

“Women’s Work” and Sustainable Development

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Project Director, Counting Women’s Work

World Bank/Population Reference Bureau event concurrent with
UN Commission on the Status of Women

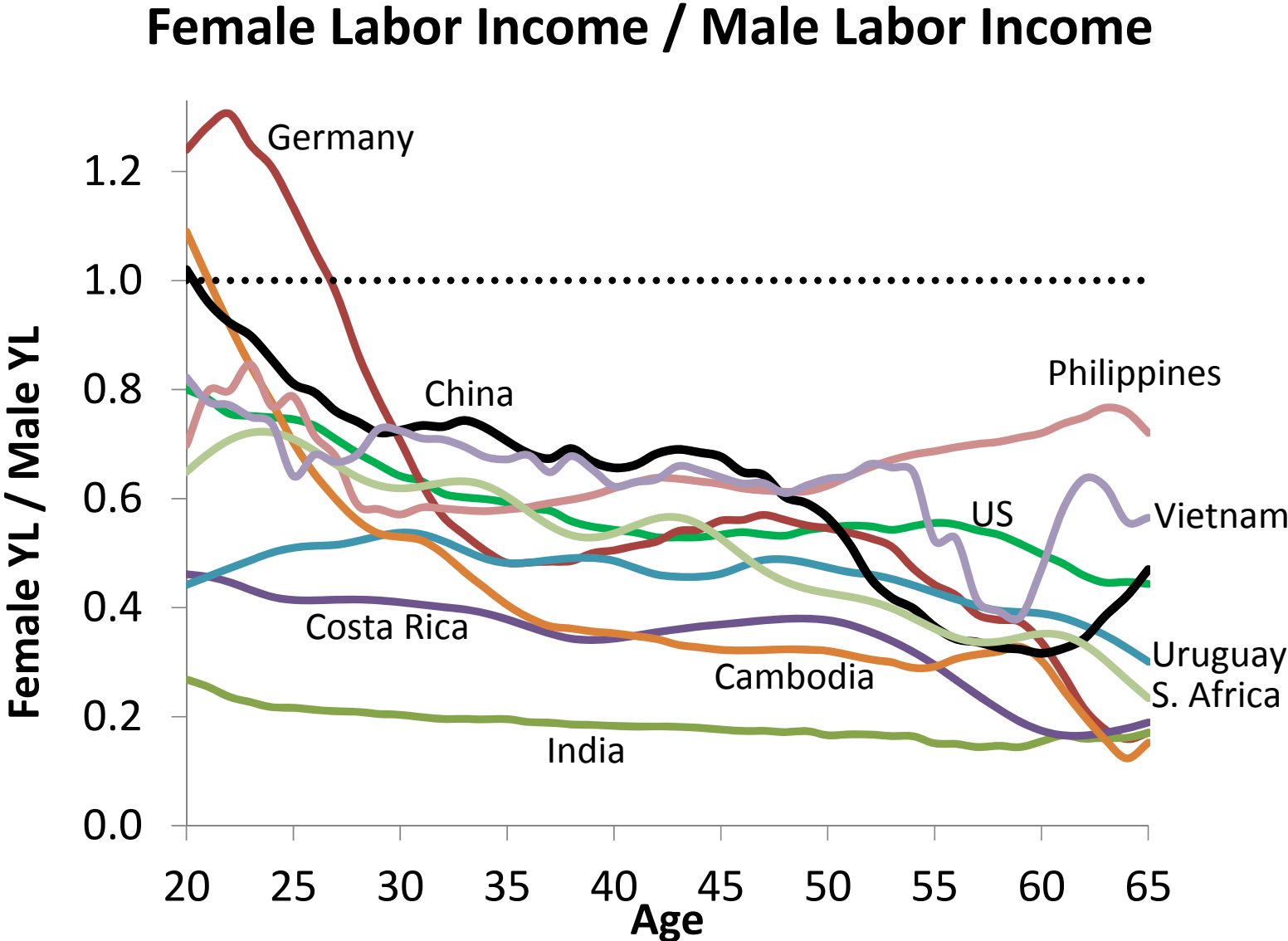
New York
March 15, 2016



Gender and Demographic Dividends

- Demographic dividend
 - Lower fertility →
 - Age structure change →
 - More productive economy
- Gender dividend?
 - Higher investments in female human capital →
 - Higher female labor force participation and wages →
 - More productive economy

