

Gender Equality as Smart Development Policy in Pakistan

Caren Grown
Senior Director, Gender, World Bank Group
February 2017



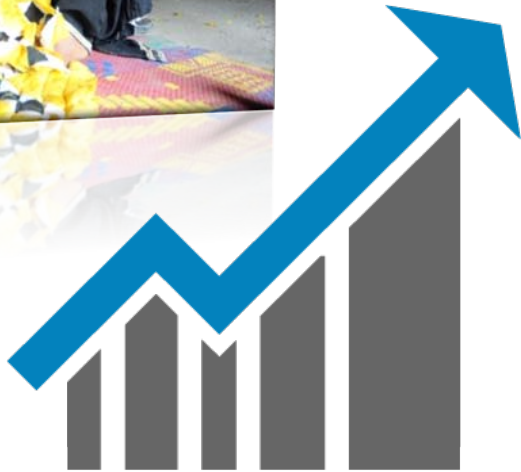
Pakistan's Economy



Pakistan has seen a turnaround in macroeconomic stability – creating the conditions for higher, sustainable and inclusive growth.

- Economic conditions have improved due to the Government's steady implementation of macroeconomic reforms and cheap international oil prices.
- Strong workers' remittances of about US\$19B (FY2014/15) contributed to financing the chronic trade deficit.
- The private sector is a critical enabler of economic growth, but private investment accounts for only 10% of the economy, compared to 18% in emerging markets.
- Inclusive growth--meaning growth that is spread across sectors, promotes equality of opportunity for all citizens, and reduces poverty-- is needed if Pakistan is to compete in the global economy long-term.

The Quantity *and* Quality of Growth Matters

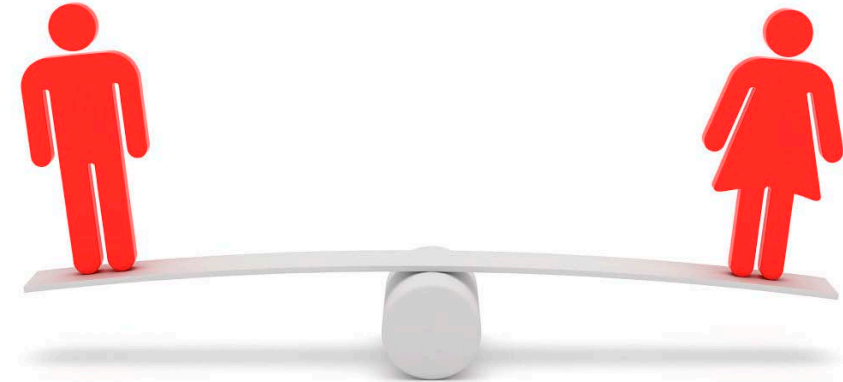


- Pakistan can raise the quantity of growth by raising productivity, boosting private investment, improving the business climate and strengthening exports.
- BUT, the quality of this growth matters. When growth helps to lift people out of poverty and enables *everyone* to participate productively, it is more sustainable.
- Investing in education can help. Enabling more women to participate in the economy is also critical. However challenges remain. For example, more than 5M children of primary age are out of school, including 3.3M girls.

What does economic development have to do with gender equality?

But first, what is gender?

- **Gender** refers to the social, behavioral and cultural factors associated with being male or female.



- **Gender inequality** refers to how these factors affect how women and men relate to each other. It also refers to the differences in rights, resources, and power between women and men.

What does economic development have to do with gender equality?

