

INTRODUCTION

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ESCAP/UNDP/ ARTNeT workshop on Trade and
Gender Linkages
September 15-17, 2010
UNCC, Bangkok, Thailand

Acknowledgment

This presentation benefited from the presentations made by Drs. Diane Elson and Maria Floro at the Regional Intensive Course on gender and macroeconomic issues, 14-25 June 2010, Quezon City.



Exercise 1

Q: What gender stereotypes, norms and roles do you find in your society?

Exercise 2

Q: What are the work/ jobs that are predominantly done by women or men in your society?

Summary of the session: Gender as a Social Construct

- Numerous factors have shaped the gender stereotypes, norms and roles
 - The specific nature and degree of these gender differences vary from one society to another
- These expectations determines men's and women's access to:
 - rights (e.g., education, paid jobs)
 - resources (e.g., property, credits), and
 - power (e.g., political participation) in the society
 - They typically favor men
- Gender norms change over time but these access is slow to change → gender inequality sustains

Source: Floro's presentation at APGEM 2010 Course

Summary of the session: Gender and Work

Production vs. Reproduction
Public sphere vs. Domestic
Paid vs. Unpaid work

Segregation by Industry
Occupational Segregation

(Horizontal/Vertical)
Segregation by Emp. Status
Formal vs. Informal (Casual)
work

(Segregation by size of firms)

New measurement of
work - Time-use

How to collect/ use data
in informal sector?

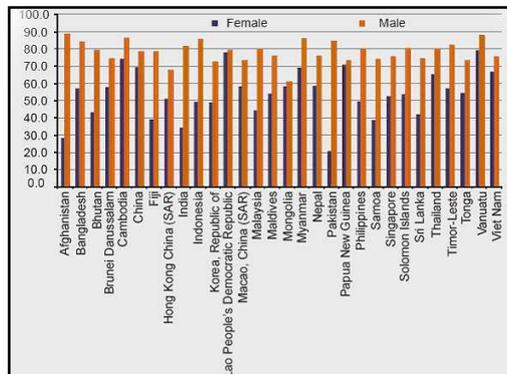


Figure 2.2 Fewer Women Than Men Participate in the Workforce
Labour Force Participation Rates of Women and Men (2007)

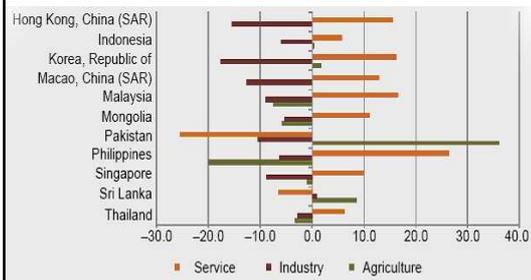
Source: UNDP(2010)

Source: Based on ILO 2009b.

Gender, Work and Time Allocation

Country	Year	Total Work Time (minutes per day)		Time allocation (%) Time spent by Women		Time allocation (%) Time spent by Men	
		Women	Men	Market	Non-MKT	Market	Non-MKT
Indonesia (urban)	1992	398	366	35	65	86	14
Nepal (urban)	1978	579	554	25	75	67	33
Nepal (rural)	1978	641	547	46	54	67	33
Philippines	1975-77	546	452	29	71	84	16
India	2000	457	391	35	65	92	8
Mongolia	2000	545	501	49	51	75	25
Japan	1996	393	363	43	56	93	7
Rep. of Korea	1999	431	173	45	55	88	12

Source: UNDP (2005) GHDR

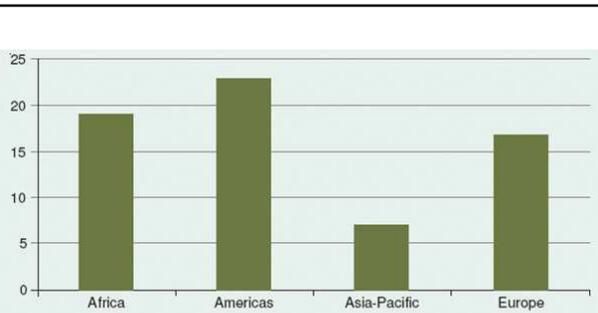


**Figure 2.4: More Men than Women are in Industry, But Not in the Services
Female-Male Differences in Job Sectors (2007)**

Note: Bars represent differences between the percentage share of total female workers and total male workers engaged in agriculture, industry and services in 2007.

Source: UNDP(2010)

Source: Based on ILO 2009b.



**Figure 2.1: Hardly Any Women Farm Owners in Asia-Pacific
Per cent of Farmland Owned by Women**

Source: FAO n.d.-b.

