

ECONOMICS AND FINANCE

a) Economic Reporting

Gender Division of Labour

The profile of women and men within an economy tends to be different in terms of the position they occupy, the activities they undertake, and their economic status. Therefore, economic growth and development will not automatically benefit men and women equally.

Within most societies, the majority of women are active as both consumers and producers. Women and girls undertake most unpaid work, through their household and community service roles, as well as through their extensive involvement in subsistence production and in the informal sector. For many poor women, the distinction made in economic reporting between paid/economic and domestic/unpaid work is artificial. Women's unpaid work contributes significantly to household and community welfare and economic advancement. Yet, it is rarely quantified. This work is generally not included in national accounts. Such labour results in tangible food, goods and services and fulfils the basic needs of the household and community (see Platform for Action 1995: para 156; UN 1995: 106-107). Caution should thus be exercised when drawing conclusions about the productivity of women and their economic participation from national accounts, and national economic reports, particularly where in countries with a lot of subsistence production. (UNDP 1995: 87-90).

In order to understand who benefits how from development activities, it is necessary to have a sound sex disaggregated database, which also differentiates population groups according to other key factors such as regional location where relevant, socio-economic and ethnic groupings (see Platform For Action 1995: paras 47, 150, 155). Such a database can be analysed in order to identify any gaps. It is also important to know which statistics are being collected within countries, and where gaps in collection exist. This can highlight future research and investigation needs.

Access and Control of Resources and Benefits

Women's and men's access to, and use of resources for, economic production also varies greatly, and needs to be well-documented in economic reporting in order to undertake a sound analysis of economic impact. (Platform For Action 1995: paras 51, 156). For example, the nature and degree of participation in the market economy is directly related to educational opportunities. A sex disaggregated education profile should address rates of participation and achievement throughout primary, secondary and post-secondary education and training, including access to overseas training and education opportunities. Human resource development policies and programmes also need to take gender differences into account. Differences in access to and

control of other productive resources such as water sources, foreshores and sea products, land and forests will help provide a more complete picture of economic production factors, and who does or does not participate and/or benefit. Non-statistical sources of data may be necessary. Some local women's organisations, researchers and analysts can be accurate sources of data about the impact of current economic trends on women's access to productive resources.

Much evidence over the last two decades shows that the burdens and benefits of poverty and wealth will not be distributed equally, regardless of gender and age (Platform for Action 1995: paras 47, 50, 58f). Access to the benefits of development and production, and control over household expenditure is a complex area for analysis (UNDP 1995: 129). Women and men often have control over separate sources of income, and different responsibilities for expenditure. However, women do not always have access to or control over the income generated from their own labour. For example, women will often control income from subsistence cropping and marketing activities, but may not have access to any income from a range of cash crops even though their role in cash crop production may be both time-consuming and critical. Studies have shown that women are more likely to spend their own income on basic family needs (World Bank 1990: 37; UN 1995: 129). A sound analysis of the impacts of economic initiatives requires knowledge of the types of activities from which women will retain their own income. Not surprisingly, women have a greater incentive to participate in economic sectors and programmes where they do control the income generated.

Although research in this area is still in its infancy, the impact of structural adjustment programmes on women's access to resources and services can also be very different from that of men. These differences stem from women's and men's different economic and productive roles, and the different responsibilities that women have for household and community services and maintenance. Reductions in the public sector, with a simultaneous reduction in health or education services or the introduction of charges for key services may have profound negative impacts on women and children. Increases in the prices of basic goods also has a higher impact on the poor especially women. Rural and urban differences should also be considered (Corner 1996: 14, 41-64).

Factors and Trends

The policy, institutional and legal context of development activities also has a significant effect on development and economic impacts. Women are greatly affected by their exclusion from decision making structures, which in turn affects their say over the

distribution of a society's resources and their own rights (Platform For Action 1995: para 150; UNDP 1995: 36-40). Detailing the degree to which women are organised and have a role within formal power structures, including legal systems, contributes to a profile of the status of women within the country.

Violence against women can be extremely detrimental to women's full economic participation. Levels of violence are a good indicator of women's social status, and measuring incidence, legislation and service provision provides a picture of levels (UNDP 1995: 44-45). Demographic factors are also very important, and data

should be disaggregated by sex wherever possible. Male and female migration can have profound effects on key areas of the economy. The incidence and trend towards female-headed households, and any geographical clustering of these, is essential information for measuring economic impacts, since these women and their children are generally amongst the poorest in a country. In some countries, overseas remittances also need to be taken into account in assessing the economic and social impacts of temporary, seasonal or permanent migration.

