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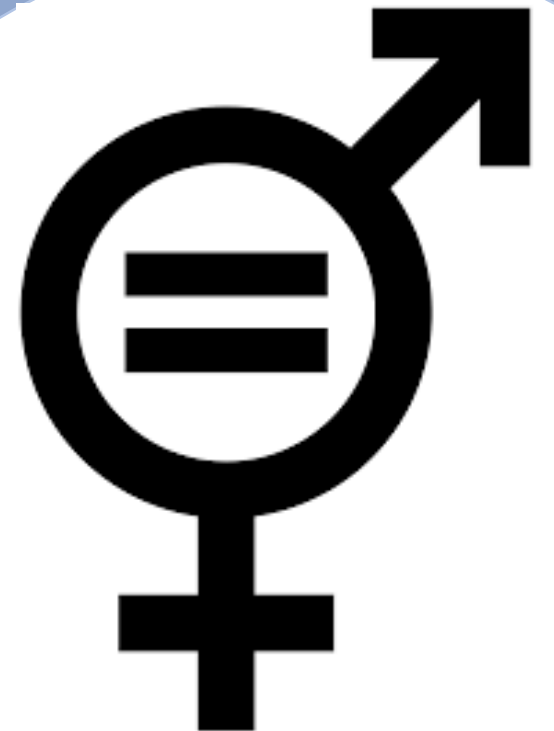
Dimensions Sciences Advice, Coaching,
Training and Supporting Program

