

EXPANDING OPPORTUNITIES FOR GIRLS AND WOMEN

**Making Cents Int'l: Global Youth Economic Opportunities Conference
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Expanding economic opportunities: a holistic approach

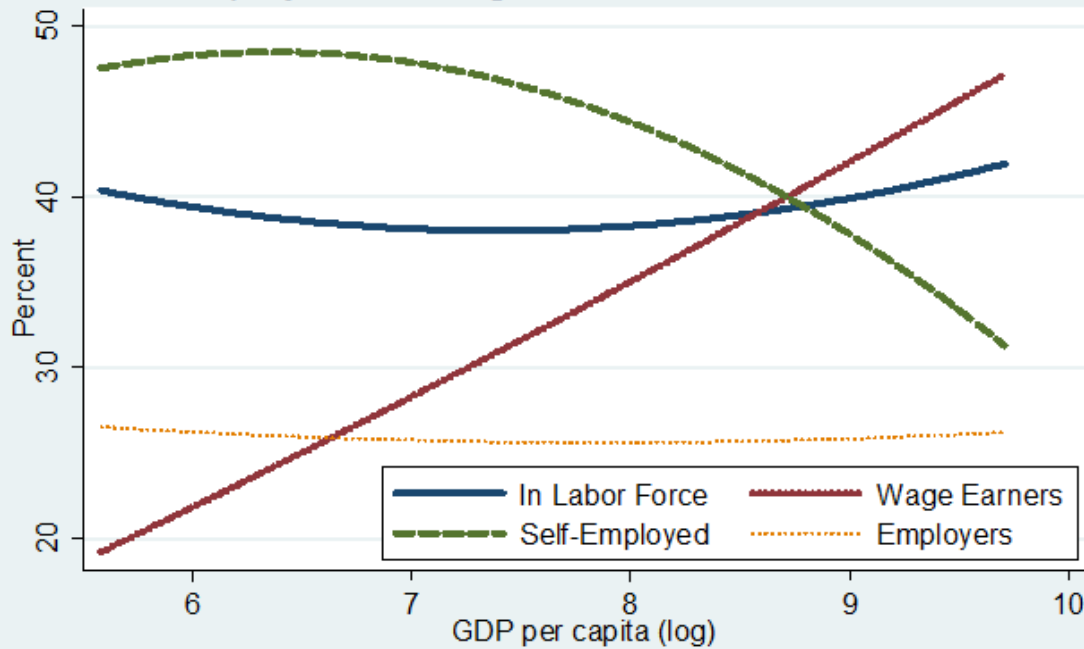
- Access to human capital (education, training)
- Access to assets (financial and physical)
- An enabling environment (cultural, social, business)
- Motivation (drive, connections, empowerment)

- “Gender” and “youth” can matter
 - ▣ Directly (e.g. face constraints as girls/women) and
 - ▣ Indirectly (e.g. nature of where young women are disproportionately active).

Where do (young) women work?

Women's share in non-agricultural employment averages 38 percent – across income levels

Within Employment Categories, the Percent that are Women



Excluding agriculture

Source: National Household and Labor Force Surveys

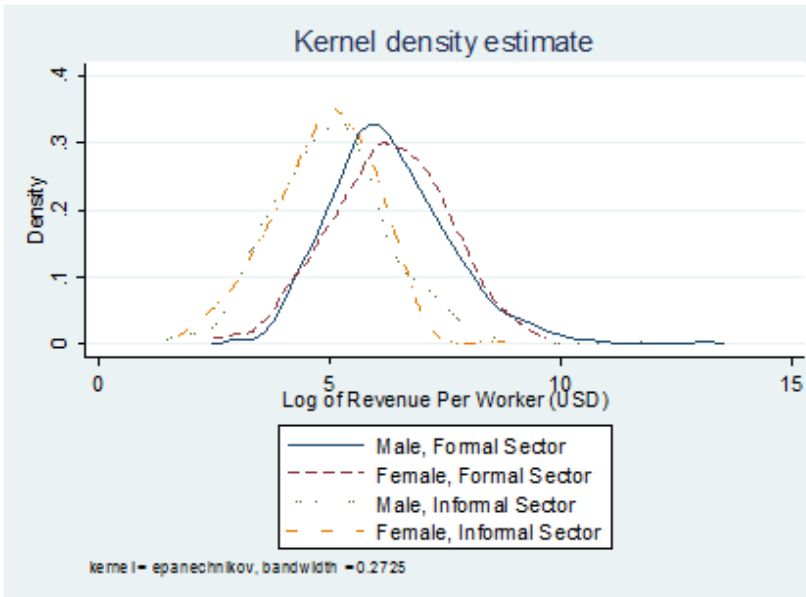
- At low levels of income, women are disproportionately in self-employment.
- Greater relative participation of women in wage work as income rises
- Women's share of employers remains constant
 - But 10 percentage points lower than women's share in the non-agric. labor force

Source: Hallward-Driemeier et al. (2011)

Agenda is not only about girls' and women's participation per se – but to help them move into higher value added activities

