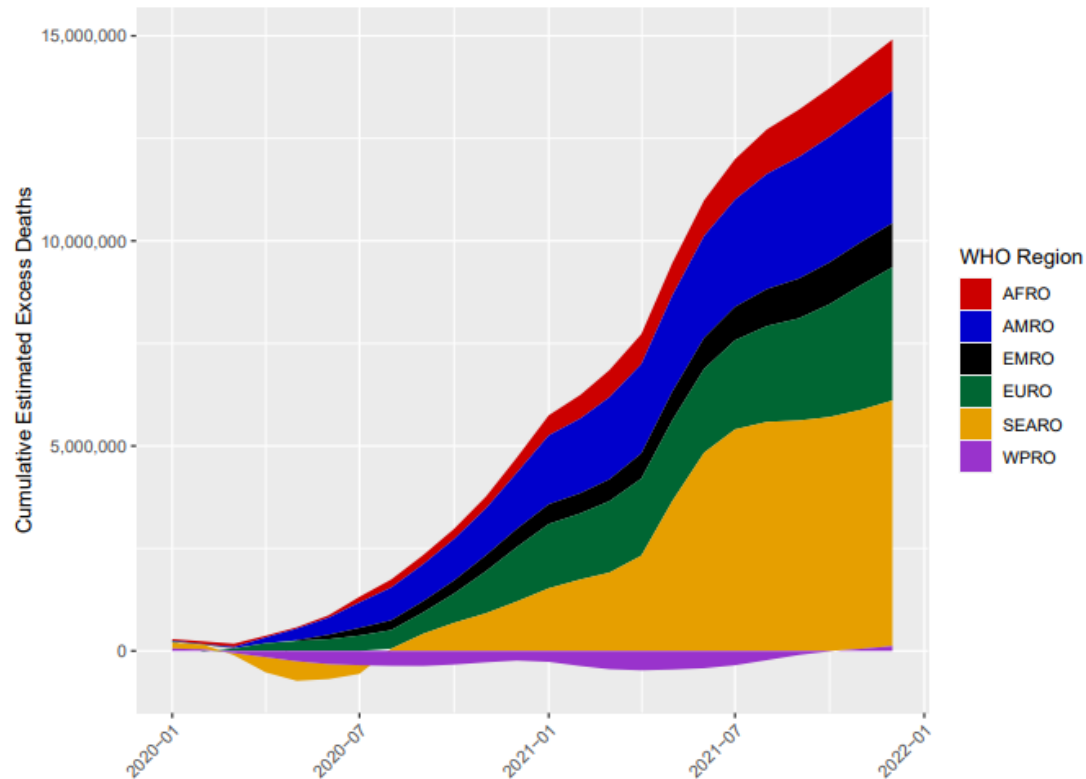


# **Advancing Gender Equality : Learning at National Scale**



## Estimated Global Excess Deaths as a Result of the Pandemic in 2020 & 2021

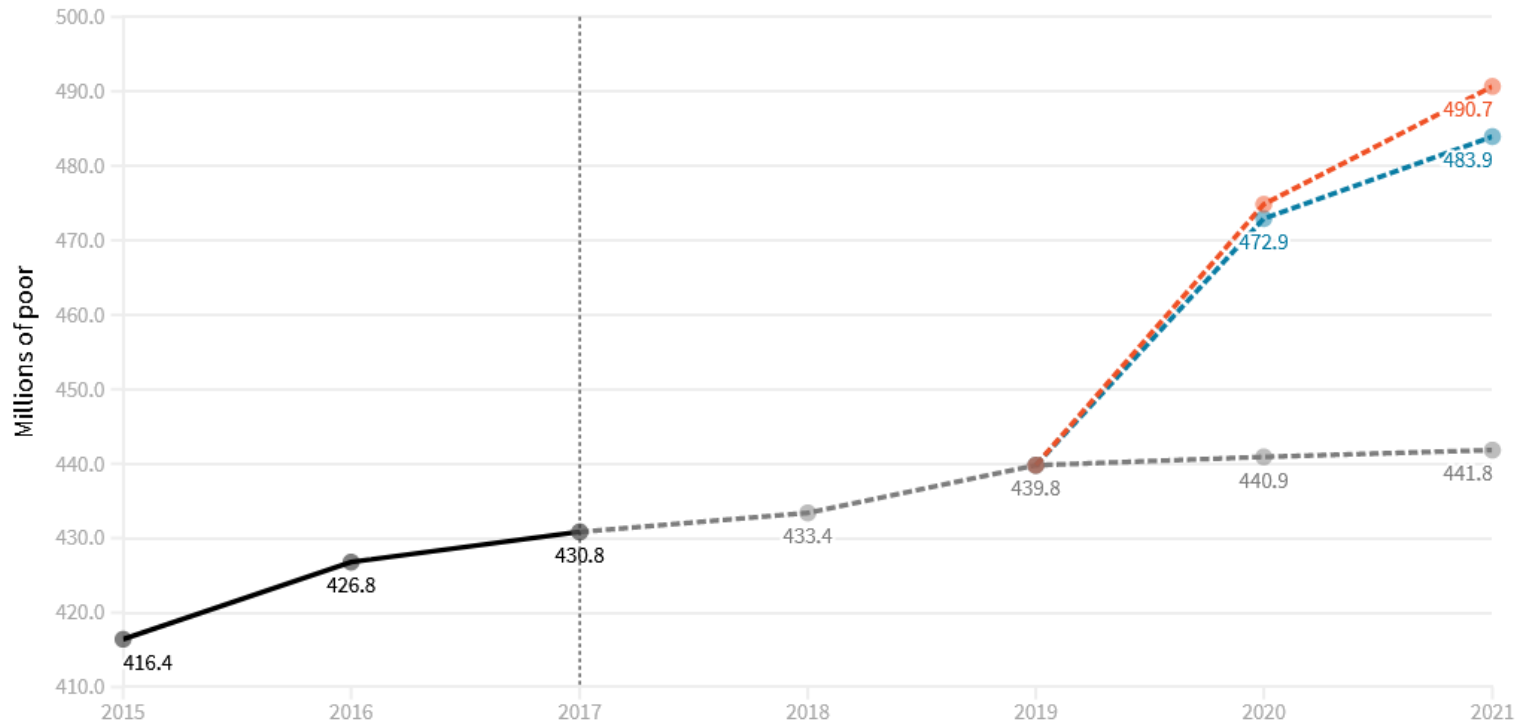


*The official number of deaths caused by covid-19 during 2020 & 2021 was 5.5m, the World Health Organisation estimated that the actual death toll was **15 million**. There were an additional 1.25 million deaths in Africa compared with the official number of reported deaths*



## World Bank Forecast of Number of People in Extreme Poverty in sub-Saharan Africa: 2015-2021

■ Historical 
 ■ Pre-COVID-19 Projection 
 ■ COVID-19-baseline Projection 
 ■ COVID-19-downside Projection



Source: [Lakner et al \(2020\) \(updated\)](#), PovcalNet, [Global Economic Prospects](#).

Note: Extreme poverty is measured as the number of people living on less than \$1.90 per day. 2017 is the last year with official global poverty estimates. Regions are categorized using PovcalNet definition.

Source: [https://blogs.worldbank.org/opendata/updated-estimates-impact-covid-19-global-poverty-looking-back-2020-and-outlook-2021?cid=ECR\\_E\\_NewsletterWeekly\\_EN\\_EXT&deliveryName=DM90562](https://blogs.worldbank.org/opendata/updated-estimates-impact-covid-19-global-poverty-looking-back-2020-and-outlook-2021?cid=ECR_E_NewsletterWeekly_EN_EXT&deliveryName=DM90562)



## Inequality and the Pandemic

Across Africa, millions of people have lost their jobs or seen significant reductions in their incomes as a direct result of the pandemic. For example, a survey of 2,400 small businesses in eight African countries (DRC, Ghana, Kenya, Malawi, Rwanda, Tanzania, Uganda and Zambia) which receive microfinance loans from World Vision showed that **92%** had suffered falls in their income which affected their ability to repay their loans (Kabore, Wong & Munzara, 2020).

In Uganda, After correcting for sampling differences before and during COVID19,  
**monetary poverty increased 7% and multidimensional poverty 5%** in just a few months

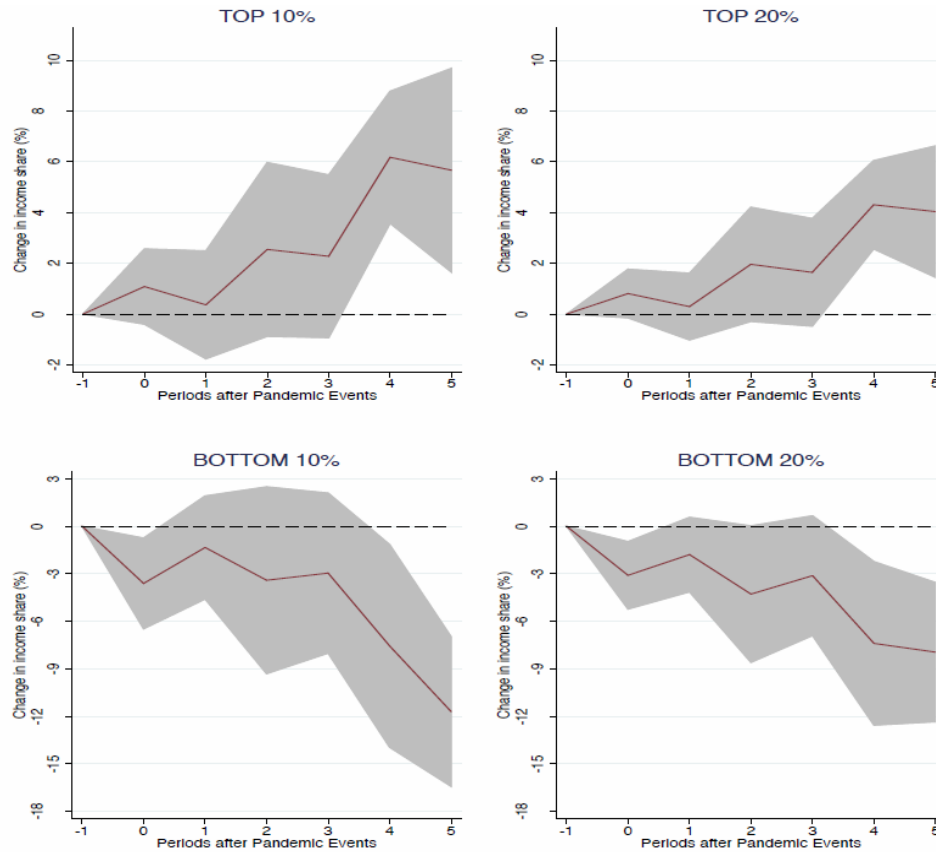
Period	Monetary	Multidimensional
Before COVID-19	26	41
During COVID-19	33	46
Total 2019/2020	30	44



# Pandemics have always done greater harm to poor and vulnerable people and resulted in increases in poverty and inequality

**Average impact of the last five epidemics on Inequality:  
Income shares of the richest and poorest in 64 Countries**

(SARS in 2003, H1N1 in 2009, MERS in 2012, Ebola in 2014 and Zika in 2016)

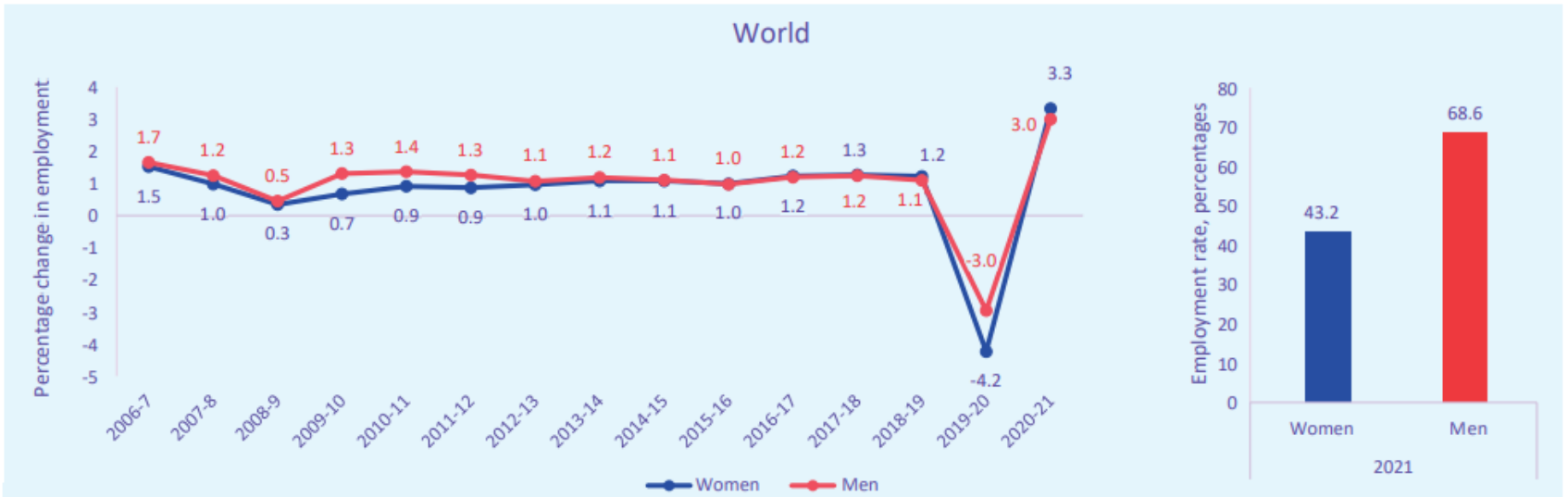


'Periods' are years before & after the epidemic

Source: Furceri et al, (2020) Will Covid-19 affect inequality? Evidence from past pandemics. *Covid Economics*, 12, 138-157



Figure 1. Percentage change in employment by sex, 2006-2021 and employment rate, 2021



Source: ILO calculations based on ILOSTAT, ILO modelled estimates.