Women's Empowerment

*Progress and challenges
to achieving gender equality*

Dimensions Science | June 2020

Paula Tavares
World Bank

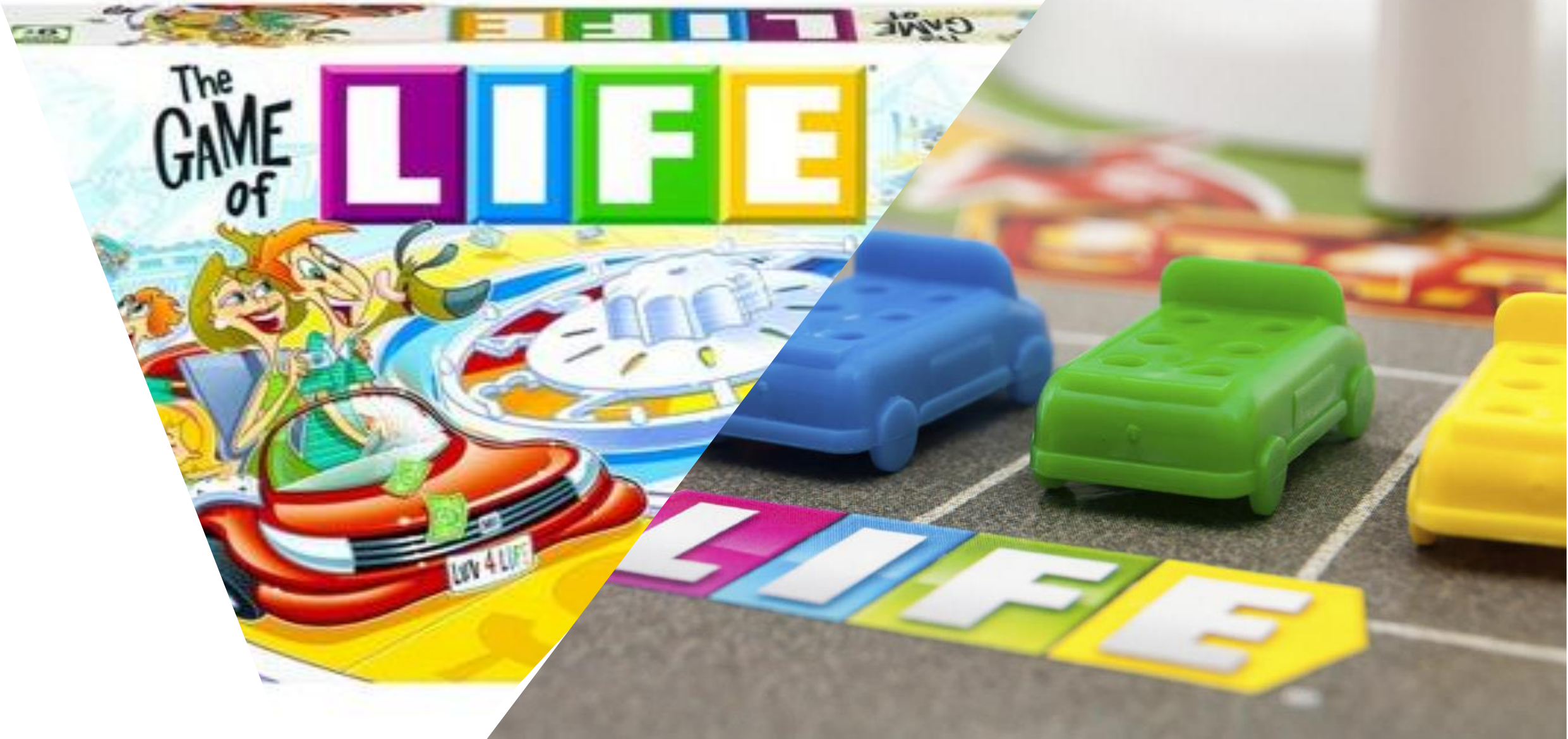


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... AND IN 2020?

ARE WOMEN AND MEN ON EQUAL FOOTING?



WHAT DO
GLOBAL
FIGURES
TELL US?

<32%
GENDER
INEQUALITY
OVERALL



**WOMEN MAKE UP ABOUT 50% OF THE WORLD'S POPULATION
BUT GENERATE ABOUT 37% OF GLOBAL GDP**



**WOMEN SPEND 3X MORE HOURS ON UNPAID CARE WORK = \$10
TRILLION OR 13% OF GLOBAL GDP**



**WOMEN'S POLITICAL REPRESENTATION IN NATIONAL PARLIAMENTS IS
ABOUT 24% LOWER ON AVERAGE**



**WOMEN'S LABOR FORCE PARTICIPATION IS 26.5 PERCENTAGE POINTS
LOWER THAN MEN'S ON AVERAGE**



ESTIMATED GLOBAL GENDER WAGE GAP IS ABOUT 23%.



**IN 40% OF COUNTRIES WOMEN'S EARLY STAGE ENTREPRENEURIAL
ACTIVITY IS HALF OF MEN'S**



ONLY 5% OF FORTUNE 500 CEOs ARE WOMEN



#WOMENINSTEM ...

- **WOMEN ARE 12% LESS LIKELY THAN MEN TO COMPLETE THEIR PHD IN STEM AREAS**
- **74% OF WOMEN ARE INTERESTED IN STEM BUT ONLY 30% BECOME RESEARCHERS IN THESE FIELDS**



