

Contents



Foreword	xi
Preface	xiii
The Report Team	xv
Acknowledgments	xvii
Summary	1
Gender Equality—in Rights, Resources, and Voice	2
Despite Progress, Gender Disparities Remain in All Countries	3
Gender Disparities Tend to Be Greatest among the Poor	6
Gender Inequalities Harm Well-Being, Hinder Development	8
Why Do Gender Disparities Persist?	13
A Three-Part Strategy to Promote Gender Equality	14
Challenges for the Future—the Way Forward	26
1. Gender Inequality at the Start of the 21st Century	31
Defining Gender Equality	34
Regional Patterns of Gender Inequality in Rights, Resources, and Voice	36
Patterns of Gender Inequality within Regions and Countries	59
Gender and Poverty	61
2. Gender Inequality Hinders Development	73
Costs to Well-Being	74
Costs to Productivity and Growth	83
Costs to Governance	92
Why Gender Disparities Persist: a Framework	97
Government's Role in Promoting Gender Equality	100

3.	Social Norms, Laws, and Economic Institutions	107
	Gender in Norms and Customs	109
	Rights and Laws	113
	Economic Institutions	124
	Institutional Change: What Does It Take?	140
4.	Power, Incentives, and Resources in the Household	147
	What Is a Household?	150
	Households Reproduce Gender Roles	151
	Resource Control and Bargaining Power Affect Household Allocations	154
	Policy Incentives and Public Investments Affect Gender Equality	165
5.	Is Economic Development Good for Gender Equality?	181
	Breaking Down Rigid Gender Divisions of Labor	183
	Strengthening Incentives for Equal Investments in Human Capital	192
	Reducing Discrimination through Competitive Markets	196
	Growth with Gender Equality: What Macro Studies Find	198
	Do Development Paths Lead to Gender Equality? Regional Views	203
6.	A Three-Part Strategy to Promote Gender Equality	231
	Reforming Institutions to Establish Equal Rights and Opportunities for Women and Men	235
	Fostering Economic Development to Strengthen Incentives for More Equal Resources and Participation	242
	Taking Active Measures to Redress Persistent Disparities in Command over Resources and Political Voice	249
	Challenges for the Future—the Way Forward	271
	Appendices	
	1. Notes and Country Coverage for Text Figures	277
	2. Basic Cross-Country Regression Model and Coefficient Estimates	297
	3. Relative Earnings of Women and Men Adjusted for Differences in Human Capital	301
	4. Empirical Tests of the “Unitary” Household Model	307
	5. Education Simulations	313
	Glossary of Terms in Figures	317
	References	321
	Index	359

Boxes

- 1.1 Measuring Gender Equality in Rights 38
- 1.2 Are Women “Time Poor” Relative to Men? 66
- 2.1 Establishing That Gender Equality Affects Economic Growth 89
- 3.1 Gender Norms Differ across Countries—but Women and Men Agree More Often Than They Disagree 109
- 3.2 Land Rights of Women in Africa 122
- 3.3 The “Glass Ceiling” 126
- 3.4 Leveraging International Support to Promote Gender Equality 143
- 4.1 Factors Influencing Bargaining Power 155
- 4.2 Empirical Tests of the “Unitary” Household Model 157
- 4.3 Subsidizing Girls’ Education: Evidence from On-the-Ground Experience 168
- 4.4 Susu Collectors—West Africa’s Mobile Bankers 173
- 5.1 Computer Use and Women’s Employment 189
- 5.2 A Nordic Model 204
- 5.3 Measuring Policy Impact 206
- 5.4 Cushioning the Effects of Reform on the Vulnerable 227
- 6.1 Budgetary Costs of Promoting Gender Equality in Primary Education in South Asia, Sub-Saharan Africa, and the Middle East and North Africa 256
- 6.2 Cost-Benefit Analysis of Selected Microfinance and Antipoverty Programs in Bangladesh 257
- 6.3 Gender-Appropriate Social Protection Means Attention to both Women and Men 265
- 6.4 Gender and the Design of Old-Age Security in Chile 266
- 6.5 Toward Stronger Female Voice in Policymaking: Women’s Budget Initiatives in Africa 270

