

Gender, age, and economic activity

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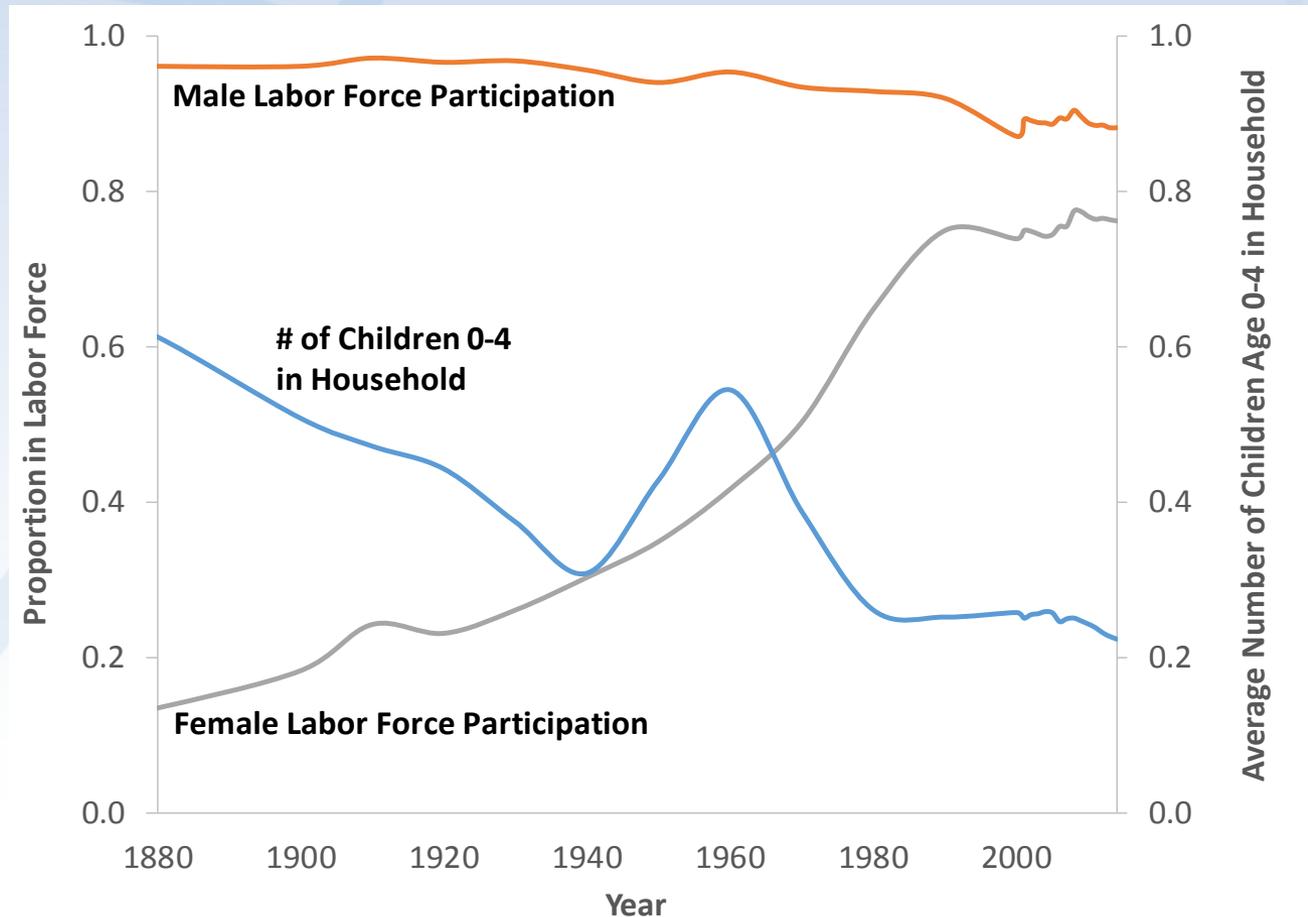
UN Expert Group Meeting on
Changing Population Age Structures and Sustainable Development
United Nations, New York
October 13, 2016



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.

