

world development report

2012



# GENDER EQUALITY *AND* DEVELOPMENT



**Main messages and  
implications for the World Bank  
October, 2011**



THE WORLD BANK

# What does the WDR 2012 do?

*Addresses four questions:*

- (1) Is there gender equality ?**
- (2) Why do inequalities matter?**
- (3) Why do they persist?**
- (4) What to do?**



**EQUAL?**

# Equal?

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

**.... And yet 35 million girls are still out of school today**

**many of them in Sub-Saharan Africa...**

# Equal?

**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



girls at birth



girls under 5



women 15-49

**China and India**

**1,249,000**

**222,000**

**284,000**

**Sub-Saharan Africa**

**53,000**

**203,000**

**751,000**

**Total**

**1,427,000**

**617,000**

**1,347,000**

# Equal?

**In the last 30 years, 552 million joined the labor force and today, 4 out of 10 workers globally are women**

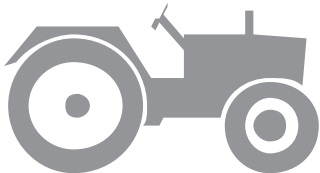
**... And yet, on average, for every dollar a man makes, a woman earns 80 cents**

# For every dollar a man makes, a woman earns...



**Mexico 80¢**

**Germany 62¢**



**Malawi 90¢**

**Nigeria 60¢**



**Sri Lanka 50 ¢**

**Bangladesh 12¢**

# Equal?

**All but 6 countries have ratified the Convention on the Elimination of All Forms of Discrimination against Women**

**... and yet 510 million women will be abused by their partner in their lifetime.**

**...and only 19% of parliamentarians in the world are women**

## (2) Why do these inequalities matter?

Is the right thing to do...

... is the smart thing to do

# Inequality has a cost: economic

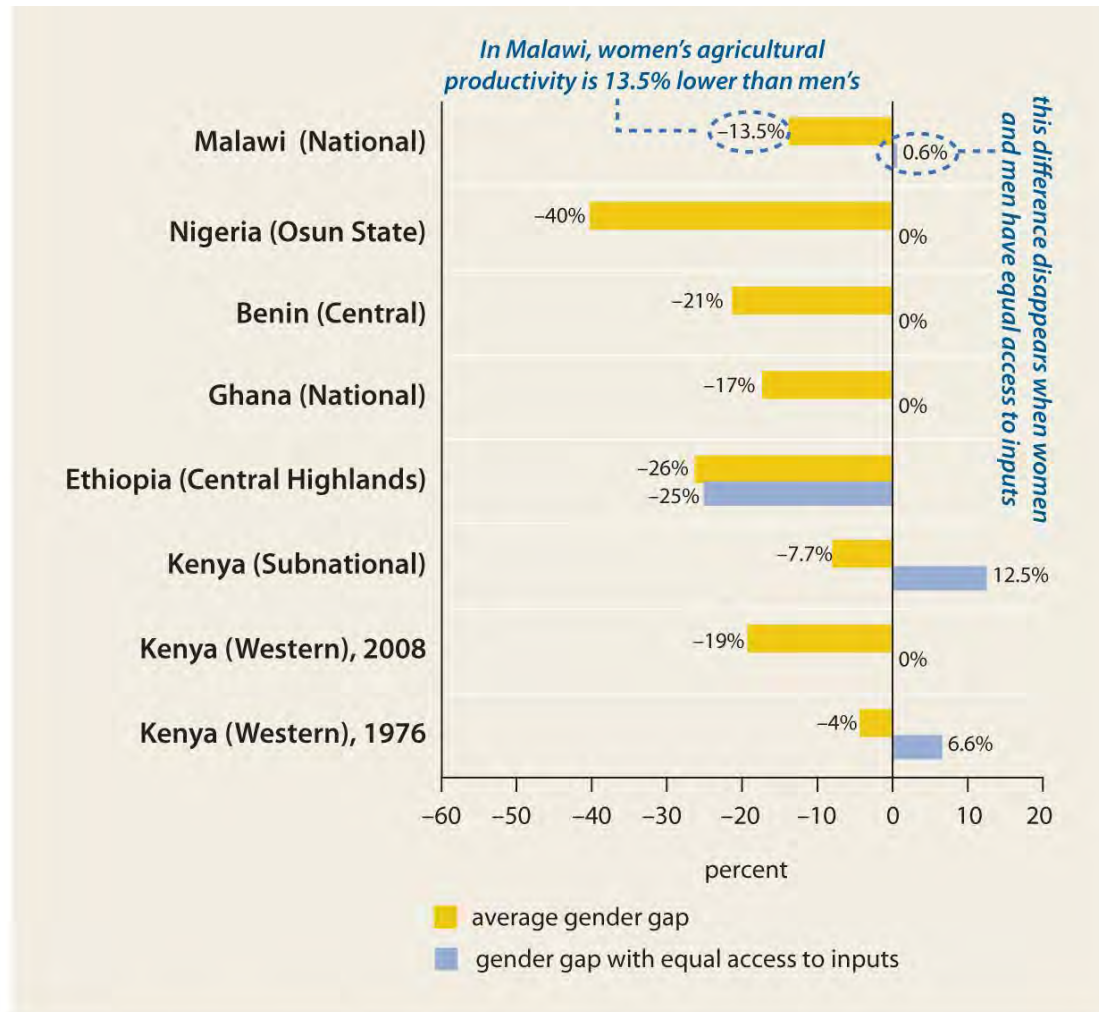
... equalizing access to inputs such as land and fertilizers would increase output in Burkina Faso by