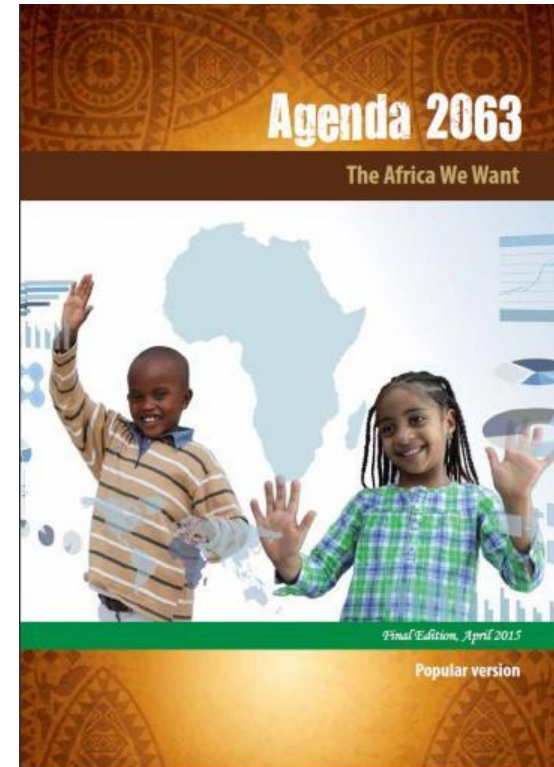
“in 2021, there will still be 13 million fewer women in employment compared to 2019, while men’s employment will have recovered to 2019 levels” – ILO Policy Brief *Building Forward Fairer: Women’s rights to work and at work at the core of the COVID-19 recovery*. July 2021.



## Agenda 2063: First Ten Year Implementation Plan

### Empowered Women

- All obstacles related to Women owning/inheriting property or business, signing a contract, owning or managing a bank account would be removed by 2023.
- At least one in five women would have access to and control of productive assets.
- Gender parity in control, representation, advancement will be the norm in all AU Organs and the RECs.
- All forms of violence against women would have been reduced by a third in 2023.
- All harmful social norms and customary practices would have ended by 2023.







# What Types of Data Do We Need to Figure Out What Works?

## Policy Data

Measures of national level action taken by countries (eg. laws, policies, national programs)



## Outcomes Data

Measures of impact on the experience of individuals and households

**Together, these make it possible to:**

- ❖ Enable **evidence-based governance, investment, and strategy** decisions
- ❖ Identify **global leaders and laggards**
- ❖ Establish **monitoring and accountability** of global commitments to equality
- ❖ Advance rigorous work using our best available techniques to **determine which approaches will work to support gender equality at scale**



# Aspects of Constitutional Rights, Laws, and Policies that Shape Gender Equality Covered by WORLD

## ➤ Education

- Non-discrimination
- Sexual harassment and violence
- Access to education

## ➤ Fundamental constitutional rights

- Equality and non-discrimination
- Marriage
- Work
- Education
- Political rights
- Religious and customary law
- Case Law

## ➤ Minimum age of marriage

- Legal age
- Exceptions for parental consent

- Religious and customary law
- Gender disparities

## ➤ Gender and care

- Parental leave
- Leave to care for children
- Leave to care for adult family members

## ➤ Non-discrimination at work

- Discrimination across the work lifecycle
- Intersectional discrimination
- Sexual harassment
- Enforcement
- Access to justice

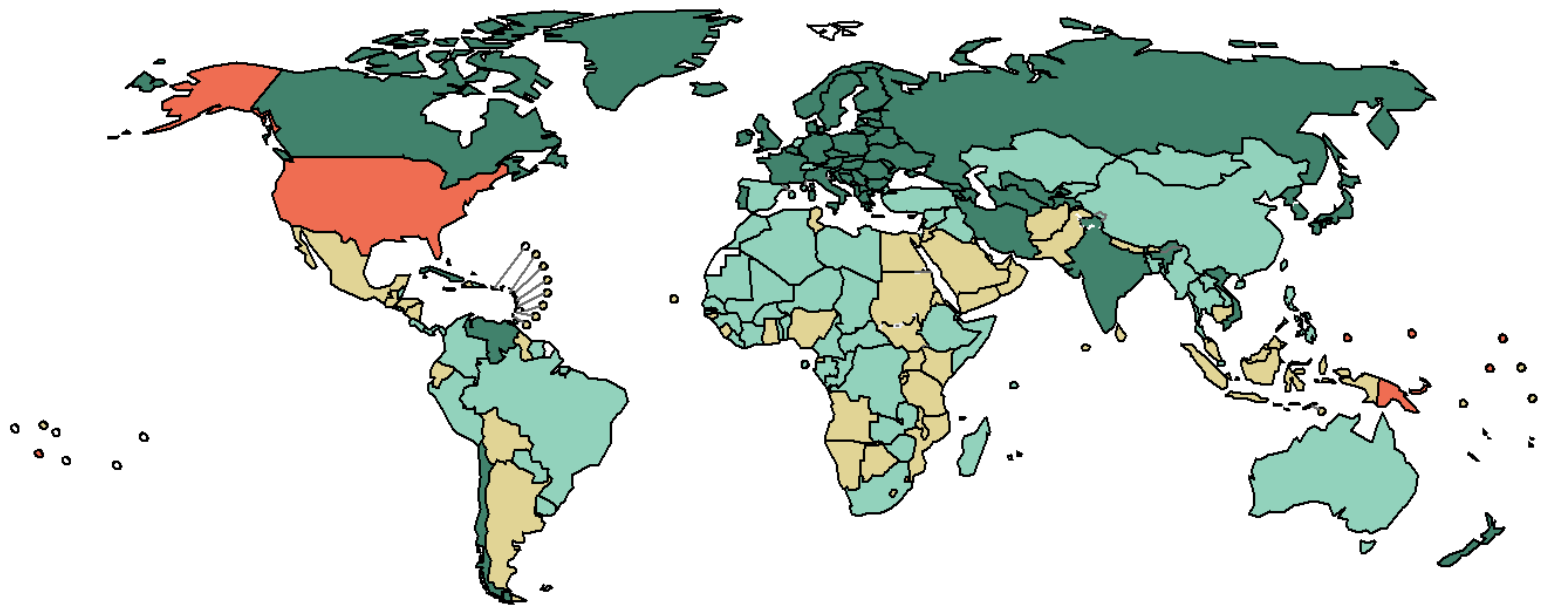


# Why gender and care as part of the equation?

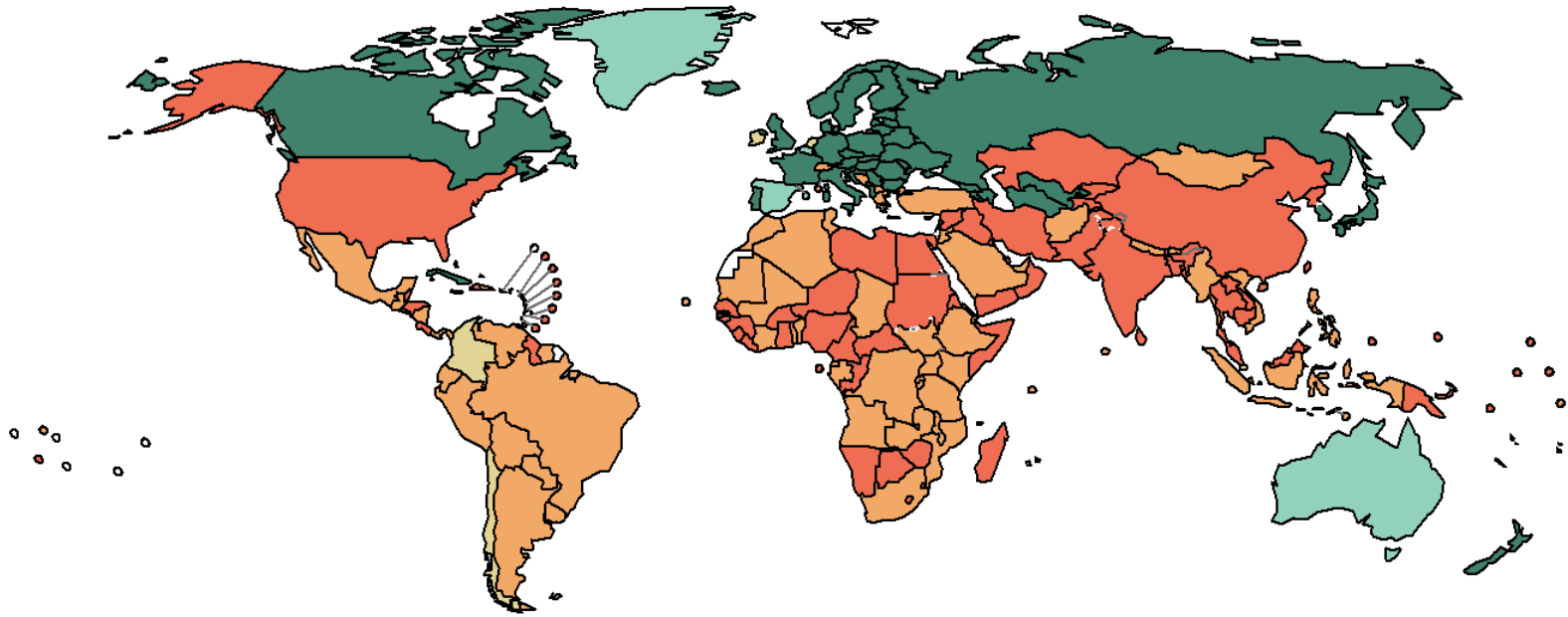
- Persistent gender gap
  - WEF: **217 years** to close economic gender gap
  - McKinsey: Costs economies **US\$28 trillion**
- Gender gap driven by care disparities
  - ILO: **606 million women** out of labor force due to care needs, compared to only 41 million men
- Failure to address care accounts for substantial portion of earnings inequality
- Gender disparities in care begin in early childhood and go across the lifecycle



## Is paid leave available to mothers of infants?



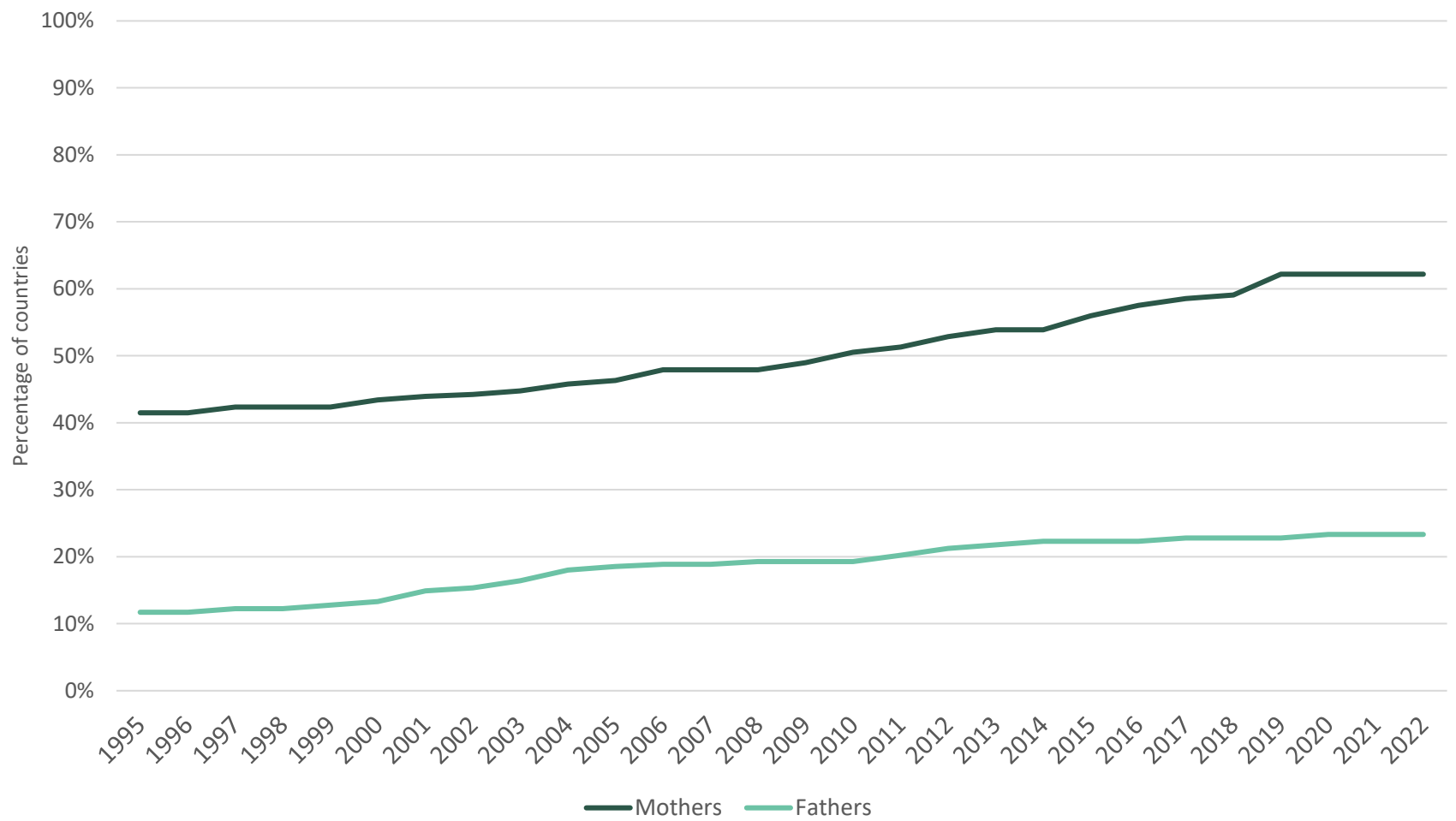
### Is paid leave available to fathers of infants?