Historical example from the US

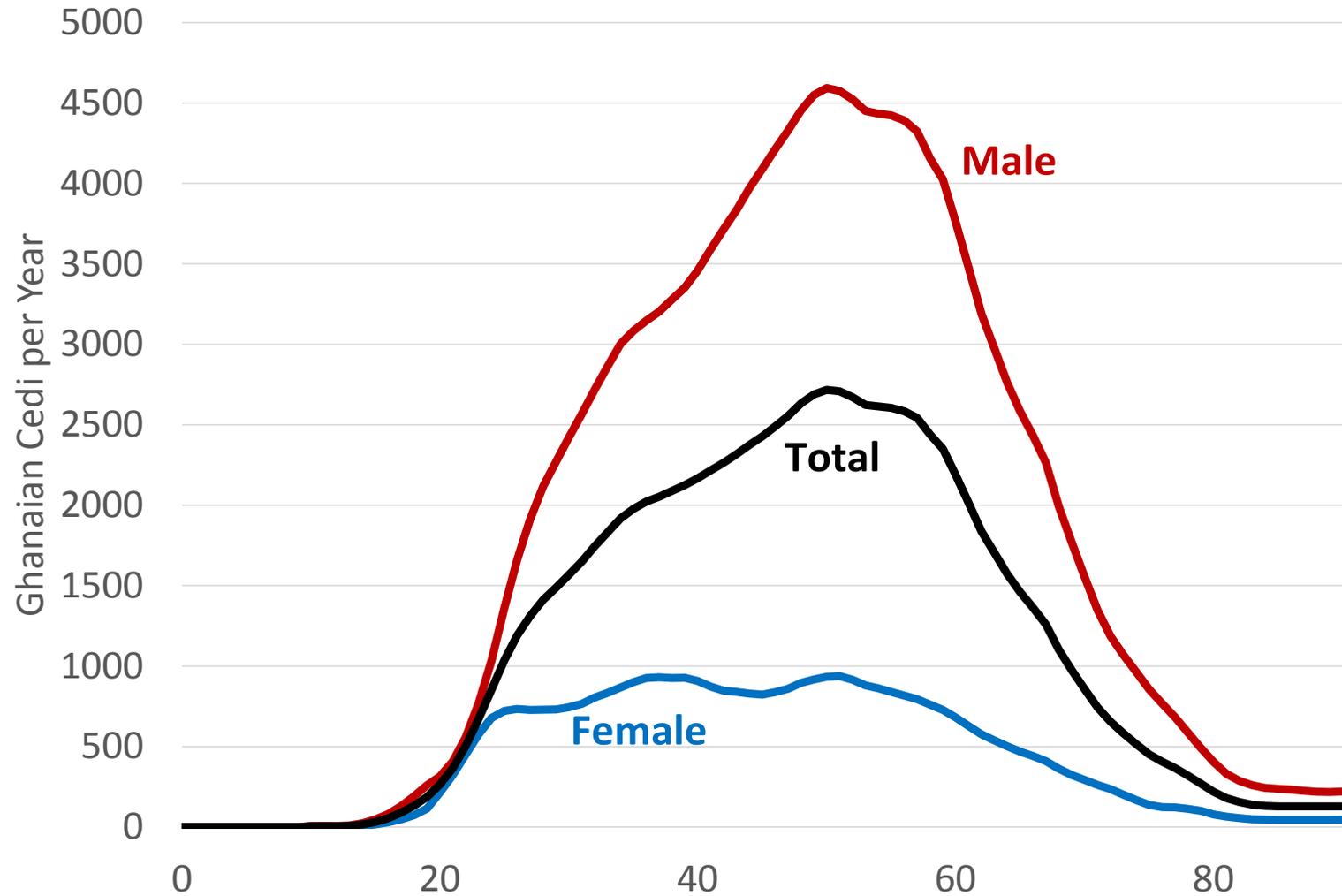


Notes: For ages 20-50 in households, averages age-standardized using equal shares for each age group. Source: US Census samples before 2000 and the American Community Survey from 2000 on, www.ipums.org.

What does this mean for today?