**6%**

...eliminating employment segregation would increase labor productivity by as much as **3-25%**



# Gender gaps in agriculture disappear when access to productive inputs is equalized



Sources: Alene and others 2008; Gilbert, Sakala, and Benson 2002; Kinkingninhoun-Médagbé and others 2010; Mook 1976; Oladeebo and Fajuyigbe 2007; Saito, Mekonnen, and Spurling 1994; Tiruneh and others 2001; Vargas Hill and Vigneri 2009.

# Inequality has a cost for 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 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%**



...and cannot be assumed away

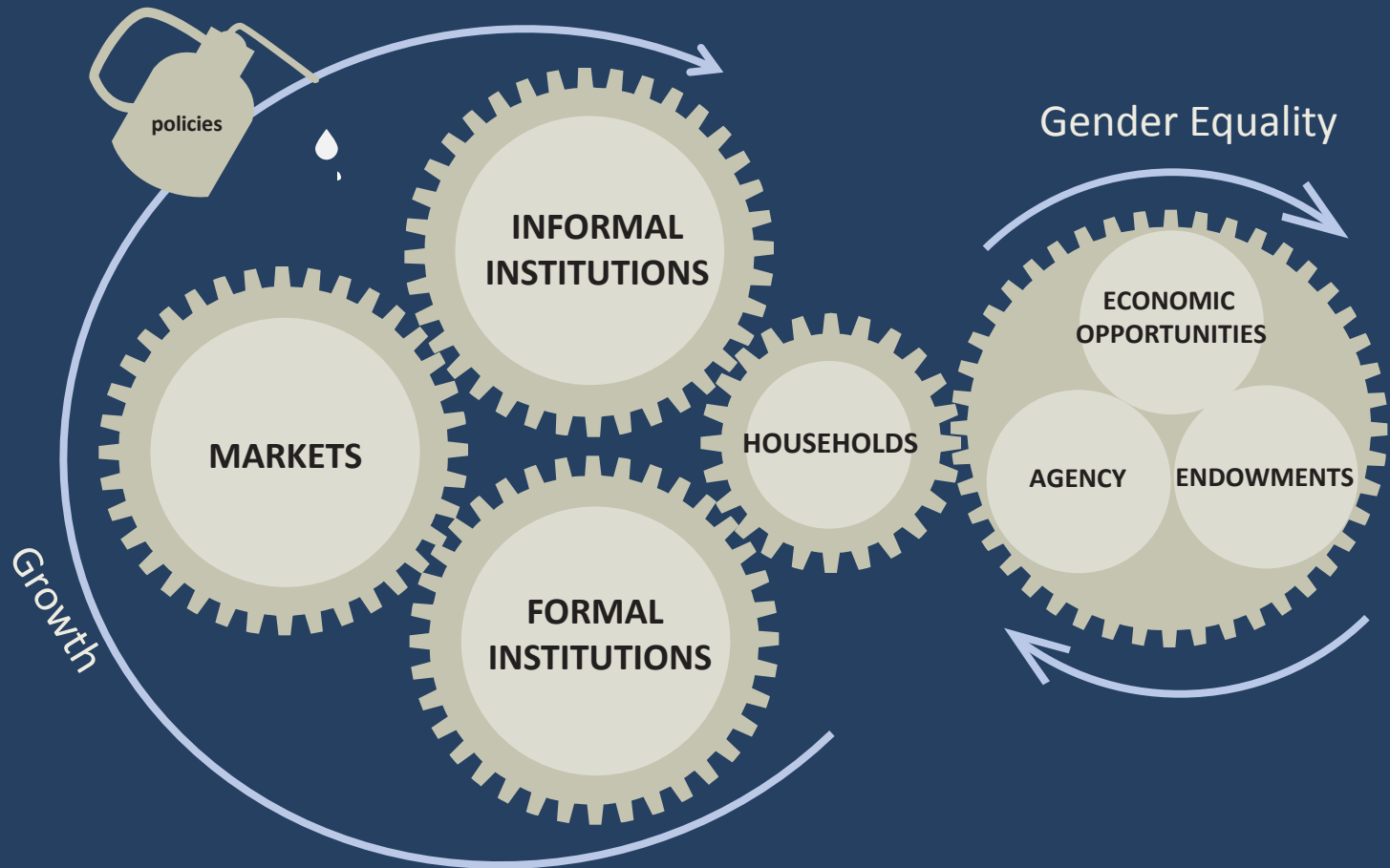
... these problems **do not go away with growth**