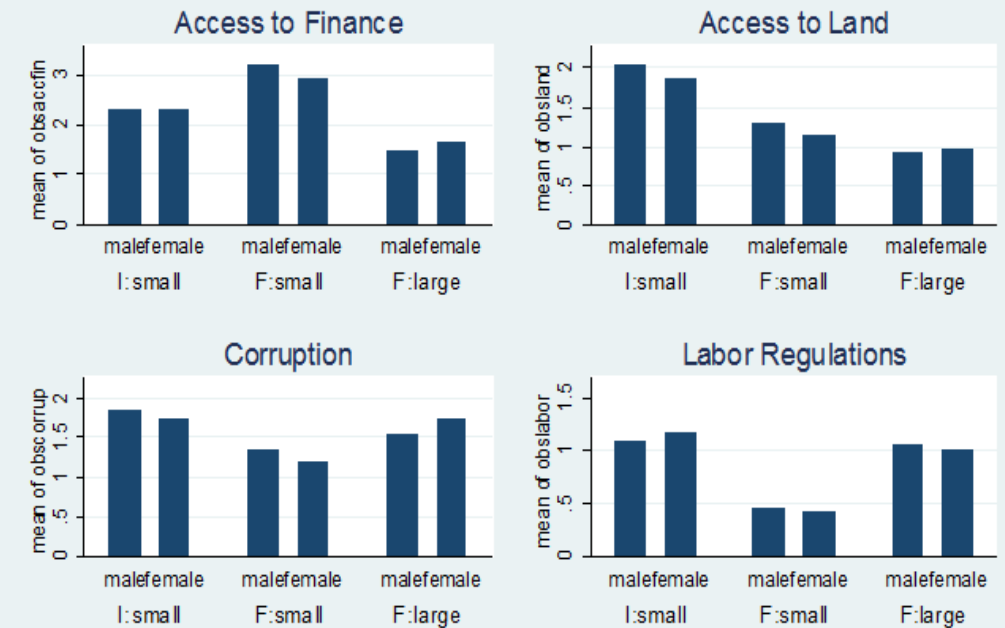
Where you work matters: Differences are greater across sectors than by gender within a sector

Labor Productivity



Source: Hallward-Driemeier and Gajigo (2010)

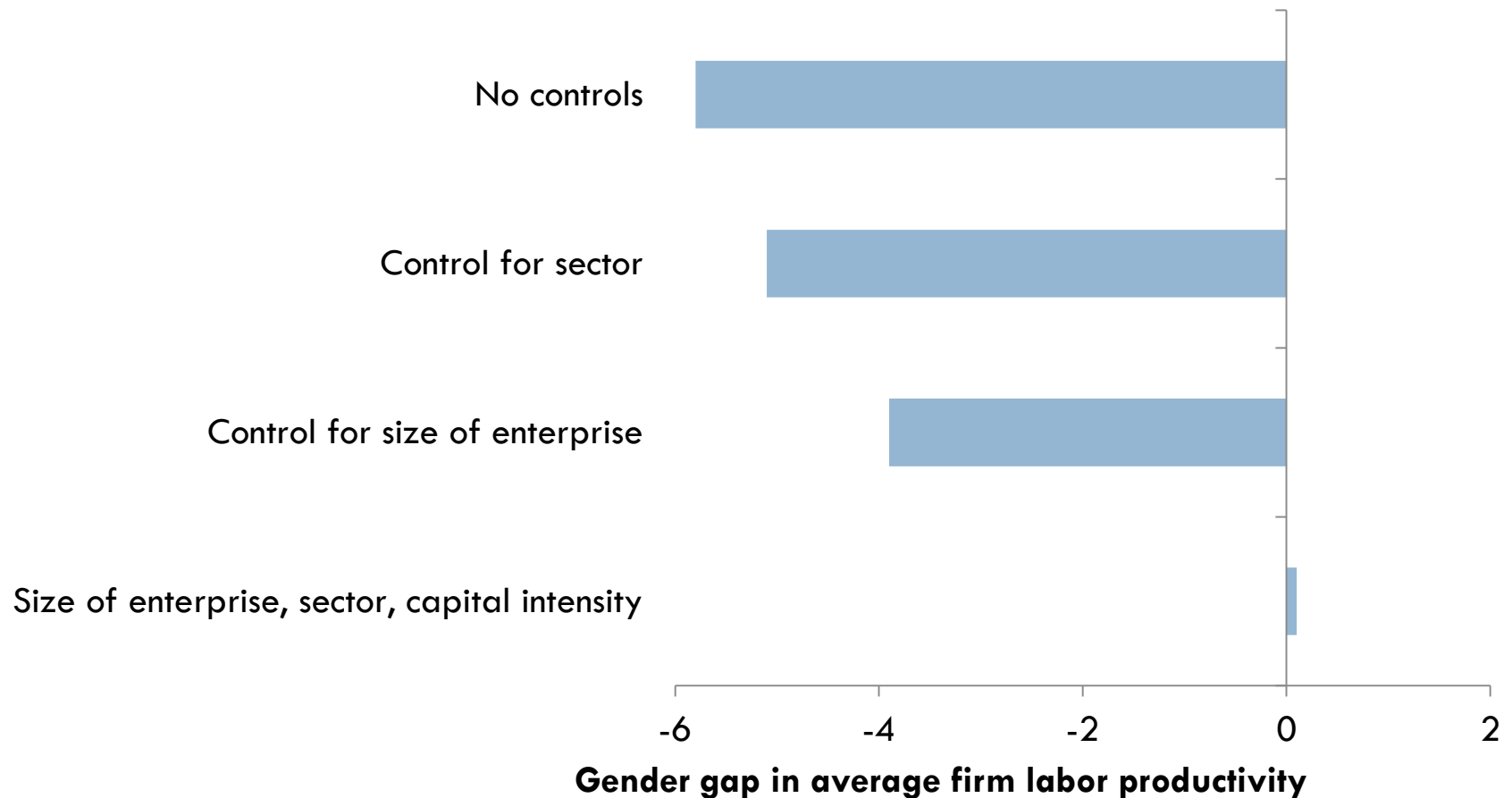
Obstacles to Doing Business in Africa by size



