

Women And The Economy Family Work And Pay

Getting the books **women and the economy family work and pay** now is not type of challenging means. You could not forlorn going next books increase or library or borrowing from your associates to entrance them. This is an categorically simple means to specifically get guide by on-line. This online broadcast women and the economy family work and pay can be one of the options to accompany you similar to having extra time.

It will not waste your time. tolerate me, the e-book will definitely space you additional situation to read. Just invest tiny epoch to edit this on-line proclamation **women and the economy family work and pay** as competently as evaluation them wherever you are now.

Women, Work, and the Economy: Macroeconomic Gains from Gender Equity - Ms. Katrin Elborgh-Woytek 2013-09-20

The proposed SDN discusses the specific macro-critical aspects of women's participation in the labor market and the constraints that prevent women from developing their full economic potential. Building on earlier Fund analysis, work undertaken by other organizations and academic research, the SDN presents possible policies to overcome these obstacles in different types of countries.

The Second Shift - Arlie Hochschild 2012-01-31

An updated edition of a standard in its field that remains relevant more than thirty years after its original publication. Over thirty years ago, sociologist and University of California, Berkeley professor Arlie Hochschild set off a tidal wave of conversation and controversy with her bestselling book, *The Second Shift*. Hochschild's examination of life in dual-career households finds that, factoring in paid work, child care, and housework, working mothers put in one month of labor more than their spouses do every year. Updated for a workforce that is now half female, this edition cites a range of updated studies and statistics, with an afterword from Hochschild that addresses how far working mothers have come since the book's first publication, and how much farther we all still must go.

Women Workers in the Industrial Revolution - Ivy Pinchbeck 2013-10-08

First Published in 2004. Routledge is an imprint of Taylor & Francis, an informa company.

Gender, Family and Economy - Rae Lesser Blumberg 1991

The 'triple overlap' refers to the link between gender stratification, the household and economic variables. In this volume, leading sociologists examine this overlap as a totality, providing theoretical concepts and new research on how the triple overlap works, both inside the family and within the broader context of society. Their competing conceptions of the interrelationship of gender, family and economy are bolstered by empirical papers which raise questions of culture, class and race within the contexts of both the developed and developing worlds. Six of the articles in this volume were previously published as a Special Issue of *Journal of Family Issues*.

Women, Work and Family - Louise A. Tilly 2016-03-30

First published in 1987. Routledge is an imprint of Taylor & Francis, an informa company.

Class Struggle Or Family Struggle? - Seung-kyung Kim 1997-06-28

This ethnography examines the lives of young female factory workers in the Masan Free Export Zone of South Korea.

An Intimate Economy - Alexandra J. Finley 2020-07-06

Alexandra Finley adds crucial new dimensions to the boisterous debate over the relationship between slavery and capitalism by placing women's labor at the center of the antebellum slave trade, focusing particularly on slave traders' ability to profit from enslaved women's domestic, reproductive, and sexual labor. The slave market infiltrated every aspect of southern society, including the most personal spaces of the household, the body, and the self. Finley shows how women's work was necessary to the functioning of the slave trade, and thus to the spread of slavery to the Lower South, the expansion of cotton production, and the profits accompanying both of these markets. Through the personal histories of four enslaved women, Finley explores the intangible costs of the slave market, moving beyond ledgers, bills of sales, and statements of profit and loss to consider the often incalculable but nevertheless invaluable place of

women's emotional, sexual, and domestic labor in the economy. The details of these women's lives reveal the complex intersections of economy, race, and family at the heart of antebellum society.

Women's Paid and Unpaid Labor - Nona Yetta Glazer 1993

Providing an original look at twentieth-century service occupations, Nona Y. Glazer offers an innovative interpretation of how managers reduce labor costs by shifting labor for paid women workers to women as family members. She critically examines the past and present practices of retailing and health service occupations as a way to better understand the deskilling, speed-ups, and job consolidation of nurses, salesclerks, and cashiers. Glazer calls the shifting of tasks from paid to unpaid labor the work transfer, one of the many mechanisms that managers used to change the labor process in service jobs. She maintains that these shifts in labor costs increase profit margins in a capitalistic economy that demands such increases. Drawing on social history, economics, interviews with health service workers, union newsletter accounts, and advertisements in mass market magazines and retail trade journals, this book affords new insights into how the hidden work of women is structured by changes in paid labor. Nona Y. Glazer is Professor of Sociology and Women's Studies at Portland State University and the editor of *Woman in a Man-Made World* and *New Family/Old Family*.