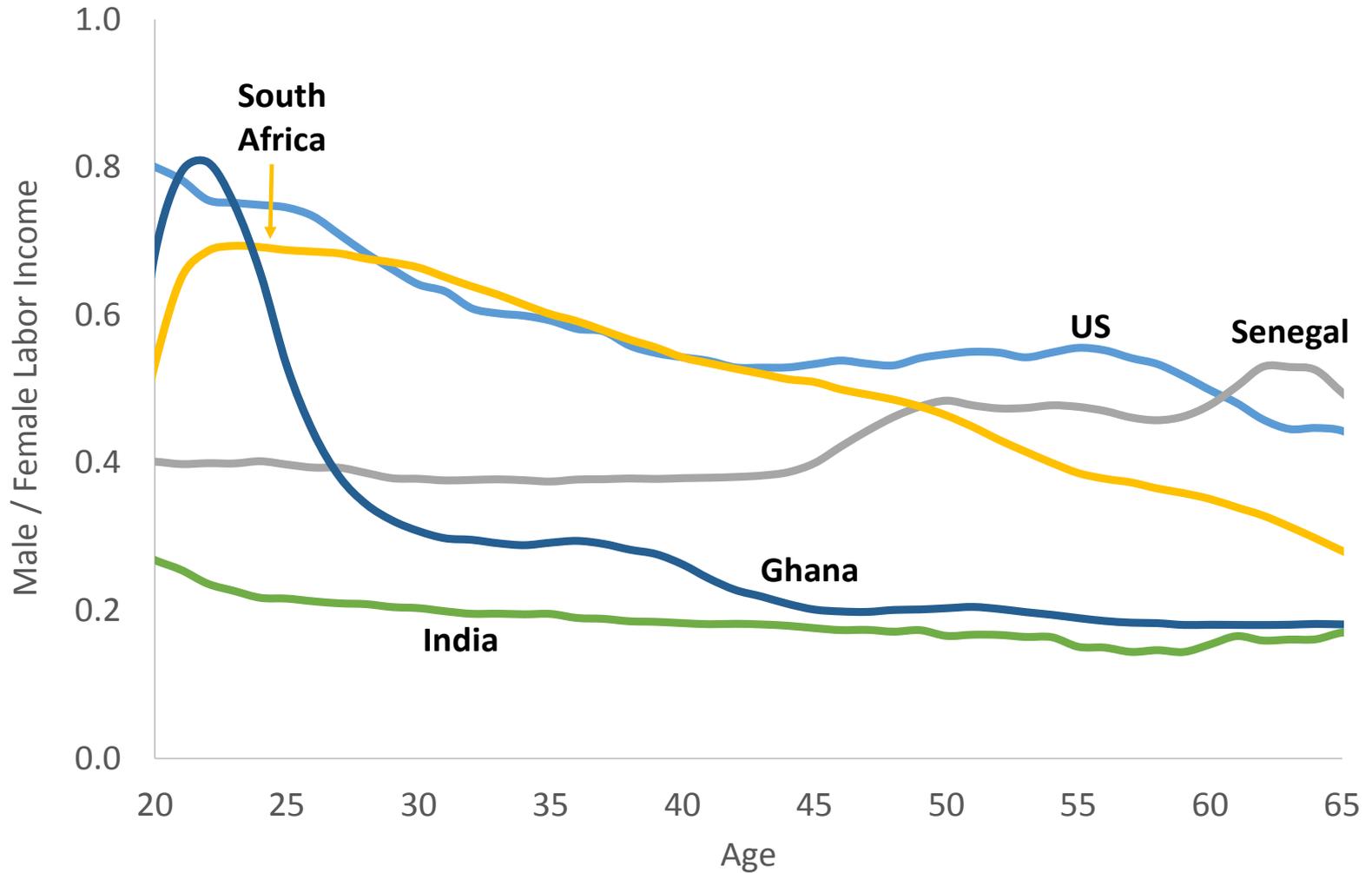
- Institutions created around separate spheres of economic activity maintain influence
 - Cultural norms
 - Legal discrimination
 - Unintended consequences of policies
 - Measurement of economic activity