source: Enterprise Surveys, World Bank

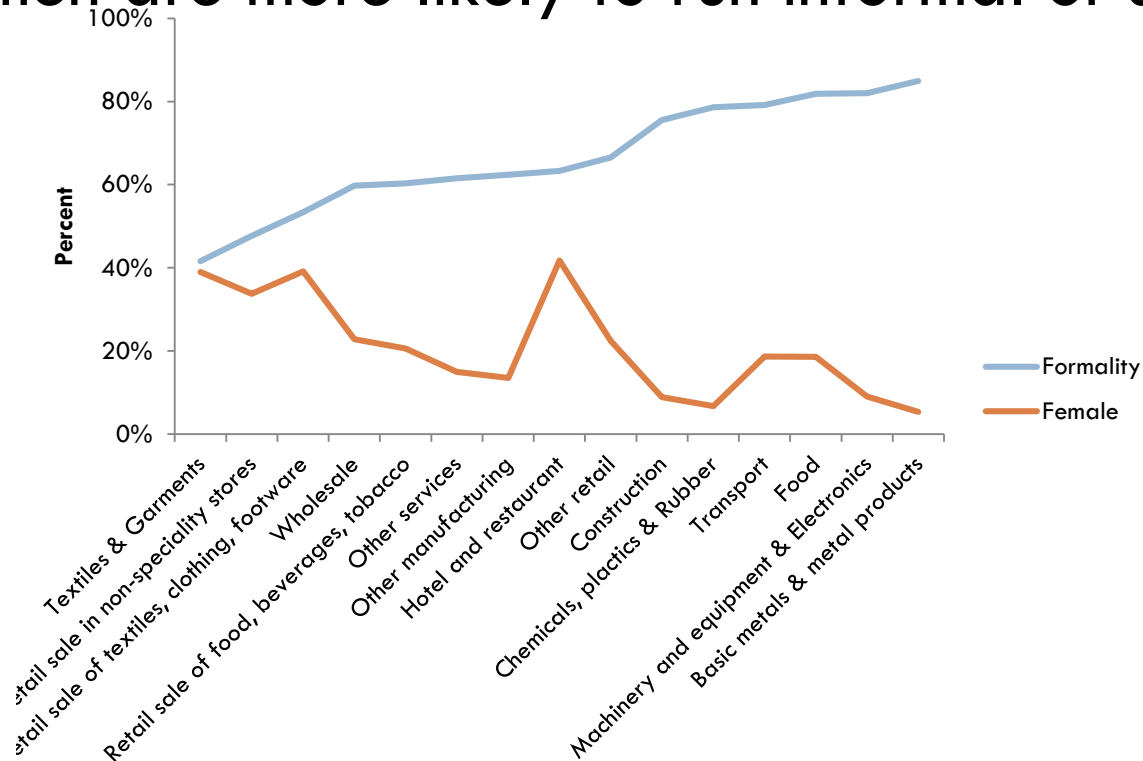
Source: Hallward-Driemeier et al. (2011)

Controlling for enterprise characteristics removes the gender gap in productivity