% 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
ACCORDED ONLY

3/4

OF THE LEGAL RIGHTS
THAT MEN ENJOY

DESPITE PROGRESS IN WOMEN'S RIGHTS



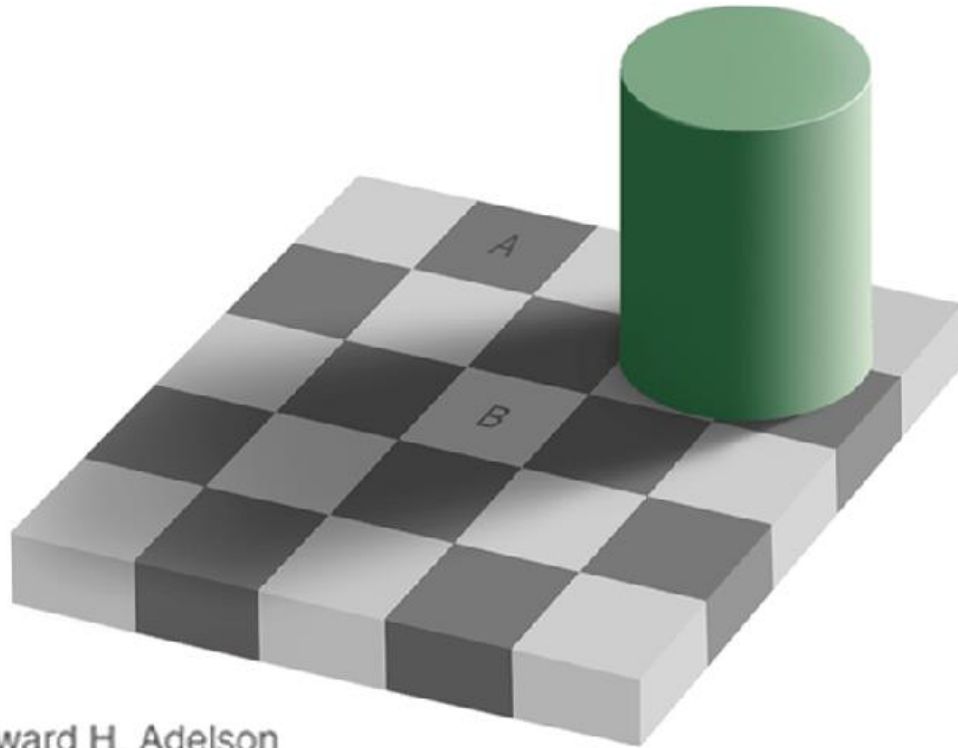
- MORE THAN 30% OF ECONOMIES RESTRICT WOMEN'S FREEDOM OF MOVEMENT
- 40% OF ECONOMIES HAVE LAWS CONSTRAINING WOMEN'S DECISION TO JOIN AND REMAIN IN THE LABOR FORCE
- 50 COUNTRIES HAVE NO LAWS ON SEXUAL HARASSMENT AT WORK
- NEARLY 50% OF ECONOMIES CAN IMPROVE LEGAL CONSTRAINTS RELATED TO MARRIAGE
- IN 115 ECONOMIES, WOMEN CANNOT RUN A BUSINESS IN THE SAME WAY AS MEN
- 40% OF ECONOMIES LIMIT WOMEN'S PROPERTY RIGHTS



UNEQUAL SOCIAL & GENDER NORMS

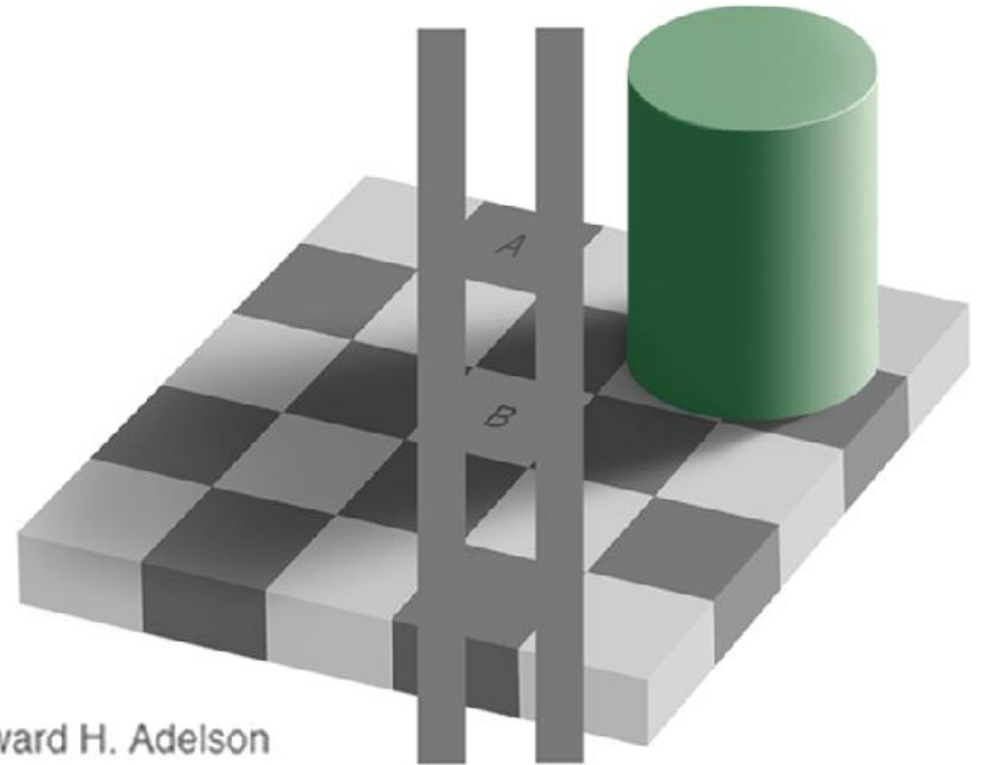
IMPACTS AGENCY &
DECISION-MAKING

THE PROBLEM WITH UNCONSCIOUS BIASES?