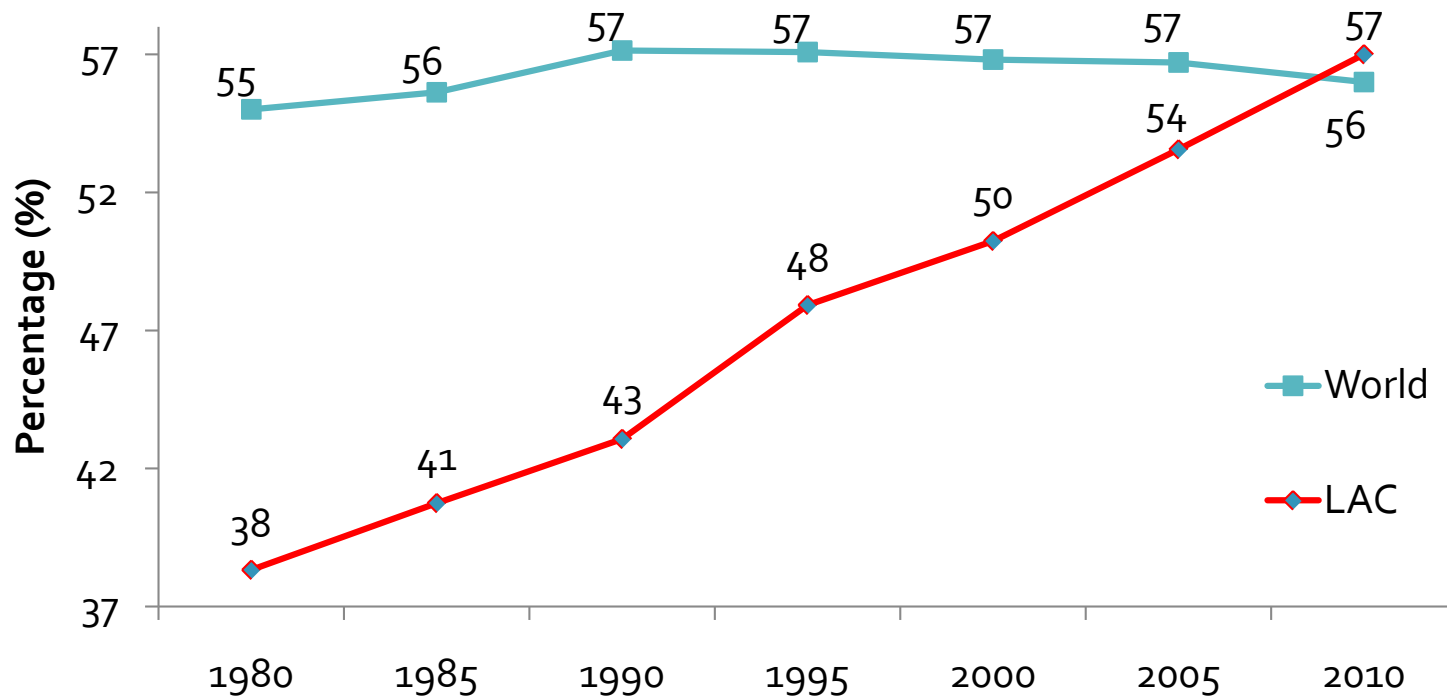
- There are negative impacts on productivity when an economy's resources (for e.g., women's skills and talents) are underused.
- When women participate in the economy, their incomes contribute to the well-being of the household in many ways.
 - For example, they can help (i) their households reduce poverty, (ii) cope with shocks, and (iii) enable investments in health and education for their children.



Increased incomes for women drove poverty reduction in Latin America

Female labor force participation in Latin America (LAC) and the World, 1980-2010

Female labor force participation increased by 7% from 2000-2010



▼ **Female income accounted for 30% of the reduction in extreme poverty and 28% of the reduction in inequality from 2000-2010**

The Global Context: The world has made progress, but critical gaps remain

Human Endowments (Health and Education)

- Healthier and longer lives for men and women...but too many women still die as a result of pregnancy and childbirth.
- Enormous progress has been made in education. Boys and girls are enrolling in and completing primary school at the same rates, globally. But, in some countries, boys are becoming disadvantaged. There are also issues with the quality of education.

Economic Opportunities

- The difference in how men and women participate in the economy (labor force participation) has been narrowing since 1990. However, challenges remain with only 50% of women participating in the economy globally compared to 76% of men.
- Women are less likely to work full-time and earn 10-30 percent less than men.
- Formal female-owned small and medium-sized enterprises face a credit gap of roughly \$300B.

Voice and Agency

- More national laws on gender-based violence ... but 1 in 3 women experience violence globally.
- In 1 of 3 countries where data is available, 30 percent of girls are married by age 18.
- 943 gender legal differences persist in 173 economies.