Labor Income in Ghana



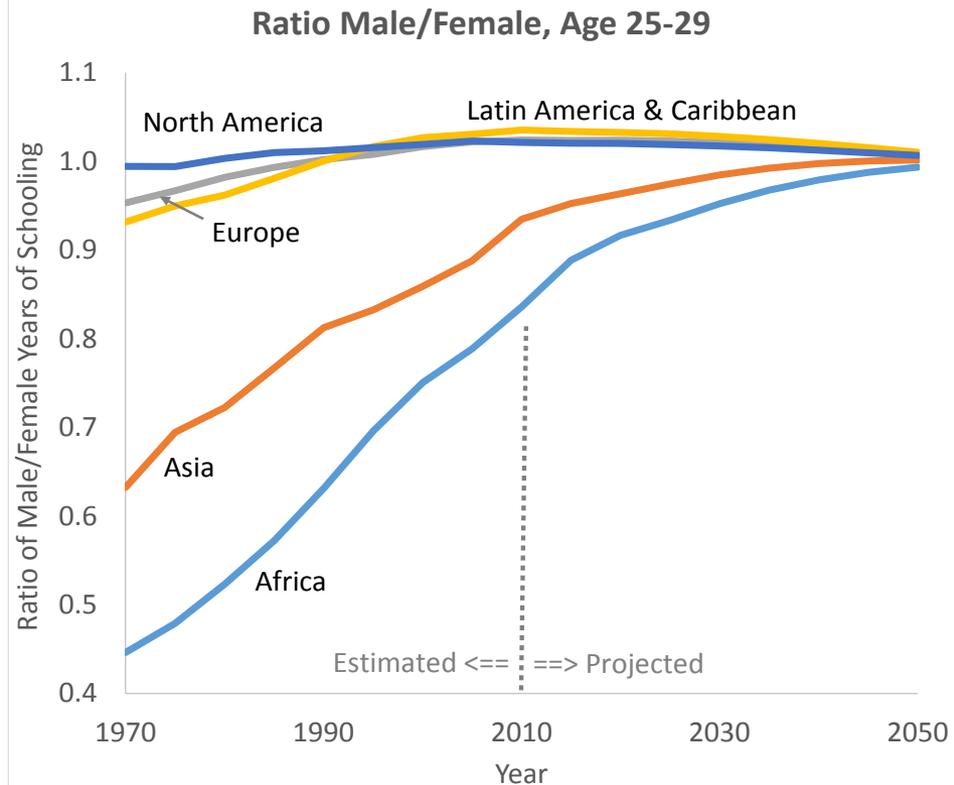
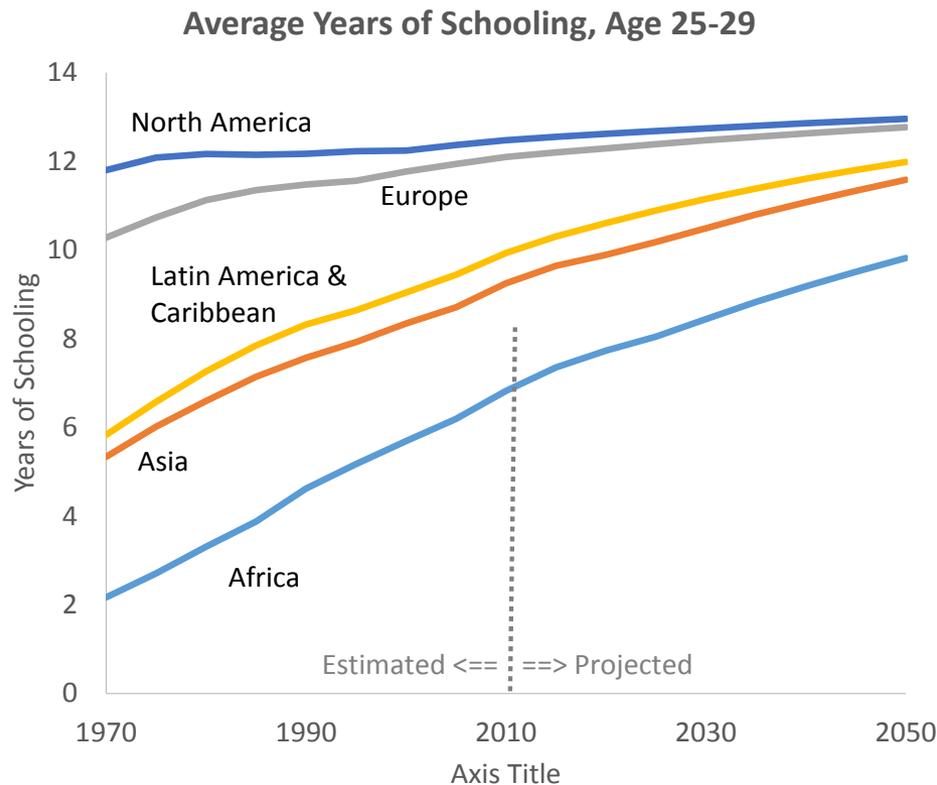
Source: Data from National Transfer Accounts and Counting Women's Work

