Family and Economic Policy in a Context of Changing Gender Roles

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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

Age

Female YL / Male YL

US
Example: Gender and Market Labor

Female Labor Income / Male Labor Income vs Age

- China
- US
Example: Gender and Market Labor

Female Labor Income / Male Labor Income

Germany
Philippines
India
Cambodia
China
Costa Rica
Vietnam
US
Uruguay
S. Africa

Age

Female YL / Male YL
Example: Gender and Market Labor

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

Annualized Change in Support Ratio (%)
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
EVERYONE’S WORK

www.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

Mexico
Uruguay
United States
Germany
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
The Total Economy
Mexico, 2005

Value / Average Labor Income Age 30-49

Male, Total Production

Female, Total Production

Consumption
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