- No paid leave
- Less than 3 weeks
- 3 - 13 weeks
- 14 - 25 weeks
- 26 weeks or more



## Are more countries guaranteeing at least 14 weeks of paid leave to mothers and fathers of infants?



# Policy Details that Matter to Reaching All Workers, Including the Informal Economy

- Coverage, adequacy of benefits, and how to effectively reach vulnerable workers, particularly those in the informal economy:
  - Part-time
  - Domestic workers
  - Agricultural workers
  - Self-employed workers
  - Recently changed jobs or re-entered the labor force
  
- Coverage and adequacy of benefits for different families and caregivers:
  - Grandparent and other extended family member care
  - Adoption
  - Single parents
  - Same sex parents
  
- Cash transfers



# Taking a Deep Dive on Implementation

- In-depth case studies with local partners focusing on countries that have passed legislation to reach workers in the informal economy
- Focused on understanding successful approaches, as well as remaining barriers to reaching all workers
- In Africa: Tanzania, Mozambique, and Togo
- In Asia: Philippines





# Linking to Outcomes to Learn What Works

- **Harmonized Surveys for low- and middle-income countries**
  - ✓ Individual-level outcomes on large global populations
  - ✓ Surveys allow for studies in change over time
  
- **Rich datasets allow for rigorous analyses with controls at the individual, household, and country level, such as:**
  - ✓ Country level: GDP, spending on health and education, fixed effects
  - ✓ Household level: wealth, urban or rural, parents' education
  - ✓ Individual level: gender, age
  
- ✓ **Building upon years of global collaboration, originally started to quantitatively measure law and policies on maternal and child health outcomes**



# Sample Findings for Maternal, Newborn & Child Health

- Examining the effects of **paid maternity leave** duration on **infant death**
  - ✓ 282,751 births in 20 LMICs (years 2000-2007)
  
- **Findings**
  - ✓ Extending the duration of paid maternity leave decreased the probability of infant death.
  - ✓ **Each additional month** of paid maternity leave led to **7.9 fewer infant deaths** per 1,000 live births, reflecting a 14% reduction relative to the mean.



Source: Nandi A, Hajizadeh M, Harper S, Koski A, Strumpf EC, and Heymann SJ. Increased Duration of Paid Maternity Leave Lowers Infant Mortality in Low- and Middle-income Countries: A Quasi-experimental Study. *PLoS Medicine*. Published online before print March 2016.



# Sample Findings for Breastfeeding

- Examining the effects of **paid maternity leave** on the **early initiation** of breastfeeding, **exclusive** breastfeeding under 6 months and breastfeeding **duration**
  - ✓ 992,419 live births in 38 LMICs (years 1996-2014)
  
- **Findings**
  - ✓ A 1-month increase in in paid maternity leave was associated with a:
    - ❖ **7.4% increase** in the prevalence of early initiation of **breastfeeding**
    - ❖ **5.9% increase** in the prevalence of **exclusive breastfeeding**
    - ❖ **2.2 month** increase in breastfeeding **duration**.



# Sample Findings for Gender Equality and Norms

- Examining health improvements with programmatic, legal, and policy approaches to reduce gender inequality and change restrictive gender norms.
  
- **Findings**
  - ✓ Laws and policies that made primary education tuition-free and that provided paid maternity and parental leave significantly improved:
    - ❖ women's and their children's health (odds ratios [OR] of 1.16-2.10, depending on health outcome)
    - ❖ gender equality in household decision making (OR 1.46 for tuition-free and 1.45 for paid maternity and parental leave) as a proxy indicator of gender norms.
    - ❖ Increased equality partially mediated the positive effects on health outcomes.

Source: Jody Heymann, Jessica K. Levy, Bijetri Bose, Vanessa Ríos-Salas, Yehualashet Mekonen, Hema Swaminathan, Negar Omidakhsh, Adva Gadoth, Kate Huh, Margaret Greene, Gary Darmstadt. "Improving health with programmatic, legal, and policy approaches to reduce gender inequality and change restrictive gender norms." *The Lancet* (2019).



# Future Studies to Understand the Impact of Policies on Economic Outcomes

- Studies from high-income countries suggest that paid parental leave supports women's attachment to the labor force with implications for career advancement and wages
- Are these same benefits seen in low-income countries?



# **How Data Can be Used to Support Evidence-Based Change**



# Informing Policy Debates

## Senate approves bill for 120-day maternity leave

By Ver Marcelo, CNN Philippines

🕒 Updated 10:28 AM PHT Tue, March 7, 2017

From [news coverage of the policy debate](#):



Noting the country's low breastfeeding rates and 30-percent malnutrition rate among children 5 years and below, Angara said increasing the maternity leave period was “an imperative.”

He noted a study by the McGill University and the UCLA (University of California, Los Angeles) Fielding School of Public Health, which found that “longer paid maternity leaves reduce infant mortality as the extended period [represents] a potential instrument for facilitating early-life interventions.”

From the [Senate Press Release](#):

"It's time to introduce radical reforms to our maternity law to bring it at par with international standards. In Asia, we are lagging behind Vietnam, Singapore, Brunei, Laos, Myanmar, Indonesia, Thailand and Cambodia. The government must respond to our women workers' pre and post-natal health needs. The government must also recognize and provide full support for women's reproductive work," Hontiveros said.

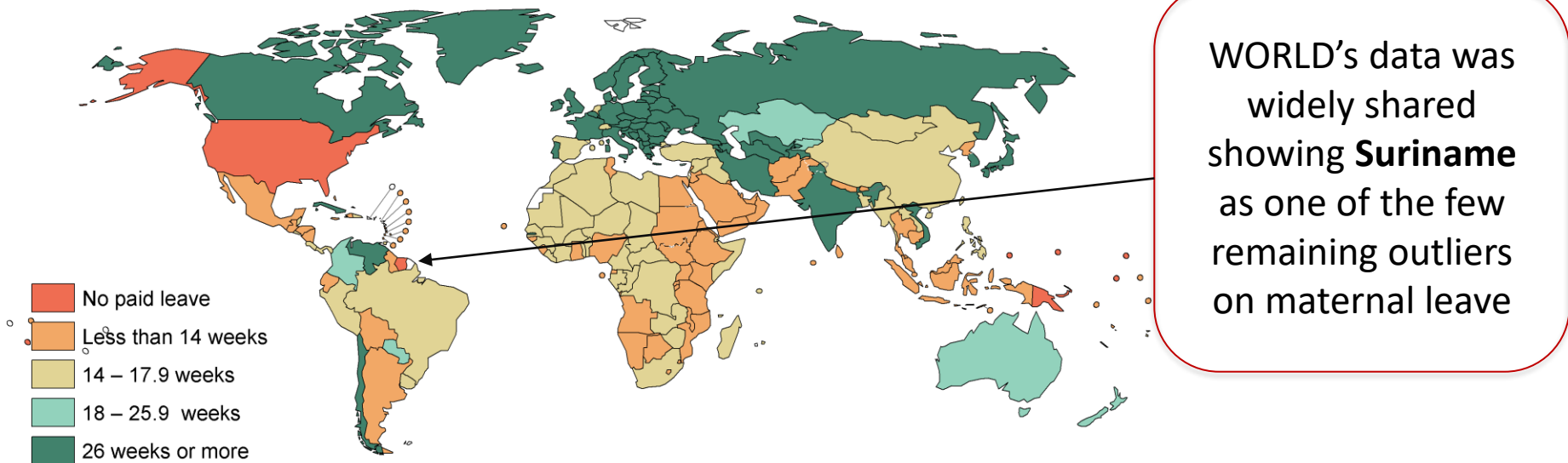






# The Power of Global Maps and Media

## Is paid leave available for mothers of infants?



Source: WORLD Policy Analysis Center, Adult Labor Database, 2019

In 2019, members of the National Assembly cited this outlier status during passage of the country's first national parental leave program, and celebrated that this would bring Suriname in line with their international commitments



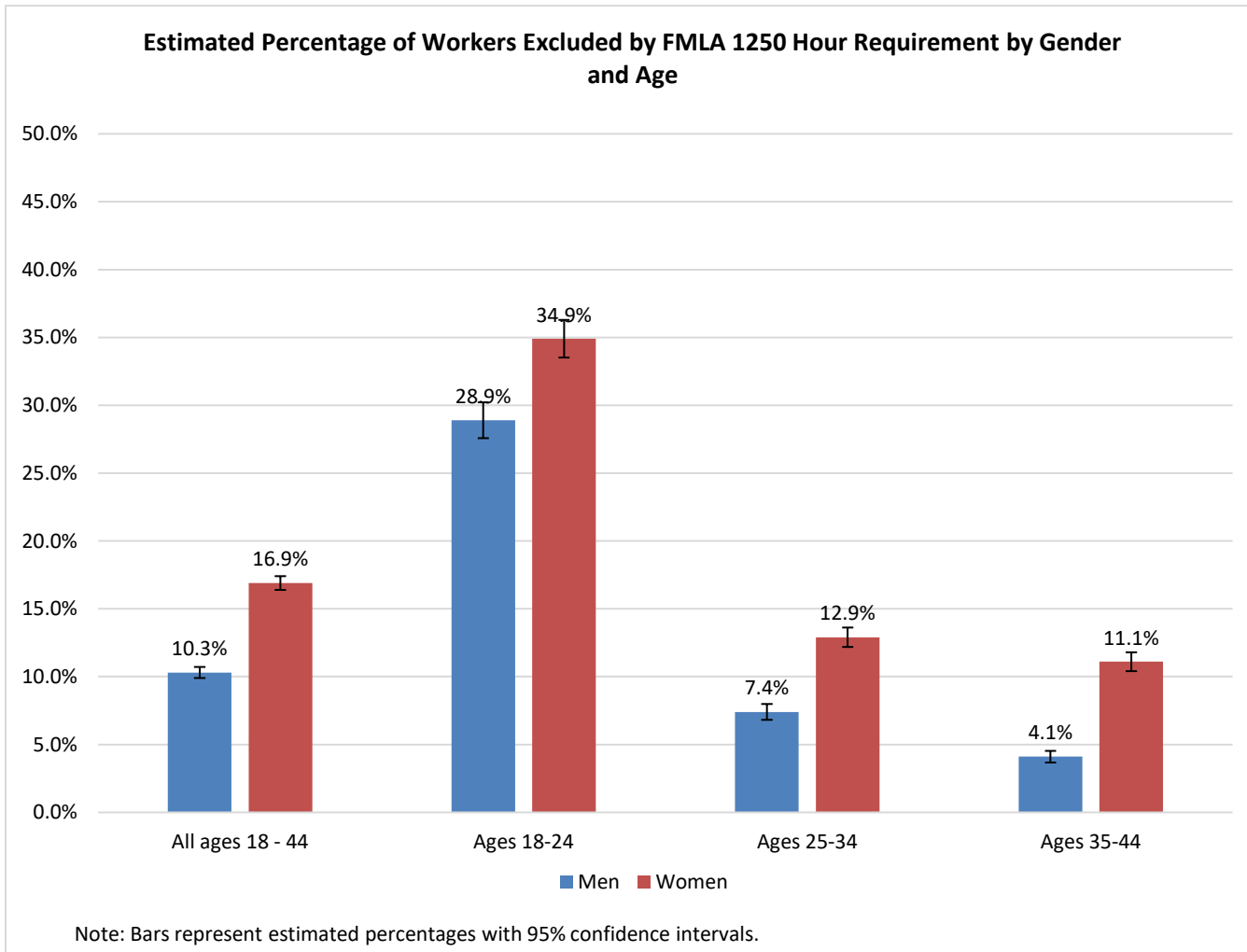
# Power of Partnerships

In recent years, **WORLD** has:

