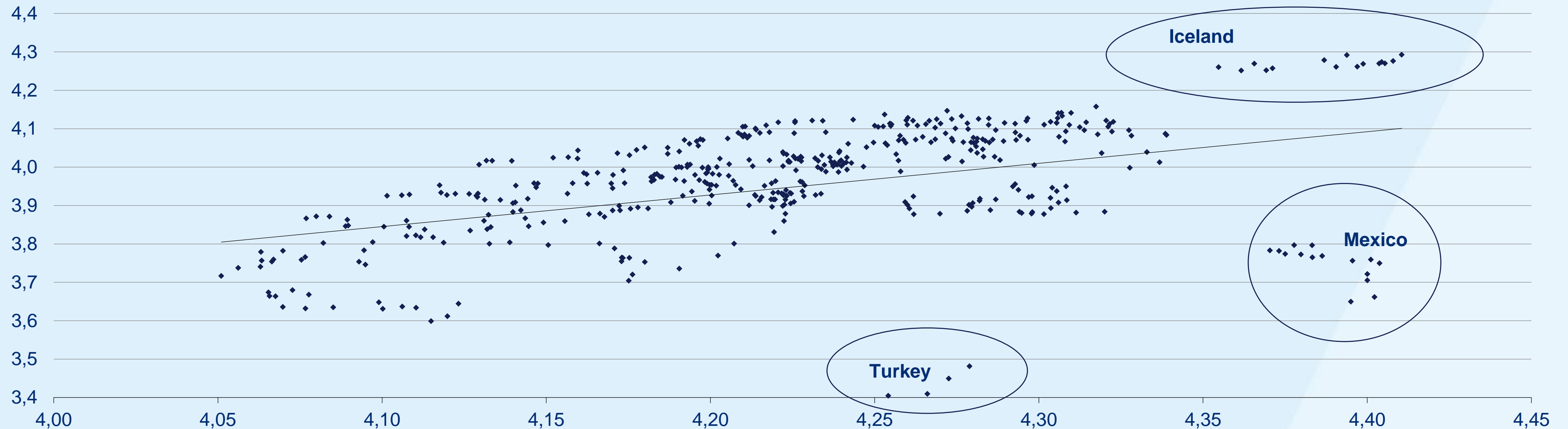
Key Takeaway #3 - Consider both the quantity and quality of female work



Source: OECD, ASIRI, December 2018. For illustrative purposes only

Key Takeaway #4 - Strengthen the performance and resilience of the overall economy

Logarithm Female LFPR*



Lines represent the linear trend between male LFPR* and female LFPR*

Logarithm Male LFPR*

Source: WDI, World Bank, December 2016. For illustrative purposes only

*LFPR : Labour force participation – proportion of people aged 15 or older who are economically active

