



A WORLD BANK POLICY RESEARCH REPORT



Engendering DEVELOPMENT

Through Gender Equality in
Rights, Resources, and Voice

Elizabeth M. King

Andrew D. Mason

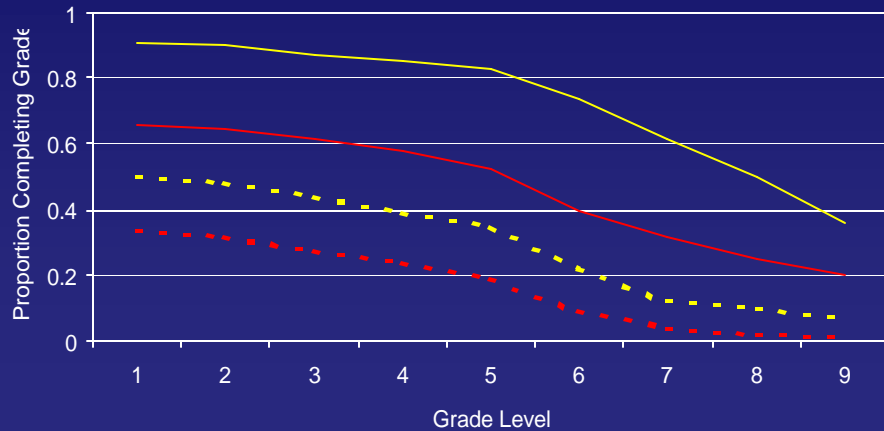
Despite progress, gender inequalities are pervasive worldwide and exist across many dimensions of life.

Gender disparities tend to be greater

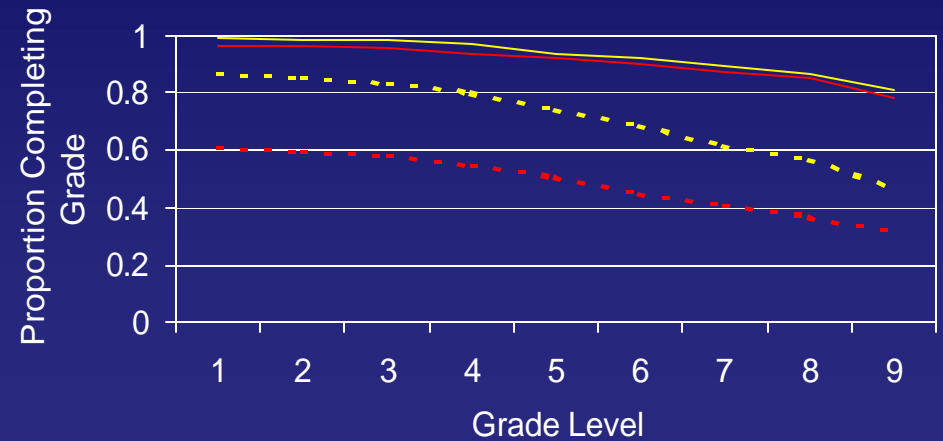
- ◆ among low-income than high-income countries
- ◆ among low-income than high-income households