- Worked directly in partnership with civil society, lawyers, leaders and advocates from **110+ countries** and **all continents**
- Welcomed **350,000+ users** from **230** countries and territories to our website, *worldpolicycenter.org*
- Received media coverage in **thousands** of articles in print, online press, TV, digital and radio from all around the world
- Co-hosted or hosted workshops and convenings on five continents with leaders from **70 countries**
- Trained more than **300** graduate students and fellows to equip the next generation of leaders
- Developed over 2,000 law and policy indicators in dozens of areas, with dataset downloads from users in **123 countries and territories**



# Structural Inequalities in U.S. National Legislation



# Globally, countries largely structure leave to include part-time workers

- Among countries that provide paid medical leave worldwide:
  - 96% of high-income countries and
  - 93% of all countries cover part-time workers



# US: Current FMLA minimum firm size rules disproportionately exclude Latinx workers

- Firm size rules only guarantee unpaid leave to workers in businesses with 50 or more employees
- Working in a business with fewer than 50 employees:
  - 42% of Latinx workers
  - 35.9% of white workers
  - 24.4% of Black workers



# The US firm size exclusions in a global context

- Globally no other country has broad exclusion for small employers
- Only 3 countries have any exclusions and they're narrow
  - 2 countries family workers when less than five employees
  - 1 country agricultural less than 10 employees
- Many countries share costs with employers
  - 52% of countries pay part within 6 weeks



# Prohibitions of Discrimination at Work



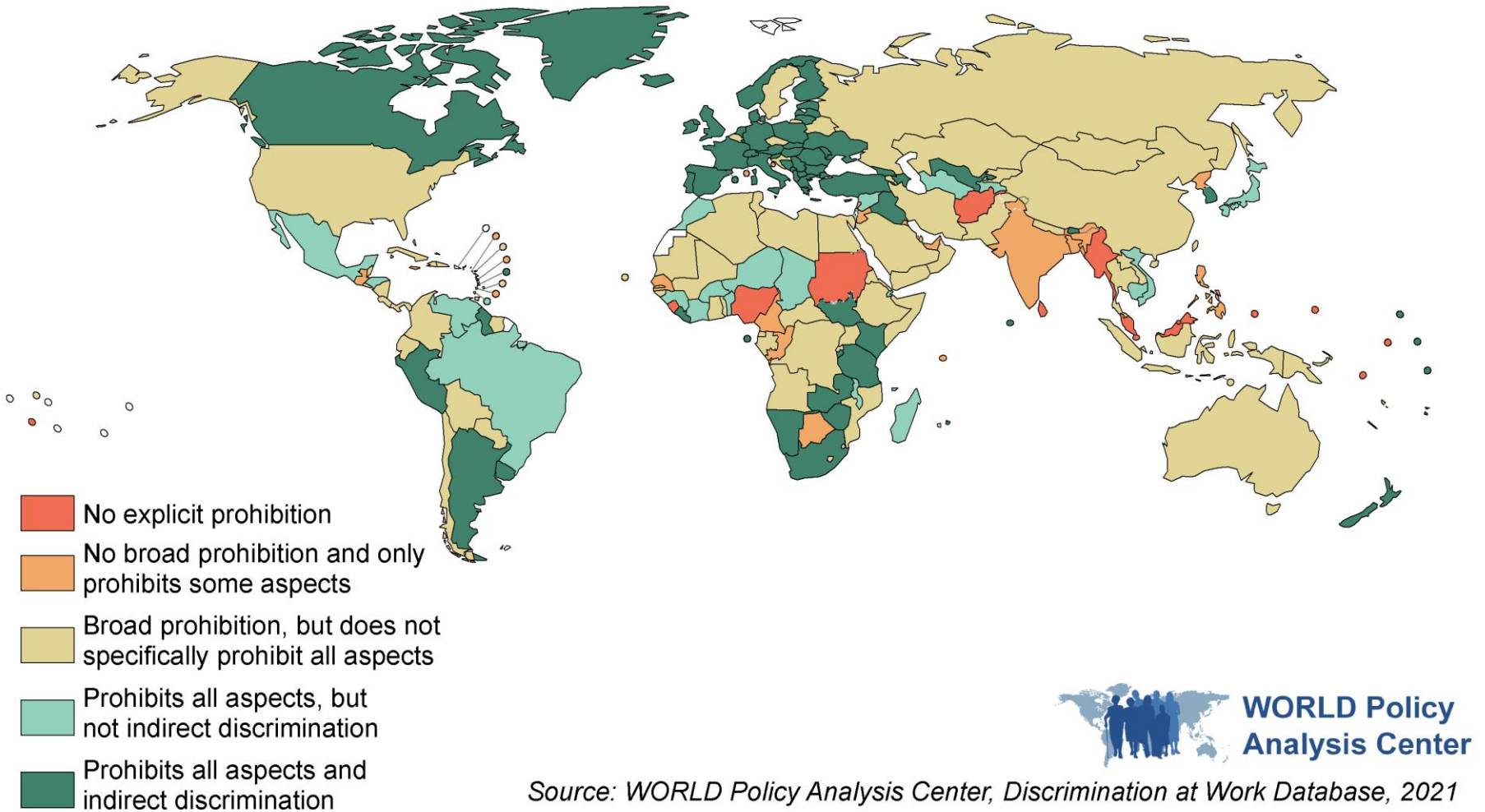
# Evidence of gender discrimination at work and why policies matter

- In all but a handful of countries, women earn less than men
  - Average gap worldwide: 20.5 percentage points
- Studies find even after controlling for differences in education, experience, and occupation, a substantial portion of the gender wage gap is “unexplained” by anything other than discrimination
  - Nigeria: wage gap greater for private employers than public
  - Brazil: women earn 24% less in formal economy and 20% less in informal
- Laws have impact:
  - Study of 141 countries found laws prohibiting gender discrimination at work increased women’s labor force participation in formal jobs
  - Can also impact norms and shape women’s educational choices

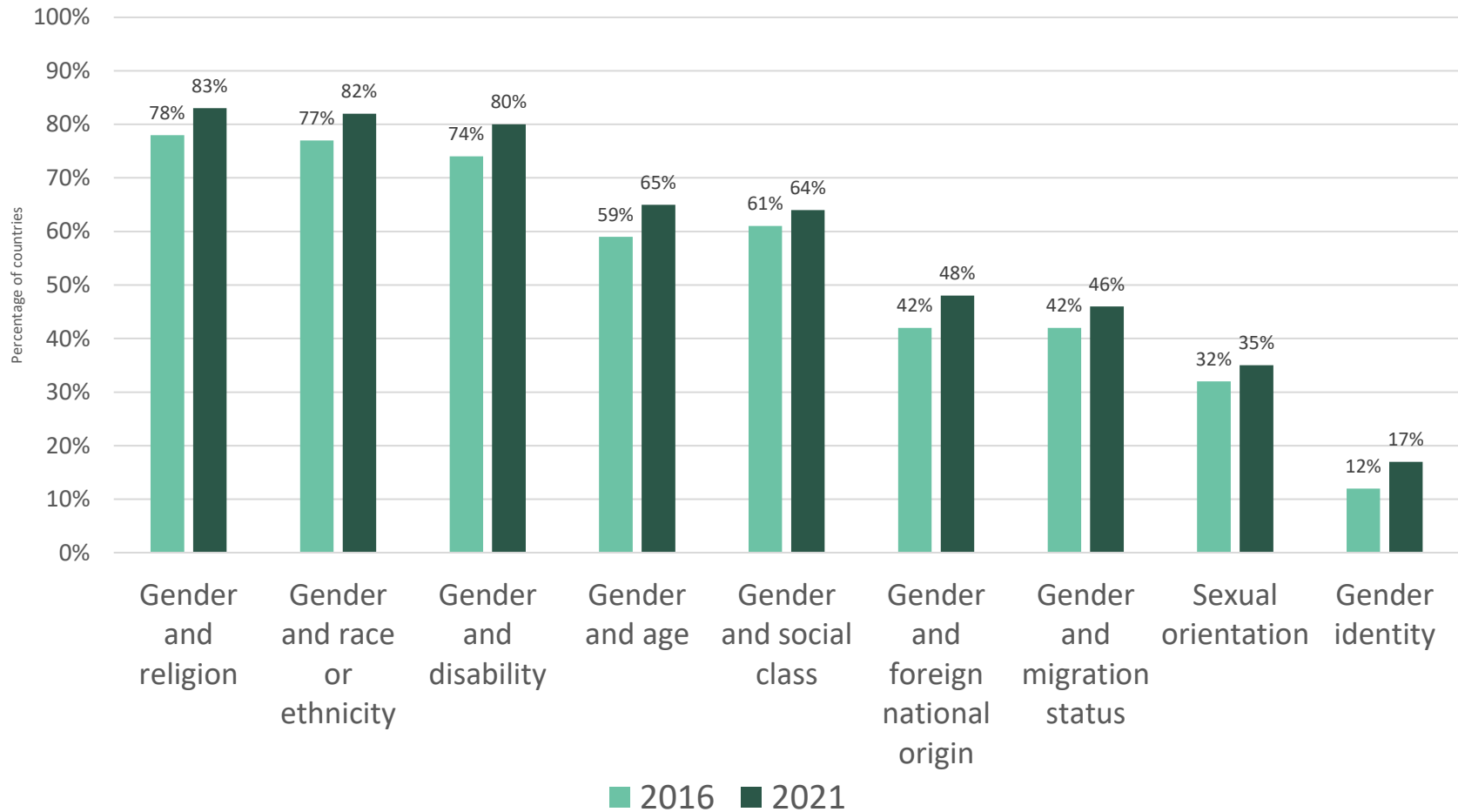




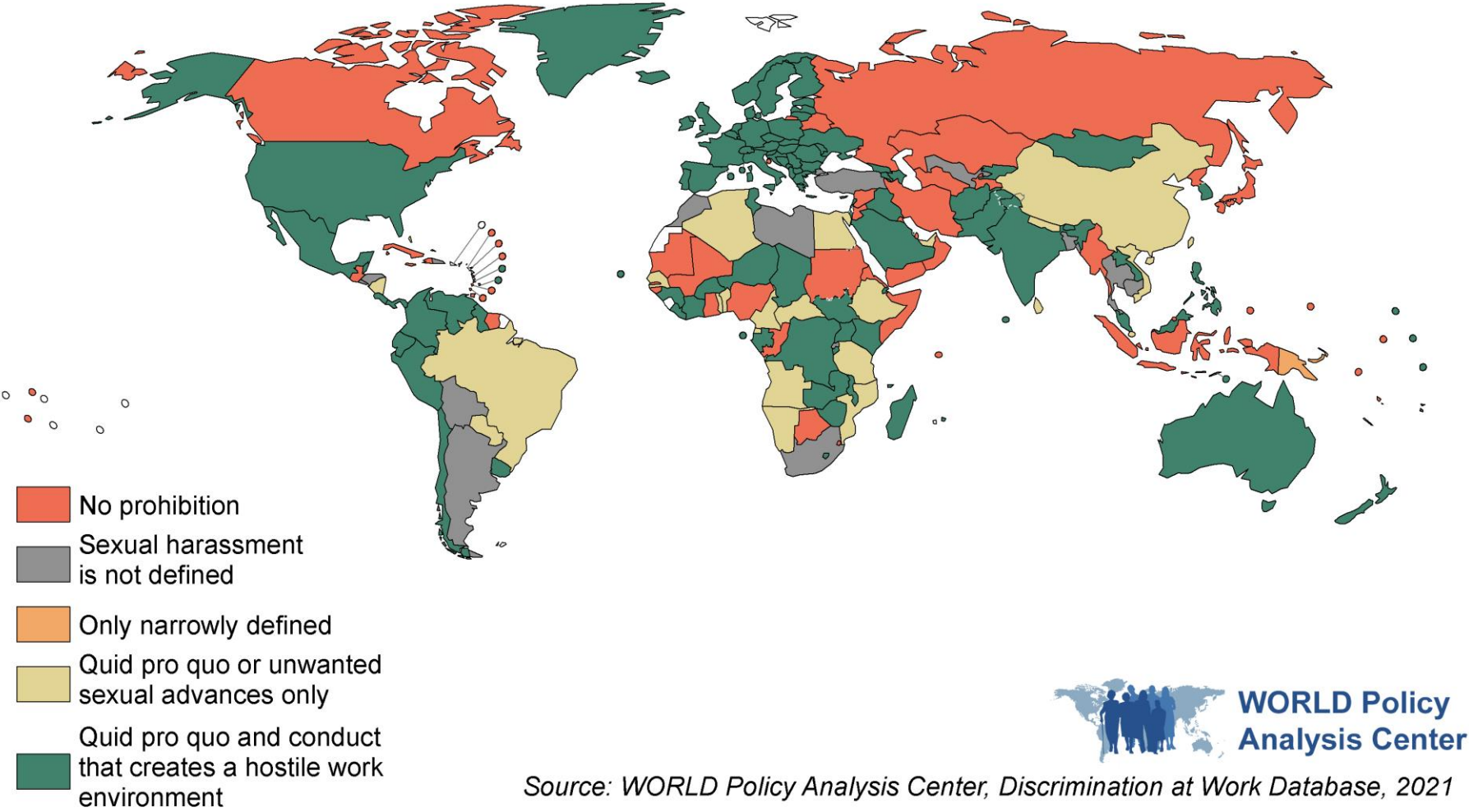
# Do countries prohibit gender discrimination in all aspects of work?