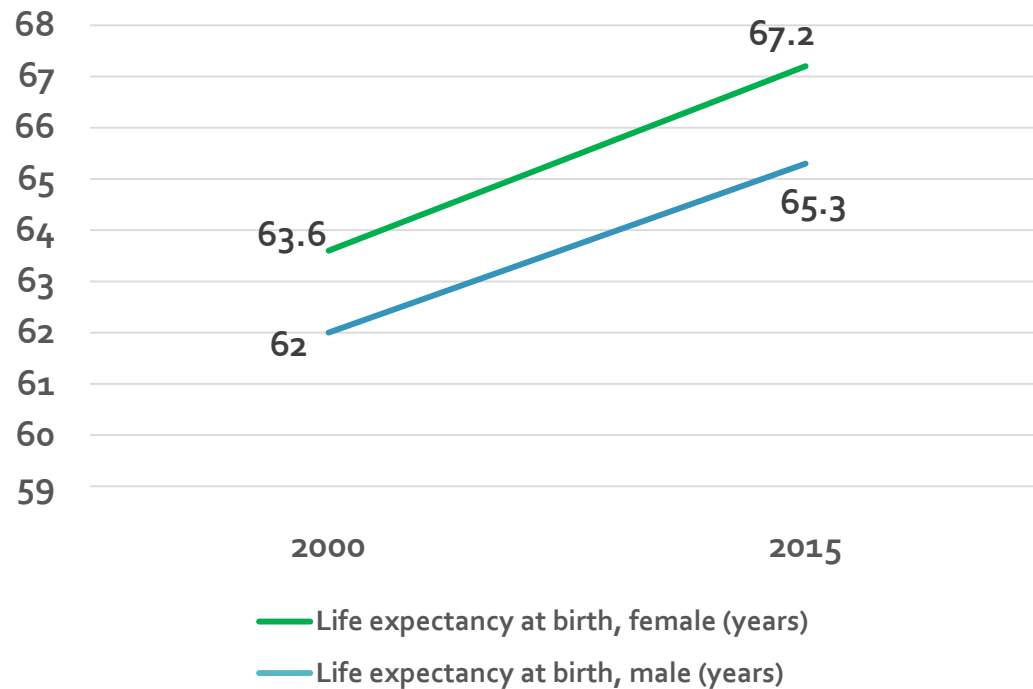


Violent conflict and fragility affect men and women differently.

The Situation in Pakistan: Health

Pakistan has witnessed advances in health.

Life expectancy has improved for both females and males.

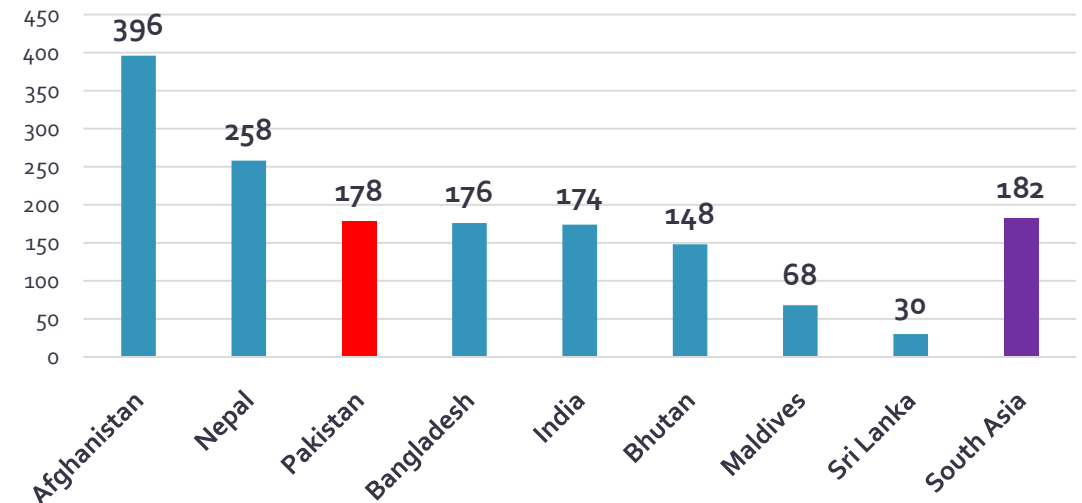


And, more pregnant women are receiving prenatal care, with an increase from 43.3% (2001) to 73.1% (2013).

