

# BOOKS OF ABSTRACTS

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## **A GENDERED PERSPECTIVE OF MIGRATION INTO AUSTRIA**

Michaela GSTREIN; WPZ research & EcoAustria

Migration into Austria seems to be increasingly gendered, with former male construction workers recently replaced by female care workers. Although this is not a special Austrian phenomenon, the trend has interesting implications for migratory behaviour and the changing roles of migrant women. Given the recently large and growing refugee and migratory flows into Austria, this paper looks into the migrant population in Austria, with a special focus on Vienna (the capital city) where a large share of migrants (33% of inflows in 2015) tend to settle. The paper investigates the socio-economic profiles of migrants from EU13 countries (that only joined the EU in 2004/2007/2015), their current access and inclusion in the Austrian labour market, their uptake of social services and their general social situation. The paper also looks at third country nationals and groups that traditionally made up the Austrian migrant pool – mostly from Turkey and former Yugoslavia – where gender roles were generally more traditional and often kept so over time. It offers a mixed approach with a focus on gender, combining quantitative data analysis (macro and micro) with qualitative interviews with migrants and offers interesting insights into quite gendered expectations and outcome.

Keywords: migration, women, Austria, inflow, inclusion, social situation

## **A WELL-BEING GENDER AUDITING EXERCISE OF A MUNICIPALITY BUDGET: THE CASE OF GAZIANTEP**

GULAY GUNLUK-SENESEN; ISTANBUL UNIVERSITY

The challenges faced by gender budget initiatives universally are discussed in the context of interactions between the policy process and the budget. The gender budgeting agenda in Turkey is elaborated with its international, central and local government dimensions. A well-being gender audit of the Gaziantep municipality budget is undertaken, based on the 2015 performance program. A monetary table mapping policies, women's capabilities and municipality departments is produced. This exercise unravels policy preferences from women's well-being perspective, reveals deficiencies in both policy and resource allocation, including allocation of public monies without any perspective on improving gender equality.

Keywords: gender budgeting, well-being

## **ACCOUNTING FOR BORDERS: THE CONSTRUCTION OF KINSHIP IN DATA ON REMITTANCES**

Colin Danby; University of Washington, Bothell

Growing official acknowledgement of the size of remittance flows has coincided with recognition of difficulties defining and recording them. This paper discusses recent developments in the technical literature against a background of questions raised by feminist and postcolonial scholars about the co-construction of nation and household. What is the relation between a critical feminist economics and state regulation of international kinship?

Keywords: Kinship, Remittances, National Accounts

## **ACTIVITY IN THE THIRD AGE: EXAMINING THE RELATIONSHIP BETWEEN CAREERS, GENDER AND RETIREMENT EXPERIENCES IN ENGLAND**

Holly Birkett; University of Birmingham

Fiona Carmichael; University of Birmingham

Jo Duberley; University of Birmingham

This paper aims to enhance understanding of how different career histories affect outcomes in older age, for women and men. The approach theorises the relationship between career pathways, resource accumulation and retirement experiences drawing on life course and resource-based perspectives. We utilise retrospective life course data and a mix of research methods to examine how the career histories of 50 older people (34 women and 16 men) are linked to their expectations and experiences of retirement. The use of retrospective data allows us to address a limitation of previous research that has, predominantly, focused narrowly on the period immediately prior to, and post, retirement. The data capturing the long working lives of the sample, prior to retirement, are analysed as 50 sequences comprising 2,368 observed employment states, each capturing a year of data. The data collection was embedded in a semi-structured interview enabling detailed consideration of trajectories and outcomes. The results suggest that there is a strong relationship between career trajectory, resource accumulation and experiences of retirement and that both careers and outcomes are impacted by gender. One implication is that differential access to resources over life courses significantly affects how people experience and adjust to retirement. The analysis also highlights the complex and varied nature of retirement which is in part mirrors the increasing prevalence of boundaryless careers.

Keywords: career, life course, ageing, retirement, work history, resources

## **AGENCY, HYBRIDITY AND THE PATRIARCHY IN THE INDO-BRITISH MACHINERY TRADE**

Shachi Amdekar; University of Cambridge

The social position and attitude of the exalted Victorian gentleman, within the context of an industrial Britain, has been at the helm of Cain and Hopkins's analysis on British imperialism (1993; 1994). Within the imperial context however, it is useful to consider how institutionally embedded patterns of behaviour and particularly, attitudes towards gender, class, and race in different regions, can seep across borders and mutually reinforce one another. This paper considers the case of how British and Indian agents of textile machinery and millwrighting trade — the go-betweens for Britain and India — had to negotiate the cultural boundaries within two separate patriarchal orders. In garnering sustained, favourable relationships with both Indian purchaser and British manufacturer, there is evidence to suggest that despite stark differences in attitude initially, mutual reinforcement of gender, racial and class biases established a hybrid system of business-like patriarchy which has, in many ways, persisted.

This paper reflects on archival material from a variety of sources in Britain and India, including historical company records and business correspondence between Lancashire and Bombay, as well as the records of the India Office in Whitehall. It highlights how business history can be used as a lens to analyse how societal norms and biases in different regions of the empire have reinforced one another, across borders, via trade links. This research, moreover, highlights how even the earliest international economic relationships within modern capitalism might contribute to the persistence of gender, class and racial biases.

Keywords: Gender, Class, Networks, Trade, Cultural Hybridity, Institutions

## **ALL THE SINGLE LADIES: JOB PROMOTIONS AND THE DURABILITY OF MARRIAGE**

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Johanna Rickne; SOFI, Stockholm University

This paper addresses women's under-representation in top jobs in organizational hierarchies. We show that promotions to top jobs dramatically increase women's probability of divorce, but do not affect men's marriages. This effect is causally estimated for top jobs in the political sector, where close electoral results

deliver exogenous variation in promotions across job candidates. Descriptive evidence from job promotions to the position of CEO shows that private sector promotions result in the same gender inequality in the risk of divorce. A description of male and female job candidates' household formations sheds some light on the mechanism behind this result. For most male candidates for top jobs, their promotion aligns with the gender-specialized division of paid and unpaid labor in their households. Many female candidates for top jobs live in dual-earner households and are married to older husbands who take a small share of parental leave. Divorce among women in top jobs occurs

more often in couples with a larger age gap and a less equal division of leave, and in households in which her promotion shifts the division of earnings (further) away from the norm of male dominance. No divorce effect is found in couples that are more gender-equal in terms of having a smaller age gap and a more equal division of parental leave. We argue that norms and behavior in the marriage market hinder the closure of the gender gap in the labor market.

Keywords: Job promotion, Marriage, Divorce, Household bargaining, Spousal age-gap, Paid and unpaid labor

## **AN EXAMINATION OF WOMEN'S SELECTION AND DECISION CONCERNING HER MARRIAGE AND FAMILY NAME**

Ayako Suzuki; Ochanomizu Univ.

In Japan, couples who select legal marriage should choose either his or her family name as their family name by Japanese Civil Code article 750. In practice, it is reported that about 97% of women take their husband's name as their family name. The issue of changing her surname has not only a problem of her inconvenience and torture, but also a relation of patriarchy domination behind closed doors. It means that in common, there is a stereotype that women should change her surname to her husband's in Japan. Gender order is invisible because of neutrality of law, but most of women cannot make a selection freely because of a pressure under the patriarchy dominant system. Women who want to keep their own family name in marriage, they choose the way of co-habitation, using their own family name as common name, or divorce only by paper even though these are not easy way to do. There are many earlier studies on this subject that are be able to classified in 3 issues generally as follows; a perspective of law and institution, a perspective of history of marital family naming, a perspective of feminism. The aim of this paper is to examine why and how women select their marriage style and their family name, also what kind of pressure are put on when they choose it. Analyzing that research I would like to clarify the pressure that is put on women choosing their marriage style and family name with a perspective of theory in gender studies, J.W. Scott and R.W. Connell.

First, I surveyed the history of law and institution in Japan at a patriarchal point of view and found that law and institutions concerning marriage and family name have been created based on gender order, so that they oppress the women when they select their marriage style and family name. In 1970s, with the family law reform about family name of intercultural marriage and divorce, an argument that we should regard the side of name what something is called more important have developed the issue of self-decision and relativity of marriage style. However, there is a risk that freedom of self-decision would be caught by gender order that build up as a norm in Japanese society. Therefore, I should examine the situation of women in Japan faced on the choice of marriage style and family name thorough research of interview. I have interviewed 12 women who have changed her surname to her husband's; 7women using their own surname as common name, 2women who have married a person of a different nationality, who have got a divorce, who have remarried, 1woman who have chosen co-habitation. Although style of marriage has become diversified like co-habitation and intercultural marriage, and divorce and remarriage have been increasing, most of women choose legal marriage and her husband's family name as theirs. Analysis with the theory of Scott and Connell showed that women can choose the way of marriage and her family name in very narrow range because social norm, law and institution work oppressive when she choose them though it seems that she can choose it at her own will. To assure women's self-decision essentially, it is necessary to revise the family law and concerning institution but also to take measures to respect her determination. Regarding such a perspective as important, we should argue the issue foreseen after family law reform as well as law reform itself.

Keywords: famiry name, common name, article750, self-dicision

## **ARE MICROFINANCE MARKETS MONOPOLISTIC?**

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Microfinance institutions predominantly serve women clients. Do these institutions operate in a monopoly, monopolistic competition environment or are their revenues derived under perfect competition markets? We employ the Panzar-Rosse test on a global panel data to assess the competitive environment in which microfinance institutions (MFIs) of five selected countries operate: Ecuador, India, Indonesia, Peru and Philippines, over the period 2005-2009. We estimate the static and the dynamic revenue tests, with analyses of the interest rate and the return on assets. We control for microfinance specific variables such as capital-assets ratio, loans-assets and the size of the microfinance institution. The analyses also accounts for the endogeneity problem by employing the fixed-effects two-stage least squares (FE-2SLS) and the fixed effects-system generalised method of moments (FE-GMM). Our results suggest that MFIs in Peru and India operate in a monopolistic environment. We also find weak evidence that the microfinance industry in Ecuador, Indonesia and Philippines may operate under perfect competition.

Keywords: microfinance, competition, market structure, dynamic panel estimation, Panzar-Rosse revenue tests.

## **BE A MOTHER: CHOICE OR CHANCE**

Ayusmati Das, Jawaharlal Nehru University

Motherhood is considered as the most delightful journey of a woman life. People say that nothing can match of the joy of bringing a child to the earth. A woman needs to be physically, mentally sound during her pregnancy for a healthy baby. It would only be possible if she has chosen her pregnancy. But, sometimes women are not ready for the pregnancies/births at the time it happened, the birth occurs without the willingness of mother, which can be further divided into mistimed births (wanted some time after) and unwanted births (not wanted any more) are conceptualized as unwanted fertility. And, it became burdensome for them and family. It has also very adverse impact on the overall development of a child (singhet al.2017).

Unintended pregnancy is often discussed in terms of population control. It is well evident that unchecked growing population would be a matter of worry especially for the developing countries. The occurrence of unwanted fertility decides the population of a country. In worldwide, out of the 210 million births occurring each year, 83 million births are unintended (Smith et.al, 2009). Around 21 percent births in India are either unwanted or mistimed (NFHS-3, 2006-07).

Unwanted birth is the immediate impact of unmet need of contraception. Research has established that a rise in contraceptive use is the direct cause of unwanted fertility declining. (Population Bureau, 1998). Apart from contraception, there are many socio-economic variables affecting unintended pregnancy directly.

The objectives of this paper are (i) to observe the pattern of unwanted fertility through some socio-economic characteristics (ii) to find out the major decisive factors of unintended pregnancies and (iii) to get the variation in prevalence of unintended pregnancies.

The District Level of Household and Facility Survey(DLHS-4) data is used to get the objective. The ever-married women's questionnaire contained information on women's characteristics, maternal care, immunization and childcare, contraception and fertility preferences, reproductive health including knowledge about HIV/AIDS.The crosstab and logistic regression methods are applied using Stata-12 for the analysis.

The variation is more regarding the mistimed pregnancy rather than unwanted which indicates the need for family planning methods for spacing. The percentage of reporting unwanted fertility is almost doubled for female than male. The youth who have a vivid knowledge of contraception are less likely to have unwanted fertility. The youth who often discussed about contraception and having children have impressively less unwanted fertility. The knowledge of contraception, mixing with friends prior to marriage have positive impact on reducing unintended pregnancies. Economic status has major role in accessing contraception.

Keywords: unintended pregnancy, standard of living

## **BODILY AUTONOMY AND ECONOMIC OPPORTUNITY: HOW ACCESS TO REPRODUCTIVE HEALTHCARE IMPACTS WOMEN'S INTERACTION WITH THE JOB MARKET**

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This session will explore how women's bodily autonomy is necessary for accessing economic opportunity in the labor market. The practical ability of women to access reproductive healthcare has economic effects beyond immediate costs of care. For instance, women's control over their bodies and their family planning will also affect the lifecycle of their careers. An economic framework that can help us operationalize the link between bodily autonomy and economic outcomes is the job search or job matching theory developed by Burdett and Mortensen in 1978. Unlike in standard microeconomic theory, in job search theory, workers with equivalent productive abilities can end up being paid different amounts due to employers having wage setting power and a distribution of wages among employers. Because some workers have a hard time moving in-between jobs due to facing different conditions when looking for a job, employers are able to exploit these conditions and pay these workers less than this. We propose that uncertainty due to lack of bodily autonomy imposes a search friction on women workers who are subject to different regimes of reproductive justice.

In order to understand the underlying processes that connect reproductive justice to economic opportunity, we rely on search theory as the basis of measuring monopsonistic exploitation as proposed by Alan Manning in the book *Monopsony in Motion*. Manning proposes that the frictions that lead to monopsonistic conditions include heterogeneous preferences, imperfect information, and mobility costs. When workers face these conditions, it makes it harder for them to transition between jobs and earn the maximum amount possible. A straightforward mobility cost faced by women is imposed by family duties. If women are secondary income earners, it will be harder for them to have geographic mobility across regions since they will be tied to the location of their higher-earning partner. Women who don't have control over their family planning may also face mobility costs or they may face job lock. If they can't control family planning or their ability to do so is heavily dependent on staying in one job over a period of time, it is more difficult to plan for their careers or education or take risks in moving between jobs. For example, studies of women in states who got early legal access to the pill have shown that they began investing in their education and careers differently because the cost of mobility into higher education and into more demanding and higher-risk careers went down.

Expanding this fundamental finding for the modern context, we examine state-level differences in the United States in access and attacks on women's reproductive freedom to determine how variations in reproductive justice and therefore bodily autonomy affect women's economic opportunity as measured by their labor mobility - a fundamental characteristic of the likelihood that an employer will be able to exercise monopsony power. Research on health insurance access has looked at differences in availability of healthcare across states and how it has affected different measures of job mobility, such as occupational and industrial mobility within states using the Current Population Survey.

Keywords: reproductive justice, reproductive healthcare, labor mobility, monopsony

## **CAN GROUP FARMING EMPOWER WOMEN? LESSONS FROM TWO INDIAN STATES**

Bina Agarwal; University of Manchester

Efforts to economically empower rural women in India have rarely focused on an occupation that the majority of them are most experienced in—farming. But two state-level experiments—one undertaken in Telangana and the other in Kerala—initiated in the early 2000s, stand out, both because they focused on enhancing women's livelihoods within agriculture itself, and because of the innovative institutional form by which they sought to do so, namely, group farming. The initiatives encouraged rural women to collectively lease in land, pool their labour and capital, and cultivate jointly on a voluntary basis, recognising women as farmers outside the domain of family farms under which most cultivation is done globally, and in which women are typically unpaid family workers with little autonomy.

This paper is based on the author's detailed primary surveys (undertaken to collect both quantitative and qualitative data) in the two states. It examines whether group farming can enable women farmers to overcome inequalities in resource access, and empower them economically? Can it also empower them socially and politically? Moreover, since the approach to group farming differs notably in the two states, it also examines which approach is more effective, and why. For instance, the Kerala groups are significantly more productive than individual farmers in the same districts, while the Telangana groups perform less well than individual farmers in their districts.

To date, despite their importance and scale, there has been no systematic study of group farming based on carefully collected quantitative and qualitative data, in either state. The lessons learnt from each state individually and comparatively, form the basis for policy recommendations.

Keywords: group farming, women farmers, empowerment, India

## **CAPABILITY DEPRIVATION**

chinedu anumaka; iykeolisa global resources limited

In focusing on capability deprivation as the basis for analyzing poverty, the capability approach makes a break from the dominant income-centric tradition of poverty analysis the capability approach questions the "informational space" on which considerations of poverty, inequality, justice, and so forth, should be based.

The appropriate "space" for analyzing poverty, according to the capability approach, is not what people have, nor how they feel, but what they can do and be. The capability approach requires us to ask: What, in understanding poverty, is our ultimate concern?

People's incomes or, more broadly, their resource holdings are important, they are only of instrumental importance: important because of what they allow a person to do or be. In contrast, what a person can do or be is intrinsically important. Our ultimate concern when analyzing poverty.

Nothing of great import turns on this distinction as long as a person's resources are a good measure of what they can do and be.

But the capability approach holds that this is unlikely to be the case because people have different needs, which means that they may require different amounts of resources in order to achieve the same beings and doings these variations can be called "conversion factors" and because some important ends such as the ability to avoid discrimination, may not respond sensitively to differences in resources at all. The existence of conversion factors and the nonmonetary nature of some dimensions of well-being offer two reasons for making a shift away from income-centric analysis.

Keywords: CAPABILITY APPROACH, INFORMATIONAL SPACE

## **CHILDREN'S VIEWS ON THEIR MOTHER'S PAID WORK AND CARE RESPONSIBILITIES**

Mubashira Zaidi, Institute of Social Studies Trust

No abstract.

## **CO-OPERATIVES AND THEIR IMPACT ON GENDER ROLES - DEFINING DYSFUNCTIONAL TIES IN RELATION TO FEMALE CENTRIC SOCIAL CUSTOMS**

Medha Dubhashi; Vaikunth Mehta National Institute of Co

Shweta Vetal

As the world ushers in an era of multi-polar centers of power, this phenomenon provides an opportunity of power assertion to the emerging centers of power such as India, China, Latin America etc. It is than seen that even as these countries rise to power they are still negotiating with persistent social inequalities in the form of gender inequality.

The study therefore enquires into the constructs of gender defining precincts in the country of India and identifies one of the major contributing factors to the definition of gender roles in the society as social customs. As social customs related to gender interweave the social fabric of the society they further lay the foundation for social and economic inequalities relation to gender. The study then delves further in this issue with a focus on India as a country and a scope defined to include women from rural backgrounds, as these women are especially challenged for maneuvering the challenges of the poverty cycle with dysfunctional gender defined roles monopolized by debilitating social customs. In correlation the paper also analyses the role of advocacy movements in the country and its impact on policy decisions related to social customs. For e.g In India Ishwar Chandra Vidyasagar's crusade for improvement in the situation of widows led to the Widow Remarriage Act of 1856.

An historical analysis of social customs indicates that that India does not suffer from the poverty of culture but it suffers from the belief in them. Social customs are indicative of an energy that was once alive, movement oriented, directional and vibrant; which slowly became bound by practices of collectivity that have been reactive to the emerging environment. It then became captive to history, traditions, culture of yesterday and relationships of association which were meaningful in the past but lost its meaning as they were not in conjunction with the changing paradigms of the countries landscape. (Parik.I.J.1998)

As India, responds to the external energies of change and emerges as one of the poles of power in the multi-polar world. In response to this change a new generation of women who are equipped with the 'free energy' of thought through education and information, no longer want to be shackled by defunct meanings of gender roles defined by bygone social customs. This shift therefore demands new definitions and meanings for individuals, structures and systems in the country that cater to the aspirations of these women.

The study hence presents a precedent in the form of co-operatives as a structure by harnessing its energies of collective strength and its ability of outreach to the hidden pockets of the society can be then utilized to address gender issues in relation to social inequalities, as demonstrated by the Self Help Group (SHG) movement in India. As co-operatives in its structure provide for avenues of equal participation, a collective strength for advocacy in impacting policy decisions and provides sources of economic empowerment which therefore would aid in strengthening the role of women in impacting policy decisions related to their future. Case studies of co-operatives in India, such as Amul dairy in Gujrat, K特拉 and Gokul dairy in Maharashtra and co-operative banks such as the Seva bank and Kallappa Awade Ichallkaranji bank are used as examples to enunciate the findings of the study.

The results of this literary study will hence inform policy makers and leaders of co-operatives on the efficient models of impacting gender based social ills in the society through conscious and planned interventions in the form of co-operatives.

Keywords: Co-operatives, impact, gender roles, dysfunctional ties, social customs

## **COMPARATIVE GENDER ANALYSIS OF NET BURDEN OF TAX AND SOCIAL SECURITY CONTRIBUTIONS, WITH FOCUS ON JAPAN**

Mari Osawa; University of Tokyo

This article tries to comparatively analyze net burden of tax and social security contributions from a gender perspective, in order to clarify characteristics of Japan's livelihood security system in the aspect of relative poverty. Poverty is not only serious for affected persons, but also a problem to overcome for better-off people, for it impairs societal stability and disturbs economic growth. Since the concept of relative poverty is criticized for some drawbacks, we will check its relevance. After functions of various welfare efforts of public and private sector outside of public social expenditure are considered, we will examine relations of the extent of welfare effort of the government and poverty rate in recent OECD countries. Given that the poorest 20% in Japan receives relatively smaller benefits and bears heavier burden, it is not surprising if poorer group has stronger tax resistance than better-off people. Single parents in Japan are treated cruelly by its tax and social security schemes. While transfers and services are seen as more important than tax mix in reducing income inequality, effects of progressive direct taxation for mitigating poverty should not be underestimated.

Keywords: income redistribution, net burden, relative poverty, gender, progressivity

## **CURRENT STATE AND PROBLEMS OF VOCATIONAL TRAINING FOR JOB SEEKERS IN JAPAN**

Ami Hayashi; Ochanomizu University

The purpose of this research is to evaluate the effectiveness of the vocational training program for job seekers in Japan (hereinafter called the job seeker support training) by analyzing the training experience and employment situation of its participants.

The 2008 global financial crisis and the subsequent economic recession, ensured corporate downsizing, leading to the dramatic rise of unemployment among male workers and an increase of public assistance recipients. In order to prevent a further increase of public assistance recipients, the emergency human resources development program was employed as the second safety net, which was later made permanent as the job seeker support system. The system provided the participants with vocational training free of charge while simultaneously subsidizing an allowance during the training period. Although the program did not necessarily target the poorest of the poor it set the conditions for the applicants to qualify for the program such as fixed amount of assets and income consequently, making people having strong financial difficulties its target.

Existing scholarship shows that Japan's social policies are still based on the premise of 'man as the principal breadwinner' model. However, so far 60% of the job seeker support training participants have been women. Contrary to expectations that women, were not the intended recipients of the policy, women formed the majority of all training participants. What experiences do participants have of the vocational training and what are the reasons for their choice of occupation after they finish the training? Did the job seeker support system fulfill its objective of providing participants with job assistance and decent life after all? What are the different outcomes for male and female participants?

To answer above questions, this study analyzed changes in the employment and living conditions prior to and after the training, as well as the experiences of people participating in the training. It applied qualitative research methods and conducted semi-structured interviews with 10 male and female participants of the training program. Through an analysis of the survey results, I examined the results of the system's designed objective ('output') as well as its unintended results ('outcome').

The results of the study reveal that the training program does not meet the demands of women participants, mainly the program contents lack variety and focus on "women friendly jobs" that do not necessarily help them find secure jobs.

A more fine-grained program, as well as the study of fine-grained and effective curriculum to meet a variety of needs is required. However, the results of participants' educational background and gender analysis show that women with secondary education were satisfied with the existing training. They felt the joy to learn in training. Also, one of the unintended results was that the training created a 'place' that allowed the development of interpersonal relationships between the participants.

This study, revealed the previously unknown reality of women and made them the subject of research, and further suggests that it is high time to begin the discussion on adopting the gender perspective in vocational training and employment support policies.

Keywords: Vocational Training, Employment Support System, Male-Breadwinner model, Women participants

## **DESIRE, LABOR, AND CAPITALCENTRISM**

S Charusheela; University of Washington, Bothell

How do we address desire in feminist economics? The ways we answer, or fail to answer, this question, matters for how we answer Jamila Mascot' (2015) question, "Can the Subaltern Desire?" That paper argues that to the extent feminist economics adopts the standard economics dichotomization between production and consumption, it normalizes the division between labor and desire. Non-modernist desires become subaltern (in the sense of becoming illegible) in such a framework, rendered as false consciousness or narrowly adaptive. What is missing in the possibilities of desire for Other ways of engaging in social relations of community responsibility and reciprocity, desires that are essential if we are to render affective bonds



between women -- including, but not limited to sexual desire -- legible within economic theory. The underlying problem emerges as the capitalcentric frame (using J. K. Gibson-Graham's formulation) where by non-capitalist forms of labor and desire become rendered as pre-capitalist/backward within our analyses. The capitalist-noncapitalist boundary normalizes itself in and through the boundary between labor and desire, rendering radical forms of desire illegible.