Current Gender Gaps in Labor Income

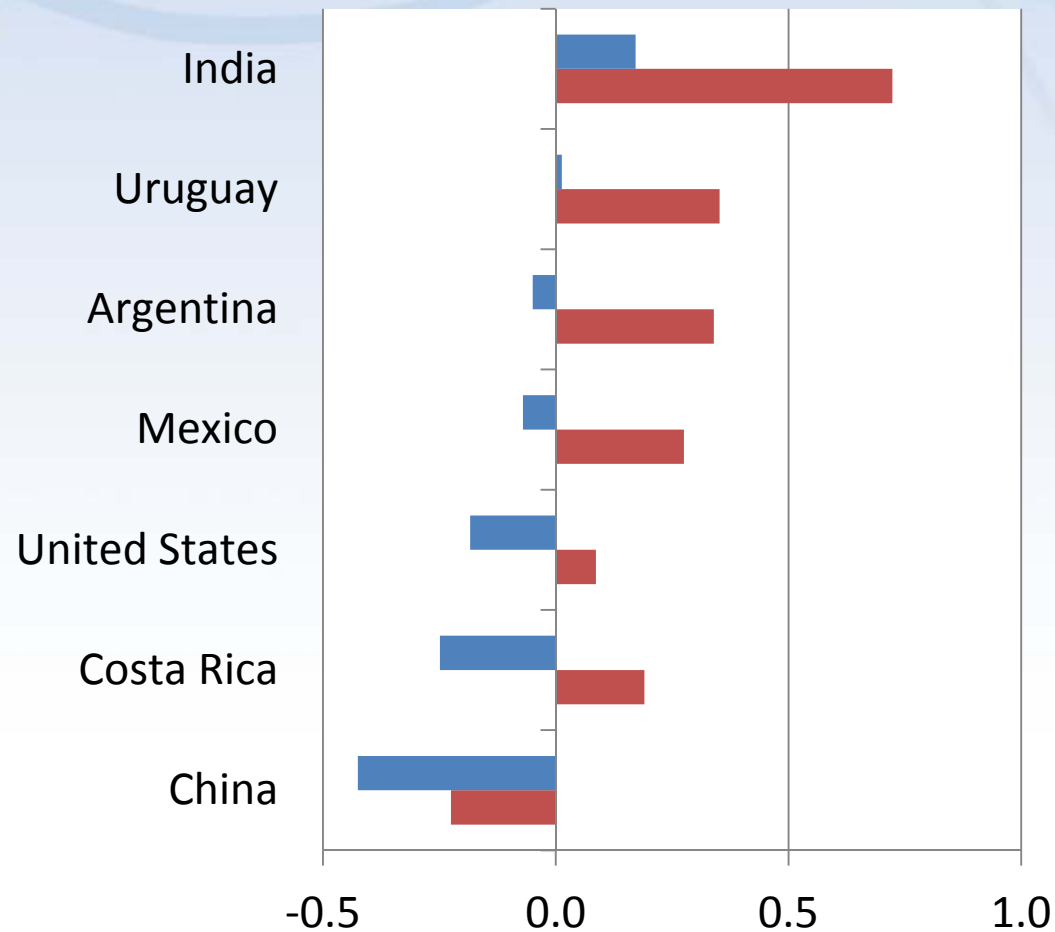


What “gender dividend”
might we get in the future
from closing gender gaps
in market labor?

Close the labor income gap by 50%?

Change in the support ratio (producers per consumer) from 2014 to 2050 if Female Labor Income Age Profile:

- Remains Constant
- Converges by Half



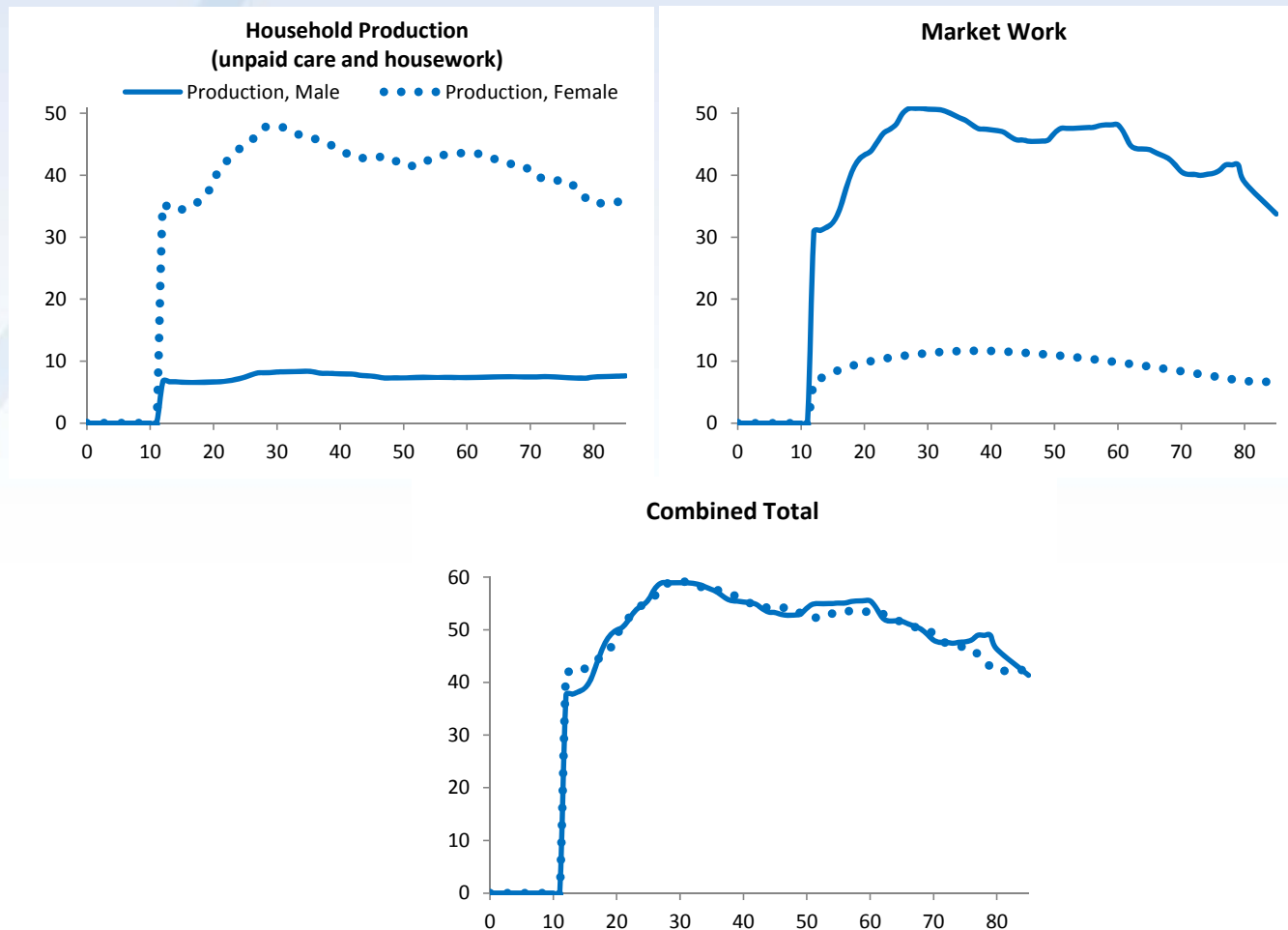
Avg Annl Rate of Change in Support Ratio

But...

this picture is the product of a narrow definition of economic activity that renders a lot of “women’s work” invisible

