The relationship between the status of female rights and economic growth in developing countries and how policymakers can help

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Abstract
Globally speaking, the social status of women is relatively low, especially in developing countries. Women face higher barriers than men to attending education, entering the job market, gaining equal wages, and becoming entrepreneurs. As essential economic participants, the status of female rights directly impacts the economy’s growth and should have more attention paid to them. This essay investigates this issue with a particular focus on developing countries, given that the situation is worse for women there, and any changes made to improve the situation will have a more significant impact on economic development. This paper uses economic theories to examine how female rights status affects economic development from three perspectives: education level, entrepreneurship, and the gender pay gap. The education level of females influences the participation rate, employment rate, and earnings, all contributing to economic growth. The female social status affects the difficulty of becoming an entrepreneur, and entrepreneurship creates more job opportunities, increases investment, and stimulates innovations. The gender pay gap would negatively impact the economy because it discourages females from entering the job market and investing in education. Moreover, this paper also looks into various policies in place to address such inequalities and provides a brief evaluation of their implementation. In conclusion, all three points related to female rights are critical, and the government should put more effort into addressing gender inequalities to protect an economy’s future economic development.

Keywords: Economic growth, Female rights, Education, Gender pay gap, Entrepreneurship

1. Introduction
Women and their participation in economic activities are essential to a country’s development potential/perspective. When women have complete control over their time, lives, and bodies, they can decide whether to enter the job market, further their studies, or start their businesses. Women’s economic empowerment entails their ability to access financial resources, decent employment, and higher participation in financial decisions. However, the importance of women’s participation in economic activities still eludes people in many countries. For example, in Ukraine, more than 70% of people still think that women should care for most of the housework rather than serve as the family’s primary income provider (UNFPA, 2022). Under this perception, employers sometimes prefer to hire males over young women since men are less likely to take paternity leave (UNFPA, 2022), leading to a lower participation rate for women entering the labor force. This has shown that women suffer more gender injustice, significantly hindering economic growth prospects. Therefore, governments need to pay close attention to female rights to unleash their financial strength’s potential. The female employment rate, a crucial representation of women’s empowerment, reveals the state of women’s rights in each country. According to a report by the World Bank launched in 2022, the global average female employment rate is 43%. However, there is a big difference between developed countries and developing countries. In the UK, 15.52 million women over 15 were working, with a female employment rate of 56%—significantly higher than the global average. However, South Africa, a developing nation, has a lower-than-average female employment rate of only 30% (The World Bank, 2022). This difference is also reflected in their GDP per capita, with the UK topping South Africa with roughly 40,000 dollars1. Considering the employment rate, women in South Africa have fewer female rights than their counterparts in the UK, and this affects the nation’s economic development, with the issue being more severe in developing countries.

1 Data from link https://countryeconomy.com/countries/compare/south-africa/uk.
Another important indicator of female rights is women's educational level. Gender inequality in education manifests itself in women from as early as childhood. Globally, the gender gap in primary and secondary education enrolment is narrowing (90% male, 89% female). However, in low-income nations, fewer girls than boys could finish school. As seen in Figure 1, females’ school completion rate is lower than males’ in low-income countries in every school stage. The likelihood of females dropping out of school is 2.5 times greater than boys in nations impacted by fragility, conflict, and violence (FCV). Compared to non-FCV countries, women are 90% more likely to have dropped out of secondary school (World Bank, 2022). In most cases, the consequence of lack of education is irreparable, meaning that it is nearly impossible for them to return to school, meaning they have fewer choices when entering the job market, and they suffer from this regret their entire lives. Women’s educational attainment is a good indicator of their potential in the workforce, with lower levels of education likely to restrict their options and have detrimental effects on the economy.