... and **costs will grow bigger in a globalized world**

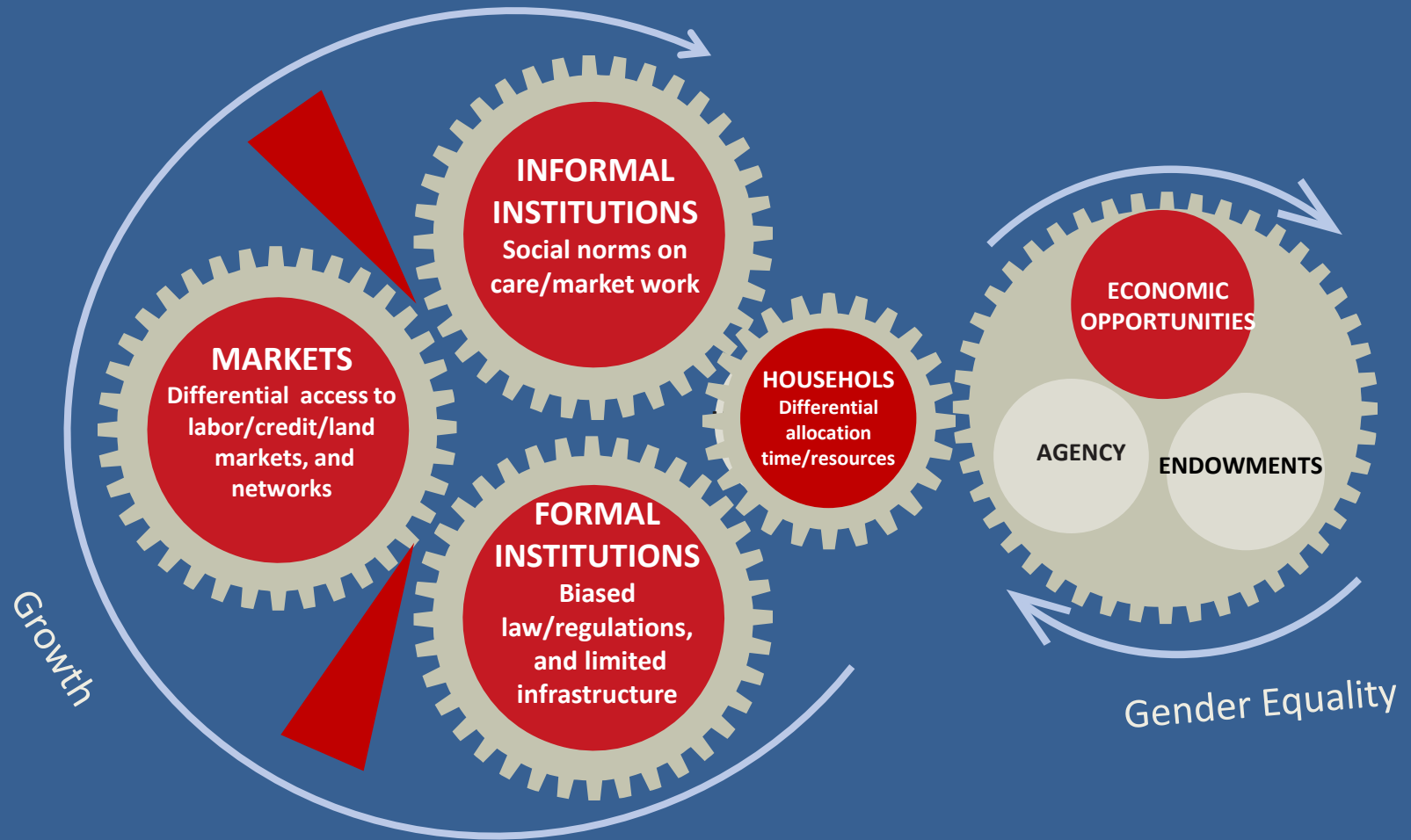


# (3) Why do gaps persist?

## Underlying causes of gender inequality



# No Progress: Economic Opportunities



# (4) What can we do to eliminate these gaps?



✓ Focus on gaps that do not disappear with growth

▪ Gaps in human endowments

▪ Earnings and productivity gaps

▪ Gender differences in voice and agency

▪ 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

During **reproductive years**, priority is **better maternal health services...**

- Requires public investments, political will and greater client responsiveness

..coupled with 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:

- Reducing discrimination/poor information
- Correcting gender biases in service delivery
- Reforming labor laws that treat men & women differently



# Shrinking gender gaps in voice and agency

**Reducing domestic violence** - expanding support services for victims and strengthening legislation, enforcement and access to justice

**Increasing social and political participation** – education, changing beliefs about women’s leadership and enabling social movements

**Enhancing women’s voice in fertility decisions** – improving access and quality of services, as well as bargaining power in household



# Limiting the reproduction of gender inequalities across generations

- Building **human and social capital**
- Supporting **school to work transitions**
- Enhancing **aspirations and agency** for girls and boys

