

# GENDER AND WORK IN DEVELOPMENT

GSIS DCPD

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- II. Work and Gender : Sexual (Gender) Division of Labor
- III. Power Structure and Socio-Cultural Norms
- IV. Paid (Productive) and Unpaid (Reproductive) Work
- V. Sustainable Gender Balanced Development? Work-Life-Care Balance

# I. GENDER AND DEVELOPMENT

GDI, GII,  
GGI,...

### GDI (Gender Development Index)

: It addresses gender-gaps in life expectancy, education, and **incomes**.

### GII (Gender Inequality Index)

: It uses three dimensions to measure opportunity cost: reproductive health, empowerment, and **labor market participation**.

### GGI (Gender Gap Index)

: **Economic Participation and Opportunity**, Educational Attainment, Health and Survival, Political Empowerment

Country/ Ranking	GDI (2018) -Group	GII (2019)	GGI (2020)
Iceland	2	9	1
Norway	1	2	2
Finland	1	3	3
Vietnam	1	65	87
Philippines	1	104	16
Colombia	1	101	22
Ecuador	1	86	48
Mongolia	2	71	79
Rwanda	3	92	9
Tanzania	3	140	68
South Korea	3	7	108
Laos	3	113	43
Zimbabwe	4	129	47
Cambodia	4	117	89
Ghana	4	135	107
Egypt	5	108	134
Senegal	5	130	99
Cameroon	5	141	96
Nigeria	5	NA	128
Uganda	5	131	65

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## CHANGE IN THE UN DEVELOPMENT APPROACH REGARDING WOMEN

- WID: Women in Development (WID) emphasized women's productive contribution to development. In the WID approach, men's position, power, and the structural relations between women and men received little attention.
- WAD : the Women and Development (WAD) approach acknowledged political and social structures as the most significant barriers to women's economic development. WAD has been putting an extra work burden on women, instead of challenging social power structures dominated by men.
- GAD : Through the Gender and Development (GAD) approach, with the attention on gender roles and power relations, the connectedness between gender relations and the development process was acknowledged (Niyonkuru and Barrett, 2021).



## II. WORK AND GENDER : SEXUAL (GENDER) DIVISION OF LABOR

SDL:

THE DIFFERENTIAL ALLOCATION OF  
TASKS, OCCUPATIONS AND  
RESPONSIBILITIES TO WOMEN AND  
MEN RESPECTIVELY (REDDOCK,  
1994: 2).

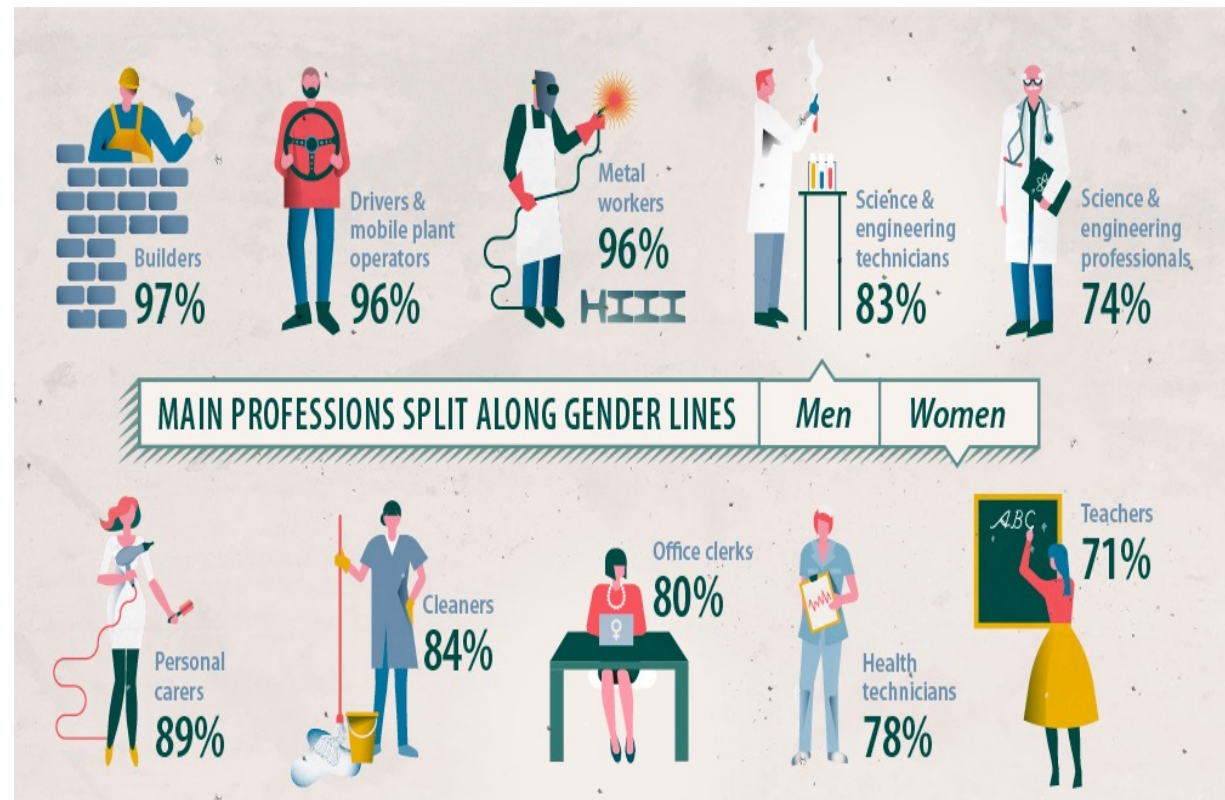
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# GENDER DIVISION OF LABOR