More women today prefer to create their businesses and become self-employed due to their increased access to information and knowledge. Over 13 million enterprises in the United States are owned by women, making up 42% of all firms. However, according to Atul Raja (2022), only 10% of all formal enterprises are owned by women. Enterprise has a significant impact on the economy. According to Cantillon (1755), encouraging entrepreneurship would boost economic growth by facilitating money transfers and promoting competitiveness. Increased employment and a favorable environment for knowledge growth would result from improved competition, strengthening the economy. Growing entrepreneurship brings about innovations that produce distinctiveness and, in turn, impact economic growth (Meyer N. & Jongh J., 2018). Increasing entrepreneurship may also cause production to match demand, which is advantageous for the economy. A common phenomenon for employed women is that they make less money than men doing the same work. In the US, women are paid 16.9% less than men, and this wage discrepancy widens along the age ladder. According to Dowell E (2022), women earned 82 cents for every dollar earned by males in 2020. Women in Korea, which is one of the 38 member countries having the most significant gender pay gap, make 31.1% less money than males do (OECD, 2022). The evidence demonstrates that, even in developed nations, women still face discrimination in the workplace due to biological disparities, regardless of their degree of education. The gender pay gap goes against the fundamental economic theory that labor should be paid fairly based on productivity. Such discrimination would, therefore, negatively impact the labor market and economic growth.

In that case, this research aims to study how women’s status affects the economic development of developing regions and to provide theoretically feasible policies and actions that can improve the status of females to promote economic development.

This essay is structured as follows. The first section of the literature review examines the economic factors contributing to the existing status of women’s rights, while the second section offers potential solutions that policymakers can consider. The conclusion section provides a concise summary of the paper and concludes.

2. Literature Review

2.1. Education

The education level of the labor force in a country has a significant impact on its economic perspective. Education is a leading determinant of economic growth, employment, and earnings. Moreover, education is vital in empowering women to contribute more to economic activities. Therefore, addressing education injustice within a country’s educational system is paramount in securing future economic prosperity.

Encouraging women to attend school and further their studies has proven essential in unleashing developing countries’ growth potential. According to a report by UNESCO (2023), between 2001 and 2018, enrolment in all educational levels increased ten times in Afghanistan, and women’s literacy rates doubled from 17% in 2001 to nearly 30% in 2018 for all age categories. Consequently, the percentage of women in the labor force rose 7% between 2010 and 2019; the GDP grew from 15.63 billion in 2010 to 18.9 billion in 2019 (World Bank, 2021).

Education has a positive impact on economic growth because as women become more educated, they will
be able to find more job opportunities, which leads to a higher participation rate in the job market. This means that more laborers are entering the job market. As one of the most important input factors in economic production activities, a higher quantity of labor will have a positive marginal impact on productivity, thus leading to higher GDP growth.

In addition, reducing educational injustice increases the quality of female labor, which also positively impacts economic growth. Unskilled workers become skilled workers through education. Women will have additional work opportunities as their education levels rise. In Indonesia, 74% of women with university degrees were employed in 2021, compared to 47% of women with below-upper-secondary education (OECD, 2022).

Usually, women do most domestic work and care for families without getting paid. A higher women’s employment rate indicates that more women are transitioning from unpaid to paid work (R. Miranti, 2022). An employee in Indonesia with a certificate or diploma earns 17% more money than someone who has only completed high school; professionals with a bachelor’s degree make 24% more money than those with a certificate or diploma; and an employee with a master’s degree makes 29% more money for the same job than their peers with a bachelor’s degree (A. Nguyen, 2022). According to research, people with higher education levels had more access to better-paid occupations and spent less time looking for work, which means they spent less time unemployed. Now that these women can support their families with increased income, their purchasing power will rise, increasing the aggregate demand. A positive cycle will begin due to this rise in overall demand for goods and services. Factories experiencing growth will expand, creating more job opportunities in the market. Households with more budgets will invest further in women’s education for the next generation after benefiting from it. According to Cooper and Stewart (2020), higher-income parents focus more on assisting their children with schoolwork and advocating for better public educational services.

