

# A Study on the Relationship Between Economic Development and Women's Actual Status: Evidence from Global

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**Abstract:** This paper examines the relationship between economic development and the actual status of women. Focus on economic participation and political empowerment. In this study, we will use a sample of 146 countries/regions, and we will use gender and age as control variables and economic participation and opportunities and political empowerment to measure the actual status of women. We find a positive correlation between economic development and the actual status of women. Through the analysis of GDP and GNI data of 146 countries in the world, we find that GNI has an important impact on women's political participation and economic participation, but GDP has no effect on both. However, age and gender do not have a moderating effect, indicating that age and gender do not affect the positive correlation between economic development and economic participation and opportunities and political empowerment.

**Keywords:** economic development; women's actual status; economic participation; political empowerment; positive correlation

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## 1 Introduction

As the global economy evolves, we see more and more women involved in politics and across a wider range of jobs. But full gender equality is still not achieved. A piece of news that provokes us to think about the relationship between economic development and the status of women. A recent multi-agency report released by the United Nations, based on an extensive survey of women across Afghanistan, found that Afghan women fear arrest, harassment, and further punishment every time the Taliban de facto authorities announce a new decree. According to the latest report, to date, the de facto authorities have issued more than 50 decrees that directly undermine women's rights and dignity. These decrees directly led to severe persecution of women. They fear arrest because police custody can bring them a long stigma and stigma. And because of the lack of safe public spaces, women are unable to gather and share their perspectives and experiences, and they are unable to participate in community building and other issues that they deem important. As a result, their lack of rights, educational prospects, and employment opportunities is linked to a decline in their influence in the family. At the same time, in social subordination, men strongly believe that women should remain at home as slaves. Some outdated ideological concept become a shackle to women. In this way, they are asked to close their eyes, close ears and don't listen, refrain from making "rebellious" noises. From this news, we found out that even in the modern society with rapid economic development, there are still some countries and regions that are influenced by religion and feudal ideas. Because of this differentiation, we want to study whether economic development really has an impact on the status of women. Therefore, our group conducted the following study analysis.

After analyzing the background of the study, we pointed out its significance and the objectives of our research. Based on the above background, this study will analyze the relationship between economic development and the status of women using a sample of 146 countries. We use GDP and GNI to measure economic development. We found that as the economy grows, there is a higher demand for a diverse workforce. For example, in the age of the Internet, many female anchors were born. The digital economy downplays women's traditional disadvantages in the labor market and can give full play to "soft

skills" to enable women to gain more employment resources and increase their incomes (Xue et al., 2024). The increasing participation of women in the labor market not only boosts productivity but also empowers them economically, thereby increasing their influence in the family and society. Economic progress is often accompanied by a shift in cultural attitudes, which gradually weakens gender discrimination and empowers women to make independent life choices. This research is important not only for understanding how economic factors affect gender dynamics, but also for developing policies aimed at promoting more inclusive growth and ensuring that development benefits reach all segments of society.

## **2 Literature Review**

### **2.1 Overview**

Economic development has long been recognized as a driving force behind societal transformations, including shifts in gender equality and the empowerment of women. The disparities in women's social, economic, and political statuses between developed and developing nations are often attributed to economic inequities. This literature review integrates theoretical frameworks, systematic reviews, and empirical evidence to explore the nuanced interplay between economic development and the status of women.

### **2.2 Theoretical Perspectives**

#### **2.2.1 Modernization theory**

Modernization theory posits that economic progress fosters societal changes, creating enhanced opportunities for women in education, employment, and political participation. Historical evidence suggests that industrialization and urbanization have played pivotal roles in reducing traditional barriers to women's empowerment. These processes facilitate women's engagement in the labor force and political arenas, thereby promoting gender equality.

#### **2.2.2 Development Economics and Gender**

Amartya Sen's foundational theory of development economics emphasizes the important role of women's empowerment in reducing poverty and promoting economic growth. The empowerment of women is both a consequence and a driver of economic development. This theoretical basis underscores the importance of addressing the gender gap in achieving overall economic progress.

### **2.3 Systematic evaluation**

The relationship between microfinance initiatives and women's empowerment has been extensively studied as a development strategy. Economic interventions have great potential to promote positive changes in women's social roles. Despite their limitations, microfinance models provide important insights into the broader economic mechanisms that influence women's empowerment.