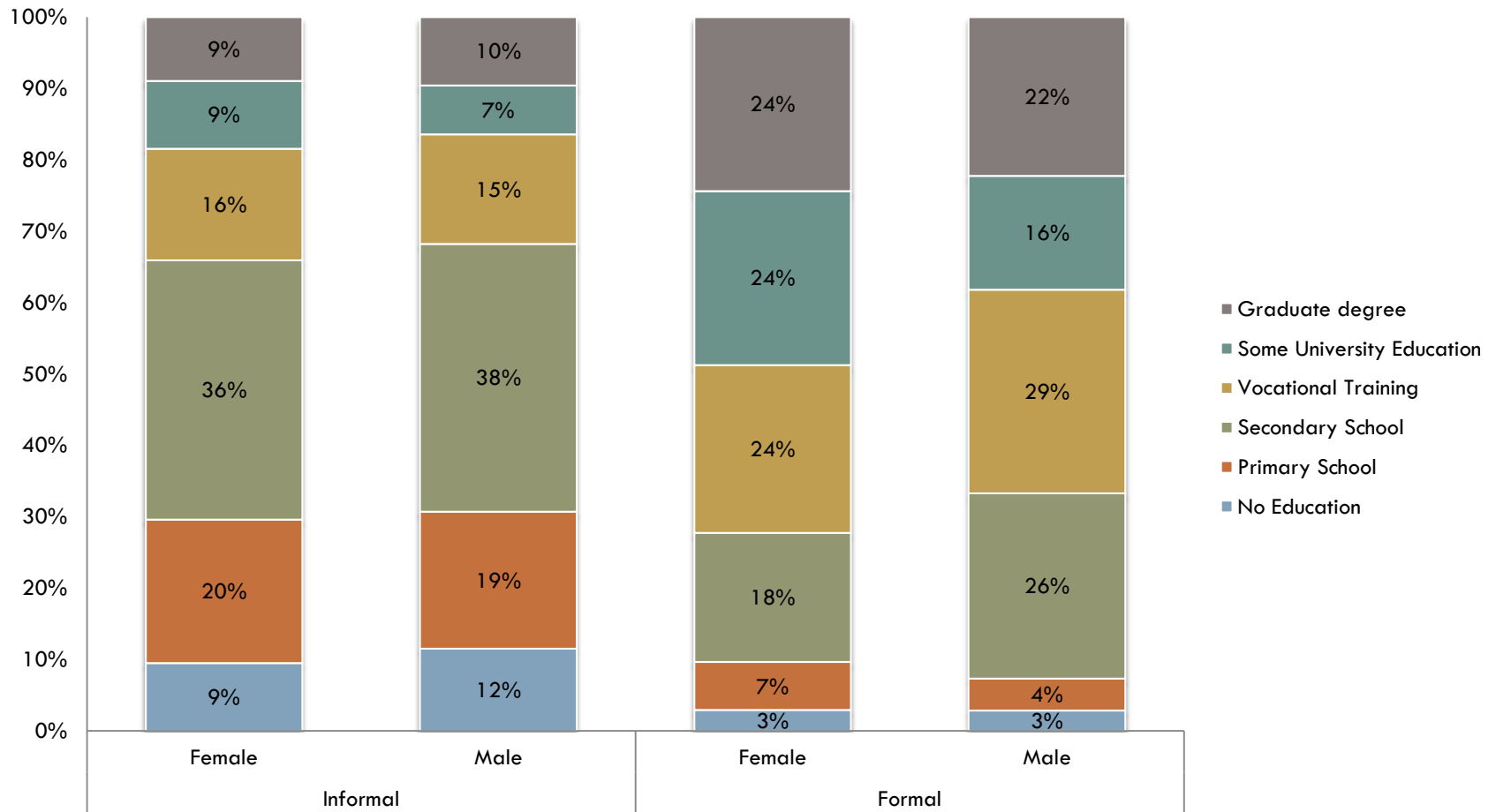
But gender sorting across sectors and sizes remains pervasive

Women are more likely to run informal or smaller firms.



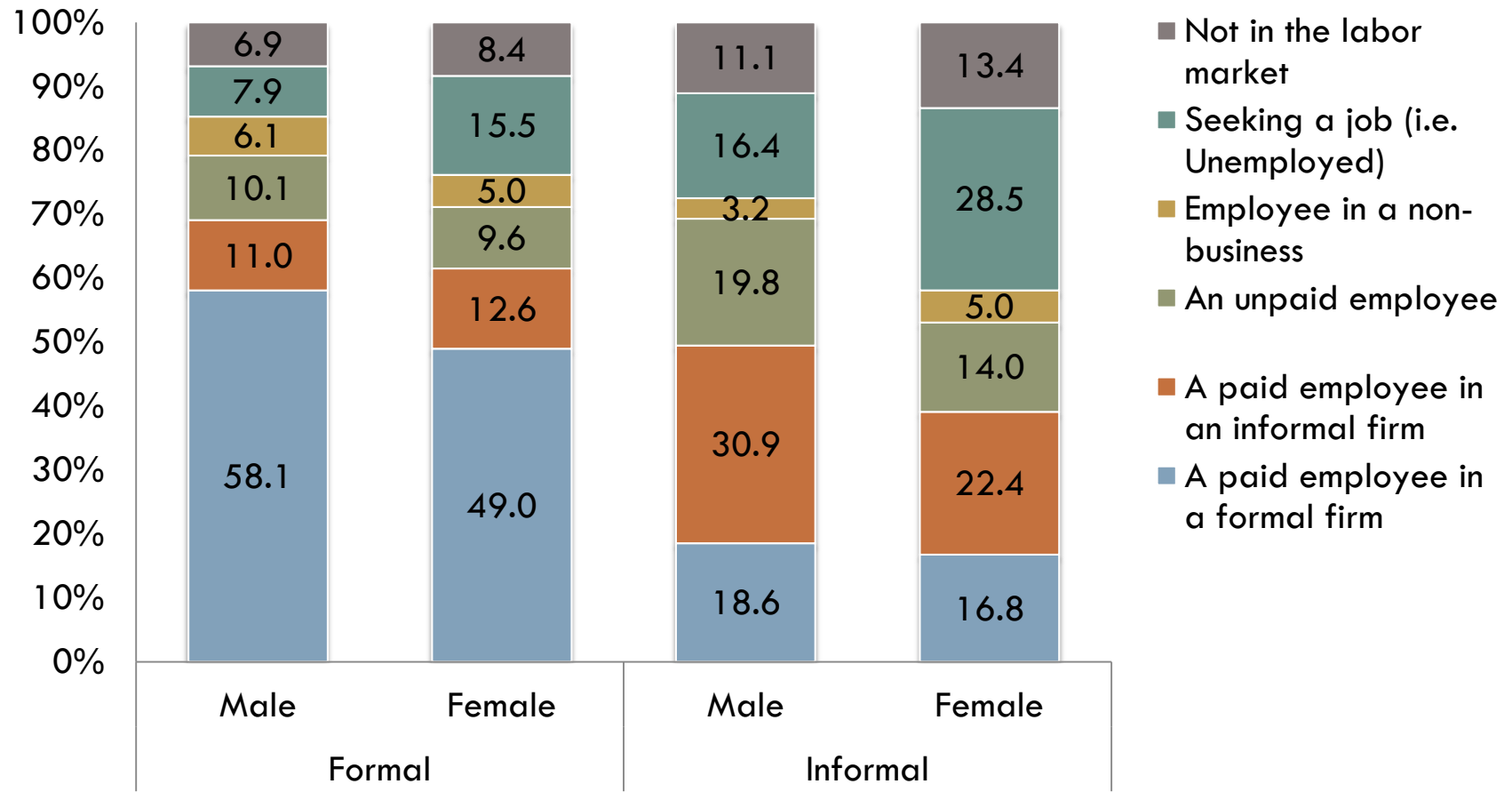
So it is critical to focus on factors affecting girls' and young women's choice of activity /formality / size of enterprise in shaping their opportunities