- The division of labor refers to the way **each society divides work among men and women, boys and girls**, according to socially-established gender roles or what is considered suitable and valuable for each sex. Anyone planning a community intervention needs to know and understand the **division of labor** and allocation of assets on a sex-and-age disaggregated basis for every community affected by development interventions (United Nations Economic and Social Commission for Western Asia). <https://archive.unescwa.org/gender-division-labour>
- A small number of studies shows that occupational segregation disproportionately affects the earnings of African women in South Africa with lower levels of education (Roberts and Schöer, 2021: 2).

# OCCUPATIONAL SEGREGATION

- It is occupational segregation of industries and economic sectors by gender that is one of the key drivers of gender wage differentials (ILO, 2018) (Roberts and Schöer, 2021: 11).



[ec.europa.eu/eurostat](https://ec.europa.eu/eurostat)

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## ILO INTERNATIONAL TRAINING CENTRE, MODULE ON GENDER, POVERTY AND EMPLOYMENT

- ‘Occupational segregation’, split into a horizontal and a vertical dimension.
- **Horizontal segregation** refers to the extent to which men and women are located in different occupational sectors. Women are usually highly concentrated in the sectors that require lesser skills (e.g. agriculture), that promise little chance for career advancements (e.g. services) and that are related to care-giving (e.g.: nursing), which often coincide also with low wages.
- **Vertical segregation** refers to the extent to which men and women occupy different hierarchical positions within the same occupational sector. Within the same sector, women tend to occupy the lower ranks of the hierarchical ladder (and consequently the lower salary ranges). Statistics show that the higher the position the wider the gender gap, so that on average women hold less than 5% of the top jobs in corporations.


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## COVID19 IMPACTS ON GENDER AND WORK

- Women are overrepresented in **sectors** that are worst affected by the crisis (retail, **hospitality, care and domestic work**), because these jobs cannot be done remotely (UNCTAD).
- By our calculation, **women's jobs are 1.8 times more vulnerable** to this crisis than men's jobs. Women make up 39 percent of global employment but account for **54 percent of overall job losses** (McKinsey).
- **Women's employment, for example, fell globally by 4.2% in 2020 compared with 3% for men**, as sectors in which women tend to work more – such as tourism – were ravaged by restrictions used to curb the spread of the virus (European Commission).
- Women also had more difficulties re-entering the labor market during the partial recovery last summer 2020 with **employment rates rising by 1.4% for men but only by 0.8% for women** between the second and the third quarter 2020 (UNCTAD).



III.  
POWER STRUCTURE  
AND SOCIO-  
CULTURAL NORM



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## CULTURAL AND SOCIAL GENDER NORMS

- The central feature of this division of labor is accepted as the **male breadwinner** or provider and the **female dependent housewife**. This **model**, which developed in nineteenth-century Western Europe, **became internationalized** through the process of colonial and capitalist expansion. In the twentieth century it came to be seen **as a component of development and modernization**, and the basis of social and economic organization worldwide (Reddock, 1994: 2-3).
- Gender-biased social and cultural **attitudes and power structure** within informal institutions (norms, values, traditions, and beliefs).

