

Gender Economics: Integrating Gender Equality in Economics and Management

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Overview

- ▶ Even though there have been improvements in gender equality large gender gaps persist
- ▶ Important gender gaps in educational attainment, wage and income, activity rates, the provision of unpaid work and distribution of time
- ▶ Addressing these gaps is important for reasons of social justice and fairness but also crucial to achieve sustainable and inclusive economic growth

Overview

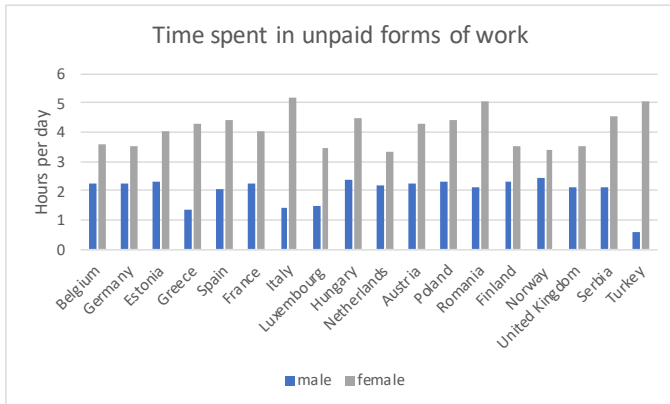
- ▶ Standard economics has traditionally neglected several important gender-related aspects
- ▶ GDP does not include non-market activities and unpaid work often carried on by women
- ▶ Moreover GDP is silent on the gender distribution of income and on women wellbeing
- ▶ Based on the individual or the unitary household as unit of analysis. In reality intra-household interactions include elements of both cooperation and conflict
- ▶ Focus on rationality, individual preferences and tastes. The main constraint to rational choice is disposable income. But social norms, cultural attitudes, uses and costumes often represent important constraints

Overview

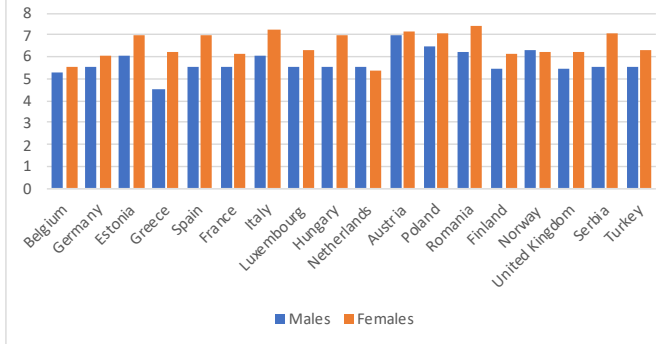
- ▶ Incorporating a gender perspective into economics requires the acknowledgement of structural sources of gender inequality
- ▶ Need to go beyond individual choices and preferences to examine the ways in which women and men are positioned differently in the economy
- ▶ Women face different constraints than men and this influences the choices they make and the opportunities that are available to them

The gender division of labor and unpaid care work

- ▶ Many economic activities do not involve market exchanges.
- ▶ The non-market and unpaid production of services in families, households, and communities represents a significant economic activity, involving childcare, preparation of food, personal services, care of the sick and elderly, volunteer and community work....
- ▶ Women typically spend more time working in non-market activities than men. The gender division of labor between paid work and non-market, unpaid work represents a significant structural source of gender inequality.

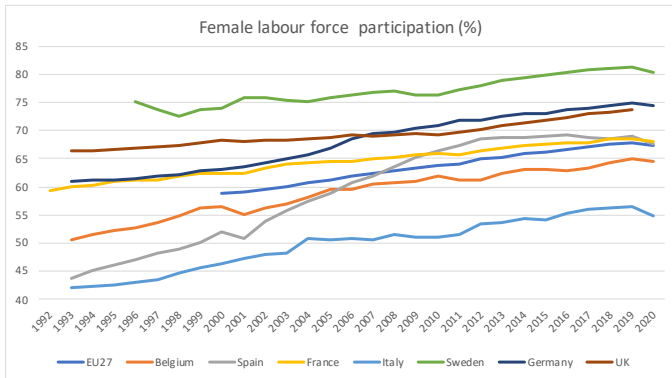


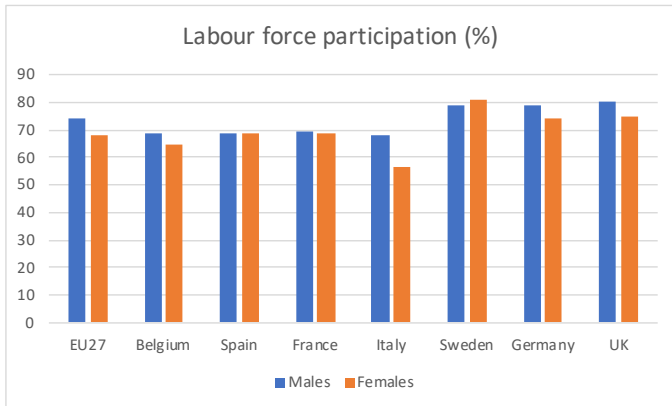
Time spent in total work (paid and unpaid work)



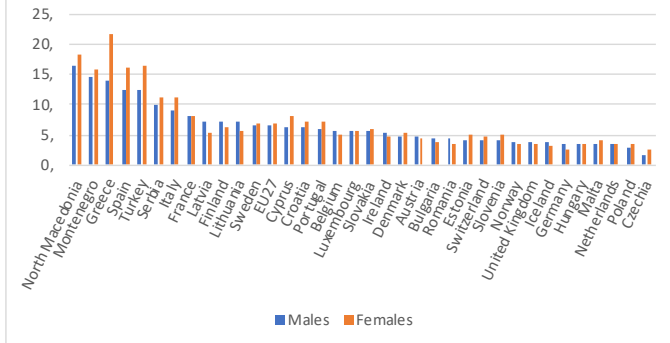
Female employment

- ▶ Structural sources of gender inequality are also reflected in paid employment.
- ▶ Women's labor force participation rates are, on average, lower than those of men.
- ▶ The causes are the gender division of labor, social norms, and household responsibilities.



