



**LAWGEM**

Master's Study Program  
Law and Gender

# **GENDER AND LAW** *in PRACTICE and* **EDUCATION**



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Feminist Economics/Gender Economics,

*Gender Economics and Management*

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- Although all the authors agreed on the contents of the chapter, heading 5 (and the related sub-headings) is to be attributed to Francesca Costanza, who also coordinated the writing, heading 2 is attributable to Sofia Strid, headings 3 and 4 to Manuela Ortega Gil, heading 6 to Lydia Bares Lopez. Finally, headings 1 and 7 result from the joint efforts of all the authors.
- This presentation has been made by Manuela Ortega Gil.

# 1. INTRODUCTION

- It is important to know that:
  - Traditional macroeconomic analysis does not consider the gender perspective.
  - Feminist economics has predominantly been developed over the last 30 years.
  - Two major concerns are the gendered division of labour in the market economy and the gender distribution of unpaid work within the household (the time used in labour market, non-labour market and leisure time).
  - The main gender/economy indicators show significant gender differences from three perspectives: gender parity, gender equality and gender mainstreaming.
  - The factors influencing labour supply and demand are not homogeneous and vary significantly according to gender.
  - Digitalisation and the future labour market have a gender perspective.

# 1. INTRODUCTION

- It is important to know:
  - How the gender and management approach addresses gender equality and its relevance in modern management, encompassing a multidimensional notion of performance and considering both private and public management aspects.
  - The importance of intellectual property rights (patents) and the low visibility of women inventors in society.

## 2. FEMINIST ECONOMICS.

Feminist economics is:



The critical study of (mainstream) economics with a focus on gender inclusive of economics and economic policy analysis; it calls for an inclusive critical inquiry not only in terms of topics, but also in terms of who studies them.

## 2. FEMINIST ECONOMICS.

The Goals of feminist economics are:

- ❑ Bringing the household perspective (unpaid work/domestic labour) - back into the gender analysis of economics.
- ❑ Seeking to challenge notions of “work” and “production” based solely on public production and manufacturing.
- ❑ Rethinking the status of the different sorts of activities that occur within our economy.

## 2. FEMINIST ECONOMICS.

Points to highlight:

- ❑ Women continue to take more responsibility and put more time than men on unpaid housework and unpaid care work, regardless of being employed or not.
- ❑ Not only is the gendered division of unpaid work a problem in itself, but it also has a bearing on the labour market and women's participation therein.
- ❑ Economic models based on 'economic man' cannot incorporate, recognise or make visible gendered or intersectional inequalities, and without such recognition and visibility of multiple and complex gendered inequalities, policies to reduce them are bound to fail.
- ❑ To move forward, it is important to note that the objective of feminist economics is not to reject mainstream economic theory or economic practices, but rather to broaden them with the inclusion of gendered and intersectional perspectives.

# 3. INDICATORS OF GENDER (ECONOMIC PERSPECTIVE).

## Indicator

can be defined as an instrument that provides a measure of a concept, phenomenon, problem, or social fact

- ❑ Indicators are essential for the study and analysis of social phenomena.
- ❑ A gender indicator therefore is used to measure the state of women compared to men in different dimensions of people's lives related to gender equality in a region.



# 3. INDICATORS OF GENDER (ECONOMIC PERSPECTIVE).

These gender indicators could be grouped into three dimensions

## ***Gender equality.***

*Equal rights, responsibilities and opportunities of women and men and girls and boys*

## ***Gender parity.***

*The equal contribution of women and men to every dimension of life, whether private or public*

## ***Gender mainstreaming.***

*It involves the integration of a gender perspective into all public policy making process, regulatory measures, and spending programmes.*

# 3. INDICATORS OF GENDER (ECONOMIC PERSPECTIVE).

- **Main indicators of gender equality:** *Gender Equality Index (GEI); Gender Parity Index (GPI); Gender Inequality Index (GII); Global Gender Gap Index*
- **Main sources of data collecting gender indicators are:** *World Bank (WB), United Nations (UN), United Nations Educational, Scientific and Cultural Organization (UNESCO), European Statistics (Eurostat), European Institute for Gender Equality (EIGE), United Nations Development Programme (UNDP), UNESCO.*
- **Sustainable Development Goals and Gender Equality.** *The Agenda for Sustainable Development, which includes 17 Sustainable Development Goals (SDGs). The Goal 5 is “Achieve gender equality and empower all women and girls”.*

# 4. GENDER IN THE LABOUR MARKET.

Points to highlight:

- ❑ Labour market demand depends on market demand for goods and services, labour productivity and labour cost.
- ❑ Labour market is diverse and segmented, mainly by age, sex, education and training and citizenship.
- ❑ Many studies show that gender inequality exists. According to Eurostat, gender employment gap of European Union is still quite large (EU-28 average 11.4%).
- ❑ Labour market is immersed in a process of transformation caused by the introduction of the digital world into our everyday life, accelerated by the Covid-19 pandemic: during 2020, teleworking and online work patterns increased considerably.

