

# 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.

40%

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.



ALMOST 90% OF COUNTRIES HAVE AT LEAST ONE GENDER-BASED LEGAL RESTRICTION

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.

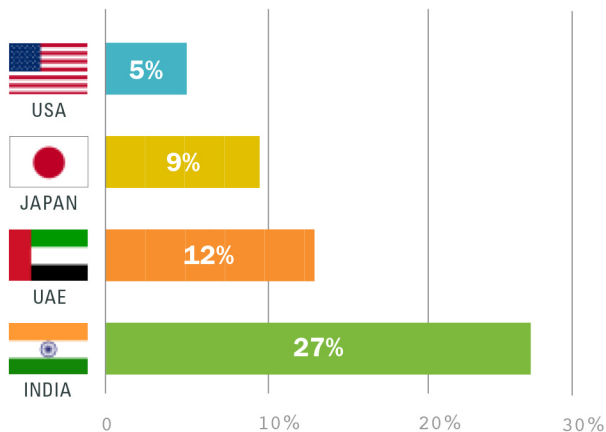


MEN=\$1.00



WOMEN=\$0.84

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



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 Jovanović. Text and charts are based on the IMF's ongoing gender research, available at [imf.org/gender](http://imf.org/gender) and drawing on other institutions' knowledge and data.