Gender gaps are often larger among the poor

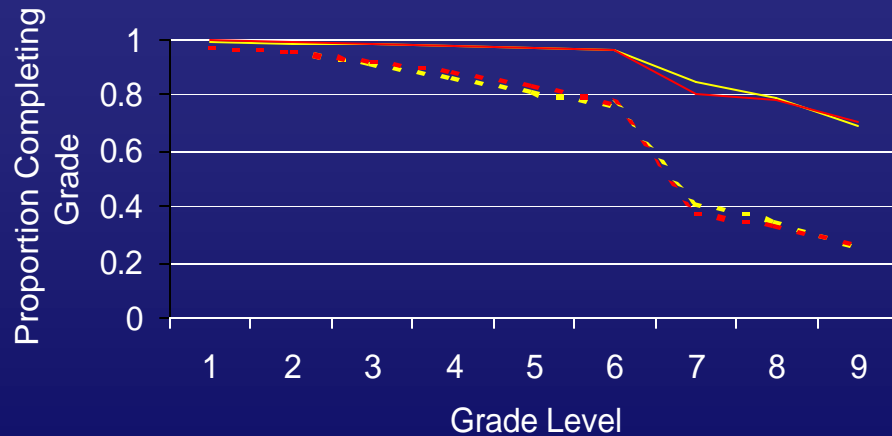
Cote d'Ivoire 1994-95



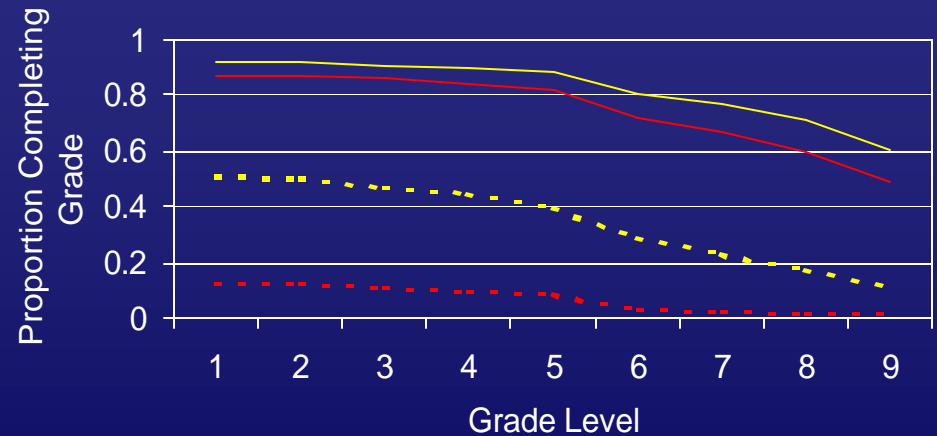
Egypt 1995-96



Indonesia 1997



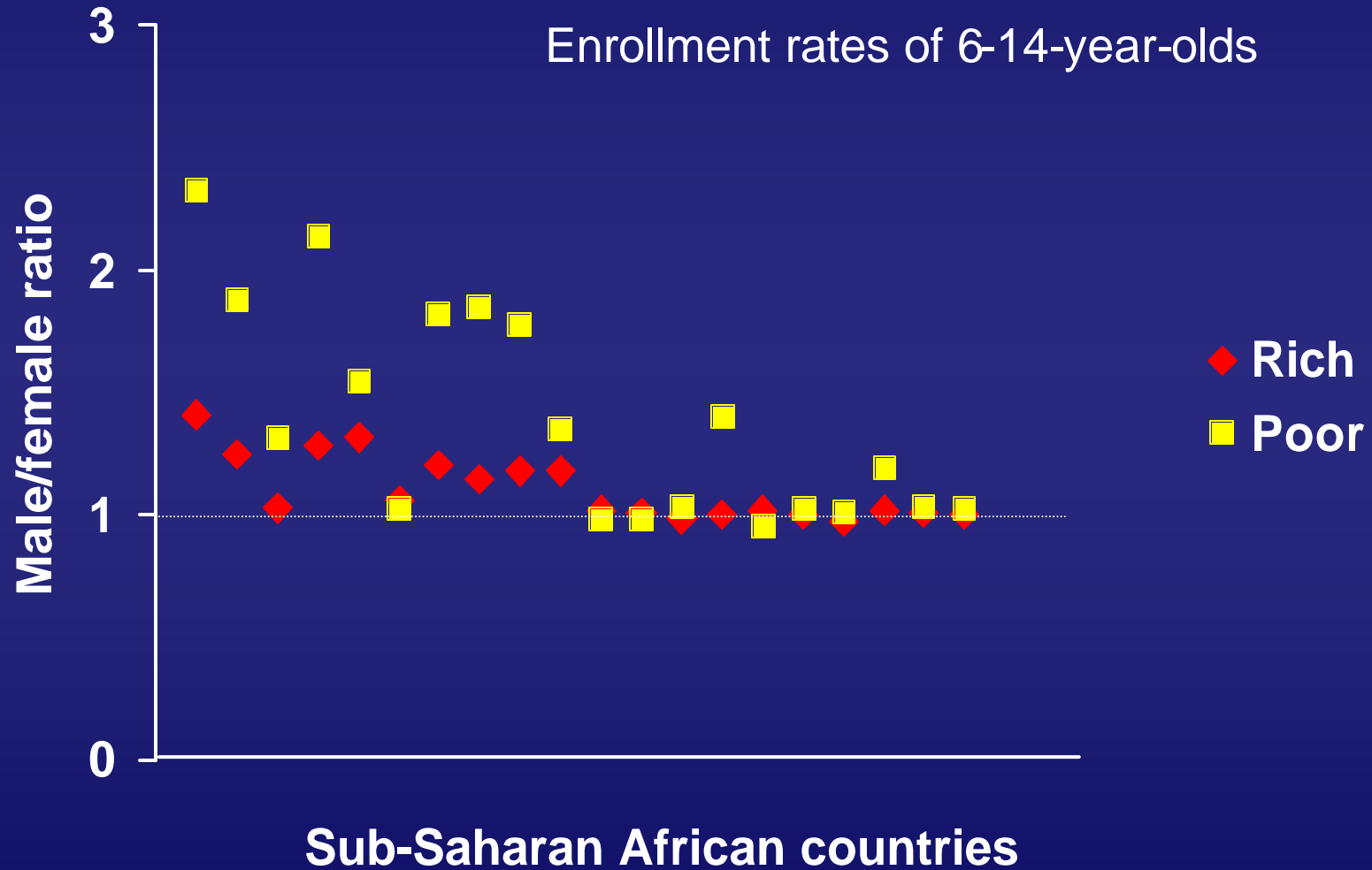
Pakistan 1990-91



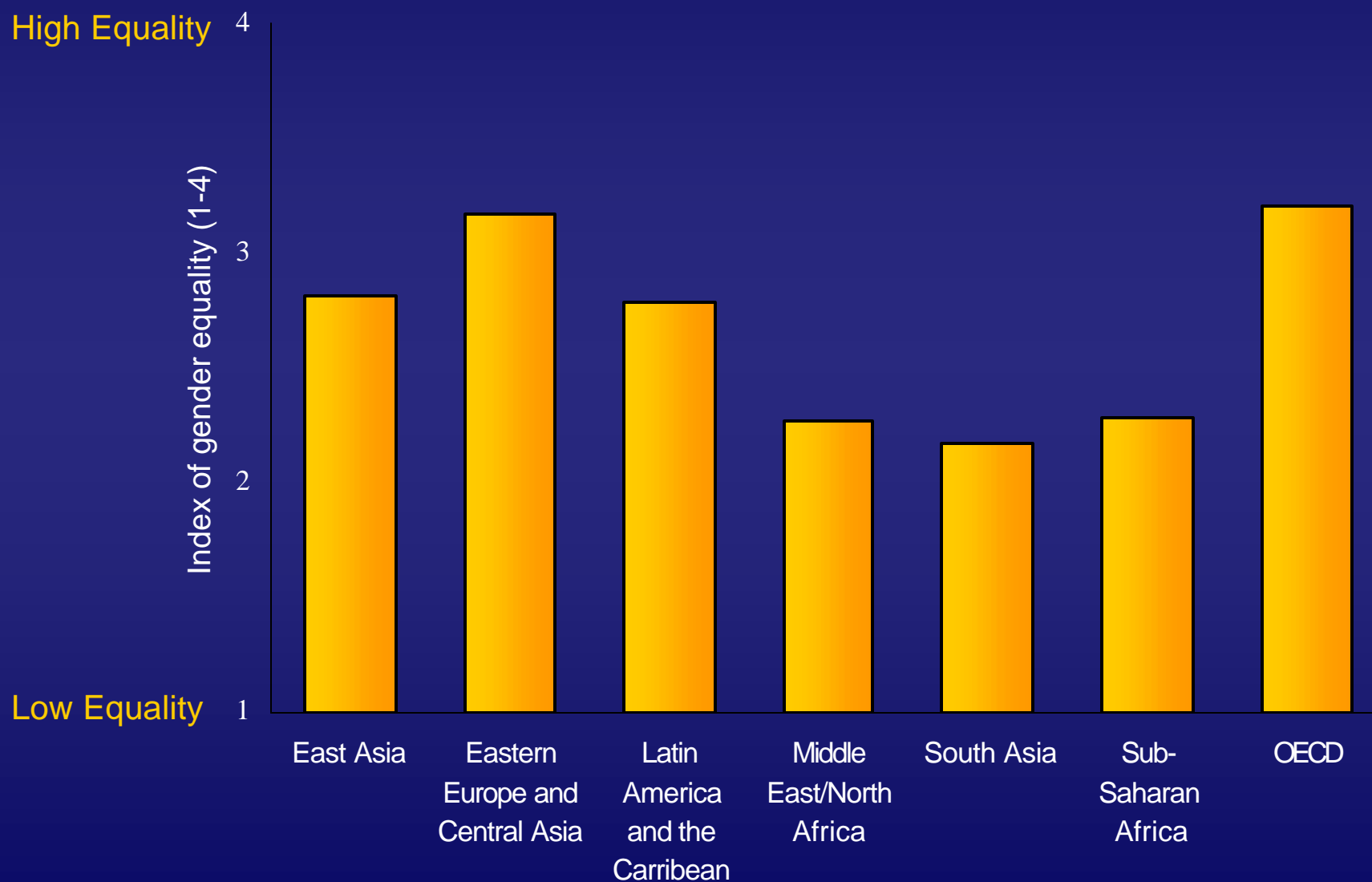
— Rich/Male