Women, Work, and Life Cycle in a Medieval Economy - P. J. P. Goldberg 1992

A study of the relationship between women's economic opportunity and marriage in the 14th and 15th centuries, this explores the role of women in the economy and the part that marriage played in their lives. The book is based on a study of York and Yorkshire.

Family Leave Policy - Steven K. Wisensale 2001

Explores the formulation, implementation and evaluation of US family leave policy. This study identifies economic and social forces that affect both the family and the workplace, and examines how the political system, in particular, has responded to changes through various policy initiatives.

Unfinished Business - Anne-Marie Slaughter 2015-09-29

Includes a new afterword by the author • "Slaughter's gift for illuminating large issues through everyday human stories is what makes this book so necessary for anyone who wants to be both a leader at work and a fully engaged parent at home."—Arianna Huffington NAMED ONE OF THE BEST BOOKS OF THE YEAR BY THE WASHINGTON POST, NPR, AND THE ECONOMIST When Anne-Marie Slaughter accepted her dream job as the first female director of policy planning at the U.S. State Department in 2009, she was confident she could juggle the demands of her position in Washington, D.C., with the responsibilities of her family life in suburban New Jersey. Her husband and two young sons encouraged her to pursue the job; she had a tremendously supportive boss, Secretary of State Hillary Clinton; and she had been moving up on a high-profile career track since law school. But then life intervened. Parenting needs caused her to make a decision to leave the State Department and return to an academic career that gave her more time for her family. The reactions to her choice to leave Washington because of her kids led her to question the feminist narrative she grew up with. Her subsequent article for *The Atlantic*, "Why Women Still Can't Have It All," created a firestorm, sparked intense national debate, and became one of the most-read pieces in the magazine's history. Since that time, Anne-Marie Slaughter has pushed forward, breaking free of her long-standing assumptions about work, life, and family. Though many solutions have been proposed for how women can continue to break the glass ceiling or rise above the "motherhood penalty," women at the top

and the bottom of the income scale are further and further apart. Now, in her refreshing and forthright voice, Anne-Marie Slaughter returns with her vision for what true equality between men and women really means, and how we can get there. She uncovers the missing piece of the puzzle, presenting a new focus that can reunite the women's movement and provide a common banner under which both men and women can advance and thrive. With moving personal stories, individual action plans, and a broad outline for change, Anne-Marie Slaughter reveals a future in which all of us can finally finish the business of equality for women and men, work and family. "I'm confident that you will be left with Anne-Marie's hope and optimism that we can change our points of view and policies so that both men and women can fully participate in their families and use their full talents on the job."—Hillary Rodham Clinton

Women, Business and the Law 2021 - World Bank 2021-04-05

Women, Business and the Law 2021 is the seventh in a series of annual studies measuring the laws and regulations that affect women's economic opportunity in 190 economies. The project presents eight indicators structured around women's interactions with the law as they move through their lives and careers: Mobility, Workplace, Pay, Marriage, Parenthood, Entrepreneurship, Assets, and Pension. This year's report updates all indicators as of October 1, 2020 and builds evidence of the links between legal gender equality and women's economic inclusion. By examining the economic decisions women make throughout their working lives, as well as the pace of reform over the past 50 years, Women, Business and the Law 2021 makes an important contribution to research and policy discussions about the state of women's economic empowerment. Prepared during a global pandemic that threatens progress toward gender equality, this edition also includes important findings on government responses to COVID-19 and pilot research related to childcare and women's access to justice.

The Double X Economy - Linda Scott 2020-07-21

Winner of the 2020 Porchlight Business Book of the Year Award One of The Guardian's Best Books of 2020. Finalist for the 2020 Royal Science Society Book Prize and the 2020 Porchlight Business Book Awards. Longlisted for the 2020 Financial Times & McKinsey Business Book of the Year "Linda Scott shines a light on women's essential and often invisible contributions to our global economy—while combining insight, analysis, and interdisciplinary data to make a compelling and actionable case for unleashing women's economic power." —Melinda Gates, author of *The Moment of Lift: How Empowering Women Changes the World* A leading thinker's groundbreaking examination of women's economic empowerment Linda Scott coined the phrase "Double X Economy" to address the systemic exclusion of women from the world financial order. In *The Double X Economy*, Scott argues on the strength of hard data and on-the-ground experience that removing those barriers to women's success is a win for everyone, regardless of gender. Scott opens our eyes to the myriad economic injustices that constrain women throughout the world: fathers buying and selling daughters against their will; husbands burning brides whose dowries have been spent; men appropriating women's earnings and widows' land; banks discriminating against women applying for loans; corporations paying women less than men; men treating women as their intellectual inferiors due to primitive notions of female brain development; governments depriving women of affordable childcare; and so much more. As Scott takes us from the streets of Accra, where sex trafficking is widespread, to American business schools, where women are routinely patronized, the pervasiveness of the Double X Economy becomes glaringly obvious. But Scott believes that this rampant problem can be solved. She proposes concrete actions and urges her readers to rise up and join the global movement for women's economic empowerment that is gaining momentum by the day.