Implementing a gender and development policy

Key aspects of a development policy, as it relates to economic reporting, can be:	
Goal:	<ul style="list-style-type: none"> to promote equal opportunities for women and men as participants and beneficiaries of development
Objectives:	<ul style="list-style-type: none"> to ensure that economic reporting enhances development activities so that they aim: <ul style="list-style-type: none"> to improve women's access to education and health care to improve women's access to economic resources (including access to land, forests, marine and other natural resources) to promote women's participation and leadership in decision making at all levels to promote the human rights of women and assist efforts to eliminate discrimination against women

Best practice in development planning and economic reporting requires that gender perspectives be integrated throughout economic reports, rather than relegated to a separate section devoted to women or gender issues. This entails careful analysis and attention to both men and women's needs and interests.

Guiding Questions for Economic Reporting

- *These questions are to be used as a guide only. It is not expected that every question will be relevant to all activities or all economic reports.*
- *The questions are designed to assist activity managers with their assessment and appraisal of economic reports.*
- *The questions are also designed to assist aid officers and contractors to incorporate gender perspectives into economic planning and reporting activities.*

Key Areas of Concern	Guiding Questions
<i>The Government's Policy Context</i>	<ul style="list-style-type: none"> Is there a national policy, plan of action, or aspects of the national development plan that specifically address the status or development of women? Do any sectoral policy statements or plans address women's needs or interests? What commitments have been made to follow up on the Beijing Platform for Action?
<i>The Government's Institutional Context</i>	<ul style="list-style-type: none"> Is there a Ministry of Women's Affairs or other national machineries for women? Are women's offices located in key planning and/or sectoral ministries or departments? How well resourced are these national machineries, and what capacity do they have for economic analysis and reporting? What other institutions and NGOs are dedicated to promoting gender equality, and what capacity do they have for economic analysis? What mandate do these agencies have? How can their institutional capacity for economic research and analysis be strengthened?
<i>The Gender Division of Labour</i>	<ul style="list-style-type: none"> Has a sex disaggregated labour market profile been prepared? Does this profile detail the major sectors where women and men are concentrated, and at what levels men and women participate in the labour force? <i>(consider clusters of male and female participation as formal employees and as</i>

	<p><i>workers in the informal sector)</i></p> <ul style="list-style-type: none"> • How are these different sectors affected by economic trends such as tariff reductions or world price movements, and how are these trends likely to impact on men and women working in the sector? • Does the labour market profile identify concentrations of males and females in public and private sectors, including NGOs? <i>(identify levels of concentration, and occupational categories)</i> • How will public sector rationalisation, structural adjustment and privatisation initiatives affect men's and women's employment? <i>(in both formal and informal sectors)</i> • What do wages statistics reveal about the position of women in the economy relative to men? <i>(indicate whether women/men are concentrated/under-represented in particular levels, and how this relates to educational attainment and gender stereotyping of occupations)</i> • Does the economic report provide sex disaggregated data and analysis on subsistence production activities, and on what contribution subsistence production makes to the economy as a whole? • How will men and women engaged in subsistence production be affected by economic trends, development policies and programs? • Does the economic report provide sex disaggregated data and analysis on other informal sector activities, and on what contribution informal sector production makes to the economy as a whole? • How will men and women in the informal sector be affected by economic trends, development policies and programs? • Is there an understanding amongst women and men of the principles of equal employment opportunity and affirmative action?
<p><i>Access and Control of Productive Resources for Economic Advancement</i></p> <ul style="list-style-type: none"> • <i>natural resources</i> 	<ul style="list-style-type: none"> • Has sex disaggregated data been collected about who has access to and control over key productive resources, including natural resources? <i>(e.g., who has land use rights and tenure, forests, waterways, foreshores)</i> • How are women's and men's access to these resources affected by economic trends, policies and programmes? <i>(also consider trends in environmental degradation, and how these will affect the economy as a whole and male and female participation in the economy)</i> • Are there legal impediments to women and men utilising these resources on an equal basis, and do legal provisions affect/impact on men and women differently in their use of these resources?
<p><i>Access and Control of Productive Resources for Economic Advancement</i></p> <ul style="list-style-type: none"> • <i>credit, capital and training</i> 	<ul style="list-style-type: none"> • Has sex disaggregated data been collected about who has access to and control over key productive resources such as credit, capital, training and improved technologies? • Are these resources made available by government and international donors for sectors where both men and women are active? • Are there legal impediments to women and men utilising these resources on an equal basis?
<p><i>Access and Control of Productive Resources for Economic Advancement</i></p> <ul style="list-style-type: none"> • <i>education</i> 	<ul style="list-style-type: none"> • Has sex disaggregated data been collected on educational participation rates, educational attainment and drop-out rates? <i>(consider all levels of education, including overseas education opportunities)</i> • What trends and differences emerge between boys and girls at different educational levels and in different regions of the country? • How are these differences related to human resource development problems and needs in different sectors of the economy? • What factors constrain equal access to and outcomes from education? <i>(consider how pressure on women's labour in different sectors of the economy or regions of the country may impact on girls' educational opportunities)</i>