Also, the fact that women have higher educational levels will generally lead to more entrepreneurship in the market. The number of female entrepreneurs increases by about 18% for every 10% increase in the average number of years of education for women (A. Daymard, 2015). Education dramatically contributes to the accumulation of human capital, which refers to the value of individuals’ experience and skills from an economic perspective (Becker, 1994). With more experience and skills acquired from education, women can make decisions independently or have access to more information about starting their businesses. Therefore, a lack of education will hamper their ability to make original decisions and reduce their understanding of how certain organisations can support their business development (L. Orlova & G. Sakhabieva & V. Vasyaycheva & N. Pronina, 2016). Starting a new business is a fairly risky decision entrepreneurs make with the possible outcome of failure and loss. If entrepreneurs can always have the option of going back to the job market, they will be more willing to take the risk since they have more experience and access to higher wages. Women with advanced degrees will be more willing to take chances and launch their businesses. Female entrepreneurs with higher education will develop greater managerial skills, which makes them more confident overall. Education gives women, often less confident than men, the skills they need to start their businesses (R. Cramer, 2022). Education also helps entrepreneurs avoid mistakes. Most business owners contend that if they had sufficient knowledge before starting their venture, there would have been significantly fewer mistakes made during the early stages of development.

2.2. Entrepreneurship

An essential component of a nation’s economy is entrepreneurship. It enhances the economy’s potential and promotes growth and advancement in society. Entrepreneurship is a backbone for economic improvements by creating job opportunities, increasing investment, and promoting innovation. Female entrepreneurs normally start their businesses by hiring other people or running the show themselves. Though the latter is the most common practice in developing nations, many female entrepreneurs still start their businesses with employees and seek to expand their companies independently (Kobeissi, 2010). An increase in the number of female entrepreneurs creates jobs for themselves and a large number of people in developing countries. According to a joint analysis by Bain & Company and Google (2020), enabling women to launch and grow their businesses can increase global employment by up to 170 million people by 2030. New job openings reduce the economy’s overall unemployment rate by effectively utilizing the labor force better. As a result, the production possibility frontier will be shifted outward due to an influx of new labor combined with more capital investment due to a new business set up, increasing the overall productivity and total supply of goods and services. So, more individuals start to earn incomes, which leads to an increasing circular flow of money and a bigger consumption bundle, boosting the economy’s size.

Meanwhile, the companies set up would increase
investment inside an economy by wealth creation. Female-owned firms generate income from their operations. They will use this capital to make future investments because doing so will enable them to expand their operations, leading to higher output and revenue. As a result, their wealth will also increase. As investment is a crucial component of measuring GDP, female-owned firms expanding their business would boost economic growth, which greatly impacts both the economy’s short- and long-term growth. In the short term, since physical capital is produced and sold, a rise in company investment immediately means a contribution to final demand, raising the present GDP level. Long-term growth in the physical capital stock boosts the economy’s overall productive capacity, enabling the production of more goods and services with the same amount of labor and other resources. Faster economic growth, in turn, typically results in quicker income growth and higher living standards (Congressional Research Service, 2022). The increased investment also can stimulate innovations if the enterprises utilize cutting-edge technologies or improve current business practices by developing new technologies. Companies like this normally set up R&D funds for investigating and developing new technologies. The economy would become more efficient and more competitive due to using these innovations to produce goods at reduced costs. Better and cheaper production increases consumer demand, resulting in a bigger domestic economy. Also, the improvements would make developing nations more competitive on the global market, increasing their exports and trade surplus, boosting economic growth, and increasing social welfare.

Generally speaking, entrepreneurship imposes a positive impact on new technology developments. However, those innovations do not necessarily meet females’ demands. According to a UN report (2022), women are responsible for a projected $31.8 trillion global consumer expenditure in 2019; they make up more than 80% of purchases (R. Beterton, 2023). Although women dominate consumer purchasing in most product categories, few businesses have adapted to meet their demands. Businesses continue to provide them with poorly designed goods and services and outmoded marketing messages that support stereotypical ideas about women (J. Silverstein & K. Sayre, 2009). For instance, women have been disregarded in the auto industry and the design of cars. The dummies used in the crash tests are average-sized men, disregarding the differences in the female body. These tests represent the criteria against which automakers design their vehicles. Due to the biased automotive design, women are more likely than men to die or suffer major injuries in auto accidents. Many pregnant women cannot tighten their seatbelts due to the design’s blatant disregard for the female anatomy. A large number of male entrepreneurs cause these situations since they are not able to think from females’ perspectives. Therefore, an increased number of female entrepreneurs means that more women get involved in developing new technologies with female customers’ demands in mind. This will provide great help in meeting female demand and mitigating the faulty features within current market practices. Given the enormous purchasing power of women, the reforms would result in much more consumption, which would raise aggregate demand and accelerate overall economic growth.

