

Life-cycle circumstances

Gender • Family Status • Age • Disability •
Ethnicity/Race • Citizenship • HIV status
• Sexual orientation • Gender identity

Influence  Affect

Individual fundamental drivers

Gender roles

• Family • Society
• Community • Unequal
care and household
responsibilities



Personal preferences

• Self-identity • Individuality
• Agency • Choice •
Freedom



Socio- economic constraints

• Legal and policy framework
• Macroeconomic • Care
facilities • Poverty
• Transportation

Social norms

Influence  Affect

**Educational
and vocational
training**

Shape  Determine



**Labour market
outcomes**