Education varies more by formal/informal sector than by gender



Source: Gajigo and Hallward-Driemeier 2010, Survey of New Enterprises in Sub-Saharan Africa.

Differences in prior experience vary more by sector than by gender



Gajigo and Hallward-Driemeier 2010

Transitions between formal and informal sectors are relatively low

Relative education of wage earners and self-employed

Gap in Education of Wage Earners versus Self-Employed Women

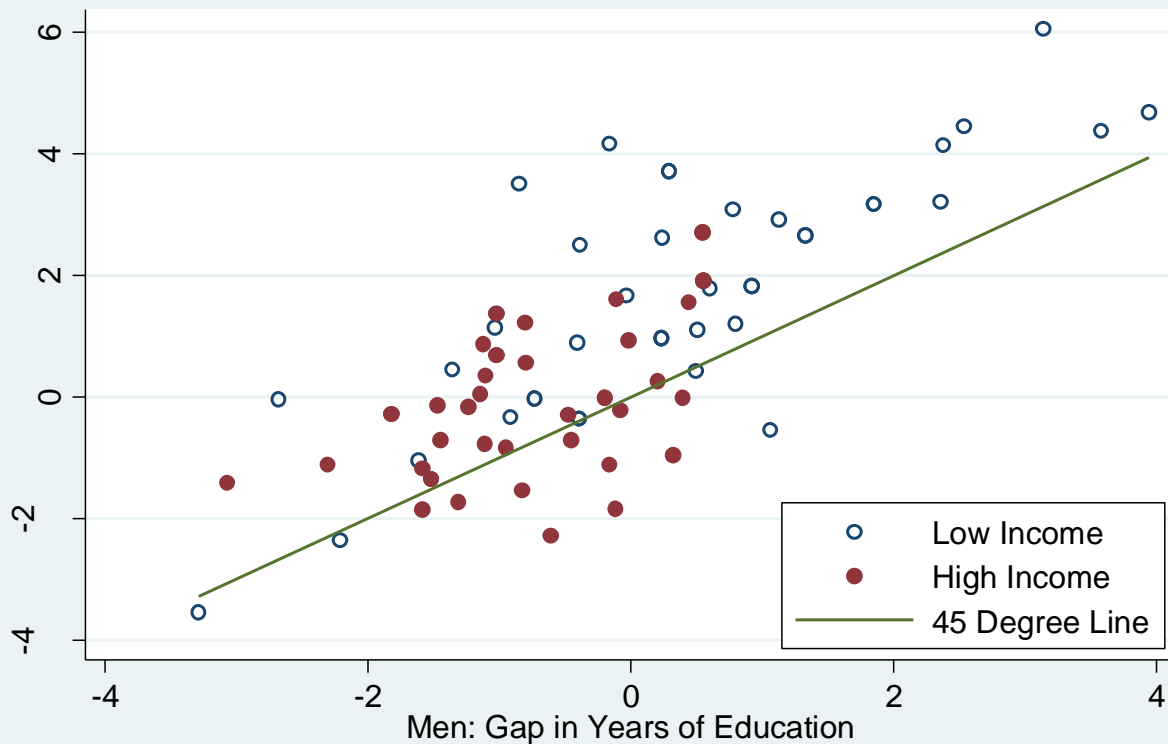


In almost all countries, wage earners are more educated than self-employed (dots are above “0” on vertical axis)

The gap in education of wage earners over self-employed is greatest in low income countries and where self-employment is higher

Relative education of employers and wage earners

Gap in Education of Wage Earners versus Employers
Women vs Men



- Women's gap in education is higher in lower income countries ('o' are above 45 degree line)