 - - - Poor/Male

— Rich/Female
 - - - Poor/Female

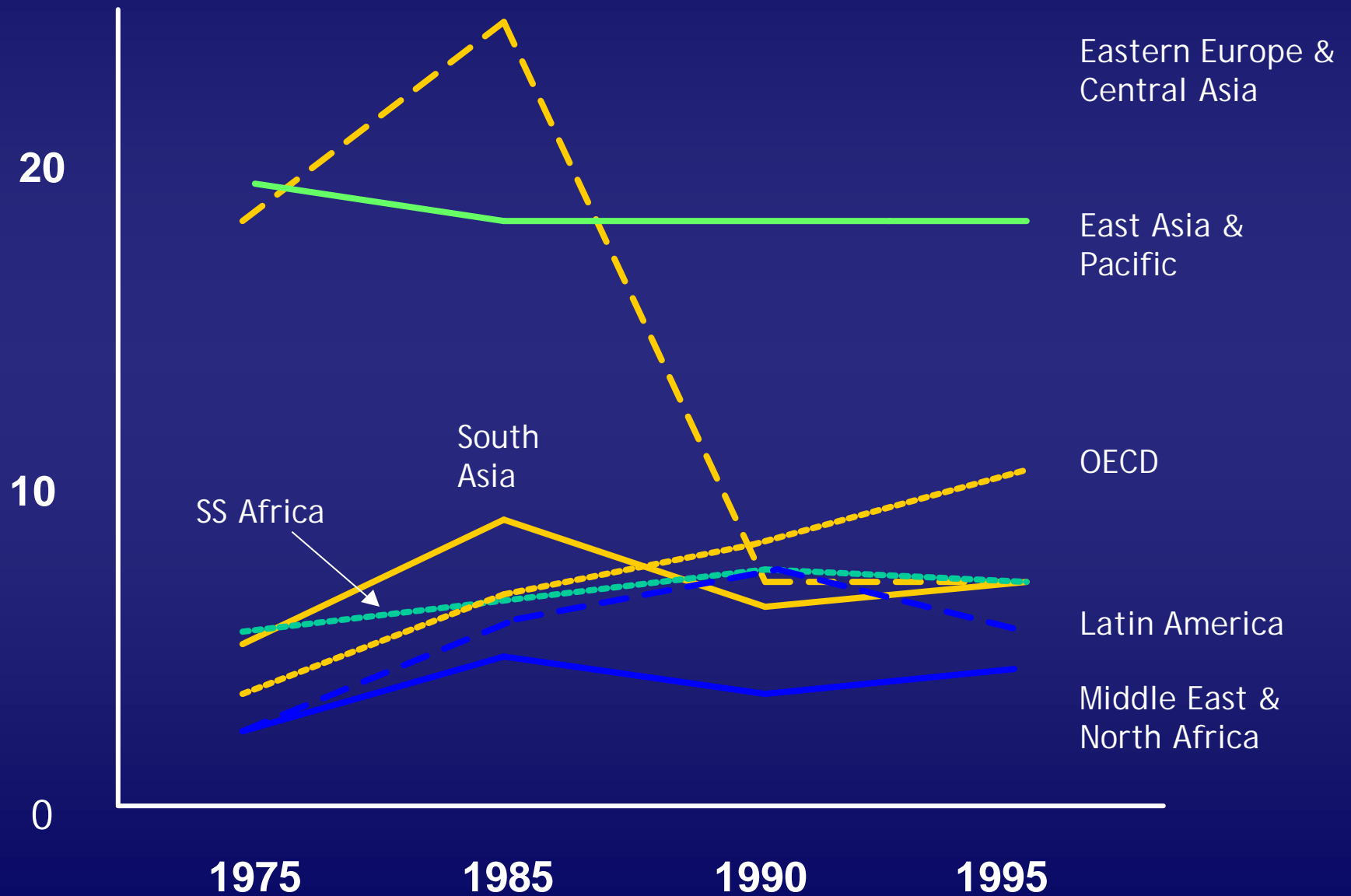
Gender gaps are often larger among the poor within countries



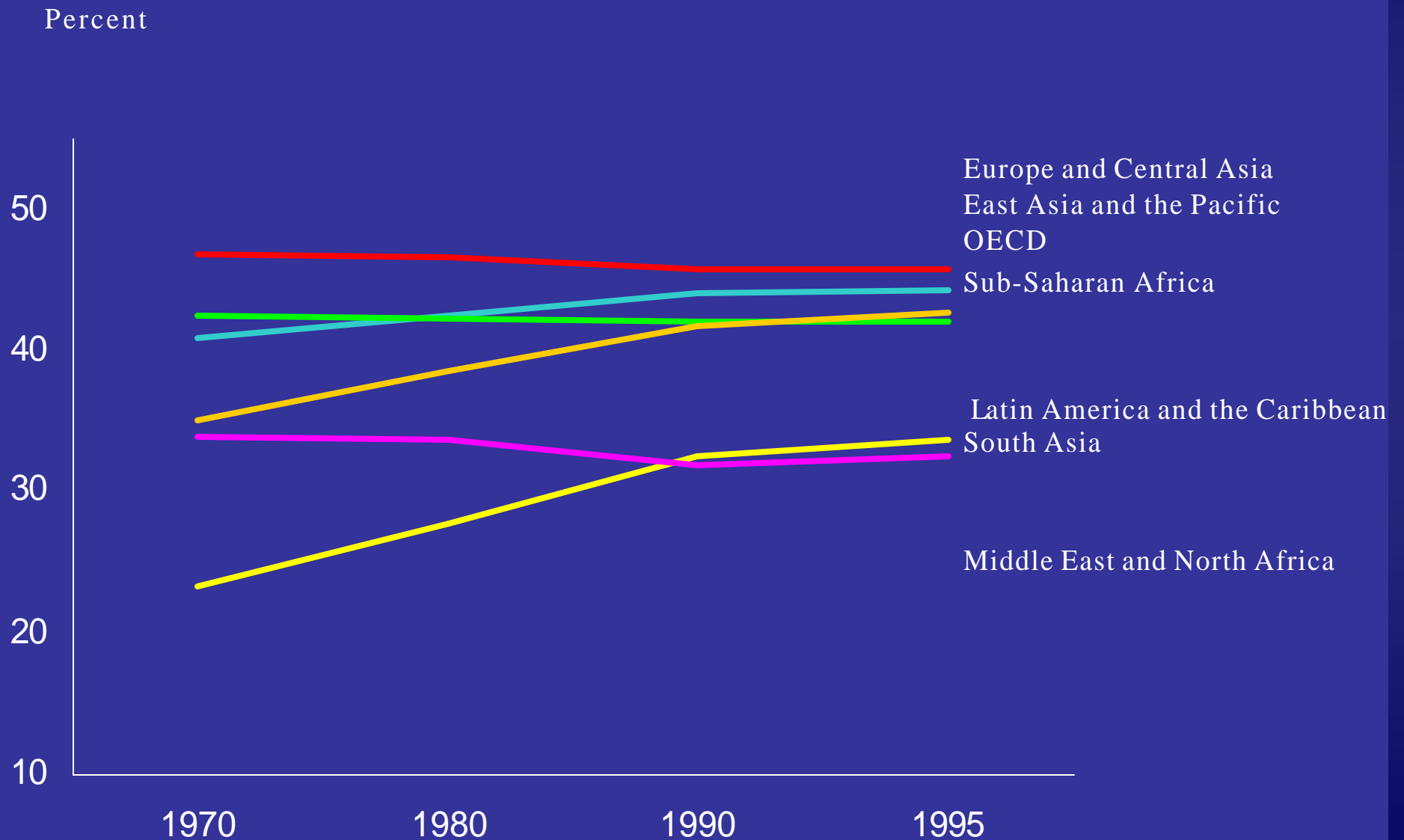
In no region of the developing world are women and men equal in legal, social and economic rights



