Women’s Empowerment

Progress and challenges to achieving gender equality

Dimensions Science | June 2020
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World Bank
... AND IN 2020?

ARE WOMEN AND MEN ON EQUAL FOOTING?
<table>
<thead>
<tr>
<th>WHAT DO GLOBAL FIGURES TELL US?</th>
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<tr>
<td>WOMEN MAKE UP ABOUT 50% OF THE WORLD’S POPULATION BUT GENERATE ABOUT 37% OF GLOBAL GDP</td>
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<td>WOMEN SPEND 3X MORE HOURS ON UNPAID CARE WORK = $10 TRILLION OR 13% OF GLOBAL GDP</td>
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<td>WOMEN’S POLITICAL REPRESENTATION IN NATIONAL PARLIAMENTS IS ABOUT 24% LOWER ON AVERAGE</td>
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<td>WOMEN’S LABOR FORCE PARTICIPATION IS 26.5 PERCENTAGE POINTS LOWER THAN MEN’S ON AVERAGE</td>
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<td>ESTIMATED GLOBAL GENDER WAGE GAP IS ABOUT 23%</td>
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<td>IN 40% OF COUNTRIES WOMEN’S EARLY STAGE ENTREPRENEURIAL ACTIVITY IS HALF OF MEN’S</td>
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<td>ONLY 5% OF FORTUNE 500 CEOs ARE WOMEN</td>
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<32% GENDER INEQUALITY OVERALL
#WOMENINSTEM ...

- WOMEN ARE 12% LESS LIKELY THAN MEN TO COMPLETE THEIR PHD IN STEM AREAS

- 74% OF WOMEN ARE INSTERESTED IN STEM BUT ONLY 30% BECOME RESEARCHERS IN THESE FIELDS

74% 26%

% of STEM workers are male
26% are female.
EQUAL RIGHTS AND OPPORTUNITIES FOR WOMEN?

WHAT’S HOLDING WOMEN BACK?
EACH PLAYER ROLLS THE DICE TO MOVE FORWARD IN THE GAME OF LIFE

BUT IF YOU’RE A WOMAN, HALT!

RULES MAY BE DIFFERENT
UNEQUAL RIGHTS AND LAWS

GLOBALLY WOMEN ARE ACCORDERD ONLY $\frac{3}{4}$ OF THE LEGAL RIGHTS THAT MEN ENJOY

SOURCE: WOMEN, BUSINESS AND THE LAW 2020
DESPITE PROGRESS IN WOMEN’S RIGHTS

➢ MORE THAN 30% OF ECONOMIES RESTRICT WOMEN’S FREEDOM OF MOVEMENT

➢ 40% OF ECONOMIES HAVE LAWS CONSTRAINING WOMEN'S DECISION TO JOIN AND REMAIN IN THE LABOR FORCE

➢ 50 COUNTRIES HAVE NO LAWS ON SEXUAL HARASSMENT AT WORK

➢ NEARLY 50% OF ECONOMIES CAN IMPROVE LEGAL CONSTRAINTS RELATED TO MARRIAGE

➢ IN 115 ECONOMIES, WOMEN CANNOT RUN A BUSINESS IN THE SAME WAY AS MEN

➢ 40% OF ECONOMIES LIMIT WOMEN'S PROPERTY RIGHTS

SOURCE: WOMEN, BUSINESS AND THE LAW 2020
UNEQUAL SOCIAL & GENDER NORMS

IMPACTS AGENCY & DECISION-MAKING
THE PROBLEM WITH UNCONSCIOUS BIASES?

SQUARE AREAS A AND B ARE THE SAME COLOR

A LINE IS DRAWN IN THE SAME COLOR CONNECTING THE TWO AREAS

... WE ALL HAVE THEM
UNEQUAL ACCESS TO OPPORTUNITIES
WHAT’S WRONG WITH THIS PICTURE?
HOW CAN WE CHANGE THIS PICTURE?
LEVEL THE PLAYING FIELD
IN LAWS AND POLICIES - ELIMINATING CONSTRAINTS

OVER HALF THE CONSTRAINTS ON THE BOOKS WERE REMOVED IN THE LAST 50 YEARS

REFORMS SINCE 1970

1,517 reforms over 50 years
PROMOTING INCLUSION THROUGH AFFIRMATIVE LAWS AND POLICIES
WHAT CAN YOU DO?
SHARE KNOWLEDGE | RAISE AWARENESS
SEEING IS BELIEVING

- INSPIRE YOUNGER GENERATIONS
- ENCOURAGE GIRLS TO START EARLY
- GET WOMEN AND GIRLS INVOLVED IN NON-TRADITIONAL FIELDS (STEM)
- PROMOTE WOMEN’S LEADERSHIP
- BE A NORM ENTREPRENEUR

BUT ACHIEVING REQUIRES SUPPORT
WHAT’S THE IMPACT?
Global, Countries Lose $160 Trillion in Wealth Due to Earnings Gaps Between Women and Men

Women account for only 38% of human capital wealth versus 62% for men.

$28 trillion can be added to global GDP with greater gender equality

McKinsey & Company
DIVERSITY IN THINKING, PERSPECTIVES & SOLUTIONS

DRIVES

COMPETITIVENESS & INNOVATION

DIVERSITY IN THINKING, PERSPECTIVES & SOLUTIONS
DIVERSITY AND GENDER EQUALITY ARE GOOD FOR BUSINESS

Diversity’s dividend
What’s the likelihood that companies in the top quartile for diversity financially outperform those in the bottom quartile?¹

15% more likely to outperform
Gender-diverse companies

35% more likely to outperform
Ethnically diverse companies

¹Results show likelihood of financial performance above the national industry median. Analysis is based on composite data for all countries in the data set. Results vary by individual country. Source: McKinsey analysis
ARE WE WILLING TO WAIT 100 YEARS?
THANK YOU!

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