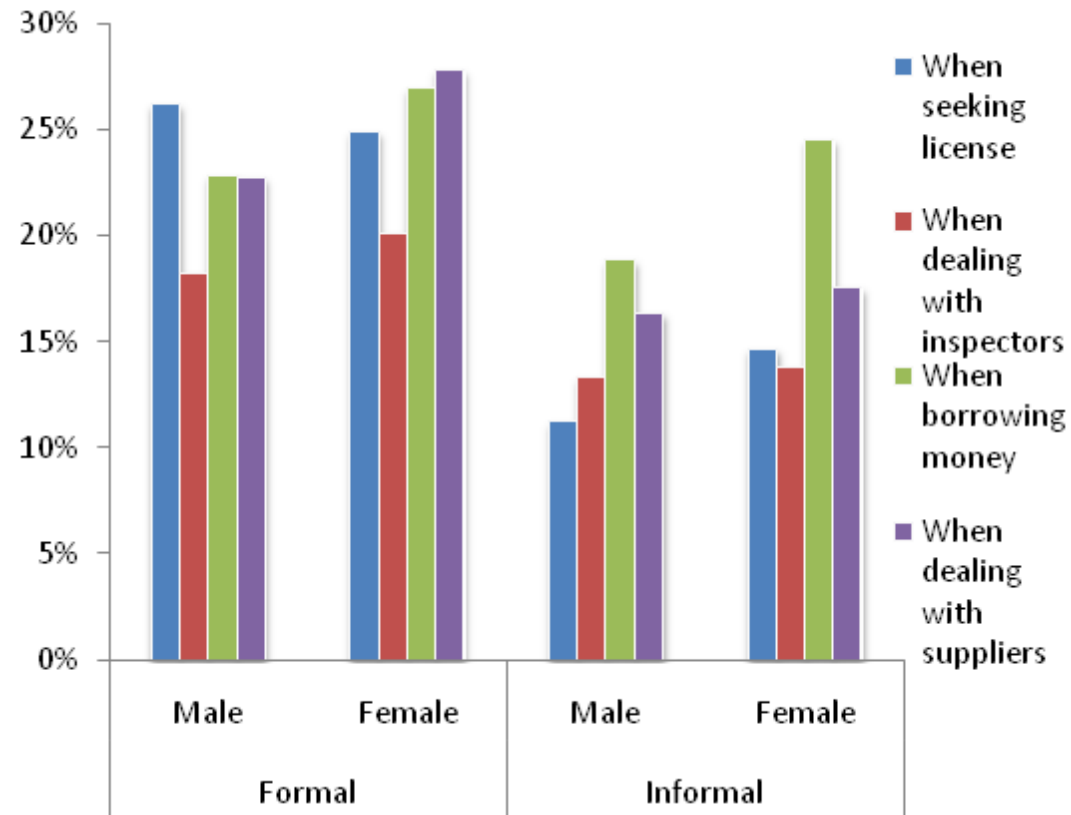
- In more lower income countries, wage earners are more educated than employers (i.e. are in upper right quadrant)

- In higher income countries, many employers are more educated than wage earners (i.e. in bottom left quadrant).

Direct impact of gender – greater IC constraints faced by women as women

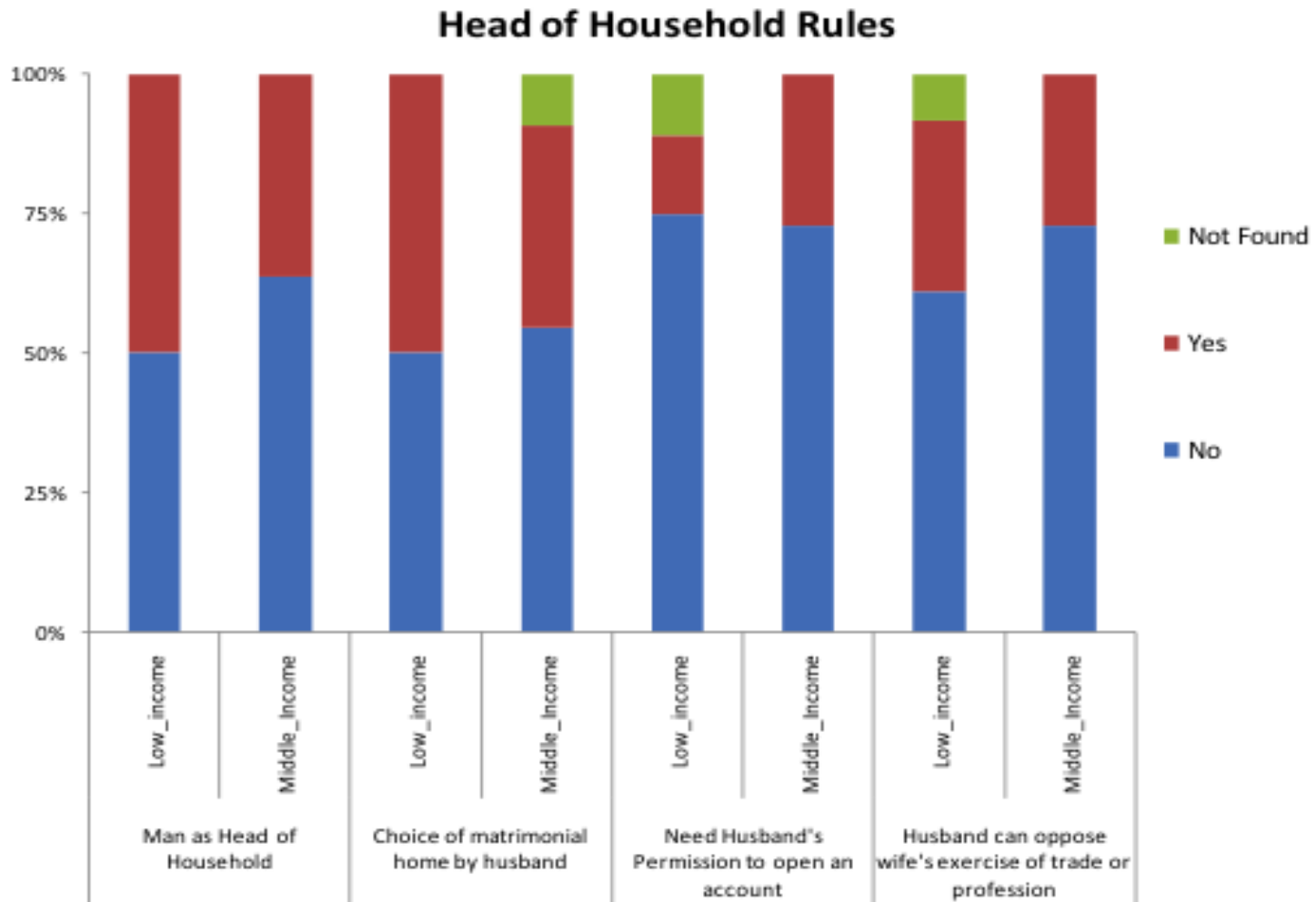
- Property rights: especially family law
 - Ethiopia – change of family law raised share of women working outside the home
- Access to finance
 - Require male co-signature
 - Less access to collateral
- Harassment – what is asked for is not always money; ‘sextortion’