Women are vastly underrepresented in parliaments



Women's share of labor force has been rising



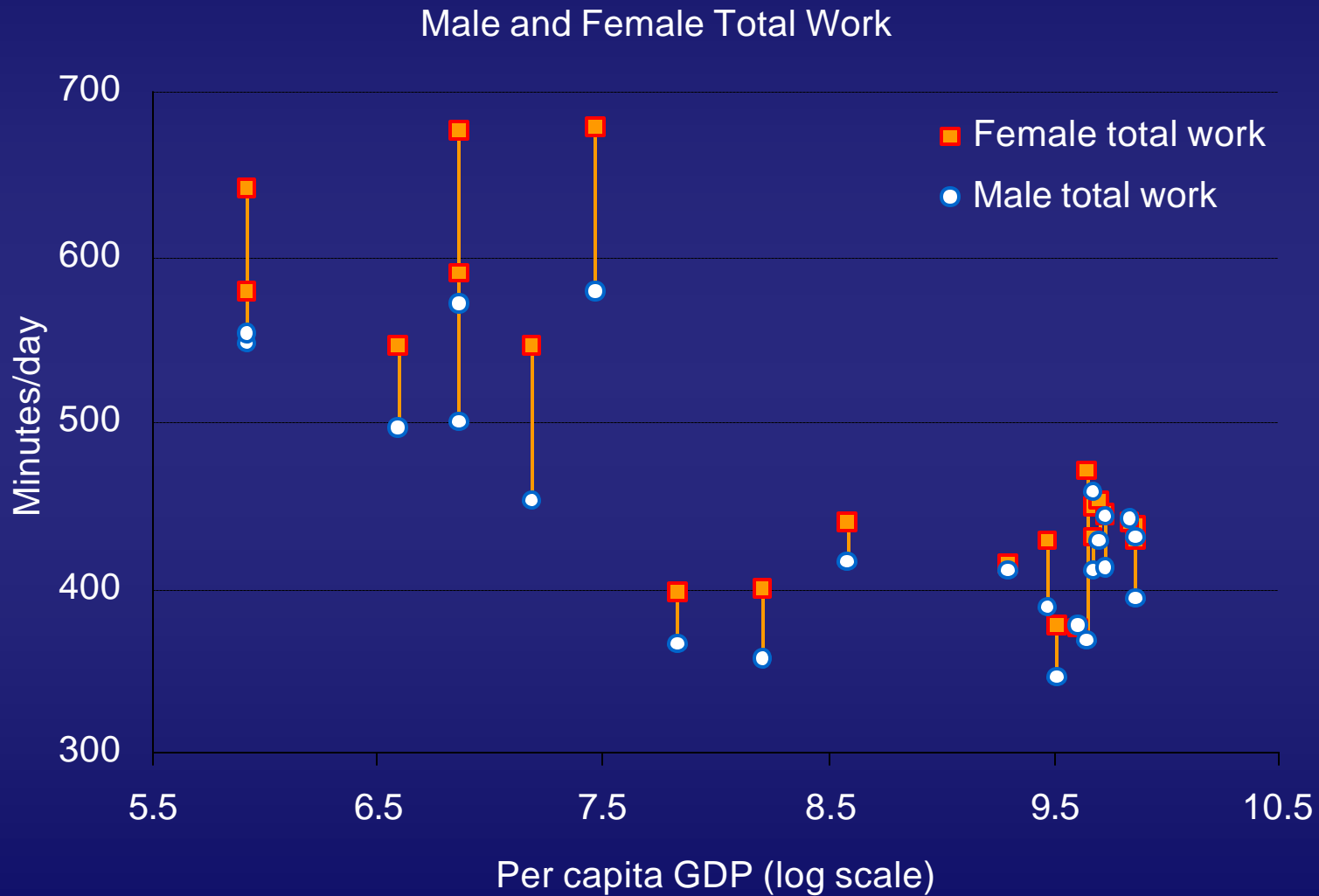
Women still earn less than men – even when they have similar education and work experience

	<i>Female/male earnings ratio</i>	<i>Gender gap</i>
Developed countries	0.77	0.23
Developing countries	0.73	0.27

Women still earn less than men – even when they have similar education and work experience

	<i>Female/male earnings ratio</i>	<i>Gender gap</i>	<i>Percent of gap unexplained</i>
Developed countries	0.77	0.23	80.4%
Developing countries	0.73	0.27	82.2%