## Are countries increasingly prohibiting multiple sources of workplace discrimination against women?

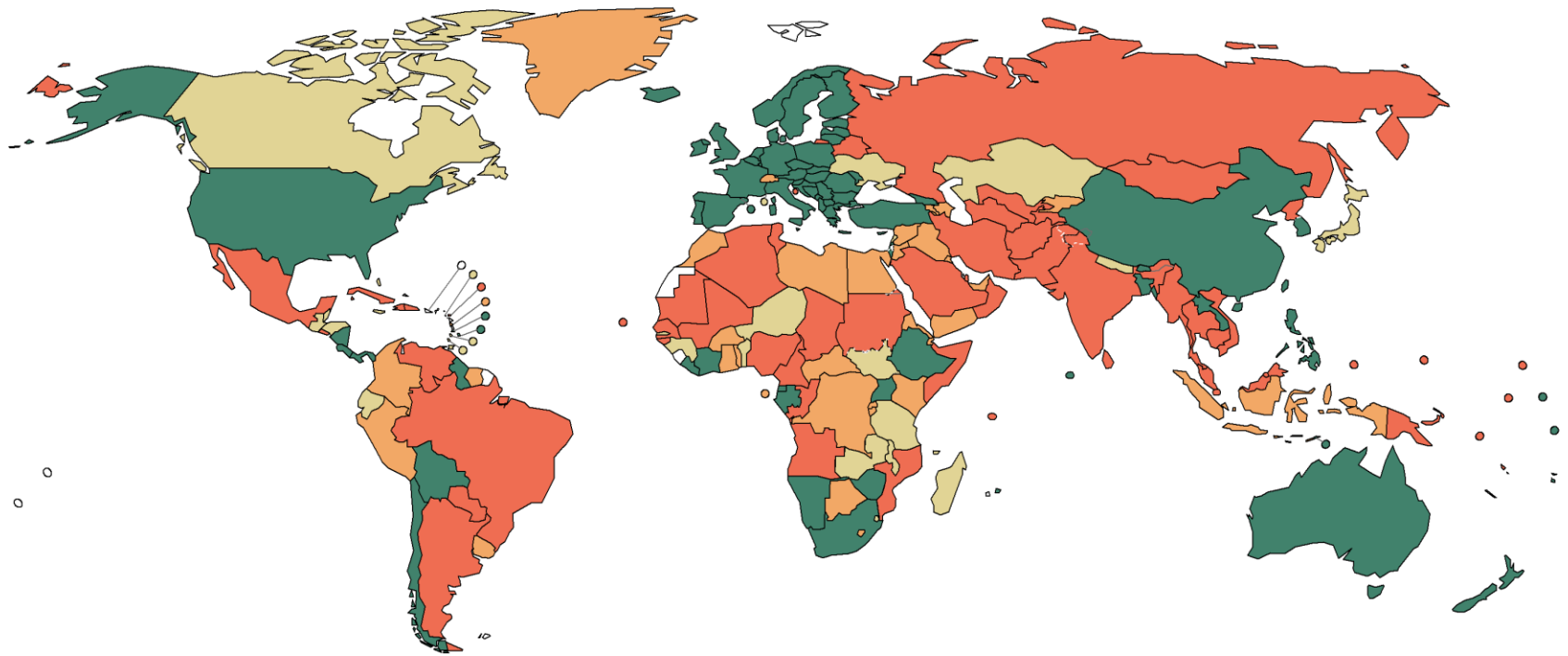


# What sexual behaviors are legally defined as sexual harassment at work?



Source: WORLD Policy Analysis Center, Discrimination at Work Database, 2021

# Do countries prohibit retaliation for reporting sexual harassment and gender discrimination at work?



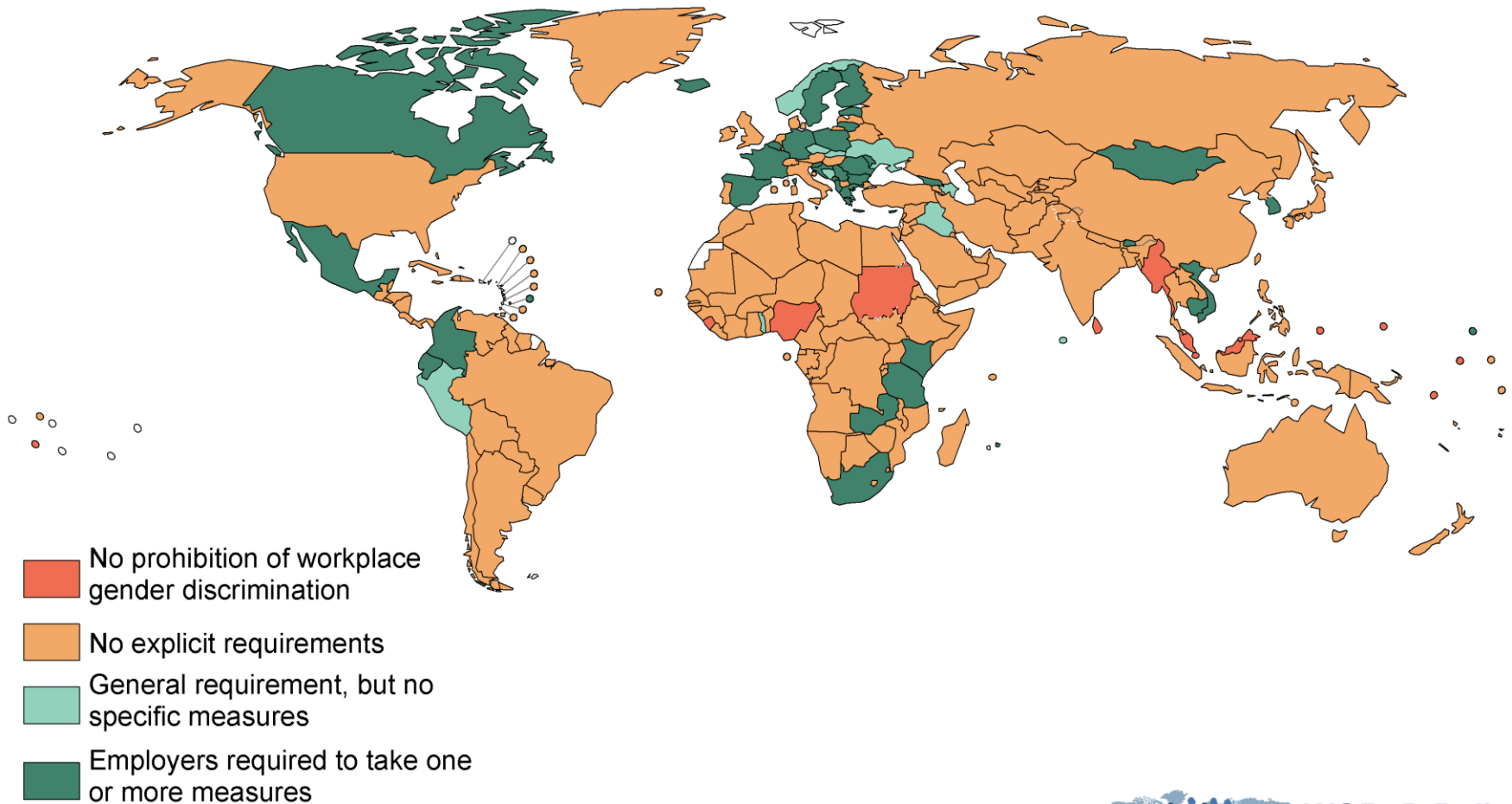
No explicit prohibitions of sexual harassment and gender discrimination or no prohibition of retaliation

Limited prohibition of retaliation

Any adverse action prohibited for reporting gender discrimination or sexual harassment, but not both

Yes, any adverse action prohibited for reporting gender discrimination and sexual harassment

# Are employers required to take steps to prevent gender discrimination in the workplace?



Source: WORLD Policy Analysis Center, *Discrimination at Work Database*, 2021

# Understanding independent monitoring bodies

- **Role of labor inspectorates and human rights commissions in:**
  - Receiving complaints related to gender discrimination
    - Type of alternative dispute resolution available
    - Penalties and remedies that can be issued
  - Conducting workplace equality audits
  - Taking steps to prevent discrimination (education, guidance for employers, reviewing legislation, proposing legislation to fill gaps)



# Understanding access to justice for individuals

## ➤ Availability of legal aid

- Types of cases legal aid is available for
- Whether legal aid is guaranteed to everyone or under certain conditions, such as means-tested, the nature or significance of the case, whether the case is reasonable, or whether the case is likely to succeed
- Whether legal aid is generally available to everyone or under certain conditions





# What should we be doing to accelerate progress on gender equality?

## ➤ **Current approach**

- ✓ Maps that highlight leaders, laggards, and where the world stands
- ✓ Telling a story with the data
- ✓ Understanding policy details that profoundly affect who policies reach
- ✓ Rigorously measuring the impact of policies on outcomes
- ✓ Working with CSOs, policymakers, IGOs, and other researchers
- **What are the mechanisms that are likely to make the biggest difference to implementation?**
- **What are the mechanisms that are likely to make the biggest difference to effectively reaching all women?**