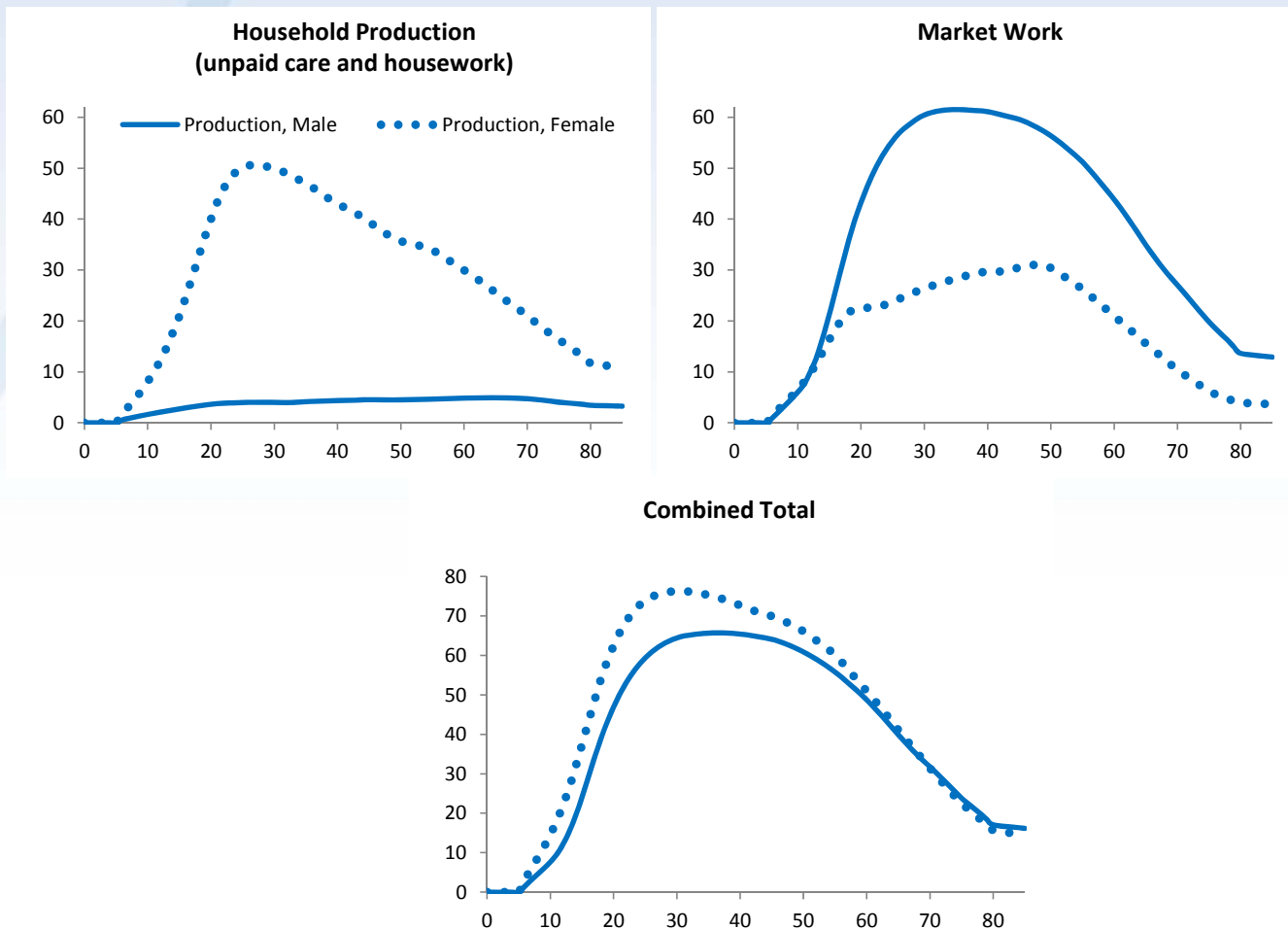
Economic activity is heavily gender-determined

- Mexico, 2005, hours/week



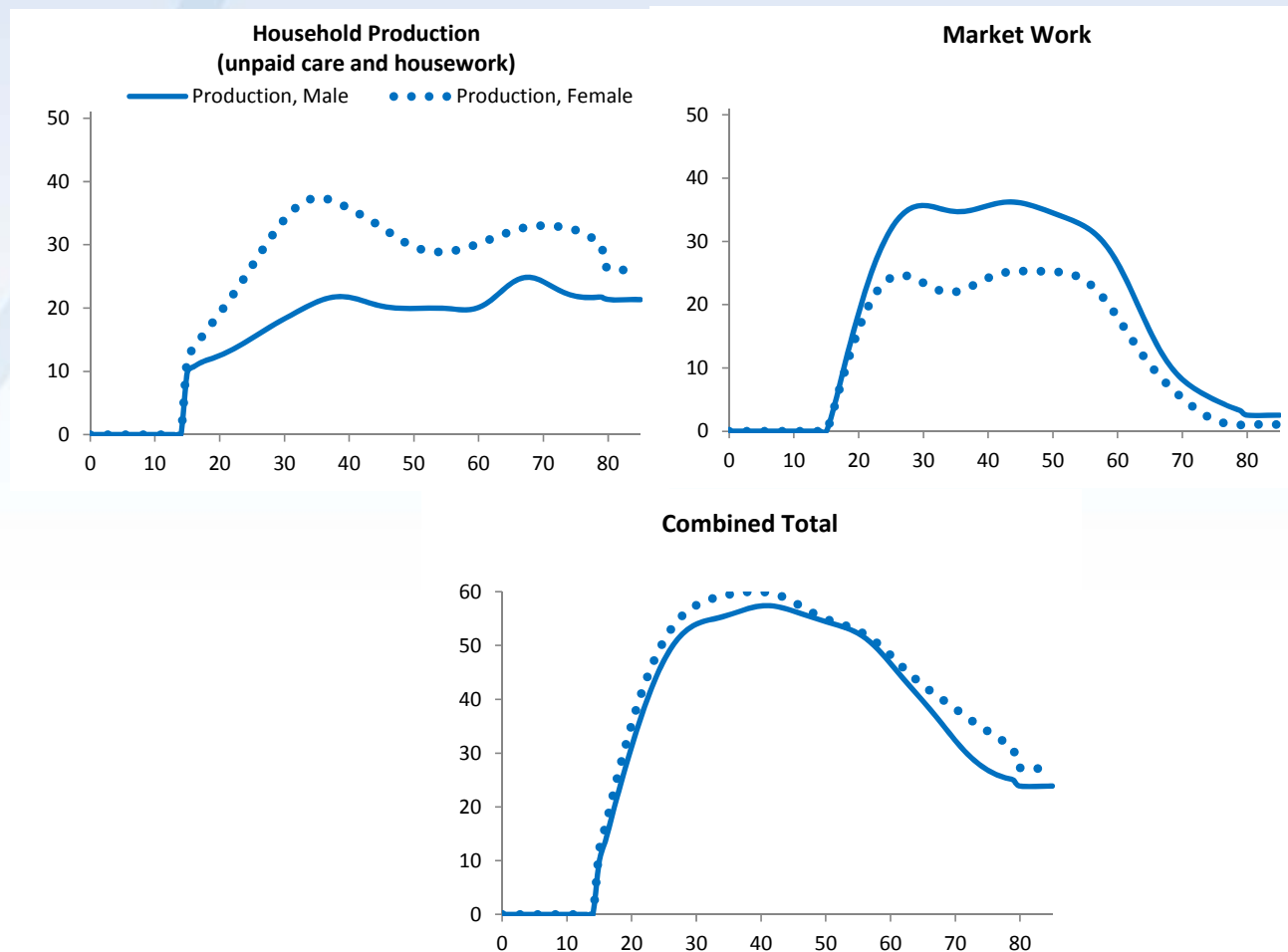
Economic activity is heavily gender-determined