Shares that have ‘frequently’ heard of sexual favors being raised in certain transactions



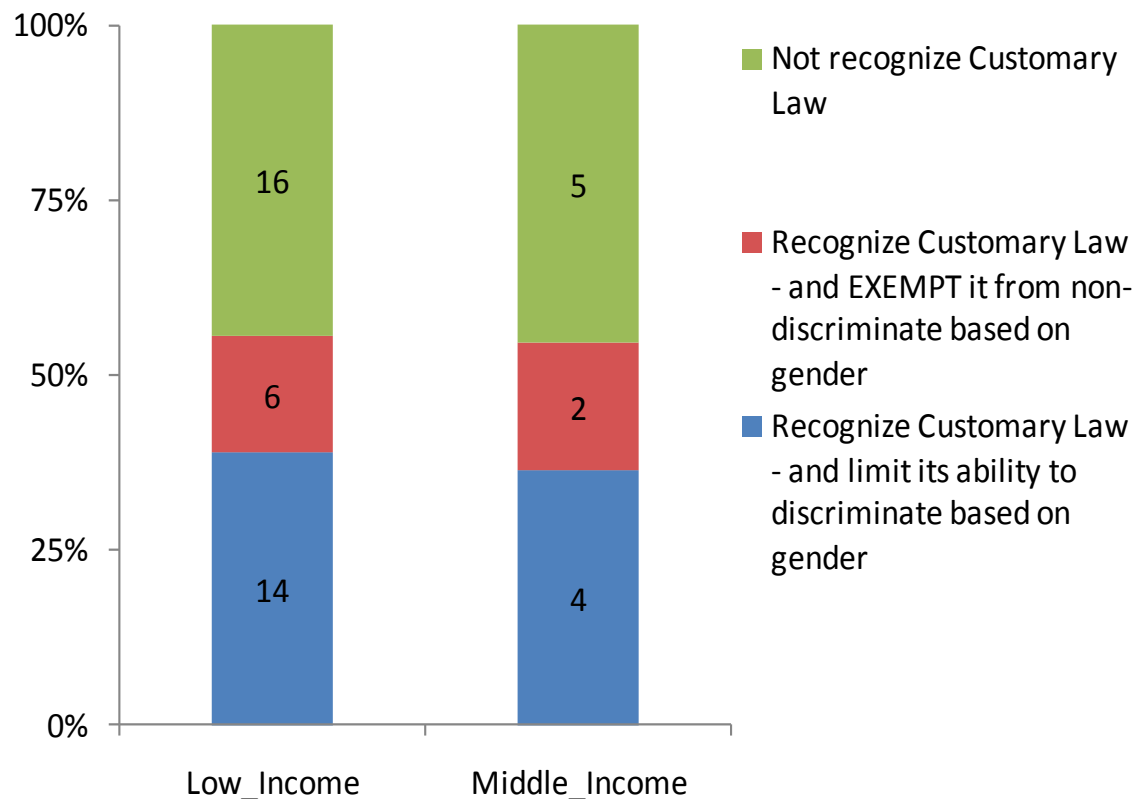
Source: Hallward-Driemeier et al. (2011)