Keywords: labor, desire, postcolonialism

## **DETERMINANTS OF WOMEN'S WORK: CAN MACHINE LEARNING BROADEN OUR PERSPECTIVE?**

Joyce Jacobsen; Wesleyan University

Melanie Khamis; Wesleyan University

"Big Data" and the accompanying statistical techniques that data scientists are using to analyze large data sets have so far not been discussed by feminist economists. These techniques include a wide set of algorithms and techniques known as "machine learning." They are distinguished by being less prescriptive regarding variable inclusion and functional form, including interactions between variables and inclusion of higher order polynomial terms, relative to the traditional regression analysis that economists use. They are also more resistant to overfitting, where economists and others tend to overspecify their models to a specific data set or year of data and thus can underemphasize model generality. We explore the differences between machine learning results and standard results for estimation of women's labor force participation and earnings. The literature on women's labor force participation and earnings has evolved into standard use of Heckman (Heckit) models in order to predict earnings corrected for sample selection of women into employment. This standardization has been driven in the literature by several forces: theoretical considerations; the availability of standard control variables regarding selection vs. earnings determination; the following of standards set in previous articles; and the desire to avoid problems associated with use of nonstandard control variables that might lead to weaker fit/larger standard errors. The implication for feminist economic work is that researchers may be reluctant to try out new control variables or new functional forms because they will stray too far from standard modeling practice and thus limit the acceptance of their results. Thus, we compare the results derived from standard two-stage sample selection models to those from employing different techniques taken from the machine learning literature, for instance LASSO, Regularized Jack-Knife, and ridge models. Using standard data sets from the US Current Population Survey, we compare fit across and within years. We compare both recent and older years, and also compare results from before and after the recent change in US women's selection into the labor force (starting circa 1987) that we have found in our earlier work. We then consider whether use of these techniques leads to validation of any results that could imply a broader theoretical and empirical basis for analysis of women's labor market patterns.

Keywords: labor force participation, earnings, econometrics

## **DIGITAL INCLUSION, MICROCREDIT AND GENDER**

Vania de la Vega Shiota; UNAM

Alicia Giron; Instituto de Investigaciones Económicas- UNAM

Denisse Vélez; UNAM

Financial and digital inclusion is one of the axes through which microcredit presents itself as the necessary weapon for women to get involved as economic agents not only through labor market but also as leaders in productive projects. Gender, one of the main subjects in the Sustainable Development Goals 2030, is the starting point for development and economic growth of the economies. Hence microcredit and financial and digital inclusion are presented as one of the contributions for women's economic empowerment analysis. The objective of this paper is to develop a comparative study of financial inclusion with gender's perspective among the Asia-Pacific region, in order to present several proposals looking to close the gap among countries between men and women.

1. Financial Inclusion

Financial inclusion (1) enhances the economic growth acceleration, the creation of jobs, and the creation of new enterprises. Access to financial services is not only important for families, it also allows to get involved in small businesses in which women are able to generate their own income, manage their money, and invest in opportunities that enhance poverty environment (UNSGSA, 2016).

In the Asia-Pacific (2) region such information is available for various countries without coinciding in every indicator for the same temporality. Despite the latter, it is possible to infer on the access to some financial services in the region, emphasizing the differences between the Asian and the American regions, as well as the differences in what refers to gender. Worldwide, the percentage for men with financial education is 5 points higher than women's (3) and 8 percentage points less for women with a bank account in a formal financial institution (4). It is important to mention that the gender gap for financial education and the access to financial services remains in developed and developing countries. Some indicators in the Asian region indicate higher progress in what refers to men and women's inclusion in financial services. However, Southeast Asia along Africa is the focus for the application of policies that allow financial services' socialization.

These policies brought along new instruments and financial services such as microfinance and the use of technology in order to simplify transactions, moving forward in services endowment but not in their quality.

Keywords: finance, digital inclusion, microcredit, gender

## **DIVERSITY MAKES GOOD BUSINESS SENSE: INTERROGATING CORPORATE NARRATIVES ON GENDER INCLUSIVITY IN THE INDIAN INFORMATION TECHNOLOGY INDUSTRY**

Shakthiroopa Ramani; University of Cambridge

The Indian Information Technology (IT) industry has attracted much attention, both in India and abroad, as an important driver of the national economy and as an employer of millions of young, educated, English-speaking professionals. The expansion of the industry since the early 1990s has presented, for college-educated women in particular, new opportunities to engage in paid employment; 35-38 per cent of the workforce, or over 1 million employees, are women. This prevalence of women in an industry characterised by flexible working hours, long commutes and working in mixed gender teams has created new opportunities to reframe entrenched social norms regarding gendered access to work and public spaces.

In recent years, the IT industry has projected itself as a pioneer in the area of workplace diversity and gender equality in India, with many companies having incorporated dedicated Diversity and Inclusion divisions into their human resources departments. This paper will use ethnographic data collected during nine months of fieldwork in 2015-16 in the south Indian city of Chennai to unpack the transnational flows (Appadurai 1996) that contribute towards localised corporate understandings of 'diversity'. Employing a feminist labour perspective, this paper relies on semi-structured interviews with IT employees, managers, executives, diversity consultants, union leaders and bureaucrats, supplemented by detailed observation and document analysis, to highlight the tensions that arise in diversity initiatives through the imposition of foreign clients' expectations. In using this case study, this paper will make the broader argument that neocolonial structures continue to persist in the global economy, disrupting local gendered hierarchies in sometimes unexpected — and not always positive — ways.

Keywords: Gender, Formal Markets, Institutions, Transnational Flows, Global Networks, India

## **DO MENTORING, INFORMATION, AND NUDGE REDUCE THE GENDER GAP IN ECONOMICS MAJORS?**

Cher Li; Colorado State University

The gender gap among economics majors has remained large, despite narrowing gaps observed in many other fields. Prior literature finds that women are likely to gravitate towards other disciplines when they receive a low grade in an introductory economics class, and mentoring increases publications and the number of successful grants among female assistant professors in economics. This study examines whether mentoring, additional information provision, and nudges help reduce the gender gap among economics majors via a randomized control experiment conducted in introductory economics classes at a large public four-year institution in the U.S. To evaluate the treatment effect, two waves of surveys were administered to elicit

students' subjective assessment of their probability of majoring in economics before and after the treatments. The difference in the change of probability over the two waves between the treatment and control groups identifies the treatment effect. The results show that the interventions increase female students' subjective probability of majoring in economics by 6.7 percentage points (equivalent to a 53 percent increase).

Keywords: gender gap, economics major

## **DOES K-POP REINFORCE TRADITIONAL GENDER ATTITUDES? EVIDENCE FROM A NEW ASIAN DATA SET**

Xi Lin; Korea University

As K-pop is rising as one of Korea's cultural ambassadors, rapidly gaining popularity across the globe, the sexual objectification of female idols in K-pop products, which reflects only a part of the sexism in Korean broadcasting culture stands in conflict with the gender-mainstreaming policies that the country has committed itself to. Related literature has revealed the negative impacts of sexual objectification and sexist gender stereotyping in media on individuals and society as a whole. In consideration of the importance of K-pop in Korea's international affairs and economic development and the paradox of Korea's success in economic development and its failure in gender issues, it is necessary to conduct careful research into K-pop's influence on gender attitudes. Using a unique and newly collected data set of 4,882 K-pop fans across seven major Asian countries, this paper examines the relationship between K-pop consumption and the gender attitudes of K-pop fans. Findings suggest that a higher level of K-pop consumption is related to less egalitarian gender attitudes. This paper argues that the industry that Korea promotes as a cultural ambassador contains elements that reinforce sexist culture and traditional gender roles both within Korea and across Asia, further complicating women's pursuit of equal opportunities.

Keywords: K-pop; Sexism; Sexual objectification; Gender Stereotypes; Gender attitudes

## **DOES PENSION IMPROVE THE BARGAINING POWER OF THE ELDERLY? EVIDENCE FROM RURAL CHINA**

Qin Li; South China Agricultural University

The study investigates the labor supply response of China's rural elders and their adult children to the introduction of a new rural pension program (NRPP). We find that the implementation the NRPP has a negative effect on the time elders spend on agricultural endeavors, but a positive effect on the time elders spend caring for their grandchildren. We also find that when villages implement the NRPP, adult children not only increase their agricultural labor time, but also reduce their probability of migrating to work outside the villages. Our results imply that rural elders benefit from the NRPP in terms of enhanced bargaining power within their households.

Keywords: New rural pension program, labor supply, grandchildren care, intra-household bargaining

## **DOES WOMEN'S GREATER DECISION-MAKING POWER IMPACT CHILD NUTRITION?**

Vanya Slavchevska; American University

Marya Hillesland; Food and Agriculture Organization

Mieke Meurs; American University

Over the past 3 decades, the concept of women's bargaining power has become central to economic theory and public policy. A significant body of literature now exists measuring women's bargaining power and its relationship to welfare outcomes. Researchers have not established consistent relationships between measures of bargaining power and outcomes for

women, however. More recently, in the developing country context research is moving away from index measures combining diverse factors thought to influence household bargaining power--women's ability to claim a share of overall gains from household cooperation. New studies focus on the relationship between specific potential sources of empowerment and specific welfare outcomes.

Important among these are studies based on the Women's Empowerment in Agriculture Index (WEAI), which provides measures of distinct aspects of women's input into and control of

agricultural production. Building on empirical evidence that women's relative control of household resources favors spending on child welfare, studies have used the WEAI to examine the relationship between distinct elements of women's control of agriculture and child nutrition

outcomes. These have not found a consistent impact of rural women's control of agricultural outcomes, using the regionally representative single-year studies.

This paper extends recent examinations of the impact of specific forms of control of agricultural production on child nutrition. We provide several innovations in the measurement of women's control of agricultural production. We use the nationally representative Tanzanian National Panel Survey (TZNPS) for the years 2008/09, 2011/12 and 2013/14 and the Ethiopian Socioeconomic Survey for the years 2011/12, 2012/14 and 2015/16. These nationally representative panel data sets are unique because they contain both different sex disaggregated measures of land ownership and management of both crops and livestock, and anthropometric indicators for children. We examine how changes in women's control over land and livestock affect children's nutrition, measured by weight-for-height z-scores. The comparison of results between these two countries is interesting because it juxtaposes two countries with different levels of support for women's land rights. In Ethiopia there has been sweeping land reform with well-recorded positive impacts on women's access to land. One issue with using data over a short period to examine the impact of changes women's empowerment is that the proxies of empowerment do not change significantly over such periods. However, the land reform in Ethiopia has effectively strengthened women's land rights in a relatively short period of time, so we benefit from the additional variation in women's land rights over time in Ethiopia compared to Tanzania, or any other country in Sub-Saharan Africa. The selected surveys also contain measures of women's participation in control of crop and livestock management. Having both is important because livestock and crop management are expected to have distinct effects on nutrition. Access to animal source foods is an important determinant of child nutrition, so that we hypothesize that when women have greater decisionmaking power over the livestock, consumption of animal source foods will be higher and therefore child nutrition will also be higher.

Finally, most previous work on this issue examines only the impact of the mother's control of resources on child outcomes. The surveys we use provide information on participation in agricultural production for all men and women in the household. Because many rural children in both countries live in extended or polygamous households, we account for the impact of multiple women on child nutrition by measuring women's and women's control at the household level, using the relative levels of control of all women, compared to all men, in the household. Using these innovations we are able to provide improved measures of the channels by which women's empowerment impacts child nutrition.

Keywords: empowerment agriculture nutrition

## **EARNINGS INEQUALITIES WITHIN AND BETWEEN COUPLES: WHAT AN ANALYSIS OF VARIATION IN WOMEN'S EARNING CONTRIBUTION TELLS US ABOUT CLASS-SPECIFIC GENDER INEQUALITY**

Laura Romeu Gordo; DZA

Marital homogamy is regarded as a central mechanism behind rising income (Schwartz and Mare 2005) and employment inequalities (Gregg, Hanson and Wadsworth, 2002), it ensures that couples with weaker human capital are found at the bottom of the earnings distribution unable to access stable and well paid jobs, whilst those with considerable human (and other) capital resources are concentrated at the top of the earnings distribution with both partners in stable and well paid jobs. While theorists of marital homogamy often assume that similarity between couples assumes equality in their relationships, research on the partner pay-gap, that is the difference between husbands' and wives' labour income, suggests otherwise. There is a remarkable traditionalism between couples in their economic performance: men in the majority of instances out-earn their female partners by quite high levels (Bertrand et al. 2015; Dieckhoff et al. 2016). We look at differences in her contributions at the mean and by income tertiles to reveal class differences in working and earning strategies. We use the German Socio-Economic Panel (SOEP) from 1991-2014, The British Household

Panel Survey (BHPS) from 1991-2007 and the United Kingdom Household Longitudinal Study (UKHLS) which spans the period 2008-2014. Our paper reveals that women continue to be the minority earner in households both at the mean and at different points along the distribution of household income. We also find an increasing tendency for men to out-earn their partners in Western Germany over-time. In the UK we find the opposite effect, women have been increasing their household contributions over time. There are also interesting differences by income tertile. Upper middle-class households in East and West Germany exhibit the strongest decline in her economic contributions, while in the UK women's rising contributions to household income are uniform by social class. Finally, we find important effects of working and institutional environment on women's economic contributions to household income. Women who work in the public sector have higher contributions to household income in Germany, East and West, but not in the UK. Moreover, these effects are predominantly driven by women in public sector positions in working and middle class households. In the UK, there are no clear positive effects of employment in the public sector on her relative earning capacity.

Keywords: Earnings Inequalities; women's earning contribution

## **ECONOMIC GROWTH, INDUSTRIALIZATION AND GENDER IN BANGLADESH**

Hanako Nagata; Ibaraki University

This presentation explores the interrelationship between economic growth and gender inequality based on the example of the Bangladeshi garment industry. The economy of Bangladesh has been growing rapidly since the early 1990s, especially since 2004 with annual GDP increase rates of over 6 percent. In addition, the composition of the GDP has changed considerably during that period. Specifically, the contribution of agriculture to the GDP has fallen by more than half since 1980. On the other hand, the share of manufacturing had increased around 30 percent by 2012 thanks to the sudden rise of the garment industry.

The garment industry in Bangladesh has started in the early 1980s. From the time it was under the British rule up to the 1970s, only jute and products of jute had contributed to the Bengals' economy and private manufacturing companies were scarce.

Under these circumstances, the garment industry in Bangladesh arose mainly with the help of foreign direct investments. Among these, the Korean company Daewoo played an important role by training 130 Bangladeshi workers, among which 14 females, for 7 months in its factories in Pusan before starting its operation in Bangladesh. 14 females among 130 workers are not many but one has to take into consideration the fact that at the time Bangladeshi women hardly worked outside at all. It was through the initiative of Daewoo and of a Mr. Noorul Quader Khan, CEO of Dosh Group that their on the job-training in Pusan was made possible. After their seven month training, the 130 workers returned to Bangladesh and worked as the core members of the Dosh Garments Company.

With the success of the Dosh Garments Company and the Bangladeshi government shifting its industrial policy from import- substituting to export- oriented, the number of factories and workers started increasing rapidly from the middle of the 1980s. Now there are four million garment workers in Bangladesh among which 80 percent are women, and garment products occupy 80 percent of the total Bangladeshi exports. As the amount and volume of garment exports increased through the years, the industry has consolidated its leading role in stabilizing the macroeconomics of the country.

Moreover this garment industry led economic growth brought about many positive effects in Bangladesh. It produced much employment and especially for poor women who now were able to find work in the garment factories and receive an income for themselves. It reduced not only poverty but also the total fertility rate, and in turn promoted access to education and better health.

It is about thirty years later, after the first foreign investment made by Daewoo that most of the Japanese garment and apparel companies started investing in Bangladesh in response to the 2008 global financial crisis. Furthermore, increasing labour cost in China occurring around the same time has driven the transfer of capital to Bangladesh.

In my presentation I want to first, review the previous research on macroeconomics and gender, especially regarding economic growth and gender inequality, secondly, survey the transition of the Bangladeshi macroeconomics and the history of the Bangladeshi garment industry, emphasizing on the role played by the FDI and thirdly, clarify gender inequality and gender asymmetrical structures in the Japanese garment factories in Bangladesh based on my field work. My presentation concludes that the economic growth and the Bangladeshi competitiveness in the world were unfortunately achieved at the cost of persistent gender inequality and gender asymmetrical structures.

Keywords: economic growth, industrialization, gender inequality, garment industry, Bangladesh

## **EFFECT OF CAREER DISCONTINUITY ON WAGE FOR FEMALE LABOR FORCE IN KOREA**

sookhee choi; HanYang Cyber University

Nan Jue Kim; Korean Women's Development Institute

Mikyung Yun; The Catholic University of Korea

This paper analyses the effect of career discontinuity on wage for married female employees aged between 15 and 54, using Local Area Labor Force Survey (2014-2016) of the Statistics Korea through the Oaxaca-Blinder decomposition method. The study finds that career discontinuity (ie, the unexplained component) takes up around 41% of the total wage difference between married female employees with and without career discontinuity. The remaining 40% difference is explained mostly by the years of service. This shows that the only way to make up for the wage difference is by maintaining employment. This paper calls for the government to continue its "Work and Life Balance" policies to overcome concentration of severe career discontinuity for married women in their thirties, a phenomenon peculiar to Korea demonstrated by the "M-curve."

Keywords: career discontinuity, wage difference

## **EFFECT OF CO-RESIDENCE WITH PARENTS-IN-LAW ON FEMALE LABOR FORCE PARTICIPATION**

Deepshikha Batheja, University of California Riverside

Despite very rapid economic growth in India, in the recent years, there has been a decline in Female Labor Force Participation (FLFP) rates across all age groups and education levels in both rural and urban areas. The FLFP rates in India have declined by 6-8 percentage points between 1990-2000 and 2011-12. The education levels have risen and fertility has decreased simultaneously during this period, adding to the puzzling decline in FLFP. Overall, women in India seem to be withdrawing from the workforce to their traditional role at home as care workers. Therefore, it has become important to study the labor market outcomes of women living in the traditional set up of joint families, where married couples co-reside with the husband's parents and the patriarchal nature of Indian society leads to a high prevalence of intergenerational co-residence. This paper studies the impact of co-residing with mother-in-law and father-in-law on woman's labor force participation. I study this in the Indian context where patrilocality is common and women don't have much decision-making autonomy especially in the presence of a parent-in-law in the household. On the other hand, for women with young children, having a mother-in-law or father-in-law living nearby might have a positive effect on labor supply because the grandparents might provide childcare transfers. I use two rounds of the panel data India Human Development Survey (IHDS) for the analysis taking death of the parent-in-law as the exogenous variation. My preliminary results show that co-residence with father-in-law has a significantly negative effect on women's labor supply. Depending on the specification, losing one's father-in-law increases the labor force participation of women by approximately 9 to 12 percentage points, compared to a similar household where the father-in-law still co-resides in the second round. There is some positive effect for the loss of a working mother-in-law on the woman's LFP, providing evidence to added worker effect in the household.

Keywords: women's labor force participation, intergenerational co-residence

## **EMPIRICAL ANALYSES OF SUBSTITUTION AND COMPLEMENTARITY OF LABOR DEMAND FOR MEN AND WOMEN , AND FACTOR OF THE GENDER WAGE DIFFERENTIALS IN JAPAN, SOUTH KOREA AND CHINA'S ENTERPRISES: IDENTIFYING ECONOMIC POLICIES FOR LABOR MARKET REFORM IN JAPAN**

Hiromi Ishizuka; Sanno College /Sanno University at Tokyo

The purpose of this paper is to propose the economic policies of the labor market reform for economic improvement in Japan.

The Empirical analysis is following: firstly, we estimate substitution and complementarity of male and female regular staff and capital in Japan, Korea and China's enterprises, and estimate a value of the partial elasticity of the supplement of Hicks(1997). Secondly, based on Neumark(1988) and Oaxaca and Ransom (1994), we estimate an economic rational factor and a gender discrimination factor divide the gender wage differentials factor and they divide it into the male excessive wages factor and the female underestimated wages factor.

The first estimated result is that female labor force participation rate increases complementarily male in these three countries. China is the biggest numerical value. Every cases of whole, industrial, size of enterprises are order of China, Korea and Japan. The second estimated result is that we recognized by the gender wage gap and especially the female underestimated wages factor in three countries. The second biggest factor is following: the rational economic factor was 34.9% in China, the male excessive wages factor was 26.3% in Korea, same factor was 21.2% in Japan.

According to "the discrimination preference theory" by Becker(1971), a woman is employed low wage rate which is cheaper than marginal labor productivity for the cost cut of the enterprises in Japan and Korea.

Resolving declining population as economic issue in Japan, Japan is able to learn the fluidized labor market from China, and the speedy effective policies from Korea.

Keywords: substitution, complementarity, labor demand, gender wage differentials, Japan, South Korea, China

## **EMPLOYMENT DISCRIMINATION AGAINST LGBT PEOPLE IN CHINA: THE ROLE OF GENDER NONCONFORMITY**

M.V. Lee Badgett; University of Mass, Amherst

This study addresses two new questions about employment discrimination related to sexual orientation and gender identity, using a recent survey of a nonrandom sample of more than 19,000 Chinese individuals who report same-sex sexual attraction or a gender identity that does not match their sex assigned at birth. First, we ask whether discrimination is common in a country like China, where western concepts of sexual orientation and gender identities might not be commonly used, perhaps making sexual minorities less visible and explicit stigma less common than in western countries. Second, we ask whether gender nonconformity explains discrimination against people with same-sex sexual attraction. To answer these questions, we use a logit model to predict negative experiences in the workplace that are related to being a sexual or gender minority. We also model workplace disclosure to address potential endogeneity. We find that patterns and levels of reported employment discrimination are comparable to those in other countries. Also, gender nonconformity is a powerful predictor of discrimination for sexual minorities who are not transgender. We find evidence that gender nonconformity is both a means of coming out in the workplace for people with same-sex attraction and that gender nonconformity rather than sexual orientation may explain some of the stigma experienced by lesbian, gay, and bisexual individuals.

Keywords: labor markets, discrimination, LGBTQ, China

## **EMPLOYMENT IN THE TIMES OF TERROR: A GENDERED PERSPECTIVE ON PAKISTAN**

Atika Pasha; University of Göttingen

Jana Kuhnt; Georg-August University Göttingen

This study contributes to the growing literature that investigates the impact of persistent acts of terrorism and violence over prolonged periods on labour market outcomes of women. Not only do people living in the

troubled areas suffer injuries and have their property destroyed, they may also be displaced from their towns, lose their means of livelihood, or be unable to take part in the labour market or in schooling activities. All of these may result in a permanent decline in their stock of human capital and earnings. Furthermore, since war costs tend to be disproportionately borne by the underprivileged and most vulnerable populations, conflicts might increase inequality and poverty. Generally, it is the case that men are the ones most affected by war, conflict, and the spillovers thereof, since they are most likely to participate in these acts. Nonetheless, there are forms of terrors that result in an overall heightened atmosphere of vulnerability and anxiety (such as bombings, riots, assassinations etc.). For over 30 years now, Pakistan has been facing immense economic and social costs due to the protracted period of conflict in Afghanistan, leading to one of the largest flows of forced migration worldwide. Moreover, the 9/11 terror attacks and the subsequent international war on terror, has created an additional burden on Pakistan in the way of a growing insecurity and violence. Women there constantly face challenges in actively participating in society, as the terrorists' propaganda and agenda have specifically targeted women. The situation is further aggravated by the deteriorating security and instability, leading to increasing disempowerment and male-dependence.

Using the waves of the Pakistan Social and Living Standards Measurement (PSLM) Survey from 2004 to 2015, we attempt to uncover the medium- and long-term- impact of terrorism and general level of insecurity on labour force participation rates of women. The Demographic and Health Survey (DHS) data is also used as a robustness check for the same analysis, over a longer period of 22 years (from 1990 to 2012). We proxy for this heightened atmosphere of insecurity and terror using the Global Terrorism Database (GTD) and the BFRS dataset, which provide detailed information on not only terroristic activities but also general conflict in Pakistan. The DHS data shows that female employment in Pakistan had increased considerably between 1990 and 2012- from nearly 13% to 22%, although it has been always below the male labour participation rates. This study is especially interested in the spatial and temporal effects, especially in regions closer to the border with Afghanistan. Within both conflict datasets, a large increase in the level of conflict is observed after 2006-2007, because of the increasing international anti-terroristic military intervention in Afghanistan and Pakistan. Therefore, this jump in the number of attacks is exploited for a subset of our analysis, which examines the effect of terror on the female labour force participation using a difference and difference technique. Understanding the short-term and long-term economic consequences of terrorism is important for implementing post-conflict reconstruction strategies efficiently and helping identify those populations that this policy should target. The analysis shows that there has indeed been a deterrent effect of terror attacks on female labour force participation, whereby the effect deteriorates as the time from the terror attack decreases.