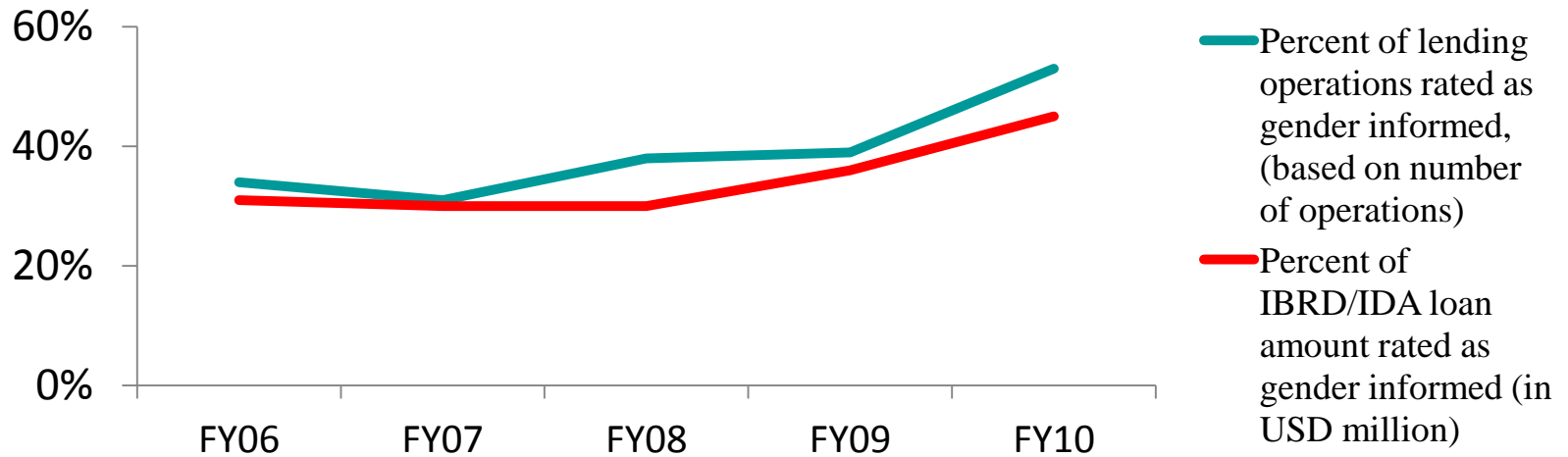


# Global agenda for greater gender equality

- Global action **complementary** to national action and policies
- Types of activities:
  - Providing **financial support**
  - Fostering **innovation and learning**
  - Leveraging effective **partnerships**

# Implications for the World Bank?

# What the WBG was already doing on gender



## Accelerate gender mainstreaming

- Presidential commitments 2008
- Gender Action Plan, 2008-10
- Commitments in IDA16.

## Pilot initiatives to improve the evidence base

- Adolescent Girls Initiative
- WBG-IFC pilots to support women's entrepreneurship.
- DIME, DEC

## Making gender data more accessible

- LSMS reforms
- GenderStats
- Open Data Initiative

# Strategic Implications for the WBG

1. Informing country policy dialogue and raising awareness
2. Enhancing country level gender diagnostics
3. Scaling up lending for domestic priorities
4. Increasing the availability of gender-relevant data and evidence
5. Leveraging partnerships

# Strategic Implications

## 1. Informing country policy dialogue

- WDR2012 dissemination -- tailored to country context
- Regional companion reports
- Raising awareness and capacity at the country level – including building country capacity for policy-making and implementation

# Strategic Implications

## 1. Informing country policy dialogue

## 2. Enhancing country level gender diagnostics

- Expand the breadth and depth of country specific analysis of gender inequalities – linked to the Bank's country policy dialogue and program
- Support to country and regional efforts, and larger public good services – including revamping the 'gender portal' with more useful products and e-learning activities

# Strategic Implications

1. Informing country policy dialogue

2. Enhancing country level gender diagnostics

3. Scaling up lending for domestic priorities, including

- Combat excess deaths of girls and women
- Address disparities in economic opportunities
- Reduce disparities in societal voice

And tackle the reproduction of gender inequalities across generations

# Strategic Implications

1. Informing country policy dialogue