Source: UNDP(2010)

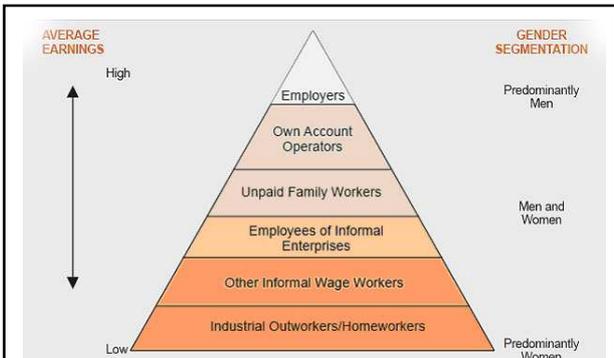
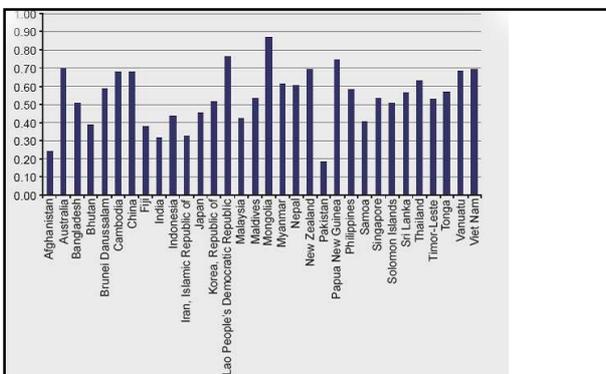


Figure 2.5: Gender Segmentation of the Informal Economy

Source: Chen et al. 2004.

Source: UNDP(2010)



**Figure 2.3: Women Earn Less than Men
Ratio of Female-to-Male Estimated Earned Income in Asia-Pacific
(2007, US \$ PPP)**

Source: UNDP(2010)

Source: Based on UNDP 2009.

Cagatay (2001) Trade, Gender and Poverty

Owing to gender differences in terms of access to rights, resources and power,

- ♦ Women and men are affected differently by trade policy and performances; and
- ♦ Gender-based inequality impact differently on trade policy outcomes, depending on the type of economy and sector
→ trade liberalization policy may yield expected results
- → Gender analysis is essential to the formulation of trade policies that enhance rather than hinder gender equality and human development

Feminist Approach to Economic Analysis

- Gender as a central category of analysis (with other social relations – class, caste, ethnicity etc...)
(gender inequality in access to rights, resources, power..., gender gap in wages)
- Views reproduction (not only production) as a central aspect of the analysis of provisioning of human needs
- Emphasis on people's well-beings, not utility
- Looks at gender inequalities at macro, meso, and micro levels
- HHs, MKTs, States- conflict of interests, bargaining
- Interdisciplinary approach in research

Gender and Trade

Cagatay (2001) *Trade, Gender and Poverty*

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1. Women and men are affected differently by trade policy and performances; and
2. Gender-based inequality impact differently on trade policy outcomes, depending on the type of economy and sector → trade liberalization policy may yield expected results

□ → Gender analysis is essential to the formulation of trade policies that enhance rather than hinder gender equality and human development

1. Trade Impacts on Gender relations (Fontana 2009)

1.1. Employment (mostly manufacturing)

- Strong relation between increased exports and increased female employment in manufacturing in the South. [e.g., Women work in EPZ], but
→ Standing (1989,1999): Global feminization through flexible labor in informal sectors (global VC)
→ Labor standards, work conditions etc...
- Not all women benefit (e.g., single women preferred)
- De-feminization trends with technological advancement

1.1 Employment (Contd.)

Agriculture: More men than women tend to enjoy the benefits from increasing exports of agri. commodities.

-Due to gender inequalities in access to credits, resources...

-Women's work tend to increase (commercial/subsistence)

Forestry: Men gain from employment in logging while women may lose cashes from NTFPs (food security)

Mining: Men tend to gain from working in organized large mines, while women and men informal workers are unlikely to be better-off, women often shoulder environmental costs

Fishery: gender division of labor in commercial/ subsistence, kinds of fishery

Gender wage gap

Q: Why women receive lower wages than men?

The residual gender wage gap is the portion of the gender wage gap that remains unexplained by differences in men's and women's productivity-related characteristics such as education and experience.

Analysis of the trade impact on gender wage gap often uses the residual gap.

1.2 Impact of trade on gender wage differentials

1.2.1 Trade liberalization narrows gender wage gap [Becker's theory of discrimination]

Black and Brainerd (2004): A case study of USA supports Becker's argument

Kongar (2006): As low-wage women lost their jobs, the average wage of remaining women increased thereby narrowing the gender wage gap.

1.2 Impact of trade on gender wage differentials

- Berik et al (2004): A case study of Taiwan and S. Korea – an increase in trade actually increase gender wage gaps in countries where female workers may have lower bargaining power and where women are segregated into lower-paying, lower-status jobs.
- Menon and Rogers (2006): A case study of India, supports the findings in Berik et al. (2004)

1.2 Trade impacts – other channels

- Consumption effects (e.g., via changes in tradable goods vs. domestic goods, due to changes in tariffs)
- Revenue effects: When a reduction in tariff rates leads to a reduction in government revenues, what government would do to offset the revenue loss?
 - Increase in revenue via VAT
 - Reduce in government expenditure
- Intra-HH dynamics (Time-allocation, decision making)

2. Gender inequalities affect trade

- Seguino (2000): Cross-country analysis of semi-industrial countries, 1975-95. Gender wage gap was a stimulus to growth via the effect on exports.

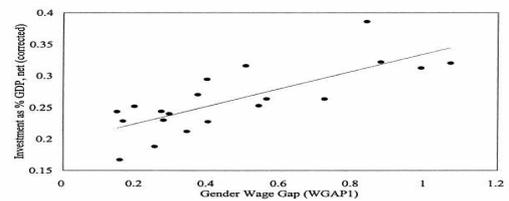


Figure 3. Partial correlation between gender wage gap and investment.

Cagatay (2001) *Trade, Gender and Poverty*

- Gender analysis is essential to the formulation of trade policies that enhance rather than hinder gender equality and human development