



Fact Sheet Data on Gender

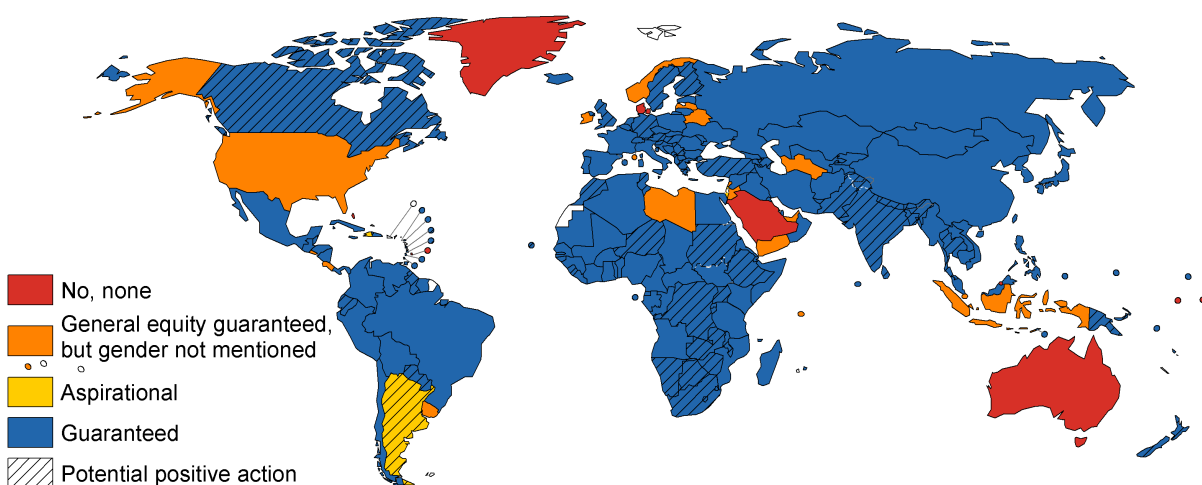
Approach to Gender

When it comes to the impact of law and policy on gender equity, there are two types of effects. Laws may be designed to protect both genders or to differentiate protections, including across the provision of equal rights, marriage laws, and family leave policies, among other areas. At the same time, equally important are policies that are not explicitly gendered but have important implications for equity, such as the provision of free education which benefits all children and youth, but benefits girls more. We examine each of these areas in turn.

Overall Equal Rights: Equal Rights in Constitutions

Constitutional protections of equal rights and protection from discrimination at school and at work lay the foundation for equal opportunities and equal life chances. Constitutional rights shape norms, equal rights, and the development laws, and can be used to advocate for change.

Do constitutions take at least one approach to gender equity?



