GIRL POWER
Policies that help integrate women into the workforce benefit everyone

THERE ARE LARGE REGIONAL DISPARITIES IN FEMALE LABOR FORCE PARTICIPATION

 Globally, women make up 40% of the labor force.

In sub-Saharan Africa, that number is 63%.

In the Middle East & North Africa it’s 21%.

The UN Gender Inequality Index (GII) measures inequality in both opportunities and outcomes, and is closely linked with overall income inequality.

Reducing inequality by 0.1 on the GII leads to a 1% increase in economic growth.

In Europe, 2 out of 10 senior corporate positions are held by women. Increasing that number to 3 out of 10 would result in a 3–8% increase in a company’s return on assets.

THE GENDER WAGE GAP IS ROUGHLY 16% IN OECD COUNTRIES.

How much would a country’s GDP increase if women’s labor force participation were increased to match men’s?

<table>
<thead>
<tr>
<th>Country</th>
<th>GDP Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA</td>
<td>5%</td>
</tr>
<tr>
<td>Japan</td>
<td>9%</td>
</tr>
<tr>
<td>UAE</td>
<td>12%</td>
</tr>
<tr>
<td>India</td>
<td>27%</td>
</tr>
</tbody>
</table>

REDUCING THE GENDER GAP IN LABOR FORCE PARTICIPATION BY 25% BY THE YEAR 2025 WOULD POTENTIALLY CREATE 100 MILLION JOBS FOR WOMEN.

FISCAL POLICIES THAT SUPPORT INCREASED FEMALE LABOR FORCE PARTICIPATION:

- Greater equality between maternity and paternity leave policies
- Social benefits linked to labor force participation
- Access to affordable child and elder care
- Taxes on individual rather than family income
- Investing in infrastructure, education, and health

Prepared by Maria Ivanovska. Text and charts are based on the IMF’s ongoing gender research, available at imf.org/gender and drawing on other institutions’ knowledge and data.

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