

Gender, age, and economic activity

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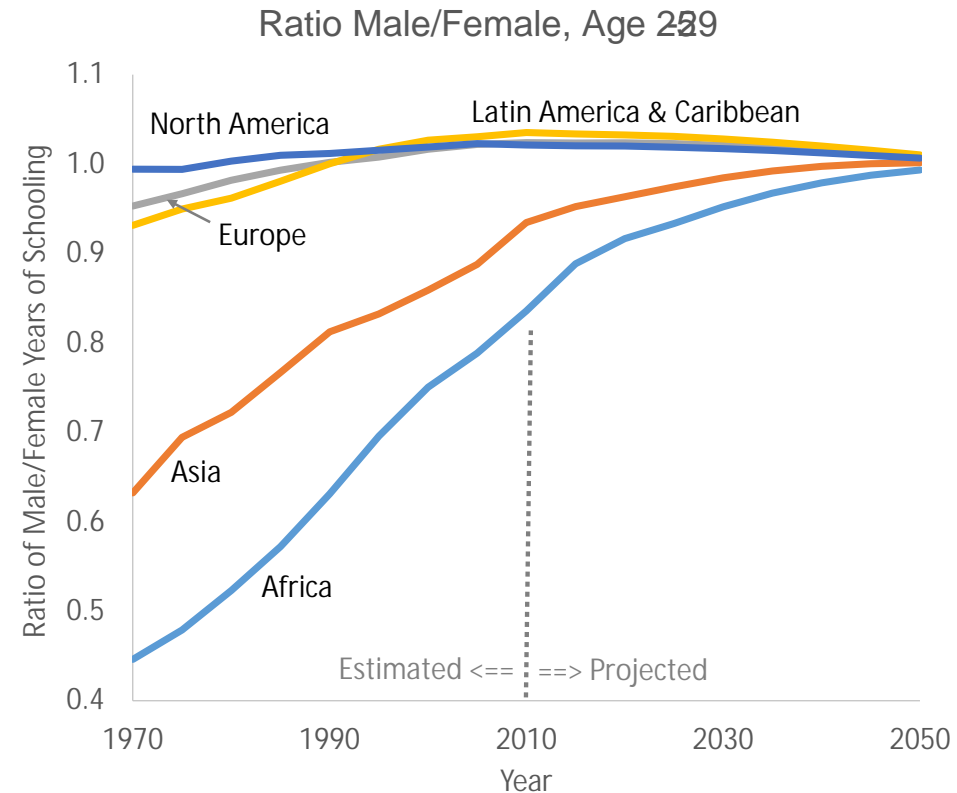
Gender and changing age structures

- Historical perspective
 - Changing gender roles and changing population age structures are both strongly influenced by lower fertility.
- Future perspective
 - Aging economies can no longer afford to segregate people's economic contributions by gender.

What does this mean for today?

- Institutions created around separate spheres of economic activity maintain influence
 - Cultural norms
 - Legal discrimination
 - Unintended consequences of policies
 - Measurement of economic activity

