



PERSONAL TO POWERFUL

Holding the line for gender justice in the face of growing anti-rights movements.

METHODOLOGY NOTE



OXFAM

Stat 1. One in three women (1.3 billion) lives in countries that do not prohibit the dismissal of pregnant women workers

In 36 countries, which is home to 1.33 billion women, equivalent to one out of three women globally, have no laws that protect workers from dismissal due to pregnancy. Globally, the population of women stood at 4.03 billion in 2023.

Data on the dismissal of pregnant workers is from the World Bank's Women, Business and the Law, available at https://wbl.worldbank.org/en/data/exploretopics/wbl_hc. The women's population per country is from the World Inequality Lab, available at <https://wid.world/data/>.

Table 1: Countries where the dismissal of pregnant workers is not prohibited.

Country	Population of Women
Afghanistan	20,530,684
Algeria	22,614,984
Antigua and Barbuda	48,908
Austria	4,636,394
Belgium	5,939,332
Benin	7,036,429
Brunei Darussalam	215,061
Cabo Verde	256,641
Central African Republic	2,684,793
Dominica	33,213
Dominican Republic	5,696,733
Eritrea	1,757,865
Ethiopia	64,205,532
France	36,104,580
Germany	43,438,316
Guinea	7,282,936

Country	Population of Women
Hungary	5,375,540
Iceland	189,129
India	696,186,304
Iraq	22,459,934
Italy	30,470,228
Japan	63,587,812
Kenya	27,821,990
Kosovo	863,820
Kuwait	1,879,509
Lao PDR	3,813,122
Libya	3,591,018
Malta	256,388
Niger	12,877,706
Nigeria	112,676,016
North Macedonia	940,918
Panama	2,228,887
Peru	17,010,174
Philippines	57,580,384
Viet Nam	51,201,224
Swaziland	626,490
Grand Total	1,334,118,994

Stat 2. Social protection budget vs social assistance to mothers with newborns

More than half of countries (51%) that have either cut their social protection budget or have very little social protection budget (below 15% of total government expenditure) have little or no social assistance to mothers with newborns.

Based on Oxfam's [Commitment to Reducing Inequality Index \(CRI\)](#), we calculated that 81 countries out of 160 countries (51 percent) that have either cut their social protection budgets in 2023 or have a social protection budget lower than 15 percent of their global expenditure, have little or no social assistance to mothers with newborns. Data on support

to mothers with children are from the [International Labor Organization](#).

In 2023, 129 countries either cut the share of their social protection spending or spent less than 15% of their budgets on social protection. Of these, 82 countries, largely low- and lower-middle-income countries, spend less than 15% of their budget on social protection. On the other hand, 99 countries cut their share of social protection budget. Out of 160 countries with data, 95 do not offer social assistance to mothers with newborns.

From this data on budget cuts or dismal spending on social protection and social assistance to mothers with newborn, we calculate the number of countries that have fulfilled each of the following two conditions:

1. either cut social protection budgets as a share of total government expenditure or their social budget as a share of total government expenditure is below 15%
2. social assistance to mothers with newborns is less than 50%, based on the Assault of Austerity [methodology note available here](#).

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