

# The Business Case for Gender Equity

## Closing Gender Gaps Leads to Greater Productivity

- If women had the same access to productive resources as men, they could increase yields on their farms by 20-30 percent. This could raise total agricultural output in developing countries by 2.5-4 percent, which could reduce the number of hungry people worldwide by up to 17 percent. (FAO, 2011)
- In Europe, narrowing the gap between male and female employment has accounted for a quarter of annual GDP growth since 1995. (OECD, 2008)

## Women's Empowerment Benefits Everyone: Families, Communities and Economies

- When women are empowered to have more influence over economic decisions, their families allocate more income to food, health, education, children's clothing and children's nutrition. (FAO, 2011)
- States in India with the highest percentage of women in the labor force over the past five years grew the fastest and had the largest reductions in poverty. (World Bank)
- Women in Bangladesh who participated in empowerment interventions to help them fight harassment and expand their decision making over household spending and food consumption were less likely to have stunted children than women who received only nutrition interventions, such as regular food rations. (CARE, 2012)

## Diversity in Staff and Management Leads to Better Results

- Among the Fortune 500 companies, companies with the highest representation of women on their boards of directors were more profitable and more efficient on average than those with the lowest. For companies with three or more female directors, return on equity was 83 percent higher, return on sales was 73 percent higher and return on invested capital was 112 percent higher than for those with fewer than three female directors. (Catalyst, 2007)
- Companies with the highest gender diversity in top management outperformed their sector average with a 10 percent higher return on equity and 170 percent higher stock price growth. (McKinsey, 2007)