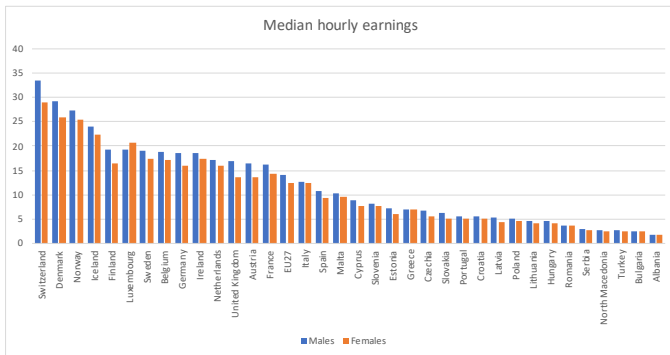


Unemployment rate 2019 (%)

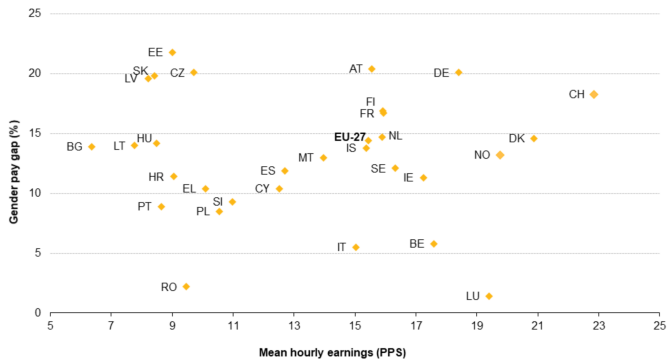


Segmented labor markets

- ▶ Women tend to be concentrated in more precarious, informal forms of employment – often with lower and less stable earnings.
- ▶ Women who are engaged in paid employment typically work in lower quality jobs than men, given similar productive characteristics.
- ▶ This represents a structural source of gender inequality in that it further limits the choices and options available to women.



Mean hourly earnings and gender pay gap, 2018



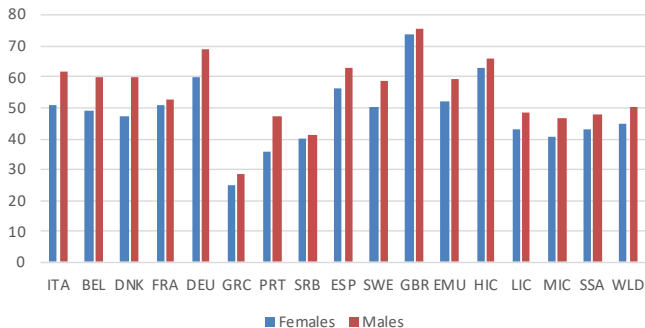
Source: Eurostat (online data codes: [earn_ses_hourly](#), [earn_gr_gpr2](#))

eurostat 

Unequal access to assets, finance, and technology

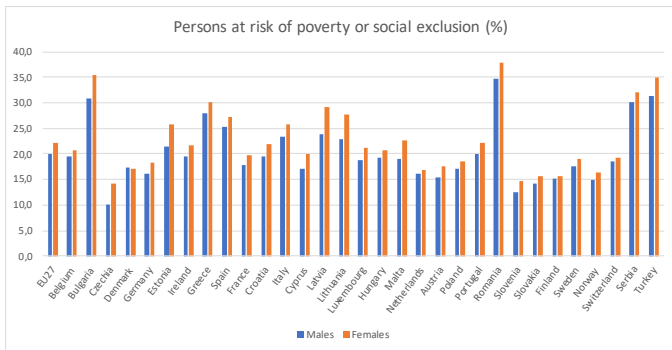
- ▶ Labor is not the only economic resource linked to gender inequality.
- ▶ In terms of education, women are largely missing from STEM (Science, Technology, Engineering and Mathematics) careers
- ▶ The ownership and control of productive and financial assets are also unequally distributed between men and women, with women typically being less wealthy than men.
- ▶ Financial markets often exclude women or are segmented with women having access to more marginal or small-scale sources of credit.

Borrowed any money in the last year (%)



Income and wellbeing

- ▶ Structural inequalities translate into women's lower incomes, wealth and wellbeing
- ▶ Lower wages and employment prospects for women also increase their risk of poverty or social exclusion



Conclusions

- ▶ Persistent gender gaps in many important economic domains
- ▶ Structural inequalities in time division, labour market and other key assets
- ▶ The outcome is a gender unequal economic structure
- ▶ Need to incorporate more gender focus in economic teaching and research
- ▶ Design policies to address the structural sources of inequality

Thank you!