Source: WORLD Policy Analysis Center, Constitutions Database, 2014

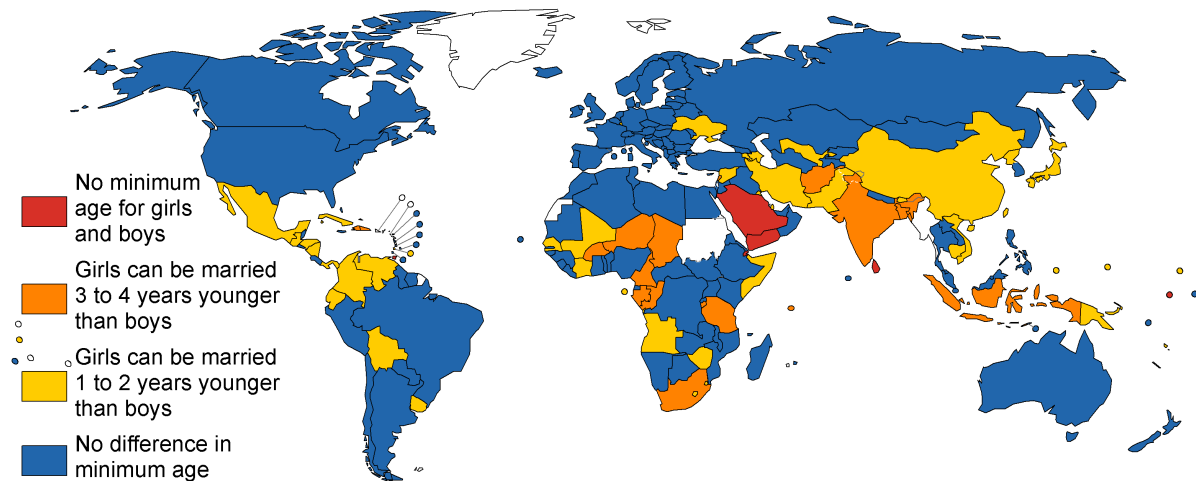
- Nearly all constitutions discuss equity for all or equity across gender—163 countries guarantee equal rights, equality before the law, and/or a prohibition of discrimination on the grounds of gender, and an additional 22 countries either aspire to do so or do so in general terms without specifying gender. The constitutions of just 8 countries take none of these approaches.
- Seventy-eight constitutions specifically guarantee protection of the right to education regardless of gender; an additional 43 countries guarantee citizens the right to education and generally protect against discrimination based on gender.
- Seventy-four countries specifically guarantee protection of the right to work regardless of gender; an additional 21 countries guarantee citizens the right to work and generally protect against discrimination based on gender.
- Equal pay for equal work across gender is discussed in the constitutions of 51 countries; an additional 10 countries discuss equal pay for equal work without specifying gender.



Family Law: Child Marriage Example

Around the world, early marriage rates are much higher among girls than among boys—these rates are 6:1 in El Salvador and 72:1 in Mali, for example. Marriage at a young age can have devastating effects on girls' education, health, and autonomy as they frequently leave school, give birth at a young age, and have limited household decision-making power. While the vast disparities in early marriage rates among girls and boys are commonly attributed to intractable cultural differences and family preferences, our findings show that this is not the whole story.

Is there a gender disparity in the minimum legal age of marriage with parental consent?



Source: WORLD Policy Analysis Center, Child Marriage Database, 2014

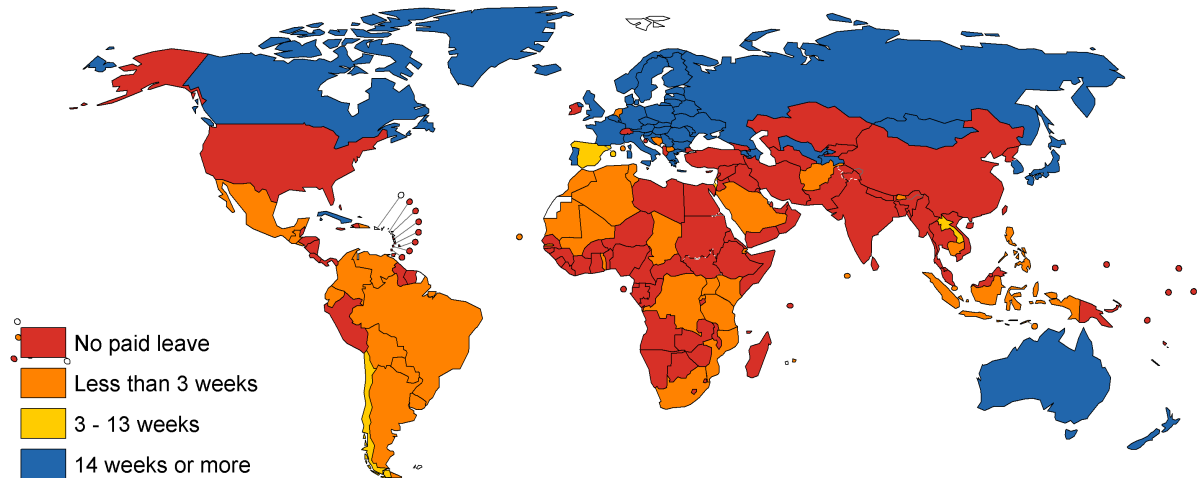
- The minimum age of marriage is the youngest age at which a girl or boy is allowed to marry with no restrictions or only with parental consent. Since the majority of child marriages occur with parental permission and involvement, we do not consider that this requirement alone is enough to protect at-risk children.
- In 61 countries, the minimum legal age for girls to marry is younger than that of boys; in 17 of these countries, this age is set three or more years younger.
- No country permits boys to marry at a younger age than girls.
- Five countries permit marriage for girls aged 9 to 13, while only one country that has set a national minimum age of marriage permits boys as young as 13 to marry.