### **2.4 Empirical Evidence**

#### **2.4.1 Economic Participation**

The empirical study emphasizes the U-shaped relationship between economic development and women's labor participation rate. Research in Turkey has shown that women's labor force participation initially declines in the early stages of economic growth, but rebounds as the economy matures and diversifies employment opportunities. This phenomenon highlights the complex interplay between cultural norms, economic growth and gender equality.

#### **2.4.2 Political Empowerment**

Evidence also demonstrates a positive correlation between economic advancement and women's political participation. High-income countries tend to exhibit greater female representation in political institutions compared to low-income nations. However, the World Economic Forum in 2023 reveals that while developed nations achieve higher participation rates, significant gender gaps persist globally, challenging the assumption that economic progress alone can eliminate gender inequalities.

### **2.5 Synthesis of Literature**

While economic growth undeniably affects gender dynamics, it is influenced by a variety of factors, such as cultural, social and institutional factors. The advent of the digital economy has driven powerful changes, alleviating women's traditional disadvantages and improving women's access to the labor market. However, structural challenges and deep-rooted prejudices continue to impede progress towards full gender equality.

#### Hypotheses Development

##### Variables

To explore the relationship between economic development and women's status, this study adopts a multi-variable framework.

**Independent Variable (IV): Economic Development** Economic development is measured using two key indicators: Gross Domestic Product (GDP) and Gross National Income (GNI). These metrics provide robust measures of a society's economic health and well-being (Mankiw, 2021).

GDP reflects the level of productivity focused on domestic production activities, while GNI complements the impact of international economic ties on household income. In different economic environments, GDP and GNI provide different perspectives on production and income, respectively. Therefore, the combination of the two can better measure the multidimensional nature of economic development, including productivity, income levels and cross-border income flows.

**Dependent Variable (DV): Women's Current Status** Women's status is assessed through the Global Gender Gap Index, focusing on two critical dimensions: Economic Participation and Political Empowerment. These indicators encompass labor participation rates, wage equality, and political representation (Hausmann & Tyson, 2006).

While economic participation focuses on women's material rights, political empowerment reflects women's social power and influence. The combination of these two dimensions provides a relatively complete perspective that allows a more comprehensive assessment of women's actual status in society.

#### Hypotheses

Building upon the literature, this study proposes four hypotheses to investigate the impact of economic development on women's status:

H1: GDP is positively associated with women's Economic Participation and Opportunity.

H2: GDP is positively associated with women's Political Empowerment.

H3: GNI is positively associated with women's Economic Participation and Opportunity.

H4: GNI is positively associated with women's Political Empowerment.

#### Rationale

Existing evidence suggests that economic growth promotes gender equality by expanding educational, employment, and political opportunities. For example, the US Department of State in 2022 highlights the indispensable role of economic strategies in promoting global gender equality. In addition, the dual focus on gross domestic product and gross national income indicates an analysis of the domestic and international economies to gain a comprehensive understanding of their impact on women's empowerment.

#### Anticipated Contributions

By examining these hypotheses, this study seeks to contribute to the broader discourse on gender equality and economic development. Specifically, it aims to elucidate whether and how economic progress translates into tangible improvements in women's societal roles, thereby informing policies that promote inclusive growth.

## 3 Methods

### 3.1 Sample and Procedure

**Sample:** We conducted methods to determine if the relationship between economic development and women's current status could be positive. Meanwhile, the hypothesis is extended by adding independent variables such as GDP and GNI and dependent variables such as women's economic participation opportunity and women's political empowerment. These two indicators were put forward for the first time in The Global Gender Gap Report (Hausmann & Tyson, 2006). Perrin evidences that they are widely utilized to measure women's status by many researchers (Perrin, 2021). For sample collection,

we selected data from 146 countries' GDP and GNI from the International Monetary Fund and the United Nations Development Programme. Besides, we also chose data about women's economic participation opportunity and women's political empowerment from the World Economic Forum. Because the year of each report is different, GDP and GNI are from 2022 and the data about women's economic participation opportunity and women's political empowerment are from 2023. The chosen period is 2 years, from 2022 to 2023. Of the countries, there were individualist and collectivist states, with 25 countries in the former and 121 in the latter. By the Human Development Index, there were (the following percentage retains the single digits): 40% very high human development, 24% high human development, 20% medium human development, and 16% low human development. According to the pre-analysis, we found that there were no differences in the independent variable by culture value and human development. Therefore, these variables were excluded.