2.3. Gender pay gap

Another significant gender inequality manifests in the gender pay gap, which describes the circumstance where women make considerably less money than men. Despite having comparable abilities, males are paid more at the same company than women, accounting for around three-quarters of the gender wage gap, with the remaining one-quarter caused by the preponderance of women in low-paying businesses and industries (OECD, 2022). Besides pay inequality, promotions for women are less likely to happen compared to men. Compared to males, women are less likely to switch companies, and when they do, they are also less likely to experience significant pay increases. Without a promising professional career lining up, women with domestic responsibilities would be discouraged from entering the workforce and going to school to further their studies, harming the entire economy. The gender pay disparity would deter women from entering the workforce. Given that females normally earn a relatively low wage inside the family, and there is a need for a person to take care of the family and raise children, females often give up the chance of working and take more of the domestic obligation. The labor force shrunk as a result, which decreased the economy’s productivity by lowering the participation rate of women. Women who perform unpaid work cannot earn a living, which lowers the population’s purchasing power and has a more detrimental effect on the economy. According to the ILO (2022), closing the participation rate difference between men and women by 25% by 2025 may increase the global GDP by 3.9%, or US$5.8 trillion. Therefore, reducing the gender pay gap, which helps to close the gap between female and male participation rates in the workforce, is crucial in improving a country’s economic performance. Also, the lack of female workers in numerous areas would result in unmet consumer demand. In the sports business, for instance, women earn much less than males in every category, as shown in Figure 2. This discourages women...
who may otherwise have desired to participate in sports and lowers the number of female athletes. Moreover, the demand for watching female sports competitions is high. According to Nielsen’s (2018) study, 84 percent of general sports fans worldwide are interested in women’s sports, with 51 percent being men, indicating that both men and women can be consumers of women’s athletics. This implies that a decrease in the number of female athletes would lead to dissatisfied consumers, an insufficient supply, and market inefficiency. This means that the GDP would have been higher if those who want to watch female sports events could make the purchase. Price Waterhouse Coopers (2022) predicts that the OECD’s GDP could increase by more than US$6 trillion if the gender pay gap is closed within the economy.

A secondary impact of the gender pay gap is that women who invest in their education will be deterred. Women typically invest more money upfront in their schooling. However, they frequently work in lower-level, lower-paying jobs below their skill level, unmatched by their educational achievements. Women with graduate degrees make 69.1% of what men with graduate degrees make, and women with bachelor’s degrees make 71.4% of what men with bachelor’s degrees make (K. Roy, 2020). Hence, the higher the degree a woman pursues, the return on investment in education decreases disproportionately to men. Females would, therefore, be deterred from pursuing further education because they would perceive their prior investment in school as a loss. As previously mentioned, the drop in educational attainment would significantly impact the economy. The participation rate and employment rate would be further lowered.

3. Discussion

Based on the previous section of reviewing literature and economic theories, we further analyze the actions policymakers could take to address the issues of gender inequality to help improve economic development potential.

3.1. Education policy

Numerous families in low-income countries forbade their children from attending school because they could not afford the cost of education. This worsens things for women due to their low social status in those countries. Therefore, policymakers can provide education credits to help families reduce education expenses. In America, there are already successful policies in place. Via tax credits, tax deductions, and tax-advantaged savings schemes, the US government helps people pay for their higher education. Parents who need to support their children’s education can benefit from lower tax income rates from the above schemes. The American Opportunity Tax Credit (AOTC), the Lifelong Learning Credit (LLC), and the tuition and fee deduction are examples of subsidies. In order to help households pay for higher education costs, the LLC is a provision in the US federal income tax code that reduces parents’ tax burden by up to $2,000 per person (M. Dollarhide, 2023). The AOTC is an income-restricted tax credit that can offset educational costs for the first four years of post-secondary education. Both measures lessen the burden on families to pay for their children’s education, raising the overall educational levels of the labor force. The developing countries can study from the successful example of developed countries. However, since there is a deduction in tax, the government’s tax revenue would decrease, which has some knock-on effect on the health of the government budget. Developing countries should consider the number of tax deductions depending on their budget.