Key Takeaway #5 - Report more and higher quality data

Leave allocations to men and women

Leave adjusted for take up

Understand the heterogeneity of leave policies at the firm level

Adjust for generosity of leave, not just length of leave mandated

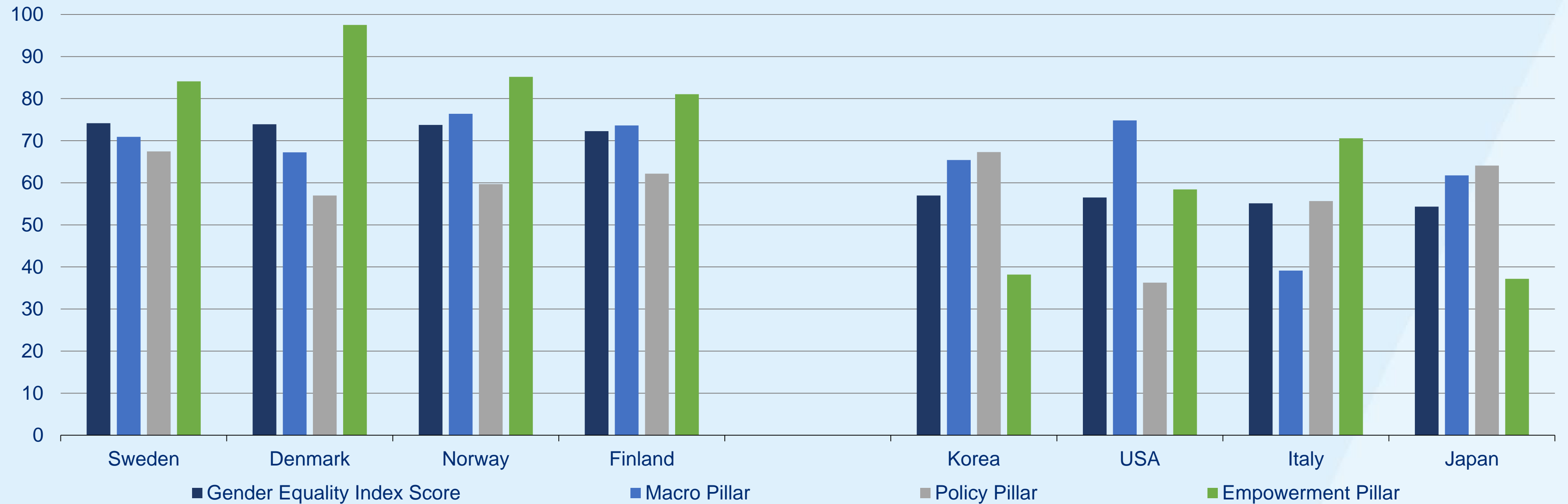
Better data on the take up of childcare across countries

Implications for investors

Clear quantifiable measures of country level equality

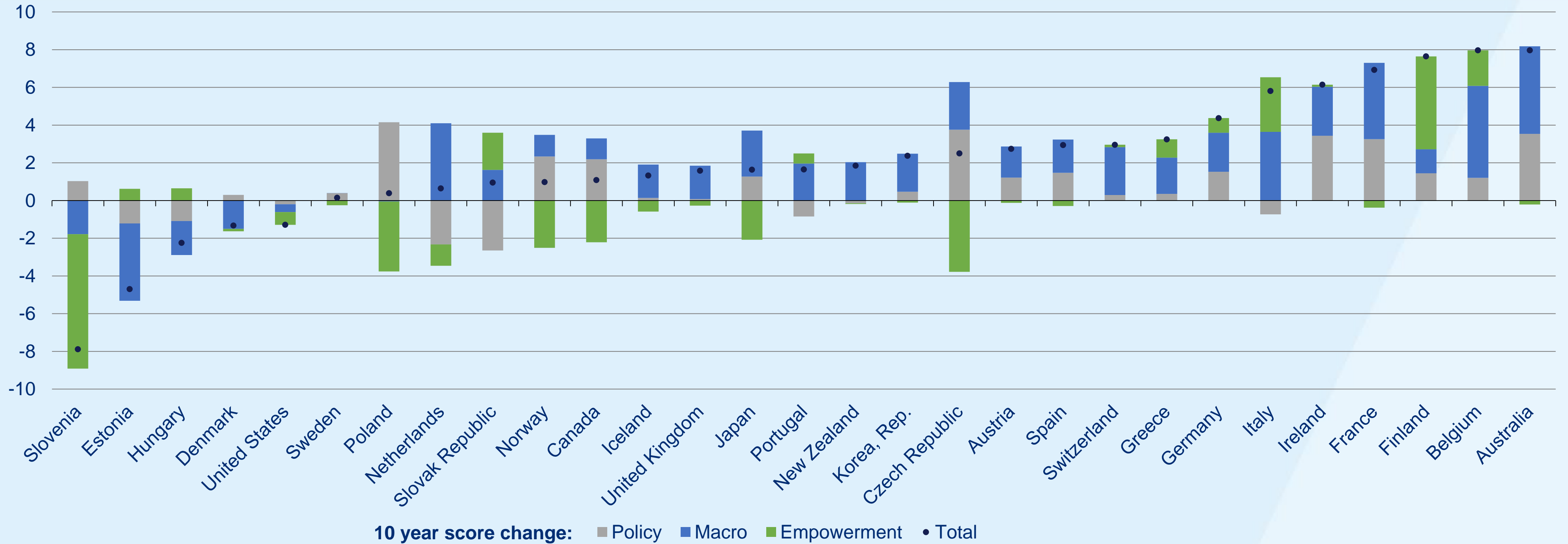
Best Performers

Worst Performers



Source: OECD, World Bank, VDEM, ILOSTAT, Barro & Lee, Aberdeen Standard Investments, April 2021