But there is also room for improvement. For example, too many women still die as a result of pregnancy and childbirth.

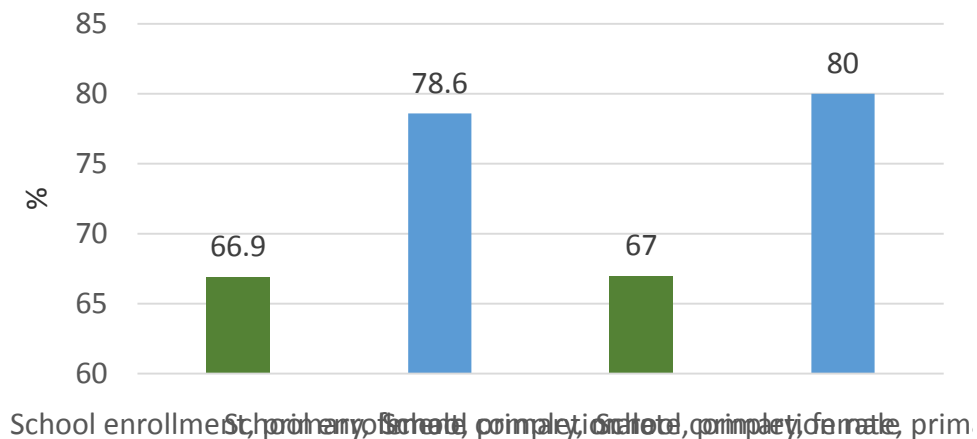
While Afghanistan has the highest maternal mortality rate in the Region (396 deaths per 1000 live births), in Pakistan the rate is 178 deaths per 1000 live births compared to 30 deaths per 1000 live births in Sri Lanka.