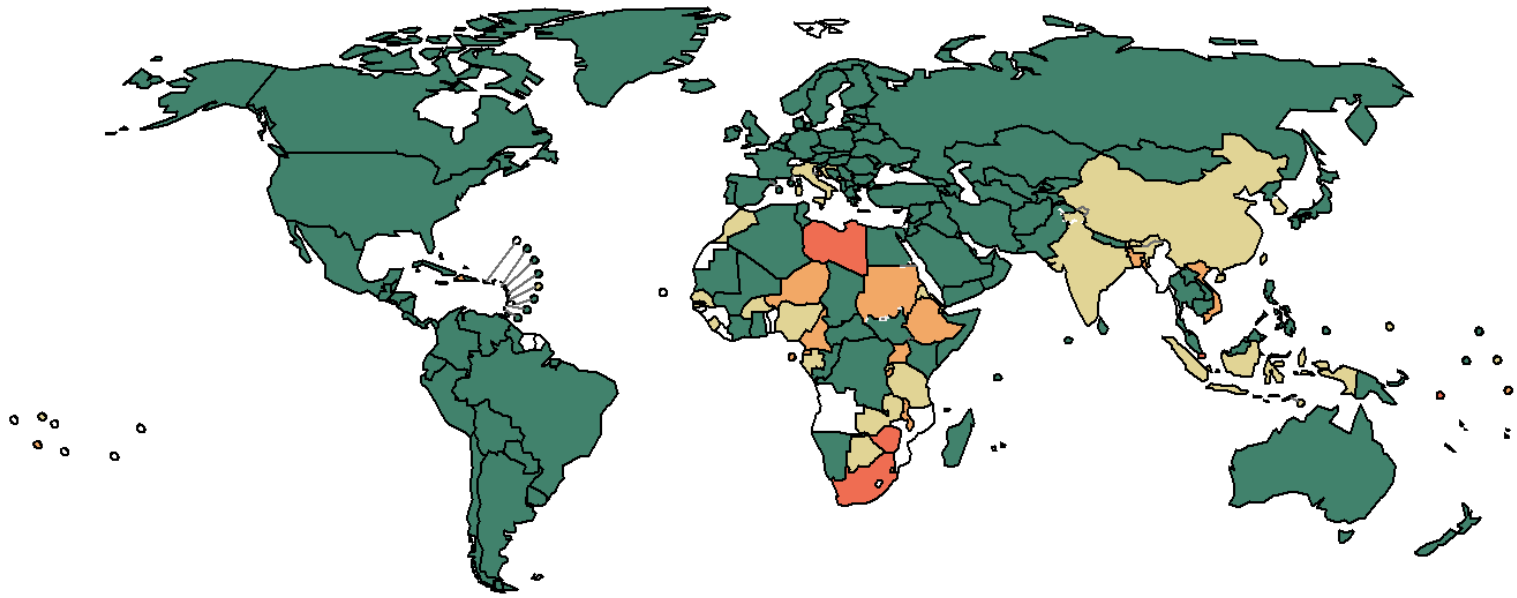




# APPENDIX



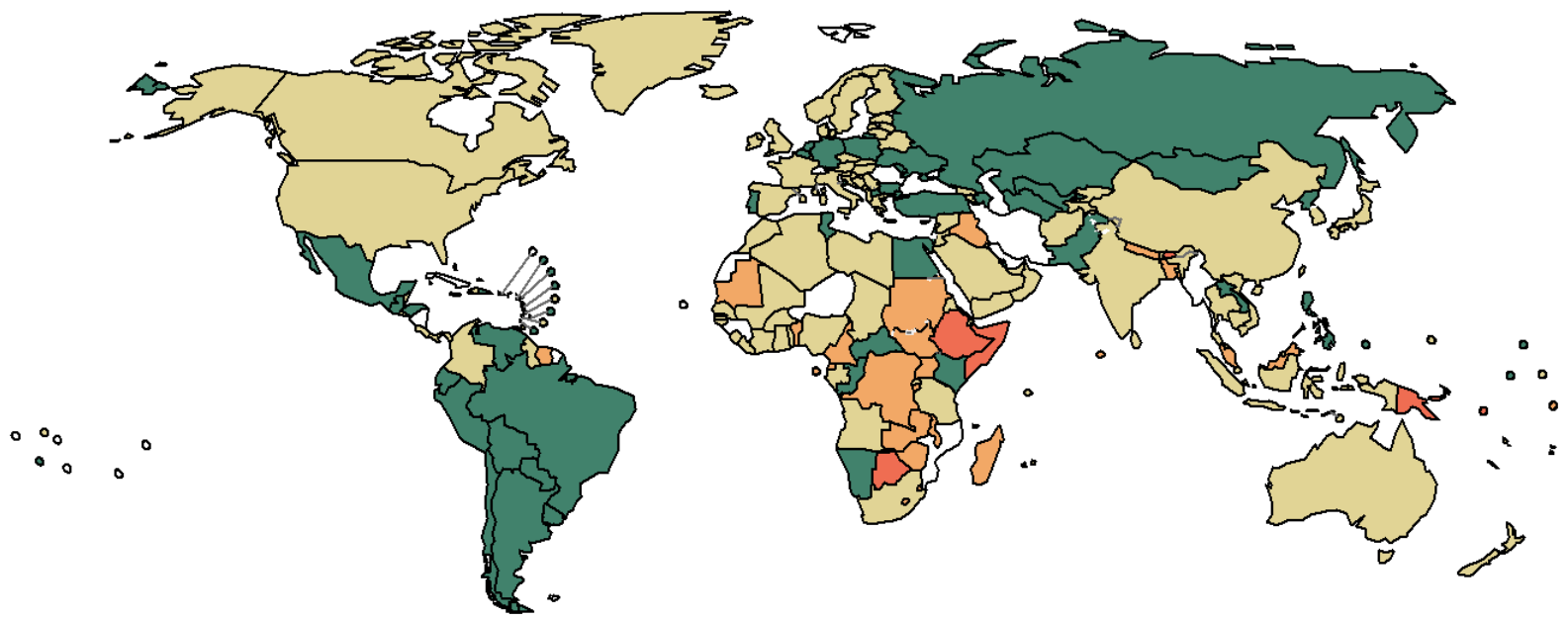
## Do national policies, laws, or constitutions make education tuition-free?



-  No tuition-free guarantee
-  Primary only
-  Through start of secondary
-  Through completion of secondary



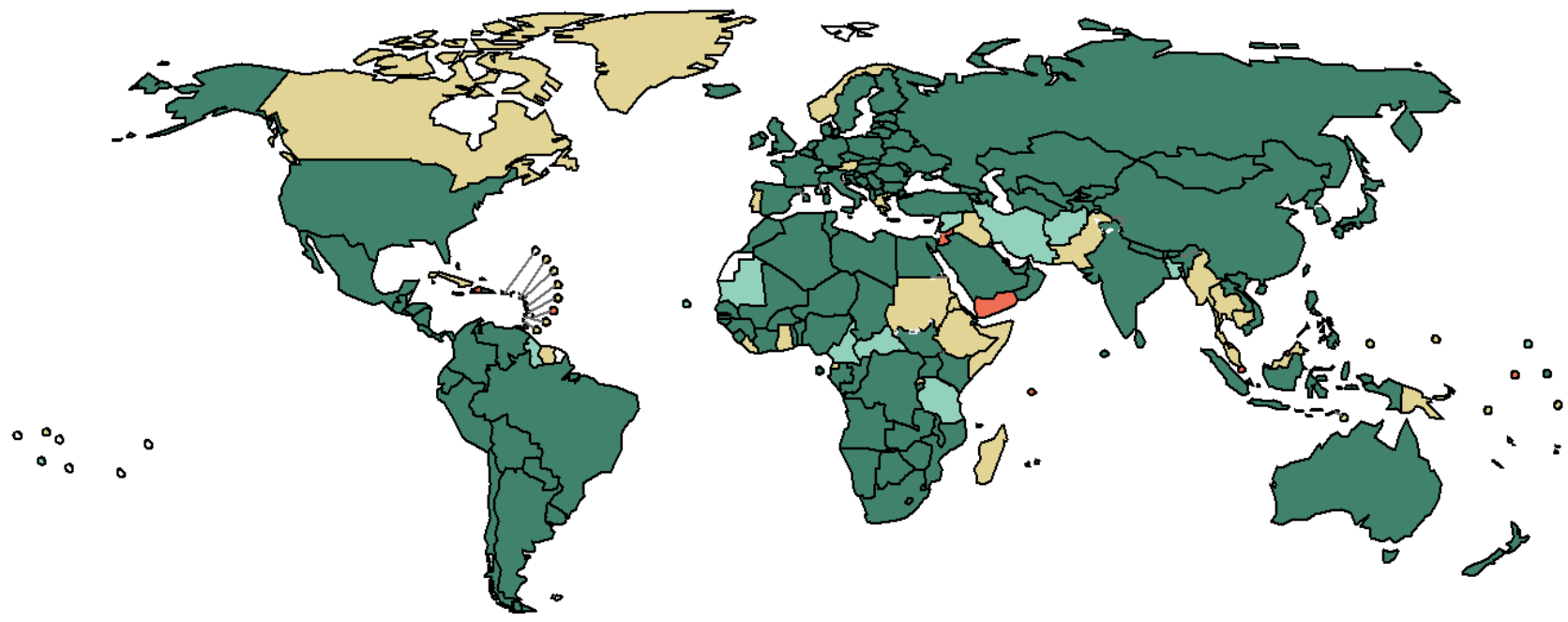
## Do national policies, laws, or constitutions make education compulsory?



-  No compulsory education
-  Primary only
-  Through start of secondary
-  Through completion of secondary



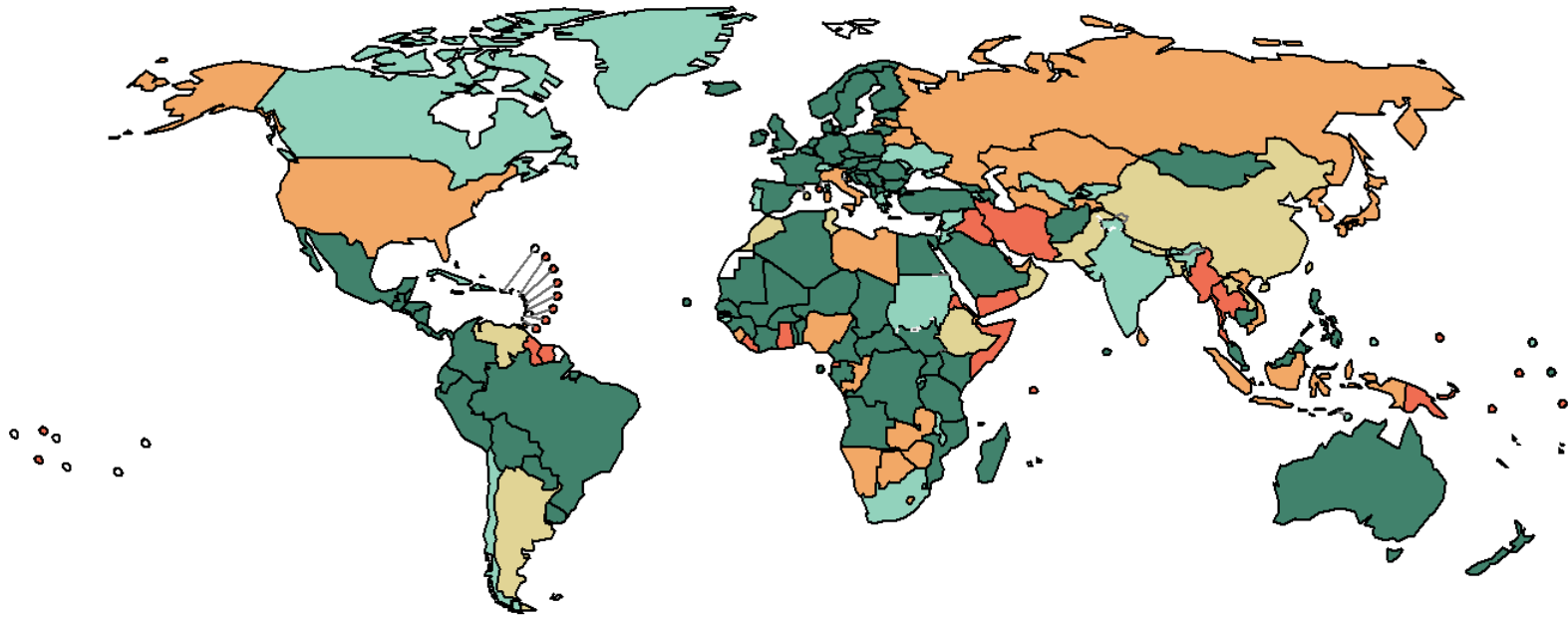
## Is gender discrimination prohibited in education?








-  No prohibition
-  Prohibited in admissions or access to education
-  Broadly prohibited, not specific to education
-  Prohibited in education



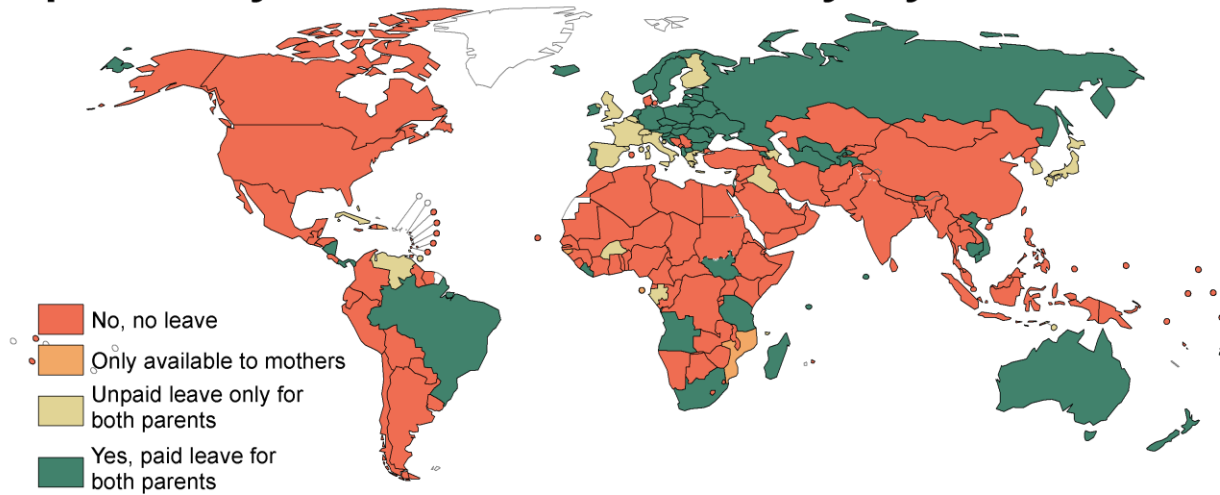
## Is sexual harassment prohibited in education?