Women and Economics - Charlotte Perkins Gilman 1966

This classic of feminist theory relates the evolution of women's economic reliance on men and the system's deleterious effects on both sexes. A landmark treatise in the struggle for gender equality.

The Economic Emergence of Women - B. Bergmann 2005-09-16

This new edition of a classic feminist book explains how one of the great historical revolutions - the ongoing movement toward equality between the sexes - has come about. Its origins are to be found, not in changing ideas, but in the economic developments that have made women's labour too valuable to be spent exclusively in domestic pursuits. The revolution is unfinished; new arrangements are needed to fight still-prevalent discrimination in the workplace, to achieve a more just sharing of housework and childcare

between women and men, and, with the weakening of the institution of marriage, to re-erect a firm economic basis for the raising of children.

Women, Work, and Politics - Torben Iversen 2010-01-01

This book presents an original and groundbreaking approach to gender inequality. Looking at women's power in the home, in the workplace, and in politics from a political economy perspective, the authors demonstrate that equality is tied to demand for women's labor outside the home, which is a function of structural, political, and institutional conditions.--[book jacket].

Women and the Economy - Saul D Hoffman 2015-11-24

This textbook presents a comprehensive economic analysis of women's issues and the economic factors that have changed their lives, from marriage and fertility to work and pay. Hoffman and Averett examine topics such as gender wage differentials, changes in marriage markets and fertility, and the rise of women's labour force activity. It also includes coverage of a wide range of policy issues, from taxes to family policy to microlending. Examples are combined with formal analysis, to give students a firm understanding of this area of economics. This textbook will be invaluable for undergraduate and postgraduate students of economics, development and women's studies. The level of economic analysis is suitable for students with basic economics knowledge.

Why Gender Matters in Economics - Mukesh Eswaran 2020-05-26

An economic way of thinking about the gender issues confronting women around the world Gender matters in economics—for even with today's technology, fertility choices, market opportunities, and improved social norms, economic outcomes for women remain markedly worse than for men. Drawing on insights from feminism, postmodernism, psychology, evolutionary biology, Marxism, and politics, this textbook provides a rigorous economic look at issues confronting women throughout the world—including nonmarket scenarios, such as marriage, family, fertility choice, and bargaining within households, as well as market areas, like those pertaining to labor and credit markets and globalization. Mukesh Eswaran examines how women's behavioral responses in economic situations and their bargaining power within the household differ from those of men. Eswaran then delves into the far-reaching consequences of these differences in both market and nonmarket domains. The author considers how women may be discriminated against in labor and credit markets, how their family and market circumstances interact, and how globalization has influenced their lives. Eswaran also investigates how women have been empowered through access to education, credit, healthcare, and birth control; changes in ownership laws; the acquisition of suffrage; and political representation. Throughout, Eswaran applies sound economic analysis and new modeling approaches, and each chapter concludes with exercises and discussion questions. This textbook gives readers the necessary tools for thinking about gender from an economic perspective. Addresses economic issues for women throughout the world, in both developed and developing countries Looks at both market and nonmarket domains Requires only a background in basic economic principles Includes the most recent research on the economics of gender in a range of areas Concludes each chapter with exercises and discussion questions

The Economics of Women, Men, and Work - Francine D. Blau 1986

This book introduces readers to the findings of research on women, men, and work in the labor market and household. The Third Edition has been expanded and updated to reflect recent changes in the labor market and the family. All data have been revised and references have been updated to consider the most recent research on each subject covered.