Gender gaps in legal rights do not necessarily close with income



Protection of 'non-discrimination' should hold across all areas of the law

Constitutional Recognition of Customary Law



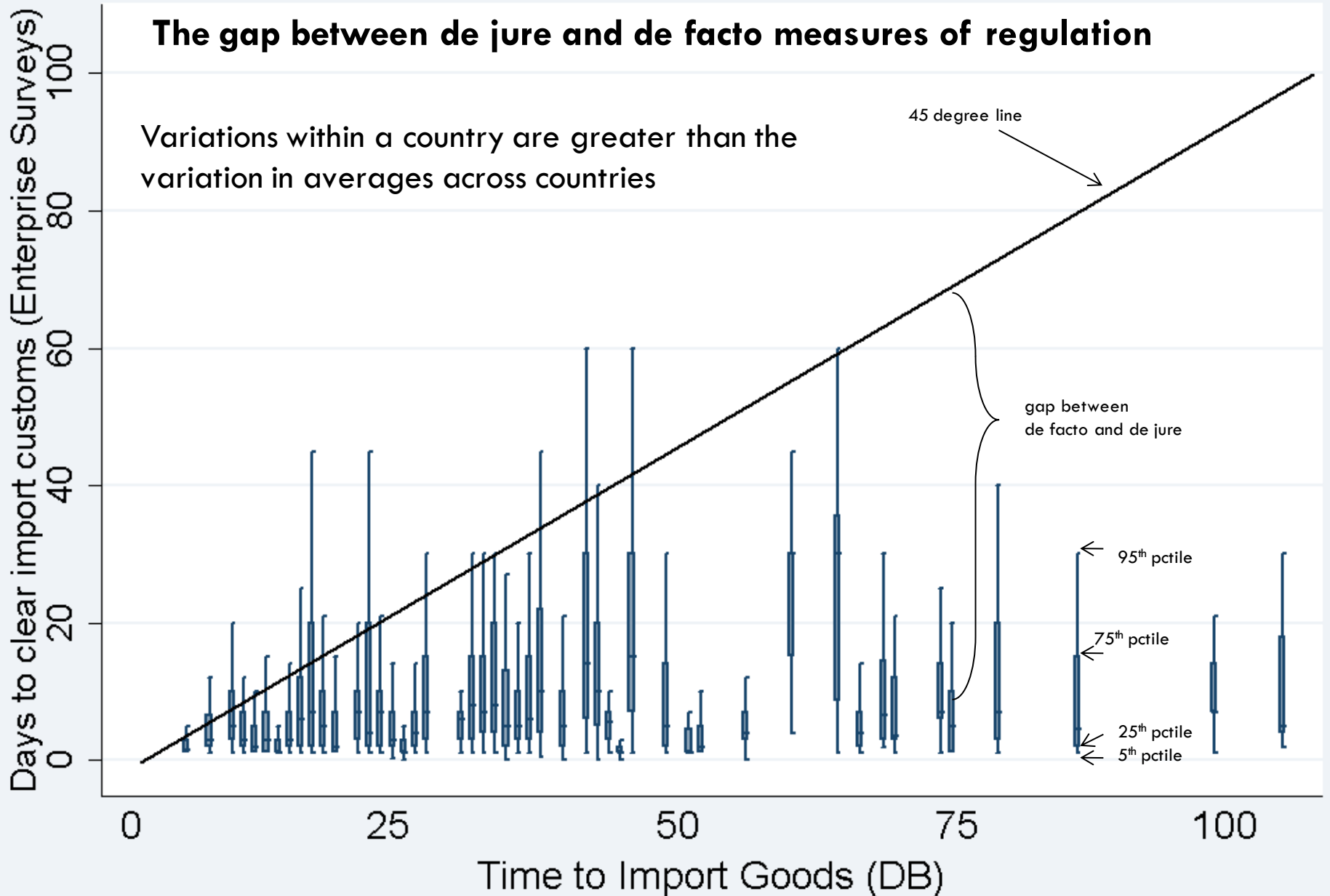
Key life decisions that affect ability to pursue opportunities

- Registering your marriage
 - ▣ legal rights and protections can vary based on whether a marriage is formally recognized by the state or not
- Choice of marital property regime
 - ▣ separate or community of property have different implications for the control of property within marriage and the division of property in the case of divorce or inheritance
- Register property jointly with spouse
- Register business in your own name
- Write a will
 - ▣ And have your husband write a will too

Which dimension of the IC matters?

- Most work has focused on the LEVEL of IC conditions (days or costs to get things done)
- But VARIATION in the IC is also costly
 - ▣ Introduces uncertainty that is associated with lower investment and hiring
 - ▣ Opens the door to more corruption
 - Women's enterprises are less likely to be 'favored firms'
 - ▣ Detrimental effects are larger on SMEs
 - ▣ Undermines government's credibility
 - Thwarts the public interest they were supposed to serve
 - May undermine support for reforms by creating different interests between favored and non-favored firms.

The gap between de jure and de facto measures of regulation



excludes outside values

Take away messages

- Agenda – beyond participation, support girls and women to pursue higher value added activities
 - ▣ Gender gaps in performance are largely due to sorting by sector and size of enterprise
 - ▣ Within sectors and size, gender is less important
- Factors affecting entry and choice of enterprise are key
 - ▣ Holistic approach to address overlapping factors
 - ▣ Gender can matter directly (restrictions in (family) law) and indirectly (constraints that hit smaller firms harder)
 - ▣ Women benefit from training and financial skills as much as men
 - ▣ 5 key life-decisions affect access to assets and opportunities
- Look at degree of variation in constraints across firms
 - ▣ Important to do gender and age disaggregated analyzes
 - ▣ Corruption and uncertainty is part of the agenda too
 - Women and youth are less likely to be running ‘favored firms’