# 4. GENDER IN THE LABOUR MARKET.

**Between the main factors causing unequal feminist socioeconomics in work and employment are<sup>(8,9)</sup>:**

- *persistent gender division of domestic and care work; interplay of workplace and household power relations shapes good/bad job segmentation,*
- *gendered wage practices target first and second earners,*
- *economic cycles (booms and busts) have gendered employment effects,*
- *occupational sex segregation, including feminised part-time work, influences the accompanying job design, career tracks and wage value,*
- *jobs associated with women ('women's work') are undervalued,*
- *sex discrimination by employers, co-workers and customers is shaped by powerful stereotypes about motherhood,*
- *different standards and gendered models of family support provision,*
- *occupational segregation, differences in academic specialization, difficulty in balancing work and household responsibilities, and wage discrimination.*

# 5. GENDER AND MANAGEMENT.

## Features of the Gender and Management analysis

Gender and Management Topics	PRIVATE ORGANIZATIONS	PUBLIC ORGANIZATIONS
Gender-related scope	Gender equality	Gender equality
Gender-related roles and responsibilities	Catalysts of sustainable development	Sustainable policy making and implementation at a national and local level
Theoretical framework/s	Corporate Social Responsibility	Corporate Social Responsibility Public Management and Administration
Key dimensions of performance	Economic, social and environmental	Input, output, outcome. Spreadable in economic, social and environmental terms
Managerial concepts and tools	Entrepreneurial formula, social strategy. Corporate Social Responsibility (CSR) standards, codes of ethics and conduct, social reports, integrated reports	Management upward, outward and downward Gender-responsive public budgets