Procedure: Firstly, we used abbreviations for the dependent variable, the women's current status. EPOI denoted economic participant and opportunity index. And PEI denoted the political empowerment index. Because the financial gap will affect GDP and GNI. Then, we used the Napierian logarithm to decrease the huge gap between each country in economics and made them more reasonable and comparable. Finally, we analyzed the descriptive statistics by R Studio and the coefficients effect calculated by SPSS, and we got our results.

## 4 Table Organizing

### 4.1 Descriptive Statistics, and Correlations Table and Heatmap

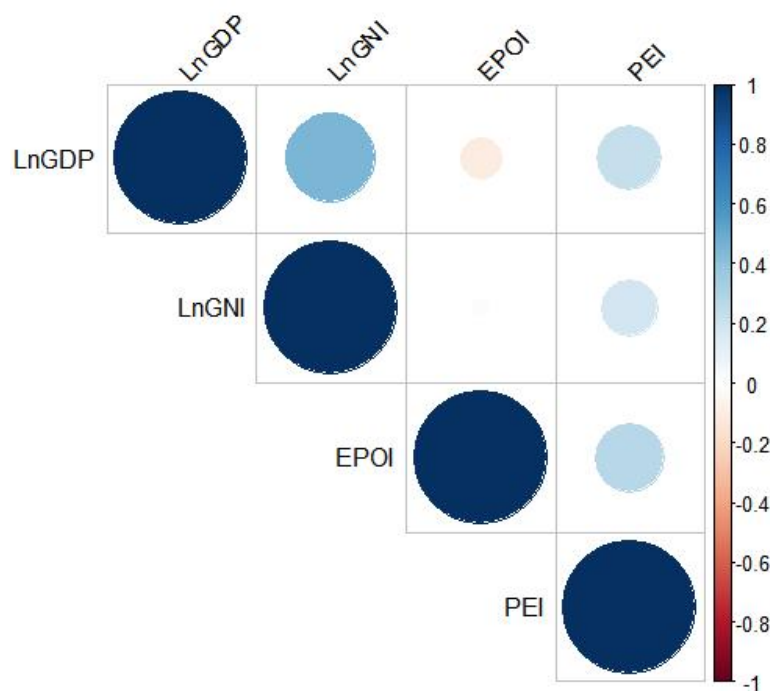
According to the cleaned data, R studio is used for designing descriptive statistics and correlations table. And here is the R code:

```
Getwd() # Seek for work dictionary
data<-read.csv("cleaned_data.csv", header = TRUE) # Load and read the cleaned data
head(data)
library(psych) # Load the package "psych"
library(corrplot) # Load the package "corrplot"
describe(data[, c("LnGDP", "LnGNI", "EPOI", "PEI")]) # get the descriptive statistics
correlations <- cor(data[, c("LnGDP", "LnGNI", "EPOI", "PEI")]) # calculate Pearson Correlation
print(correlations) # printt the output of correlations
corrplot(correlations, method = "circle", type = "upper", tl.col = "black", tl.srt = 45)
# draw the heatmap of correlation
```

Descriptive Statistics, and Correlations Table

	Vars	n	mean	sd	median	trimmed	mad	min	max	range	skew	kurtosis	se
LnGDP	IV1	146	11.30	2.02	11.17	11.27	2.19	6.89	17.05	10.16	0.22	-0.38	0.17
LnGNI	IV2	146	13.14	3.38	12.88	13.10	4.21	7.16	19.65	12.49	0.18	-1.09	0.28
EPOI	DV1	146	0.66	0.12	0.69	0.67	0.10	0.19	0.90	0.71	-1.03	1.54	0.01
PEI	DV2	146	0.25	0.17	0.21	0.23	0.15	0.00	0.90	0.90	1.06	0.99	0.01
			LnGDP		LnGNI		EPOI		PEI				
LnGDP			1.000		0.456		-0.102		0.239				
LnGNI			0.456		1.000		-0.018		0.182				
EPOI			-0.102		-0.018		1.000		0.270				
PEI			0.239		0.182		0.270		1.000				

Heatmap of Correlation



#### Explanation of Correlation Table

The diagonal value (1.000) represent the correlation of each variable with itself, which is always 1, indicating perfect correlation.

LnGDP & LnGNI: The correlation coefficient is 0.456, indicating a moderate positive correlation between LnGDP and LnGNI.

