Gender equality is smart economics

1. Narrowing gender gap in development outcomes
2. Higher female labor force participation
3. More female parliamentarians
Yet worldwide, women have just three-fourths the legal rights of men.
Laws affect women throughout their working lives

- **Mobility**: Examines constraints on freedom of movement
- **Workplace**: Analyzes laws affecting women’s decisions to work
- **Pay**: Measures laws and regulations affecting women’s pay
- **Marriage**: Assesses legal constraints related to marriage
- **Parenthood**: Examines laws affecting women’s work after having children
- **Entrepreneurship**: Analyzes constraints on women’s starting and running businesses
- **Assets**: Considers gender differences in property and inheritance
- **Pension**: Assesses laws affecting the size of a woman’s pension

[Diagram showing the flow of these categories from left to right.]
Progress toward equality is uneven around the world.
With reforms still lacking in the areas of pay and parenthood.
But economies around the world are reforming

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Data points changed</th>
<th>Economies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mobility</td>
<td>6</td>
<td>Benin, Fiji, Jordan, United Arab Emirates</td>
</tr>
<tr>
<td>Workplace</td>
<td>5</td>
<td>Marshall Islands, Senegal, Sierra Leone, United Arab Emirates</td>
</tr>
<tr>
<td>Pay</td>
<td>11</td>
<td>Bahrain, Costa Rica, Marshall Islands, Montenegro, New Zealand, Saudi Arabia, United Arab Emirates, Vietnam</td>
</tr>
<tr>
<td>Marriage</td>
<td>7</td>
<td>Chile, Kuwait, Madagascar, Portugal, Puerto Rico, Rwanda, United Arab Emirates</td>
</tr>
<tr>
<td>Parenthood</td>
<td>8</td>
<td>Austria, Ethiopia, Ireland, Suriname, United Arab Emirates</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>5</td>
<td>Bahrain, Jordan, Marshall Islands, Pakistan, Uzbekistan</td>
</tr>
<tr>
<td>Pension</td>
<td>3</td>
<td>Bahrain, Brazil, Slovenia</td>
</tr>
<tr>
<td>Assets</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>45</td>
<td>27</td>
</tr>
</tbody>
</table>
Over the last 50 years, all regions have improved but at different paces.
Today, just 10 economies score 100
Governments must take urgent action to close the gender gap or risk worsening the effects of the pandemic.

Addressing the gendered effects of COVID-19
- Responding to the childcare crisis
- Accessing the court system
- Protecting women’s health and safety

COVID-19 has led to a larger drop in female employment, selected economies

- % of male employees
- % of female employees

-6.4
-6.6
-6.8
-7
-7.2
-7.4
-7.6
-7.8
-8
-8.2
Some economies introduced innovative childcare assistance measures during the COVID-19 pandemic.

- **CHINA**: Childcare support for essential workers
- **ESTONIA**: Exemption from kindergarten fees
- **UNITED KINGDOM**: Tax credits
- **ITALY**: Babysitting vouchers
- **ARGENTINA**: Paid childcare leave
- **AUSTRALIA**: Free childcare
Economies across all regions allowed remote access to family courts

Percentage of economies

- High income: OECD: 91.2%
- Europe & Central Asia: 65.2%
- Latin America & Caribbean: 62.5%
- South Asia: 37.5%
- East Asia & Pacific: 36.0%
- Sub-Saharan Africa: 16.7%
- Middle East & North Africa: 10.0%
Governments have also allocated resources and services to mitigate the impact of violence against women.

Examples of services provided during the COVID-19 pandemic

<table>
<thead>
<tr>
<th>Measure</th>
<th>Economy Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hotlines</td>
<td>In China, the eight-hour domestic violence hotline is now a 24-hour operation.</td>
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<tr>
<td>Psychological assistance</td>
<td>In Ukraine, six mobile teams provided psychosocial assistance through Skype, Viber, phone, and online support groups.</td>
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<tr>
<td>Shelters</td>
<td>In France, as shelters exceeded capacity, alternative accommodations were found in hotels for domestic violence survivors.</td>
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<td>Legal aid</td>
<td>The Marshall Islands offered free legal aid to female survivors of violence through NGOs that receive recognition and funding from the government.</td>
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<td>Dedicated police resources</td>
<td>In India, police in the state of Odisha called women who had earlier reported domestic violence to inquire about their condition during the lockdown.</td>
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<tr>
<td>Livelihood support</td>
<td>In Malta, domestic violence victims could apply to the Private Rent Housing Benefit Scheme. Applicants received the full benefit if they were also in a zero-income scenario.</td>
</tr>
<tr>
<td>Health care</td>
<td>Peru enacted Legislative Decree No. 1470, which stated that health establishments should guarantee urgent and emergency health care and personal safety for all women and other family members who were victims of violence, especially rape.</td>
</tr>
</tbody>
</table>
Exploring new areas to remove inequalities in economic inclusion is crucial

Accessing childcare for women’s economic opportunity

- Affordability
- Availability
- Quality

The role of the justice sector in legal implementation

- Enforcing legal rights
- Barriers to implementation
- Promoting access to justice
WBL Index (2021) and progress over time

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