In the last 20 years, university enrollments for women grew 7-fold ... and in 2009 women are 51% of college students...

... And yet 35 million girls are still out of school today in Sub-Saharan Africa, parts of South Asia ... and among disadvantaged populations
Gender parity has been achieved in most countries. But some countries lag behind.

- East Asia and Pacific
- Europe and Central Asia
- Latin America and the Caribbean
- Middle East and North Africa
- South Asia
- Sub-Saharan Africa
- High-income countries
Women are more likely to participate than men.

- East Asia and Pacific
- Europe and Central Asia
- Latin America and the Caribbean
- Middle East and North Africa
- South Asia
- Sub-Saharan Africa
- High-income countries
In low & middle income countries life expectancy among women has increased by 20 years since 1960.
In low & middle income countries life expectancy among women has increased by 20 years since 1960.

... And yet, relative to boys and men, almost 4 million women die too early in the developing world compared with rich countries.
## Missing Women

<table>
<thead>
<tr>
<th>Region</th>
<th>girls at birth</th>
<th>girls under 5</th>
<th>women 15-49</th>
</tr>
</thead>
<tbody>
<tr>
<td>China and India</td>
<td>1,249,000</td>
<td>222,000</td>
<td>284,000</td>
</tr>
<tr>
<td>Sub-Saharan Africa</td>
<td>53,000</td>
<td>203,000</td>
<td>751,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,427,000</strong></td>
<td><strong>617,000</strong></td>
<td><strong>1,347,000</strong></td>
</tr>
</tbody>
</table>
In the last 30 years, 552 million joined the labor force and today, 4 out of 10 workers globally are women.
In the last 30 years, 552 million joined the labor force and today, 4 out of 10 workers globally are women.

... And yet, on average, for every dollar a man makes, a woman earns 80 cents.
For every dollar a man makes, a woman earns...

Mexico 80¢  Germany 62¢

Malawi 90¢  Nigeria 60¢

Indonesia 70¢  Bangladesh 12¢
All but 7 countries have ratified the Convention on the Elimination of All Forms of Discrimination against Women

But if we look at various dimensions of voice and decision-making power – whether it is control over own mobility, control over spending in the household; or political voice – we see persistent gaps between women and men.
All but 7 countries have ratified the Convention on the Elimination of All Forms of Discrimination against Women

... but only 19% of parliamentarians in the world are women
The number of women in parliaments remains low in all regions. 

19% female parliamentarians
All but 7 countries have ratified the Convention on the Elimination of All Forms of Discrimination against Women

... but 510 million women will be abused by their partner in their lifetime.
### Domestic violence: percentage women abused

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ethiopia (Butajira)</td>
<td>49%</td>
</tr>
<tr>
<td>Bangladesh (Matlab)</td>
<td>42%</td>
</tr>
<tr>
<td>Brazil (Sao Paulo)</td>
<td>27%</td>
</tr>
<tr>
<td>Japan (Yokohama)</td>
<td>13%</td>
</tr>
</tbody>
</table>

246,000 women
What does the World Development Report do?

The Report asks 3 questions:

(1) **Do** these inequalities **matter**?

(2) **Why** do they **persist**?

(3) **What do** we do to eliminate them?
(1) Do these inequalities matter?

Is the **right** thing to do...

... is the **smart** thing to do...
Inequality has a cost

- **economic costs**

  ... equalizing access to inputs such as land and fertilizers would increase output in Burkina Faso by **6%**

  ... eliminating employment segregation would increase labor productivity by as much as **25%**
Inequality has a cost

- **shortchanges the next generation**

  ... women’s control of household earnings changes spending in favor of children

  ... educated women invest more in children

  ... witnesses of violence have poorer health as adults and are more likely to perpetrate or suffer violence
Inequality has a cost

• and leads to suboptimal institutions and policies

... In India, women in political office increased public investments in water

... In the US, voting rights from women reduced infant mortality by 8-15%
... these problems **do not go** away with growth

... and **costs will grow bigger in a globalized world**
(2) Why do gaps persist?
Underlying causes of gender inequality

Households
Formal Institutions
Markets
Informal Institutions

Policies

Gender Equality
Economic Opportunities
Agency
Endowments

Growth
Progress: Education

- MARKETS: Increasing returns to education
- FORMAL INSTITUTIONS: Lower costs
- INFORMAL INSTITUTIONS
- HOUSEHOLDS: Stable income
- ECONOMIC OPPS., AGENCY, ENDOWMENTS

Growth

CCTs

Gender Equality
No Progress: Economic Opportunities

- MARKETS: Differential access to labor/credit/land markets, and networks
- INFORMAL INSTITUTIONS: Social norms on care/market work
- FORMAL INSTITUTIONS: Biased law/regulations, and limited infrastructure
- HOUSEHOLDS: Differential allocation of time/resources

Growth

Gender Equality

ECONOMIC OPPORTUNITIES

AGENCY

ENDOWMENTS
(3) What do we do to eliminate these gaps?