LnGDP & EPOI: The correlation coefficient is -0.102, showing a very weak negative correlation.

LnGDP & PEI: The correlation coefficient is 0.239, indicating a weak positive correlation.

LnGNI & EPOI: The correlation coefficient is -0.018, showing almost no correlation between LnGNI and EPOI.

LnGNI & PEI: The correlation coefficient is 0.182, indicating a weak positive correlation.

EPOI & PEI: The correlation coefficient is 0.270, suggesting a weak to moderate positive correlation.

Therefore, the correlations provide insight into the relationships between these variables. For example, LnGDP and LnGNI have the strongest positive relationship among the variables, while the correlation between LnGNI and EPOI is negligible. In addition, positive correlations indicate that as one variable increases, the other tends to increase as well, while negative correlations suggest an inverse relationship.

#### 4.2 Regression Table

According to the cleaned data, R studio is used for designing descriptive statistics and correlations table. And here is the R code:

```
getwd() # Seek for work dictionary
data<-read.csv("cleaned_data.csv", header = TRUE) # Load and read the cleaned data
head(data)
Model1<-lm(EPOI ~ LnGDP + LnGNI, data = data) # Linear Regression: (DV1 ~ IV1 + IV2) (DV2 ~ IV1 + IV2)
Model2<-lm(PEI ~ LnGDP + LnGNI, data = data) # (DV2 ~ IV1 + IV2)
summary(Model1) # output the summary of model1 and model2
summary(Model2)
library(broom) # Load the package "broom"
Model1_summary<-tidy(Model1) # Get and organize the result of two linear regression models
Model2_summary<-tidy(Model2)
combined_summary<-rbind(Model1_summary,Model2_summary) #Combine 2 results of regression
```

```
print(combined_summary) # Print the Combined result
```

Regression Table

Term	Estimate	Std. Error	t Statistic	P-value
Model1: EPOI ~ LnGDP+LnGNI				
(Intercept)	0.725	0.0577	12.6	6.80e-25
LnGDP	-0.00689	0/00546	-.1.26	2.09e-1
LnGNI	0.00126	0.00327	0.384	7.02e-1
Model2: PEI ~ LnGDP+LnGNI				
(Intercept)	0.00324	0.0809	0.0400	9.68e-1
LnGDP	0.0166	0.00766	2.17	3.15e-1
LnGNI	0.00462	0.00459	1.01	3.16e-1

### 4.3 Explanation of Regression Model

Model 1: EPOI ~ LnGDP + LnGNI

Intercept:

Estimate: 0.725

Std. Error: 0.0577

t Statistic: 12.6

p-value:  $6.80 \times 10^{-25}$  (highly significant)

The intercept estimate of 0.725 indicates the predicted value of the dependent variable, EPOI, when both independent variables, LnGDP and LnGNI, are zero. A very small p-value ( $<0.05$ ) suggests that the intercept is statistically significant. This means the base level of EPOI, without any influence from the independent variables, is unlikely to be zero.

LnGDP:

Estimate: -0.00689

Std. Error: 0.00546

t Statistic: -1.26

p-value: 0.209 (not significant)

The regression coefficient of LnGDP is -0.00689, which means that for every 1-unit increase in LnGDP, EPOI is expected to decrease by 0.00689 units, assuming LnGNI remains constant. However, with a p-value of 0.209 ( $>0.05$ ), this effect is not statistically significant. This lack of significance implies that LnGDP does not have a reliable impact on EPOI in the current dataset.

LnGNI:

Estimate: 0.00126

Std. Error: 0.00327

t Statistic: 0.384

p-value: 0.702 (not significant)

The coefficient for LnGNI is 0.00126, indicating a very small positive relationship with EPOI: for every 1-unit increase in LnGNI, EPOI increases by 0.00126 units. However, the p-value of 0.702 is far above the significance threshold of 0.05, suggesting that this relationship is not statistically significant.

Summary for Model 1:

The results from Model 1 demonstrate that neither LnGDP nor LnGNI significantly predicts EPOI. Both variables have p-values greater than 0.05, and their coefficients suggest only minor relationships with EPOI. This indicates that these two independent variables may have limited explanatory power for variations in EPOI, or other factors not included in the model might play a larger role.

