

Family and Economic Policy in a Context of Changing Gender Roles

Gretchen Donehower
University of California at Berkeley
Project Director, Counting Women's Work

The Tenth Meeting of the Working Group on
Macroeconomic Aspects of Intergenerational Transfers
Beijing, China

Friday, November 14, 2014

Changing Gender Roles and Policy

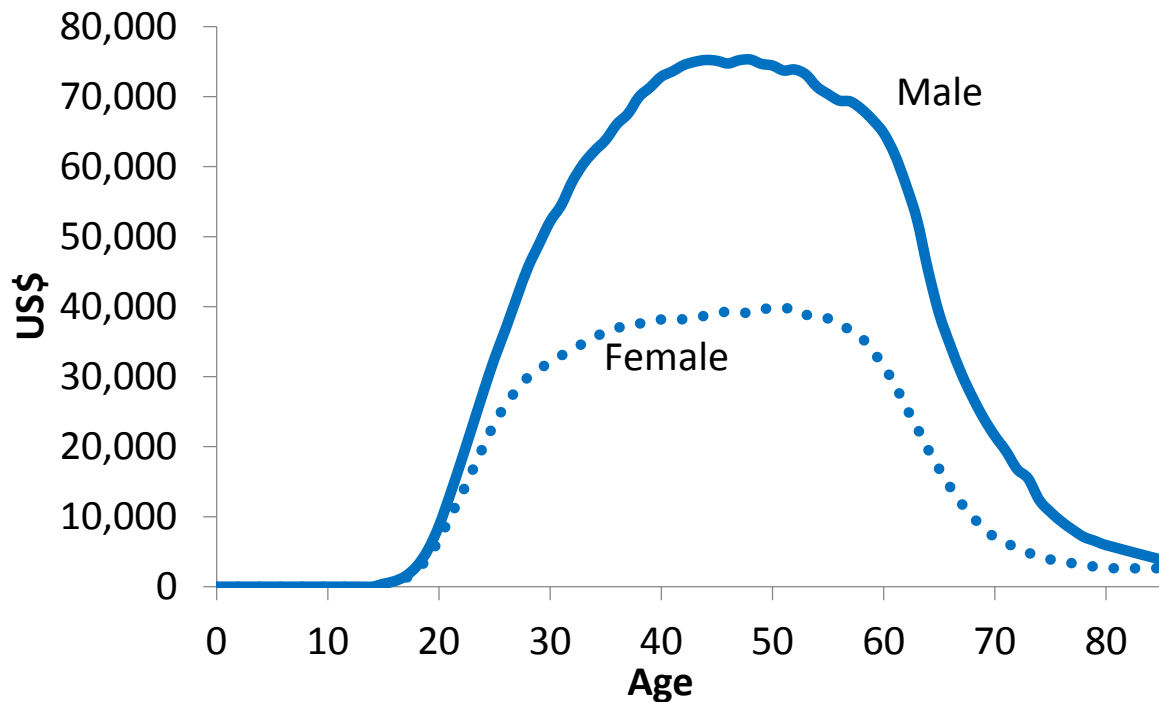
- Context of rapid change
 - More educational equality
 - Rising female labor force participation
 - Lower fertility
 - Changing cultural expectations
- Policy responses
 - Labor force policies to accommodate/encourage women in the workforce
 - Family policy around care for dependents
 - Educational policy

Measuring Men and Women in the Economy

- Policy development and analysis requires data and measurement
- Example of National Transfer Accounts, measures the generational economy
- Build gender into the NTA framework to measure how men and women, and girls and boys, participate in the economy