What a difference a decade makes

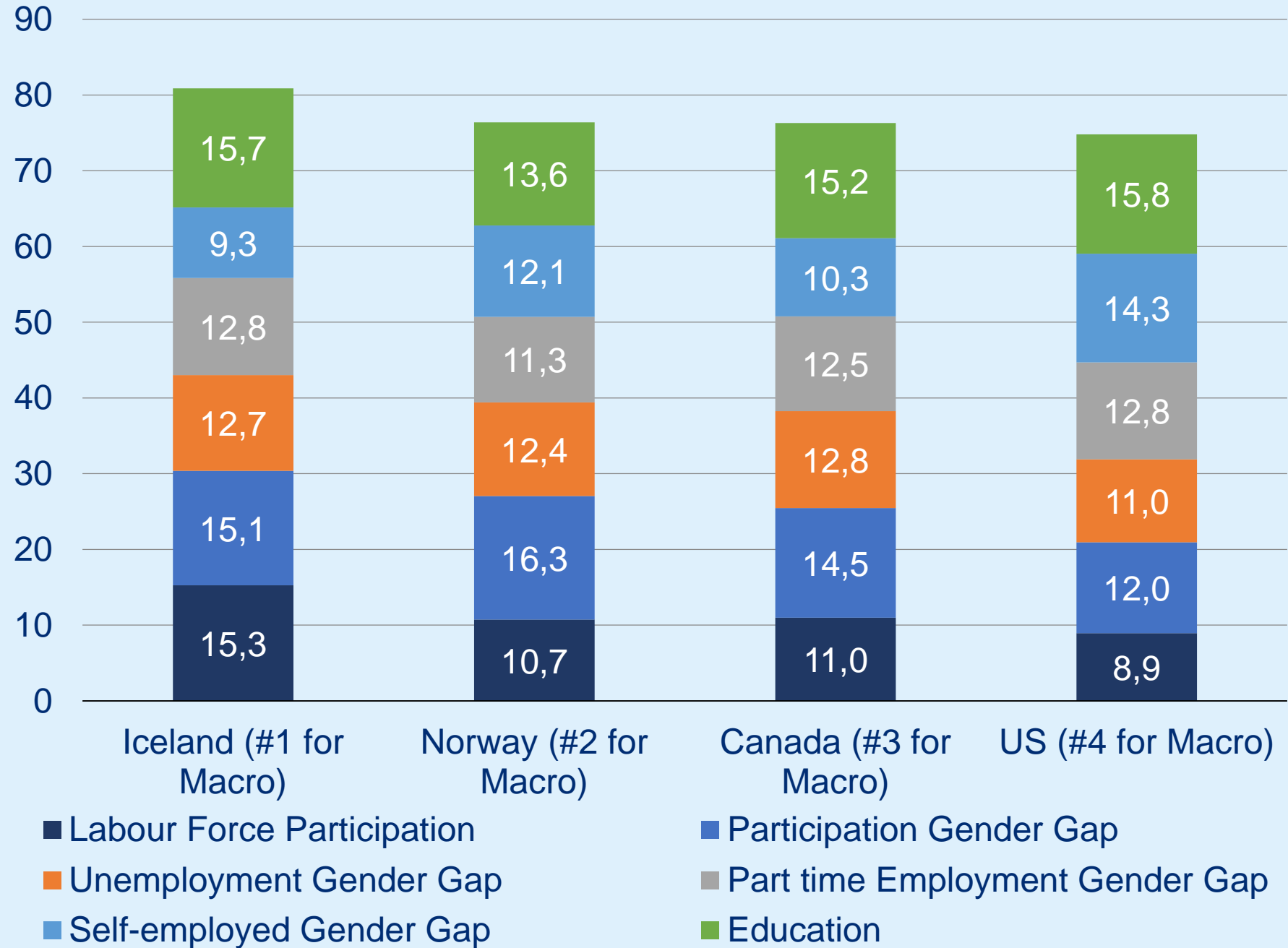


Source: OECD, World Bank, VDEM, ILOSTAT, Barro & Lee, Aberdeen Standard Investments, April 2021

US ranks 4th in macro but 27th overall...