Maternal mortality ratio (modeled estimate, per 100,000 live births), 2015

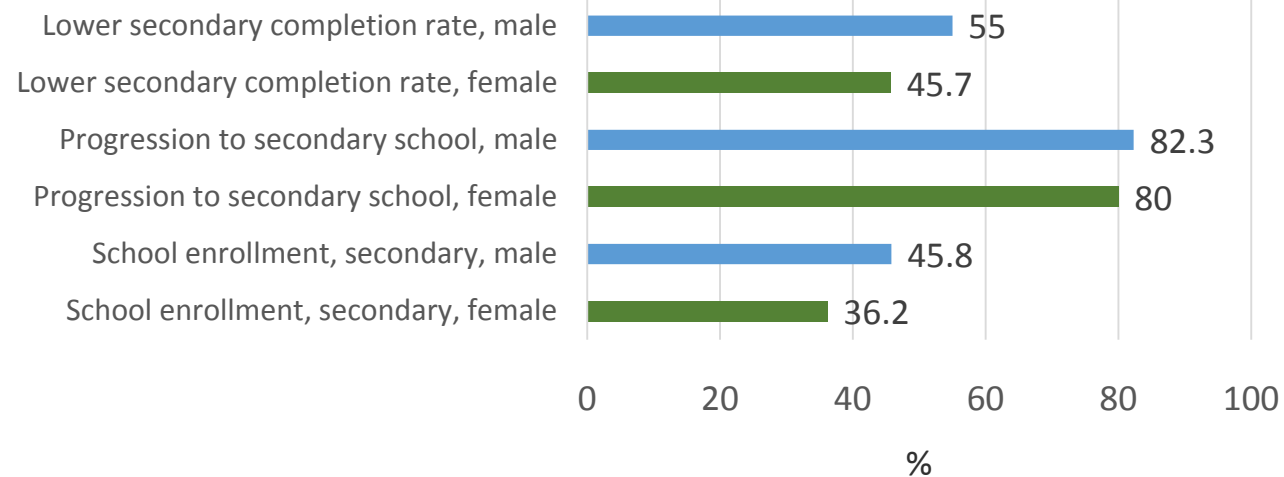


The Situation in Pakistan: Education

Primary



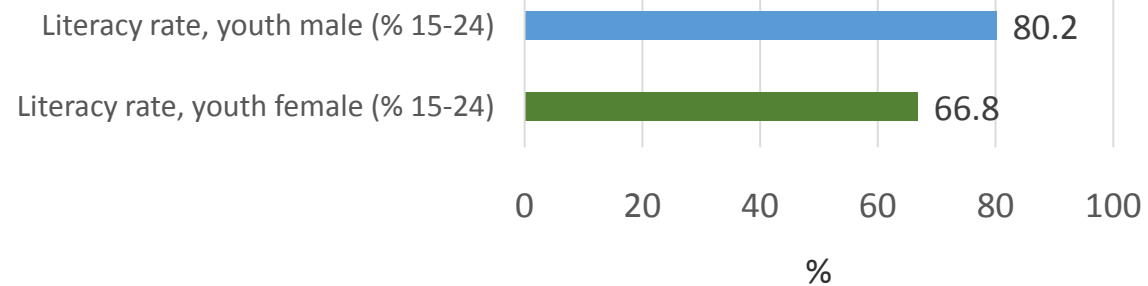
Secondary



Tertiary

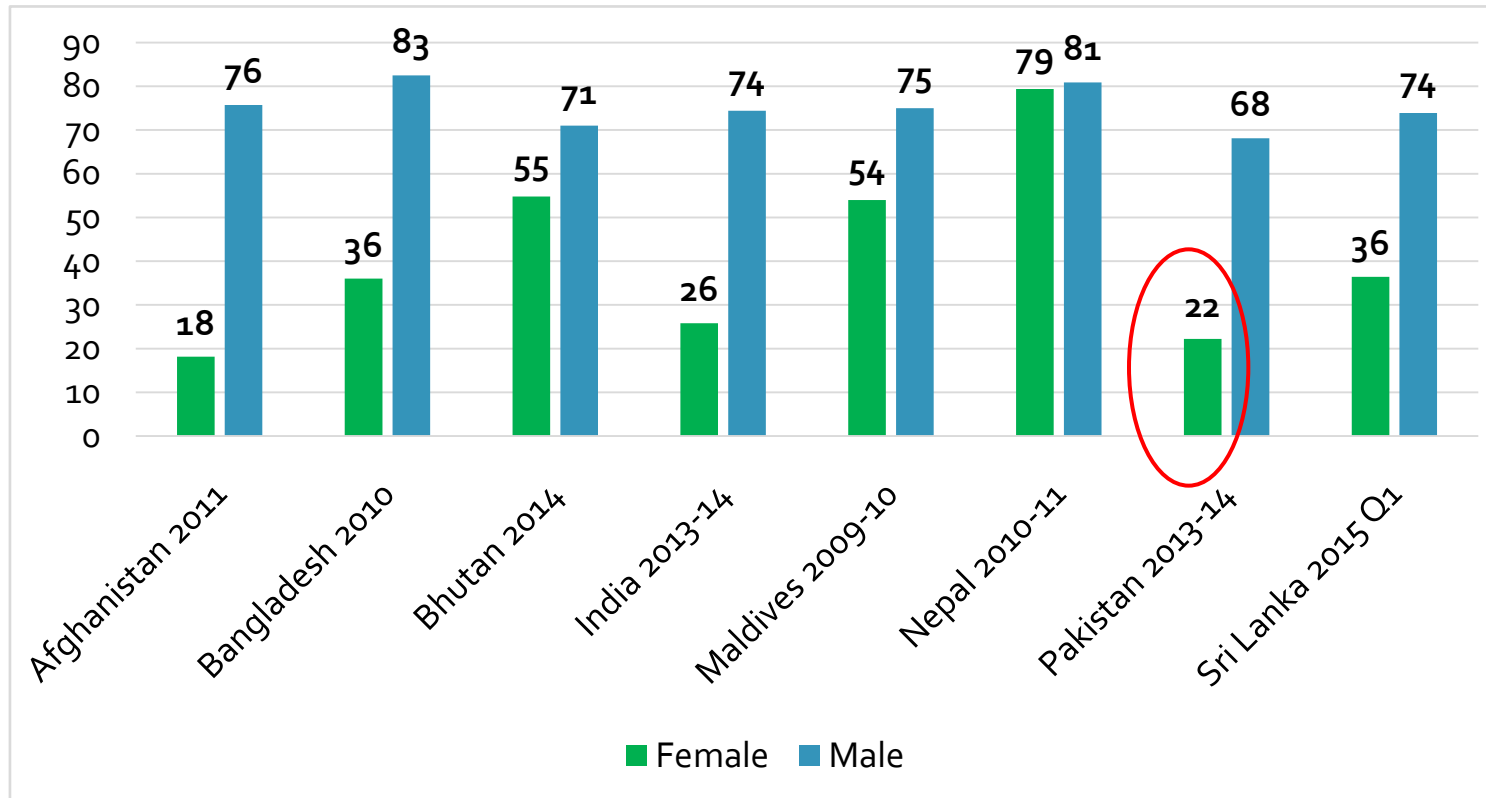


Literacy



The Situation in Pakistan: Economic Opportunity

Pakistan can boost its growth potential by better integrating women into the economy, yet only 22% percent participate in the formal labor market.