Example: Gender and Market Labor

**Labor Income
(United States, 2009)**

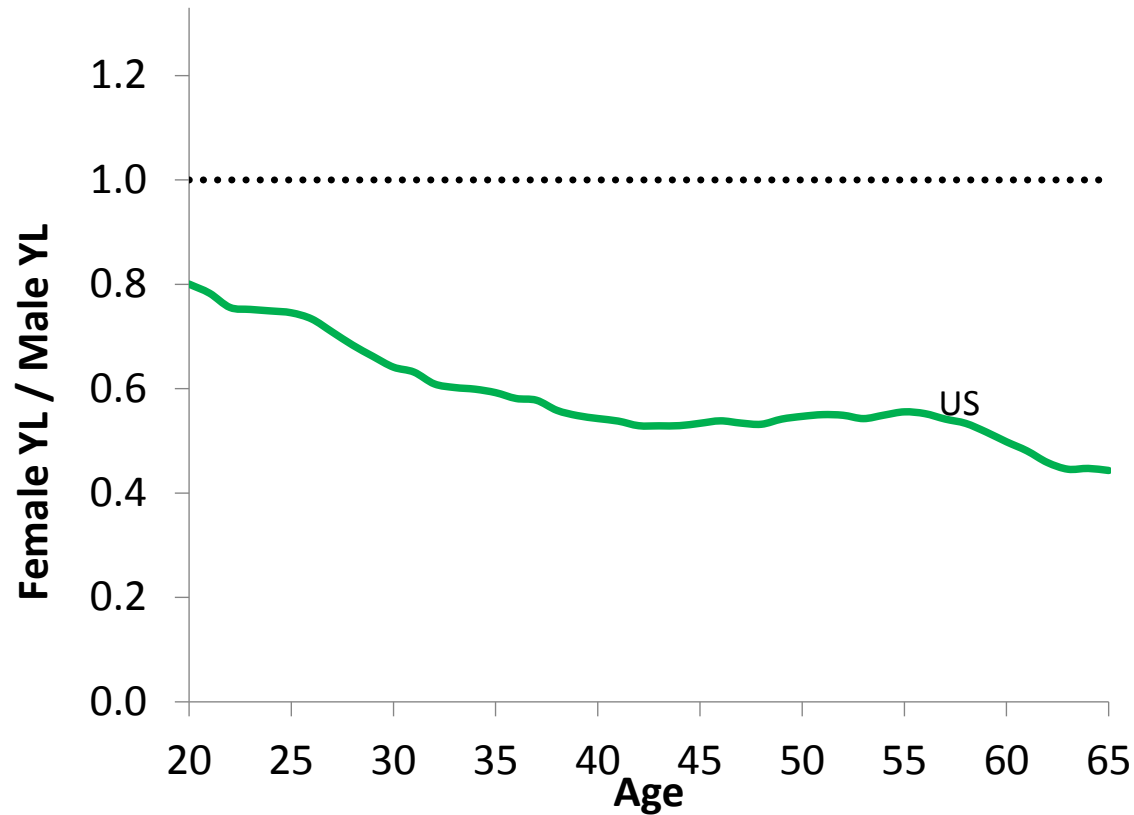


Difference includes impacts of differential

- Labor force participation
- Hours worked, full time vs. part time work
- Educational and occupational distribution
- Wages