Women, Work and Care in the Asia-Pacific - Marian Baird 2017-01-20

This book provides a comparative analysis of the social, economic, industrial and migration dynamics that structure women's paid work and unpaid care work experience in the Asia-Pacific region. Each country-focused chapter examines the formal and informal ways in which work and care are managed, the changing institutional landscape, gender relations and fertility concerns, employer and trade union responses and the challenges policy makers face and the consequences of their decisions for working women. By covering the entire region, including Australia and New Zealand, the book highlights the way different national work and care regimes are linked through migration, with wealthier countries looking to their poorer neighbours for alternative sources of labour. In addition, the book contributes to debates about the barriers to women's participation in the workforce, the valuation of unpaid care, the gender wage gap, social protection and

labour regulation for migrant workers and gender relations in developing Asia.

International Development - Bruce Currie-Alder 2014

A central premise is that an objective and universally-accepted measure of “success” in development and paths to it does not exist.

Women's Work and the Family Economy in Historical Perspective - Pat Hudson 1990

What is Work? - Raffaella Sarti 2018-09-21

Every society throughout history has defined what counts as work and what doesn't. And more often than not, those lines of demarcation are inextricable from considerations of gender. *What Is Work?* offers a multi-disciplinary approach to understanding labor within the highly gendered realm of household economies. Drawing from scholarship on gender history, economic sociology, family history, civil law, and feminist economics, these essays explore the changing and often contested boundaries between what was and is considered work in different Euro-American contexts over several centuries, with an eye to the ambiguities and biases that have shaped mainstream conceptions of work across all social sectors.

Global Women's Work - Beth English 2018-12-07

This volume considers how women are shaping the global economic landscape through their labor, activism, and multiple discourses about work. Bringing together an interdisciplinary group of international scholars, the book offers a gendered examination of work in the global economy and analyses the effects of the 2008 downturn on women's labor force participation and workplace activism. The book addresses three key themes: exploitation versus opportunity; women's agency within the context of changing economic options; and women's negotiations and renegotiations of unpaid social reproductive labor. This uniquely interdisciplinary and comparative analysis will be crucial reading for anyone with an interest in gender and the post-crisis world.

Households, Employment, and Gender - Paula England 1986-01-01

During the twentieth century arrangements governing love, work, and their routinization in households and employment underwent a transformation. During this period women gained employment opportunities. This reduced sex differentiation, but did not equalize the roles or power of men and women. The goal of this book is to describe the trends and patterns that remain constant amidst the change, and to provide an integrated framework for understanding them. The authors focus on a three-tier level of integration that is not available in other studies of this kind. First, they combine the topics of households and employment, showing similarities and causal links between household and employment arrangements. Second, a conceptual framework is provided that gives attention to both individuals' choices and to the structural constraints that limit available options. Finally, an integration of economic and sociological views of employment, demographic behavior, and other household behavior is examined. By using both individual and structural views, Paula England and George Farkas provide an overview of this coupling. This work is unique in that it draws from both economics and sociology and from demographers in both disciplines. *Households, Employment, and Gender* is an analytic synthesis for scholars and an invaluable sourcebook for classes on gender, labor, the family, social demography, economics, and economic sociology.

Unpaid Work and the Economy - Antonella Picchio 2005-08-02

In economics, the voluntary sector is surprisingly understudied. In order to fully understand economics, unpaid and voluntary work needs to be taken into account and afforded the same status as paid activities. This book constitutes a rigorous economic analysis with special emphasis on gender issues and covers every conceivable angle of unpaid work and all its ramifications for the modern economy. The unified vision offered by this group of leading contributors ensures this book is a work of excellent quality. There is every chance it will become a seminal study on unpaid work and as such will provide a useful reference for students and academics involved in gender studies, econometrics, and consumption studies.

Finding Time - Heather Boushey 2016-04-19

Employers demand more of employees' time while leaving the important things in life—health, family—for workers to take care of on their own time and dime. How can workers get ahead while making sure their families don't fall behind? Heather Boushey shows in detail that economic efficiency and equity do not have to be enemies.

Women and Economics Illustrated - Charlotte Perkins Gilman 2021-04-27

Startling in its observations and radical in its conclusions, this classic of women's rights literature, this work-by pioneering American feminist CHARLOTTE PERKINS GILMAN (1860-1935)-was a phenomenon when it was first published in 1898, and was eventually translated into in seven languages and reprinted around the world. From her characterization of women as virtual economic, social, and sexual slaves, dependent on men for everything from food to friendship to protection, to her call for women to free themselves from these shackles, *Women and Economics* electrified Victorian readers. It remains a foundational work of feminist theory, essential reading for anyone wishing to understand women's struggle for full and self-determined personhood.