Keywords: women's labour force participation, conflict, terror, difference in difference, BFRS, PSLM, DHS, GTD

## **EQUALITY AS CHANCE: HOW CONTEXTUAL EPISTEMOLOGIES COULD KEEP CHILDREN LONGER IN SCHOOL**

Halimatou Hima, University of Cambridge

The paper adopts a gendered approach to understanding why and how some students succeed in furthering their education while others don't in Niger Republic. Most cultures in that geographic space equate the quest for *ilimi* – education and knowledge – with entering a space filled with light, giving this analogy a profound meaning. Education is development itself. In his pioneering work entitled *Education in Africa*, Moumouni paints the contours of traditional education in most African societies as one where “instruction and education happened simultaneously” making this learning effective because of its close relationship with life and progressive because of its symbiotic evolution with the child's stages of physical, emotional, and mental development [1]. Unlike this locally embedded and non-exclusionary system (White 1996; Conklin 1997), today's is characterised by a systematic exclusion of the most marginalised [4]–[6]. Parents and students may disengage with “formal” education to assert their rejection not of the idea of education itself, but of an educational system with severe inequalities related to quality, access, and gender (Amadou et al. 1998). In Niger, 15% of boys and 10% of girls of secondary school age complete lower secondary; only 34% of poorest children of primary school-age are in school (vs. 81% in richer households) [7]. The process of education as a space that greatly influences value formation is also constructing various forms of marginality. The paper further explores how the capability approach (CA) as developed by Sen and Nussbaum [8]–[11] offers



possibilities for rethinking education as a space that recognises contextual epistemologies, histories and values [12]–[15].

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Keywords: Education, Africa, Niger, Capability, Value Formation

## **EXPLAINING CHANGES IN THE GENDER WAGE GAP IN URBAN CHINA, 1991-2011**

Denise Hare; Reed College

This paper examines trends in the gender wage gap observed in urban China during the post reform era. Using China Health and Nutrition Survey data from 1991 to 2011, a Wellington decomposition procedure is applied, also taking into account sample selection bias. The results suggest that while changes in men’s and women’s observed characteristics have narrowed the observed wage gap, they are more than offset by changes in the returns to these characteristics. Men’s returns to potential labor market experience have grown especially rapidly, relative to women’s, and this represents the single largest contributing factor towards the widening of the gender wage gap. The selection correction also accounts for a portion of the gap, and ignoring selection bias leads to an underestimate of the difference in wages between women and men. These results raise concerns that China’s urban labor market may increasingly disincentivize women’s long-term labor force attachments.

Keywords: China, gender, labor markets

## **FEMALE EMPLOYMENT AND SPOUSAL ABUSE: A PARALLEL CROSS-COUNTRY ANALYSES FROM DEVELOPING ECONOMIES.**

Sarah Khan; University of Göttingen

Enhancing employment is thought to be a gateway to promote female economic empowerment and improve well-being of women and their families. However, there is no consensus in the empirical literature on the relationship between women's employment and domestic violence. Both directions of causality are discussed in the literature but most of the literature consists of isolated case studies and causality is unclear. The evidence in developed countries points to increasing female economic empowerment leading to decreasing domestic violence (Anderberg et al (2013) and Aizer (2010)). However in developing countries the evidence tends to point towards a positive relationship – i.e. as women increase work outside the home they are more likely to suffer domestic abuse (Bloch and Rao, 2002)). The reason behind this which has been proposed is that husbands use violence to compensate for their wives' increasing economic contribution to the household in order to “keep them in line” – i.e. so that husbands maintain their bargaining position in the marriage by oppressing their wives.

This study attempts to explore the question on how does domestic violence and female employment interact and impact female economic empowerment. Using quantitative data from 35 developing countries (South and Southeast Asia, MENA, Sub Saharan Africa, and Latin America), the effect of women's employment, as measured by their participation in paid work, on reported domestic violence is estimated. The IV technique is used to correct for the potential endogeneity of women's employment, which might bias the relationship between employment and domestic violence. The study also attempts to do an in-depth analyses on the linkage between types of domestic violence and types and sectors of employment.

Preliminary results from a subsample of 15 countries, without taking endogeneity into account, suggest that a woman's participation in paid work reduces violence by her spouse. After controlling for endogeneity, these results turn out to be the opposite, which suggests that women's work status has a positive influence on marital abuse. Differentiating between various types of domestic violence provides some evidence that women's employment increase severe physical abuse and no effect on psychological abuse. Differentiating by employment type shows that women working in lower skilled professions experience more marital abuse.

Keywords: Domestic violence, employment, empowerment

## **FEMINIST IDEOLOGIES AT WORK: AN EXPLORATORY STUDY OF WOMEN ENTREPRENEURS IN INDIA**

S Garikipati; University of Liverpool

This paper examines how feminist ideologies shape the development of entrepreneurial behaviour in women. We argue that ideologies identified with pragmatist feminism and Marxist collectivism are particularly supportive of entrepreneurial activity among disadvantaged women. We draw on evidence from a women's cooperative in India where women from a low socio-economic background have been able to develop and successfully operate a women's only collective enterprise as owners, managers and workers. We adopt an interpretive approach, using narratives and discourse analysis. Our findings suggest that feminist ideologies work at the individual level (in influencing motivation) and at the collective level (in organisational form and management practices). Through an intersection of feminist ideologies and gender issues in entrepreneurship, we show how women have successfully engaged in entrepreneurial activity through the influence of feminist ideologies in the context of patriarchal societies like India. We extrapolate this further by drawing implications for organisational forms and management practices of women owned-managed enterprises.

Keywords: women entrepreneurship, ideologies, pragmatist feminism, collectivism, cooperative, India

## **FIRM, FAMILY LEAVE AND QUITTING IN KOREA**

Ka-Chung Boo; Korea Labor Institute

Myeong-Su Yun; Inha University

Maternity protection for working women is essential to preserve the health of the (current and future) mother and her newborn. It is essential to prevent unequal treatment in employment due to women's reproductive function, and to ensure women's access to decent work. Maternity protection at working women enables women to combine their reproductive and productive functions, hence, resolving social reproduction problem and enhancing gender equality in Korea.

Family-friendly workplace is promoted by providing better maternity protection programs in order to increase fertility rate and female labor market participation in Korea. This paper focuses on family leave programs which have been rapidly adopted in Korea workplace recently.

Yun and Boo (2016) studies determinants of the provisions of family leave programs, the length of the leave and payment, in Korean workplace using 2013 samples from Korean Workplace Panel Survey by Korea Labor Institute. Empirically, it is found that the most consistent factors for providing family leave programs are the size of workplace, and in less degree labor productivity. However, glass ceiling variables which might be related to gender equality practices in the workplace have not shown consistent and meaningful relationship with family leave programs in workplace.

It is also reported that large number of workers, mainly female workers, who have taken the family leave quit the job within one year after taking the family leave. The 2013 wave of the Korean Workplace Panel Survey asks when the workers who have taken the family leave quit the job. This paper investigates workplace characteristics which may promote the quitting behavior of workers.

Yun, Myeong-Su and Boo, Ka-Chung (2016), Family Leave Program in Korean Workplace, *The Women's Studies Journal*, 18, 63-90.

Keywords: Maternity protection, Family Leave, Quitting, Firm

## **FOOD INSECURITY, GENDER, AND INTERNATIONAL MIGRATION INTENTIONS**

Michael Smith; Economic Research Service, USDA

Maria Floro; American University

Migration has increasingly become an important strategy in meeting the basic needs of individuals in the developing world. The determinants of migration have been widely studied but there is a notable lack of research on the relationship between food insecurity and migration. The objective of this paper is to examine the relationship between food insecurity and the migration intentions of potential movers from developing countries. We develop an analytical framework to demonstrate the relationship between food insecurity and migration intentions and examine its gender dimension. We then empirically test whether food insecurity increases the likelihood of an individual's intention to migrate to another country, and whether gender alongside individual-, household-, and country-level characteristics influence the migration decision. The analyses involve a series of hierarchical linear models using data from the 2014-2015 waves of the Gallup World Poll, which includes the first global measure of individual-level food insecurity. Our results, which are found to be robust, indicate that food insecurity is an important determinant of migration intentions; where the likelihood of migration intentions increases monotonically with the severity of food insecurity. The association of food insecurity and migration intentions is larger than for any other explanatory variable, and this relationship varies significantly by gender. These findings are especially relevant given that the rate of international migration over the last several decades has increased significantly, particularly with regards to female migration. These results inform governments and aid organizations in developing nutritional and gender-aware migration policies and in meeting international development and migration-related targets, such as in the Sustainable Development Goals.

Keywords: Migration, Food Security, Gender, Poverty, Health

## **FROM HOME TO WORKPLACE: IS WOMENOMICS POSSIBLE?**

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## FROM HOME TO WORKPLACE: IS WOMENOMICS POSSIBLE?

Our study offers some insights into the opinions and attitudes of Japanese undergraduate female students regarding women's participation in the country's workforce.

In a speech given at the United Nation General Assembly in 2013, Prime Minister Abe pointed out that it is a matter of great urgency to increase women's participation in work and society. He initiated an ambitious plan according to which, by the year of 2020, 30 percent of leadership posts will be held by women. This may seem an unrealistic goal for a country, which at present can only "boast" a 6.6 percent ratio of female management in 3,873 companies. For Japan this problem is particularly serious: Japan's women labor force participation rate is one of the lowest among OECD countries, with only 48.5% of women participating in the labor. According to The Global Gender Gap Report on 2013 released by the World Economic Forum, Japan also occupies the 79th position in the world ranking regarding women's involvement in workforce. Japan is one of the most conservative developed countries with regards to gender equality, ranking 104th in the 2014 Gender Gap Report. This is reflected in a conservative, sexist, employment practices and insufficient support system for families with children. Although The Law on Securing Equal Opportunity and Treatment between Men and Women in Employment of 1985 guarantees in principle equal pay for men and women, there are large disparities in earnings between men and women, which are second only to Korea, and considerably larger than other OECD countries such as United States, United Kingdom, Sweden, Australia, Denmark, and France.

Whether women are willing or able to follow Japanese Prime Minister Shinzou Abe's plan, referred to as "womenomics", is of critical importance to the country with its rapidly ageing society and shrinking working-age population. Facing a threat of "an inverted socio-economic pyramid", with fewer workers supporting the growing number of retirees, one of the optimal ways to mediate the problem of labor shortage is to seriously address the issue of the underused female work potential.

There are two main factors at play in this policy. On the one hand, "abenomics", an ambitious strategy to revitalize the country's lagging economy, is unrealistic without a larger involvement of women in the workforce. According to Goldman Sachs estimates, if women in Japan were employed at the same rate as men, or about 80%, economic output would grow by 15%.

On the other hand, Abe's promise to create a society "where women can shine", clashes with the traditional gender-role socialization of the Japanese society. Since pre-Meiji times, holding a full-time job has been almost exclusively a masculine duty, whereas motherhood and full-time care of the household is the expression of femininity. While the government may be trying to implement various measures, changing traditional norms and patterns defining the society's attitudes towards workingwomen is slow.

In our study we tried to gauge how young female undergraduates envision their future life in terms of workforce participation, marriage, equity of labor division, and their perceptions of gender equality in the workplace and its compatibility with the needs of working mothers. It was found that the participants' aspirations indicate a certain shift from the traditionalistic view; however, young women were also aware of the significant discrepancy between their intentions and reality, largely untouched by womenomics.

Keywords: Womenomics, Abenomics, Women workforce participation, Japanese society

## **GENDER-ASYMMETRIC EFFECTS OF STUDY OUTCOMES ON CONFIDENCE—EVIDENCE FROM PISA MATH DATA**

Seo-Young Cho, Philipps-University of Marburg

Despite significant improvement in women's status over the past decades, gender inequality still persists in many key areas of society—such as education, employment, income, and political representation—in most parts of the world. One of the key questions in explaining persistent gender equality is: why do men tend to prefer more competitive study-fields and jobs which can provide them with higher incomes and social statuses? In response to this question, the literature has addressed gender differences in confidence as a main cause of differentiating male and female choices and preferences towards competition. Until today, however, the literature has mainly focused on how men and women are different in their confidence levels, but not yet

addressed why they differ in this aspect. This paper is aimed at further contributing to research in this field by investigating not only how but also why gender differences in confidence exist.

To address this research gap, my paper builds on the literature with an emphasis on the social influences that shape gender gaps in a competitive study field—math— and turns the focus of the analysis to the determinants of gender gaps in confidence in math. To do so, two important determinants of confidence-building are investigated under gender perspectives. First, the role of gender is considered and its effect on one's confidence is estimated. Second, a potential gender-asymmetric effect of ability on confidence is examined. The effect of ability is hypothesized to be different between the genders because of socialized gender norms that value male and female achievements differently. Through this analysis, the relationship between cognitive abilities and non-cognitive skills (confidence) that is potentially different by gender can be identified.

For the empirical investigation, the survey and test results of the PISA study (OECD 2012) are utilized for a micro-analysis of about 250,000 high school students of age 15 from 65 countries/economies. In the analysis, confidence in math is sub-categorized into two types: confidence that is justified based on correct concepts of math and overconfidence that refers to over-claiming one's knowledge about non-existing concepts. These two types are distinguished because justifiable confidence and over-claiming can produce notably different implications on study and career outcomes.

The findings of this paper highlight that female students are not less confident than male students, but they are rather less overconfident. Furthermore, the effect of math ability (proxied with math scores) is different between the genders, as hypothesized. In general, math ability increases confidence, while it constrains overconfidence. However, there exists a further interaction effect of gender and math ability that is negative for female students and positive for male ones. This means that the negative effect of ability on overconfidence is larger for girls than boys, while the positive effect of ability on confidence is smaller for girls. Subsequently, gender gaps in overconfidence against girls are greater for students in the higher quartiles of math scores than those in the lower quartiles. Likewise, the female advantage in confidence is smaller for well-performing girls than underperforming ones.

A possible explanation for this gender-asymmetric effect of ability is gender socialization, in that our society undermines women's successes and is hostile towards highly gifted women. With this in mind, a channel of gender socialization is further investigated in this paper. The analysis finds that the societal conditions of gender inequality, which discredit women's accomplishments, channel the negative effect of ability on women's confidence. That is, the negative interaction effect of female ability turns positive when the society in question has an established record of ensuring gender equality. This finding asserts the importance of gender equality in sustaining women's confidence level.

Keywords: gender gaps in confidence and overconfidence; gender gaps in math; gender-asymmetric effects of ability; gender socialization effects

## **GENDER DIFFERENCES IN OCCUPATIONAL ASPIRATIONS, OCCUPATIONAL CHOICES AND RETURNS TO SKILLS: EVIDENCE FROM THE PHILIPPINES**

Juan Chaparro; EAFIT University

This paper explores the relationship between occupational choices, occupational aspirations and the wage return to skills for women and men in the Philippines. I focus on the skill content of occupations. Characteristics of occupational choices are endogenous regressors in any wage equation. This paper implements an instrumental variables identification strategy, by using occupational aspirations as an instrument for occupational choices. I instrument the importance of math skills for a worker's chosen occupation during her early twenties with the importance of math skills for the occupation to which the same individual aspired to during her adolescence. A similar identification strategy is used for language skills. The paper combines public data from the Cebu Longitudinal Health and Nutrition Survey (CLHNS), a longitudinal study from the Philippines, with novel data collected from Filipino industrial psychologists. The industrial psychologists rated the skill content of 292 occupations on four dimensions: reading, writing, speaking and

math. There is a different pattern of occupational choices and aspirations by gender. There is a positive correlation between the skill content of men's occupational aspirations and occupational choices. Women in the CLHNS sample worked in occupations with a higher skill content when compared to men. However, there is a mismatch between the occupational aspirations and the occupational choices of women; it is harder for women to achieve their occupational aspirations. This paper provides evidence of the value of collecting novel data on the skill content of occupations in different countries around the world.

Keywords: Occupational Choice, Skill Content of Occupations, Industrial Psychology, Philippines, CLNHS, ONET

## **GENDER DIFFERENCES IN SOCIAL CAPITAL AND COLLECTIVE ACTION: DOES SOCIAL IDENTITY MATTER IN JOINT FOREST MANAGEMENT?**

Promita Mukherjee; Calcutta University

Do men and women have different interests in co-management? Does actors' social identity- defined as a person's sense of identifying with others in a social group - determine gender differences in social capital and collective action? To find the answers to these queries, this study draws on the social identity theory and as well as on the literatures linking gender, collective action and social capital. To this end, household surveys were undertaken on the heads of 341 households from seven co-managed forests in India during June-December, 2010. The study reveals that: (1) women tend to hold collective identity as compared to men and that these identity differences impinge on gender differences in collective action and social capital; (2) women are more likely to be connected in informal networks, while men's networks are more likely to be formal; (3) the actors with collective identity appear to create bonding (within-group) and bridging (between-group) social capital more in terms of informal networks, whereas actors with individual identities derive benefits from any form of networks by means of their influence and power irrespective of their investment in social capital. Most significantly, the paper uses an extended version of Westermann et al.'s (2005) three stage model of group maturity and finds that the maturity of the local forest management groups (defined as a group's potential for self-defining and self-sustaining activity) rely on the members' collective identity and women's presence as decision-makers. The practical implication is that gender and identity may interact with each other in various ways and that these interactions should be given due importance to reduce gender inequality in the formation and usage of social capital and foster collective action in co-management.

Keywords: Joint Forest management Social identity, gender, social capital, collective action and group maturity

## **GENDER DIFFERENCES IN THE USES AND EFFECTS OF PARENTAL LEAVE IN SOUTH KOREA**

Jayoung Yoon; Korea Labor Institute

This paper studies the gender differences in the uses and effects of maternity and parental leave on labor market outcomes in South Korea. Women in South Korea have been experiencing exits from the labor market upon childbearing and rearing, resulting in the M-shaped curve of labor force participation over the life-cycles. The paid leave policies have been introduced and implemented since 2000 to protect women from exits from the labor markets. Many women benefited from the maternity and parental leave system to continue to remain in the labor market, but the labor market flexibility seem to help women take the most advantage of the system, In this paper, using the administrative raw data of leave beneficiaries, we investigate who benefit the most from the policies and what roles they play in gender and class differences in the labor market outcomes.

Keywords: Parental Leave, Labor Market Outcomes, Care Work

## **GENDER DIVISION OF LABOUR AT HOME IN EAST ASIAN WELFARE STATES**

Mi Young An; Kookmin University

Researches on gender stratification within families have been growing. Comparative studies have provided valuable insights into how the stratification process vary cross nationally. However, the focus has been on Western societies. This article examines gender division of labour at home in East Asian welfare states, South Korea, Japan and Taiwan. The familialistic developmental regime is featured with poor gender egalitarian at macro policy level. It is questionable whether the three countries would be similarly unequal in the division of housework. The three countries vary significantly in the degree and dimensions of government intervention towards family and gender equality. This study draws data from International Social Survey to examine gender differences in housework and factors associated with the division. This comparative study contributes the discussions on how macro level factors and micro level assets, time availability, relative resources, gender ideology can be linked to be influential on gender division of labour at home.

Keywords: gender, housework, Korea, Taiwan, Japan

## **GENDER GAP IN EDUCATION AND ECONOMIC GROWTH: A META-ANALYSIS**

Anna Minasyan; University of Goettingen

Juliane Zenker; University of Goettingen

Stephan Klasen; University of Goettingen

The impact of gender gap in education on per capita economic growth has received increased attention by scholars working in the field of theoretical and empirical drivers of economic growth as well as those working on the economics of gender. In this study we comprehensively assess the empirical evidence on the effect of gender gap in education on aggregate income across countries. Meta-regression analysis of 216 estimates from 17 cross-country studies confirms that on average gender gap in education has a positive and significant impact on economic growth (0.2 ppt). The size of the effect is smaller when education gap is measured in terms of schooling rather than enrollment. The size also decreases with increase in sample size, use of panel methods instead of OLS, inclusion of Solow-type of variables.

Keywords: gender gap in education: growth: meta-analysis

## **GENDER INEQUALITY AND GROWTH-PROMOTING POLICIES: HOW MUCH DOES THE “GLASS CEILING” COST US IN TERMS OF PRODUCTIVITY LOSS?**

Polona Domadenik; University of Ljubljana

Factors affecting the economic growth are different according to environmental, cultural, social and economic theories. As in the literature on endogenous growth model (Romer and Lucas subsequent studies in the 1980s) or more recent literature on inclusive growth, labor force training and the application of it (lifelong training) in the community, is considered as the most important factors of economic growth. This means that each country that has a dynamic training system, advanced and widespread, the human and material resources themselves can be more efficient to achieve economic growth, the management and allocation. Although most countries are aware that education is a crucial part of reducing inequalities on the labor market there are still limited amount of studies that would focus on outcome – how the existing human capital is being allocated in the society in general and in firms in particular.

Theoretical and empirical contributions on gender inequality emphasize the negative effect it has on human growth and development. It limits economic growth and poverty reduction in less developed countries however there are not many discussions or empirical evidences on how the gender inequality at the workplace affect productivity of the firms. »Glass ceiling« is a well-known concept that refers to the phenomena when women are prevented from ascending into the top jobs. Although there are many contributions studying different aspects of this assumption there are only few studies focusing on consequences at the macroeconomic level. Important question not being studied so far in the literature is how much do we lose as society in terms of productivity growth due to gender inequality in top positions in the economy?

Our study presents trends in OECD countries regarding women participation in political representation systems and corporate boards and compares it with trends in other economies. Our main hypothesis is that political under-representativeness leads to gender inequality in corporate boards. This is a serious problem in countries with high share of state owned companies that are, on average, larger in terms of employment and capital, and represent important players on the market. If women are significantly less represented in corporate boards and political representation systems, the outcome is not optimal in terms of using an important part of their knowledge and competences.

In this paper, we contribute to understanding correlation between gender inequalities in political representation systems and corresponding glass ceiling practices leading to lower representativeness of women in corporate boards. Our detailed data set on Slovenia, OECD country with extremely low level of women in political representative system on one side and also their low share in corporate boards (less than 20 percent on top position in the period of 2000-2015) provides an ideal setting to study this correlation and quantify the loss for society. Moreover, Slovenia is the country with the highest share of state ownership among all EU members.

Applying dynamic panel setting using a large sample of firms and employee-employers matched data set over a substantial period of time we are able to quantify the “costs” of these practices in terms of lower productivity. We focus our analysis on the effect of supervisory or management board structure on the total factor productivity of the firms they supervise or manage. In addition, we are able to examine the performance effects in two sectors with different exposure to foreign competition – the non-tradable and tradable sectors of the economy. Findings could be generalized not only to countries at similar level of development but also to those with high level of gender inequality in political representation systems.

Keywords: gender inequality, corporate boards, state owned firms, political representativeness, productivity loss, matched employer-employee data set

## **GENDER INEQUALITY AND RETIREMENT INCOME (AGAIN)**

Siobhan Austen; Curtin University

This paper revisits the gender issues in ageing societies and poses questions about why policy makers continue to ignore the gender-based inequality in retirement incomes.

As a result of gendered patterns in marriage age and longevity, men are more likely than women to have access to the support of a spouse in old age. As an important corollary, women, more than men, are likely to be dependent on assistance from outside of their household towards the end of their life. In Australia, there are more than three times as many women as men aged over 85. However, the distribution of financial wealth still strongly favours older men.

Retirement incomes policies that promote (and often subsidise) superannuation savings, are a stunning example of policies that dramatically worsen gender inequality by privileging the economic and social positions typically held by men at the cost of the economic and social positions typically held by women.

However, the gender gaps in retirement incomes – and the gender bias in retirement income policy - are widely acknowledged, which begs the question: Why isn't there a policy response? We need to ask how, why and in what ways has the evidence base about gender inequality in retirement income been dismissed/ignored.

This paper will draw on my experiences in the Australian context to canvass some of the obstacles we face in achieving improved outcomes for older women. These include resistance on the part of a range of actors to step inside the 'garden gate' and consider the importance of inequality within the household; allow for the possibility that pooling of pension wealth might not occur; and to acknowledge the vulnerability of older women in situations where they are dependent on their spouse's retirement savings.

To help place this discussion in context, the paper will draw on data from the Housing, Income and Labour Dynamics in Australia (HILDA) wealth modules (2002, 2006, 2010, 2014), and other data sets, to measure the level of intra-household inequality in retirement wealth in older couple households, and outline possible directions for policy reform.