Edward H. Adelson

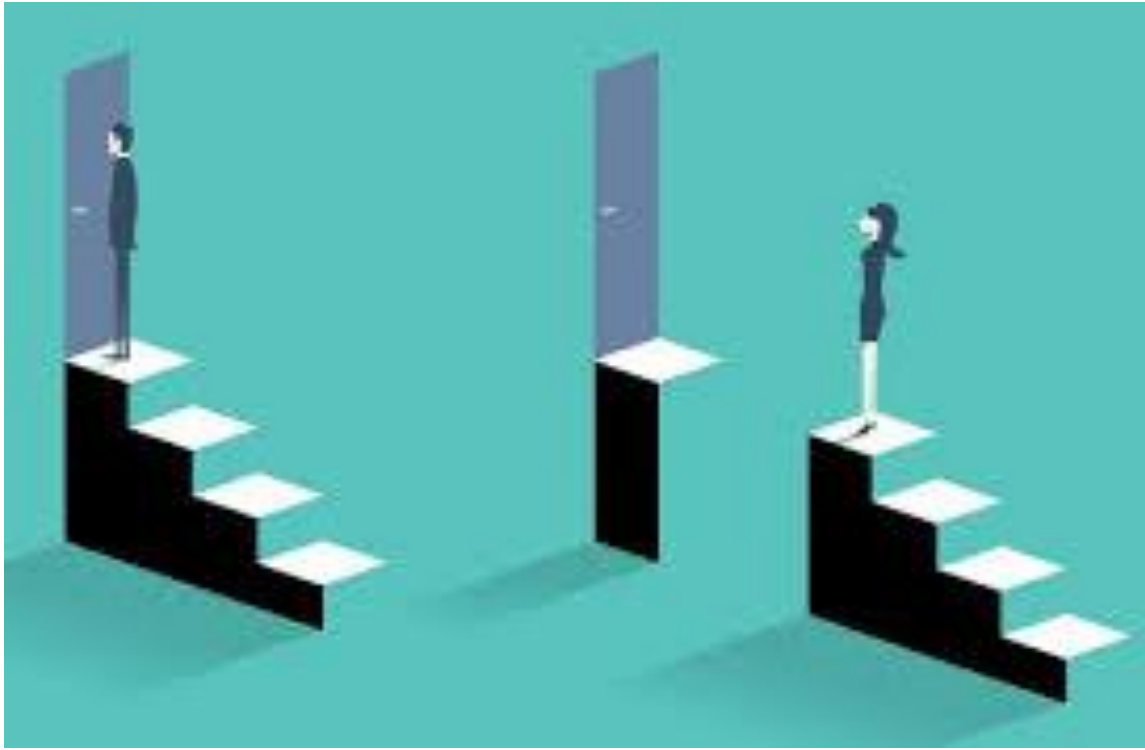
SQUARE AREAS A AND B
ARE THE SAME COLOR (a)