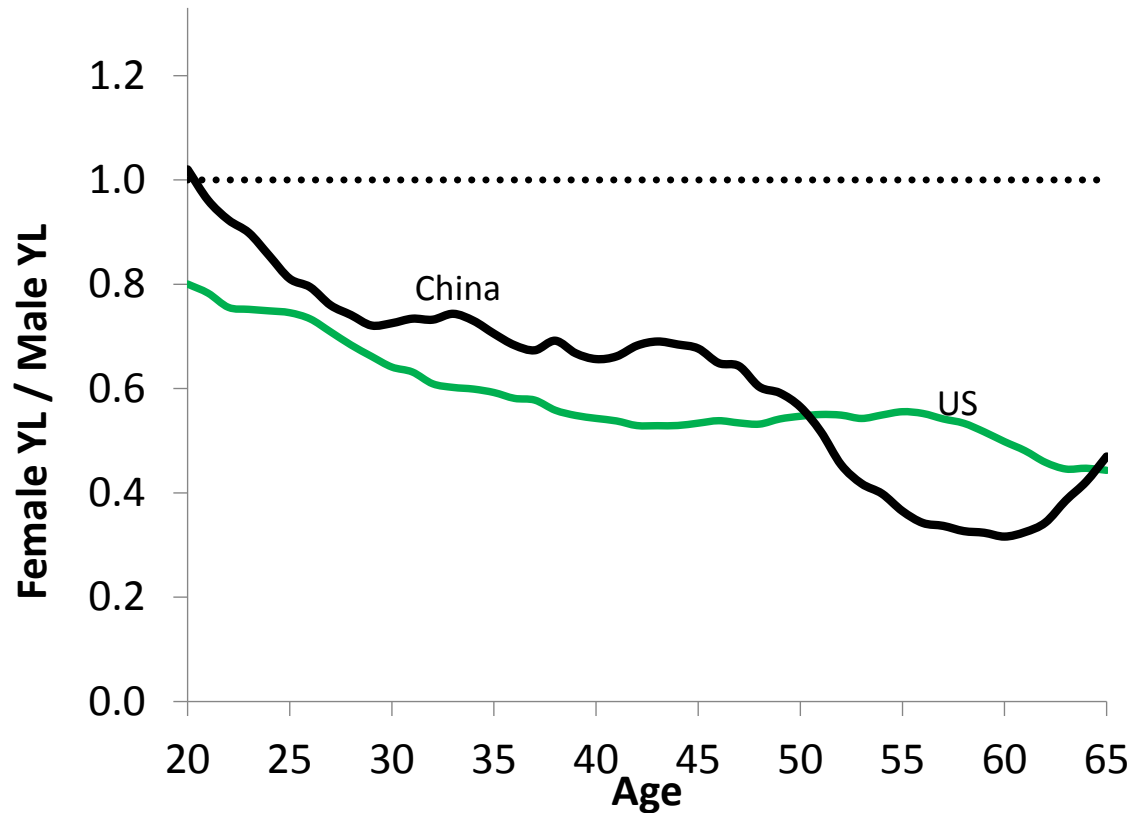
Example: Gender and Market Labor

Female Labor Income / Male Labor Income



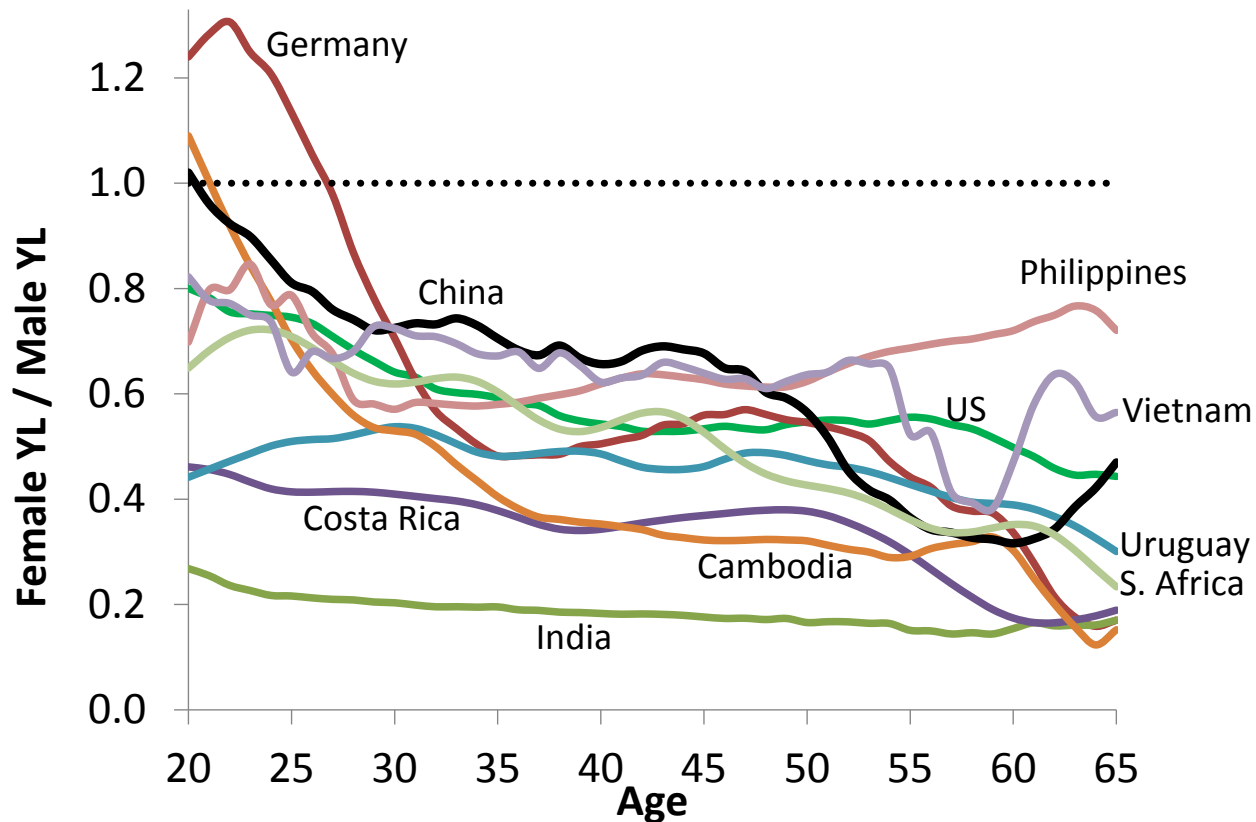
Example: Gender and Market Labor

Female Labor Income / Male Labor Income



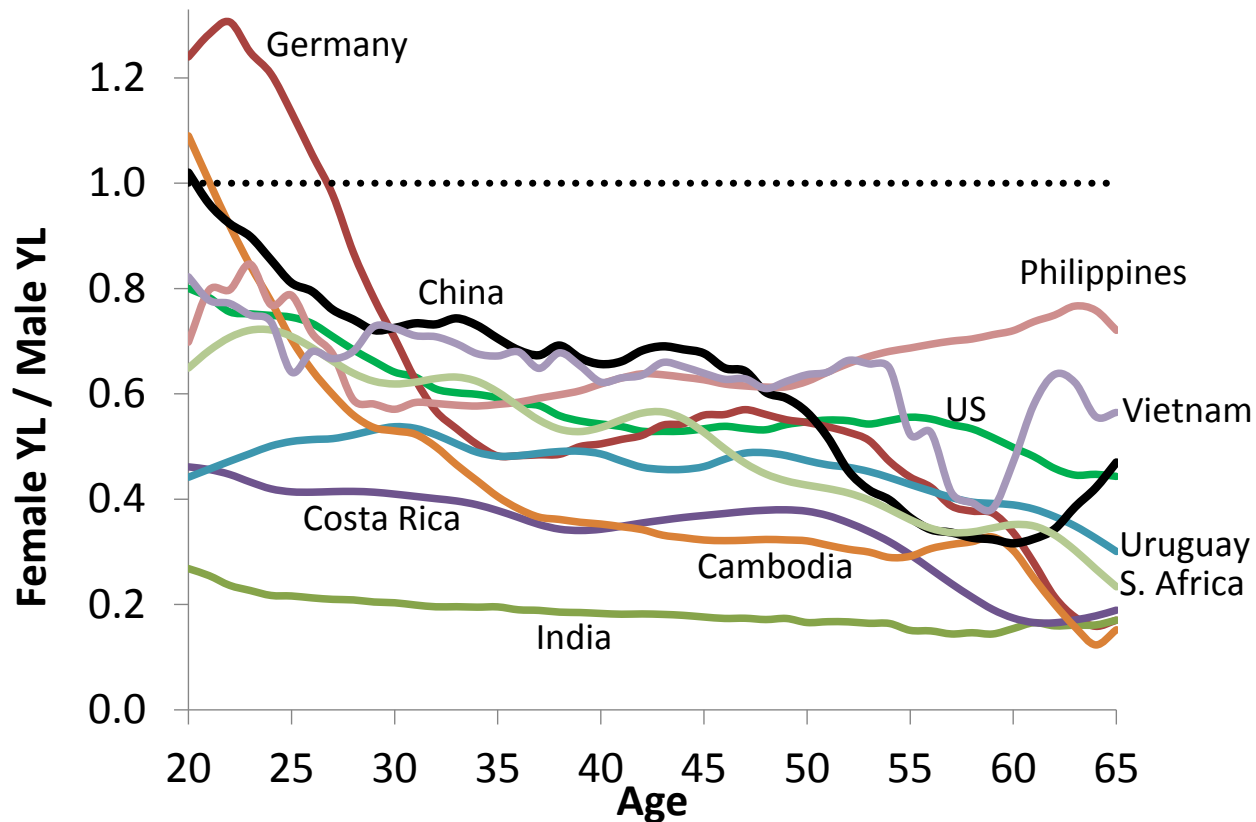
Example: Gender and Market Labor

Female Labor Income / Male Labor Income



Example: Gender and Market Labor

Female Labor Income / Male Labor Income



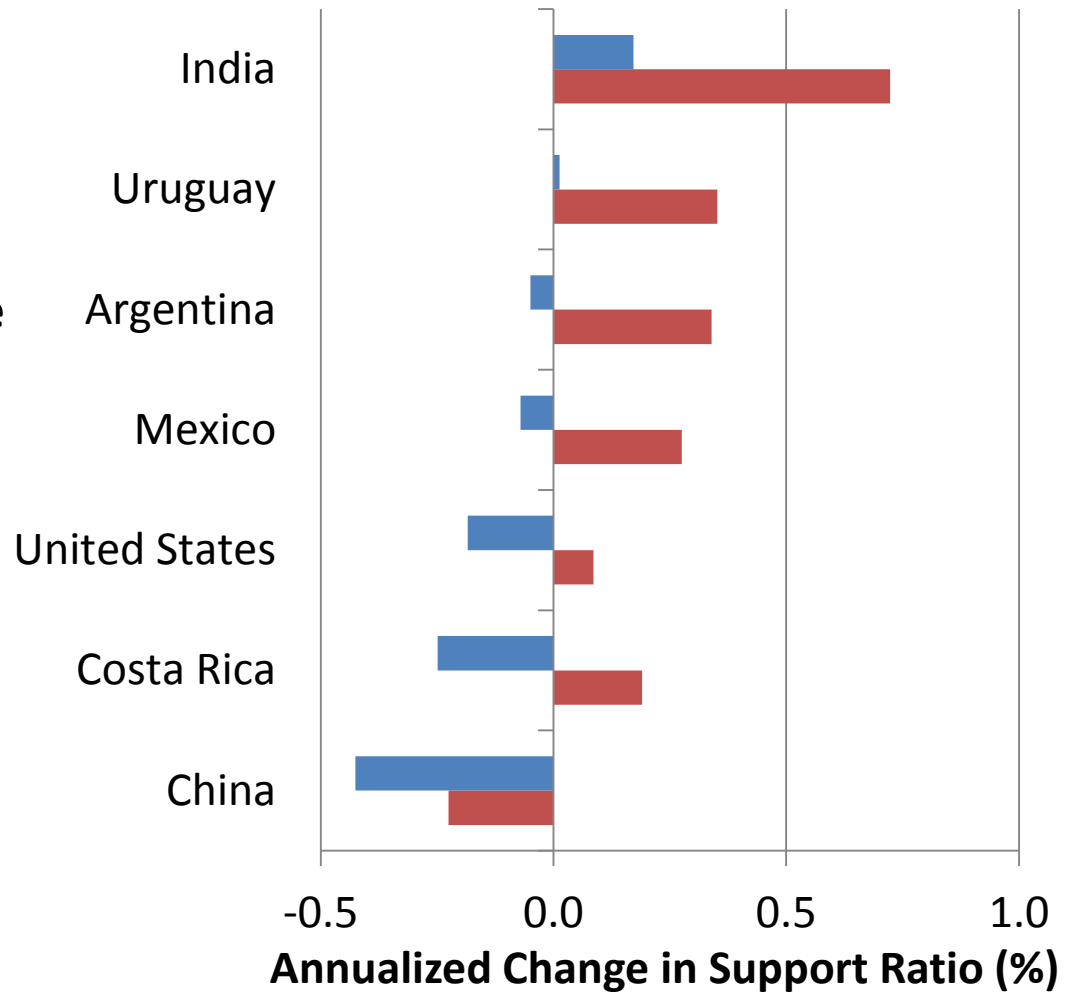
Policy Relevance:

- Equity – differentials due to institutional bias?
- Efficiency – is society able to realize the benefit of investment in human capital?
- Future change – will younger cohorts have higher LFP?

Example: Realizing a Gender Dividend

**Change in the support ratio
(producers/consumers)
from 2012 to 2050 if Female
Labor Income Age Profile:**

- Remains Constant
- Converges by Half



What is missing?

- Work is more than just market work
- Total work
 - Market work
 - Unpaid care and housework
- Dynamics of house- and care-work impact policies related to:
 - Women's labor force participation
 - Education
 - Child health and development