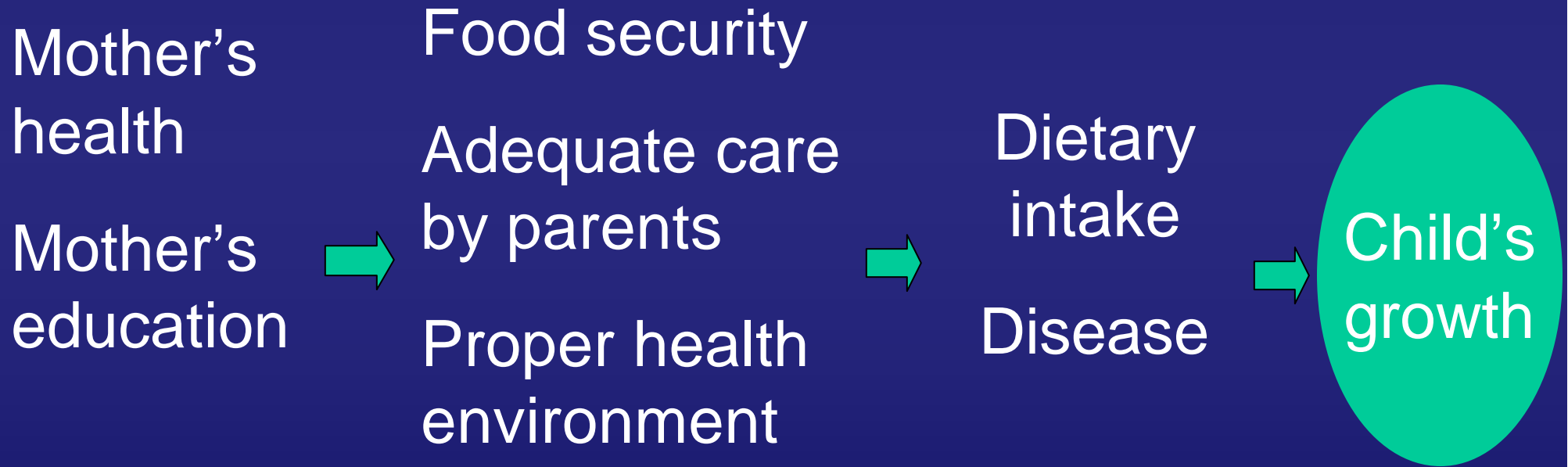
Women's total work burden exceeds men's



Societies that discriminate on the basis of gender pay a significant price –

- ◆ higher poverty, lower quality of life
- ◆ slower economic growth
- ◆ weaker governance

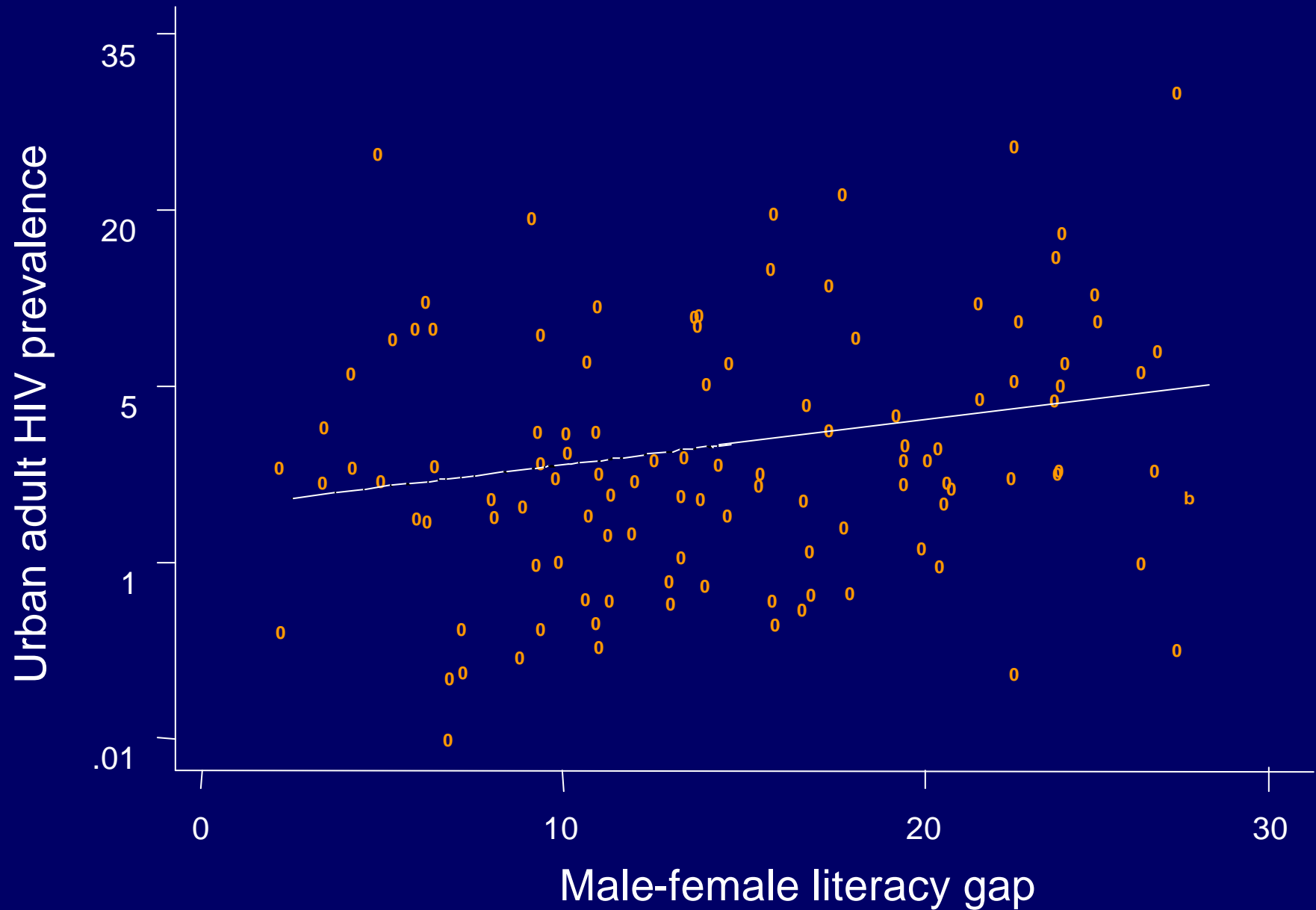
A child's physical development is linked closely to mother's health and education



More education for women is associated with lower child mortality

- ◆ In developing countries, 10% higher female education lowers infant mortality by 4.1 deaths per 1,000 live births (Hill & King 1995)
- ◆ In Sub-Saharan Africa, if men and women had equal schooling, under-5 child mortality would have been 25% lower in 1990 (Klasen 1999).