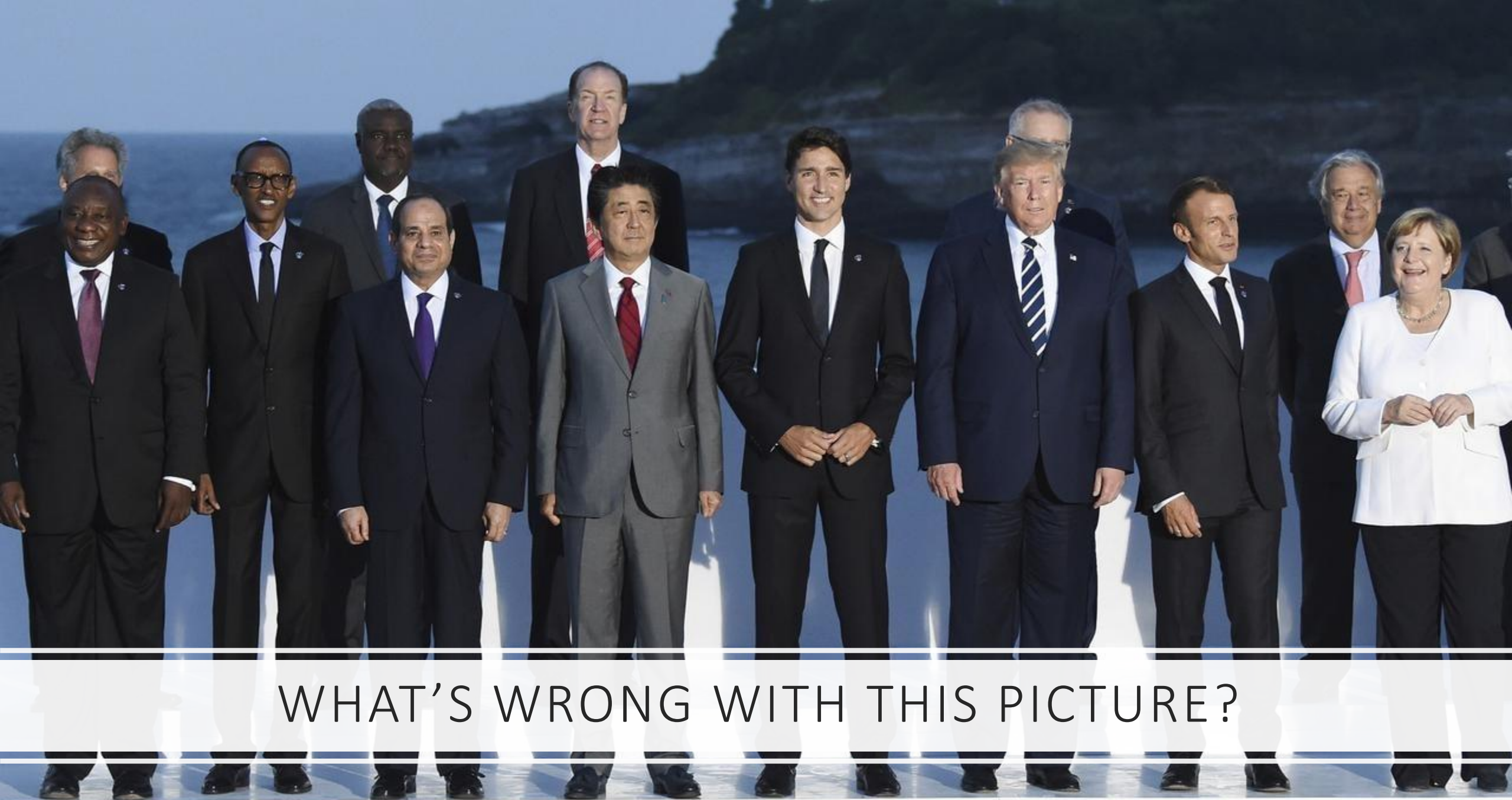
Edward H. Adelson

A LINE IS DRAWN IN THE
SAME COLOR CONNECTING (b)
THE TWO AREAS

... WE ALL HAVE THEM



UNEQUAL ACCESS TO OPPORTUNITIES



WHAT'S WRONG WITH THIS PICTURE?



HOW CAN WE CHANGE THIS PICTURE?

EQUALITY

VS.