Keywords: Intra-household Wealth Older Women

## **GENDER INEQUALITY IN POST-CAPITALISM: THEORIZING INSTITUTIONS FOR DEMOCRATIC WORKPLACES**

Barbara Hopkins; Wright State University

In this paper I explore the implications for gender equality of building democratic institutions in workplaces and democratic planning in the economy. First, I review proposals for post-capitalism and consider whether those institutional innovations are likely to address gender equality and in what way. Then, I consider the example of faculty governance, as an example of workplace decision making. Finally, I consider what work needs to be done to build institutions that promote gender equity.

Keywords: Post-Capitalism, Democracy

## **GENDER QUOTAS AND THE CRISIS OF THE MEDIOCRE MAN: THEORY AND EVIDENCE FROM SWEDEN**

Olle Folke; Uppsala University

Johanna Rickne; SOFI, Stockholm University

This paper develops a model where party leaders choose the competence of politicians on the ballot to trade off electoral success against their own survival. The predicted correlation between the competence of party leaders and followers is strongly supported in Swedish data. We use a novel approach based on register data for the earnings of the whole population to measure the competence of all politicians in seven parties and ten municipal elections (1982-2014). We then look at the effects on competence of a "zipper" quota, requiring party groups to alternate male and females on the ballot, which was implemented by the Social Democratic party in 1993. Far from being at odds with meritocracy, this quota raised the competence of male politicians where it raised female representation the most. We argue that resignations of mediocre male leaders was a key driver of this effect.

Keywords: Gender Quotas

## **GENDER-ASYMMETRIC EFFECTS OF STUDY OUTCOMES ON CONFIDENCE—EVIDENCE FROM PISA MATH DATA**

Seo-Young Cho; Philipps-University of Marburg

Despite significant improvement in women's status over the past decades, gender inequality still persists in many key areas of society—such as education, employment, income, and political representation—in most parts of the world. One of the key questions in explaining persistent gender inequality is: why do men tend to prefer more competitive study-fields and jobs which can provide them with higher incomes and social statuses? In response to this question, the literature has addressed gender differences in confidence as a main cause of differentiating male and female choices and preferences towards competition. Until today, however, the literature has mainly focused on how men and women are different in their confidence levels, but not yet addressed why they differ in this aspect. This paper is aimed at further contributing to research in this field by investigating not only how but also why gender differences in confidence exist.

To address this research gap, my paper builds on the literature with an emphasis on the social influences that shape gender gaps in a competitive study field—math— and turns the focus of the analysis to the determinants of gender gaps in confidence in math. To do so, two important determinants of confidence-building are investigated under gender perspectives. First, the role of gender is considered and its effect on one's confidence is estimated. Second, a potential gender-asymmetric effect of ability on confidence is examined. The effect of ability is hypothesized to be different between the genders because of socialized gender norms that value male and female achievements differently. Through this analysis, the relationship between cognitive abilities and non-cognitive skills (confidence) that is potentially different by gender can be identified.

For the empirical investigation, the survey and test results of the PISA study (OECD 2012) are utilized for a micro-analysis of about 250,000 high school students of age 15 from 65 countries/economies. In the analysis, confidence in math is sub-categorized into two types: confidence that is justified based on correct concepts of math and overconfidence that refers to over-claiming one's knowledge about non-existing concepts. These two types are distinguished because justifiable confidence and over-claiming can produce notably different implications on study and career outcomes.

The findings of this paper highlight that female students are not less confident than male students, but they are rather less overconfident. Furthermore, the effect of math ability (proxied with math scores) is different between the genders, as hypothesized. In general, math ability increases confidence, while it constrains overconfidence. However, there exists a further interaction effect of gender and math ability that is negative for female students and positive for male ones. This means that the negative effect of ability on overconfidence is larger for girls than boys, while the positive effect of ability on confidence is smaller for girls. Subsequently, gender gaps in overconfidence against girls are greater for students in the higher quartiles of math scores than those in the lower quartiles. Likewise, the female advantage in confidence is smaller for well-performing girls than underperforming ones.

A possible explanation for this gender-asymmetric effect of ability is gender socialization, in that our society undermines women's successes and is hostile towards highly gifted women. With this in mind, a channel of gender socialization is further investigated in this paper. The analysis finds that the societal conditions of gender inequality, which discredit women's accomplishments, channel the negative effect of ability on women's confidence. That is, the negative interaction effect of female ability turns positive when the society in question has an established record of ensuring gender equality. This finding asserts the importance of gender equality in sustaining women's confidence level.

Keywords: gender gaps in confidence and overconfidence; gender gaps in math; gender-asymmetric effects of ability; gender socialization effects

## **GENDER, COMMUNICATION AND NETWORKS IN MIGRANT SOCIETIES: HISTORICAL PERSPECTIVES FROM THE PACIFIC DIASPORAS**

Loughlin Sweeney; Endicott College, Woosong University

Women make up almost half of all global migrants (48% in 2015), or an estimated 117 million people. East Asian countries in particular attract a high proportion of female migrants. However, despite playing an equally important role as men in the functioning of migrant communities, they have been consistently elided in studies of migration, and of the linkages between migrant communities and their home countries. Before the 1990s, specific statistical information on female migration was not collected by the UN, and this makes long-term studies of the relationship between gender and migration difficult to undertake. This paper employs the historical lens of gender history, and will examine case studies from the nineteenth-century Pacific Ocean, to answer the question of what contemporary studies of migration and gender can learn from a historical perspective, and how a gender history focus could direct and contextualise further study.

There are three sections to this paper: the first discusses the relationship between gender and migrant communities, the importance of examining female migration more closely, and the role played by female migrants in developing social cohesion in diasporas, and in linking them to the cultural sphere of the home country. The second section takes as a case study a long-term examination of diasporic communities in the nineteenth-century Pacific world, drawing on the work of historians, demographers and social scientists. It examines the analytical frameworks employed to study the diasporic communities of three sites – Hong Kong, Tasmania, and San Francisco – over the span of sixty years, and the methods employed to study the gender dimension of these historical developments in particular. Finally, the third section of the paper discusses the ways in which a gendered analysis can be applied to studies of contemporary migration and economic development, and the insights that can be gained by adopting such an approach.

In sum, this paper will examine the relevance of a gendered lens to the study of migration in general, and specifically a gendered understanding of the development of diasporic communities in the nineteenth-century

Pacific, at the time one of the major sites of migration and exchange, to contemporary questions concerning the large global diasporas of countries like India, Mexico, Russia and China.

Keywords: gender, networks, class, migration, nationalism, Pacific history

## **GENDER, INEQUALITY AND FOREST USE: EVIDENCE FROM JOINT FOREST MANAGEMENT IN INDIA**

Biswajit Ray; Calcutta University

Promita Mukherjee; Calcutta University

Over the last 25 years, community-based conservation model has been a popular approach to sustaining conservation and resource-based subsistence livelihoods, particularly in the developing countries. This conservation model provides the locals restricted access to natural resources in exchange for their cooperation for co-management. However, in the context of managing the local commons the extant literature suggests that not every stakeholder is equally benefited. This raises an important query on the commons: Are women as the most important stakeholder more benefited from local common pool resources? To address this principal research question, we considered India's Joint forest management as a case study and further explored the following related queries that may impinge on the forest-based rural livelihoods. What are the perceptions of the locals about women's forest access and use? Do women's forest product preferences and consequently, extractive strategies differ from men's? Are forest incomes inequality-reducing (or inequality-generating), when we consider households' incomes with and without forest incomes? What happens to income inequality when we compare incomes across gender? To find satisfactory answers of these questions, we undertook field surveys between September 2014 and March 2016 in several phases on 390 female- and male-headed forest dependent households of twelve villages from the Indian State of West Bengal.

We draw on Ribot and Peluso's (2003) theory of access where one's access to things including natural resources is defined as one's ability to derive benefits from things based on power rather than on one's rights. Using their framework, we postulate that women are less benefited from local commons due to their lack of power and thus low access to them compared to men.

Several results have emerged from the study sites. Overall, the local forests support households in their everyday consumption and also provide a safety-net, particularly for the poor rather than acting as a pathway out of poverty in the study sites. On a gender dimension, in our sample, men tend to hold power and control forest access and uses. By contrast, women are mainly the followers of the rules of forest use; they also prefer non-wood products like small logs, leaf litter etc. and their extractive strategies are almost every day based, immediate and necessity driven. On the other hand, men or male-headed households adopt choice-based extraction strategies. Regarding forest use, the relative share of forest incomes appears to be higher for the female-headed households whereas in absolute term men are more benefited. Interestingly, women appear to be relatively more benefitted (at 10% level of significance) in those communities where there is at least one woman as decision-maker. Against this reality, unfortunately the majority of the local households perceive that women tend to overuse local forest unsustainably. Most importantly, based on measures of income inequality, we observe that forest incomes have a dual role in relation to inequality; forest incomes aggravate income inequality when the incomes across all the male-headed households are considered but they are, at the same time, inequality-reducing when only the female-headed households' incomes are taken into account.

Keywords: Gender, forest use, Necessity versus Choice, Dual inequality

## **GENDER, STATUS AND DECEPTION: EVIDENCE FROM AN EXPERIMENT**

PRIYANTHI BAGCHI; University of Calcutta

Biswajit Ray; Calcutta University

In economic literature, status is defined primarily on the basis of one's level of wealth and consumption. However, the existing evidence shows that such definition hardly explains whether status differences among individuals lead to different types of inequalities, discrimination and interest-seeking behaviors and the

associated mechanisms. This paper examines the role of status in general and gender as status in particular to understand one such related issue viz. deception and the mechanism embedded in it.

To examine this, we define deception as the act of hiding the truth, especially when it is associated with one's personal benefits and draw on the Status Characteristics Theory and its variant called Performance Expectation State Theory. These two inter-related theories define one's status as her relative position in a group based on her ability to influence others. If individual A influences individual B's decision(s) but is not influenced by B in a given context, A is said to be of higher status than B, given all other factors remaining unchanged. The factors enabling A to influence B are referred to as status characteristics. These characteristics are context-specific and may range from natural status like gender and caste to induced status such as those induced in economic experiments to earned status like political connections. Based on these influence-attempts, these theories suggest that men are more likely to influence women in a given setup and hence we hypothesize that those who influence others more tend to deceive more and that in particular men have a greater tendency to deceive.

To test these hypotheses, we have conducted a series of deception experiments among 184 participants including the students from the University of Calcutta, slum-dwellers and the local affluent influential people of the City of Kolkata, India in several phases between April and September, 2016. Following these theories we considered in this experiment gender and affluence as the natural status as well as knowledge-based induced status through a quiz. The induced status was captured at the beginning of the experimental sessions.

The experiment runs as follows. In each session, the players were divided into two groups and they were paired anonymously. One of them was assigned the role of a proposer and the other player performed the role of a responder. The payoffs of the game were made known to the proposers only in order to create information asymmetry. There are two payoff options based on which the proposers can send either a false or a true message to the responders. One option will benefit the proposer, while the other will benefit the responder. To secure her own benefits, if a proposer sends a false message, then she is said to have deceived the responder in line with the literature on deception experiments. In stage two, the responders may accept or reject the messages sent to them. Given this, three treatments were conducted: baseline (where no status information was revealed to the players), revealed status (where each player's status was based on the score of the quiz and revealed to the other player) and extreme inequality (where all gains belong to the proposers). The third treatment was introduced to examine whether deception has any upper limit.

We find status differences matter in deception significantly and males have a greater deceptive tendency. More significantly, this tendency increases if the males are affluent and influential. These findings may provide an alternative status-based explanation to some socio-economic phenomena such as women's marginalization in community based forest management and gender differences in online dating.

Keywords: Gender, Status, Deception

## **GENDERED STRUCTURE OF FAMILY FINANCE AND WOMEN'S SURVIVAL STRATEGY: A COMPARATIVE CASE STUDY OF LIFE-INSURANCE IN JAPAN AND SOUTH KOREA**

Kaoru Kanai; Saitama University

Ki-young Shin; Ochanomizu University

In both Japan and South Korea, it has been argued that wives tend to manage family finance and everyday expenses. In this vein, wives make an overall decision on whether the family purchases life insurance policies and to what extent the family invest in the life insurance compared to other assets. However In Japan, while wives are usually beneficiaries of insurance and the husbands becomes the insureds as well as policyholders, In South Korea, wives tend to be both beneficiaries and policyholders. That is, wives in South Korea have more legal power over the financial asset value of life insurance as it is only policyholders who can get loans from the insurance. What does this difference mean? Why is there difference in two cases while gendered structure of family finance management is said to be similar? We come up with two opposing hypotheses to explain this difference. The first hypothesis is that wives in South Korea have actual power over financial assets of the family compared to those of Japan. Or the alternative hypothesis could be that it is part of the survival strategies of wives in South Korea who are more vulnerable due to their position in labor market and social

security system than those of Japan. In order to test two hypotheses, we analyze sales strategies of life insurance agents and popular policies for sale, women's position in labor market and social security system, and the loans and assets of the family in Japan and South Korea.

Keywords: Life insurance, Family finance, Women's survival strategy, South Korea, Japan

## **GRANDPARENT-PROVIDED CHILDCARE AND LABOR FORCE PARTICIPATION OF MOTHERS WITH PRESCHOOL CHILDREN IN URBAN CHINA**

Fenglian Du; Inner Mongolia University

Xiao-yuan DONG; University of Winnipeg, Canada

This paper investigates the effects of grandparent-provided childcare and the access to daycare services on the labor force participation of mothers with children under 7 years old in urban China. Using two-stage residual inclusion (2SRI) method, the analysis finds that grandparent-provided childcare and the access to daycare services both have strong positive effects on maternal labor force participation (MLFP). Specifically, having grandparent-provided childcare increases MLFP by 38 to 43 percent, whereas having access to daycare services increases MLFP by 24 to 29 percent. The analysis also finds that having a healthy grandmother is a significant determinant in whether grandparent-provided childcare is utilized and that the demand for grandparent-provided childcare is higher in localities in which daycare services for children under 3 years old are more expensive. These results indicate that grandparents, particularly grandmothers, play an important role in sustaining MLFP, particularly as the supply of publicly funded daycare programs is declining.

Keywords: China, MLFP, Childcare

## **GUESS WHO'S COMING TO DINNER? THE ECONOMICS OF EXOGAMOUS PARTNERSHIPS**

James Heintz; University of Massachusetts, Amherst

Household formation – creating intimate partnerships with others, the decision whether to have children, and pooling resources with household members – have far-reaching social and economic consequences. Patterns of household formation affect inequalities between racial and ethnic groups. If there are socio-economic disparities between these groups, then partnership formation within these groups will tend to reinforce existing inter-household inequalities. This paper examines the nature of endogamous (within group) and exogamous (between group) partnership formation, drawing on data from the United States, South Africa, and Brazil and incorporating a gender perspective. The determinants and consequences of exogamous partnerships are examined, using the United States as a case study.

Keywords: household formation, inequality, race, ethnicity

## **HARMATTAN WINDS, DISEASE AND GENDER GAPS IN HUMAN CAPITAL INVESTMENT**

Belinda Archibong; Barnard College

Francis Annan; Columbia University

Persistent gender gaps in educational attainment in developing countries have been examined in the context of differential parental costs of investment in the education of boys versus girls. Previous research has shown that where direct and opportunity costs of investment in girls are higher, girls' educational attainment tends to be lower than boys' with costs generated by fees, the need for child care provision, income generating activities, and early marriage for girls. Understudied is the effect of disease burdens in increasing costs and contributing to underinvestment in girls' schooling relative to their male counterparts. To estimate the magnitude of this effect, this paper examines whether disease burdens, especially prevalent in the tropics, contribute significantly to widening gender gaps in educational attainments. We estimate the impact of sudden exposure to the 1986 meningitis epidemic in Niger on girls' education relative to boys. Our results suggest that increases in meningitis cases during epidemic years significantly reduce years of education disproportionately for school-aged going girls in areas with higher meningitis exposure. There is no

significant effect for boys in the same cohort and no effects of meningitis exposure for non-epidemic years. We also use National Aeronautics and Space Administration (NASA) data to construct an index of Harmattan season intensity and explore the linkages between the Harmattan season and meningitis epidemics to understand how climate change could potentially worsen social inequality through widening the gender gap in human capital investment. Our findings have broader implications for climate-induced disease effects on social inequality.

Keywords: Education, Meningitis, Health, Human Capital, Gender Gap, Harmattan, Niger

## **HOW DOES PUBLIC INVESTMENT IMPACT GENDER INEQUALITY**

Lisa Kolovich, International Monetary Fund

Over the last twenty years, countries have made significant advances in closing gender gaps particularly in primary education, but sizeable gaps in wages, employment, secondary and tertiary education, and political representation still remain. Eliminating gender inequalities can lead to better health outcomes for women and children, increased female labor force participation, and faster economic growth, and fairer and more stable societies. We examine the relationship between gender inequality and public investment, noting that the literature shows that increasing public investment, particularly in infrastructure, can lead to economic growth by reducing the time women spend on unpaid work. This frees up time for women to invest in human capital accumulation, and ultimately, the benefits due to public investment include increased spending on education and health and higher economic growth. Using a time consistent version of the UNDP Gender Inequality Index to measure the overall level of gender inequality in a country, on average, we find that the public investment tends to lower gender inequality for low income economies. We also find evidence that public investment increases female labor force participation rates in advanced markets. However, the results tend to be negative or insignificant for low income countries. The paper also will examine not just total female labor force participation but also the quality of female employment using measures of both vulnerable employment and shares of women working in the agriculture, services, and manufacturing sectors.

Keywords: Public Investment, Gender Inequality, Labor Force Participation

## **HOW FEMINIST THEORY CAN SHED LIGHT ON THE HIDDEN CONSEQUENCES OF CORPORATE TAX AVOIDANCE**

Lucia Rossel; Utrecht University

Corporate tax avoidance is considered an unintended consequence of globalization and in recent years it has been under the eye of the storm as governments and international organizations seek how to deal with it. However, there is not a consensus on what measures should be taken to tackle both the origins and the unintended consequences of the phenomena. Governments fear that increasing tax control or tax rates can drive capital elsewhere and international organizations cannot arrive at policy consensus in a multipolar and competing world. This paper proposes that an intersection between feminist theory, sociology, and economics can serve as a tool to shed light on the matter and to achieve a more comprehensive analysis and solutions. For this I propose: a feminist analysis of the gendered structure of organizations and how this can affect corporate tax decisions; a second strand of analysis on how base erosion and profit shifting by corporations undermines state capabilities of financing which ultimately affects women as well as hinders the cause for gender budgeting; and finally I propose that a feminist analysis can and should draw more attention on who is ultimately benefiting from the growth of corporate capital due to corporate tax avoidance. The aim of this paper is to argue for the incorporation of feminist theory on a topic where it is absent and where its inclusion can change the current state of affairs.

Keywords: feminist theory, corporate tax avoidance, gender budgeting, gendered organizational structure, BEPS

## **INTERACTIONS BETWEEN PAID WORK AND UNPAID CARE WORK: IMPACT ON WOMEN AND THEIR FAMILIES**

Deepta Chopra, Institute of Development Studies

This paper will present a comparison of some of the key factors that shape the dual engagement in unpaid care work and paid work of women from low income households. In doing so, the paper will shed light on the effects of a 'double burden' on women and their families, and an analysis of how this double burden can be turned into a 'double boon' – i.e. women undertaking paid work that is empowering for them; as well as being provided with support for their care responsibilities.

Drawing from the findings of the GrOW supported 'Balancing unpaid care work and paid work: successes, challenges and lessons for WEE programmes and policies' research project, this paper will present the comparative picture of our findings from four countries: India and Nepal in South Asia, and Tanzania and Rwanda in Sub-Saharan Africa. It will firstly examine the prevailing forms of the social organization of care within households, subsequently showing a) the ways in which these arrangements change as a result of women's engagement in paid work; and b) how the nature of paid work is shaped by these existing care arrangements. Subsequently, the paper will present the outcomes of combining paid work with unpaid care work, depicting the overwhelming 'imbalance' in women's lives, the concomitant strategies that women deploy to 'cope', and the resultant depletions on women themselves, as well as their families, especially children.

The focus of the paper will thereafter shift to examine how these women can move from this abysmal situation towards a 'double boon' – i.e. engage in paid work that is empowering, and be supported for their care work responsibilities. In order to do this, the paper draws out factors that have shaped differential outcomes for women – some of whom have been able to move a little bit towards a 'double boon' as compared to their peers. While acknowledging and depicting the seriousness of the existing situation and its negative effects on women and their families, the paper hopes to examine and highlight aspects that can make a positive difference in women's lives and in their empowerment. In doing so, an ecological model is used – starting from personal factors, to familial, community and environmental factors. In examining these factors, the role of women's economic empowerment (WEE) programmes in terms of altering their design and their implementation towards a more care-sensitive approach, is presented.

Keywords: Unpaid care work; women's economic empowerment; double boon

## **INTERGENERATIONAL TRANSMISSION OF RISK ATTITUDES: THE ROLE OF GENDER, PARENTS AND GRANDPARENTS IN BURKINA FASO**

Mohammad Sepahvand; Uppsala University

This study investigates the intergenerational transmission of risk attitudes for three risk contexts in Burkina Faso. First we analyze if there exist an intergenerational transmission of risk attitudes in a development setting. Our results show a strong transmission of attitudes from parents to children. Although, estimates from intergenerational transmission of risk attitudes in developing countries should not be compared directly with those from developed countries, our results go in the same direction as previous literature from Germany. That is risk attitudes are transmitted from; parents to children, local environment to children and positive assortative mating of parents strengthens the parents' transmission of attitudes to her child. Second, since there are strong gender roles in Burkina Faso, we test if mothers and fathers transmission of risk attitudes on their daughter is the same as on their son. We find that mother's transmission of risk attitudes is stronger on their daughters than sons. For fathers the pattern is reverse. Third we are also able to analyze three generations of risk attitude transmission, since our data is a Household Budget Survey (HBS) and in Burkina Faso the care of elderly family members are usually provided by their children. Our results indicate that it exist a transmission of risk attitudes from grandparents to their grandchildren. However, the strength and significance of this socialization decreases when we control for parents risk attitudes.

Keywords: Risk Attitudes, Intergenerational Transmission, Gender roles, Burkina Faso

## **INTIMATE PARTNER VIOLENCE AND HAITIAN WOMEN IN DOMINICAN BAYEYES**

Cruz Bueno; SUNY-New Paltz

The study examines the self-reported incidence of intimate partner violence (IPV) that Haitian women and Dominican born women of Haitian descent experience living in bateyes, or sugar cane plantations, in the Dominican Republic. Bateyes are characterized as low-income, high poverty, rural spaces with a dearth of public goods. It is also the case that due to state policy, rooted in a long history of antihaitianism, many Haitians and Dominicans of Haitian descent are unable to obtain identity cards, which are necessary to attend public school, obtain employment in the formal sector, and access healthcare. The combination of living in poverty-stricken bateyes, the lack of resources, and the inability to access paths for human capital accumulation place women living in bateyes in a precarious situation. Data from the 2013 Special Demographic and Health Survey show that twenty-four percent of women living in bateyes experience physical violence (perpetrated by an intimate partner) whereas at the national level nineteen percent of women experience physical violence. Moreover, there is an increase in women's reports of IPV in bateyes. In 2007, eighteen percent of women living in bateyes reported experiencing IPV and in 2013 the number rose to thirty percent.

Using data from the 2013 Special Demographic and Health Survey this paper explores the socioeconomic correlates of IPV for Haitian and Haitian descent women (n = 1,344) living in bateyes and provides public policy prescriptions to address the gross injustice and violence against women living in Dominican bateyes.

Keywords: intimate partner violence, Haitian women, Dominican Republic, sugar plantations

## **INTIMATE PARTNER VIOLENCE AND WOMEN'S EMPLOYMENT: EVIDENCE FROM COLOMBIA**

Johanna Fajardo; University of Minnesota

Using data from the Colombian Demographic and Health Survey, I study the relationship between intimate partner violence (IPV) and women's employment. I find a positive relationship between IPV and employment, which persists when I exploit husband's childhood experience to domestic violence as a source of plausibly exogenous variation for the incidence of IPV. I find that the incidence of IPV increases the likelihood of female employment in about 16 percentage points. This result is robust to small departures from the exclusion restriction. To explain the results, I explore the role of women's decision-making power. The predominant theoretical prediction indicates that women may enter or increase their participation in the labor force to escape violent situations at home by enhancing their decision-making power. I find some evidence in support of this mechanism: the effect of IPV on employment may be lessened among abused women with higher initial bargaining power.

Keywords: intimate partner violence, employment, women's decision-making power, Colombia

## **IS IT FEASIBLE TO IMPLEMENT THE GENDER SENSITIVE STEM EDUCATION IN MODERN RUSSIA?**

Irina Kalabikhina; Lomonosov Moscow State University

Introduction. This paper is devoted to the demographic, economic, political, and socio-cultural causes of the revitalization of gender sensitive STEM education in modern Russia. The new National Strategy for Women (2017 – 2022) contains the point on STEM education. Will we able to implement such programs? Which groups of women should be involved? What are the opportunities and threats to implement it?