As discussed in the previous section, one obstacle hindering women from attending school or looking for jobs is that they are trapped in domestic work, especially caring for newborns. Therefore, subsidizing the care sector will ease the burden of housework on women, making it easier for them to return to work. The availability of high-quality, reasonably priced childcare services explicitly created, targeted, and delivered to fulfill the requirements of families with young children could be enhanced by policymakers. The subsidies ought to be put into babysitter training. As a result, more people might transition from unpaid work to paid employment, creating more jobs. According to the International Labour Organisation (ILO), providing long-term care and universal childcare services might create 10.4 million employments by 2035. While women can take on other jobs, domestic helpers can take over the housework previously done by women. Findings indicate that increasing access to public daycare increases the female labor participation rate. According to model simulations, raising government spending on childcare in Indonesia to between 0.1 and 0.5 percent of GDP might
boost GDP growth by 0.7 percentage points over baseline scenarios (World Bank, 2023).

Nevertheless, this policy’s underlying tenet is that women obtain high levels of education that enable them to hold well-paying jobs (tertiary sector). Legislators should reduce the cost of housekeeping. This program would not be effective if the cost of housekeeping were higher than the average wage earned by women. By 2023, Pakistan’s housekeepers will make an average of 92 dollars monthly. In contrast, Pakistan’s average monthly wage for women will be 280 dollars (World Salaries, 2023), which is already significantly more significant than working in the housekeeping industry. Thus, the policy will work.

The other side of the maternal issue for women is that, normally, men are not involved in childcare. Anne e. Winkler claims that the government may enact the “fathers’ quota,” currently in place in Nordic nations (Anne E. Winkle, 2016). In Norway, expectant parents are entitled to 49 weeks of paid leave. The “common period”, which is 16 paid weeks for both parents and the 18-week paid maternity leave are available to mothers. The 15 remaining weeks were formerly up to the parent’s decision, but now, according to the father’s quota, only the father may use them (B. Brandth & E. Kvande). Compared to what they did when the parents were free to divide the parental leave however they saw fit, it is crucial to highlight that a sizable proportion of fathers have taken the father’s leave under the new quota. Women are still thought to be expected to become pregnant and take parental leave beyond a particular age, which lessens their availability and, thus, their professional chances in the work market and the fact that they serve as primary carers. Childcare and home duties are more equitably allocated between parents. A father’s quota can significantly lessen this load on women. According to research conducted in the neighboring country of Sweden, where the father is only allowed to take 12 weeks of paternity leave, the mother’s income rose by 7% for each month the father used this time (S. Erikson, 2022).

3.2. Entrepreneurship policy

As aforementioned, boosting female entrepreneurship will provide great benefits in advancing society. Therefore, governments can launch many policies to help females get involved in setting up their businesses. One tested policy is the provision of modest, unsecured loans to the underprivileged. Such microcredit offers applicants a route to have access to the financial market and its various financing mechanisms. Microcredit is a component of a broader range of financial services microfinance institutions (MFI) offer, including providing microinsurance and helping people be more financially literate. This program helps people who struggle to start their businesses to break the poverty cycle, launch small companies, and boost local economies. Currently, 916 MFIs operate worldwide, providing services to 140 million individuals. Among them, 65% are from rural areas with the greatest demand for financial services.