# 5. GENDER AND MANAGEMENT.

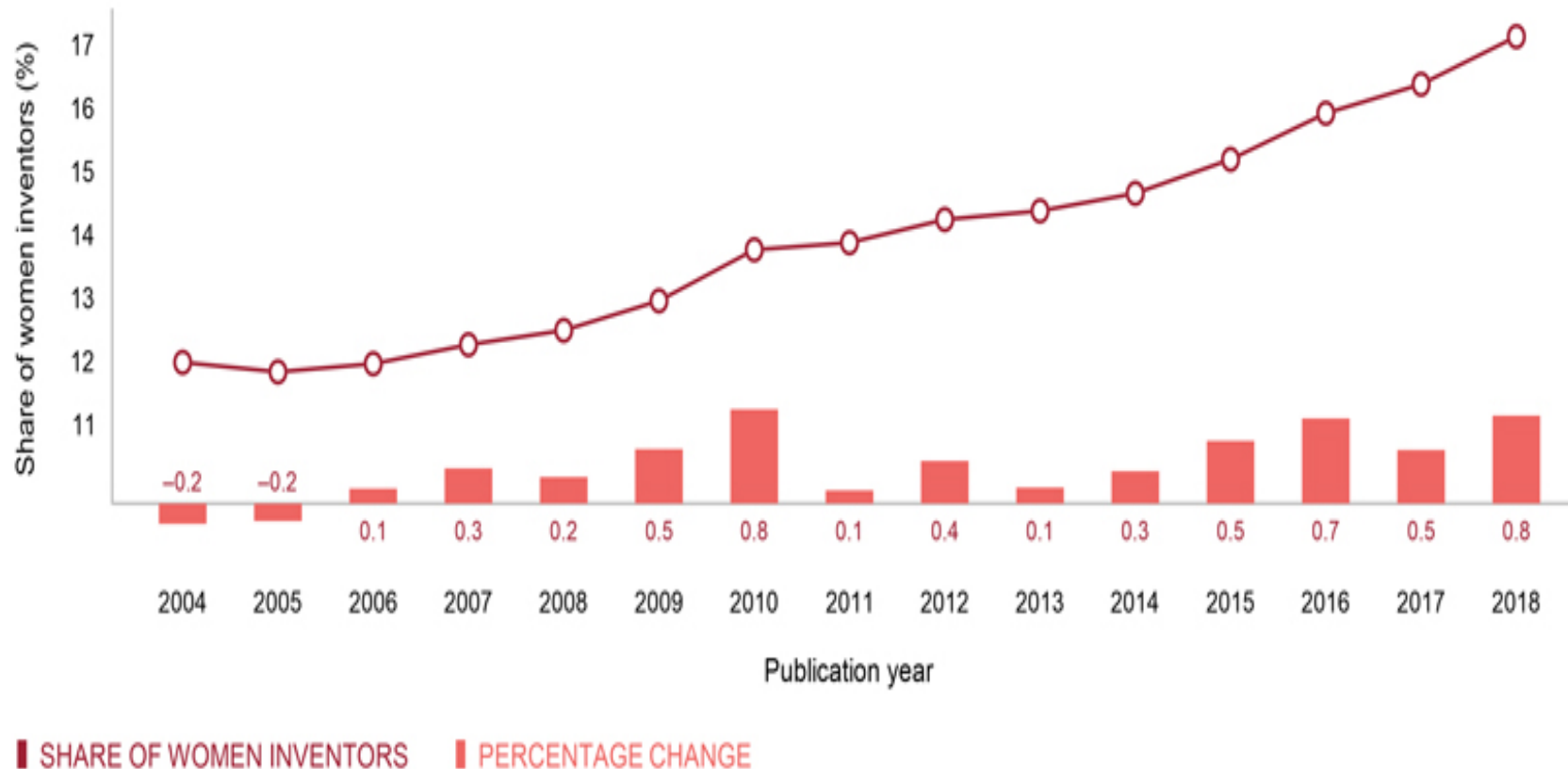
- ❑ CSR can be intended as a company's commitment to be accountable for the impacts of its activity “minimizing or eliminating any harmful effects and maximizing its long-run beneficial impact on society” (13).
- ❑ CSR accountability routes to ESG (environment, social and governance), meaning to integrate social and environmental sustainability with governance and long-term corporate vision.
- ❑ CSR can be articulated into two areas of study:
  1. **Internal CSR.** Concerns inside operations and includes employees related activities.
  2. **External CSR.** Regards other stakeholders such as customers, business partners, community and environment.
- ❑ There are three relevant managerial aspects of gender perspective's inclusion in CSR: gender diversity in companies' boards, the organizational welfare and the Corporate Social Responsibility tools (such as standards, codes of ethics and reports).

# 6. GENDER AND INNOVATION.

- ❑ Gender disparity still exists, despite many excellent intentions and activities. Despite the fact that female undergraduate and graduate students outnumber male students in many countries, there are few female full professors, and gender disparities in employment, wages, financing, satisfaction, and patenting still exist.
- ❑ Carvalho, Bares and Silva studied the female involvement in patent applications in 23 Ibero-American countries. The findings showed that even in more active economies like Portugal and Spain, women's participation in patent applications does not reach 30%.

# 6. GENDER AND INNOVATION.

Evolution of share of women inventors (2014-2018). Source: World Intellectual Property Organization





# 7. CONCLUSIONS.

- ❑ It is necessary to expand the boundary of conventional macroeconomics to incorporate unpaid work.
- ❑ Unpaid work entails the productive use of human labour and contributes to human capital formation through the caring for, through the rearing and nurturing, of children.
- ❑ Gender employment gap of European Union is still quite large (EU-28 average 11.4%) and shows significant differences between Member States.
- ❑ The digitalisation process can help gender equality. The characteristics of the tasks currently performed by women, the robotisation of domestic tasks, teleworking, social skills open new opportunities for female employment.
- ❑ Women's bargaining power increases, they participate more in the labour market.

# 7. CONCLUSIONS.

- ❑ Public-private cooperation is needed to bring value to citizens.
- ❑ Gender equality and responsiveness can be intended as part of a virtuous company's social strategy, being able to contribute to other performance dimensions.
- ❑ Gender inequality in science, technology and innovation must be the focus of public policy attention.
- ❑ Policy-making should make use of up-to-date regional data on the evolution of gender inequalities.
- ❑ Policies that provide financial support for patenting fees, promote women's participation in STEM fields and enhance the creation of entrepreneurial networks should be pursued.

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# Thank you for your attention!!!