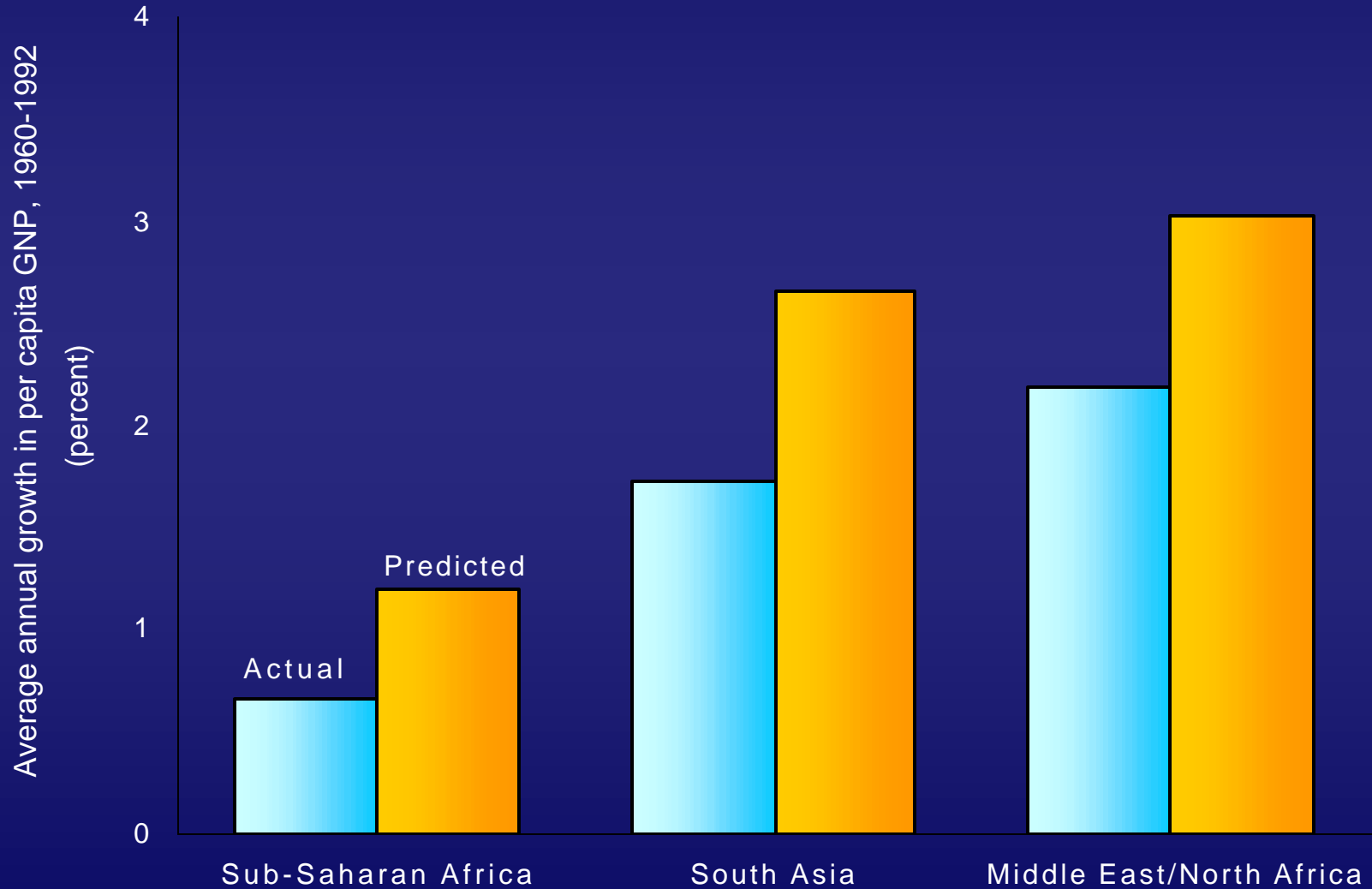
HIV infection rates are higher in countries where gender gaps in literacy are wider



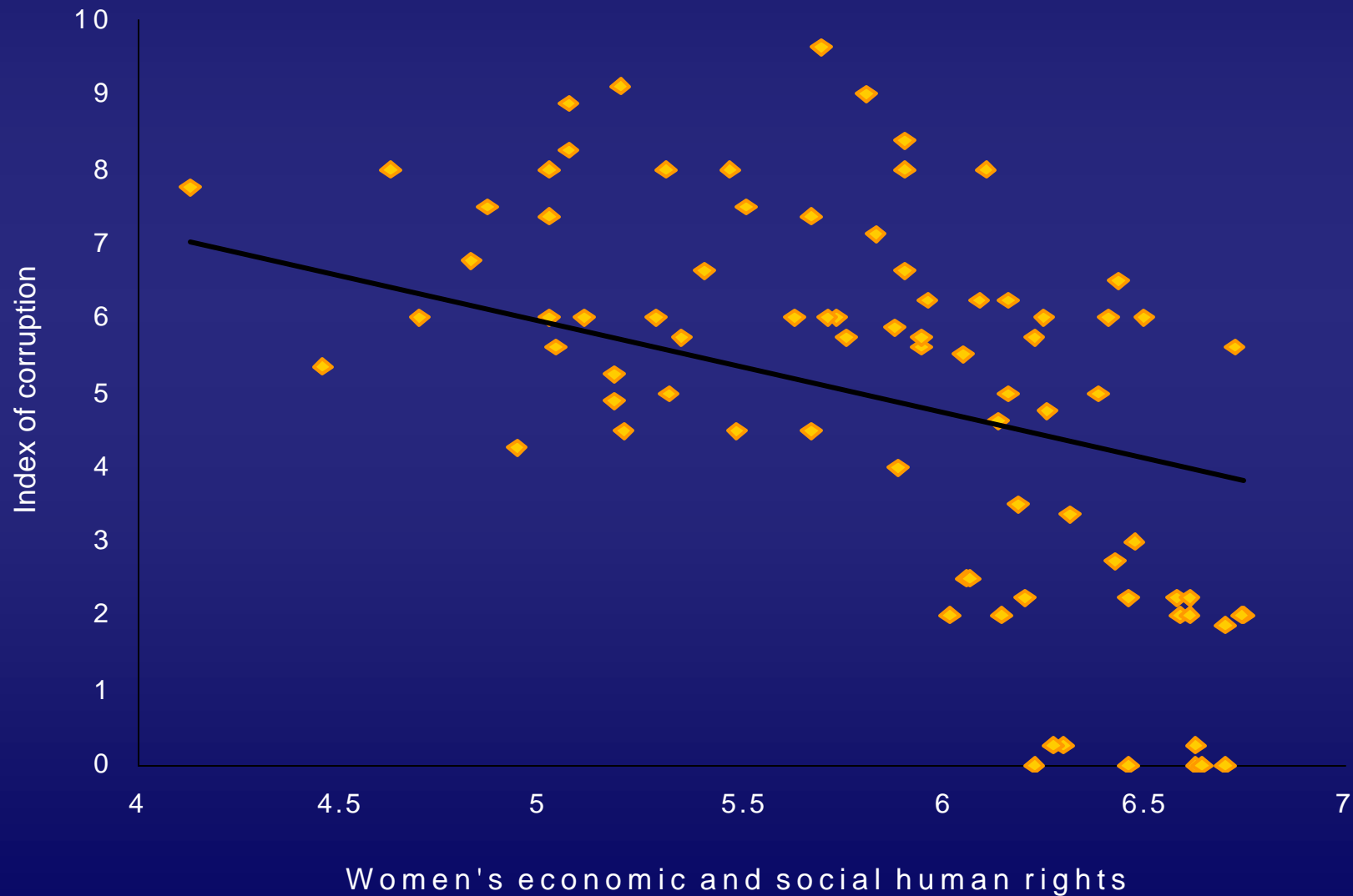
Gender equality increases productivity and economic growth