**COUNTING
WOMEN'S
WORK**

www.countingwomenswork.org



COUNTING
~~WOMEN'S~~
WORK

www.countingwomenswork.org



COUNTING
EVERYONE'S
WORK

www.countingwomenswork.org



COUNTING

EVERYONE'S

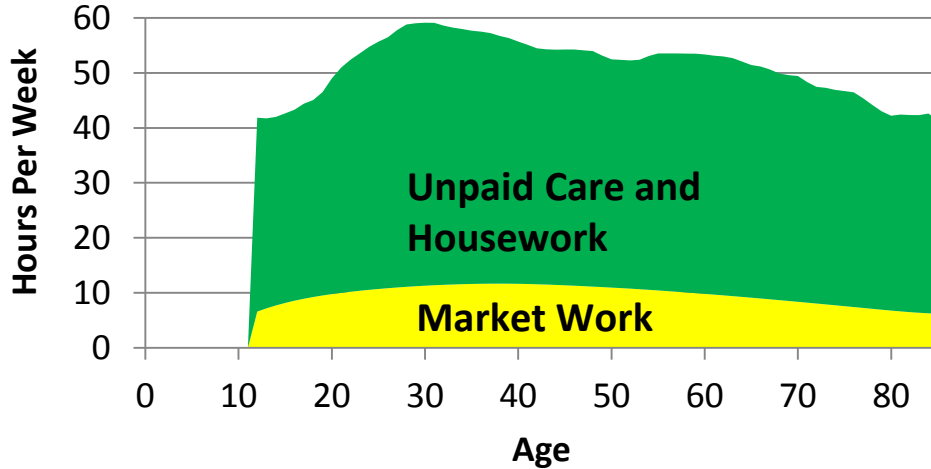
WORK



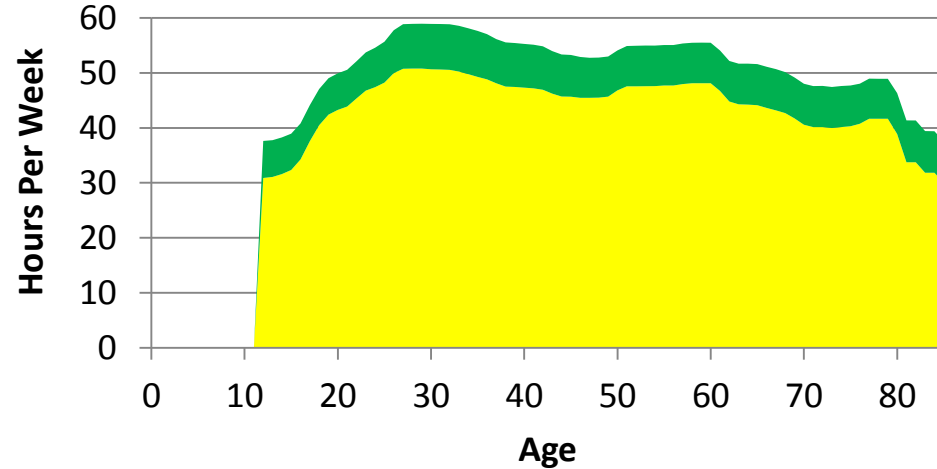
countingwomenswork.org

Consider all work