Women and the Economy: A Reader - Ellen Mutari 2015-03-26

This reader is designed for use as a primary or supplementary text for courses on women's role in the economy. Both interdisciplinary and heterodox in its approach, it showcases feminist economic analyses that utilize insights from institutionalism as well as neoclassical economics. Including both classic and newer selections from a broad range of areas, each section includes an introduction with background material, as well as discussion questions, exercises, and lists of key terms and further readings.

Career and Family - Claudia Goldin 2021-10-12

"In *Career and Family*, Claudia Goldin builds on decades of complex research to examine the gender pay gap and the unequal distribution of labor between couples in the home. Goldin argues that although recent public and private discourse has brought these concerns to light, the actions taken-such as a single company slapped on the wrist or a few progressive leaders going on paternity leave-are the economic equivalent of tossing a band-aid to someone with cancer. These solutions, Goldin writes, treat the symptoms and not the disease of gender inequality in the workplace and economy. Goldin points to data that reveals how the pay gap widens further down the line in women's careers, about 10 to 15 years out, as opposed to those beginning careers after college. She examines five distinct groups of women over the course of the twentieth century: cohorts of women who differ in terms of career, job, marriage, and children, in approximated years of graduation-1900s, 1920s, 1950s, 1970s, and 1990s-based on various demographic, labor force, and occupational outcomes. The book argues that our entire economy is trapped in an old way of doing business; work structures have not adapted as more women enter the workforce. Gender equality in pay and equity in home and childcare labor are flip sides of the same issue, and Goldin frames both in the context of a serious empirical exploration that has not yet been put in a long-run historical context. *Career and Family* offers a deep look into census data, rich information about individual college graduates over their lifetimes, and various records and new sources of material to offer a new model to restructure the home and school systems that contribute to the gender pay gap and the quest for both family and career"--

The Economics of Women, Men, and Work - Francine D. Blau 2017-07-14

The Economics of Women, Men, and Work, Eighth Edition, is the most current and comprehensive source available for research, data, and analysis on women, gender, and economics. Blau, Ferber, and Winkler are widely known for their research and contributions on the study of the economics of gender. The eighth edition includes fully updated data and research, and analyzes the consequences of recent developments in the labor market for men and women. These developments include the declining gender wage gap, rising wage inequality, and the growing divide in labor market and family outcomes by educational attainment.

The Oxford Handbook of Women and the Economy - Susan L. Averett 2018-05-15

The transformation of women's lives over the past century is among the most significant and far-reaching of social and economic phenomena, affecting not only women but also their partners, children, and indeed nearly every person on the planet. In developed and developing countries alike, women are acquiring more education, marrying later, having fewer children, and spending a far greater amount of their adult lives in the labor force. Yet, because women remain the primary caregivers of children, issues such as work-life balance and the glass ceiling have given rise to critical policy discussions in the developed world. In developing countries, many women lack access to reproductive technology and are often relegated to jobs in the informal sector, where pay is variable and job security is weak. Considerable occupational segregation and stubborn gender pay gaps persist around the world. *The Oxford Handbook of Women and the Economy* is the first comprehensive collection of scholarly essays to address these issues using the

powerful framework of economics. Each chapter, written by an acknowledged expert or team of experts, reviews the key trends, surveys the relevant economic theory, and summarizes and critiques the empirical research literature. By providing a clear-eyed view of what we know, what we do not know, and what the critical unanswered questions are, this Handbook provides an invaluable and wide-ranging examination of the many changes that have occurred in women's economic lives.

Women and the Economy - Saul D. Hoffman 2021-03-11

An analysis of the enormous changes in women's economic lives around the world, from the family to the labour market. Hoffman and Averett examine topics such as the effect of rising women's wages and improved labour market opportunities on marriage, the ways in which more reliable contraception has shaped women's adult lives and careers, and the forces behind the phenomenal rise in women's labour force activity. This fourth edition includes brand new chapters on gender in economics and race and gender in the USA. It incorporates the latest research findings throughout, many of which are featured in helpful call-out boxes, and illustrated with new graphs and figures. This is invaluable reading for undergraduate and postgraduate students of economics, development and women's studies. The level of economic analysis is suitable for students with basic economics knowledge. New to this Edition: - New chapters on gender in economics and race and gender in economics - Fully updated with new data, policy examples and a new companion website with lecturer resources - Increased pedagogy, with over 30 new boxes

Women's Work and Chicano Families - Patricia Zavella 2018-03-15

At the time *Women's Work and Chicano Families: Cannery Workers of the Santa Clara Valley* was published, little research had been done on the relationship between the wage labor and household labor of Mexican American women. Drawing on revisionist social theories relating to Chicano family structure as well as on feminist theory, Patricia Zavella paints a compelling picture of the Chicano women who worked in northern California's fruit and vegetable canneries. Her book combines social history, shop floor ethnography, and in-depth interviews to explore the links between Chicano family life and gender inequality in the labor market.

