Session 1.
The economy as a gendered structure

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Gender in Economic Policy Analysis
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What does it mean that the economy is a gendered structure?

- Concepts
- Data

Macro-level policies implemented in the context of gendered structures → inevitably gender-differentiated effects

Multiple channels

How to build the statistical picture of a specific economy as a gendered structure and identify policies to address gender constraints (PM)
Core principles of gender-aware economics

• Emphasis on human well-being and adequate standards of livings for all as central objective of economic policies (i.e. progress to be measured not only by GDP)

• Concern for inequality in the distribution of resources and power (e.g. unequal power relations between employees and employers); intersectionality

• Role of unpaid (reproductive/care) work for both well-being and the functioning of the market economy (i.e. the economy constituted of both paid and unpaid spheres)
Boundaries of economic system broadened
Interdependence between paid and unpaid

Book cover in Nancy Folbre *Who Pays for the Kids?* (Routledge, 1994)
The economy as a gendered structure

(1) Labour produced by non-market care work, mostly done by women

(2) Labour markets segmented by gender and women less bargaining power

(3) Gender-intensified constraints in access to assets, technology, markets
Unpaid work mostly done by women

Source: Budlender, D., 2009, *UNRISD Discussion Paper 4*
Poverty dimension as well as gender dimension in the distribution of unpaid work (1)

Source: UN Women Progress of the World’s Women 2019-20
Poverty dimension as well as gender dimension in the distribution of unpaid work (2)

Figure 2.5

Typical childcare arrangement for employed women with children under age 6

→ Very few employed women in developing countries have access to organized childcare or nurseries

Source: UN Women Progress of the World’s Women 2015-16: Chapter 3
Figure 1.19. Motherhood and fatherhood wage gaps for selected economies, latest year

Source: ILO, 2018g.
Gender differences in labour markets: employment status

Figure 1.23. Employment status, by sex (percentage of female and male total employment), 2018

Source: ILO modelled estimates, November 2018.
Gender differences in labour markets: sectoral segregation

Figure 1: Composition of total sectoral segregation by region, 1997 and 2017

Composition of total sectoral segregation by region, 1997 and 2017

Notes: See Appendix E for details regarding sectoral employment data. The figure shows the difference between women and men with respect to the share of employment in a sector relative to total employment for the respective gender. Hence, it shows in which sectors women are relatively over-represented compared with men. Positives and negatives need to be of equal height because for any over-represented sector there needs to be an under-represented sector. The total height of a bar indicates the overall sectoral gender segregation. The world aggregate is lower than most regional aggregates since opposing over-representations across regions offset one another. The computation is based on 14 sectors.

WHAT HINDERS WOMEN'S EMPLOYMENT OPPORTUNITIES?

41.5% / 17.2%
41.5% of women with a university degree are either unemployed or outside the labour force, while only 17.2% of men are in a similar situation.

21.7% / 1.5%
21.7% of women perform unpaid care work on a full-time basis compared to 1.5% of men.

4H 25M women
1H 23M men
Women spend on average 4 hours and 25 minutes per day doing unpaid care work while men only 1 hour and 23 minutes per day.

209 YEARS
209 years needed to close the gender gap in time spent in unpaid care work at the current pace.

2015
38.4%
The motherhood employment penalty has increased by 38.4% between 2005 and 2015.

2006
45.8%
53.2%
45.8% of mothers of young children are employed compared to 53.2% of women without children of that age.

25.1% 74.9%
Mothers of young children have the lowest chance of being a manager while fathers of young children the highest: 25.1% of people in managerial positions with young children (aged 0–5 years) are women and 74.9% are men.

31.4% 68.6%
31.4% of people in managerial positions without young children (aged 0–5 years) are women and 68.6% are men.