Women's access to finance is also more constrained in Pakistan than it is in some comparator countries.

Access to Finance Indicator	Pakistan		Regional Average	
	Female	Male	Female	Male
Account at formal financial institution, by sex (% age 15+)	2.95	17.28	25.02	
Account used for business purposes, female (% age 15+)	0.25	5.37	1.71	

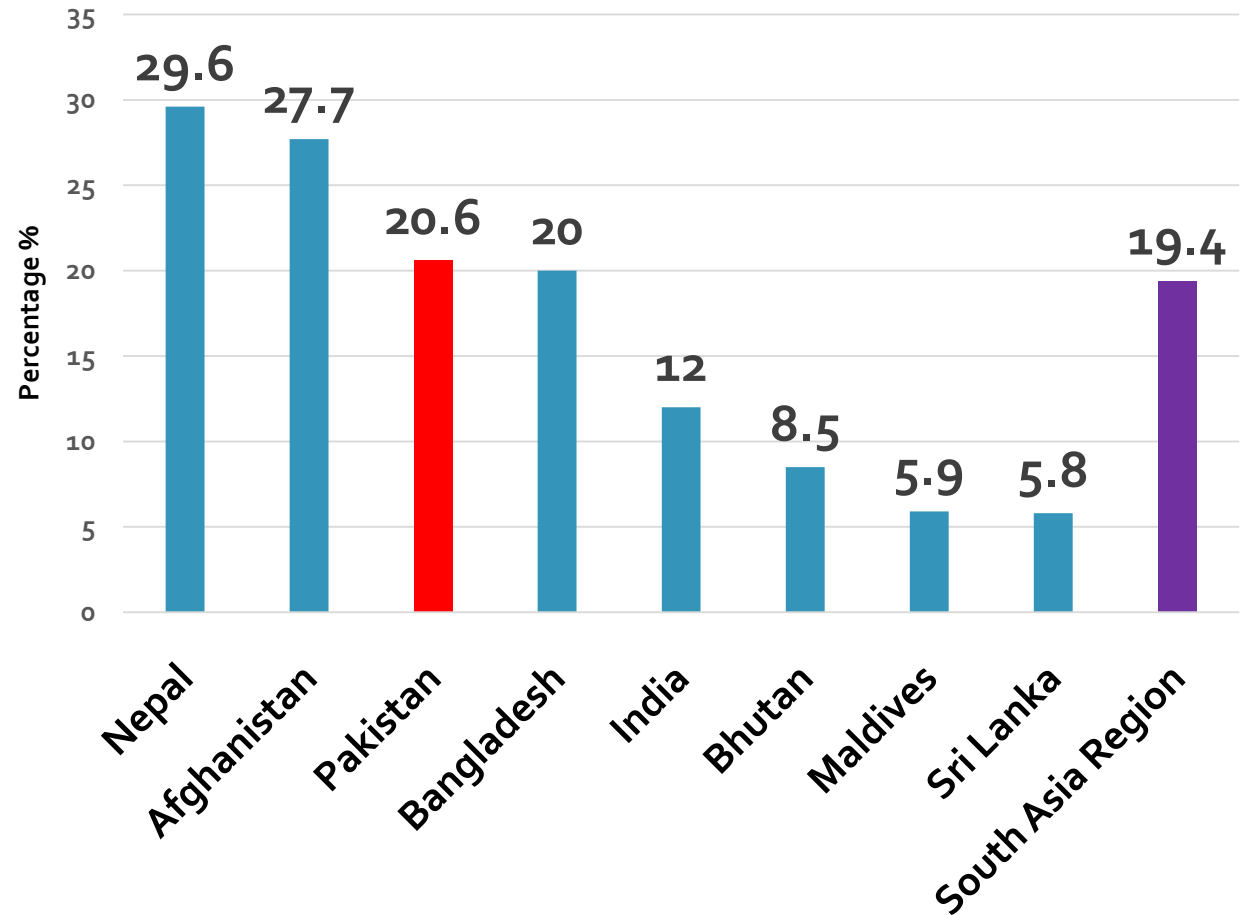
National Estimates of Labor Force Participation Rates in South Asian Countries (percent of female and male population ages 15+)
 Source: National Country Estimates, multiple years