- India, 1998/9, hours/week



Economic activity is heavily gender-determined

- US, 2009, hours/week





COUNTING WOMEN'S WORK

Project to add unpaid household services
into economic accounting and monitoring

Web: www.countingwomenswork.org

Twitter: @CountWomensWork

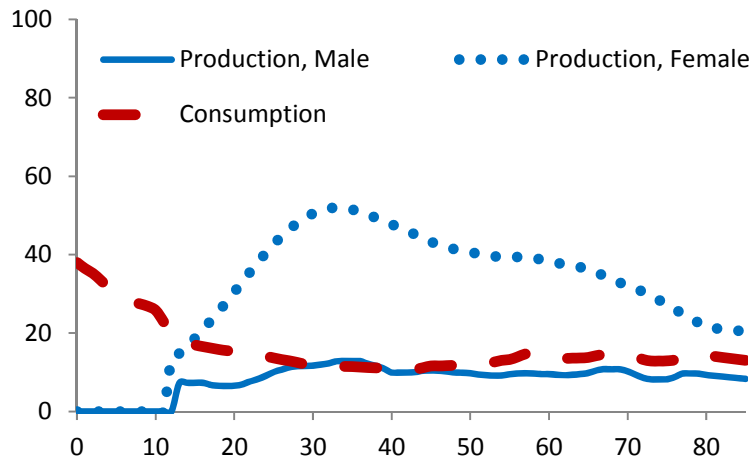


The gendered economy in the market and the household

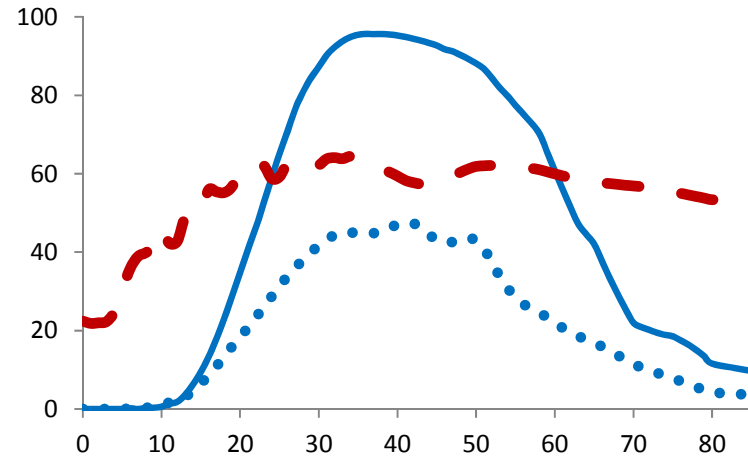
- National Transfer Accounts (NTA)
 - Measure the market economy by age and gender using income and expenditure surveys
 - Consistent with national accounts
- CWW project: National Time Transfer Accounts (NTTA)
 - Measure time spent producing unpaid care and housework using time use surveys
 - Value that time by a replacement wage
 - Impute consumption

Example (Mexico, 2005)