20% GENDER PAY GAP

ONLY 130 COUNTRIES HAVE LAWS PROHIBITING SEXUAL HARASSMENT IN EMPLOYMENT

## Gendered constraints in access to resources: land

### Distribution of agricultural land owned by sex

<table>
<thead>
<tr>
<th>Country</th>
<th>Year</th>
<th>% female</th>
<th>% Jointly owned</th>
<th>Note</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bangladesh</td>
<td>2011-2012</td>
<td>10.1</td>
<td>2.2</td>
<td>Documented ownership</td>
<td>LSMS - Bangladesh Integrated Household Survey (Kieran et al. 2015)</td>
</tr>
<tr>
<td>Ethiopia</td>
<td>2011-2012</td>
<td>15</td>
<td>39</td>
<td>Documented ownership</td>
<td>LSMS - Ethiopia Rural Socioeconomic Survey (Doss et al. 2015)</td>
</tr>
<tr>
<td>Malawi</td>
<td>2010-2011</td>
<td>40</td>
<td>18</td>
<td>Reported ownership</td>
<td>LSMS - Malawi Integrated Household Survey (Doss et al. 2015)</td>
</tr>
<tr>
<td>Niger</td>
<td>2011</td>
<td>9</td>
<td>29</td>
<td>Reported ownership</td>
<td>LSMS - National Survey of Household Living Conditions and Agriculture (Doss et al. 2015)</td>
</tr>
<tr>
<td>Nigeria</td>
<td>2010</td>
<td>4</td>
<td>9</td>
<td>Right to sell/use as collateral</td>
<td>LSMS - General Household Survey Panel (Doss et al. 2015)</td>
</tr>
<tr>
<td>Tajikistan</td>
<td>2007</td>
<td>14.3</td>
<td>NA</td>
<td>Documented ownership</td>
<td>LSMS - Tajikistan Living Standards Survey (Kieran et al. 2015)</td>
</tr>
<tr>
<td>Tanzania</td>
<td>2010-2011</td>
<td>16</td>
<td>39</td>
<td>Reported ownership</td>
<td>LSMS - Tanzania National Panel Survey (Doss et al. 2015)</td>
</tr>
<tr>
<td>Uganda</td>
<td>2009-2010</td>
<td>18</td>
<td>48</td>
<td>Reported ownership</td>
<td>LSMS - Uganda National Panel Survey (Doss et al. 2015)</td>
</tr>
<tr>
<td>Vietnam</td>
<td>2004</td>
<td>15.4</td>
<td>12.8</td>
<td>Certified land use rights</td>
<td>LSMS - Vietnam Household Living Standards Survey (Kieran et al. 2015)</td>
</tr>
</tbody>
</table>

## Gendered constraints in access to resources: land

### Distribution of agricultural holders by sex

<table>
<thead>
<tr>
<th>Country</th>
<th>Year</th>
<th>% female</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Botswana</td>
<td>2004</td>
<td>34.7%</td>
<td>Agricultural Census</td>
</tr>
<tr>
<td>Burkina Faso</td>
<td>1993</td>
<td>8.4%</td>
<td>Agricultural Census</td>
</tr>
<tr>
<td>Cape Verde</td>
<td>2004</td>
<td>50.5%</td>
<td>Agricultural Census</td>
</tr>
<tr>
<td>Comoros</td>
<td>2004</td>
<td>32.6%</td>
<td>Agricultural Census</td>
</tr>
<tr>
<td>Côte d’Ivoire</td>
<td>2004</td>
<td>10.1%</td>
<td>Agricultural Census</td>
</tr>
<tr>
<td>Democratic Republic of the Congo</td>
<td>1990</td>
<td>8.9%</td>
<td>Agricultural Census</td>
</tr>
<tr>
<td>Ethiopia</td>
<td>2011-2012</td>
<td>19.2%</td>
<td>Agricultural Sample Survey</td>
</tr>
<tr>
<td>Gambia</td>
<td>2001-2002</td>
<td>8.3%</td>
<td>Agricultural Census</td>
</tr>
<tr>
<td>Guinea</td>
<td>2000-2001</td>
<td>5.7%</td>
<td>Agricultural Census</td>
</tr>
<tr>
<td>Lesotho</td>
<td>1999-2000</td>
<td>30.8%</td>
<td>Agricultural Census</td>
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<tr>
<td>Madagascar</td>
<td>2004-2005</td>
<td>15.3%</td>
<td>Agricultural Census</td>
</tr>
<tr>
<td>Malawi</td>
<td>1993</td>
<td>32.1%</td>
<td>Agricultural Census</td>
</tr>
<tr>
<td>Mali</td>
<td>2004-2005</td>
<td>3.1%</td>
<td>Agricultural Census</td>
</tr>
<tr>
<td>Mozambique</td>
<td>1999-2000</td>
<td>23.1%</td>
<td>Agricultural Census</td>
</tr>
<tr>
<td>Nigeria</td>
<td>2007</td>
<td>10.0%</td>
<td>Collaborative Survey on Socio-economic Activities</td>
</tr>
<tr>
<td>Senegal</td>
<td>1998-1999</td>
<td>9.1%</td>
<td>Agricultural Census</td>
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<tr>
<td>Seychelles</td>
<td>2011</td>
<td>18.7%</td>
<td>Agricultural Census</td>
</tr>
<tr>
<td>Tanzania</td>
<td>2002</td>
<td>19.7%</td>
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<td>Uganda</td>
<td>1991</td>
<td>16.3%</td>
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<tr>
<td>Zambia</td>
<td>2000</td>
<td>19.2%</td>
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</tr>
</tbody>
</table>