2. Enhancing country level gender diagnostics

3. Scaling up lending for domestic priorities

4. Increasing the availability of gender-relevant data and evidence

- Generating and disseminating gender-relevant data
  - DEC activities to improve survey design and databases
- Continuing to improve the evidence base for what works

# Strategic Implications

1. Informing country policy dialogue

2. Enhancing country level gender diagnostics

3. Scaling up lending for domestic priorities

4. Increasing the availability of gender-relevant data and evidence

5. Leveraging partnerships

- Establishing new Advisory Council on Gender and Development
- Mobilizing partnerships with the private sector
- Collaborating with UN Women

# The how and key challenges

- **How ?**

- Strengthening gender-awareness and staff capacity
- Clinics & just-in-time support
- Review & revamp existing guidance notes, toolkits for relevance and usefulness; develop new guidance as appropriate
- Better data and using results to inform action (eg gender in results-based lending)
- Strengthening accountability – which lies with the regions -- and using corporate results frameworks, as well as corporate review process (CAS and selected operations)
- Strengthening existing institutions: the GAD board, senior management monitoring

- **Key challenges:**

- Competing priorities
- Staff and budget constraints

# In sum

- Significant efforts underway – and WDR 2012 is a major opportunity to ramp up effectiveness of current policy and programs – but expectations are high and the commitments (in particular IDA) are large
- Can we overcome perennial constraints at the regional and country level ?

A woman with dark hair and a bindi on her forehead, wearing a blue top, holds a large, rectangular sign made of cardboard. The sign has the word "EQUAL!" written in large, bold, black, hand-painted letters. She is looking directly at the camera with a serious expression. The background is a busy outdoor area, possibly a market or a public square, with several people walking around, a light blue car, and buildings with red awnings. The scene is brightly lit, suggesting daytime.

EQUAL!