-  No prohibition
-  No explicit prohibition, but gender discrimination prohibited
-  Prohibited against girls only
-  Broadly prohibited, not specific to education
-  Prohibited in education specifically or by people in a position of authority



## Are working women and men guaranteed leave specifically for their children's everyday health needs?



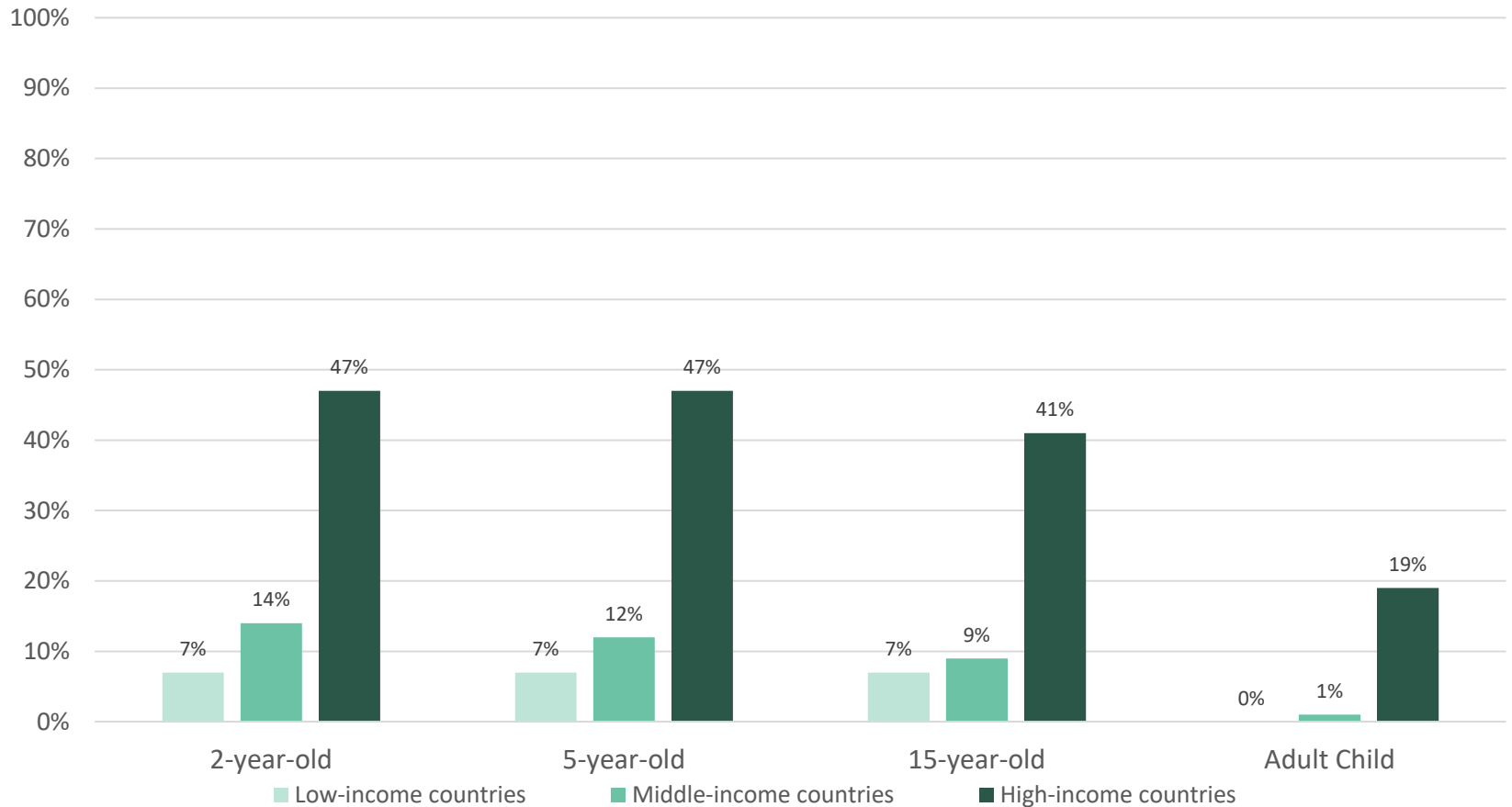
Source: WORLD Policy Analysis Center, Adult Labor Database, 2019



**FIG. 17. Is paid leave available to meet children's serious health needs?**



## Availability of at least 6 weeks of paid leave by child age



Duration of leave for adult child is based on leave available for adult children still living in the same household as their parent.

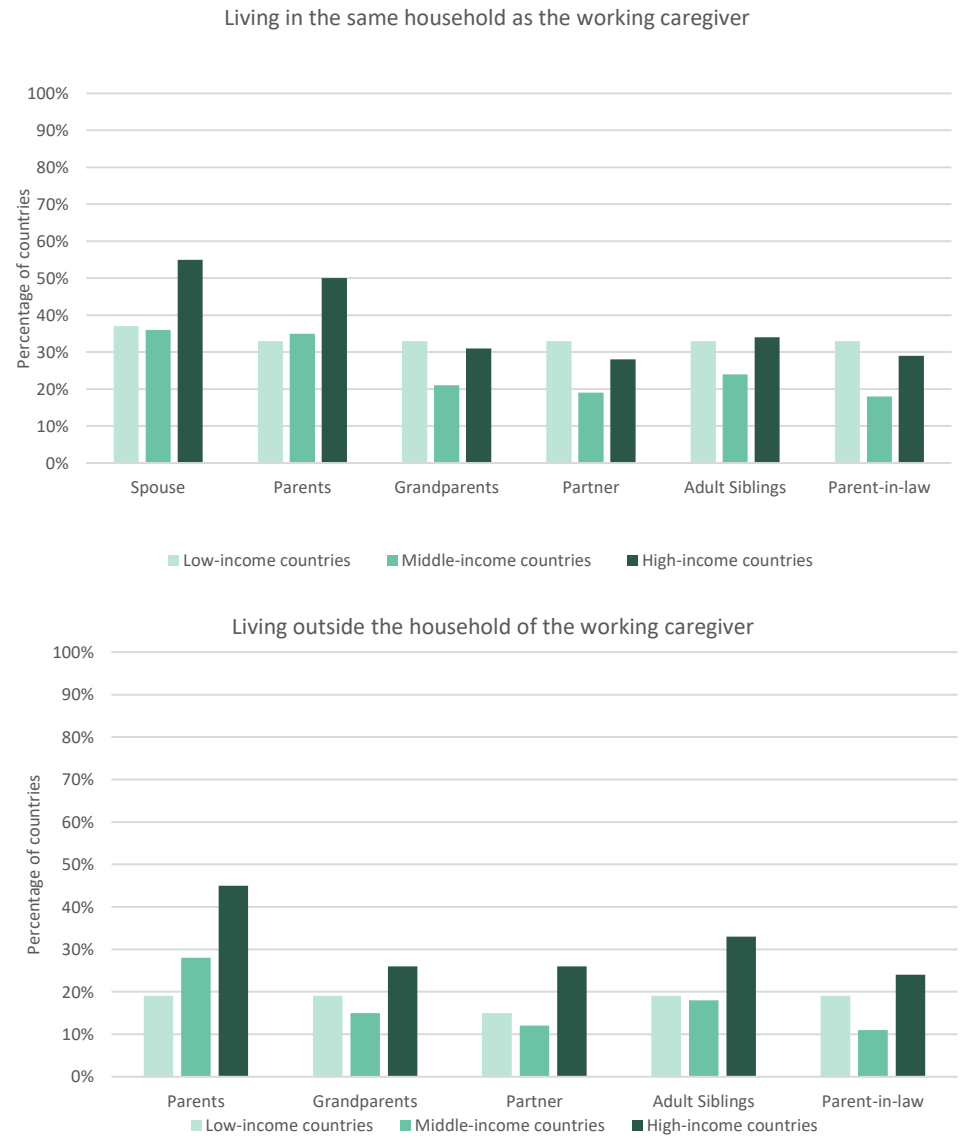




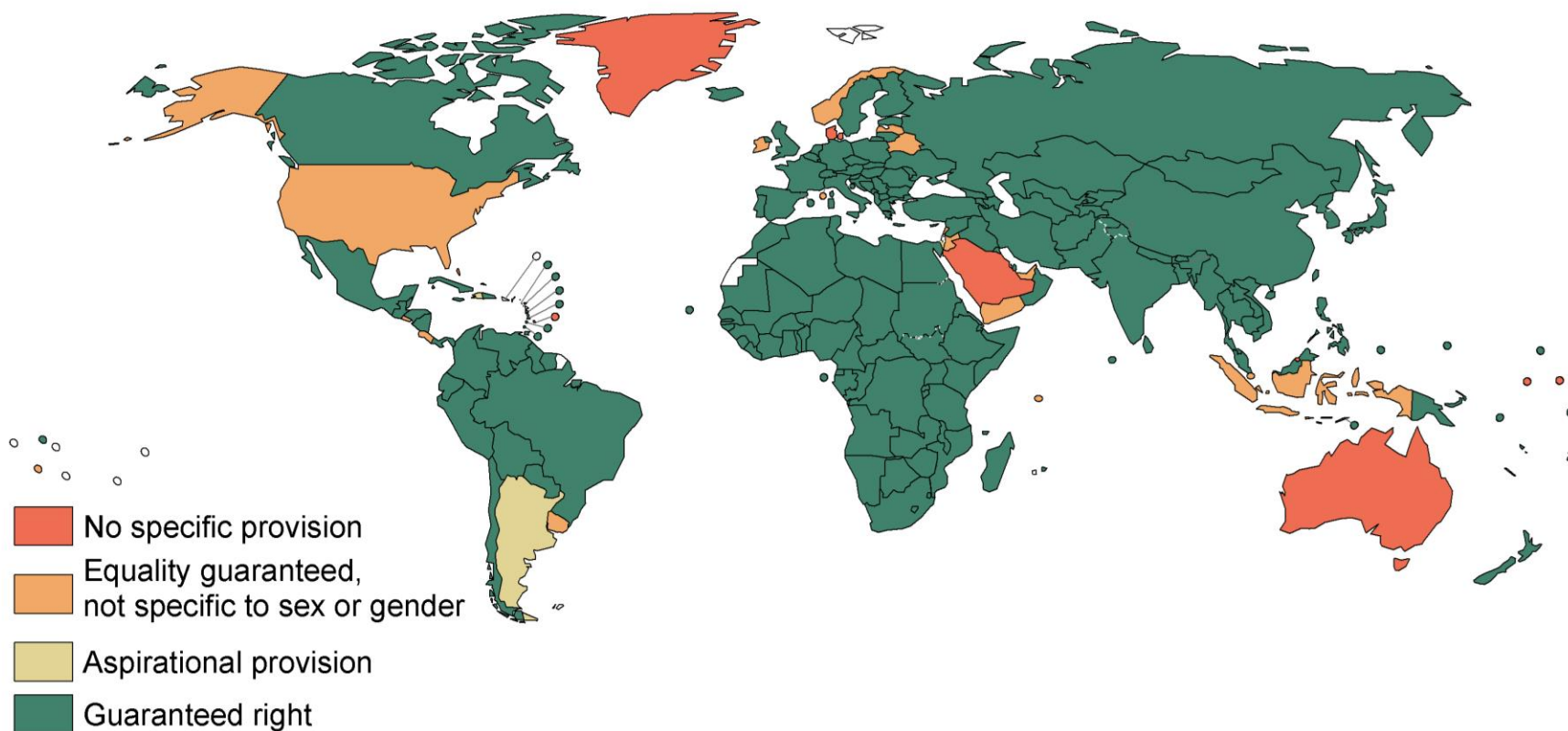
**FIG. 18. How much paid leave is available to workers to meet a parent's serious health needs?**