# Traditional Gender Stereotypes



not aggressive  
dependent  
easily influenced  
submissive  
passive  
home-oriented  
easily hurt emotionally  
indecisive  
talkative  
gentle  
cries a lot  
emotional  
verbal  
kind  
tactful  
nurturing

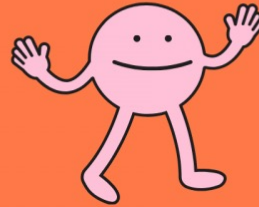
aggressive  
independent  
not easily influenced  
dominant  
active  
worldly  
not easily hurt emotionally  
decisive  
not at all talkative  
tough  
rarely cries  
logical  
analytical  
cruel  
blunt  
not nurturing

## GENDER NORMS

Time to go to work so I  
can take care of our  
family!



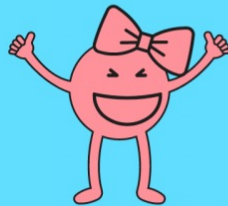
Staying home to take  
care the kids all day!



"Stop crying! Be a man!"



I can play with my dolls  
now!



I pay for the date because  
I'm the man.





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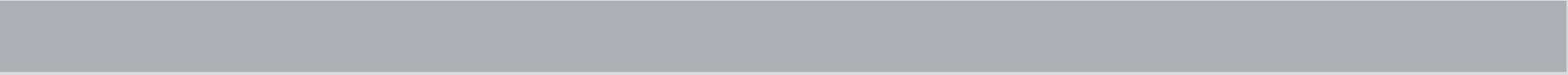
## THE ISSUE IS NOT WHETHER YOU ARE CAPABLE OR NOT

Female physicians in Ecuador are saying,

- “The problem is that the structure is sexist.”
- “I was completely convinced that women who were doctors could not choose to be mothers or wives. I believed that you had to do one or the other.”
- “Many times, **women need to yell and have an aggressive attitude** in order for the patients to respect them”  
(Bedoya-Vaca et al., 2016).



IV.  
PAID (PRODUCTIVE)  
AND  
UNPAID  
(REPRODUCTIVE) WORK



PRODUCTIVE  
AND  
REPRODUCTIVE  
LABOR



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## “FAMILY WAGE”, HOUSEWIFE REINVENTED AS ‘MODERN’

- With considerable overgeneralization, productive activities in pre-industrial (largely agricultural) societies had three characteristics :
  - 1) A relative lack of separation between the household and most productive activity;
  - 2) A degree of segregation between men’s and women’s productive tasks, closely linked to women’s domestic responsibilities;
  - 3) Men retained ownership and overall control (Crompton, 2006: 33).

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## WOMEN'S WORK ≠ HOME ≠ LOW VALUE?

- But to define all women in the first instance as non-workers is characteristic only of modern capitalism. This prior definition of women as 'housewives' meant not that they were excluded from work outside the home but rather that their relationship to the workplace was perceived as secondary to their primary responsibility to the 'home' (Reddock, 1994: 3).
- What remains constant, however, is the lower social and economic value which characterizes women's work whatever it may be (Reddock, 1994: 3).

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- The reality of women working in the domestic/household economy, usually unpaid and certainly underpaid, is that they provide a flexible body of potential wage-workers, available for temporary, insecure employment, to be dismissed when this is no longer economically viable (Reddock, 1994: 5).
  - Image Source. UN Women, 2020. April 4. Report “COVID-19 sends the care economy deeper into crisis mode” <Women's unpaid care work has immense economic value>



Women on average spend

**4.1 hours/day**

on unpaid care and domestic work, compared to

**1.7 hours/day**

for men



Women's unpaid contributions to healthcare equate to

**2.35%**

of global GDP, or the equivalent of

**US\$ 1.5 trillion**



When women's contribution to all types of care (not just healthcare) is considered, this figure rises to

**US\$ 11 trillion**

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- The global data and analyses generated over the last twelve months confirm that women were more likely to report an **increase in time spent on unpaid care and domestic work as a result of COVID-19** (Cookson et al. 2020).
  - In addition, women were also more likely than men to report being responsible for **unpaid childcare, unpaid adult care, and unpaid domestic work**. Men, on the other hand, often concentrated on tasks like shopping for the household, **making repairs and playing** with children, which may be somewhat less time-consuming (Nieves et al., 2021:).

A small, vibrant green seedling with several leaves is growing out of a crack in a grey asphalt surface. The background is a blurred, light-colored ground.