Model 2: PEI ~ LnGDP + LnGNI

Intercept:

Estimate: 0.00324

Std. Error: 0.0809

t Statistic: 0.0400

p-value: 0.968 (not significant)

The intercept estimate of 0.00324 implies the predicted value of PEI when LnGDP and LnGNI are both zero. However, with a very large p-value of 0.968 ( $>0.05 > 0.05 > 0.05$ ), the intercept is not statistically significant. This suggests that the baseline value of PEI has little relevance in this model.

LnGDP:

Estimate: 0.0166

Std. Error: 0.00766

t Statistic: 2.17

p-value: 0.0315 (significant)

The coefficient for LnGDP is 0.0166, indicating a positive relationship: for every 1-unit increase in LnGDP, PEI is expected to increase by 0.0166 units, assuming LnGNI remains constant. The p-value of 0.0315 ( $<0.05 < 0.05 < 0.05$ ) indicates that this relationship is statistically significant, making LnGDP an important predictor of PEI.

LnGNI:

Estimate: 0.00462

Std. Error: 0.00459

t Statistic: 1.01

p-value: 0.316 (not significant)

The coefficient for LnGNI is 0.00462, suggesting a small positive association with PEI: for every 1-unit increase in LnGNI, PEI increases by 0.00462 units. However, the p-value of 0.316 ( $>0.05 > 0.05 > 0.05$ ) suggests that this relationship is not statistically significant.

Summary for Model 2:

The results from Model 2 highlight that LnGDP has a significant positive effect on PEI, while LnGNI does not exhibit a statistically significant influence. This suggests that economic performance as measured by GDP logarithms might influence PEI, but GNI's impact is less clear or more nuanced.

#### 4.4 Overall Interpretation

Model 1 ( $EPOI \sim LnGDP + LnGNI$ ):

Neither LnGDP nor LnGNI significantly predicts EPOI.

The coefficients for both variables are small and their p-values are above the 0.05 significance threshold, indicating limited explanatory power for these predictors in the context of EPOI.

Model2 ( $PEI \sim LnGDP + LnGNI$ ):

LnGDP significantly predicts PEI with a positive relationship. This suggests that higher GDP logarithmic values are associated with increased PEI levels.

LnGNI does not significantly predict PEI, indicating that GNI logarithmic values might not strongly relate to changes in PEI within the context of this model.

**Intercepts in Both Models:** In both models, the intercepts are not statistically significant, implying that the baseline values of EPOI and PEI (when both predictors are zero) lack practical relevance or may not adequately describe the relationship.

**Implications for Decision-Making:**

For policymakers or analysts, the results suggest that LnGDP could serve as a meaningful indicator for predicting PEI, whereas its utility for EPOI prediction is limited. Since neither model fully explains the variability in the dependent variables, additional predictors or different modeling approaches may be necessary to improve explanatory power.

**Recommendations for Further Analysis**

Investigate potential interaction effects between LnGDP and LnGNI to identify whether combined effects may better explain variability in EPOI or PEI. Incorporate additional predictors (e.g., social, political, or environmental variables) to improve the models' explanatory power. Explore non-linear regression models to capture complex relationships that may not be apparent in a linear framework. By addressing these limitations and refining the models, a more robust understanding of the relationships between economic indicators and the dependent variables can be achieved.

## 5 Discussion

## 5.1 Summary findings

According to the final research and measure, the final outcome for the 4 hypotheses our group made is as followed: The GNI of each country has significance relationship that positively associated with women's Economic Participation and women's Political Empowerment. But the GDP of each country has no significance relationship with women's Economic Participation and women's Political Empowerment, which means that GDP as an independent variable doesn't have the contribution and moderating effects upon the relationship with the 2 dependent variables of women's Economic Participation and women's Political Empowerment.

## 5.2 Theoretical implications

Due to the less significance with GDP and women's Economic Participation and women's Political Empowerment, we found some theories to help us better understand and realize about this fact.

According to the Gender Inequality in Labor Markets theory, due to the long-term implication of emphasize the familial responsibility and gender discrimination, although the economic increasement can help to create more labor opportunities, but the family responsibility and gender inequality limited the women's opportunity to participant in labor (Goldin, C., 2006). In some culture like collectivism, women still recognized to be the role player that need to response the main duty to care family and children, which lead the limitation when women want to participation in labor market. This kind of traditional cognition may lead women can't take long time working and participate in those higher value-added works.