... with lower policy and empowerment scores

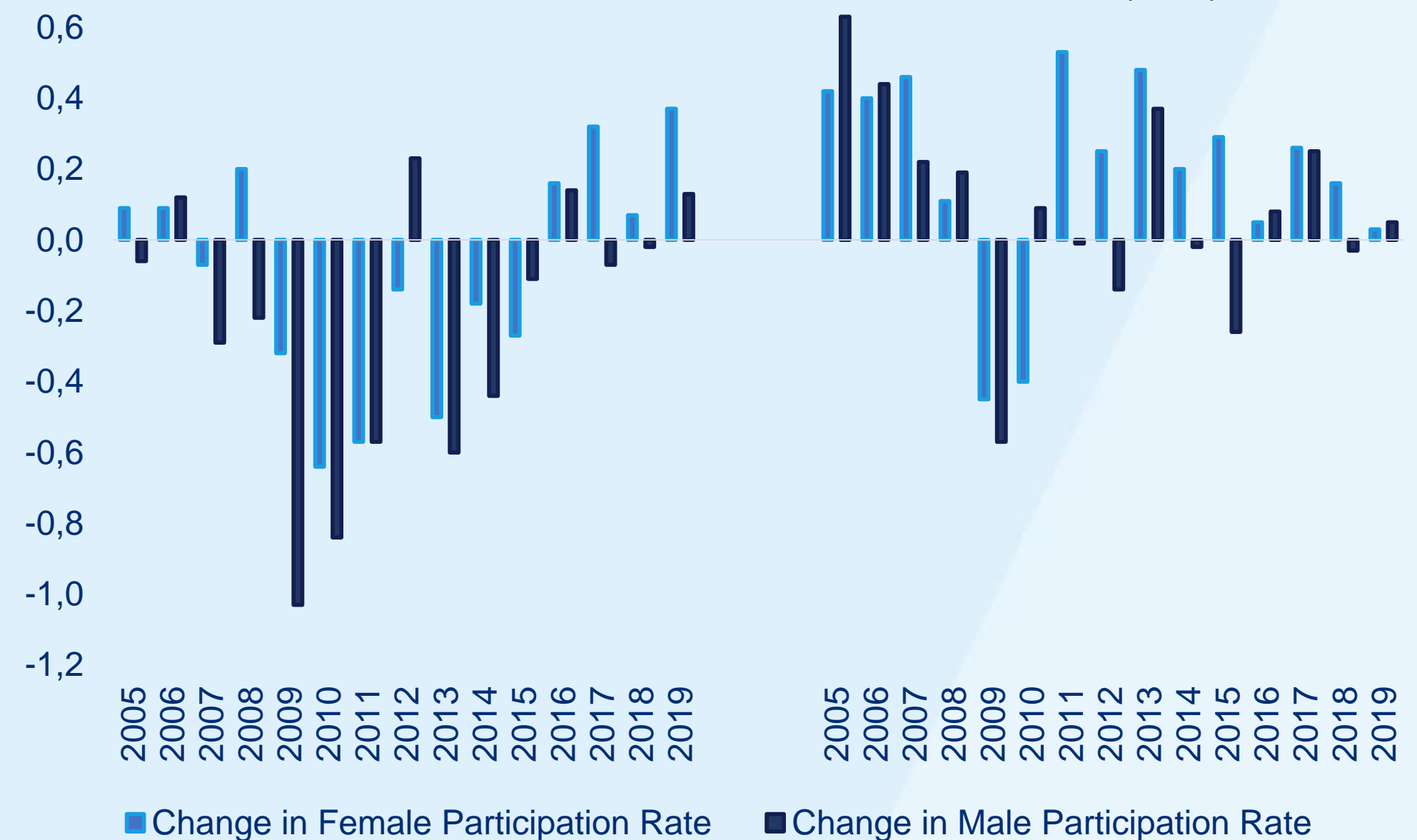
Score in Macro Pillar



ppts

United States
ranked 19th for gender participation gap
ranked 12th for female participation rate