The Situation in Pakistan: Political Empowerment



- Pakistan is above the South Asia Regional average with 20.6% of seats held by women in the national parliament.
- However, there are no women in federal ministerial level positions in Pakistan compared to the South Asia Regional average of 10.43% of women in ministerial level positions.

Proportion of seats held by women in national parliaments (%), 2016

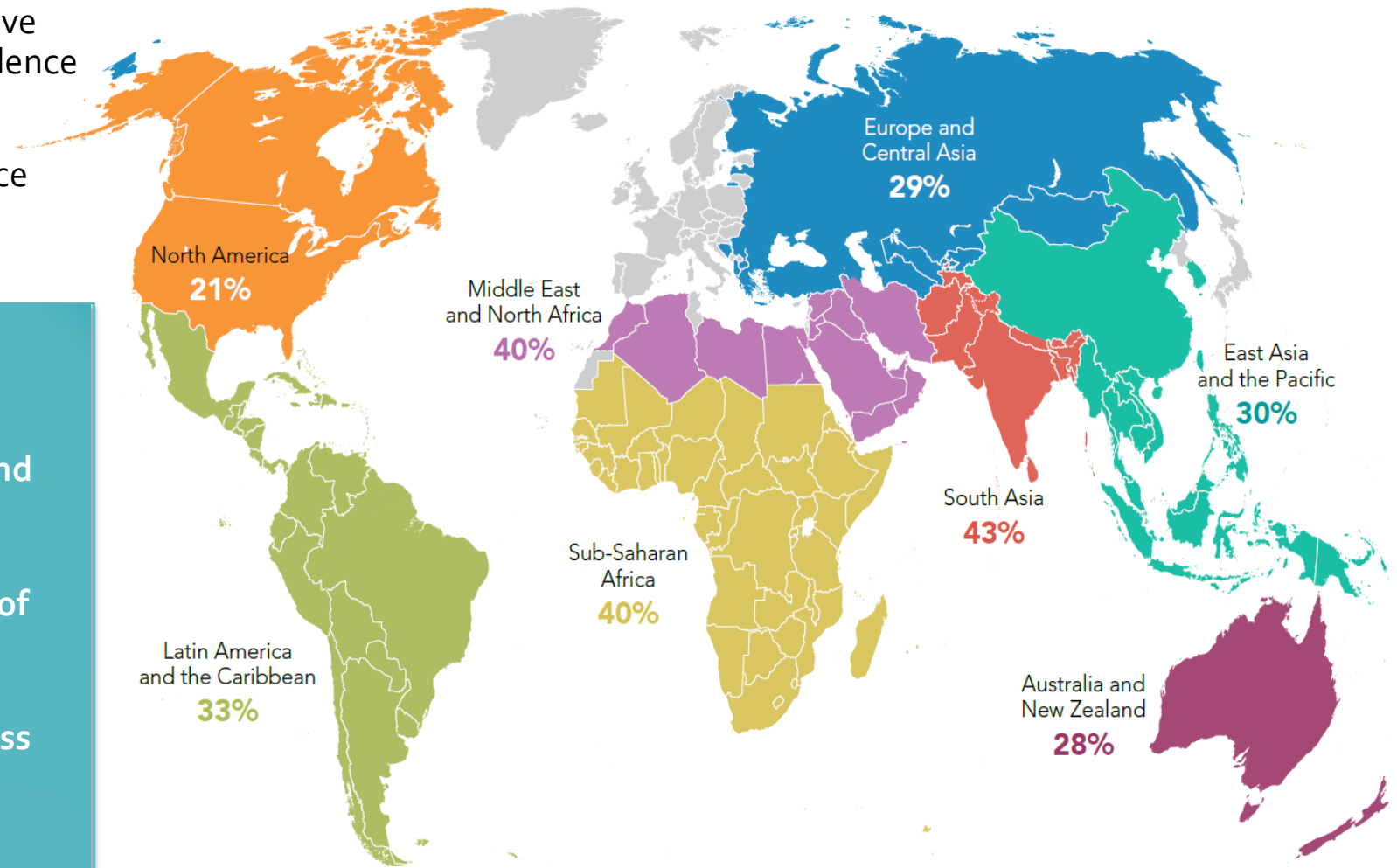


The Situation in Pakistan: Gender-Based Violence

- According to the 2012-13 Demographic Health Survey, **32% of women** (15-49 years) who have been married have experienced physical violence at least once since age 15.
- **19% of women** experienced physical violence within the 12 months prior to the survey.

Pakistan is taking steps to address gender-based violence through legal reform.

- The Government has passed anti-rape and anti-honor killing bills.
- Provisions:
 - prevent pardoning of perpetrators of honor killings by family members;
 - require verdicts on rape cases be delivered within 3 months to address low conviction rates; and
 - mandate DNA sample testing by registered medical professionals to help with prosecution.



More than 700 million women subject to violence at the hands of a husband, boyfriend or partner in their lifetime

Gender Legal Differences in Pakistan

Select Indicators on Getting a Job



Other Restrictions include:

- No law prohibiting law discrimination by creditors on the basis of gender in access to credit.
- No law prohibiting discrimination by creditors on the basis of marital status in access to credit.

② Can women do the same jobs as men?

PAKISTAN

No

SOUTH ASIA



■ Yes: (29%) ■ No: (71%)

GLOBAL



■ Yes: (45%) ■ No: (55%)

② Does the law mandate equal remuneration for work of equal value?

PAKISTAN

No

SOUTH ASIA



■ Yes: (14%) ■ No: (86%)

GLOBAL



■ Yes: (41%) ■ No: (59%)

BUT some good laws are in place. For example, the law mandates maternity leave and the Government pays 100% of maternity benefits. And, the dismissal of pregnant women is also prohibited.