According to the Gender Labor Market Segmentation theory, the theory about gendered segmentation which means women were always limited in those career and industry with lower payment and low additional value. Even with the GDP development, women's increasement of labor participate rate is still influenced by gender division and market segregation (Reskin & Roos, 1990). The industry constructor factor which divided by gender is the main factor that hinder women participate in some higher value-added career. Many industries that make economic development may gathered in those areas with traditional gender division, such as heavy industry and specific skills industry, all have less attractive to women workers, which lead the GDP increasement has less support in women's economic participant and political empowerment.

According to the Gender Role Theory, the gender role and social expectations to women and man's behavior and economic activities have deep influence. Even if the GDP arise, the gender character and expectation have the limitation in women labor participation (Eagly & Wood, 2012). From the ancient to contemporary to now, Politics are always viewed to be the man's response, some countries such as Saudi Arabia, United Arab Emirates and Afghanistan still not allowed women participate in politics. So even with the development with GDP, the women's political empowerment has less relationship with it.

According to Klasen's report which analysis how the gender inequality influence the economic development, demonstrated bidirectional relationship between GNI and women's economic participation. The increasement of GNI prompt more women enter in labor market, vice versa.

According to Norris and Inglehart's article, In the process of democratization, the development of GNI offered more political empowerment for women. Which expound and proved the positive relationship between GNI and women's political empowerment.

## 5.3 Practical implications

With the global economic development and social changes, gender equality has become a key issue, especially regarding women's economic participation and political empowerment. Women's role in the labor market is growing, and they are gaining more participation in political and social management. However, gender inequality remains widespread, with women facing significant barriers. Studying how economic development affects women's social status is of great practical significance, as it helps understand the challenges of gender equality and provides policymakers with vital data and support to improve economic and social systems, ultimately enhancing women's social status. This research's practical significance will be explored from several perspectives.

### (1) Promote gender equality and promote social justice

Research shows that economic growth has a significant positive impact on gender equality by reducing poverty and increasing employment opportunities (Duflo, 2012). Studying the relationship between economic development and women's social status helps reveal the root causes of gender inequality and provides theoretical support for policy formulation and

improvement. Gender equality is not only a fundamental value of social development but also a core aspect of social justice. Therefore, the implementation of gender equality policies helps break traditional gender roles, enabling women to equally access resources like education, employment, and healthcare, thereby promoting societal progress and harmony. Additionally, raising public awareness and acceptance of gender equality helps reduce gender stereotypes and allows women to play a greater role across various fields.

(2) Improve economic development and promote more inclusive growth

Women's economic participation not only increases household income but also enhances labor market efficiency and productivity. Providing more employment and entrepreneurial opportunities for women helps unlock greater social and economic potential for the country. Moreover, women's involvement in the economy is closely linked to long-term national economic development. According to the 2017 report by the International Monetary Fund (IMF), achieving gender equality in global labor markets could increase global GDP by \$28 trillion, fostering inclusive economic growth. Therefore, encouraging women to play a larger role in high-income industries like technology and finance will help boost the country's economic growth potential. Additionally, offering equal education and training opportunities to enhance women's professional skills not only helps allocate resources more efficiently but also drives economic development.

(3) Promote political reform and enhance women's political empowerment

Women's political empowerment is an important indicator of comprehensive social development, enabling women to play a greater role in social governance, policy formulation, and resource distribution, thus promoting a more democratic and just social system. Furthermore, the interaction between economic development and female political participation shows that women's independence in the economic sphere is closely related to their political activity. Studies have found that increasing women's representation in political decision-making helps create a more diverse policy agenda (Bauri & Basu, 2022). Women, particularly those in leadership positions in government and parliament, tend to focus more on the interests of vulnerable groups in society. Increasing women's representation in politics contributes to more inclusive governance and enhances policy fairness. Moreover, women's unique perspectives and experiences can bring innovation to political decision-making and promote more diversified development across all sectors of society.

## 5.4 Limitation and Future directions

Although our study may product some meaningful things, but there still have something we may ignored in the research processing.

**External factors limitation:** The traditional conception and different ideology in different countries all have the effects on women's economic participant and political empowerment, only considered about economic development effect on them is limited. Many political strained in some countries with high level economic like Saudi Arabia, the gender bias is a more crucial problem for women development.

**Methodological Issues:** Research methodologies may not be designed to capture the nuances of women's lives. For example, quantitative data might not fully reflect the qualitative aspects of women's experiences, such as emotional well-being and social support.