Gendered constraints in access to resources: STEM

Figure 7.1. Women are under-represented among new entrants in STEM fields in higher education

Proportion (%) of new students entering tertiary education who are female, by field of education, OECD average, 2014

Note: The figures in parentheses under the x-axis labels indicate the share (%) of all new entrants in each field of education.
Gendered constraints in access to resources: finance

Figure 25.2. Men are more likely to have access to finance to start or grow a business

Proportion of individuals who answered “yes” to the question “Do you have access to the money you would need if you wanted to start or grow a business?”, by gender, 2013

Sex-disaggregated and gender statistics

Sex-disaggregated data are needed to show differences between women and men.

Gender statistics is a broader concept that enables the analysis of gender issues.

![Graph showing incidence of full-time low-paid workers by sex, latest year](image.png)

![Bar chart showing access to piped water on premises by residence, wealth quintile and ethnicity](image2.png)
Summing up: Gender-aware data analysis

Researchers (and policy-makers) should try to:

- Go beyond headline indicators and averages (e.g. FLFP high; gaps in educational enrolment closed; MDG Target achieved; etc.)
  - Intersecting inequalities
  - Terms of inclusion
  - Equalizing up/down
- Comprehensive: Emphasise the interdependence between paid and unpaid spheres
- Dispel gender myths (e.g. FHHs the poorest of the poor!)
- Data gaps, but still many insights from existing surveys
  - Sex-disaggregated statistics and gender statistics
Points for discussion

• Main gender features of your economy
• Can you identify a key gender gap? Which policies could address it?
Analysing the impact of macro-policies
Impact of policies

Many channels:
- Employment effect
- Consumption effect
- Public provision effect
- Possible trade-offs

Multiple roles:
- Producers
- Workers
- Care provisioners
- Tax payers/users of public services

Domains of Gender Equality:
Capabilities, Livelihoods, Security, Voice
Domains of gender equality

- **Capabilities**: basic human abilities, fundamental to individual well-being. Preconditions for engaging in production and economic decision-making. Measured by education, health and nutrition indicators

- **Livelihoods**: conditions enabling individuals to provide adequate livelihoods for themselves and their families: access to economic assets and resources

- **Security/Voice**: reduced vulnerability to violence and conflict. Can be measured by prevalence of rape, sexual harassment, female trafficking, etc. Also political decision making

- **Domains are interrelated**

First used by The Millenium Project Task Force Gender Equality (UN Millennium Project, 2005), other versions by S. Seguino
Economic policies can have both positive and negative effects.
Economic Impact of Public Investment in Infrastructure

Investment in Social Infrastructure

**Demand side effects**
- Jobs generation
- Increase wage incomes
- Decrease income poverty
- Time- and Income Poverty
- Increase women's employment
- Decrease gender gaps

**Supply side effects**
- Alleviate unpaid work constraints
- Access to ECEC by all children
- Enhanced human capital
- Decrease in socioeconomic inequalities
- Increase in productivity and supply-led growth

Wrapping up

• A range of data exposing unequal gender patterns in an economy
• Stressed the importance of considering multiple sources of inequality and the interaction between paid and unpaid spheres → need to take a holistic approach to policy
• Building a comprehensive picture of the gendered economy essential first step to inform design of gender-equitable macro-economic policies