According to Mohammad et al. (2021), having access to credit and finance paves the way for women’s empowerment, which takes the form of increased earning potential and asset control for women, leading to greater autonomy and decision-making within the household. They also think women’s access to markets, education, and healthcare will expand with greater gender equality in households, markets, and society. Similarly, Bansal and Singh (2020) investigated the effectiveness of microfinance in enhancing women’s quality of life in India. They discovered that providing loans to women enabled them to gain entrepreneurial skills, launch their microenterprises, and ultimately sustain themselves and their families. However, the banks cannot detect the actual use of the money. Male-dominated households tend to divert women-owned resources in favor of men in the extreme scarcity of resources because women lack bargaining power inside the family. Likely, the money is removed by men rather than used for setting up businesses. Without a mortgage, the bank is exposed to higher risks of principal loss. Financial institutions should do in-depth customer research, and the government should protect banks.

Such policies already exist in Africa. Grants of up to $250,000 are available through the Affirmative Finance Action for Women in Africa (AFAWA) program of the African Development Bank Group to organizations assisting in developing African women-led businesses that will power the continent’s economies. The initiative assists formal women-led small and medium-sized firms (SMEs) in profitability and sustainability and gives them access to funding sources for business expansion. The bank will offer one-time funding of between $100,000 and $250,000 to eligible organizations upon request (African Development Bank Group, 2022). AFAWA technical assistance also enhances the capacity of women entrepreneurs through training to increase business efficiency and growth. It also offers advisory services to financial institutions to ensure the successful implementation of their product portfolios for women. When Africa’s women are unable to access finance, Africa will lose an estimated $316 billion in GDP by 2025, according to a McKinsey study (2022). In the last decade, Senegal has seen an impressive 900% increase in women’s financial inclusion, with the Democratic Republic of the Congo realizing a 700% increase in the same period (AFI,
than boys. Although the number of female-owned firms
by fragility, conflict, and violence is significantly lower
the school completion rate of girls in nations impacted
education rates of females and males are similar globally,
compared to developed countries. Even though the
devolving countries' female employment rate is lower
perspectives, especially in developing countries. The
Gender inequality presents itself from various
4. Conclusion
Gender inequality presents itself from various
perspectives, especially in developing countries. The
devolving countries’ female employment rate is lower
than the world average, and the gap is more significant
cmpared to developed countries. Even though the
education rates of females and males are similar globally,
the school completion rate of girls in nations impacted
by fragility, conflict, and violence is significantly lower
than boys. Although the number of female-owned firms
is increasing, the number of female entrepreneurs in the
high-tech industry is still very low. To make things worse,
women also find it hard to start businesses at the higher
end of the industry. When it comes to payment, women
earn a lower wage than men, even in developed countries,
regardless of their level of education and skills, and this
gender pay gap is likely to grow as one’s age increases.
This paper looks into this issue from three perspectives:
the education level, the number of female entrepreneurs,
and the gender pay gap.
First of all, reducing the education gap or encouraging
women to go to school helps develop the economy from
two aspects: quantity and quality of labor. As women’s
education level increases, the participation rate increases,
which means more people are entering the labor force.
With the labor force’s expansion, the labor quantity would
increase, leading to an increase in an economy’s potential
growth. Moreover, the quality of labor will increase
due to the knowledge and skills gained from education.
This would increase an economy’s employment rate and
productivity, increasing real economic growth. The growth
would further improve the economy through increased job
opportunities and earnings, especially those who gained
from education would be more likely to let their children
attend school. Finally, the aggregate demand would
increase due to the higher income of households.
Second, increased female entrepreneurship positively
impacts an economy through job creation, wealth creation,
and innovation. The increased number of companies
set up by female entrepreneurs would create additional
job opportunities, further reducing unemployment. The
wealth created by an increased number of entrepreneurs
would promote investment, which increases GDP directly
by purchasing capital and indirectly since capital would
stimulate the productivity potential of an economy in the
future. Also, the number of innovations would increase
since companies set a fund for R&D. The innovation
would further improve a country’s competitiveness and meet the
demand, especially for women consumers.
Third, the gender pay gap harms a country because it
would discourage females’ work participation and school
enrolment. Families with stressful housework need a
person to handle household duties. That person with a
relatively low income would more likely be a woman.
Those women lose the chance to work, therefore impeding
economic development. Meanwhile, women experiencing
the gender pay gap are suffering a loss of investment in
education since men are getting better paid with the same
initial investment in education. This discourages women
and stops their investment in education for the next
generation. The decrease in overall education level would
negatively affect the economy.
Based on the discussion, from the government’s perspective, there are various policies they can use. The education credit, subsidy on the care industry, and “fathers’ quota” are all policies that can help women’s education level, leading to economic growth. Microcredit is an applicable scheme to reduce the difficulty of women setting up a company since it provides vital funds. We could see the positive result in Africa. Pay transparency is theoretically feasible to adjust the gender pay gap problem. However, it has to be carefully implemented since it has the risk of reducing the efficiency of the job market.