Gender Gaps in Labor Income



Source: Data from National Transfer Accounts and Counting Women's Work

Reason for optimism: rising education, falling gender gaps

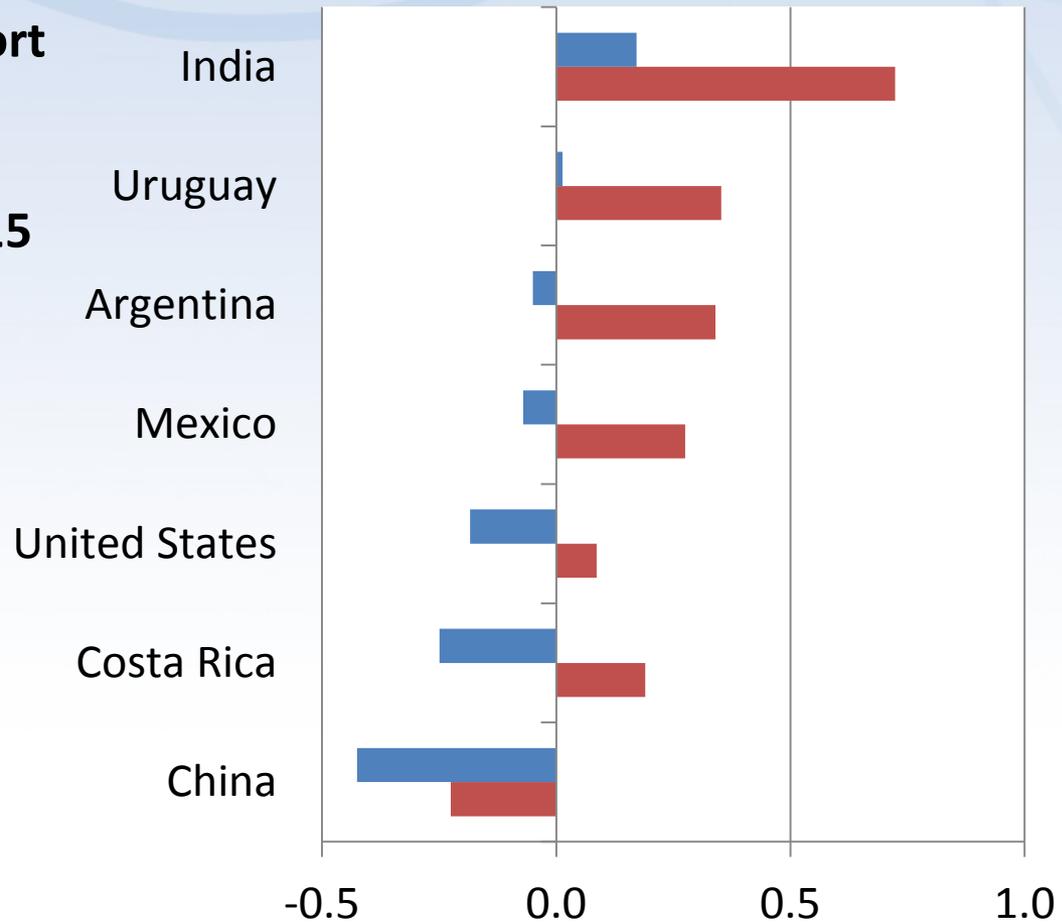


Source: Data from Lutz, Butz, and KC (2014), provided by Wittgenstein Center for Demography and Global Human Capital