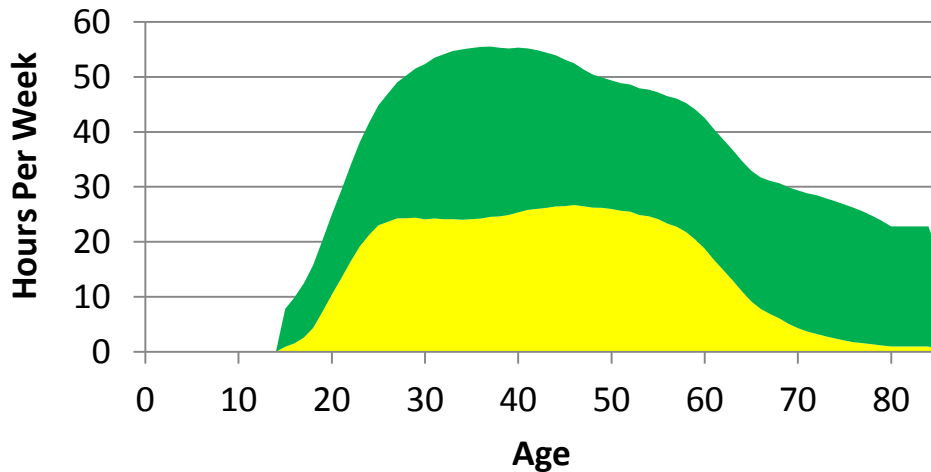
Females, Mexico 2002



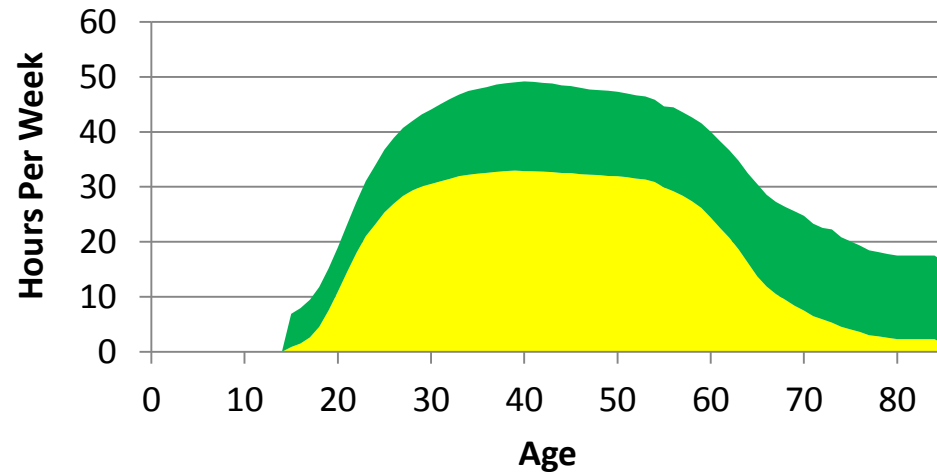
Males, Mexico 2002



Females, US 2009

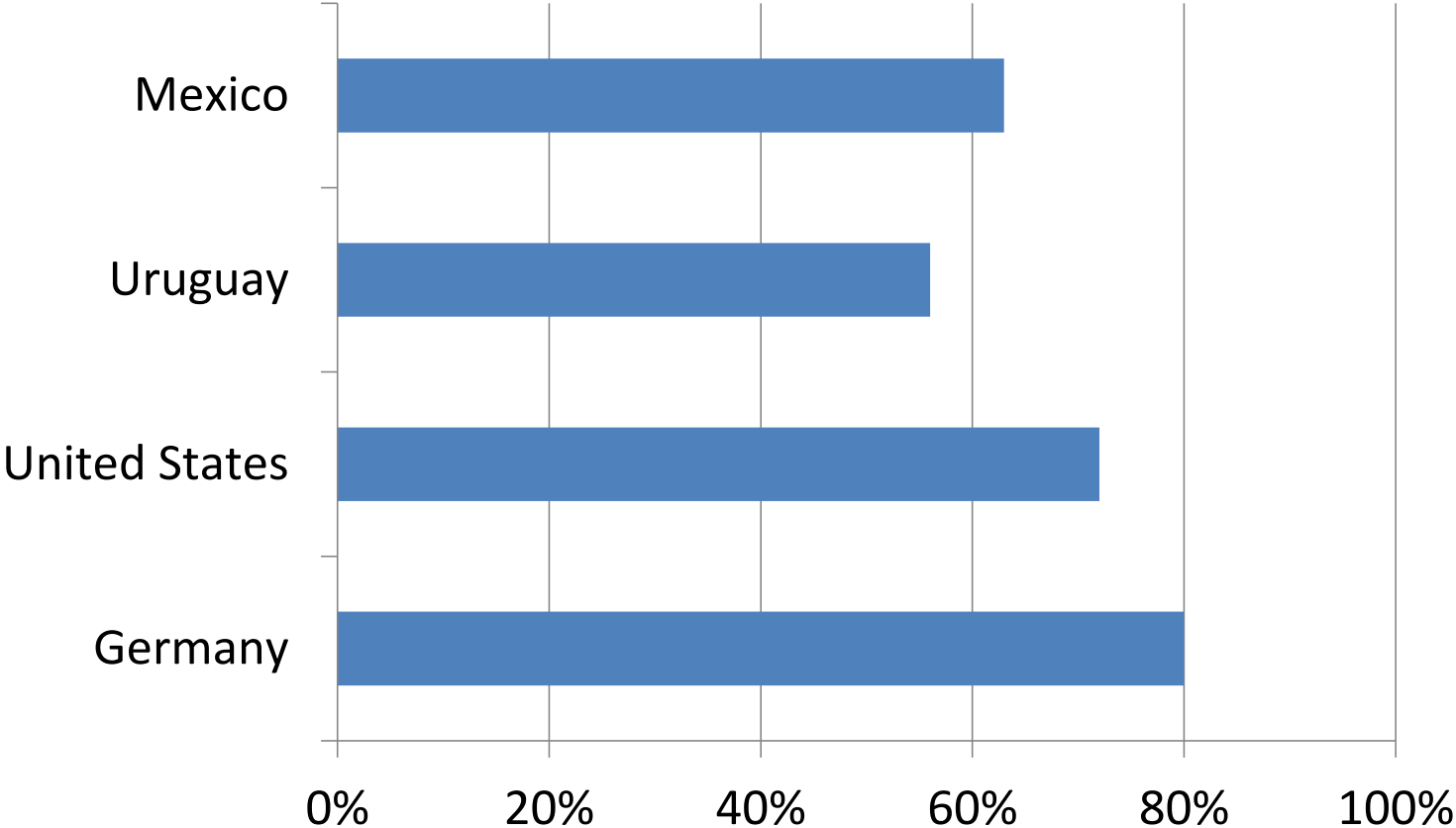


Males, US 2009



Include all care

Expenditures on Infants, Percent Non-Market Time

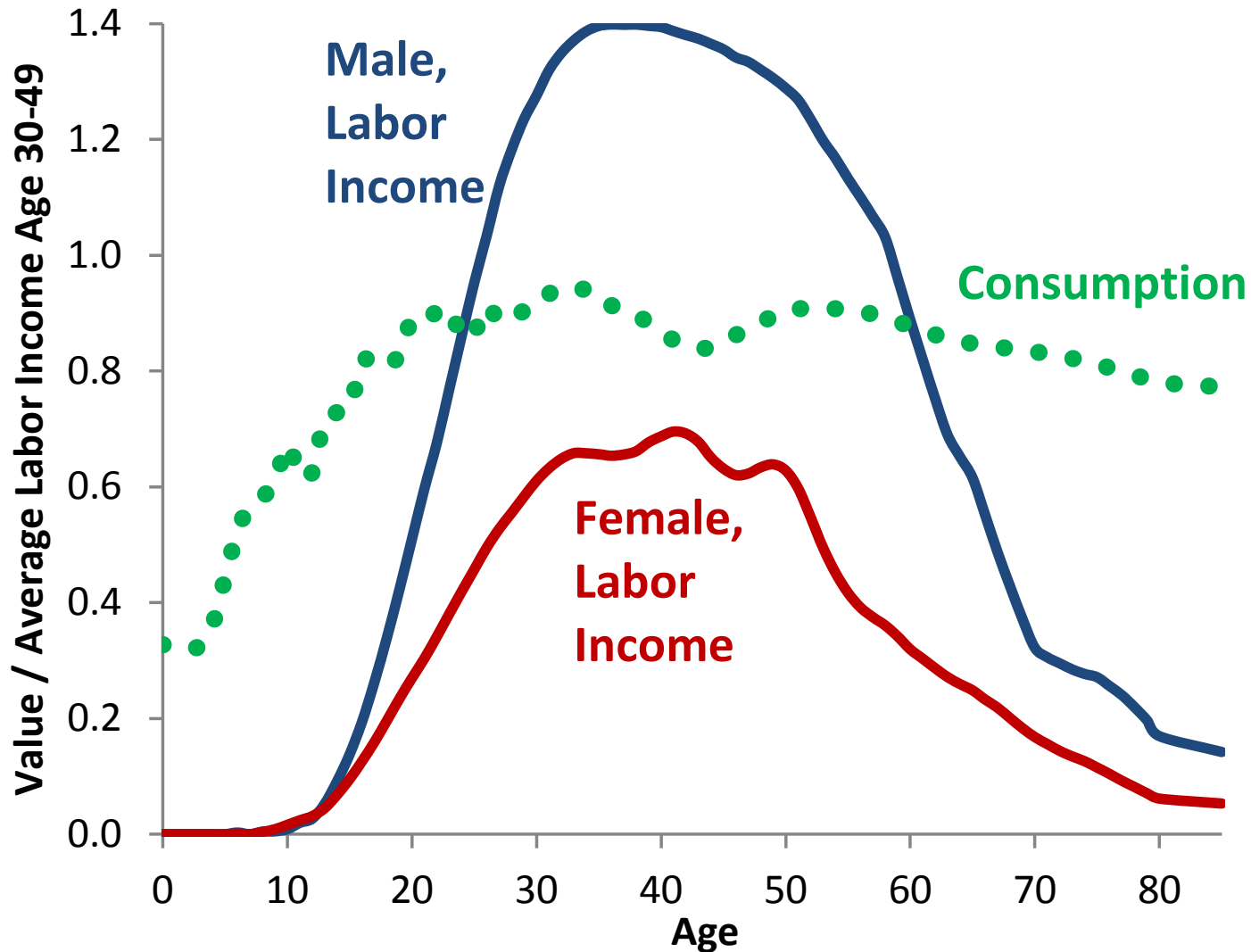


The market and the household

- Measure flows of market goods and services by age and sex (sex-specific NTA)
- Count “women’s work”: measure unpaid housework and childcare services produced in the household
 - Identify time spent in unpaid housework and care in time use survey data
 - Value time by a replacement wage

