

# Improving Women's Labor Force Participation

Presented To

**Research Design and Implementation**  
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Presented By

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# Motivation

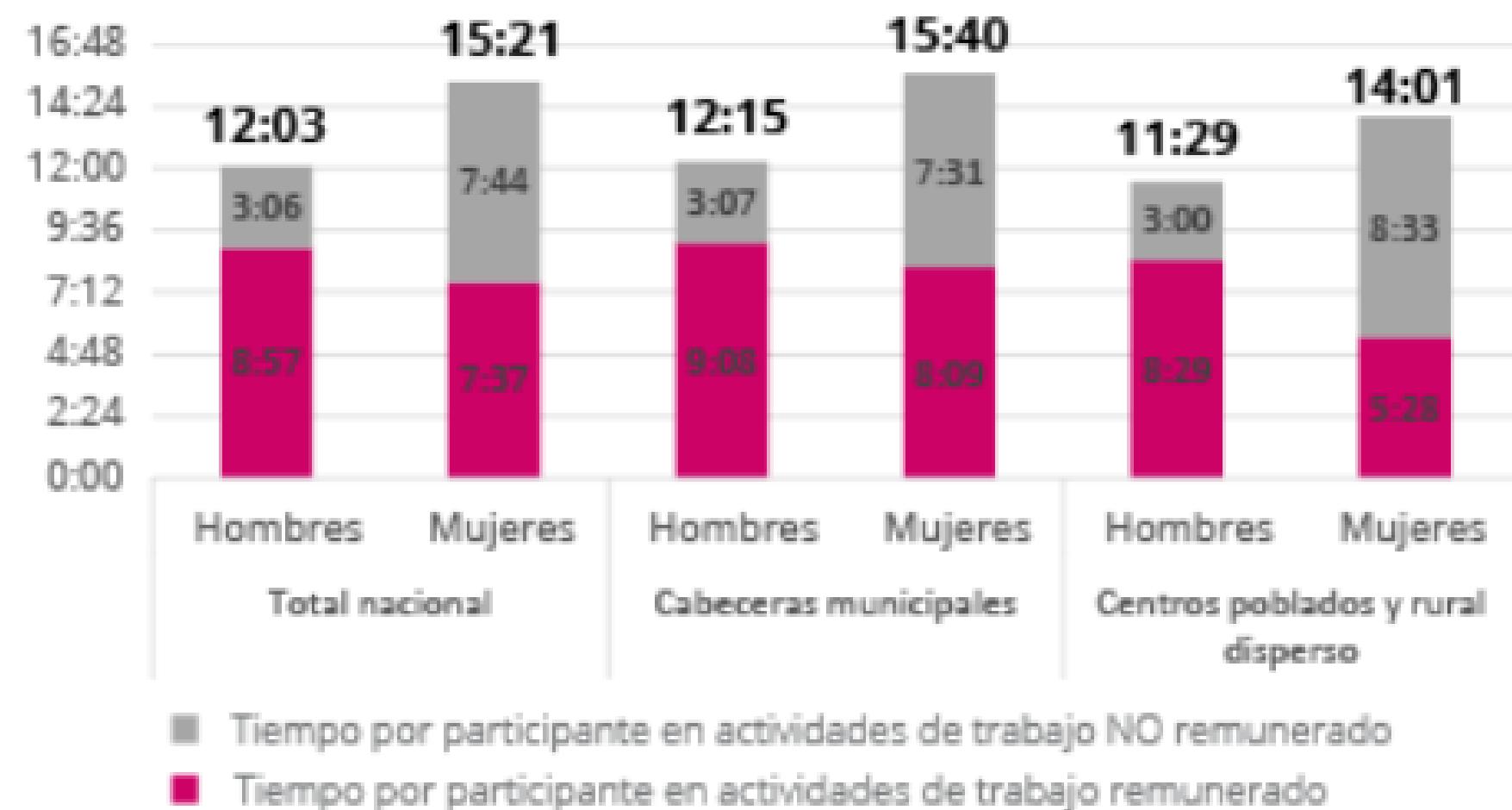
- The gender employment gap remains wide despite progress
- Women spend a disproportionate amount of time in unpaid work
- There are other factors constraining women's participation in the labor force