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



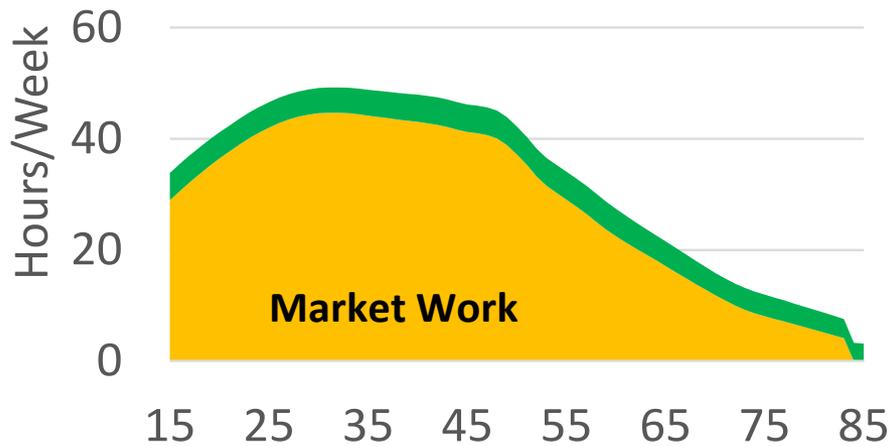
Avg Annl Rate of Change in Support Ratio

What is missing from this discussion?