Data. Official statistics, political documents. Methods. Demographic and economic statistical analysis, SWOT analysis. The main results. 1) In Russia (as in the most of the Commonwealth of Independent States) there is contradictory process in gender sensitive STEM education. On the one hand, we can observe the weak growth of some crude gender indicators in the STEM high education, and occurrence of the gendered political documents. On the other hand, we are faced with the second wave of renaissance of patriarchy in society, and persistent sexism and ageism in the labor market (that is demotivator for girls). These circumstances make the challenges to programs' implementing. 2) The demographic challenges in Russia (population ageing, ageing of working-age population, and the predominance of women in the population of mature age), and demographic success (increasing of life expectancy and healthy life expectancy, lengthening of all stages of the lifecycle – especially "empty nest" or "autumn stage", the shift of senility in older age) can cause to develop the STEM-GENDER programs both for younger and older women. The age of the innovators depends on the



educational system. We need also to develop STEM-SENIOR-GENDER programs, and collect “a second crop of strawberries” (high quality employment of older women after STEM-SENIOR-GENDER). This new boost of female labor force participation could be the driver of the economy of an ageing society. 3) The opportunities for promoting of STEM-JUNIOR-GENDER and STEM-SENIOR-GENDER programs: a)the economic policies for recovery of high-tech industries (The strategy for the restoration in Russia of high-tech industries 2020; The President’s decree on labor productivity, etc.); b)the social policies in the interest of some socio-demographic groups (for elder people, for women, for children); c)the new technologies development and incorporating them into everyday life and the majority of jobs; d)the great prospects of the IT-industry; e)the Soviet experience in STEM education; f)a satisfactory level of gendered schooling and the risk of loss of female accumulated human capital through “step-down” strategies at the next educational stages; g)demographic challenges and success. The threats for promoting of STEM-JUNIOR-GENDER and STEM-SENIOR-GENDER programs: a)the stagnation of the economy and sanctions; b)the military base of investment in high-tech industry (the exclusion of women) c)the pre-masculinization of growing IT-industry; d)the second wave of renaissance of patriarchy in society, e)persistent sexism and ageism in the labor market. Conclusion and discussion. Implementation of the STEM-GENDER programs is inevitable for the growth of the economy in the context of a new technological and demographic stage. Demography influences the perceptivity of the creation of both STEM-JUNIOR-GENDER and STEM-SENIOR-GENDER programs. There are some questions for discussion: Could be realized STEM-GENDER programs during the economic stagnation and sanctions? What are the types of such programs? Is it possible to involve women in STEM education and STEM employment in the process of high-tech conversion (military-civil production)? Could the IT industry be a driver of erosion of gender stereotypes due to distant work? Which STEM professions are more comfortable for older women?

Keywords: STEM, gender, stereotypes, ageing society

## **IS POST-COMPULSORY EDUCATION WORTH-OFF IN RURAL CHINA?—A RESEARCH ON THE TRACKED DATA**

HAIQING ZHANG; Shanghai Ocean University

In rural China, the enrollment rates in senior high schools are quite low, while the dropout rate of junior high school is higher. With the full implementation of China’s new no-tuition/no-fee, compulsory education policy (liangmian yibu), direct education-related costs have been reduced. But the indirect cost, opportunity costs associated with migrant work and an ever-evolving job market, still play a significant role in determining post compulsory education.

The paper has two specific objectives. First, we seek to illustrate the off-farm income gap change between compulsory and post-compulsory education groups in the long run. Second, we try to identify factors correlated with income gap, specifically testing the hypothesis that education influence on income difference.

In 2005 and 2012, the authors surveyed 5 provinces, 800 households, 527 rural labors (age between 16 and 65) with off-farm jobs in both 2004 and 2011. By education completion, the samples have been categorized into three levels, compulsory education, senior high school and college degree. Our descriptive analysis has revealed that average annual income increase for all educational cohorts, but growth varies across the groups.

In China, the annual income of rural labor force with senior high school or college degree were higher than the overall average level both in 2004 and 2011, but the compulsory educators’ yearly earnings was lower than the overall average. The college labor force has the highest growth in absolute income from 2004 to 2011; compulsory educated individuals ranked second, while the senior high school graduates increased least. With annual earnings increased, the working hours of rural labors per year also rose. For three different educational groups, the college degree non-farm labors’ working time raised most; compulsory graduates increased less; only the senior high school educators worked shorter within the survey period.

Real hourly wages of rural labors aged between 16 and 65 increased in the survey period for all educational cohorts, those individuals with higher education improved more. The hourly income difference between compulsory and senior high school rural labor force is significant in 2004, but not significant in 2011. The current status discourages junior school students (and their parents) from staying in school to achieve necessary levels of learning. The earnings growths of younger labors (16-25) are faster than the whole sample

group (16-65) for tertiary and senior high school individuals. For the compulsory educated migrants, their wages' increase pace is lower than the 16-65 group. That is a signal that the younger rural workers face a brand new labor market different from their elder generation. In this new market employers appreciate well-educated employee, and need skillful workers, reward them higher return to higher education.

Our multiple regression analysis supports that senior high school education and college degree all have strong positive effects on hourly wages change in China. For public school provider, government should put forward more policies to extend rural students' schooling, providing free senior high school service is essential fighting higher level of opportunity cost working off the farm.

Keywords: compulsory education; senior high school; return to education; rural labor force; China

## **JUGGLING PAID WORK AND UNPAID CARE WORK BY WOMEN IN NEPAL: PERCEPTIONS, EXPERIENCES AND INFLUENCES**

Anweshaa Ghosh; Institute for Social Studies Trust

Anjam Singh; Institute of Social Studies Trust

This paper presents the results of a research conducted in Nepal, that focused on the participants of a state WEE programme – Karnali Employment Programme (KEP) and a non-state programme, Oxfam's Enterprise Development Programme (EDP) in two sites in Jumla and Surkhet districts, respectively.

The findings of the research that are presented in this paper, reinforce the picture of the unequal burden of care work that women in low income households bear. The paper brings out the ways in which women's double burdens of paid work and unpaid care work affects their time, energy and their mental and physical wellbeing. It analyses the ways in which cultural and gender norms, the inter-play of life cycle patterns (Acharya and Bennet 1983; Budlender and Moussie 2013), access and proximity to public services such as water, fuel, roads, the context of high male migration and the lack of availability of decent work exacerbates women's double burden. The research reveals importantly, the strategies women employ to balance their care and paid work such as the stretching of their time and energies, substituting labour, engaging in low-income wage labour and transferring the care burden on to older girl children and older women in the household. This transfer of care burden has consequences for the education of girl children; and older women substitute carers also face difficulties in terms of access to health care, rest and leisure (Gender and Development Network, 2017). The constant struggle to balance paid and unpaid care work lead to a depletion of time, energy and health in women and other substitute carers in the family.

This paper presents an analysis of the two current WEE programmes that the research was able to examine - namely the Nepal Government's Karnali Employment Programme, and Oxfam's Enterprise Development Programme. It looks at the ways in which these programmes understand and take into account the constraints that women face. the paper provides recommendations as to how these WEE programmes can ensure economic empowerment that is optimised, shared within families and sustained across generations.

Keywords: Unpaid Care Work, Women's Economic Empowerment, Double Boon

## **LABOR FORCE PARTICIPATION OF WOMEN LEFT BEHIND IN TAJIKISTAN**

Sophia Kan; University of Goettingen

As globalization increases the ease of mobility, migration has become a common and large-scale phenomenon. Men are often the primary migrants, and studies in various country settings show that when men migrate, female participation in the work force decreases. This is largely explained as a consequence of the income effect, which posits that as migrants send remittances back home, consumption—including leisure—increases. Our study challenges this finding. We find that in Tajikistan, after controlling for unobserved heterogeneity, migration has no significant effect on female work hours. We propose several countervailing factors that may have neutralized the income effect.

We also seek to understand the effect of migration on households with farms. Since farming is a relatively low-skilled job, nonmigrants can substitute missing migrant labor, which increases their work load.

However, we find that women with farms work more, irrespective of the household's migrant status. In contrast to previous studies, which mainly analyze cross-sectional data, we use a nationally representative household survey exploiting three waves of panel data from 2007, 2009, and 2011. We also employ a fixed effects instrumental variable estimation with year effects combined with interaction terms to account for both time-variant and time-invariant variables.

Keywords: Tajikistan, female labor force participation

## **LIBERATION CONFINED TO HOME: THE NATURE OF THE ADVOCACY OF LIBERATION FOR WOMEN IN JAPANESE FILM MELODRAMA UNDER THE U.S. OCCUPATION**

Bokyoung KIM

This paper examines how subgenres of Japanese film melodrama during the U.S. occupation of Japan represented the “emancipation of women.” Primarily targeting female audiences, these genres became more common as various social and cultural changes occurred in postwar Japan. Furthermore, these films enjoyed enormous popularity in Japan around 1950, mainly because they were thought to represent the unspoken emotions and hidden desires of the women they targeted. They were considered works of art that explored the inner minds of ordinary women and offered vicarious pleasure to readers and audience who wanted to project their secret desires for free love, which were difficult to fulfill in their real lives. At the same time, however, because the term “ordinary women” typically refers to “housewives”, these kinds of films tended to reinforce the ideology that created the desire for vicarious pleasure in the first place. In this sense, they might be said to have instilled ideas that would perpetuate the social and moral restrictions that they seemed to challenge, not only exploring but also strengthening the hold of oppressive ideas in their “inner minds.” This paper argues that pretending to express the emotions and desires of housewives, these Japanese film melodramas under the U.S. occupation deftly channeled specific ideas into the minds of female viewers. By arousing the emotions of housewives, these films made them feel liberated when, in fact, they were encouraged to confine themselves to a home provided by a husband.

Keywords: The U.S. occupation of Japan, Emancipation of Japanese Women, Japanese Film Melodrama, Female Audiences

## **MACROECONOMIC INQUIRY TO KOREAN LOW FERTILITY ISSUE**

Young Ock Kim

Since the total fertility rate was recorded 1.08 in 2005, Korea has remained as a lowest low fertility country (1.17 in 2016). Korea had an experience of being successful in controlling birth rates during the period of 1970s and 1980s. For reversing the falling birth rates, Government has initiated many policies but they are proved little successful this time. Rather some policies such as ‘fertility map’ (listing the number of fertile women of 20~49 years old by local areas) exposed gender biased perspectives and sparked tremendous backlash against women.

This paper analyses the driving forces behind low fertility and emphasizes the macro factors affecting low fertility in Korea that is economic and labour market uncertainty, housing, the incomplete gender revolution, the education “arms race”, etc. This paper starts from reviewing fertility research in advanced societies, focused on macro level determinants. This paper proceeds to an empirical analysis of identifying macro factors including gender equity following McDonald’s gender equity framework (2000, 2013).

Keywords: Lowest low fertility, macro factors, gender equity

## **MAINSTREAMING TIME USE SURVEYS IN THE GLOBAL SOUTH: SOME CRITICAL CONCERNS**

Jacques Charmes; IRD

Time Use Surveys are seen as an important data-source to understand critical socioeconomic concerns of developed and developing countries including gender inequalities. Their importance has increased significantly in the recent years for implementing the universally accepted Sustainable Development Goals as

well as the path breaking new conceptual framework on work by the ILO (2013). A major requirement for this implementation is that all countries, particularly the countries in the global south, produce quality time use data by using rigorous methods and mainstream time use surveys in their respective national statistical systems.

This panel proposes to examine how prepared countries in the global south are to fulfill this requirement. The speakers in the panel are experts who have reviewed time use surveys in the three major regions in the global south, namely, Asia Pacific region, Africa and Latin America. The speakers are Dr Jacques Charmes (Africa), Dr Valeria Esquivel (Latin America) and Dr Indira Hirway (Asia Pacific). They will provide overview of status of time use surveys in the three regions, study their strengths and weaknesses and assess how far the countries are from the goals – in terms of providing quality time use data and mainstreaming time use surveys in their national data systems. They will also make useful recommendation for speedy achievement of the goals.

## **MARRIAGE IMMIGRANTS IN THE KOREAN LABOR MARKET: WAGE GAP AND DISCRIMINATION BY COUNTRY OF ORIGIN**

Sae Bom Kim, Seoul National University

Jin Hwa Jung, Seoul National University

As of 2015, the number of marriage immigrants in South Korea amounted to about 240,000, with international marriage accounting for 7.4% of all marriages in the same year. Nearly 90% of marriage immigrants in Korea are women and over 90% of marriage immigrants come from Asia. The Chinese origin, including the Korean-Chinese, takes up about a half of marriage immigrants of both genders. However, the composition of marriage immigrants by country of origin considerably varies by gender. With regard to female marriage immigrants, only 6.0% are from the OECD member countries; for male immigrants, above 20% are from the OECD member countries.

As of 2015, the average monthly earnings of Korean female workers were around 2.1 million won (1,830 US dollars), which is mere 66% of the average monthly earnings of male employees. Some 90% of female marriage immigrants have the average monthly earnings below 2 million, while only 44% of male marriage immigrants have the same level of income. The gender wage differential in Korea is the highest among the OECD member countries and the tendency appears to hold for domestic married immigrants as well.

Gender wage gap can be attributed to gender differences in productivity and non-productivity-related price difference (discrimination). In previous studies, 15-50% of gender wage gap in the Korean labor market was reported as wage gap due to discrimination (e.g., Monk-Turner and Turner, 2001; Cho, 2015). Specifically, Jung (2007) confirmed that the continuing decrease of gender wage gap for mid-1980s to mid-2000s had been mostly due to the corresponding decrease in productivity difference; however, the reduction in gender wage gap due to price difference had been relatively small. To some extent, the gender wage gap of married immigrants in Korea should be attributed to productivity difference, considering that female immigrants tend to be younger and less educated, among other factors, than their male counterparts. However, the observed large gender wage gap of married migrants implies that at least some part of it is rooted in discrimination against women.

The purpose of this study is to analyze the size of gender wage gap and its sources for marriage immigrants in Korea. In general, the demographic composition and human capital characteristics of immigrants vary for different countries of origin and presumably so does the market value of human capital accumulated in their mother country in the host country's labor market. Therefore, we conduct a comparative analysis of marriage immigrants from the OECD member countries and those from non-OECD member countries. For the empirical analysis, the data were drawn from the 2015 National Survey of Multicultural Families. The final data set includes 7,188 marriage immigrants who are wage workers with spouse present. For the decomposition of gender wage gap, the decomposition technique of Oaxaca and Ransom (1994) was used.

The major findings of the empirical analysis are as follows. First, for both men and women, the average hourly wages of marriage immigrants are much higher for those from the OECD member countries, as compared to marriage immigrants from non-OECD countries. Second, the size of gender wage gap is relatively small for marriage immigrants from the OECD countries (excluding Japan) and from China; on the other hand, it is

relatively large for marriage immigrants from Japan and non-OECD countries except China. Third, the size of potential discrimination against women is relatively small for marriage immigrants from the OECD countries as compared to immigrants from non-OECD countries. Among the OECD countries, however, female immigrants from Japan are subject to a relatively large discrimination, which differs from other OECD countries and is rather close to the average of non-OECD countries.

Keywords: Marriage immigrants, gender wage gap, discrimination, wage decomposition

## **MATERNAL EMPLOYMENT, CHILDCARE PROVISION AND CHILD NUTRITIONAL STATUS IN RURAL CHINA**

Zhen Wang; Chinese Academy of Social Sciences

Hongmei Yi; Peking University

This paper estimates the relation of maternal employment and childcare provision arrangement with the nutritional status of children under two years old in rural China using data from “Chinese Food and Nutrition Surveillance System”. The analysis finds that the nutritional status of children with migrant mothers is worse than that of children whose mothers are employed locally; and children with mothers employed in local off-farm sectors have better nutritional status than children whose mothers work on farm. Children with mothers as primary caregivers have better nutritional status than children whose mothers are not primary caregivers. Differentiated by maternal employment pattern, however, such difference is significant only among mothers in agricultural employment. These results suggest that maternal employment per se does not hinder children’s nutritional status, while the form of employment matters. The work-care conflict is the most acute for migrant mothers and local agricultural mothers.

Keywords: maternal employment, childcare provision, child nutritional status

## **MEASURING BREASTFEEDING AND LACTATION WORK, OR THE SEX-AND DRUG-TRADES, AS WORLDWIDE INDICATORS OF NATIONAL ECONOMIC WELL-BEING?**

Julie Smith; Australian National University

For over half a century, the UN System of National Accounts (SNA) framework has shaped how economies are viewed, economic performance is measured, and public policy priorities are set. Its central element, GDP, is facing heightened pressure to make it more relevant and useful as an indicator of economic advancement. In 2014, reforms to the SNA framework were implemented in European countries through national statistical offices acting to including illegal prostitution in GDP. Reflecting on how GDP is measured The Economist asked,

‘Is a nation really doing better when its sex- and drug-trades are growing more quickly?’

This paper addresses debates about future reform of the SNA, through a focus on the implications of encompassing breastfeeding and human milk in these economic statistics.

Feminist scholarship has been influential in highlighting the invisibility of women’s non-market sector productivity in macroeconomic statistics such as GDP, and the distorting effect of this invisibility on public policy. Lack of visibility and understanding of the unpaid care economy results in fiscal, labour market and other public policies which ignore and harm the well-being of women and children.

Breastfeeding of infants and young children is a household productive activity, which epitomizes the gender bias in how global economic statistics present the productive economy and how policy priorities are biased away from addressing important well-being issues for women and children. For example, human milk has been demonstrated to fit SNA criteria for inclusion, yet is not counted in GDP. The influential French Presidential Commission on Measuring Economic Progress cited human milk as an example of how excluding non-market household production from GDP distorted key statistics and public policy:

‘There is a serious omission in the valuation of home-produced goods – the value of breast milk. This is clearly within the System of National Accounts production boundary, is quantitatively non-trivial and also has important implications for public policy and child and maternal health.’

Breastfeeding is deeply rooted in human's mammalian history with profound implications for human health, development and well-being, yet is being rapidly displaced by ultra-processed foods as part of a global 'nutrition transition'. Using contemporary examples from countries in the Asia Pacific region, and against the background of concerns that contemporary globalizing food systems are socially and environmentally unsustainable, this paper examines how human milk and breastfeeding fits within the wider SNA framework of macroeconomic statistics. It looks at the place of breastfeeding as an indicator in 'satellite accounts' of non-market household production; as food production in core GDP; and as an important household investment in human capital stock formation through time inputs into raising children. It also examines current GDP practice of counting market sector production of breastmilk substitutes as economic growth without adjusting for attributable 'defensive expenditures' such as for healthcare or environmental remediation costs.

It argues that the practice of excluding breastfeeding and human milk from countries' economic statistics such as GDP is a (negative) exemplar of the gender-biased focus of the SNA framework on market transactions, rather than measuring production and use of valuable resources such as human capital and the environment.

It concludes there is an urgent need to reform this influential social institution to make it more gender inclusive, as the SNA entrenches gender inequity in public policy, and perpetuates policies which rank market production over the valuable care economy and the environment. This paper argues for countries to prioritize experimental estimates of breastfeeding within the SNA statistical framework to illustrate how this influential global institution can be reshaped to generate more accurate and gender inclusive measurement of economic well-being.

Keywords: System of National Accounting, GDP, breastfeeding, human milk, lactation, human rights, capabilities, labour productivity, human capital, greenhouse gas emissions

## **MODERN FAMILIES: HOUSEHOLD BARGAINING AND TIME-USE IN SAME-SEX HOUSEHOLDS**

Michael Martell; Bard College

Leanne Roncolato; Franklin and Marshall College

We investigate the impact of bargaining power, as measured by relative income, on time use in household labor, care labor, leisure and paid labor in same-sex households and different-sex households. Contrary to the U-shape pattern found among heterosexual women, we find an inverse U-shape relationship between time spent in household labor and relative earnings for lesbians. We also find that time spent in leisure among lesbians is twice as responsive to changes in relative earnings than time spent in leisure among heterosexual women. While findings for both heterosexual women and lesbians are inconsistent with household bargaining models, they may be explained by identity motivated behavior and social institutions. While economic outcomes have been previously argued to be determined by the fulfillment of a feminine identity, our results suggest that time use patterns of women in different-sex households are most consistent with the fulfillment of masculinity for their male partners. Our work highlights the need as well as provides direction for the development of more complete models of the household.

Keywords: Family Structure, Household Bargaining, Sexual Orientation, Intrahousehold Time-Use

## **MY WORK NEVER ENDS: WOMEN'S EXPERIENCES OF BALANCING UNPAID CARE WORK AND PAID WORK THROUGH WEE PROGRAMMING IN INDIA**

Mubashira Zaidi; Institute of Social Studies Trust

Shraddha Chigateri; Institute of Social studies trust

This paper presents the findings of the research that was carried out with participants of two WEE Programmes: Self Employed Women's Association (SEWA) and Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) in Madhya Pradesh (MP) and Rajasthan states of India respectively. The two programmes were chosen to understand how policies and programmes can positively influence the balance between paid work and unpaid care work that is economically empowering for women (without deepening their time poverty or worrying about the quality of care received by their family), shared (across generations,

so that other women/girls in the family are not left to bear the burden of care) and sustained (the quality of care provided is not diminished).

The paper brings out the contours and consequences of the relationship between paid work and unpaid care work for women in low income households. It examines the different roles that families, the state, private actors, and the not-for-profit sector, making up the 'care diamond' (Razavi 2007), play in the provision of care, or omission thereof. Our findings clearly demonstrate that care continues to be a familial and female responsibility with women taking on a disproportionate share of unpaid care work. The paper presents findings relating to the factors influencing women's share and experience of care work (such as family structure, women's life cycles and rigidity of gender norms and public services). The paper also presents the ways in which women 'cope' with the double burden of care and paid work – including time stretching, and the effects of this on themselves, their families and especially their children.

The paper sheds light on the two chosen WEE programmes, in terms of the extent of their gender responsive programming and implementation. The goal is to assess these programmes and their capacity for ensuring that women are able to move towards a 'double boon' – i.e. engage in paid work that is empowering, at the same time as they are supported for their unpaid care work responsibilities. The paper presents recommendations for the WEE programmes to ensure therefore that women's economic empowerment is care sensitive – leading to outcomes that are optimised, shared within families and sustained across generations.

Keywords: unpaid care work, balance between paid work and unpaid care work, double boon, double burden, Women's Economic Empowerment

## **NEOLIBERALISM AND FEMINISM: FROM THE VIEWPOINT OF WOMEN'S AGENCY**

Kumiko Ida; Osaka Prefecture University

Austerity as a neoliberal public policy is argued to have a negative impact on the level of social reproduction owing to its reduction of social welfare costs and social services, and many feminists point out that women's conditions of living are getting worse because reproductive work, both paid and unpaid, has been borne primarily by women.

On the other hand, a series of transnational initiatives of United Nations on women's issues and women's movements of non-governmental organizations have been promoted since the '70s, and the issues of violence against women and women's rights have been especially focused upon since the '90s. It is argued that this trend would not have been realized without neoliberal globalization because it has an inevitable tendency to weaken the national sovereignty. I propose to estimate growth and empowerment of women's agency since the '70s, in the neoliberal trend in Japan, which has a poor level of welfare state coupled with a strong gender bias. An improvement of women's conditions could not have been achieved without the mentioned transnational pressures.

Keywords: neoliberalism, women' agency

## **NEW ZEALAND – LESSONS FROM A COUNTRY WHICH HAS GONE BACKWARDS ON GENDER EQUITY IN ECONOMIC AND SOCIAL POLICY AND RESULTS**

Prue Hyman; Victoria University of Wellington, NZ

Aotearoa/ New Zealand is often regarded as a leader on gender equity. The first country where women won the vote nation-wide, one which had a Prime Minister, Governor General, Chief Justice, and head of a major company at the same time some fifteen years ago. Yet I argue that overall, and especially for lower paid women, economic and social outcomes have gone backwards over the last thirty years.

I have recently updated my 1994 book 'Women and Economics: a New Zealand Feminist Perspective' with the publication of 'Hopes Dashed? The Economics of Gender Inequality' (see <http://bwb.co.nz/books/hopes-dashed>) - with 'hopes dashed' giving the flavour of my conclusions.

My main points include the fact that women's progress has been slow and bumpy - one step forward (greater education and range of jobs) and one step back (individualism, discrimination, lower unionization, male violence against women and children as bad as ever).

Secondly, lower paid women - with class and ethnic discrimination - have fared especially badly. General policies have more impact than gender specific ones and have gone in the wrong directions with labour not gaining the rewards of increased productivity and with differentials widening without justification. My 50% nightmare is that women are half the top positions but nothing else has changed for low paid women - although of course we are far from 50%.