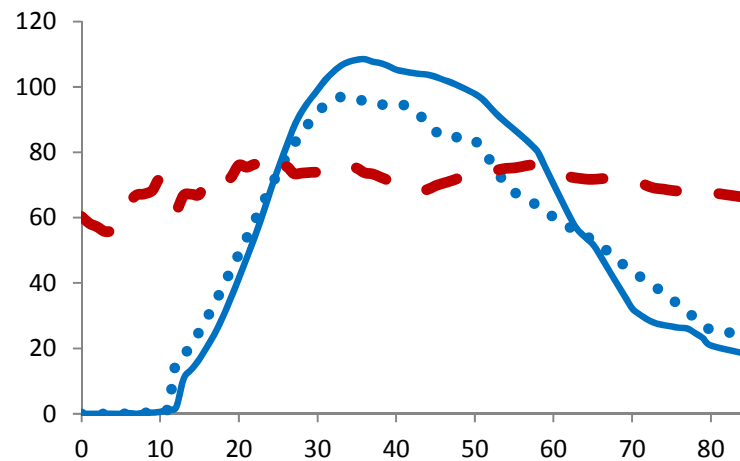
**National Time Transfer Accounts
(Household Production)**



**National Transfer Accounts
(Market Production)**



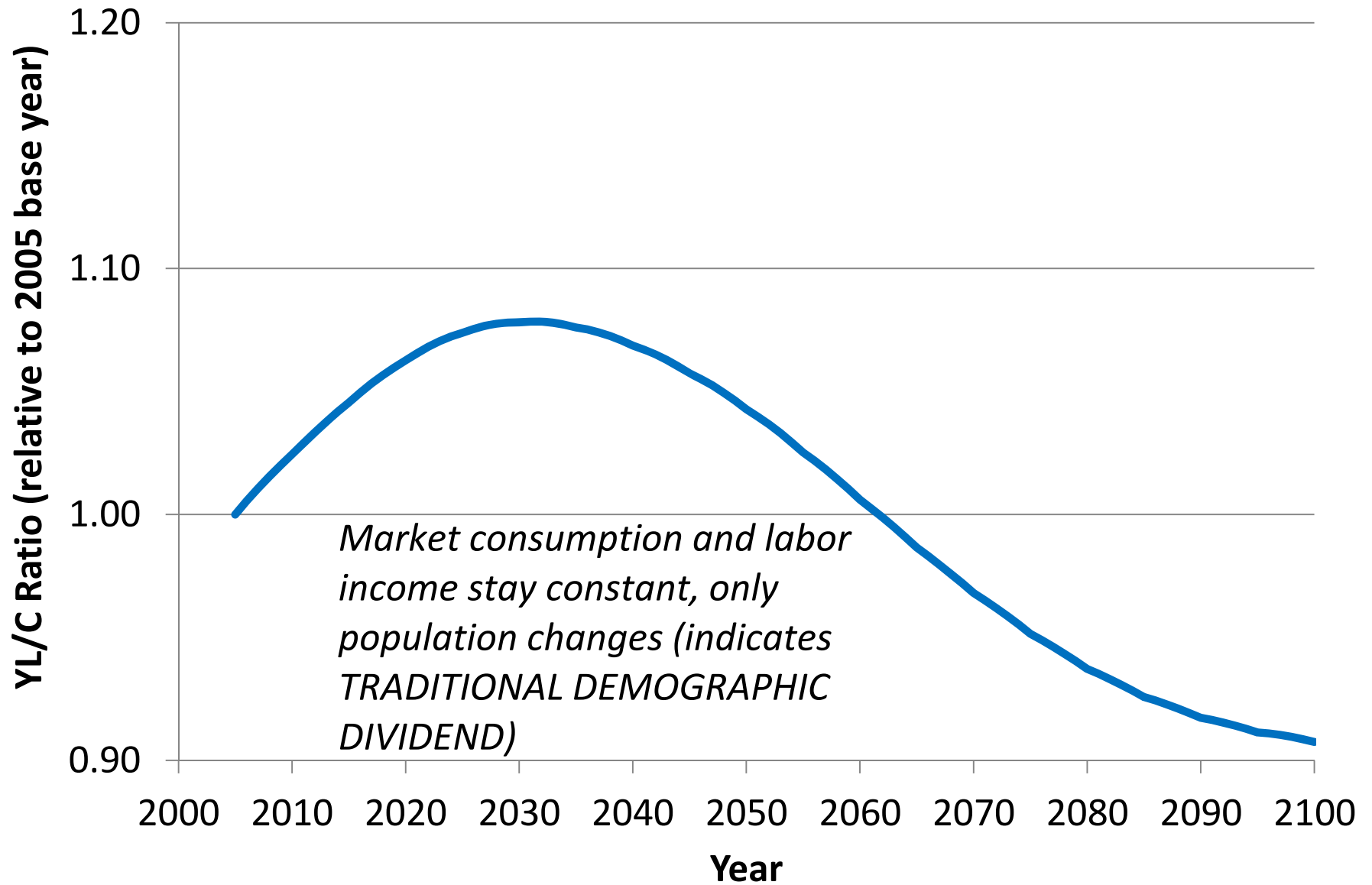
Combined Total



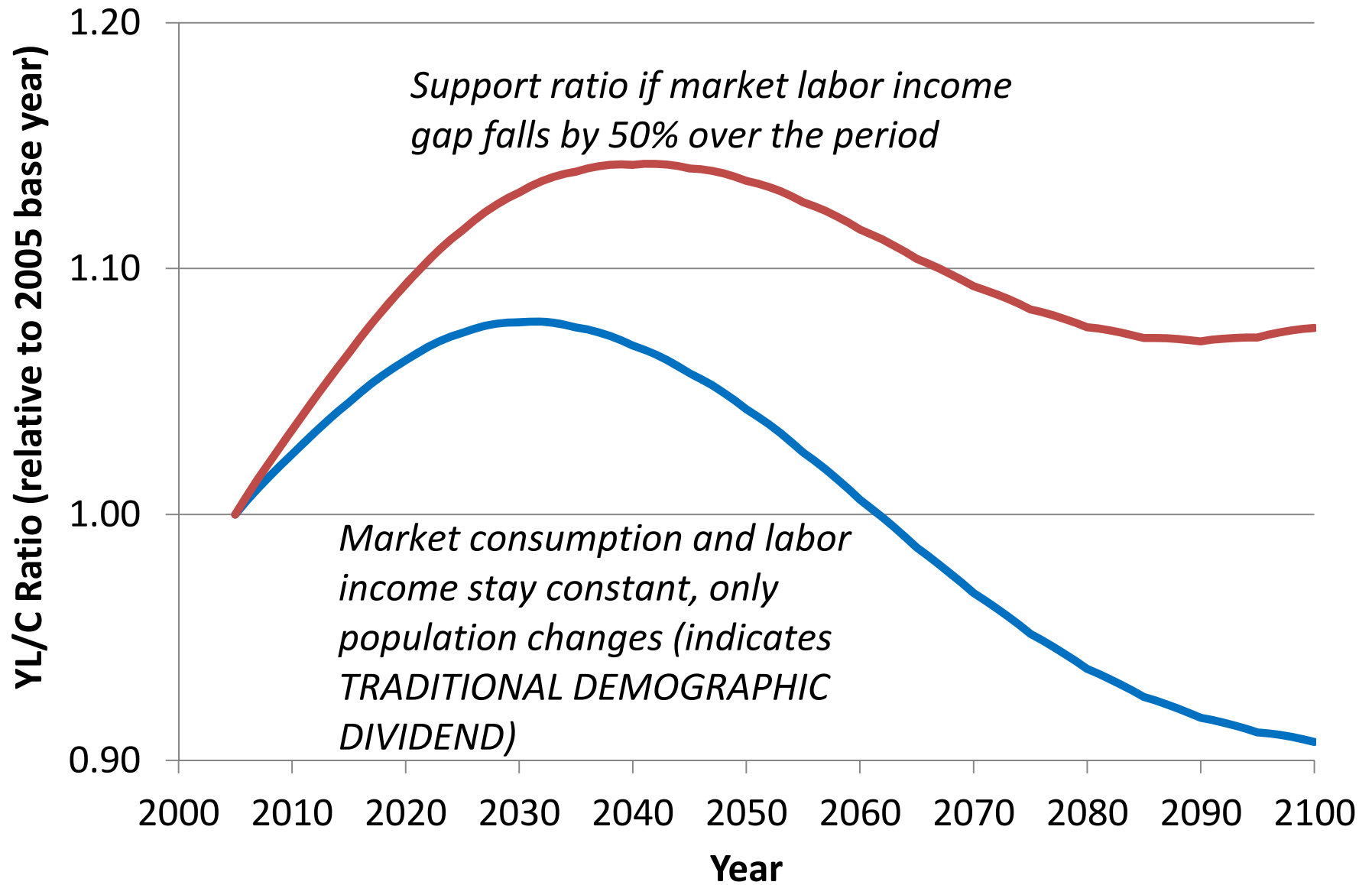
How does adding “women’s work” impact the dividend analysis?

