

VISUALIZE GENDER EQUALITY



Visualize Gender Equality - Viz5 - is an effort to help realize UN Sustainable Development Goal 5: achieve gender equality and empower all women and girls.

THEME 5 - Economic Empowerment

This month Viz5 wanted to tackle a dataset that explored gender inequality in the context of economic empowerment and opportunity.

ABOUT THE THEME:

Achieving equal economic empowerment and potential for women is a critically important target within the 2030 Agenda for Sustainable Development. SDG 5 target 5.A seeks the achievement of: equal rights to economic resources, property ownership, and financial services for women and girls, and seeks to “undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.”¹

When women are held back from equal access to economic systems and markets, their ability to access work, control their own time, lives, and even bodies, and their power to have agency in economic decision-making, at both the household level and the institutional level, is undermined.

When more women are free to work, and able to access equal pay and equal legal protections, global economies grow. Yet, there are stark inequities across the world that negatively impact the freedom of women to access economic opportunity and empowerment. These include:

¹ <https://www.globalgoals.org/5-gender-equality>

- The disproportionate amount of unpaid care and domestic work performed by women - with women typically spending 3 times more hours on unpaid work than men.
- The fact that globally women are paid less than men - with the gender wage gap estimated to be at 23% (a figure which does not take into account the true extent of the gender pay gap because it is not inclusive of information on informal self-employment).
- Women having an increased likelihood of unemployment, when compared with men. A 2017 study showed that globally unemployment rates for men were at 5.5%, while for women it stood at 6.2%.
- Women having less formally enshrined social protections, less access to formal systems of wealth control (e.g. bank accounts), and the increased likelihood of suffering under violence and harassment in the workplace.²

This list is not fully comprehensive. You can read more about the complex systems that prevent the economic empowerment of women [here](#).

Economic inequality and restrictions faced by women and girls are a major hindrance to international progress towards the achievement of SDG 5. This month, Viz5 wanted to highlight this theme and shine a light on some of the economic and legal factors that limit global progress.

ABOUT THE DATA

This month's Viz5 data comes from the World Bank project '[Women, Business and the Law](#).'

[Women, Business and the Law](#) (WBL) is a group project within the World Bank that collects data on the laws and regulations that restrict women's economic opportunities.³

*"Women, Business and the Law takes as its starting point that the equal participation of women and men will give every economy a chance to achieve its potential. Equality of opportunity allows women to make the choices that are best for them, their families, and their communities. It is also associated with improved economic outcomes."*⁴

[Women, Business and the Law](#) has collected and shared data from 1971 to 2020. The data measures the legal differences between women's and men's access to economic opportunities in 190 economies. The original data tracks thirty-five aspects of the law across 190 economies, and then scores those economies across eight indicators of four or five binary questions. [Women, Business and the Law](#) designed each of the indicators to represent a different phase of a woman's career.⁵

² <https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures>

³ <https://wbl.worldbank.org/en/aboutus>

⁴ <https://openknowledge.worldbank.org/bitstream/handle/10986/32639/9781464815324.pdf>, p. 4

⁵ <https://wbl.worldbank.org/en/methodology>

*"By developing a time series and further researching the interaction between inequality of opportunity for women and labor market dynamics, Women, Business and the Law strengthens insights into how women's employment and entrepreneurship are affected by legal gender discrimination, and in turn how this affects economic outcomes. Analysis based on the time series finds that at the global level, discrimination matters. Identifying where gaps remain furthers this exploration of progress toward gender equality and economic development."*⁶

The dataset from *Women, Business and the Law* presents objective, measurable benchmarking for progress towards the achievement of SDG 5.A and gender equality. The data is extensive, and presents the option for deep comparative analysis across economies, providing researchers, policy makers, advocates, and NGOs with a useful tool in the work to improve women's economic opportunities.⁷

*"It is not only women's economic outcomes that improve with higher Women, Business and the Law index scores. Several studies also demonstrate that where women and men are given equality of opportunity, positive development outcomes ensue. Research shows that having fewer discriminatory laws and policies in place results in larger investments in health and education (both for women themselves and for the next generation)... Such results suggest that giving women more economic rights strengthens their bargaining power within the household, resulting in better outcomes not only for themselves but also for their children and families."*⁸

Globally, there are over 2.7 billion women that face legal restrictions that prevent them from having the same choice of jobs as men. In 2018, data from *Women, Business and the Law* revealed that out of the 189 economies assessed in that year, 104 of them still had laws that directly prevent women from working in certain jobs, 59 of the economies had no laws to prevent sexual harassment in the workplace, and in 18 of the economies researched, husbands have the power to legally prevent their wives from working.⁹

In the data Viz5 is sharing, the following indicators of legal disparity between men and women, are explored:

- **Mobility** - examining laws which place constraints on women's freedom of movement.
- **Workplace** - a collection of analyses that look at the laws which affect women and their decision to work and seek out work, e.g. whether countries have laws that prohibit discrimination in employment based on gender.

⁶ <https://openknowledge.worldbank.org/bitstream/handle/10986/32639/9781464815324.pdf>, p. 6

⁷ <https://wbl.worldbank.org/en/aboutus>

⁸ <https://openknowledge.worldbank.org/bitstream/handle/10986/32639/9781464815324.pdf>, pp. 4-5

⁹ <https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures#notes>, based on data from World Bank, *Women, Business and the Law* 2018. (Washington, D.C., 2018). Available at: <http://wbl.worldbank.org/>

- **Pay** - these indicators measure the laws and regulations affecting women's pay and wage parity.
- **Marriage** - indicators in this section look at the impact that marriage has on women's legal rights to operate within the household and society.
- **Parenthood** - looks at the laws which affect a woman's work after having children.
- **Entrepreneurship** - indicators analyze the legal constraints that limit women in their capacity to both start and run a business.
- **Assets** - these measures consider the gender differences in laws relating to property ownership and inheritance.
- **Pension** - these indicators assess laws which affect the size and parity of a woman's pension.

In the data set, each of these indicators are assessed via a set of 4-5 binary questions. Based on the answers given, each of these indicators are given a score. As part of your data analysis, you may wish to calculate the overall index score for each category, split by country and year. For precise details on how to do this, please see the data dictionary.

For more detail on the dataset and the work of *Women, Business and the Law*, check out the data dictionary and this excellent [World Bank Report](#).

ABOUT VIZ5

The ultimate goal of Viz5 is to create a space where data advocacy and insights meet impact. This work seeks to ignite a data advocacy effort with the power to not only raise awareness of extreme gender inequality, but also catalyze global action to end it.

Viz5 is led by Operation Fistula, with #MakeoverMonday and Tableau Foundation operating as critical partners.

OPERATION
FISTULA

+ a b | e a u
F O U N D A T I O N



Viz5 will mobilize the power of the #MakeoverMonday and Tableau communities, to visualize 12 data sets, over 12 months. These data sets will feature 12 themes, curated to present different areas of gender inequality. Collectively, these data sets and visualizations will begin to tell the story of where and how gender inequality is at its most extreme.

The visualizations that are produced during Viz5 will serve as advocacy tools, awareness-raising artifacts, and data-driven insight drivers for anyone working to end gender inequality.

Join us as we work to visualize a more equal world! Sign up to our community at www.viz5.org.