Foto: Secretaría Distrital de Integración Social

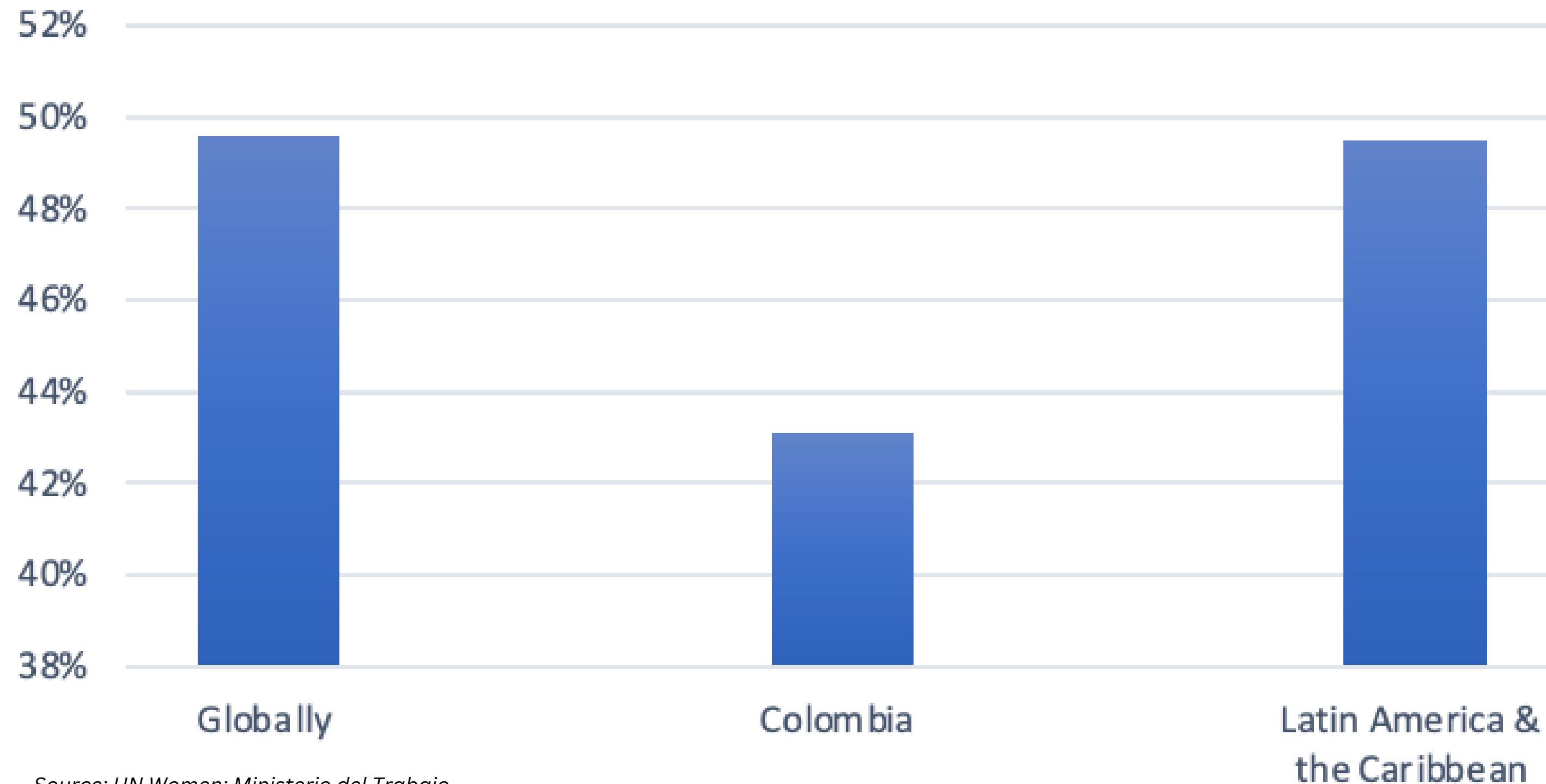
## ENUT - Encuesta Nacional de Uso del Tiempo

Tiempo diario promedio por participante en actividades de trabajo según sexo y clase  
Total nacional (2020 - 2021)



Fuente: DANE

# Female Labor Force Participation



# Intervention



Create a parent sharing program to relieve women of childcare time. The impact of the "extra time" will help to understand if unpaid care time is a barrier for female labor force participation and entrepreneurship.