Thirdly, sole parents - almost entirely sole mothers - continue to be badly treated. Unpaid work by them and others continues to be scandalously ignored and undervalued

This paper will briefly illustrate these points and then consider lessons and points of action. Feminism is far from dead in New Zealand, even if it is constantly questioned. Women are active in pay equity and living wage campaigns as well as all the broader but related issues - questioning the growth imperative, fighting environmental degradation and climate change, supporting refugees from conflicts overseas etc. We have to organise and seize power from governments, orthodox economists and big business and hopefully we will!

Keywords: New Zealand, women's economic status

## **NONSTANDARD WORK HOURS AND QUALITY OF LIFE IN SOUTH KOREA: GENDER PERSPECTIVES**

Jooyeoun Suh; Center for Time Use Research

Kijong Kim; Levy Economics Institute of Bard College

Growth in the service sector and increasingly sophisticated technology has fueled the rise of the 24-hour society, reshaping when work takes place. The resulting diffusion of work outside of the standard work day may have profound implications for the well-being of individuals and families, in particular with respect to gender roles and time pressure. Using 2014 Korean Time Use Survey data, this paper examines the relationship between nonstandard work hours and the quality of life.

Keywords: Work schedule, Subjective well-being, Work-Life balance, Time use

## **OCCUPATIONAL SEGREGATION IN POST-APARTHEID SOUTH AFRICA**

Carike Claassen; North West University

South Africa celebrated 20 years of democracy in 2014, which prompted a need to take stock and measure progress made. Though the country seemed off to a promising start in 1994, racial divisions and inequalities are still highly evident in the labour market, which has been historically segregated according to race. Similarly, unemployment rates are higher among South African women than men. Though much emphasis has rightfully been placed on analysing racial and gendered trends in employment, the intersection between race and gender has been considered less often. This study fills that gap by applying the local segregation method proposed by Alonso-Villar and del Río (2010) to analyse occupational segregation according to race and gender in the post-apartheid labour market. Local segregation curves and indices allow comparison in a multigroup context and it is the first time that this method is applied to South African data. Data from the Post-Apartheid Labour Market Series (PALMS) is used in the analysis. This stacked cross-sectional dataset contains microdata from 54 household surveys conducted by Statistics South Africa between 1994 and 2015. These include the October Household Surveys and bi-annual Labour Force Surveys as well as Quarterly Labour Force surveys. Individuals considered to be employed according to government's official definition of employment are investigated in the analysis. Occupational segregation is analysed at the one digit level due to a lack of sufficient data for 3 digit occupational classifications. The analysis investigates occupational segregation for the four largest population groups in South Africa. Results confirm the importance of an intersectional approach when analysing labour market issues. As expected, women are more highly segregated than men. When comparing groups based on both race and gender, however, interesting patterns emerge. White men and white women are more highly segregated than all other racial groups. Indian men as



well as women are more segregated than black men and women and coloured men and women, while black and coloured people of both genders show similar patterns and are the least segregated of all the population groups analysed. These results at first seem surprising, given the history of segregation in the South African labour market. A closer look at the data however reveals that whites are more highly concentrated in professional jobs and have higher real earnings. Most of the other population groups are heavily concentrated in elementary occupations, and are overwhelmingly in lower income groups. These patterns have not changed much between 1994 and 2014 and are the likely legacy of the colour bar which was in effect during apartheid years. Black women especially seem to have been left behind in progress made since 1994, with little change in real earnings and occupational segregation achieved by 2014. As the country enters its next decades of democracy, policymakers should take special note of these characteristics of the labour market.

Keywords: occupational segregation; South Africa; apartheid; gender; race

## **PARADOX OF CHANGE IN WOMEN'S CAPABILITIES: CASE OF TWO VILLAGES IN BANGLADESH**

Lopita Huq; BRAC University

This paper seeks to understand why women's capabilities and outcomes significantly vary in two apparently similar contexts characterized by prosperity, international migration and religiosity. By analyzing the qualitative data from two purposively selected villages of Sylhet and Chittagong in Bangladesh, it attempts to understand the factors that drive or resist changes in social behavior. The paper approaches the conundrum through a deep assessment of the wider context of not only the structures but also the norms and values that reflect it and drive social behaviour. It compares and contrasts the particular configurations of geographical, socio-cultural, institutional and economic circumstances within which women live their everyday lives. In this process particular local level dissimilarities emerge between them which can be used to explain the differences in women's outcomes and capabilities studied in terms of marriage, family planning and son preference, intra-household decision making, mobility and isolation, and work and economic agency. This paper concludes that access to institutions and connectivity, both ideational and physical, are key factors that matter on the ground for change to take place. It further points to a need to examine the relationship between norms and values such as patriarchal control, social cohesion and religiosity that reflect the wider context and women's agency and outcomes.

Keywords: agency, outcomes, norms, prosperity, religiosity, international migration, institutions, connectivity, Sylhet, Chittagong

## **PARENTAL LEAVE REFORM IN POLAND - STRENGTHENING OR WEAKENING MOTHERS' CAPABILITIES?**

Anna Kurowska; University of Warsaw

This paper aims at evaluating a major reform of parental leave in Poland, implemented in 2013. This reform doubled the period of a childbirth-related well-paid leave resulting in 52 weeks of paid "parental" leave available for mothers and transferable to fathers only after the first 14 (but in practice 26) weeks and paid at 80% replacement rate (or in an alternative scheme at 100% in the first 26 weeks and then at 60%). However, no father quotas has been introduced.

This paper will examine:

- 1) the policy process (based on the analysis of parliamentary debates and policy related documents) that has led to this major reform using frame analysis adopted to the Capability Approach theoretical framework;
- 2) the short-term impact of this reform on mother's capabilities (based on the use of panel data from Gender and Generations Survey for Poland).

The paper will analyse policy framing looking particularly at: What 'valued functionings' did the authors and proponents of the reform identify? (taking account of who was envisaged as a beneficiary of the reform); How they framed particular elements of the reform in terms of 'means' (rights/resources); Whether/how they took account of the 'converting factors', i.e. framed the policy as providing real abilities for people to convert 'means' provided by the reform into the achievement of 'valued functionings'. It will also analyse the real

short-term impact of the reform on the ‘capabilities’ of mothers (envisaged as the primary beneficiaries), i.e. the real abilities of mothers to convert the ‘means’ provided by the reform into the ‘valued functionings’.

This paper makes the first study to apply Capability Approach as a framework to analyse policy process and confront it with real effects of the implemented policy in terms of increasing capabilities of the beneficiaries of the reform.

Keywords: capability approach, parental leave, gender equality

## **POOR, LONELY, BUT NOT HELPLESS: FEMALE ACTIVISTS EMPOWERING OLDER WOMEN IN A DEPRIVED URBAN COMMUNITY IN SOUTH KOREA**

Yunjeong Yang; Hankuk University of Foreign Studies

Asia is the region where more aged people will be living in the world in the near future. The majority of them will be mostly living in urban communities and many of them are and will remain women. While the Republic of Korea is the most rapidly ageing society in the region, many of its older population appears to be unhappy. Women, in particular, who have failed to secure their later life income partly due to a weak public welfare system and also partly due to a strong Confucian culture by which women were expected to stay within family and not to raise a voice, find themselves to face multi-dimensional vulnerabilities in later life.

This paper presents a case study of Silver Wings, the community-based ageing initiative of a local civil society organization (CSO) Saerom to promote such vulnerable older women’s friendship and activities. Data based on qualitative interviews and observations reveal that female activists’ devotion and capacities serve as a key catalyst for empowering older vulnerable women in the local community. Lessons and challenges of women’s solidarity in promoting poor and marginalized women’s wellbeing in later life are discussed.

Keywords: Women’s solidarity; women’s empowerment; community-based ageing; civil activists; Asia

## **POPULATION POLICY VS. REPRODUCTIVE RIGHTS: DESIGNING AND FRAMING FERTILITY TREATMENTS POLICIES IN JAPAN AND KOREA**

Jiso Yoon; Ochanomizu University

Japan and Korea are two of the largest economies in the world (ranked 3rd and 11th respectively according to World Bank) with declining birth rate and aging population. The fertility rate stands at 1.42 and 1.24 in Japan and Korea respectively as of 2015. By contrast, the proportion of old-age population is quickly growing—population over 65 years and older consists 25.9% of the total population in Japan (2014) and 13.1% in Korea (2015). These emerging population trends pose important economic and political challenges to governments in the two countries.

Governments in these two East Asian countries have recognized this issue as a serious problem from early on, and have developed policies and programs to support couples’ undergoing infertility treatments. Infertility is defined as “the failure to achieve a clinical pregnancy after 12 months or more of regular unprotected sexual intercourse (WHO ICMART glossary).”

In Japan, the Ministry of Health and Labor and Welfare announced Anti-Declining Birth Rate Measures Plus One Plan in 2002, which stressed the need to study support for infertility treatments and discussed ways to reduce the economic burden of patients under the heading “Action #5: Support for Child-rearing Begins with Conception and Birth”. Additionally, the Ministry of Health and Labor and Welfare introduced subsidies to cover the cost of Assisted Reproductive Treatment (ART) in April 2004. Similarly, the South Korean government launched National Support Program for Infertile Couples in 2006 to provide financial support to married couples undergoing infertility treatments. Since the adoption, the program has been expanded over the years to increase coverage and financial support for couples seeking treatments like artificial insemination and In-Vitro-Fertilization (IVF). Yet, opinion is mixed when it comes to the success of these programs in actually addressing the problem. While the financial cost associated with seeking fertility treatment still overwhelm many couples, the birth rate has not increased to a significant extent since the introduction of the government policies.

We focus on the government programs and policies to support medical treatment to assist pregnancy in Japan and Korea, and assess their origins, developments, and impacts. We also discuss problems with existing policies and the manner in which they should be revised and reframed. We make two central claims. First, we argue that despite increased public attention to the issue of “childcare” in recent years to promote birth rate, it is important to delve into the issue of fertility treatments, which remains at the core of governments’ plan to address declining birthrate in these two Asian democracies. Furthermore, fertility treatment and government assistance need to be treated as an issue of women’s reproductive rights rather than as an issue of population growth. That is, current understandings of fertility policies could lead to strengthening the state’s control over women’s body for bearing children, rather than increasing women’s autonomy and choice over their own body.

Keywords: fertility policy, Japan, Korea, assisted reproductive treatment (ART)

## **POSTCOLONIAL ECONOMIES OF DISPLACEMENT AND REFUGE: WOMEN'S BODIES**

Eiman Zein-Elabdin; Franklin & Marshall College

In most public discourse the massive migration to Europe through the north Africa corridor has been framed as ‘Europe’s migrant/refugee crisis,’ followed immediately by discussion of economic drivers of migration and containment policy prescriptions. In this paper, I will examine journeys of displacement, migration, and refuge seeking. On one level, I would like to know how bodies and culture enter and matter in the spaces which refugees liminally inhabit, focusing on what happens to women as they experience their bodies throughout these journeys. How do they maneuver menstruation cycles, pregnancy, and giving birth? What degrees and kinds of agency do they exercise in managing such personal gendered contingencies within the indignity of refugee camps and continuous movement? On another overlapping level, I am interested in the economic calculus of this massive transnational migration. The literature typically limits our understanding of all contemporary phenomena to their existing, imagined or potential service to ‘global capitalism’ or ‘globalization.’ For example, much has been written about the toll of factory work on human bodies in east Asia as they are ‘subjected’ to capitalism. While, being mindful of the presence of capitalist structures, this inquiry will give more attention to concrete activities and patterns that emerge as imperfect adaptations to current conditions of subaltern postcoloniality. I will dwell on the concreteness of the (female) body as an entry point to possible theorizations of economies of displacement and refuge.

Keywords: Displacement, bodies, postcolonial economies

## **PRESENT AND FUTURE OF THE RURAL WOMEN'S PROTEST MOVEMENTS IN CHINA'S LAND EXPLOITATION: THE FORCED CLOSURE OF A WOMEN'S LEGAL AID CENTER**

Yajiao LI

With the accelerated progress of urbanization and industrialization, the exploitation of rural land near urban areas has increased quickly since 1992, which leads rural women suffer dispossession of their land. Some landless women get together and form groups of village units to lodge complaints towards the government or village committee. In January 2016, the women’s legal aid center Z was shut down by government. As a famous feminist lawyer organization in China, Z has supported thousands of rural women to fight for their land rights. The purpose of this paper is to show the impact of the closure of Z on the rural women’s protest movements in China’s land exploitation, and to understand the present situation and the future possibility of the movements.

Firstly, it reviews the history of Z from 1995 to 2016, including the difficulties in its development, and its projects of protecting women’s land rights with scholars, judges, and local government officials. Then, drawing upon participant observation and interviews with feminist lawyers from Z, it examines the role this center plays in defending gender justice under China’s urbanization. Finally, it points out a possible future vision of the rural women’s protest movements after Z’s closure.

This paper not only emphasizes the importance of the collaboration between rural women’s protest movements and urban feminist movements, but also delves into the new “from up to down” trend in China

women's movements which is different from the movements led by All China Women's Federation. It criticizes the "from down to up" paradigm widely used in Chinese social movement studies empirically, which derives from the western social movement theory. In short, it reexamines social movement theory in China studies from the perspective of gender and tries to indicate a favorable turn for Chinese democratic movement on gender issues.

Keywords: Rural Women's Protest Movements in China's Land Exploitation, Women's Legal Aid Center, Chinese Social Movement Studies

## **RETIREMENT AND GRANDCHILD CARE IN URBAN CHINA**

Jin Feng; Fudan University

This paper estimates the causal effect of retirement on grandchild care. We exploit the exogenous variations in retirement status caused by China's mandatory retirement age policy. Drawing on the data on individuals close to their retirement age in the China Health and Retirement Longitudinal Study, our analysis shows a significant increase of 29 percentage points in the provision of grandchild care after the transition to retirement in females and a 21 percentage points increase in males. Moreover, grandchild care is demand-driven in males and supply-driven in females. We also find that women with lower education levels have a lower probability of retirement after reaching eligible age, but are more likely to provide grandchild care after retirement.

Keywords: Retirement eligibility, Grandchild care, Regression discontinuity

## **REVISITING THE SOCIOECONOMIC DETERMINANTS OF BREASTFEEDING PRACTICES: EVIDENCE FROM EASTERN INDONESIA**

Maria Lo Bue; University of Göttingen

Jan Priebe; University of Goettingen

This paper attempts to fill several important research gaps on the socioeconomic determinants of breastfeeding practices. In contrast to previous studies that have focused on the timely initiation and duration of breastfeeding, this article examines exclusive breastfeeding practices. Using the Indonesian Family Life Survey East 2012, we revisited to what extent mothers' education levels and work in non-traditional sectors influence exclusive breastfeeding patterns. Furthermore, as a first study in this field, we investigated to what extent health-care demand and supply factors influence exclusive breastfeeding practices.

Controlling for a wide range of individual, household, and community characteristics, our findings suggest that mothers' education positively and mothers' labour market participation in non-traditional employment contracts negatively affects exclusive breastfeeding practices. Moreover, our results indicate that a higher availability and quality of health-care supply does not necessarily lead to better exclusive breastfeeding practices. Only when health-care supply was matched with a significant demand for such services, did we observe a higher chance for optimal exclusive breastfeeding.

Keywords: Exclusive breastfeeding, modernisation, health-care supply, health-care demand, Indonesia

## **SAEMAUL UNDONG AS A BOTTOM-UP CASE OF WOMEN'S EMPOWERMENT DURING KOREA'S NATION-BUILDING PROCESS**

Ga-Young So; University of Cambridge

The fragmented literature on the South Korean late industrialization has missing gaps between the developmental state and gender equality. In simple words, the compatibility between the developmental state and gender equality has not been established or explored adequately in the literature. In scholarship, while the successful industrialization of Korea during the mid-late twentieth century has been written by economists of various schools of thought, feminist economists have accused of its success at the expense of women's cheap or unpaid labour, as evidenced in the domestic, rural and low-paying sectoral participations.

Furthermore, the political derivative of the developmental state has created the notion of governance, focusing on the authoritarian regime over the Korea's industrialization path.

As a case study, this paper examines Saemaul Undong as a bottom-up case of women's empowerment during Korea's nation-building process, which has coincided with the industrialization, one main pillar of the Korean developmental state. Saemaul Undong is a government-initiated civil society that has created space for people of the rural area, women and workers to actively participate in the nation-building process, saving their country from the war-ridden society.

The adaptation of mixed methods enables this research to critique the archival data on Saemaul Undong, ranging from women's experiences and achievements in the rural area to the contemporary environment-friendly commercial activities by Saemaul Women's Club. Most importantly, mixed methods prove how this Saemaul Undong has harnessed the existing informal institutions as a mechanism to bring out women's voluntary participation positively. Illustrations of informal institutions include Doorey and Poomahsee, which originate in the previous phases of Korea's governance. What becomes evident over the industrialization path is the diversification of women's roles into various spheres including the social and civic volunteerism during the 1980s.

Evaluating the developmental state is particularly crucial at this historical juncture. The proportion of foreign aid on gender has received attention as a serious area with the lack of resource. At the same time, the notions of multi-level governance and decentralization in the discourses of multilateral institutions have been documented as the policy reducing the national space for low and middle income countries' national governments to autonomously hold. The illustrations on the evolvement of Saemaul activities, driven by women, would also signify the importance of respect for the existing diversity of informal institutions on the ground as a possible source of invigorating women's roles over the nation-building process.

Keywords: Women's Empowerment, Government-Initiated NGO, Informal Institutions

Keywords: Women's Empowerment, Government-Initiated NGO, Informal Institutions

## **SEED MOVEMENTS: GENDERING AND RACIALISING LABOUR IN HAWAII'S MULTINATIONAL SEED AND AGROCHEMICAL ECONOMIES**

Amanda Shaw; LSE

This paper analyses gendered migration linked with multinational seed production. It uses the case of U.S.-occupied Hawai'i to explore the dynamics of the production of transgenic (GMO) and hybrid seed corn in particular, and how production and employment practices interact with migratory flows from the U.S. continent, the Philippines and other parts of Asia and the Pacific. This paper analyses the narratives of different managers and workers within seed production companies in order to understand perceptions of gendering and racialisation within employment practices. In contrast to multinational seed company rhetoric that claims that the industry creates local jobs, the research finds that seed production in Hawai'i relies substantially on an imported workforce significantly segmented on the basis of national origin, race and gender. Seed production exemplifies ongoing trends within U.S.-dominated corporate agriculture: management ranks continue to over-represent white men, while field work continues to rely on migrantised, gender differentiated labour. The research thus provides further empirical evidence suggesting that lower paid, feminised migrant labour is key to the functioning of transnational corporate agriculture (Barrientos et al 2004; Barrientos 2014; Sachs and Alston 2010). The paper's original contribution concerns new information about the gendered dynamics of labour and work-based migration within an understudied dimension of global supply chains (seeds and agrichemicals). The paper is based on PhD research on the intersectional politics of gender, food and farming across three islands (O'ahu, Hawai'i Island and Kauai). The larger project interrogates the extent to which so-called alternative farming practices actually provide greater social well-being as proponents often claim, using multi-sited ethnographic methods to analyse different kinds of agriculture from a gendered perspective.

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Keywords: Agriculture; Phillipines; Hawaii; Seed and Agrochemical Production; Global Production Networks; Gender, Race and Labour

## **SENSE OF PLACE OF FEMALE MYANMAR MIGRANT WORKERS IN BANGKOK, THAILAND**

Tanaradee KHUMYA; Kasetsart University

The objective of this study is to examine sense of place and power geometry of female Myanmar migrant workers in Bangkok and to examine the relation between sense of place and power geometry with migrant workers' other characteristics.

This study is based on interviews with 10 Myanmar migrant workers, using snowball sampling. Ten Thai people were also interviewed, including employers, academics, and officers working with migrants, in order to examine attitudes, power relationships, reciprocities, and prejudices towards Myanmar migrant workers. The results show that all of the migrant workers moved to Thailand illegally, via brokers. Thus, at the beginning of their stay in Thailand, all migrant workers lived in Thailand without any legal documents.

Thailand, in migrant workers' opinion, is a place with 'fun, convenience, beauty, wealth'. Access to information technology via mobile phones allows them to build a new sense of place that shrinks the distance between their home villages and Thailand. New emotions and feelings, while maintaining the linkage between families, friends, and other people, help to reduce the tensions of migrant workers.

Regarding power geometry of Myanmar migrant workers, the power of Thai authorities has great influence on the migration process in Thailand. It seems to increase the power of brokers to recruit, arrange documents, and find jobs for migrant workers. This affects migrant workers, who are more likely to rely on informal supports either from brokers, relatives and friends in Thailand who are mainly from the same ethnic groups. However, growing sense of place toward Thailand, workplace, and home strengthens migrant workers' ability to continue their stay in Thailand for long periods although they face many difficulties with Thai laws and regulations and with the anti-migrant prejudices of Thai people.

Keywords: Gender, Myanmar, Migrant workers, Power, Sense of place

## **SEX TRAFFICKING WITHIN AND BETWEEN NATIONS**

Soweh Shiwonyui

Sex trafficking is the manipulation of women and children for forced sex work with national and across national borders. It is a modern day slavery and is the violation of basic human rights. It is characterized as the manipulation of human beings for the exchange of money. A number of women and children are trafficked within the country and across international boundaries for forced sex work. This paper is a research work on sex trafficking within and across nations and provides the statistics regarding the sex trafficking. This article exposes sex trafficking industry, history, the network of sex trafficking and solutions for overcoming this problem. By examining sex trafficking through a detailed research, this article proposes that awareness campaigns and legislation's are not the mere solutions for reducing sex trafficking, feminist organizations should also contribute their role in addressing this issue.

Keywords: SEX TRAFFICKING WITHIN AND BETWEEN NATIONS

## **SOCIAL DETERMINANTS OF GENDER SEGREGATION IN INDIAN INDUSTRIES: INDIA AND THE ANDHRA PRADESH CASE**

Jihye Kim; University of Manchester

Wendy Olsen; University of Manchester

Sex segregation has long been associated with lower female wages compared with men in India. This paper uses national and state-level Indian survey data to tease out what factors are associated with women being in more male-dominated industries, or moving toward a lower level of sex-segregation, especially in new information-technology industries, from 2005 to 2012.

Certain social determinants have driven female workers into feminised industrial sectors in India. The situation has not improved much among women who have a principal occupation. The data set shows strong patterns using linear regression with the male-prevalence in an industrial sector (e.g. agriculture, chemicals etc.) as the outcome.

We estimated male workers' proportion in each industry at each time point. Family background, education and social class affect whether women choose male- or female-dominated industries, reflecting social and industrial change between in 2005/6 and 2011/12. Workers from female-headed households behave differently from the others, leading us both to confirm the effects of patriarchal social structure in India and to explore the issue of women's husbands migrating away from their household.

We then compare the results for a state with a changing industrial landscape. Andhra Pradesh had a rapid growth of 'cyber-industry'. Taking AP as the whole of the current 2 states, AP and Telangana we find the following at state level. Where higher female labour force participation exists compared to other states there is strong sex segregation. However the rate of masculinization of the cyberindustry, located within other services grouping, is slower in AP than in India as a whole. Based on these aggregate results we assess whether AP is more progressive in the role women play in these workplaces.

Keywords: employment, sex segregation, India, gender

## **SOCIAL DISADVANTAGE AND CHILD HEALTH AMONG CHINA'S RURAL-URBAN MIGRANT HOUSEHOLDS**

Yana Rodgers; Rutgers University

Carl Lin; Bucknell University

This study uses migrant household survey data from 2008 and 2009 to examine how social disadvantage among rural-urban migrant households affects the nutritional status of children who migrate with their parents and those who are left behind. Results indicate that China's hukou system of household registration – designed to limit domestic migration flows by denying public services in cities to residents with rural hukou – has a negative and statistically significant effect on children's weight-for-age Z-scores, even after controlling for a full set of socioeconomic status indicators and household characteristics. The hukou effect does not impact children's height-for-age Z-scores (an indicator of longer-term nutritional status), suggesting that rural-urban households are resilient in the longer term. Tests for gender-based discrimination indicate that children in female-headed households do not appear to suffer from any nutritional penalty relative to children in households headed by men, while girl children do exhibit lower HAZ and WAZ scores compared to boy children.