Working Conditions: Parental Leave Example

One of the core features affecting equality in the workplace is ensuring the equal ability of both men and women to be caregivers at the same time as employees. Currently in many countries around the world women carry a disproportionate percent of the burden of caregiving, which impedes their opportunities in the workplace.

Is paid leave available for fathers of infants?



Source: WORLD Policy Analysis Center, Adult Labor Database, 2014

- Paid maternal leave is guaranteed around the world—just eight countries worldwide do not guarantee it—five South Pacific island states, Papua New Guinea, Suriname, and the United States.
- However, less than half of the world's countries—93—give fathers the right to paid leave through paternity or parental leave. Forty-six of these countries provide just three weeks or less. In contrast, 103 countries provide 14 weeks or more paid leave for mothers.
- Only 78 countries guarantee father-specific paid leave—an important distinction given evidence that fathers are more likely to take specifically allocated paternity leave than gender-neutral parental leave.

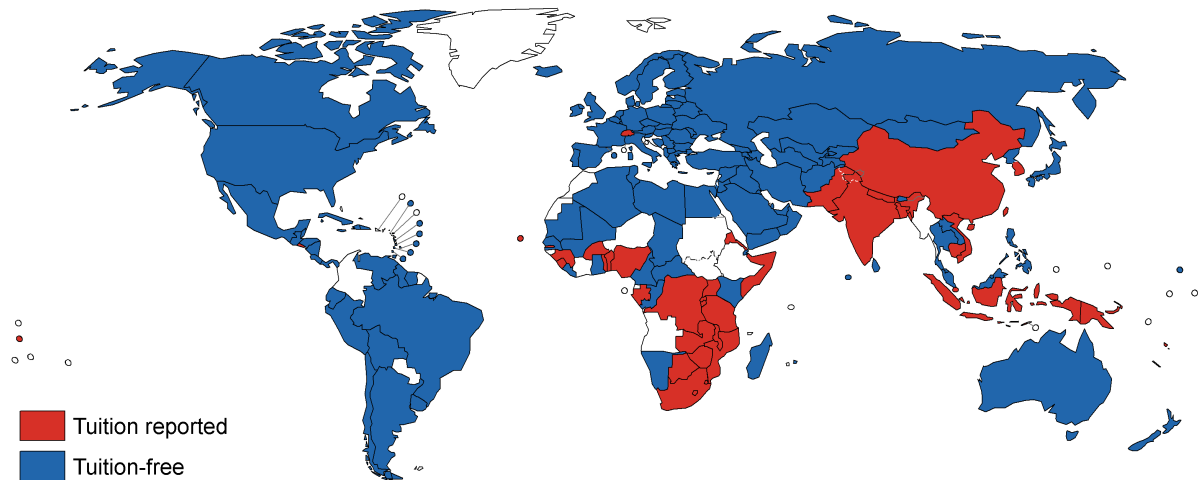




Education: Tuition-Free Education Example

There is substantial evidence worldwide that when parents cannot afford to educate all of their children, it tends to be sons before daughters who are sent to school. When cost is less of a barrier, girls' chances are more equal. In Malawi, for example, primary education was made tuition-free in 1994; between 1991 and 1999, overall enrollment skyrocketed from less than 50% to 99%, and the difference between girls' and boys' enrollment rates disappeared.

Is completing secondary education tuition-free?



Source: WORLD Policy Analysis Center, Education Database, 2014

- Most countries have made primary education tuition-free—just seven countries still charge tuition at this level.
- However, much more progress is required at the secondary level—40 countries worldwide charge tuition before the end of secondary school, placing undue limitations on girls' attendance.

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