## Assumptions

- Women face constraints to generate income because of non monetary barriers
- Women value quality care for their children
- Women will generate visible income if their child care constraint is gone

# What is a Parent Sharing Program?

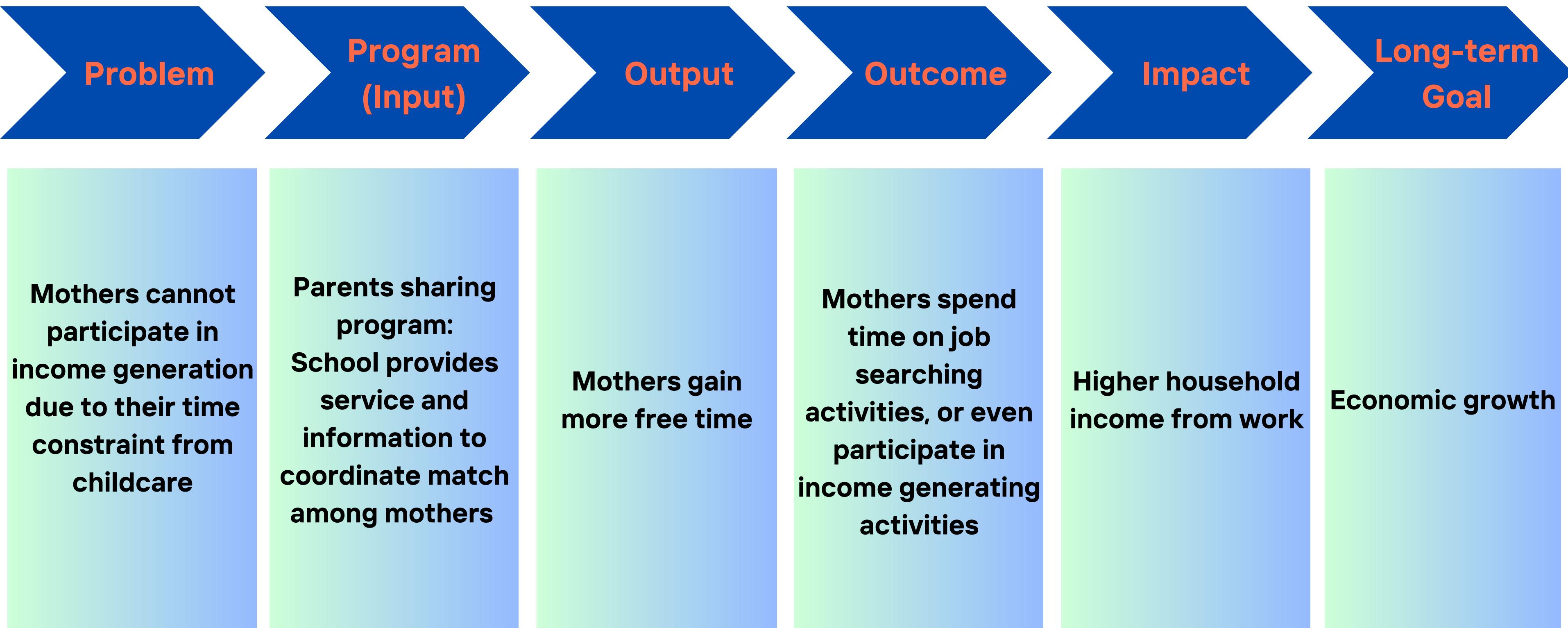


**Parent Sharing Program** is division of work for caring child. Without this program, mothers should spend 5 weekdays for caring their child. However, if those mothers join a group, consists of 5 mothers, then **each mother will rotate and just spend 1 weekday for caring children including others kids from 4 different mothers.**

To implement this program, we would provide 'coordinating service' through primary school, and it will **solve two market failures** ('**Asymmetric information**' and '**Coordination failure**' by matching demands and ensuring trusts among mothers.

# Theory of Change

**Goal: To increase income by women's higher work participation**



# Research Design

# Working Hypothesis

Mothers who participate in the **parent sharing program**  
will earn a higher income.

# Treatment & Control Groups

**Treatment:** Make parent sharing groups in schools to create a commitment among parents to share child care responsibilities. Parents will sign a contract facilitated in the school to create a formal commitment to be in the parent sharing group.

**Control:** No treatment.

## Data Sources

- Ministry of Education
- Survey/questionnaire

# Population

Women in Bogota who have kids enrolled in transition to elementary school(ages 5–12) and express interest in a parent sharing group.