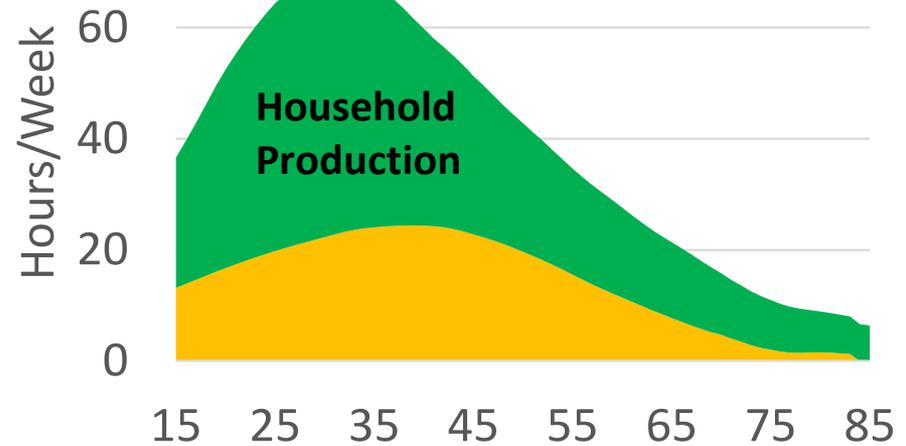


- Senegal

Male

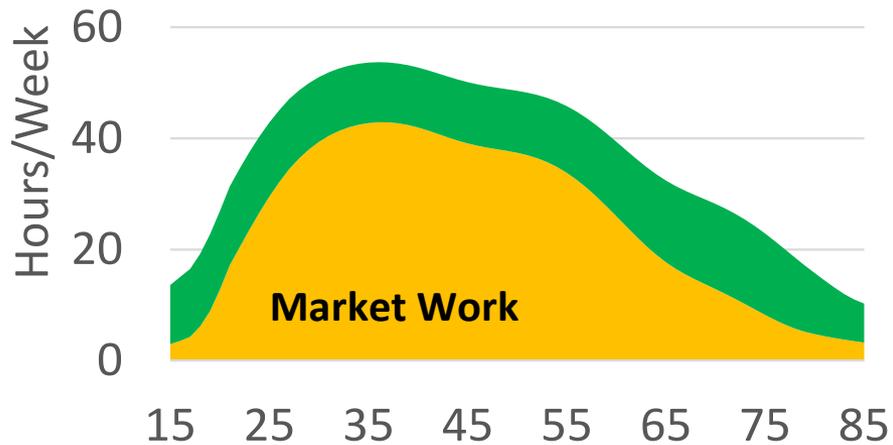


Female

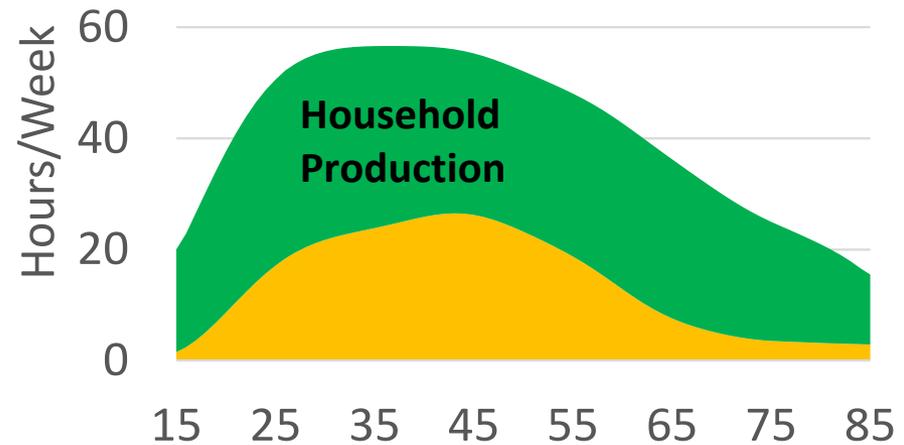


- South Africa

Male

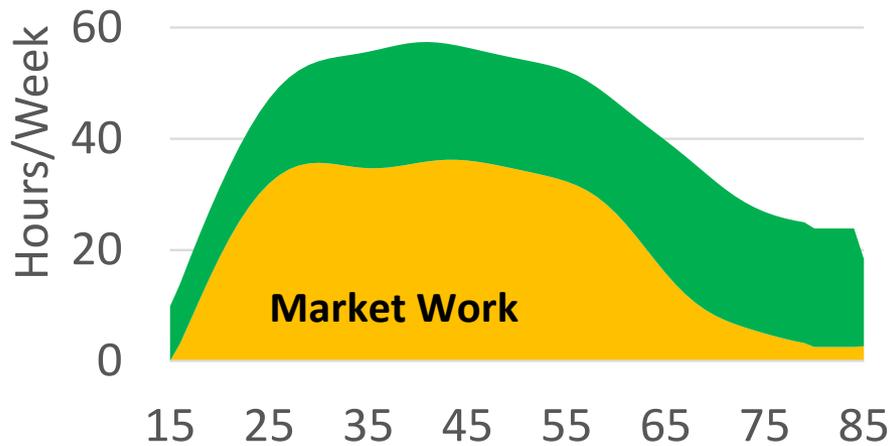


Female

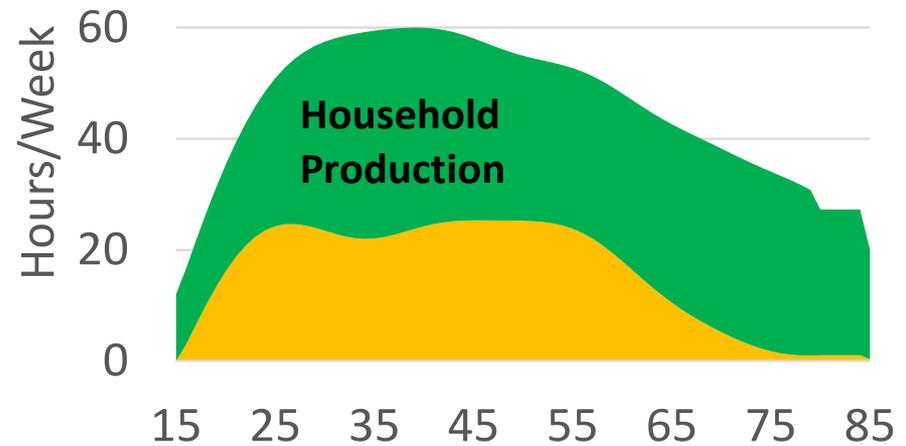


- United States

Male



Female



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

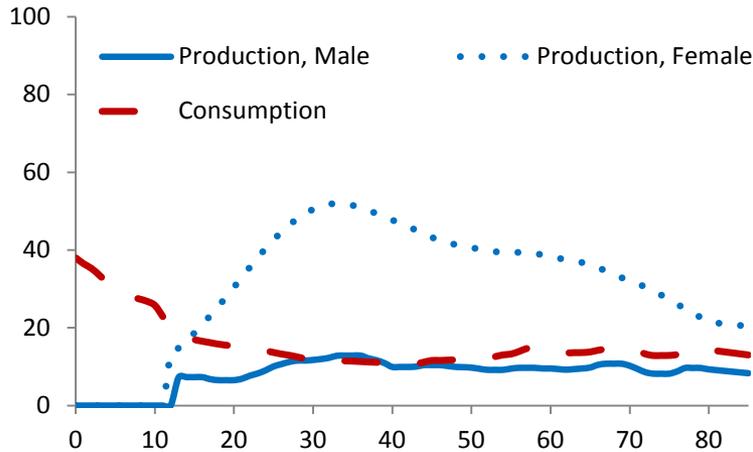
- National Time Transfer Accounts (NTTA)
 - Measure time spent producing unpaid care and housework services using time use surveys
 - Value that time by a replacement wage