- ◆ In Sub-Saharan Africa greater gender equality in farm inputs could increase output by up to 20 percent
- ◆ In Bangladesh, micro-credit to women has a larger impact on household income than the same micro-credit to men
- ◆ Greater gender equality in schooling would have increased growth in South Asia, Sub-Saharan Africa, and the Middle East and North Africa from 1960-90

If women and men had more equal schooling, incomes would grow faster



Where women and men have more equal rights, governments are less corrupt



Why do gender disparities persist?

- ◆ Societal institutions

 - ⇒ norms and customs, laws

Why do gender disparities persist?

- ◆ Societal institutions

 - ⇒ norms and customs, laws

- ◆ Markets and economic policy

Economic change can narrow gender gaps -- but it brings risks as well ...

- In Chile, female workers experienced significantly greater “job churning” than male workers following trade liberalization
- In Indonesia, the East Asia crisis led to more home-based work contracts – and less certain employment terms – mostly among female workers
- In Russia, the transition process has been linked to a 70% rise in adult male mortality since 1990

Why do gender disparities persist?

- ◆ Societal institutions

 - ⇒ norms and customs, laws

- ◆ Markets and economic policy

- ◆ Household decision-making

 - ⇒ who controls resources, bargaining power

A three-part strategy to promote gender equality:

- ◆ **Reform institutions to provide equal rights and equal opportunities for women and men**
- ◆ Foster economic development to strengthen incentives for more equal resources
- ◆ Take active measures to redress persistent disparities in command of resources and political voice

A three-part strategy to promote gender equality:

- ◆ Reform institutions to provide equal rights and equal opportunities for women and men
- ◆ **Foster economic development to strengthen incentives for more equal resources**
- ◆ Take active measures to redress persistent disparities in command of resources and political voice

Economic development tends to:

- ◆ Raise household income, increasing investments in girls and women
- ◆ Increase returns to education, strengthening incentives to invest in girls and women
- ◆ Improve access to basic services
- ◆ Strengthen and deepen labor markets
- ◆ Improve infrastructure, reducing time on household work (e.g., water, fuel collection)

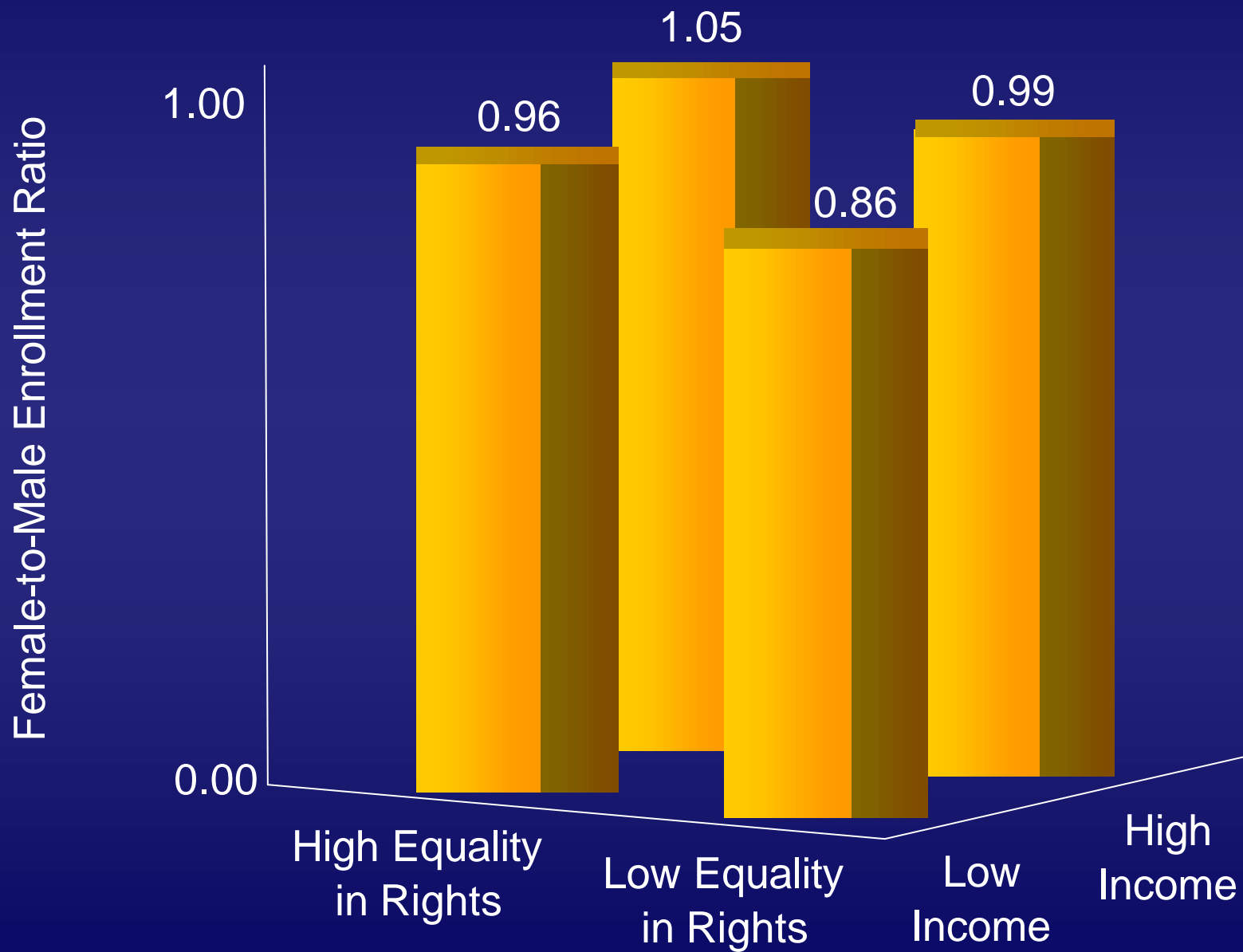
For example:

- ◆ In Bangladesh growth in export-oriented (garment) manufacturing has created 2 million new jobs for women at wages higher than in traditional sectors
- ◆ In rural Ecuador, growth in non-traditional agricultural exports has increased demand for female labor and led to men doing more housework
- ◆ In rural Ghana and Uganda, women have moved into non-farm employment at faster rates than men, leading to improvements in relative earnings

A three-part strategy to promote gender equality:

- ◆ **Reform institutions to provide equal rights and equal opportunities for women and men**
- ◆ **Foster economic development to strengthen incentives for more equal resources**
- ◆ Take active measures to redress persistent disparities in command of resources and political voice

Secondary Education, 1995



A three-part strategy to promote gender equality:

- ◆ Reform institutions to provide equal rights and equal opportunities for women and men
- ◆ Foster economic development to strengthen incentives for more equal resources
- ◆ **Take active measures to redress persistent disparities in command of resources and political voice**

There is a critical role for active policies and programs that

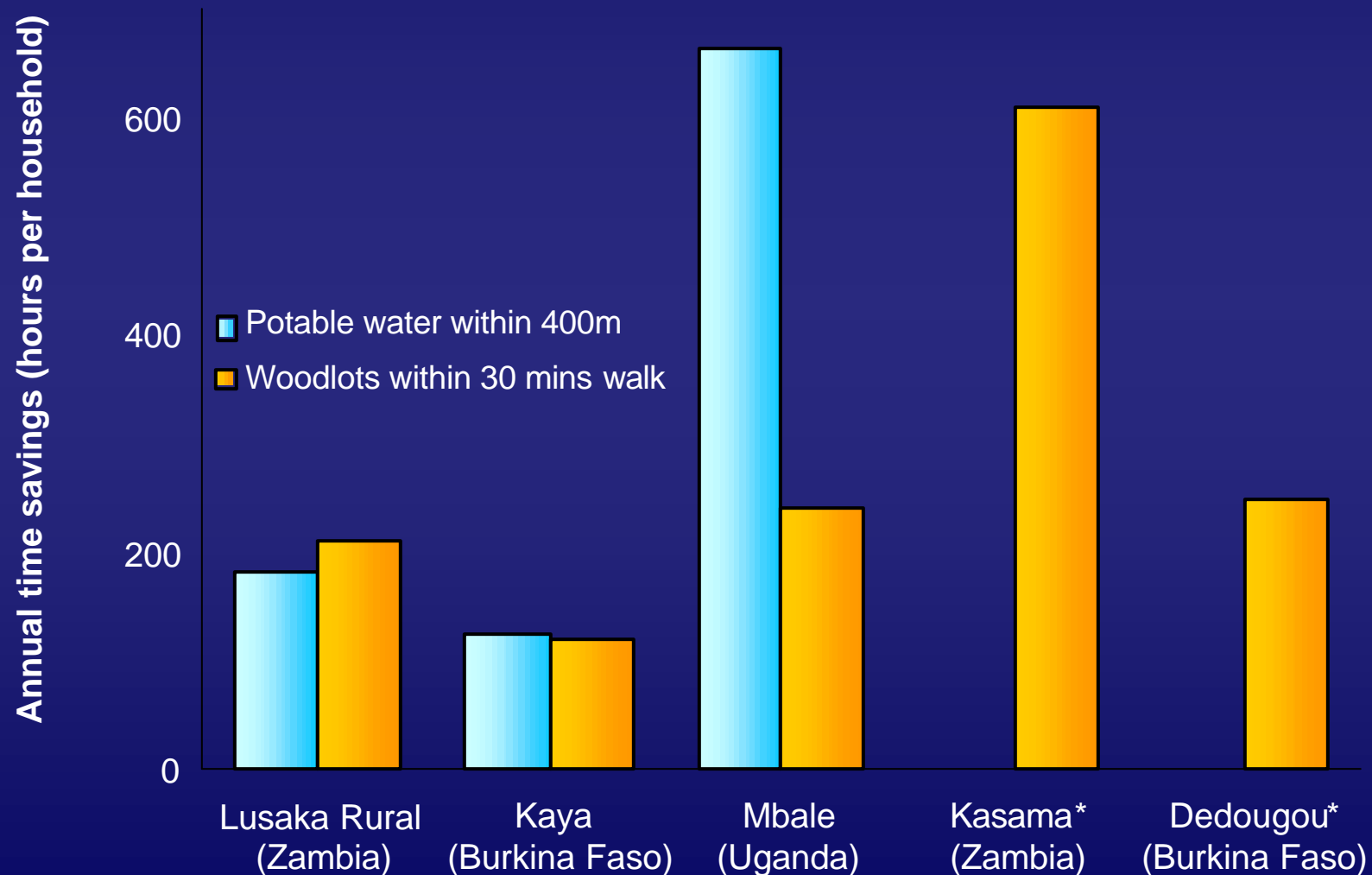
- ◆ Increase access to resources and services
- ◆ Reduce the costs to women of their household roles
- ◆ Establish gender-appropriate social protection
- ◆ Strengthen political voice and participation

Promoting gender equality in education and health service access

- ◆ Pricing policy
- ◆ Physical accessibility
- ◆ Service quality and attributes
- ◆ Targeting

Investments in water and fuel infrastructure significantly reduce time on collection activities

Potential Average Annual Time Savings



Note: *Kasama and Dedougou are already within the 400m target.

Design matters for gender equality in program benefits

Pension income for average workers with incomplete primary education
(female/male ratio in parenthesis)



Taking gender considerations into account in policy and program design can promote gender equality ...

... and enhance policy effectiveness.



A WORLD BANK POLICY RESEARCH REPORT

A large, stylized profile of a woman's face is rendered in a dark red color against the background. The woman has wavy hair and is looking towards the left. The word 'Engendering' is written in a large, elegant, light-colored serif font across the middle of her face, and 'DEVELOPMENT' is written in a smaller, bold, orange sans-serif font below it.

Engendering DEVELOPMENT

*Through Gender Equality in
Rights, Resources, and Voice*

Elizabeth M. King

Andrew D. Mason