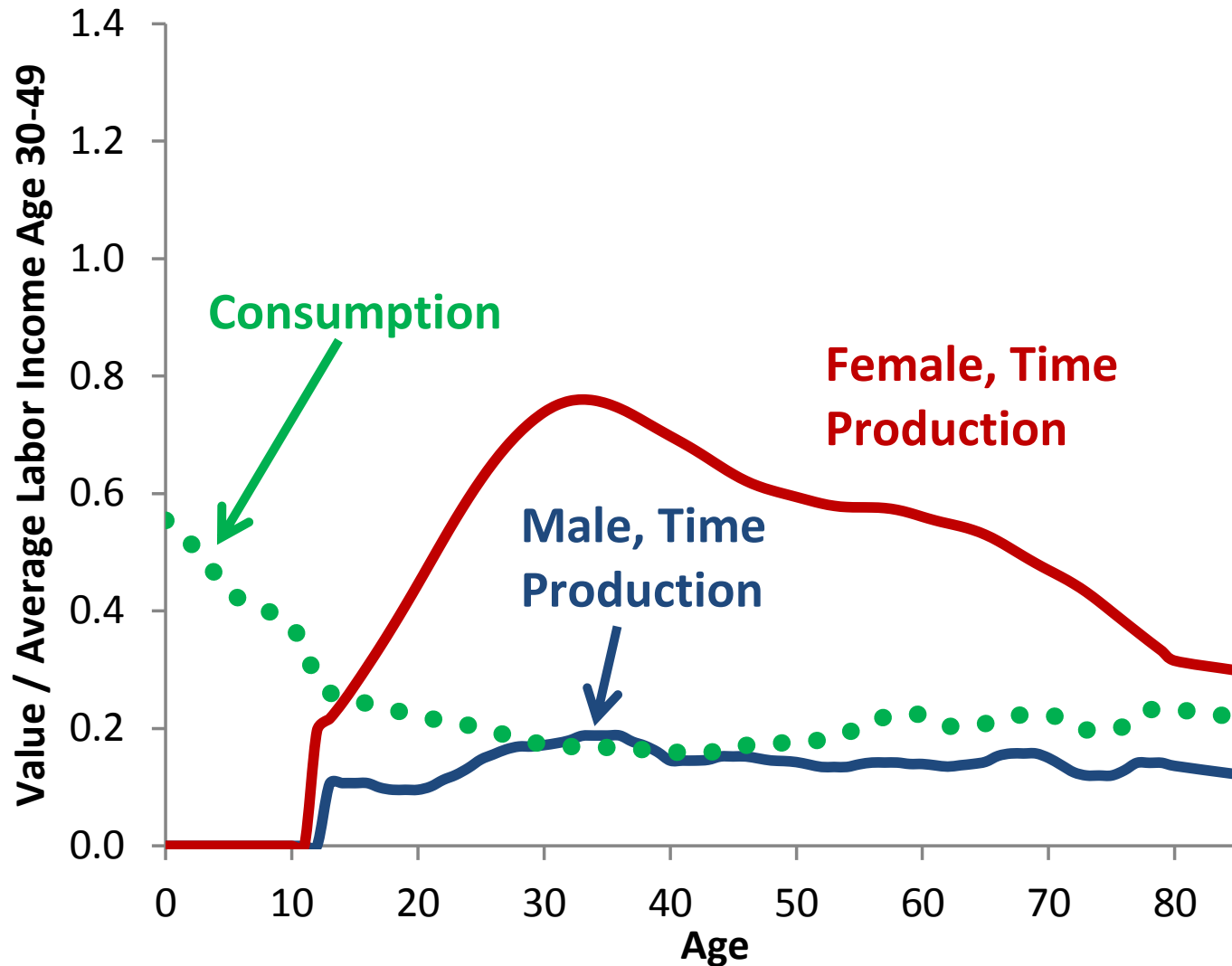
Gender in the Market

Mexico, 2005



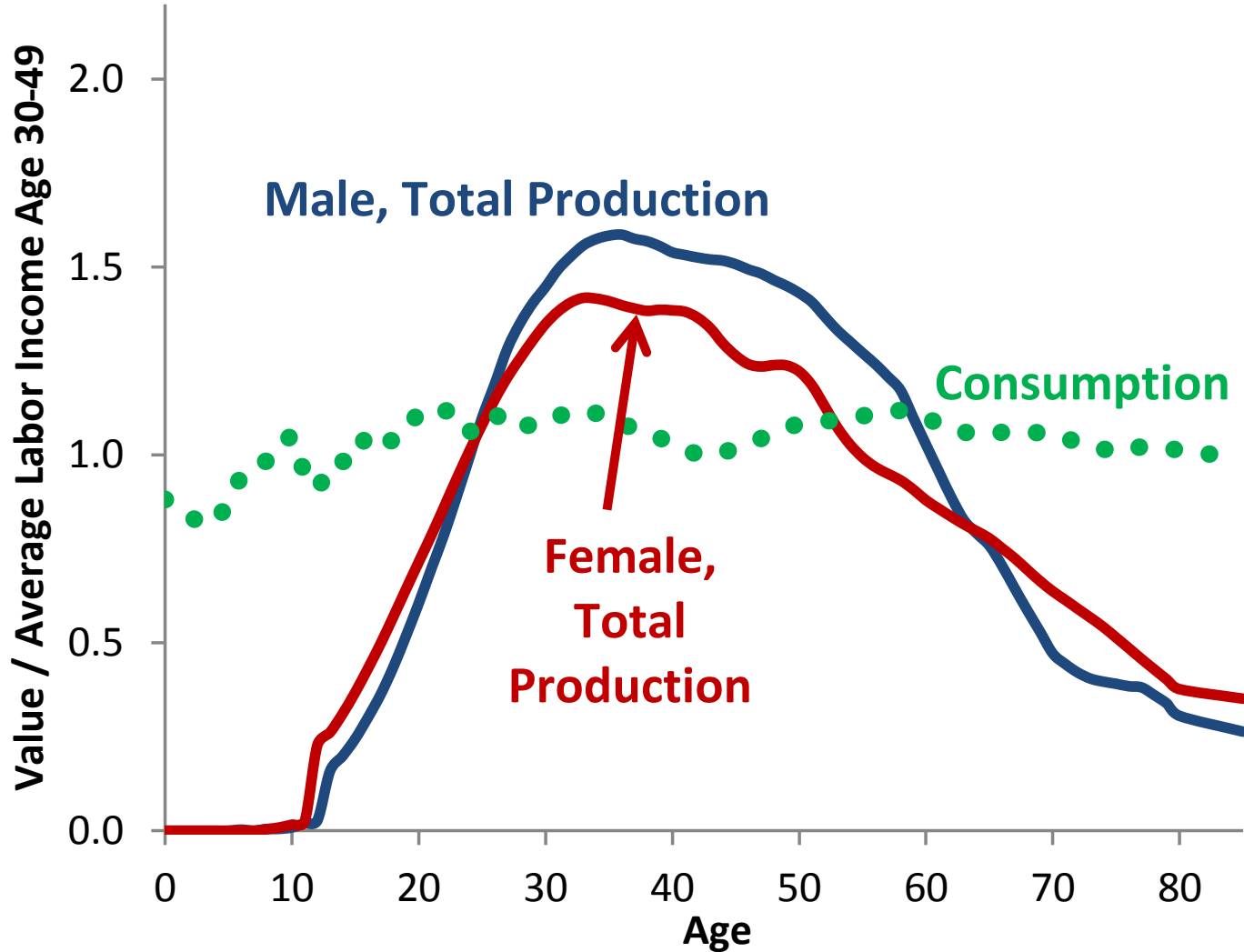
Gender in the Household

Mexico, 2005



The Total Economy

Mexico, 2005



Policy relevance

- Potential for gender dividend and policy to realize it
 - Must understand care needs and impacts on women's wellbeing
- Future needs of the care economy
 - As more women participate in market work
 - As population shifts to more elderly, fewer children
- Cross-country comparison reveals links between institutions, gender, and time use
- Highlight need for data on time use