V.  
SUSTAINABLE  
GENDER  
BALANCED  
DEVELOPMENT?

WORK-LIFE-  
"CARE" BALANCE

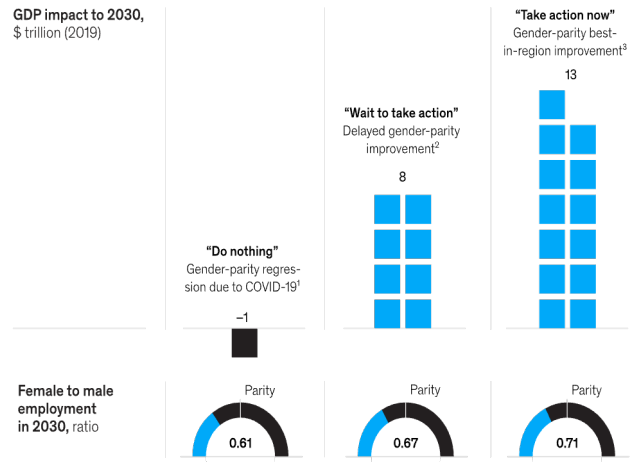
WHAT IS GOOD FOR  
GENDER EQUALITY IS  
GOOD FOR THE ECONOMY  
AND SOCIETY AS WELL.  
THE COVID-19 PANDEMIC  
PUTS THAT TRUTH INTO  
STARK RELIEF AND  
RAISES CRITICALLY  
IMPORTANT CHOICES.

[HTTPS://WWW.MCKINSEY.COM/  
FEATURED-INSIGHTS/FUTURE-  
OF-WORK/COVID-19-AND-  
GENDER-EQUALITY-  
COUNTERING-THE-REGRESSIVE-  
EFFECTS](https://www.mckinsey.com/featured-insights/future-of-work/covid-19-and-gender-equality-countering-the-regressive-effects)

# TAKING ACTION FOR GENDER PARITY ADDING \$13 TRILLION TO GLOBAL GDP IN 2030

[HTTPS://WWW.MCKINSEY.COM/FEATURED-INSIGHTS/FUTURE-OF-WORK/COVID-19-AND-GENDER-EQUALITY-COUNTERING-THE-REGRESSIVE-EFFECTS](https://www.mckinsey.com/featured-insights/future-of-work/covid-19-and-gender-equality-countering-the-regressive-effects)

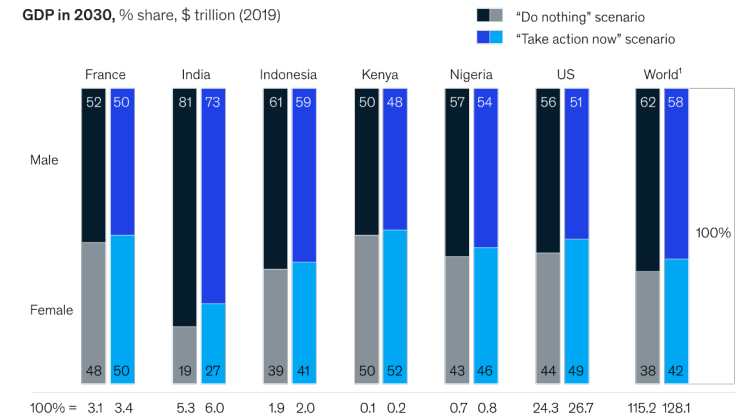
Taking action now could increase 2030 GDP by \$13 trillion relative to the 'do nothing' scenario.



<sup>1</sup>Based on factoring in impacts from differing industry mix for men and women, as well as other factors that could affect female employment. Compared with a baseline in which women see no disproportionate impact compared with men in each sector.  
<sup>2</sup>Improved using best-in-region improvements, which means every country achieved the fastest rate of progress in its region on 3 key gender gaps: workforce participation (~60% of impact), part- and full-time mix (~20%), and sector mix and productivity (~20%), starting in 2025.  
<sup>3</sup>Same as 2, starting in 2021.  
 Source: ILO; McKinsey in partnership with Oxford Economics; McKinsey Global Institute analysis

McKinsey & Company

In each of the countries we focused on, the difference between a 'take action now' and a 'do nothing' scenario is substantial.



<sup>1</sup>Difference between 2030 jobs using best-in-region gender improvements and gender regression because of COVID-19 scenarios.  
 Source: ILO; McKinsey in partnership with Oxford Economics; McKinsey Global Institute analysis

McKinsey & Company



## CARE WORK = WOMEN'S WORK?

- “I see more possibilities for women, in the sense that the new generation of men continue to become more involved in domestic work” (Bedoya-Vaca et al., 2016).

## “CARE” NEED TO BE INCLUDED


- Families / Employment
- Life / Work
- Reproduction / Production



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#### Internet Sites

- <https://www.mckinsey.com/featured-insights/future-of-work/covid-19-and-gender-equality-countering-the-regressive-effects>
- <https://archive.unescwa.org/gender-division-labour>