Keywords: China, son preference, discrimination, migration, nutrition, children

## **SUPPORT FOR FEMALE VICTIMS OF DOMESTIC VIOLENCE IN MIYAGI PREFECTURE, JAPAN AFTER THE GREAT EAST JAPAN EARTHQUAKE**

Mariko OGAWA; Otsuma Women's University, Japan Society for the Promotion of Science

More than 5 years have passed since the Great East Japan Earthquake, and although grasping the actual situation of the disaster-stricken area remains difficult, it is apparent that many women continue to suffer from difficulties related to the rebuilding process. Therefore, the aim of the present study was to clarify the actual state of support for victims of domestic violence in City A in Miyagi Prefecture, Japan, in order to promote the establishment of a more effective support system. I conducted interviews with municipal officials, women's shelters, and related organizations from 2013 to 2016 in disaster-stricken areas to investigate how women are supported at the time of and following a disaster. An increased incidence of reports of domestic violence was found in disaster-stricken areas, and some of these cases involved higher

levels of abuse. Immediately after the disaster, the women's shelter in the disaster-stricken area and National Women's Shelter Net took advantage of a nationwide network by dispatching support staff to many disaster-stricken areas and providing more consultation, protection, and support for victims. At the same time, the women's shelter was engaged in domestic violence-related enlightenment activities, such as abuse awareness, prevention, and training, for citizen, staff, and local officials from not only the central disaster-stricken areas, but also the surrounding rural and coastal areas. These activities have been ongoing since the disaster.

These efforts have enabled battered women who had been left isolated by the earthquake in disaster-stricken areas to gain access to support. In one municipality (City A), a support system for domestic violence victims that was under construction before the earthquake was finally completed after a brief disaster-related interruption. Thereafter, it became known among relevant organizations. On the other hand, cooperation between the women's shelter and the local government after the earthquake became polarized in some areas.

Women's shelters require ongoing support to effectively help victims of domestic violence, and thus cooperation from related organizations is indispensable. In a future study, I would like to assess both the current and future situations of disaster-stricken areas through an examination of support systems for victims of domestic violence.

Keywords: Female Support System, Victims, Domestic Violence, Disaster

## **TEACHER GENDER, STUDENT GENDER, AND PRIMARY SCHOOL ACHIEVEMENT: EVIDENCE FROM TEN FRANCOPHONE AFRICAN COUNTRIES**

Jieun Lee; Korea University

Dong-Eun Rhee; Korea University

Robert Rudolf; Korea University

Using an exceptionally rich dataset comprising over 1,800 primary schools and nearly 40,000 students from ten francophone Sub-Saharan African countries, this study analyzes the relationship between teacher gender, student gender, and student achievement in mathematics and reading. Findings indicate that being taught by a female teacher increases academic achievements and that both performance and subject appreciation rise when taught by a same-gender teacher. Traditional academic gender stereotypes are prevalent among both male and female teachers. Our findings suggest that hiring more female teachers in Western and Central Africa can reduce educational gender gaps without hurting boys.

Keywords: Student-teacher gender interaction, Educational quality, Primary education, Sub-Saharan Africa, PASEC.

## **TESTING THE DISCRIMINATION HYPOTHESIS FOR FEMALE SELF EMPLOYMENT MIGRANTS IN THE UK**

Christina Constantinidis; University of Luxembourg

Denise Fletcher; University of Luxembourg

Majlinda Joxhe; University of Luxembourg

Since the beginning of the 1990s, the total net migration to the United Kingdom has been positive increasing from 77,000 in 1994 to 332,000 in 2015 and reaching its highest ever-recorded figure in the first two quarters of 2015. Moreover, in 2015, nearly half of the growth in employment was accounted for by foreign nationals. The large majority of long-term immigrants decide to move in the UK for reasons related to work (almost 300,000 migrants in 2015) and formal study (almost 200,000 migrants in 2015). Despite their important contribution to the economy and labour market dynamics, migrants constitute a disadvantaged group on the labour market, as they continue to face structural barriers and discrimination in salaried employment. The situation of women migrants in salaried employment is even more problematic as they experience a double penalty in terms of wages (as women and as migrants). The wage gap can be partly explained by the human capital theory, revealing individual differences in terms of education, experience, language or other skills, and partly determined by occupational and job segregation leading female migrants to occupy lower segments of



the market and holding higher domestic responsibilities. Spatial determinants of the wage inequality have also been identified. The remaining wage gap, after controlling for different variables, is considered to be due to direct discrimination on the salaried labor market. Studies have shown that job segregation, wage discrimination or limited access to the paid labour market are some of the factors pushing migrants to choose self-employment. But what happens in terms of the gender earnings gap when migrants enter self-employment? Very few studies inquire into the earnings gap of self-employment migrants from a gender investigation perspective. Is self-employment a means of financial and economic empowerment for women? Does the gender gap disappear or at least decrease due to the absence of employer's direct discrimination and women's opportunity to make their own decisions about their businesses and earnings? Or is self-employment just an alternative route for women in the workplace? Does the gender gap remains, due to the persistence of individual differences between men and women (human capital theory), occupational segregation and structural barriers in self-employment? In our study, we propose a comparative analysis of migrants in both sectors (employment and self-employment) exploring the gender earning discrimination hypothesis. Using individual micro data from the British Household Panel Survey (1991-2008), we estimate wage equations for employed and self-employed migrants and find that, contrary to our expectations, the average earnings gap in self-employment is almost double compared to the employment sector. This finding reveals that self-employment leads migrant women to an even more precarious and vulnerable position in terms of financial means and economic power. In addition, we explore the determinants of these gaps using the econometric procedure of the decomposition (the Blinder-Oaxaca) model. We find that the variables that explain the gender gap in the employment sector are mostly observable individual characteristics like education or migration duration, confirming the human capital theory, whereas in the self-employment sector, this gap is more due to unobservable individual characteristics. Through our work, we show that including the gender perspective into migration analysis has implications for policy makers enabling them to evaluate these processes from a more social (rather than individualistic) dimension.

Keywords: Self-employment, Discrimination hypothesis, Gender, Migration, Decomposition model, United Kingdom

## **THE 'BUSINESS CASE' FOR GENDER EQUALITY IN THE SCOTTISH LABOUR MARKET: IS IT WORKING?**

Emily Thomson; GCU

In Scotland, policy discourse on gender equality has moved from one which emphasises 'equal opportunities' and notions of fairness and equal treatment to the promotion of a 'business case' for gender equality. The business case focuses on the pecuniary and efficiency benefits that can accrue to firms by means of employment practices and opportunities that enhance women's participation in paid labour, which in turn are argued to enhance profit for individual firms and GDP growth in the wider economy. This is a clear divergence from the traditional rationale of corporate social responsibility; that the firm has a moral obligation to self-regulate and work towards the ethical values and norms of the society in which it operates, and therefore could be argued to represent a regressive shift towards marketization at the expense of social justice concerns. The notion that a firm that self regulates to achieve greater gender equality will gain competitive advantage is underpinned by the self-interested, utility-maximising model that is synonymous with mainstream economics. Similarly, the business case has been espoused by many large multinational corporations but the academic evidence for the existence of profit-based incentives for firms to take action on gender inequality is mixed. The effectiveness of promoting the business case as an incentive to voluntary action on the part of employers rests heavily on the extent to which employers are 'convinced' of the business case. However, there is no evidence to indicate whether employers are in fact motivated to take action based on business case arguments.

This paper aims to review the evidence of a business case for gender equality and assess its value in achieving gender equality from a feminist economics perspective. It also aims to fill an existing 'knowledge gap' by exploring the perceptions of a group of employers in Scotland and the extent to which their actions on gender equality, where taken, are motivated by profit maximisation/cost minimisation.

Keywords: business case, labor markets, gender equality

## **THE CHALLENGES TO UNDERSTANDING THE CONCRETE AND THE ABSTRACT WITHIN SUBJECTIVE MEASURES OF EMPOWERMENT: THE CASE OF EXTREMELY AND MODERATELY POOR WOMEN IN COLOMBIA AND PERU**

Susana Martinez Restrepo; Fedesarrollo

Another way of looking at women's empowerment is through subjective well-being and its relationship to psychological empowerment. Subjective well-being refers to the evaluation people make of their lives and includes pleasant emotions, fulfilment, and life satisfaction (Diener and Biswas-Diener, 2002). Psychological empowerment is one facet of subjective well-being since it involves people's beliefs about whether they have the resources, energy, competence, and freedom to accomplish their goals (Diener and Biswas-Diener, 2002) to attain the life they value (Sen, 1999).

In this Think Piece we discuss our experience implementing subjective dimensions of empowerment such as household decision making, autonomy, and freedom of choice and wellbeing, among women under poverty in Colombia and Peru. Furthermore, based on Sen (1985, 1999), Ibrahim and Alkire (2007), and Samman and Santos (2009), we used and piloted the widely used "staircase of freedom. The two cases used to discuss the use of subjective dimensions include: 1) The impact evaluation of Red Unidos, the Colombian strategy to eradicate extreme poverty, and 2) The impact evaluation of the Pilot Savings Program (PSP) among beneficiary households of the Conditional Cash Transfer Program (CCTP) "JUNTOS" in Peru. For both evaluations, we used mixed methods and triangulated the responses obtained from the questionnaires, the focus groups, and the interviews.

First, we found that women living in poverty with low levels of education do not clearly understand subjective measures of well-being, including abstract concepts of freedom, freedom of choice, and freedom in decision making for major and minor purchases.

Second, we suggest that these instruments do not necessarily work for women experiencing poverty and with low levels of education in Latin America. We discuss the difficulty we had applying questionnaires containing measures of subjective well-being and using the staircase as a way for women to define their degree of freedom to choose. Because they defined their goals and values in terms of concrete objects (having a house, repairing the house, getting more training) women found it difficult to understand abstract questions around values. We conclude that due to the difficulty women had understanding abstract ideas, these instruments should not be used, or should be used very carefully, among vulnerable women. We suggest that questionnaires and qualitative methods need to include concrete objects, actions, or situations in the process of studying empowerment.

Third, we show that decision-making power over household purchases is not necessarily a good proxy for empowerment. Evidence suggests nevertheless that not all decisions have the same weight on women's economic empowerment. Kabeer (1999) shows for example that there is a hierarchy in decision making. Only strategic decision making or first order choices that can have as consequence changing women's prior situation or additional empowerment can count as proxies. In this sense, most of us researchers are wrongly using household decision making as a proxy of women's economic empowerment.

This Think piece helps to enrich the ongoing debate about which are the best ways to measure women's empowerment. As researchers who have gone into the field and analyzed the data, we provide evidence about the challenges we found to implementing specific instruments commonly used to capture subjective dimensions of empowerment. We do not mean to suggest that subjective measures of women's empowerment never work.

Rather, this evidence points to the fact that it is necessary to contextualize instruments taking into consideration the culture, the education level, the poverty condition and the intersectionalities of women being surveyed. Decontextualized instruments may deeply affect and bias the results.

Keywords: Subjective measures, Economic Empowerment, Decision Making, Wellbeing

## **THE ECONOMIC GENDER GAP AND THE POLITICAL GENDER GAP: IMPLICATIONS FOR PATH DEPENDENCY IN GENDER INEQUALITY AND SUSTAINABLE GROWTH**

A few recent empirical studies point to a link between gender inequalities in the labor market and the care economy on the one hand, the gendered voting patterns on the other (Inglehart and Norris 2000; Ilkcaracan 2012 and 2014). This paper aims to explore the nature of such a hypothetical association between what we call the economic gender gap and the political gender gap. The analytical framework adopted follows after Ilkcaracan (2012 and 2014) who suggests a two-way causality between the two types of gender gaps studying the Turkish case. The preliminary analysis of voting behavior in Turkey by these studies point to higher propensity of women homemakers to vote conservative, and by contrast lower propensity of employed women to do so (Ilkcaracan 2014). Although women's low levels of labor market activity may seem like the result of a strong patriarchal tradition (typical of the MENA region), through reverse causality low female labor market activity supports conservative political parties creating vicious cycles through a series of adverse path dependencies including popular support of conservative gender policies.

Our empirical analysis is based on data from Turkey, a country with extremely low levels of female labor force participation despite substantial economic growth in the past half century, a highly familialized care regime, and a rise of political Islam in the recent decade and a half with significant support from women. We utilize a unique dataset that has detailed information on voting behavior, voter demographics, province-level location, labor force participation and a range of social and cultural attitudes. We combine this dataset with province-level sectoral employment and production information compiled by the TurkStat. The latter information enables capturing of local labor demand shocks, and the former allows for testing the effects of these shocks on female labor force participation and voting behavior. In particular, we test whether in regions with relatively low demand-pull for female labor women have a higher probability to choose more conservative parties from a gender perspective.

Keywords: political voting behavior, labor market status, Turkey

## **THE EFFECT OF GOVERNMENT POLICY ON WOMEN'S ACCESS TO DECENT AND GOOD QUALITY JOBS IN THE CARE ECONOMY IN KENYA**

Rosemary Atieno; University of Nairobi

Access to decent and productive work is an important contributor towards the achievement of gender equality and the empowerment of women and girls. This is because of impact of employment on income. Women's right to decent work as well as to full and productive employment is among the driving factors to women's economic empowerment and is a critical means of implementing Sustainable Development Goal 5. The achievement of SDG 5 targets, like among other things, recognizing and valuing unpaid care and domestic work through the provision of public services is important for women's empowerment. Due to various factors, women's participation in the labour market is often concentrated in low quality work while their contribution in the care economy is often not recognised or valued in national statistics. While existing statistics tend to show that women's participation in the labour market has increased, a critical analysis however shows that most are engaged in precarious and flexible employment opportunities and also account for majority of those in the unemployed family work category.

As an effort to improve access of women to decent jobs and increase their participation in employment and income earning opportunities, the government has undertaken targeted measures to recognize, reduce and redistribute women's disproportionate burden of unpaid care and domestic work, through flexibility in working arrangements without reductions in labour and social protections. At the same time measure to increase access to employment by women have been initiated. The government has therefore taken measures in the last five years to realise the achievement of these goals. This paper uses secondary data to analyse and discuss the effect of these initiatives on women's access to and the nature of their participation in the labour market. It further addresses the question of the extent to which the government initiatives have contributed to recognition and valuation of women's work in the care economy.

Keywords: women, decent jobs, care work, unpaid work

## **THE EFFECT OF FEMALE LABOR SUPPLY ON VOTE CHOICE**

Li-Ju Chen, University of Taipei

Some scholars argue that female voters are likely to be biased against female candidates due to gender stereotypes. It may be the obligation to provide for the family making women to participate in the labor market and seek politicians to deal with their concerns. Given that female politicians are shown to represent the interests of women to a greater extent than male politicians, this paper attempts to investigate the influence of rising female labor force participation on female candidates' electoral outcomes in Taiwan. Moreover, foreign domestic workers are taken as an instrument for female labor force participation rate to address the endogenous problem. The results show that more women enter the labor market results in more votes gained by female candidates, which is likely to be caused by the supply of foreign domestic workers, but not other types of labors.

Keywords: female labor supply, foreign domestic worker, gender preference, vote choice.

## **THE GENDER DYNAMICS OF EMPLOYMENT GENERATION AND GROWTH IN A GLOBALIZING WORLD**

Stephanie Seguino; University of Vermont

Some of the gains in employment for women, in both developed and developing countries, have come as men's employment has declined, rendering the shift in women's work roles gender conflictive. For growth to be inclusive, gains for women should not come at the expense of men. At the same time, there is evidence of defeminization of industrial employment in the context of premature deindustrialization in developing countries.

The paper will have three parts. First, we will empirically chart out these changing dynamics, differentiating between growth that is driven by demand and inclusive (in the sense that both women and men experience improved employment prospects), versus the gender conflictive (whereby one gender gains at the expense of the other) of growth regimes based on deflationary macro policy or supply-side structural reforms. The key focus will be on developing countries, and drawing out the weakening links between growth, structural transformation, trade and other macro-level policies, on the one hand, and the shift of labor into higher productivity (and paid) work. Where data are available, particular attention will be given to these trends in sub-Saharan African economies.

Second, we will report estimations of gender differences in growth elasticities of employment and correlate these elasticities to economic structure. Third, we will econometrically evaluate the determinants of relative female employment as well as male and female employment.

Keywords: gender, employment, job segregation, developing countries, economic structure

## **THE IMPACT OF CHILDREN ON THE TYPES OF HOUSEHOLD INVESTMENT HOLDINGS: EVIDENCE FROM CHINESE HOUSEHOLD PANEL SURVEYS (2010-2014)**

Lina Song; The University of Nottingham

Using the Chinese Family Panel Survey (CFPS) of 2010-14, we investigate whether children's gender and age affect household investment holdings. We classify household investment holdings into three categories: investments in financial products; second homes; and business investment.

The key hypothesis we test are as follows: (1) whether the age and gender composition of children affect parents' investment decision making; (2) whether mother's bargaining power affects household investment choices; (3) whether young adult sons are still financially supported by parents because they are regarded as the family heir.

Methodologically, we use Working-Leser expenditure functions to identify the effect of household population composition by sex and age on changes in investment holdings of the three types. The analytical focus highlights the role of gender on household investment decision making, bargaining power and whether China still adheres to a pro-son biased asset beneficiary system.

Keywords: household investment, pro-son asset allocation, female bargaining power

## **THE IMPACT OF MOTHERS' INTERNET USE ON HOUSEHOLD EDUCATION EXPENDITURE:EVIDENCE FROM CHINA FAMILY PANEL STUDIES**

PO YANG; Peking University

YING XU; Peking University

An abundance of literature have paid attention to household education expenditure, an essential component of human capital investment, and analyzed associated factors to explain why different families made different amount of education investment. Nowadays the development of Internet has gradually changed human behavior and Internet plays a more and more important role in everyday life. Hence this study made a further analysis about the impact of Internet use on household education expenditure in China and contributed a discussion about potential channels of such impact. Also we exclusively focused on mothers' Internet behavior because most mothers take the main responsibility of children's compulsory education in China while few researches have mentioned it.

Drawing on the data of 2014 from China Family Panel Studies, we use propensity score matching to control for self-selection into different Internet behavior groups and obtain the following findings. Firstly, family's education expenditure is 16.9% higher if its mother uses Internet. Secondly, such beneficial effects of Internet use only apply to urban families. Unfortunately, education expenditure attained by rural children and migrant children is not influenced by mothers' internet use. Thirdly, when it comes to different types of education investment, mother's Internet use has a positive effect on after-school education expenditure while its impact on children's living expenses is insignificant. Empirical evidence also proved that Internet's advantages in lessening transaction cost, eliminating information asymmetry and strengthening social contact are three vital impact channels of Internet use on household education expenditure.

Keywords: Internet use, household education expenditure, migrant children, information asymmetry

## **THE MEASUREMENT OF TIME AND CONSUMPTION POVERTY IN TANZANIA**

Ajit Zacharias; Levy Economics Institute of Bard College

Thomas Masterson; Levy Economics Institute of Bard College

Fernando Rios-Avila; Levy Economics Institute of Bard College

Kijong Kim; Levy Economics Institute of Bard College

Tamar Khitarishvili; Levy Economics Institute of Bard College

This study presents the application to the case of Tanzania of a methodology for a two-dimensional poverty measure that takes both necessary consumption as well as the required household production needed to achieve a minimum living standard into account. The official poverty lines in Tanzania and other countries assume that all households and individuals have enough time to adequately attend to the needs of household members. However, some individuals may not have sufficient time and they thus experience "time deficits." If a household experiencing a time deficit cannot afford to cover it by buying market substitutes (e.g., hiring a care provider), that household will enjoy a standard of living below that supposedly reflected in the official poverty measures. We show results of our estimates of the Levy Institute Measure of Time and Consumption Poverty (LIMTCP) for working individuals in Tanzania, as well as the results of an employment simulation for individuals in poor households.

Keywords: Measurement of Poverty, Household Production, Time Poverty, Poverty Alleviation

## **THE RELATION BETWEEN GENDER-GAP AND ECONOMIC GROWTH: USING A PANEL-VAR APPROACH**

Sanika Ramanayake; Indira Gandhi Institute of Development Research

This paper investigates empirically the effects of exports growth and gender-gap on economic growth and output. The differential impact of Gender Gap is established by comparing 3 different samples comprising of OECD countries, developing countries, and a combination of South Asian and South East Asian countries

respectively. The Granger causality test shows that there exists a unidirectional long-run relationship from gender gap to economic growth and output. According to the panel data estimations, policies promoting equity will boost economic growth for the developing countries including the South Asian and South East Asian countries. For the same countries, the panel VAR analysis shows that increase in equality will not only have positive effect on output in the short run, but also in the long run. However, for the OECD countries the long-run relation between gender-gap and economic growth and output is ambiguous and reducing gap can even negatively affect growth in OECD countries. Furthermore, consistent with literature, results emphasize that export growth has a significant positive impact on economic growth for all samples.

Keywords: Gender-gap, Export growth, Economic growth, OECD countries, Developing countries, South Asia and South East Asia

## **THE ROLE OF LEGISLATIVE IN GENDER INEQUALITIES AGAINST IRAN'S WOMEN**

Nahid Naseri

mehran sohrabi; ardebil bar association

During the history, due to the patriarchal system, women have always been under discrimination and oppression, and only through rising of the Industrial Revolution and modern age, women have achieved the opportunity of rethinking and reviewing their position in society and family. Male superiority and female inferiority is an undeniable fact, which we are facing on it in Iran. Women are in lower social which has defined by family, community attitudes and gender stereotypes. The present paper is an inquiry into the Role of Legislative in gender Inequalities Against Iran's Women. Among other factors such as social, economic, cultural and political, the following factors are fueled on gender inequality and have the most impact on the continuation of the current situation: (1) the religion of the majority of members of parliament as well as the low number of female members of parliament and (2) legislation that originated from Sharia and Fiqh sources and rulings of Islamic scholars and jurists. Considering the religious, legal and social barriers, and in order to improve the current situation, some solutions are presented. This paper is organized in two parts. The first part deals with history and evolutions of feminism and another part states the major factors which have influence on these inequalities at the age of multipolar world.

Keywords: Gender Inequalities, Religion, Legislative

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Keywords: Gender Inequalities, Religion, Legislative

## **TIME POVERTY OF MALE AND FEMALE WORKERS AND PUBLIC POLICIES IN URBAN CHINA**

Liangshu Qi; Tsinghua University

Xiao-yuan DONG; University of Winnipeg, Canada

Using synthetic data from the 2008 China Time Use Survey and the 2008 China Household Income Project, this paper estimates time-poverty rates and compares the profiles of time poor male and female workers in urban China. In line with previous research, time poverty is defined as a lack of enough time for rest and leisure. Three time-poverty measures are adopted. The analysis shows that time poverty has strong gender and income dimensions. Other things being equal, time poverty is more prevalent among female and low-paid workers, especially those who are married and living with young children and/or the elderly and in the counties with higher overtime-work rates and lower minimum wage standards. Compared to male workers, female workers have higher time-poverty rates, and are less affected by being low-paid but more affected by having children. This paper stresses the importance of investing in reproductive sphere in society and calls for a comprehensive approach to address time poverty.

Keywords: Time poverty, gender, low-paid workers, unpaid care work, China

### **TIME USE PATTERNS OF MARRIED WOMEN IN TURKEY**

Ozge Ozay; FSU

Turkey has the highest gender participation gap in formal labor market among OECD countries. At the same time, Turkish women's unpaid household work time is one of the highest among OECD countries. Using data from the 2014-2015 Turkish Time-Use Survey (TUS), this study explores the determinants of unpaid household work time of married women belonging to different household income categories. TUS 2014-2015 provides time-use data for 25,109 individuals aged 10 and above living in 9,073 households. Specifically, the paper aims to investigate the different nature of interactions among time resources, income resources and unpaid household work for married women in low income, middle income and high-income households. Following this aim, the paper will first describe the patterns of overall time use of the women in these income categories and then study the variations among them. The time shortage that these women face will likely to be very different according to the income category that they belong to. Research findings can be useful in terms of designing particular policies serving to the needs of women in the specific income category.

Keywords: Time-use research, care work, unpaid work, economic class

### **TOWARDS A 'DOUBLE BOON': COMPARATIVE PERSPECTIVES FROM INDIA, NEPAL, TANZANIA AND RWANDA**

Deeptha Chopra; Institute of Development Studies

This paper will present a comparison of some of the key factors that shape the dual engagement in unpaid care work and paid work of women from low income households. In doing so, the paper will shed light on the effects of a 'double burden' on women and their families, and an analysis of how this double burden can be turned into a 'double boon' – i.e. women undertaking paid work that is empowering for them; as well as being provided with support for their care responsibilities.

Drawing from the findings of the GrOW supported Balancing unpaid care work and paid work: successes, challenges and lessons for WEE programmes and policies' research project, this paper will present the comparative picture of our findings from four countries: India and Nepal in South Asia, and Tanzania and Rwanda in Sub Saharan Africa. It will firstly examine the prevailing forms of the social organization of care within households, subsequently showing a) the ways in which these arrangements change as a result of women's engagement in paid work; and b) how the nature of paid work is shaped by these existing care arrangements. Subsequently, the paper will present the outcomes of combining paid work with unpaid care work, depicting the overwhelming 'imbalance' in women's lives, the concomitant strategies that women deploy to 'cope', and the resultant depletions on women themselves, as well as their families, especially children.