To conclude, the social status of women is positively correlated with economic development in either perspective. This means that society should pay more attention to women’s needs and provide more social opportunities for women by reducing the obstacles caused by gender inequality. This will ensure the economy is in efficient development rather than wasting vast amounts of human capital (Criado-Perez, 2021). Family-oriented, talentless, mediocre, these should not be labels for women. Society should realize that women have the same potential as men and that they are being neglected. The absence of women in economic activities can hinder the development of economies, which is something that developing countries cannot afford. In order to reduce poverty and accelerate economic development, policymakers should realize the importance of women to the economy and develop relevant policies for the advancement of women.

This paper is qualitative. However, the actual impact of implementing these policies should be supported by data. Therefore, further studies can quantitatively analyze the specific impact of policies on all aspects of women’s rights, specify the extent to which each policy should be implemented, and make it convenient for policy implementers to consider specific details.

**Review**

Although there is a few weeks delay during the process, the hour spent is nearly on schedule. For instance, it took me an additional week to complete the introduction, but the time spent was virtually what I had anticipated. Specifically, I used fragmented time at school and wrote the essay midweekly evenings. I contacted the tutor over the weekends and modified the dissertation based on the advice. I divided the project into tasks that were easy to achieve. Each task has a deadline and word count requirement. Therefore, the criteria are measurable. My multitasking skills, however, are still insufficient. Other tasks from school must be completed at the same time as this project, delaying the EPQ schedule. In the future, I would make better use of the Gantt chart and consider potential distractions when planning.

Throughout the project, more than fifty materials were studied. Resources include academic papers, databases, reports, videos (during topic setting), user-generated content, blogs, and news. I built a resource evaluation table to analyze these materials based on their currency, relevance, authority, accuracy, and purpose (CRAAPP model). Not every resource is required. Some resources are irrelevant to my research topic as the research perspective is different, but they still gave me lots of help in deciding the topic and finding research keywords. I initially took a long time reading the material, which caused me to be behind schedule. The reading time was reduced as I became more familiar with the topic. Additionally, it is challenging to obtain data on developing countries due to the lack of statistical work done in these areas. I searched for different cases of developing countries until I found the statistics. Although it took a little longer, the outcome is pleasing.

One of the primary difficulties I encountered while working on the project was that after paraphrasing, the term could be unclear, and the sentence’s meaning may differ from the original. I tried to completely comprehend the concept before paraphrasing it in my own words as I was writing. Another issue is that as I left the citations for last, I frequently forgot which source I had used. After finishing the first section, I discovered this issue and noted each citation as I wrote, considerably reducing the possibility of citation mistakes. Because I developed the plan before starting the dissertation, the objectives I listed in proposal section 1 have mostly been achieved. This initiative has greatly assisted me, especially for subsequent studies. I learned to use academic concepts and formal languages and build the structure of academic writing.

The activity log recorded my progress in the project and how I gained academic skills and knowledge. Every time I recorded a step, I also reviewed the work I had completed over the previous few days to make sure I was progressing. Time management, organization, research skills, and the capacity to paraphrase are all crucial for my further improvement. The capability of reading a paper quickly, analyzing readings with focus, and writing structured papers with rigorous English are all crucial skills I can use in college.