EQUITY



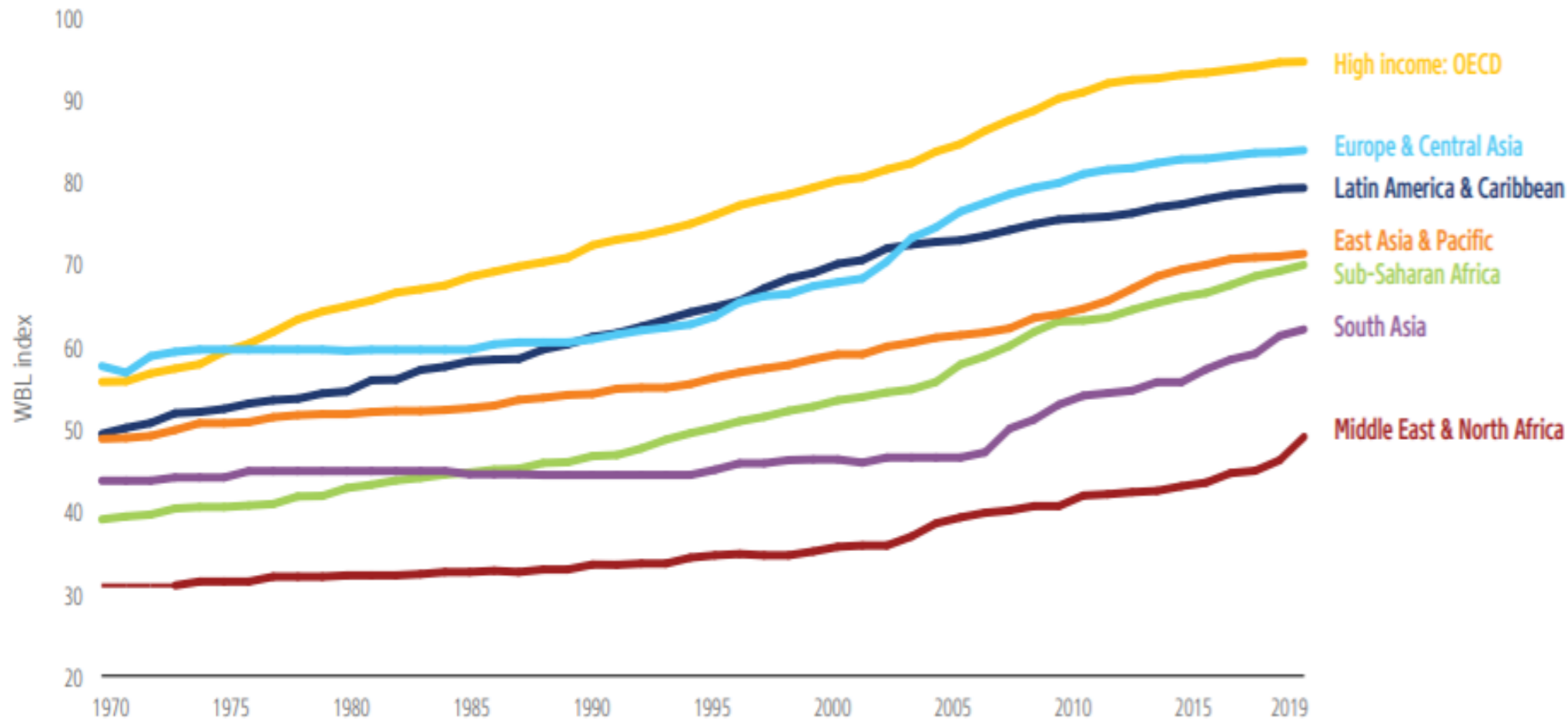
LEVEL THE PLAYING FIELD

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



IN ACCES TO RESOURCES | JOBS | CREDIT | LEADERSHIP



PROMOTING INCLUSION THROUGH AFFIRMATIVE LAWS AND POLICIES

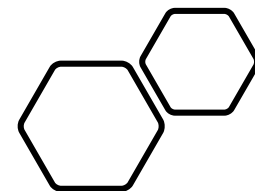


IN MINDSETS

TRAINING | MENTORING
NETWORKS | ROLE MODELS
AWARENESS!



WHAT CAN YOU DO?



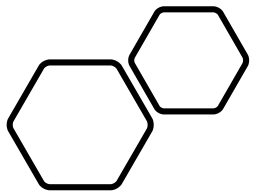


SHARE KNOWLEDGE | RAISE AWARENESS



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?



PROMOTES SUSTAINABLE GROWTH & BOOSTS SHARED PROSPERITY

Globally, Countries
Lose \$160 Trillion in
Wealth Due to Earnings
Gaps Between Women
and Men