 - Apply NTA methodology to estimate production and consumption by age
- Counting Women's Work
 - countingwomenswork.org



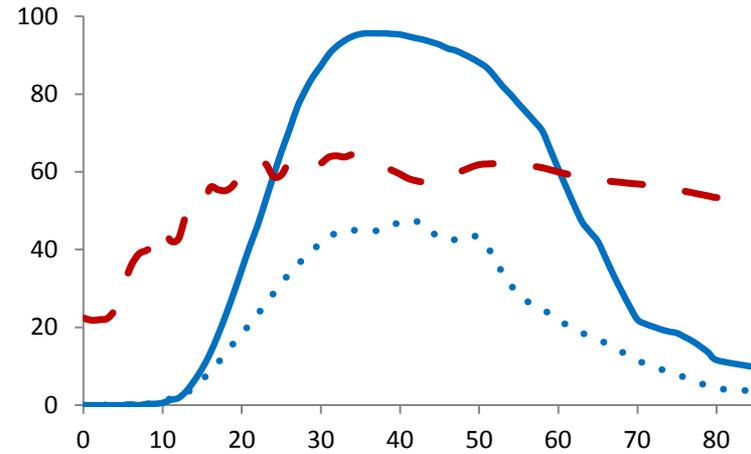
**COUNTING
WOMEN'S
WORK**

Example (Mexico, 2005)

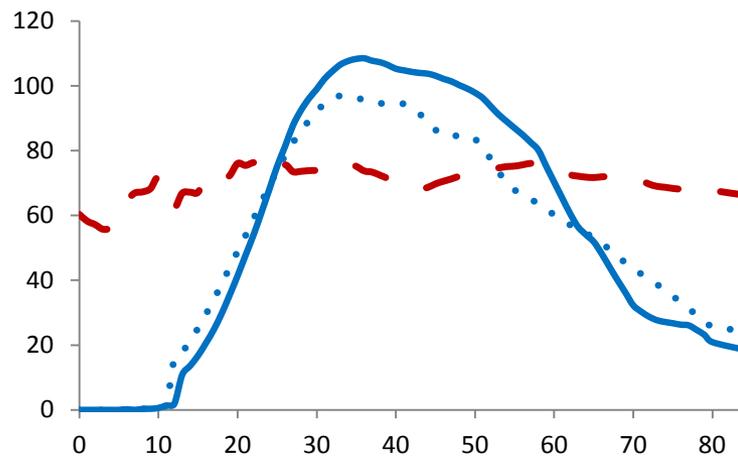
National Time Transfer Accounts (Household Production)



National Transfer Accounts (Market Production)



Combined Total



What do we see?

- Unpaid care and housework creates a lot of value, is a huge part of the economy
 - From Mexico example
 - NTTA 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