**Bibliography**

Appendixes

Appendix 1: Mind map

The relationship between the status of female rights and economic growth in developing countries and how policymakers can help.
Appendix 2: Gantt Chart

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<th>WEEKS</th>
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<td>2</td>
</tr>
<tr>
<td>Confirm the topic</td>
<td>5</td>
<td></td>
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<tr>
<td>Write the project proposal</td>
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<td></td>
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<tr>
<td>Write the introduction</td>
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<td>Write the literature review</td>
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<td>Write the discussion</td>
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<td>Write an abstract</td>
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<td>Write a conclusion</td>
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<tr>
<td>Citation and grammar corrections</td>
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<tr>
<td>Prepare the presentation</td>
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</table>

Appendix 3:

| Country comparison South Africa vs United Kingdom | Data collection | Country Economy | 2021 (latest data) | Relevance: It is highly relevant to my topic since it gives many common gender inequality issues and the wrong gender stereotype. Authority: It has high authority because it is published by the United Nations Population Fund (UNFPA) in Ukraine. UNFPA is a subsidiary organ of the United Nations General Assembly. It addresses population and development issues. Purpose: It aims to reduce gender stereotype. It explains the drawbacks of gender stereotype for both men and women. | Gender stereotypes are generalised ideas about what qualities men and women should have and what social roles they should play. The belief that raising children is women’s responsibility could hinder women’s careers. Gender stereotypes have no right to exist. Gender stereotypes determine the value of individuals depending on their gender, which is a violation of fundamental human rights. This leads to gender inequality in society. | http://www.youtube.com/watch?v=hlis018 Hao | yes |
| Gender wage gap                | Data collection | OECD | 2022 | Relevance: I need statistics for gender pay gap. This website counts the gender pay gap in many nations. So it’s quite relevant. Authority: This website has high authority. The Organisation for Economic Co-operation and Development (OECD) drew on 60 years of experience and insights together with governments, policy makers and citizens. Accuracy: This website collects data by themselves, so it’s a world-famous organisation, it would be relatively accurate. | The gender wage gap is defined as the difference between median earnings of men and women relative to median earnings of men. Data refer to full-time employees on the other hand and to self-employed on the other. The website contains percentage gender pay gap for OECD countries and selected nonmember economies. | http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapinthenuk/2022 | yes |
## Resource Evaluation Table

<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Authors</th>
<th>Publication</th>
<th>Publication date</th>
<th>Evaluation</th>
<th>Summary</th>
<th>Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Facts and Figures: Economic Growth and Development</td>
<td>Dean &amp; Francis</td>
<td>The United States</td>
<td>Jul 10</td>
<td>The economy is growing at a steady pace, but challenges remain.</td>
<td>The analysis discusses the benefits of economic growth and the need for continued investment in infrastructure.</td>
<td><a href="https://www.deanfrancis.com/economic-growth-and-development">https://www.deanfrancis.com/economic-growth-and-development</a></td>
</tr>
</tbody>
</table>

**Notes:**

- The table is updated regularly to reflect the latest research and developments.
- All links are provided for easy access to the original sources of the evaluations.
- The evaluation criteria are based on economic indicators, social progress, and environmental sustainability.

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For more detailed information, please visit the respective websites or contact the corresponding organizations.
<table>
<thead>
<tr>
<th>Title</th>
<th>Details</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>48% of Americans have 15 or more years of formal education.</td>
<td>This is a statistic about the educational attainment of the American population.</td>
<td>Yes</td>
</tr>
<tr>
<td>8.8 trillion dollars in Variet markets as a result in 2021.</td>
<td>This is an economic figure related to the size of the global market.</td>
<td>Yes</td>
</tr>
<tr>
<td>Newnsco in the United States</td>
<td>Description of a company or project related to the US.</td>
<td>Yes</td>
</tr>
<tr>
<td>Photographer's name and contact information</td>
<td>Information about the photographer or the contact details.</td>
<td>Yes</td>
</tr>
<tr>
<td>An image of a person or object</td>
<td>The image is related to the content mentioned in the text.</td>
<td>Yes</td>
</tr>
<tr>
<td>A list of countries or regions</td>
<td>A list format is used to present information about different countries.</td>
<td>Yes</td>
</tr>
<tr>
<td>The impact of climate change on agriculture</td>
<td>Description of the effects of climate change on agriculture.</td>
<td>Yes</td>
</tr>
</tbody>
</table>