<p><i>Access and Control of Productive Resources for Economic Advancement</i></p> <ul style="list-style-type: none"> • <i>key organisations</i> 	<ul style="list-style-type: none"> • How does men's and women's membership of, and participation in, formal and informal national or local development organisations affect their access to productive resources and employment opportunities? (<i>consider banks, credit societies, NGOs with welfare, development or training programs, farmers co-operatives and similar sectoral level or professional organisations</i>) • Is women's participation restricted to women's groups and organisations only, or do they participate in mainstream development and local organisations? • How well are women represented in the leadership of mainstream organisations? • What is the degree of trade union organisation in sectors where women are concentrated, compared to overall levels of unionisation? (<i>consider also women's representation in leadership positions</i>)
<p><i>Access and Control of Productive Resources for Economic Advancement</i></p> <ul style="list-style-type: none"> • <i>social policies and practices</i> 	<ul style="list-style-type: none"> • What policies and practices exist on childcare and parental leave? • Are provisions in place to support primary carers of children? (<i>consider flexible working practices such as flexible hours, part-time work, job sharing</i>) • Do current wage levels make it possible for women or men to take up flexible working practices? • What sectors of the economy are taking a lead in this area? (<i>public sector, private sector, NGOs</i>)
<p><i>Access and Control of the Benefits of Economic Development</i></p> <ul style="list-style-type: none"> • <i>health</i> • <i>distribution of poverty</i> 	<ul style="list-style-type: none"> • Are all health statistics disaggregated by sex to allow an analysis of different trends and patterns of morbidity and mortality between males and females? • Do analyses of the distribution of economic vulnerability, poverty and wealth distinguish between male and female patterns of impoverishment? • Have demographic factors such as the incidence of female-headed households, regional differences, permanent and seasonal migration patterns and overseas remittances been taken into account in analyses of the distribution of poverty and disadvantaged groups?
<p><i>Social, Cultural, Religious, Economic, and Demographic Factors and Trends</i></p>	<ul style="list-style-type: none"> • What major social and cultural attitudes about gender roles and relations impinge on economic planning and performance? • Have demographic trends such as female and male seasonal or permanent migration, and the incidence of female-headed households been considered in economic policy making and planning? • What legal impediments exist to equal participation in economic activities for women and men? (<i>consider legal and traditional rights to land and property, access to credit, use of assets</i>)
<p><i>Women's Social Status and Role as Decision Makers</i></p>	<ul style="list-style-type: none"> • What are the most important practical needs and strategic interests of women in the economy? • Are women represented in the governing bodies of society, such as in parliament, senior levels of the bureaucracy or key national committees and task forces? • What is the gender composition of senior staff in key economic planning bodies? • Is women's participation in formal decision making structures confined to women's groups and networks, or are they also represented in mainstream bodies? • What is the incidence of violence against women and children? • How are the causes and effects of gender violence being addressed? (<i>legal reform, community education and crisis and counselling services</i>)
<p><i>Monitoring Economic Impacts</i></p>	<ul style="list-style-type: none"> • Are monitoring and data collection processes and indicators designed to monitor gender-based differences? • Are any NGOs or women's groups involved directly or indirectly in monitoring the impacts of economic policies and trends?
<p><i>Gender Planning Resources</i></p>	<ul style="list-style-type: none"> • Do Government agencies, local NGOs or women's groups have a capacity for gender analysis and gender planning? • How can this capacity be strengthened?