✓ Focus on gaps that matter most for development and do not disappear with growth

- Gender gaps in human endowments
- Earnings and productivity gaps
- Gender differences in voice and agency
- The reproduction of gender inequality over time

✓ Target determinants of gender inequality
Reducing excess female mortality

In infancy, priority is **clean water and sanitation**
- Requires large investments in public health systems and improved service delivery

For reproductive years, priority is **better maternal health services**...
- Requires public investments, political will and greater client responsiveness

...and widespread **HIV/AIDS treatment and prevention services and safety nets to deal with income shocks**
Expanding access to economic opportunities (I)

Alleviating time constraints requires:

• **Infrastructure** improvements (water, electricity, transport) and new (ICT) technology

• Affordable **child care** (including how to provide in rural/informal settings)

Increasing access to land and credit requires:

• Legal reforms where **women’s property rights** are restricted

• Expansion of **access to formal credit** (beyond microfinance), combined with training
Expanding access to economic opportunities (II)

Addressing market failures and institutional constraints:

- Correcting **gender biases in service delivery**
- Reducing **discrimination/poor information**
- Reforming **labor laws** that treat men/women differently
Increasing social and political participation requires:

- Increasing **education**, training and skill development
- **Changing beliefs** about leadership (role models)
- Strengthening **social movements** – and other ways of exercising (social) voice
Reducing domestic violence requires:

• Increasing women’s voice in the household

• Expanding support services for victims

• Strengthening and enforce legislation and improving access to justice

• Using media to provide information on rights, increase social awareness and shift societal norms among men and women
Limiting the reproduction of gender inequalities across generations

• Building **human and social capital**

• Supporting **school to work transition**

• Building **aspirations and agency** for girls and boys
Global agenda for greater gender equality

• Global action complementary to national action and policies
  – Four priority areas plus one cross-cutting priority (supporting evidence based public action through data and knowledge)

• Three types of activities:
  – Providing financial support
    • Clean water and sanitation, maternal mortality, HIV/AIDS, ECD and child care
  – Fostering innovation and learning
    • Child care delivery, investing in rural women, leveraging technology to access markets, increasing access to justice
  – Leveraging effective partnerships
    • Other donors, private sector, UN Women
EQUAL!
ADDITIONAL SLIDES: WDR 2012
Enrollment gaps dwarf gender gaps

- East Asia and Pacific
- Europe and Central Asia
- Latin America and the Caribbean
- Middle East and North Africa
- South Asia
- Sub-Saharan Africa
- High-income countries
Change in female life expectancy
2009 vs. 1960

- World: 54 (71), +17
- Sub-Saharan Africa: 42 (54), +12
- South Asia: 42 (66), +24
- Middle East & North Africa: 48 (73), +25
- Latin America & Caribbean: 58 (77), +19
- High income: 72 (83), +11
- Europe & Central Asia: 71 (79), +8
- East Asia & Pacific: 50 (75), +25
In the last 30 years, 552 million women joined the labor force.
ADDITIONAL SLIDES: EAP COMPANION
Male and female enrollments have converged at both secondary and tertiary levels

Source: 2009 Global Education Digest, UNESCO Institute for Statistics
Notes: 1. EAP includes developed countries.
2. Mongolia is included in ECA, not EAP.
Female labor force participation in East Asia is relatively high

Source: Staff calculations based on KLIMS labor force data and real GDP per capita (in 2005 dollars) from the Penn World Tables
Women still earn less than men in nearly all sectors in all countries in the region

Source: World Bank staff estimates using household income and expenditure surveys
Gender norms regarding housework and care-giving affect women’s time on market work

An Illustration from Lao PDR

Average hours spent on caring, housework and market work, by gender, in households with and without a child aged of 2 or under

<table>
<thead>
<tr>
<th></th>
<th>Hours spent on activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Without a child</td>
<td></td>
</tr>
<tr>
<td>Market work</td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>6</td>
</tr>
<tr>
<td>Female</td>
<td>4</td>
</tr>
<tr>
<td>With a child</td>
<td></td>
</tr>
<tr>
<td>Market work</td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>6</td>
</tr>
<tr>
<td>Female</td>
<td>3</td>
</tr>
<tr>
<td>Without a child</td>
<td></td>
</tr>
<tr>
<td>Housework and caring</td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>1</td>
</tr>
<tr>
<td>Female</td>
<td>5</td>
</tr>
<tr>
<td>With a child</td>
<td></td>
</tr>
<tr>
<td>Housework and caring</td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>1</td>
</tr>
<tr>
<td>Female</td>
<td>5</td>
</tr>
</tbody>
</table>

Source: WB estimates using country level household data
Gender inequalities in access to land and other productive resources persist

Differences on average land holdings in selected East Asian countries, by gender of household head

Source: World Bank staff estimates using household income and expenditure surveys
Reports by Women of Having Experienced Some form of Violence

Percentage of women experiencing physical violence

<table>
<thead>
<tr>
<th>Location</th>
<th>Since age 15</th>
<th>In the past 12 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cambodia, 2005</td>
<td>22.3</td>
<td>10.3</td>
</tr>
<tr>
<td>Philippines, 2008</td>
<td>20.1</td>
<td>7.3</td>
</tr>
<tr>
<td>Timor-Leste, 2009</td>
<td>38.1</td>
<td>29.2</td>
</tr>
</tbody>
</table>

Source: DHS, Various years
Women in East Asia and the Pacific are Underrepresented in Parliament

Share of parliamentary seats held by women 2009

Source: Inter-Parliamentary Union (IPU)