- Changes the size and nature of gender gaps
- Changes the cost of dependents when you include cost of care
- Changes the policy message
 - Example: Demographic dividend analysis
 - Projected population age structure changes will affect a nation’s ability to finance its consumption, maintain standards of living
 - measured by support ratios (aggregate labor income per unit of consumption)

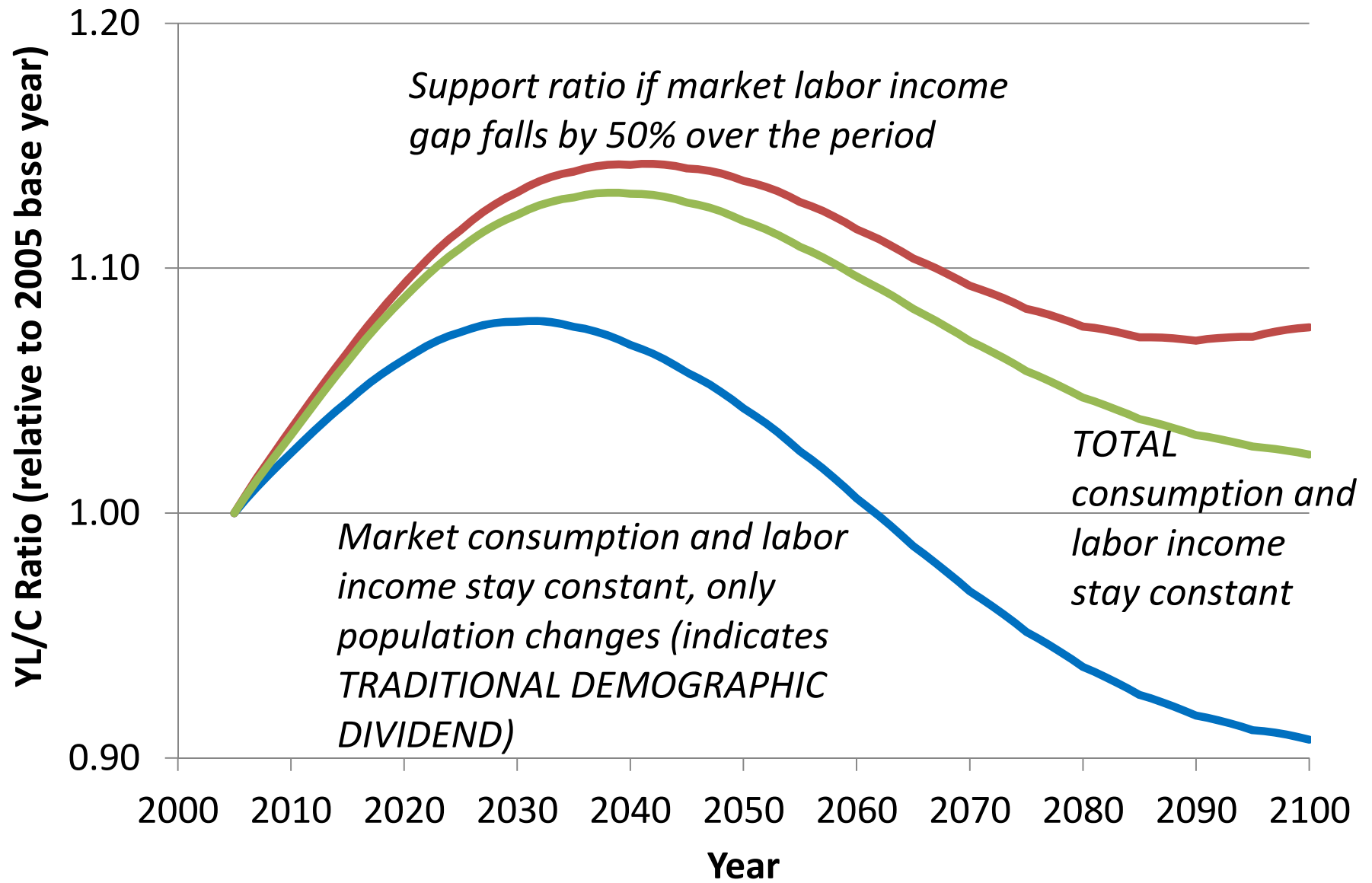
Projected Support Ratio, Mexico



Projected Support Ratio, Mexico



Projected Support Ratio, Mexico



Will there be a gender dividend?

- Some of it may be “automatic”
 - Lower fertility frees up women’s time
 - Girls’ human capital investment disadvantage relative to boys less than their mother’s generation
- Much of it may NOT be
 - Institutions may function to hinder realizing a gender dividend (family policy, social norms)
 - Market work competes with non-market work and non-work for our time
- Will it be achieved at the expense of women’s welfare? Of dependents’ care needs?
 - Time poverty