The focus of the paper will thereafter shift to examine how these women can move from this abysmal situation towards a 'double boon' – i.e. engage in paid work that is empowering, and be supported for their care work responsibilities. In order to do this, the paper draws out factors that have shaped differential outcomes for women – some of whom have been able to move a little bit towards a 'double boon' as compared to their peers. While acknowledging and depicting the seriousness of the existing situation and its negative effects on women and their families, the paper hopes to examine and highlight aspects that can make a positive difference in women's lives and in their empowerment. In doing so, an ecological model is used – starting from personal factors, to familial, community and environmental factors. In examining these factors, the role of women's economic empowerment (WEE) programmes in terms of altering their design and their implementation towards a more care-sensitive approach, is presented.

Keywords: Unpaid care work; women's economic empowerment; double boon

## **TOWARDS A POSTHUMANIST ECONOMICS: THE END OF SELF-POSSESSION AND THE DISAPPEARANCE OF HOMO OECONOMICUS**

Karin Schoenpflug; University of Vienna

Christine Klapeer; University of Bayreuth

This paper builds on the work of feminist economists and the many others who are questioning the current paradigms in mainstream economic models concerning value and accounting, unpaid reproduction and the organization of wealth, distribution and production. Also, relying on the work of ecofeminist and posthumanist thinkers who are questioning the anthropocentric postulate in modern science which positions men at the center of all scientific modelling and with inspiration from feminist utopian thinkers this paper proposes ideas of a posthumanist economics abolishing the idea of the autonomous and self-possessing individuals, nation states and private households. Instead we have set up an economic model founded on the active connectedness of all life, including human and non-human animals, plants and other life-forms.

Keywords: posthumanist economics, feminist economics, self-ownership, property, utopia, homo oeconomicus, alternatives

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Karin Schoenpflug; University of Vienna

Christine Klapeer; University of Bayreuth

This paper builds on the work of feminist economists and the many others who are questioning the current paradigms in mainstream economic models concerning value and accounting, unpaid reproduction and the organization of wealth, distribution and production. Also, relying on the work of ecofeminist and posthumanist thinkers who are questioning the anthropocentric postulate in modern science which positions men at the center of all scientific modelling and with inspiration from feminist utopian thinkers this paper proposes ideas of a posthumanist economics abolishing the idea of the autonomous and self-possessing individuals, nation states and private households. Instead we have set up an economic model founded on the active connectedness of all life, including human and non-human animals, plants and other life-forms.

Keywords: posthumanist economics, feminist economics, self-ownership, property, utopia, homo oeconomicus, alternatives

Keywords: posthumanist economics, feminist economics, self-ownership, property, utopia, homo oeconomicus, alternatives



## **TOWARDS GENDER RESPONSIVE PUBLIC SERVICES: WOMEN'S EXPERIENCE OF PUBLIC TRANSPORT AND HOW TAX JUSTICE CAN IMPROVE IT**

Wangari Kinoti

It is now widely accepted that the lack of quality, affordable and gender-responsive public services not only contributes to women's lack of safety in urban areas, but severely limits their ability to fully enjoy their socio-economic rights. Coming out of our Safe Cities for Women campaign, ActionAid's three-part series of global reports titled *Women and the City* consistently identified the improvement of urban infrastructure and the provision of public services, in a way that responds to the needs of women and girls, as crucial to protecting their right to freedom of movement and expression in urban spaces.

Safe public transportation systems are a necessary prerequisite for women and girls to be able to exercise their right to freedom of movement and their right to enjoy and use their cities' services without the threat of exclusion, sexual violence or harassment. In November 2016, ActionAid launched *Freedom to Move*, new research looking at women's experience of public transport in three major cities: Dhaka (Bangladesh), Abuja (Nigeria) and São Paulo (Brazil) and how lost tax revenues can pay to improve it.

We focused on bus services as they were the most readily comparable component of public transport. The research identified five key barriers to gender-responsive transport: (1) inappropriate design (2) lack of safety (3) unaffordability (4) poor quality and inadequate vehicles (5) weak or absent legal and policy frameworks. We then estimated what it would cost to improve some of these aspects. For example, we found that the Dhaka authorities would need to spend US \$209, 000, 000 to purchase an estimated 3000 new buses needed to meet the demands of that city. It would cost \$1, 500, 000 to fit every bus in the city with two security cameras. We also found that the Bangladesh government loses approximately \$ 85, 000, 000 from just one clause in their tax treaties through which their right to collect tax dividends from overseas companies is severely restricted. Similarly, Abuja would need to spend \$54, 000, 000 to purchase the 600 buses needed to meet the demand there, a fraction of the 209 billion of Nigeria forfeits annually in tax incentives for foreign companies. It would cost the Brazilian government \$4 per person to provide LED street lighting covering 24 kilometres in the poor Sao Paulo neighbourhood of Heliopolis.

This paper will share and analyse the key findings of the this report, expounding on a few case studies and making recommendations on the steps needed not only to tackle the five issues identified as key barriers to gender-responsive public transport, but to promote an interlinked approach and feminist analysis in addressing the wider issue of tax justice as central to the delivery of rights for women and girls. It will contribute to the on going discourse on a diversity of women's economic justice issues including that around the structural causes of violence against women, women's labour rights, access to decent work, and the care economy.

Keywords: gender-responsive public services, public transport, tax justice, safe cities, violence against women, economic justice

## **UNDERSTANDING RECENT TRENDS IN FEMALE LABOR FORCE PARTICIPATION: MICRO EVIDENCE FROM EIGHT DEVELOPING AND EMERGING ECONOMIES**

Manuel Santos Silva; University of Goettingen

Although there was substantial progress in recent years in reducing gender inequalities in education attainment in developing countries, the hope that this would automatically imply similarly fast-paced reductions in gender inequalities in the labor market did not materialize. We investigate one feature of the labor market for which progress towards gender parity has been heterogeneous across countries and time periods: labor force participation. In particular, we seek to explain the changes (or lack thereof) in labor force participation for urban married women of several developing and emerging economies, using large household and labor force surveys. We apply the empirical framework as Klasen and Pieters (2015), who try to make sense of the stagnation of female labor force participation in urban India since the 1980s. This unified empirical framework allows for comparative analyses across time and space. The countries we study are Bangladesh, Bolivia, Brazil, Jordan, Rwanda, South Africa, Uganda, and Vietnam. The time period covered is roughly from 1995 to 2014. Focusing on married women, instead of all working age women, allows us to

assess the impact of variables beyond the woman's control, such as husband's income, education, and occupation. Additionally, the role of the woman's individual characteristics (e.g., education, ethnicity, number of children) is investigated. Given the high level of sectoral and occupational segregation by gender in all countries studied, a particular important determinant of labor force participation is the existence, at the regional labor market, of jobs deemed "acceptable" for married women. Thus, the share of local employment in traditionally female intensive sectors (e.g., white-collar services) enters our empirical model as a measure of labor demand effects at the regional level. Following Klasen and Pieters (2015), we decompose the change (or lack thereof) in female labor force participation rates over time into explained and unexplained components, where the former is the component predicted by changes in the covariates over time and the latter is the component resulting from changes in unobservables and coefficients. Preliminary results suggest a rich variety of experiences across the different countries. For example, while rising female education levels are a relatively common feature for all countries considered, their effect on female labor supply is not uniform: for example, whereas in Brazil and South Africa there is a linear relationship between education attainment and labor force participation, with higher levels of complete schooling translating into higher probabilities of joining the labor force, in Jordan (similarly to the Indian case described by Klasen and Pieters (2015)), the relationship between female education and labor force participation is U-shaped: women at the ends of the distribution (the poorly educated and the highly educated) have much higher participation rates than those in between those ends. Moreover, whereas the average marginal effects of increased education seem to be dissipating over time for some countries, for Jordan, the U-shaped relationship became stronger over time. Results of this sort highlight the need to understand how roles, norms, and standard socio-economic characteristics interact in the determination of gendered labor market outcomes.

Keywords: female labor force participation; gender; labor markets; development

## **UNDERSTANDING THE QUALITY OF LIFE OF YOUNG WOMEN : FOCUSING ON SELF-ESTEEM AND THE FEAR OF VIOLENCE.**

Tomoko Nakahara; Kobe University

In Japan from the late 1990s through to the early 2000s issues of 'inequality' and 'poverty' came to prominence and, especially after the 2008 Global Financial Crisis, have been seen as serious social problems. The issue of women's poverty however, continues to be marginalized and in particular the situation of women as part of a household, has attracted little interest. Women who are part of a household either through living with their parent(s) or who are married, are not regarded as having any need for social support.

There is a tendency to believe that women living in households are 'dependents' either of their parents or husbands. A typical example is that married women are not included in the definition of 'freeters' (non-regular worker) contained in the Japanese government's employment policy. When we look at household resources it is not always the case, as is assumed in economic theory that they are shared evenly with all household members, because the interests of each members differ.

For this study, I used a website survey to understand the living conditions of young women who have secondary education or less. They are not seen as a focus in youth employment support policies or in social policies to promote women's participation and advancement to managerial positions in the workplace, despite their extremely high rate of non-regular employment. The survey was conducted in April 2014 of 1,000 women and 1,000 men between the ages of 15 - 34 years. We conducted a follow-up survey on them with additional questions in November 2016.

Using the follow-up survey results I have identified the following three points and examine them from a gender perspective:

- (1) Is there a relationship between the household type and violence?
- (2) Is the experience of violence related to fear of violence?
- (3) Does the level of income, networks external to the household and violence affect the level of self-esteem?

Keywords: self-esteem, fear of violence, income, network

## **WAGE STRUCTURE AND GENDER EARNINGS DIFFERENTIALS IN CHINA AND INDIA**

Jong-Wha Lee; Korea University

Dainn Wie; National Graduate Institute for Policy S

This study analyzes how changes in overall wage inequality and gender-specific factors affected the gender wage gap in Chinese and Indian urban labor markets in the 1990s and 2000s. Analysis of micro data present that contrasting evolutionary patterns in gender wage gap emerged over the period, showing a widened wage gap in China but a dramatically reduced gap in India. In both countries, female workers' increased skill levels contributed to reducing the gender wage gap. However, increases in observed prices of education and experience worked unfavorably for high-skilled women, counterbalancing their improvement in labor market qualifications. Decomposition analyses show that China's widened gap was attributable to gender-specific factors such as deteriorated observable and unobservable labor market qualifications and increased discrimination, especially against low- and middle-skilled female workers. For India, gender-specific factors and relatively high wage gains of low- and middle-skilled workers reduced the male-female wage gap.

Keywords: gender earnings differential, wage inequality, skill premium, China, India

## **WHAT'S FEMINIST ABOUT FEMINIST ECONOMICS?**

Sheba Tejani; New School for Social Research

What distinguishes feminist economic research as feminist? Is it the employment of feminist methodological approaches? Is it "seeing" women rather than assuming economic subjects are neutral or is it the consideration of topics and sites of analyses that are deemed relevant for women? This paper attempts to understand what feminist economists 'do' by analyzing the research methodologies of articles published in the journal *Feminist Economics* over a 20 year period- from its inception in 1995 to 2015. Using a tiered classification scheme, articles are categorized according to whether they are empirical, theoretical or historical in orientation and into further sub-categories within each group. Overall, though feminist economic methodology has emphasized the importance of contextual, historical, reflexive and qualitative methods that attenuate power differences between the researcher and researched, feminist economic research shows a heavy empirical and quantitative tilt in the second decade of the life of the journal along with much less emphasis on theoretical and conceptual issues and on questions of economic methodology. The paper attempts to contextualize and conjecture on the reason for and direction of these changes. On the other hand, feminist economic research through its consideration of gender dynamics and impacts within the household, the market and in public policy has engaged with topics and questions that are important to reveal and redress persistent inequalities in society.

Keywords: feminist, methodology, economic

## **WHITE PATRIARCHY IN PEACE STUDIES: INVESTIGATIONS FROM A UNIVERSITY OF THE UNITED NATIONS**

Kevin Kester

Peace and conflict studies (PACS) higher education is a blossoming field. Literature (both conceptual and conjectural) and research (theoretical and empirical) has proliferated in recent decades. This paper details case findings from an ethnographic study with university-based PACS educators completed at one University of The United Nations in 2015. The six-month ethnography involved document analysis, participant observation, and semi-structured interviews with 25 peace scholars and 108 postgraduate students. Data was thematically coded and analyzed using concepts from social reproduction and critical race theories. This paper outlines the study and explores the theme of White patriarchy that emerged from data. Findings point toward social and cultural reproduction through White patriarchy in the curriculum, classroom, and pedagogy at the institution. The paper concludes with a discussion of implications concerning the presence of poststructural violence within subjectivities, classrooms, and the institution, and calls for further research into the contested role of peacebuilding education in social transformation.

Keywords: United Nations; Peace studies; White patriarchy; Poststructural violence; Post-liberal peace pedagogy; Ethnographic case study

## **WHO COMES TO KOREA? EDUCATIONAL SELF-SELECTION AND LABOR MARKET PARTICIPATION OF BRIDAL IMMIGRANT WOMEN IN SOUTH KOREA**

Yunsun Huh; University of Wisconsin-Whitewater

Sunjoo Cho; Korean Women's Development Institute

This paper examines the educational self-selection of bridal immigrant women to South Korea across 6 main countries of origin and analyzes determinants of the labor market participation of bridal immigrant women. Utilizing the Korean Multicultural Family Survey 2015 data and Barro\_Lee World Educational Attainment 2013, it compares the educational attainment difference between immigrants and non-migrants who remain in the source country. Results demonstrate that all bridal immigrants are more educated than their home country counterparts across all immigrant groups (positive selection), except those from Western countries. While educational differences between bridal immigrants and their home country counterparts across all immigrant groups have lessened over time, Vietnamese bridal women show the highest educational attainment relative to their home country population across all immigrant groups. Preliminary regression results indicate household income is a main influence on the labor market participation of bridal immigrants.

Keywords: Self-selection of Bridal Immigrants, Immigrants to South Korea, Educational Selectivity, Economics of Gender, Immigrant Worker.

## **WOMEN'S CHOICES AND PERCEPTIONS RELATING TO CHILDCARE: A VIEW FROM INDIA**

Anoushaka Chandrashekar, IFMR LEAD

No abstract.

## **WOMEN'S LAND RIGHTS, RURAL SOCIAL MOVEMENTS, AND THE STATE IN THE 21ST CENTURY LATIN AMERICAN AGRARIAN REFORMS**

Carmen Diana Deere; University of Florida

This paper addresses the disjuncture between women's formal land rights and their attaining these in practice, examining the four agrarian reforms carried out by progressive governments after 2000 in Bolivia, Brazil, Ecuador and Venezuela. It finds that while all four strengthened women's formal land rights, only the reforms in Bolivia and Brazil resulted in a significant share and number of female beneficiaries. In both countries, strong national level rural women's movements were the main advocates behind women's land rights in a context where they formed part of the coalition that brought these regimes to power. In Bolivia, women have benefited principally through joint titling of land to couples in the country's massive land regularization program. Brazil's reform has been the most redistributionary, and women have benefited through the priority given to female household heads as well as the mandatory joint allocation of land to couples in the agrarian reform settlements.

Keywords: land, property

## **WOMEN'S PARTICIPATION IN THE LABOUR MARKET AROUND THE WORLD: TRADE-OFF BETWEEN PREFERENCES, GENDER NORMS AND SOCIO-ECONOMIC CONSTRAINTS**

Stefan Kuehn; International Labour Organization

Sheena Yoon; International Labour Organization

The significantly lower labour market participation rate of women is to a larger extent driven by institutionalized gender bias and discrimination, which shifts the balance between personal preferences, socio-economic constraints and gender norm conformity towards less participation for women. For instance,

a recent study focusing on European countries [Christiansen, L. E., 2016. Individual Choice or Policies? Drivers of Female Employment in Europe. International Monetary Fund.] reveals that the attitude of women on working outside the household is a strong predictor of their employment, but also that socio-economic constraints such as education, children, income or tax systems additionally play a significant role. Globally, countries with very low or high per-capita income tend to have higher female participation rates, indicating the importance of economic necessity as a driver for participation in poor countries.

This paper estimates the probability for a women to participate in the labour market by using survey data and taking relevant interaction terms into account. It expands the literature in two important dimensions. First, by using the 2016 Gallup World Poll, an immensely rich dataset covering 149,000 adults in 142 countries, this is to our knowledge the first paper to study the labour force participation of women across all income and cultural groups. Second, it utilizes new indicators of personal preferences, societal gender norms and socio-economic constraints developed by the International Labour Organization (ILO) and administered in the survey to specifically capture the three driving influences on women's participation.

The paper finds that women facing more traditional gender norms in their environment have lower labour force participation. Specifically, these are women in relationships or in rural communities, in households whose members lack acceptability for women working outside the home, and of certain religion or cultural groups. Contrastingly, the preference for paid work by women significantly increases their participation rate, the more so when household members also show acceptance for women working outside the home. Interestingly, the paper discovers that the marginal positive impact of preferences on participation is larger for women that a priori face more constraining gender norms. Either women who have a preference for work might face less restrictive gender norms than indicated by available control variables, or they lean strongly against the wind.

The paper identifies a whole range of socio-economic constraints affecting women's decision to participate in the labour force. First and foremost, women in households facing difficulties to provide for food and shelter participate more despite their personal preferences and the gender norms they face. Additionally, women's perception of their own labour market opportunities as well as their optimism in life influences their decision to participate. Furthermore, abuse, harassment or discrimination as well as the lack of transportation has a severe negative impact in developing and emerging countries. Higher education tends to be related to higher participation, although this is both likely due to the higher economic benefits of work arising with education and the multidimensional gender norms women face that enables their pursuit for higher education. Despite the higher burden of childcare that falls on women, their labour force participation rate when having children is only slightly lower than without, highlighting the double burden of both paid and unpaid work that many women bear.

To conclude, this paper quantifies the trade-offs between personal preferences, socio-economic inequalities and gender norms that shape women's decision to participate in the labour market. These findings contribute a multidimensional analysis for policy makers to better identify the policy levers needed to be pulled in order to achieve targets that are most relevant today.

Keywords: Female labour market participation, Survey data, gender norms, economic constraints

## **WOMEN'S ECONOMIC EMPOWERMENT IN VIETNAM: PERFORMANCE AND CONSTRAINTS OF FEMALE-OWNED MICRO ENTERPRISES**

Minh-Tam Bui; Srinakharinwirot University Chompoonuh Kosalakorn Permpoonwivat; Srinakharinwirot University

Over the last three decades, Vietnam has achieved considerable and significant success in economic development since the country embarked on the "doi moi" process in 1986. The contribution of private enterprises has also been enormous through the transition from to a market oriented economy. Along this development path, gender equality issues are frequently discussed, to ensure that both men and women are both benefited from fruits of economic growth. Women contribute to the economy by participating in the labour force not only through wage employment but also through their own-account work, business development and entrepreneurship, not to mention their unpaid domestic work. In particular, it is suggested

that female-owned enterprises can play a significant role during the process of economic development by promoting economic growth, creating job and alleviating poverty.

In Vietnam, on one hand, it is evidenced that women who own SMEs are more likely than men who own similar firms to provide employees with fringe benefits such as annual leave, social benefits, and health insurance (Rand & Tarp, 2011). On the other hand, women are more likely to experience higher rates of unemployment and to have vulnerable forms of employment such as self-employment in both the formal and informal sectors (World Bank, 2011). In this aspect, this research aims to examine the performance of female-owned firms in Vietnam with a special focus on micro, small and medium enterprises (MSMEs) to measure any performance gap in comparison to similar male-owned firms. The objective is to determine the causes for the encouraging (or discouraging) performance by identifying the opportunities or constraints that female-owned MSME are facing. First, this study explore who are female-owned enterprises. Second, it provides a thorough analysis on firms performance with various indicators including sales, profit margin, employment growth, exports, productivity and efficiency. Third, disaggregate data also allows us to look into specific industry classifications that female-owned firms operate as well as the labour/capital intensity of their firms. Finally, we look at the correlation between those constrains to firms' performance through appropriate econometric methods.

We use an excellent data on the small and medium enterprise survey (SME survey) in Vietnam. There are of 2,649 formal and informal micro, small, and medium enterprises in a survey in 2013 engaged in the private manufacturing sector in nine provinces of Vietnam. Information from the database is very rich and detailed allowing researchers to conduct disaggregated analysis in various aspects such as form of ownership, legal status, formal/informal sectors, business activity, firm size, and firm's phase of activity. The dataset also provide supplementary information on the characteristics of firm owners/managers and economic accounts of firms closely linked to the main dataset. In addition, current analyses on female entrepreneurship often use data from the Vietnam Labour Force Surveys (LFS) or Vietnam Household Living Standards Survey (VHLSS) and thus consider employers and own-account workers as proxy for entrepreneurs. The data offered by the Project can identify exactly size and types of business establishments.

This type of research is also important for future policy response and design. Since the research can capture the different constraints that women business owners face in the business environment as well as effects of those constraints on their business performance, policy response and regulations can be designed in an appropriate and specific manner to tackle the constraints to ensure that women business owners get the necessary support to promote their business and to ensure that policies and laws do not hamper enterprise growth for women. In other cases, institutional support and networking can be also provided to facilitate women entrepreneurs' access to production resources.

Keywords:

## **WOMEN'S EMPOWERMENT AND LIFE SATISFACTION: EVIDENCE FROM RURAL BANGLADESH**

Uma Kambhampati; University of Reading

We examine the relationship between life satisfaction (LS) and empowerment in different aspects of life in rural Bangladesh with a focus on gender. The data comes from a recent household survey covering all districts, which has detailed socio-economic information on co-resident married men and women employed in agriculture which facilitates construction of a multidimensional empowerment index, namely, the Women's Empowerment in Agriculture Index. Ordered probit estimates of LS function shows a positive and significant correlation between empowerment and well-being independent of household income and influences of other correlates of well-being. The empowerment effect is not driven by religion or location-specific unobserved gender norms: the effect is significant among Muslims as well as Hindus and is robust to controls for household fixed effects. In addition, we find women to be more satisfied with life compared to men even after controlling for differences in empowerment, income, and other socio-demographic, economic, health and geographical factors. We explore this puzzle in terms of gender differences in the empowerment-LS gradient. Analysis of disaggregated data on empowerment reveals that relative to men, women draw less satisfaction from the input in production decision and use of borrowed money but more from membership in groups. The

gender gap in LS therefore partly arises owing to the fact that men and women differ in the way they draw satisfaction from different domains of empowerment.

Keywords: Subjective Well-being; Happiness; Poverty; Multidimensional empowerment index; Bangladesh

## **WORK-LIFE ISSUES OF WOMEN EXPATRIATES: CASE STUDIES**

Mina Lee; Xavier University

Cieri (2009:195) identifies three main problems of women expats: 1) environmental discrimination, 2) organizational biases, and 3) individual or personal factors. Previous expat studies consistently report that the spouse's inability to adjust (a personal factor) is one of most significant reasons for expat failure. On top of the personal factor, women expats need to deal with two more problems. The challenges to manage work-life balance for women expats is not ignorable. Only few studies (See Jane, Olga, and Mary, 2006) have examined this work-life balance for women expat so far.

While Guthrie, Ash, and Stevens (2003) show women own personalities that are appropriate for international assignments, the women expats are relatively hard to find (Adler, 2002). According to Caligiuri et al. (1999), only 12-15% of the expats are women. The relatively small number of women expats makes it difficult to examine their issues. Due to this constraint, we use case studies to understand the work-life issues of women expats. In this study, we interview Korean women expats with respect to their experiences of 1) environmental discrimination, 2) organizational biases, and 3) individual or personal factors.

Keywords: women expats; work-life issues

## **WOULD GENDER INEQUALITY BE DECREASED IN A MULTIPOLAR WORLD?**

Mitra Naseri, International Integrity Institute of Iran

In a Multipolar World, where the sources of power in policy, economy, education and culture are diverse, the gender inequality would be decreased during the time. When we compare the gender inequality in the national level, we would see such trend in their communities. In the countries that are ruling by one leader, one group or always by a party, where democracy is weak, the rulers will focus on one sex in different sectors, and one sex would be rendered in favor of opposite sex in that field. For example, jobs in education before university would be occupied by women more than men, but in the higher education, men are involved more than women. Such countries would need more military forces, mainly occupied by men. In fact men are more important in dictatorship countries. In a global level also such trend is seen. When the world is monopolar, the policymakers always must be ready for controlling social and political tensions, so countries will need strong armies and war weapons for controlling other countries, and their nations as well. In the contrary, in a multipolar world, less military power is needed. Trade would be the major Issue between countries and trade is a field that both sexes are involved in it. In the other hand, In a multipolar world, interchanging between cultures would be higher and people can communicate more. This would lead to better knowledge about the rights of each sex and eventually will decrease gender inequality. Also the industry of tourism will be developed in such world which would be created many jobs, occupied by both genders.

In this paper, comparison between a multipolar and a nonmultipolar world are suggested. Their advantages and disadvantages in national level and international level are discussed.

Keywords: Democracy, nonmultipolar world