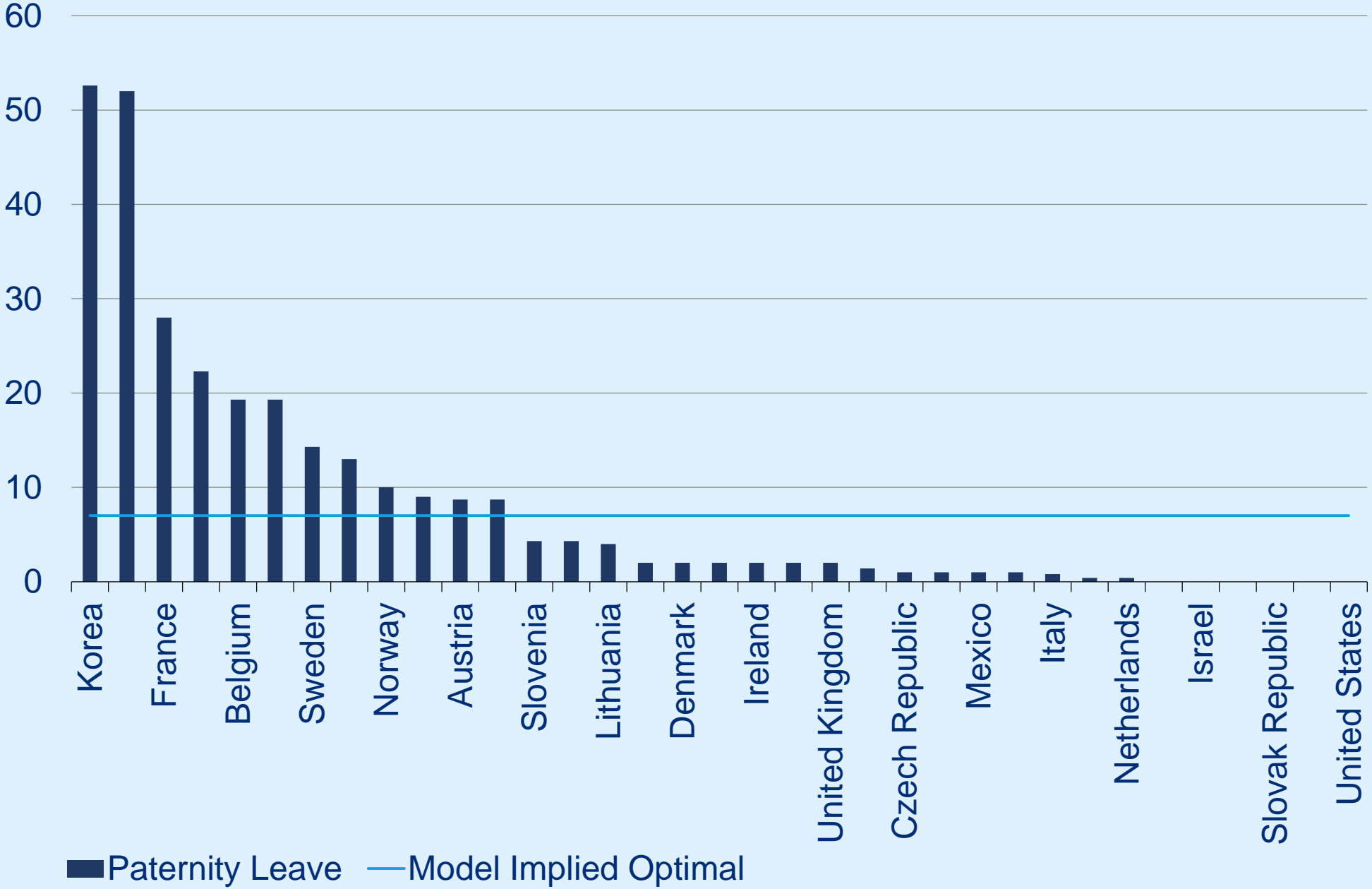
Sweden
ranked 1st for gender participation gap
ranked 4th for female participation rate