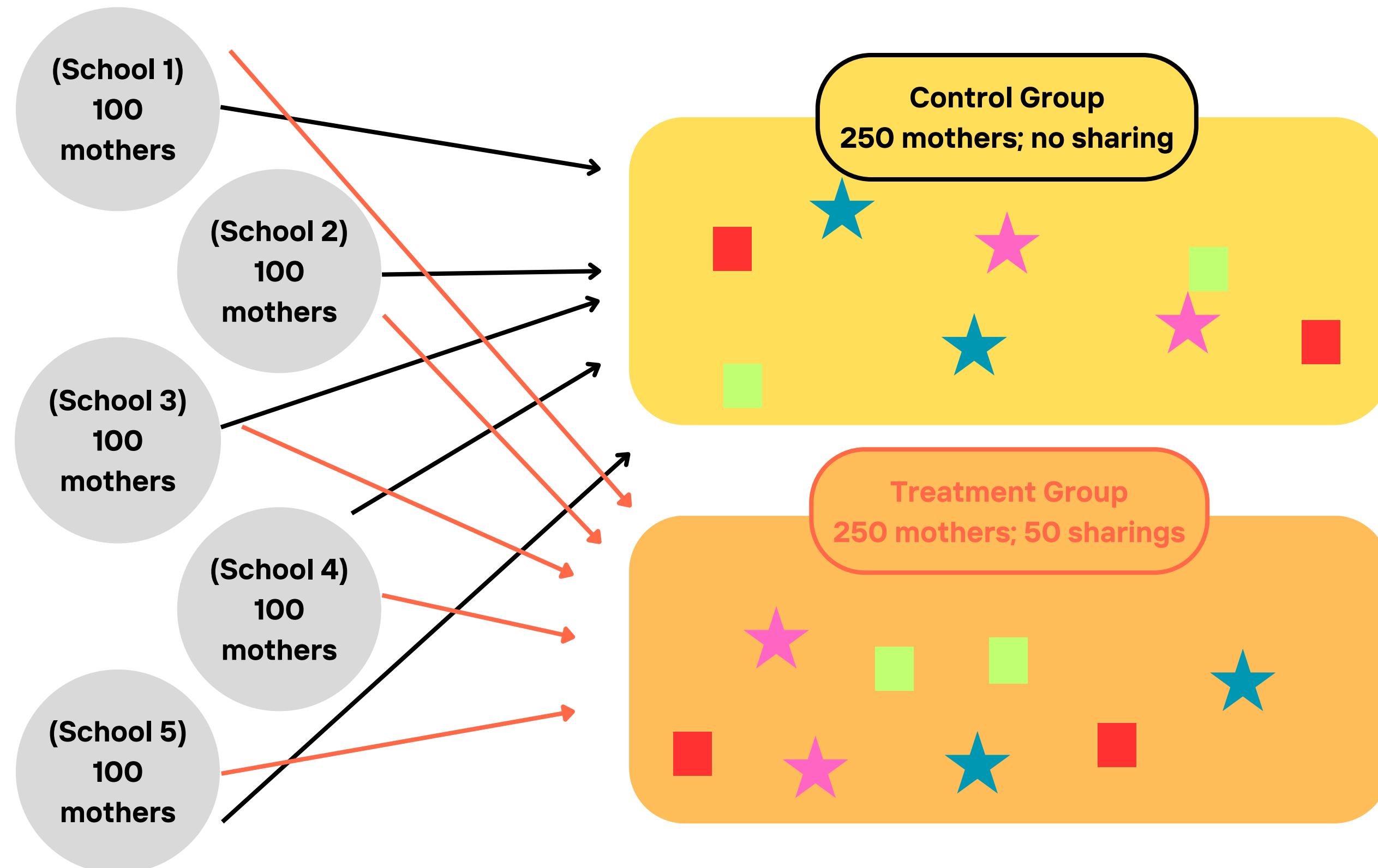


# Sample

500 women interested in the parent sharing group from the population.



# Randomization (Simple stratification rule)



**Stratification randomization:**  
we balanced samples by dimension  
of 'schools', 'Level of grades', and  
'Sex of child'

★ Mother with lower grades child

★ Mother with higher grades child

■ Mother with female child

□ Mother with male child

# Timeline

Info Campaigns:  
Determine population

Month 1

Baseline survey of mothers

Month 2

Implementation

Month 2–13

Midline survey of mothers

Month 6

Endline Survey of mothers

Month 13

# Expected Results and Further studies

# Primary Outcomes

To further study this hypothesis,  
we will investigate impacts on the following outcomes

1. Increased free-time
2. Form of employment
3. Generated income amount



# Mechanisms

## 1. Effort of job search

1. Number of hours searching/preparing for job
2. Number of applications submitted
3. Number of acceptances of job offer

## 2. Working hours

1. Additional hours mother get from the program
2. Number of hours spend on income generating activities

# Threats to the project



**Attrition**



**Social desirability bias**

# Downstream Outcomes

- Increased local and national output in the Colombian economy
- Increased productivity among Colombian women
- Social cohesion and building community among mothers
- Further research on gender equality

Q & A

Thank you