Figures

- 1 Gender Inequalities in Basic Rights Persist in All Regions 4
- 2 Gender Disparities Tend to Be Greater among the Poor than the Rich 6
- 3 Gender Equality Has Increased over Time in Low- and Middle-Income Countries—Except in Political Participation 7
- 4 Child Immunization Rates Rise with Mother’s Education 9
- 5 HIV Infection Rates are Higher Where Gender Gaps in Literacy are Larger 10
- 6 Faster Progress in Closing Gender Gaps in Schooling Would Accelerate Economic Growth 11
- 7 More Equal Rights, Less Corruption 12
- 8 More Equal Rights—More Equal Resources and Voice 16
- 9 Gender Equality in Education Improves as Income Rises 19
- 10 Investments in Water and Fuel Infrastructure Can Significantly Reduce the Time Cost of Collection Activities 20

- 11 Gender Equality in Rights and Income Growth Promote Gender Equality in Many Dimensions—From Education to Political Representation 21
- 12 Low-Cost Child Care Means More Women in the Labor Market, More Girls in School 24
- 13 Pension Design Affects the Relative Benefits to Elderly Women and Men 26
 - 1.1 Women Lack Equal Rights with Men 39
 - 1.2 Despite Improvements, Gender Disparities Persist in Schooling in Some Regions 42
 - 1.3 Women Now Outlive Men in All Regions 46
 - 1.4 Trends in Female Labor Supply Vary across Regions 53
 - 1.5 Women and Men Hold Different Occupations 54
 - 1.6 Women Are Vastly Underrepresented in Parliaments 58
 - 1.7 Variation in Gender Disparity Is Large in South Asia—Even Larger Than among All Countries 60
 - 1.8 Gender Disparities Tend to Be Greater among the Poor than the Rich 62
 - 2.1 More Gender Inequality—More AIDS 76
 - 2.2 Child Immunization Rates Rise with Mother’s Education 80
 - 2.3 Faster Progress in Closing Gender Gaps in Schooling Would Accelerate Economic Growth 91
 - 2.4 More Equal Rights for Women—Less Corruption 95
- 3.1 Where Rights Are More Equal, Gender Gaps Are Smaller 116
- 3.2 Women’s Presence in the Informal Labor Market Varies across Countries 138
 - 4.1 Men Work More in the Market, Women More in the Home 153
 - 4.2 Lower Child Care Costs Put More Mothers in the Labor Market 170
 - 4.3 Closer Water and Fuel Supply Can Significantly Reduce Time on Collection Activities 176
 - 5.1 Women Work More, Especially in Nonmarket Activities 185
 - 5.2 Labor Force Participation Rates of Older Men and Women are Converging 190
 - 5.3 Gender Equality Is Higher in Countries with Higher Incomes 199
 - 5.4 Few Women in Parliament—Even in Countries with Higher Income 201
 - 5.5 Trends in Gender Equality Are Similar across Adjusting and Nonadjusting Countries in Sub-Saharan Africa 216
 - 5.6 Better Macroeconomic Environment—Higher Female Life Expectancy in Sub-Saharan Africa 218
 - 5.7 Number of Kindergartens Has Declined in the Former Soviet Union 223
- 6.1 As Equality of Rights and Income Improve, So Do Other Gender Indicators 233

- 6.2 As Equality in Rights Improves, So Do Other Gender Indicators 236
- 6.3 As Incomes Rise, Gender Equality Tends to Increase 243
- 6.4 Rising Income or Greater Gender Equality of Rights: Which Has a Larger Impact? 247

Tables

- 1.1 Ten Leading Causes of Disability-Adjusted Life Years Lost for Women and Men, Ages 15–44, 1990 48
- 1.2 Relative Earnings of Women and Men 55
- 2.1 Women Would Gain, Men Would Lose (a Little) if Occupational Segregation Ended 87
- 2.2 He Says, She Says—What Is Unjustifiable Social Behavior? 94
- 4.1 Impacts of Female and Male Borrowing on Selected Household Outcomes 161
- 4.2 How Prices Affect Demand for Education, Health, and Nutrition, by Gender 166
- 5.1 How Income Affects Demand for Education, Health, and Nutrition, by Gender 195
- 5.2 Female Share of the Labor Force in East Asia 208
- 5.3 Sectoral Allocation of Female Labor Force in East Asia 209
- 5.4 Female Share of the Labor Force in Eastern Europe and Central Asia 221
- 6.1 Selected Active Measures to Promote Gender Equality 251