**Privacy Concerns:** Women's issues can be highly personal and sensitive, making it challenging to collect accurate and honest data. For example, according to data from the National Family Health Survey (NFHS-5) in India, approximately 28.8% of married women aged 18-49 have experienced physical or sexual violence from an intimate partner at some point in their lives. Additionally, the National Crime Records Bureau (NCRB) reported that there were 148,000 cases of domestic violence recorded in 2019. These data reflect India's efforts to collect and report on domestic violence but also indicate that there remains a significant number of unreported cases, potentially due to privacy concerns, social stigma, or a lack of trust in legal processes. So privacy concerns can prevent women from sharing their true experiences, leading to under-reported problems.

The future directions of our study will concern more possible effect factors, focus on reality situation, divide different areas, culture, time stages to make a more meticulous study on women development, better to use a micro view to treat the relationship between international interactions development and women development. Seeking for solutions for those gender problems that had been exist in this world that may consistent for a long time but still not solved yet.

## 5.5 Recommendations

(1) Recommend

Formulating inclusive economic policies that genuinely consider women's perspectives

First of all, increasing women's participation in high-paying industries and leadership positions, particularly in high-growth sectors such as technology, finance, and energy. Secondly, providing equal career training and development opportunities to help women enhance practical skills, especially in traditionally male-dominated fields like STEM (Science, Technology, Engineering, and Mathematics). Additionally, governments and businesses should introduce policies that encourage female entrepreneurship, such as offering startup loans, market access, and networking support. These measures will help fully unlock women's potential in economic activities, enhance the overall economic productivity and innovation capacity of the country, and promote more balanced and sustainable economic growth.

(2) Strengthen women's education and skills training

Education is the foundation for improving women's social status, and therefore, governments should prioritize investment in women's education, especially in low-income and developing countries. By providing scholarships, funding programs, and skill training courses, women can be encouraged to pursue higher-paying, more promising careers, particularly in emerging industries such as the green economy and digital transformation. Empowering women through education can break societal stereotypes, help them enter high-income, technical fields, and gain greater economic independence, thereby increasing their influence on both family and society.

(3) Establish a better social security system to support the balance of women's family responsibilities

Firstly, providing practical measures such as parental leave, paid leave, and family care-giving support to alleviate the pressures women face in childcare and family care. Besides, offering public childcare and elderly care services enables women to focus more on career development. A comprehensive social security system can reduce workplace discrimination and economic pressure women face due to family responsibilities, increasing female labor force participation and economic independence. These policies not only benefit women themselves but also contribute to the overall development of society.

(4) Promote a culture of gender equality in enterprises and social organizations

First of all, companies should implement salary transparency policies to reduce the gender pay gap. Moreover, establish diversity and inclusion programs to ensure women's representation in decision-making positions such as executives and boards. Additionally, providing flexible work arrangements for female employees will help them better balance work and family. Promoting gender equality in corporate culture not only improves career development opportunities for female employees but also enhances the organization's innovation capacity and competitiveness. This will create more diverse and fair employment opportunities and contribute to economic development.

(5) Reflection

Through our research, we must recognize that the relationship between economic growth and gender equality in today's society is not a simple linear one. While economic development can provide women with more employment opportunities and sources of income, cultural, historical, and social structural factors still limit women's progress in other areas, particularly in political participation and the advancement of leadership roles. We hope that in the future, the public can overcome gender biases and eliminate outdated divisions of traditional gender roles, promoting a new concept of gender equality where both genders have access to the same types of work. Furthermore, improving women's social status depends not only on economic participation but also on multi-dimensional factors such as education, social welfare, and cultural identity. Therefore, solely relying on economic growth is insufficient to achieve gender equality; more comprehensive policies and reforms are needed at all levels of society.

## 6 Conclusion

In summary, we have completed this study on the impact of economic development on the status of women based on data from a sample of 146 countries. We determined that GDP had little to no effect on the status of women, but GNI had an impact on the status of women. Which explains the correlation between economic development and women's actual status to some extent. But the non-significance outcome of GDP also proved some evidences that our thinking start point has limitation and inconsideration. Based on the limitations of our research results, it is suggested that social organizations and government departments around the world should consider the factors affecting the advancement of women's status from a broader perspective, and effectively develop policies that have a positive impact on the development of women's status, rather than empty and superficial policies without reality.

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