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

McKinsey&Company



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

DRIVES

COMPETITIVENESS &
INNOVATION

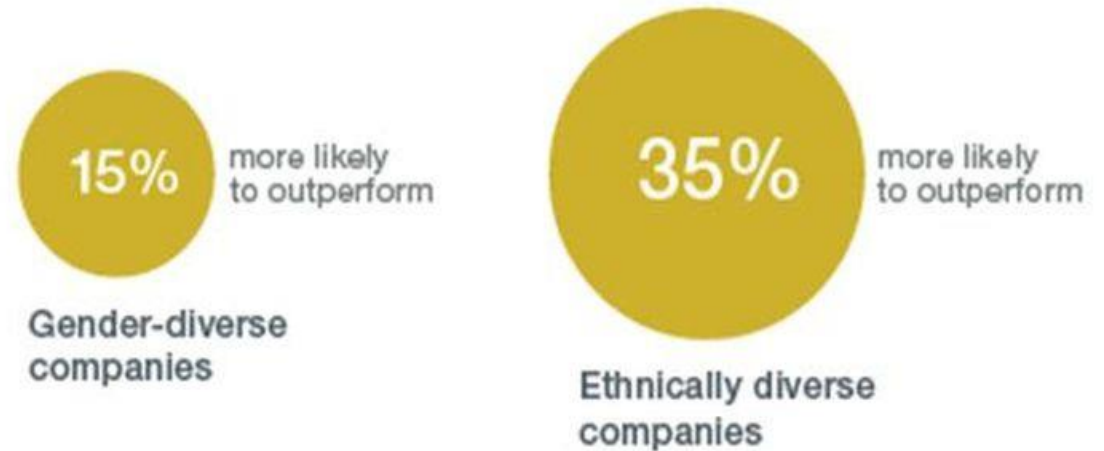
DIVERSITY IN THINKING, PERSPECTIVES & SOLUTIONS



DIVERSITY AND GENDER EQUALITY ARE GOOD FOR BUSINESS

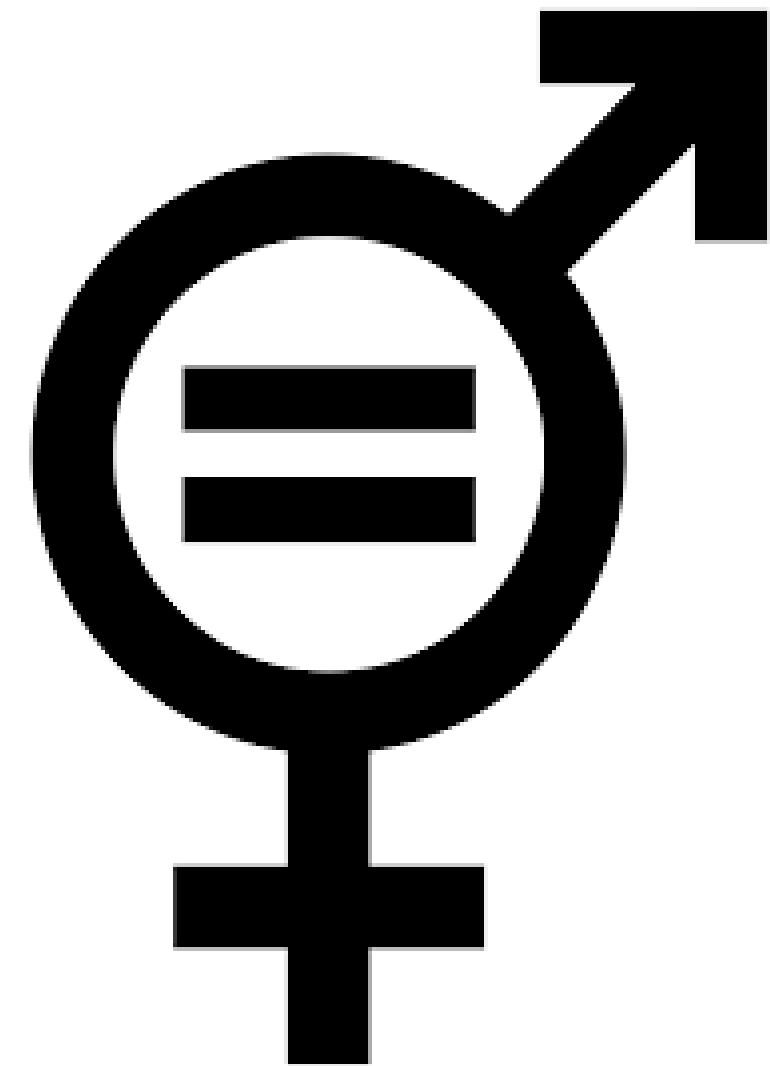
Diversity's dividend

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



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!

CONTACTS

@PAULATTAVARES

PTAVARES@WORLDBANK.ORG