Women of the Upper Class - Susan Ostrander 2010-06-18

Although these women are economically and socially powerful, they are for the most part unliberated.

Weaving Work and Motherhood - Anita Iltis Garey 1999

Garey focuses not on the corporate executives so often represented in ads but on the women in jobs that typify the majority of women's employment in the United States. Focusing on the health service industry Garey analyses what it means to be at once a mother who is employed and a worker with children. In the *WOMEN AND THE POLITICAL ECONOMY* series.

The End of Men - Hanna Rosin 2012-09-11

Essential reading for our times, as women are pulling together to demand their rights— A landmark portrait of women, men, and power in a transformed world. "Anchored by data and aromatized by anecdotes, [Rosin] concludes that women are gaining the upper hand." -The Washington Post Men have been the dominant sex since, well, the dawn of mankind. But Hanna Rosin was the first to notice that this long-held truth is, astonishingly, no longer true. Today, by almost every measure, women are no longer gaining on men: They have pulled decisively ahead. And "the end of men"—the title of Rosin's Atlantic cover story on the subject—has entered the lexicon as dramatically as Betty Friedan's "feminine mystique," Simone de Beauvoir's "second sex," Susan Faludi's "backlash," and Naomi Wolf's "beauty myth" once did.

In this landmark book, Rosin reveals how our current state of affairs is radically shifting the power dynamics between men and women at every level of society, with profound implications for marriage, sex, children, work, and more. With wide-ranging curiosity and insight unhampered by assumptions or ideology, Rosin shows how the radically different ways men and women today earn, learn, spend, couple up—even kill—has turned the big picture upside down. And in *The End of Men* she helps us see how, regardless of gender, we can adapt to the new reality and channel it for a better future.

Enhancing Women's Participation in Economic Development - 1994-01-01

Annotation Makes recommendations for removing the barriers women face in contributing to and benefiting from sustainable economic development. International experience has proved that support for a stronger role for women in society contributes to economic growth through improved child survival rates, better family health, and reduced fertility rates. Nevertheless, women still face many barriers in contributing to and benefiting from development. These include low investment in female education and health and restricted access to services and assets. This study highlights five areas that could help change this inequitable situation: education, health, wage labor, agriculture and natural resource management, and financial services. A gender and development strategy is suggested that would take into account the relative roles and responsibilities of women and men, implying that the actions and attitudes of men must change. The ideas presented in this paper are an example of the World Bank's commitment to mainstreaming gender concerns into its operations. Although significant steps have already been taken in this direction, there remains a long road ahead. Also available: French (ISBN 0-8213-3023-3) Stock No. 13023; Spanish (ISBN 0-8213-3024-1) Stock No. 13024.

Economic Restructuring and Family Well-being in Rural America - Kristin E. Smith 2011

"A compilation of policy-relevant research by a multidisciplinary group of scholars on the state of families in rural America in the twenty-first century. Examines the impact of economic restructuring on rural Americans and provides policy recommendations for addressing the challenges they face"--Provided by publisher.

Economic Gains From Gender Inclusion - Mr.Jonathan David Ostry 2018-10-08

While progress has been made in increasing female labor force participation (FLFP) in the last 20 years, large gaps remain. The latest Fund research shows that improving gender diversity can result in larger economic gains than previously thought. Indeed, gender diversity brings benefits all its own. Women bring new skills to the workplace. This may reflect social norms and their impact on upbringing and social interactions, or underlying differences in risk preference and response to incentives for example. As such, there is an economic benefit from diversity, that is from bringing women into the labor force, over and above the benefit resulting from more (male) workers. The study finds that male and female labor are imperfect substitutes in production, and therefore gender differences in the labor force matter. The results also imply that standard models, which ignore such differences, understate the favorable impact of gender inclusion on growth, and misattribute to technology a part of growth that is actually caused by women's participation. The study further suggests that narrowing gender gaps benefits both men and women, because of a boost to male wages from higher FLFP. The paper also examines the role of women in the process of sectoral reallocation from traditional agriculture to services and the resulting effect on productivity and growth. Because FLFP is relatively high in services, sectoral reallocation along development paths serves to boost gender parity and productivity.