Reducing Economic and Gender Inequality: Some Pathways

- Early Childhood Development/Nutrition
- Universal Health Care
- Enhance Teaching Quality
- Infrastructure
- Cash Transfers/Social Protection
- Well-designed Progressive Taxation
- Increasing Productivity
- Financial Inclusion
- Public/private services for care
- Remove legal barriers that inhibit economic participation

What is the World Bank Group doing to advance gender equality?

Improving Gaps in Human Endowments (Health/Education)

1



Address first generation gaps in health (maternal mortality) and education. Work on emerging issues - ageing and non-communicable diseases.

Removing Constraints for More and Better Jobs

2



Help increase women's labor force participation, boost access to higher quality jobs and reduce occupational segregation, provide care services and safe transport.

Removing Barriers to Women's Ownership and Control of Assets

3



Close gaps between men and women in ownership and control over finance, land, housing, and ICT.

Enhancing Women's Voice & Agency and Engaging Men and Boys

4



Address gender based violence in relevant operations, and especially in conflict situations and promote women's leadership in local service delivery.

Building the resilience of women and men to cope with natural (climate change) and human (conflict) shocks



HeForShe
UN Women Solidarity Movement
for Gender Equality

What can you do to advance gender equality?

EDUCATION

Fight gender stereotypes.

Reflect on how you might reinforce these and make an effort to change them.

HEALTH

Take a stand against child marriage, which has many harmful impacts (health and otherwise).

POLITICS

Speak up.

Gender equality needs champions in every community.

VIOLENCE

Be an Active Bystander if it is safe to do so.

Check in to help out. Simply asking "Are you okay?" may offer a potential victim a way out of a dangerous situation.

People everywhere from all walks of life are working together to achieve gender equality.
But it takes more – it takes *you*.