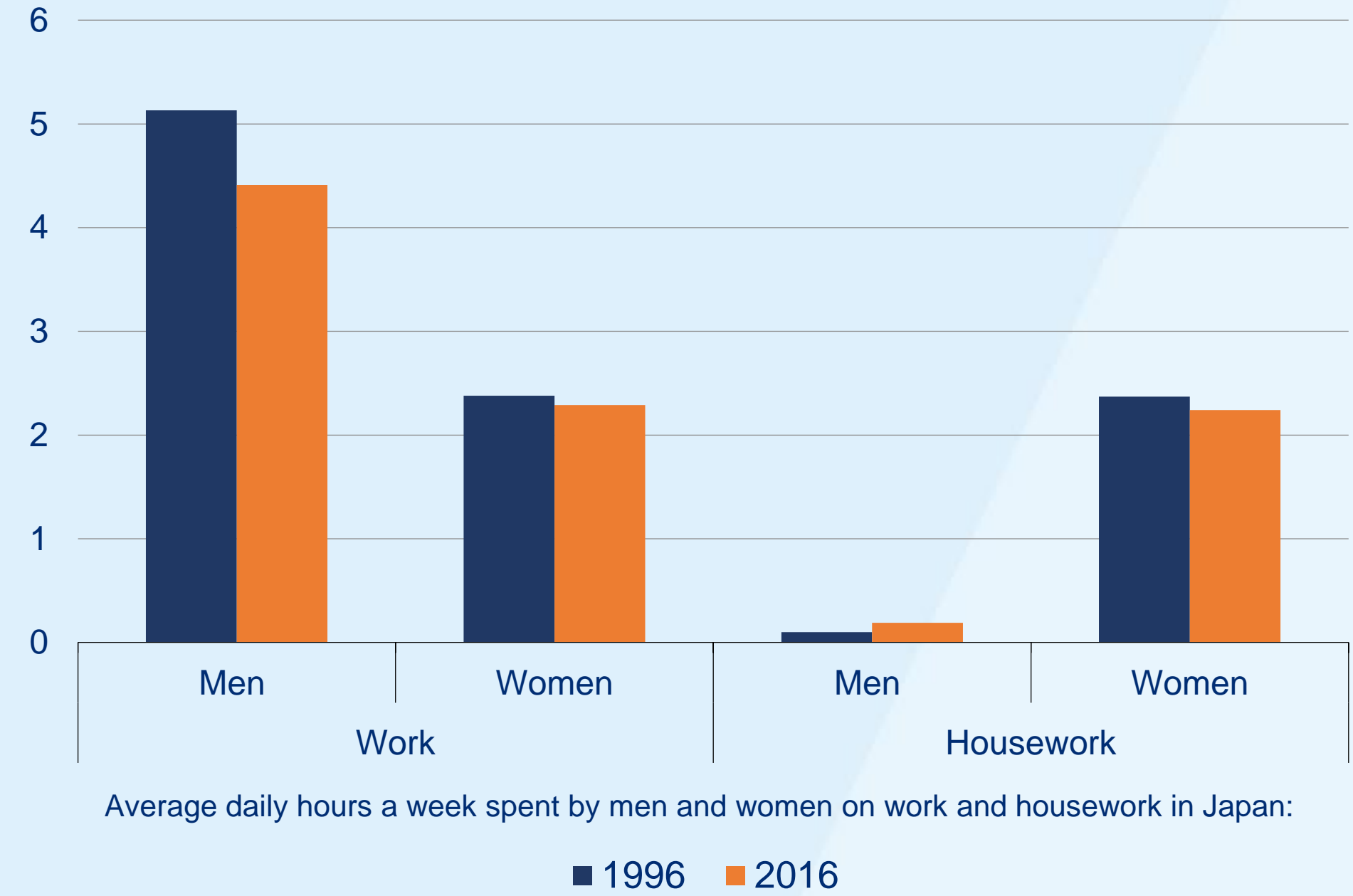
Source: OECD, World Bank, VDEM, ILOSTAT, Barro & Lee, Aberdeen Standard Investments, April 2021

Whilst Japan scores highly on policy... ... and lowest on empowerment

Number of weeks



Hours



Source: OECD, Statistics Bureau of Japan, Aberdeen Standard Investments, April 2021

Important Information

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