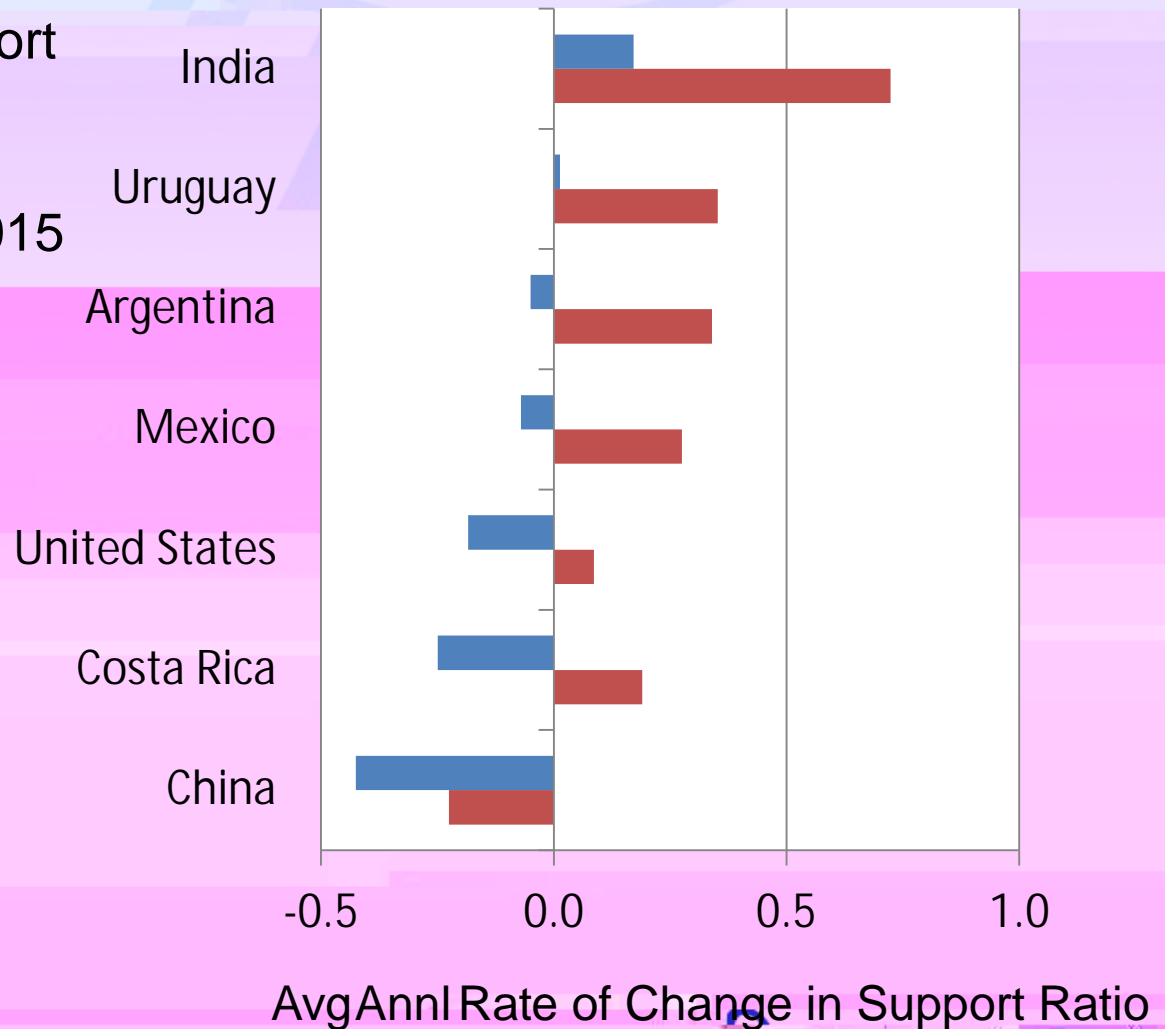
Reason for optimism: rising education, falling gender gaps



The potential payoff

Change in the support ratio (effective producers per consumer) from 2015 to 2050 if Female Labor Income Age Profile:

- Remains Constant
- Converges by Half



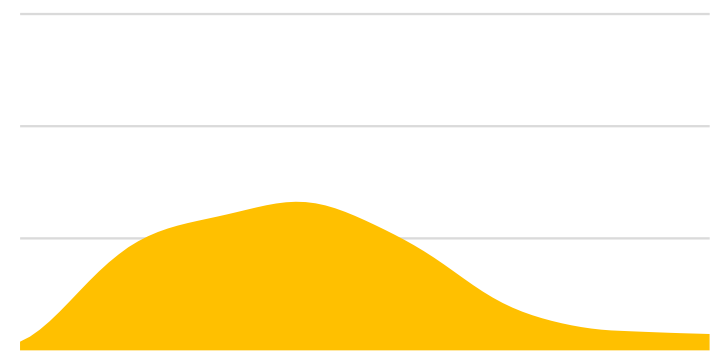
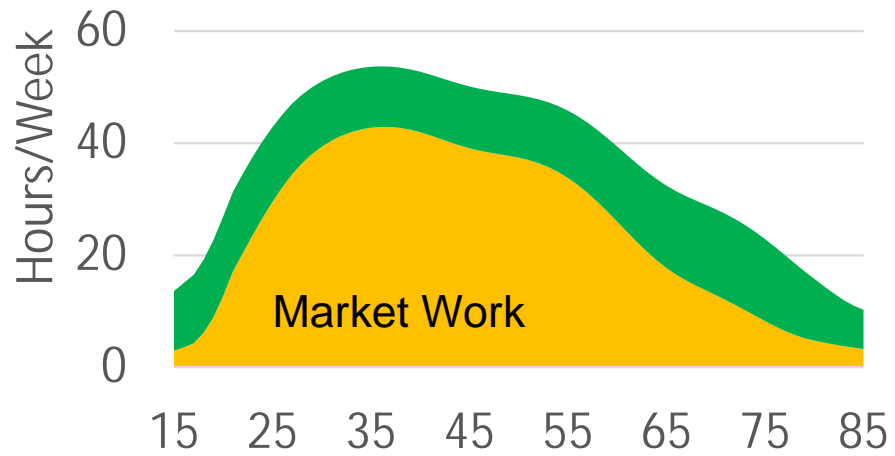
What is missing from this discussion?



- Senegal

- South Africa

Male





Is specialization a problem?

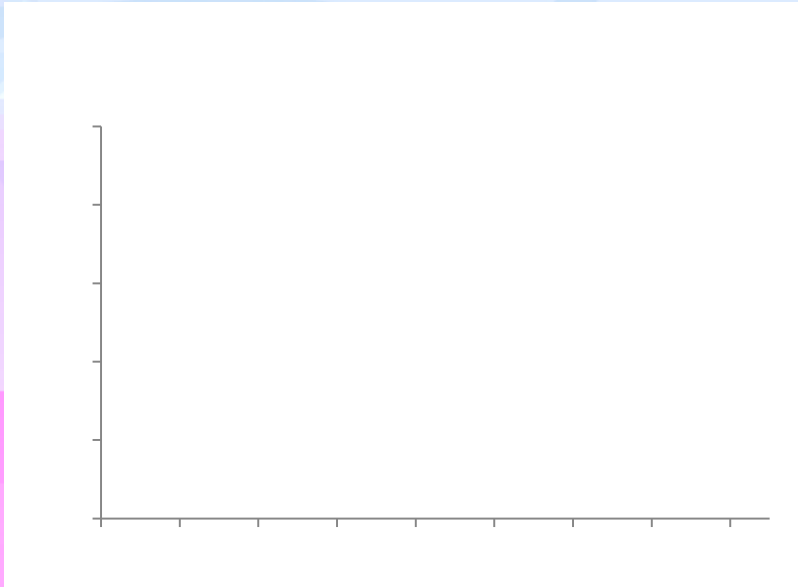
- Women's time spent in household production is a barrier to
 - Paid work time
 - Access to leisure
 - Time for education
- Economic measurement is gender biased by not including household production
 - Incomplete economic measurement can lead to inaccurate policy conclusions
 - Failure to realize "gender dividends"

Measuring the gendered economy

- National Time Transfer Accounts (NTTA)
 - Measure time spent producing unpaid care and housework services using time use surveys
 - Value that time by a replacement wage
 - Apply NTA methodology to estimate production and consumption by age
- Counting Women's Work
 - countingwomenswork.org



Example (Mexico, 2005)



What do we see?

- Unpaid care and housework creates a lot of value, is a huge part of the economy
 - From Mexico example
 - NTA household production: 22% of GDP
 - NTA market labor income: 42% of GDP
- Dependency looks different when you include cost of care
 - Youth dependency increases relative to old age
 - Makes lower fertility look like an even better bet for realizing a demographic dividend

Policies to promote human rights and realize gender dividends

- Remove barriers to women's full economic participation
 - Legal discrimination in wages, access to capital
 - Recognize, reduce, redistribute unpaid care and housework (Elson 2008)
- It maximizes return from all kinds of development investment