**FIG. 19 Is paid leave available to meet the health needs of all adult family members?**

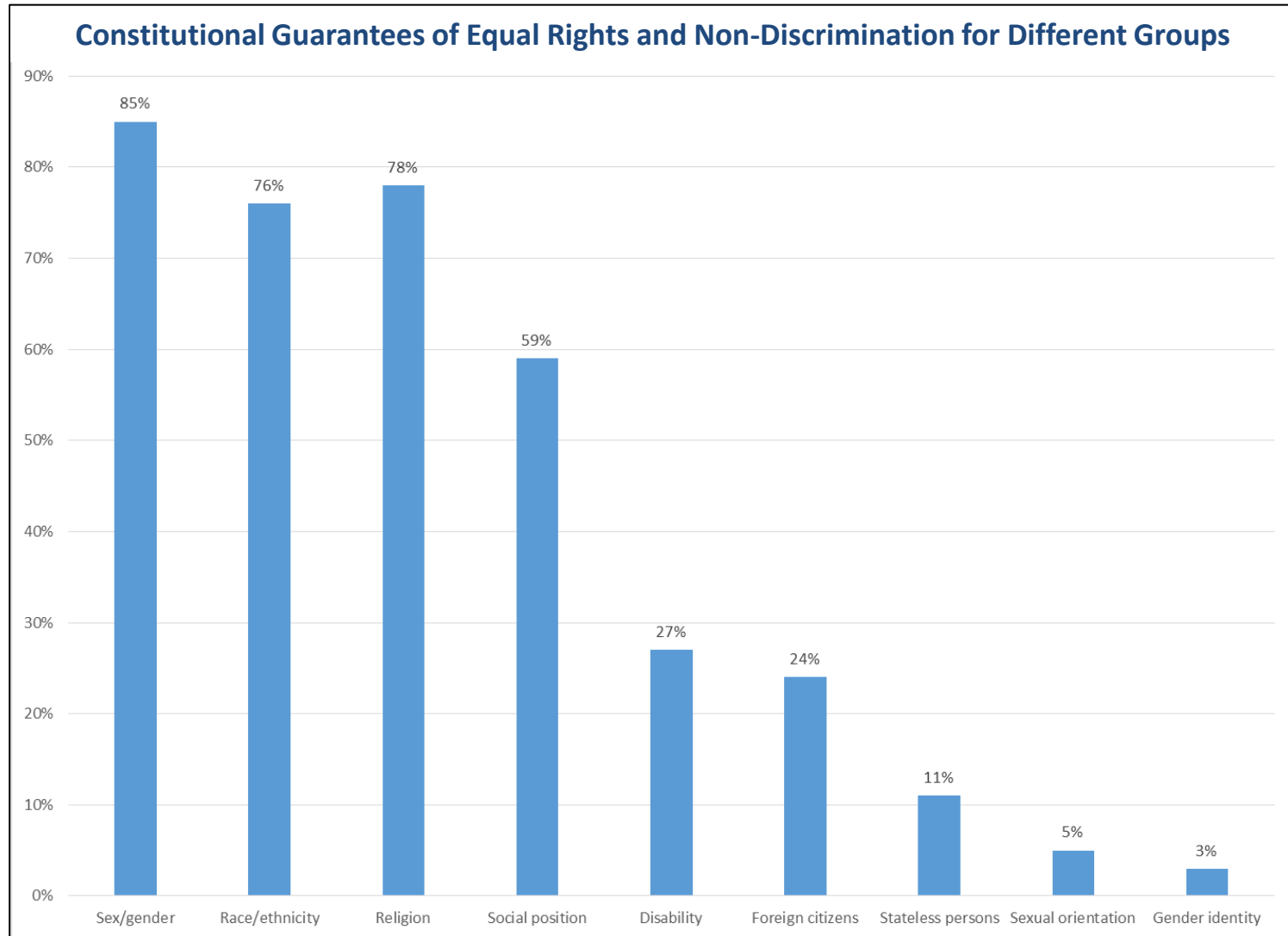


# Does the constitution explicitly guarantee equality or non-discrimination across sex and/or gender?

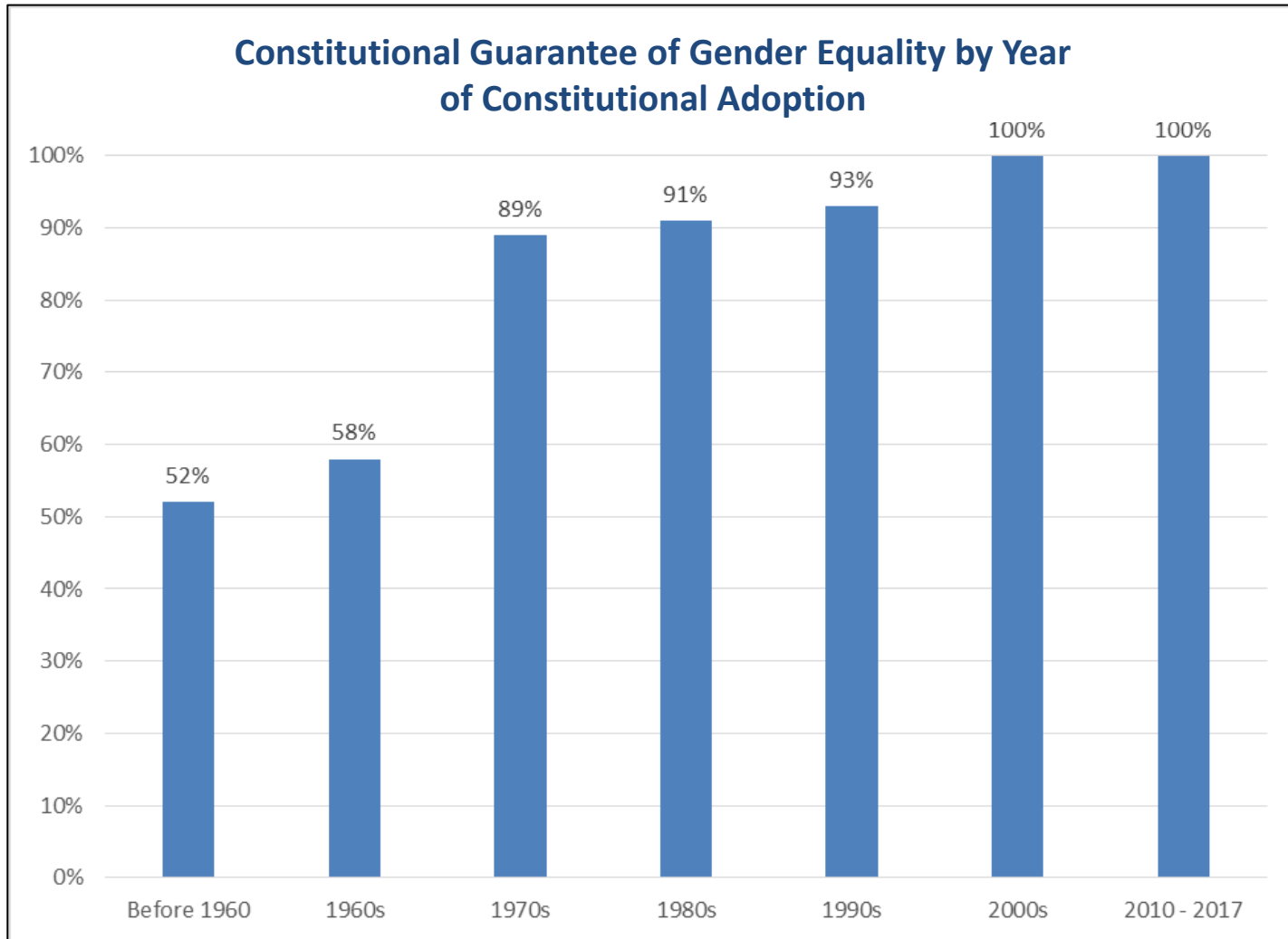


Source: WORLD Policy Analysis Center, Constitutions Database, 2017

# Enabling Rapid Comparisons



# Identifying Trends Over Time



# Implementation: Realizing Equal Rights on the Basis of Gender

## ➤ *Invalidating discriminatory practices: **Botswana***

- ✓ Court of Appeal, 1995: school policy of expelling pregnant students violated constitution's gender equality provision
- ✓ Contributed to regional momentum; one early case of several in countries including South Africa and Zimbabwe to address pregnancy discrimination in education using the constitution

## ➤ *Providing a foundation for new laws: **Nepal***

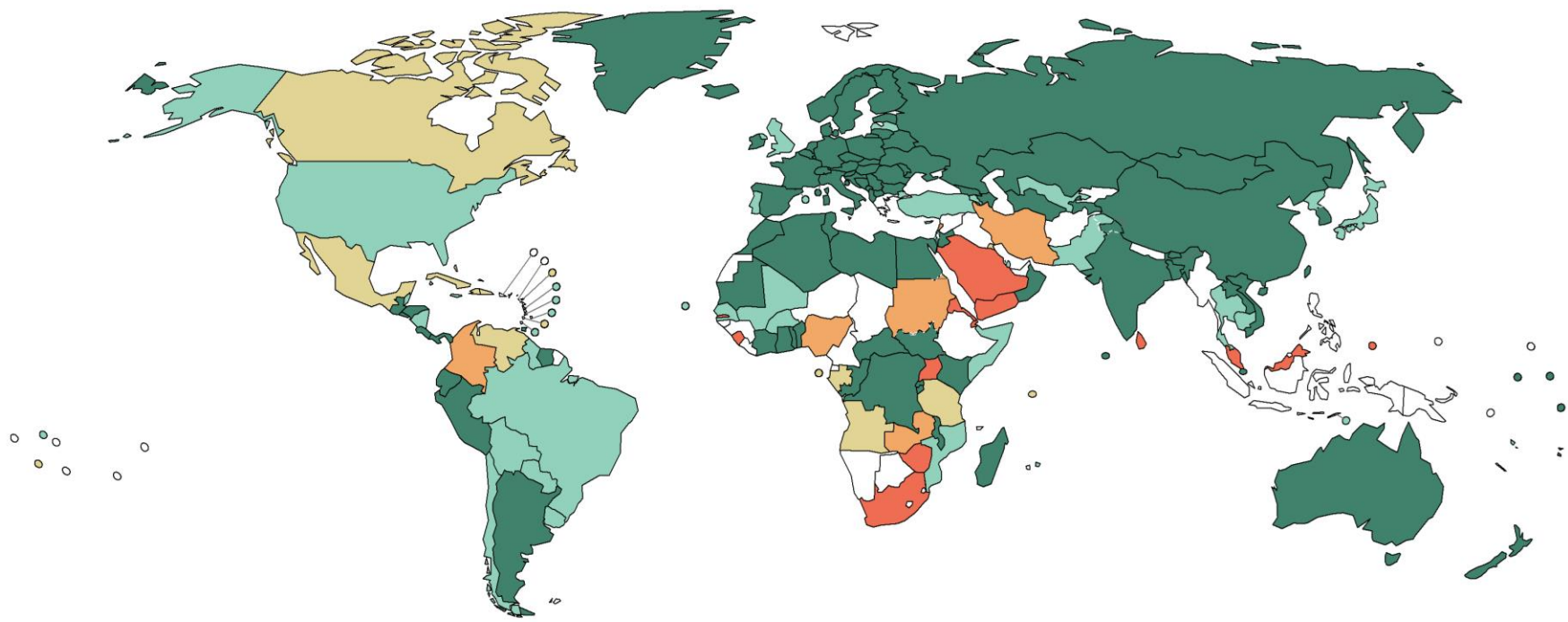
- ✓ Supreme Court, 2002: exemption for marital rape in criminal law violated the constitution's guarantee of gender equality
- ✓ Ongoing civil society engagement was essential to impact: advocates who brought the case leveraged the ruling to secure new legislation criminalizing marital rape in 2006

## ➤ *Shifting norms: **Germany***

- ✓ Constitutional Court, 2011: cited constitution's commitment to substantive gender equality to uphold parental leave law incentivizing men to participate in caregiving
- ✓ Illustrates how stronger language around government's responsibility to promote equality can facilitate efforts to advance more equitable norms and practices

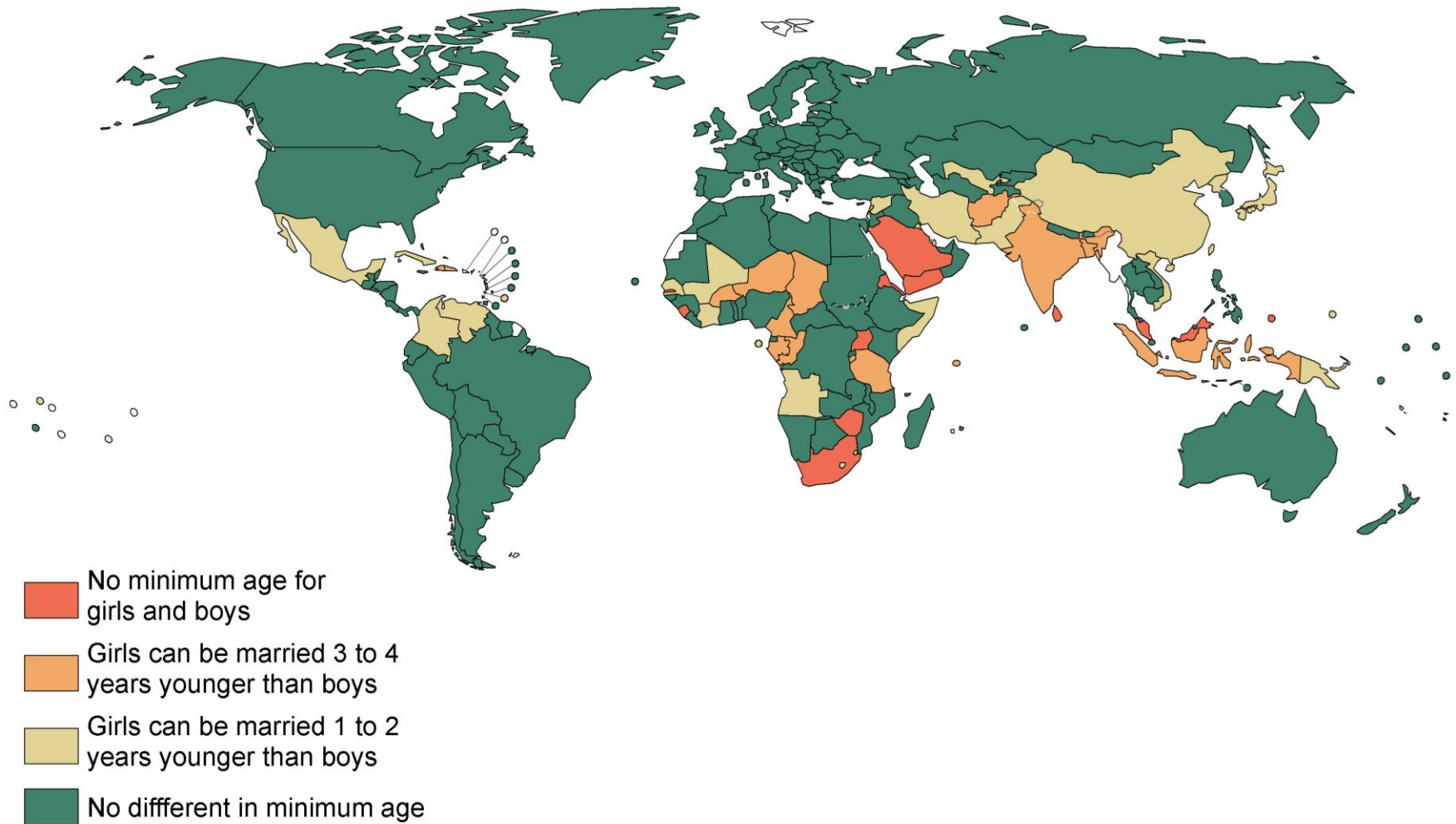


# When loophole exceptions are taken into account, what is the minimum age of marriage for girls?



-  No minimum age
-  9 to 13 years old
-  14 or 15 years old
-  16 or 17 years old
-  18 years old or older

# When loophole exceptions are taken into account, is there a gender disparity in the minimum age of marriage?





## Have low- and middle-income countries increased the minimum age of marriage to 18 years old with parental consent?

