

# Gender and Growth

## Donor Context, Policy and Practice



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# Scope

- Summary of channels
- Context – Donors and country level policies
- Three certainties - a few gaps
- Three conundrums
- Emerging areas



## Just to remember – key channels

- Education - Human Capital
- Labour market participation
- Fertility and kids education/health
- Productivity firm and farm
- Business and investment climate
- Macro? Savings etc.



# Donor Context

- Gender trajectories
    - mainstreaming
  - Rise of instrumental arguments
  - Bad 'targets' of MDG3
  - Failure of gender 'policy' late 90s early 2000
  - 2006 year of action plans!
- OPPG work
  - Pro-poor to shared to inclusive growth
  - Growth Diagnostics
  - Growth strategies
  - Investment climate
    - DB report
  - New donors... private sector.....



# 1. Gender and Human Capital

- Big push on girls education 15ys on – with many successes eg 10y plans
- Supposed to be sector-wide but in practice primary. (Secondary rate still very low - 30% of graduates in Africa)
- Social protection programmes with human capital related conditionality –eg Zambia.
- Quality now often the issue – **human capital**
- *Financing of secondary education AND IMPACT...*

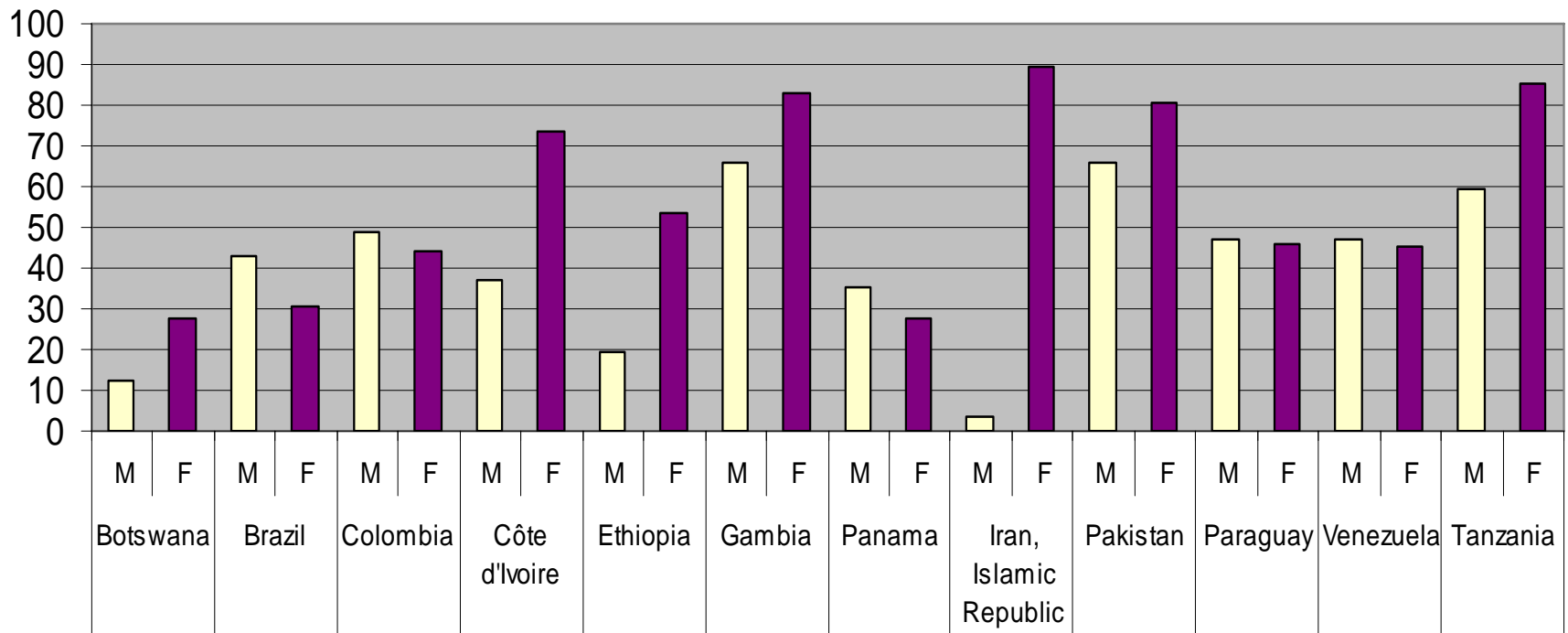


## 2. Gender and Labour market Participation

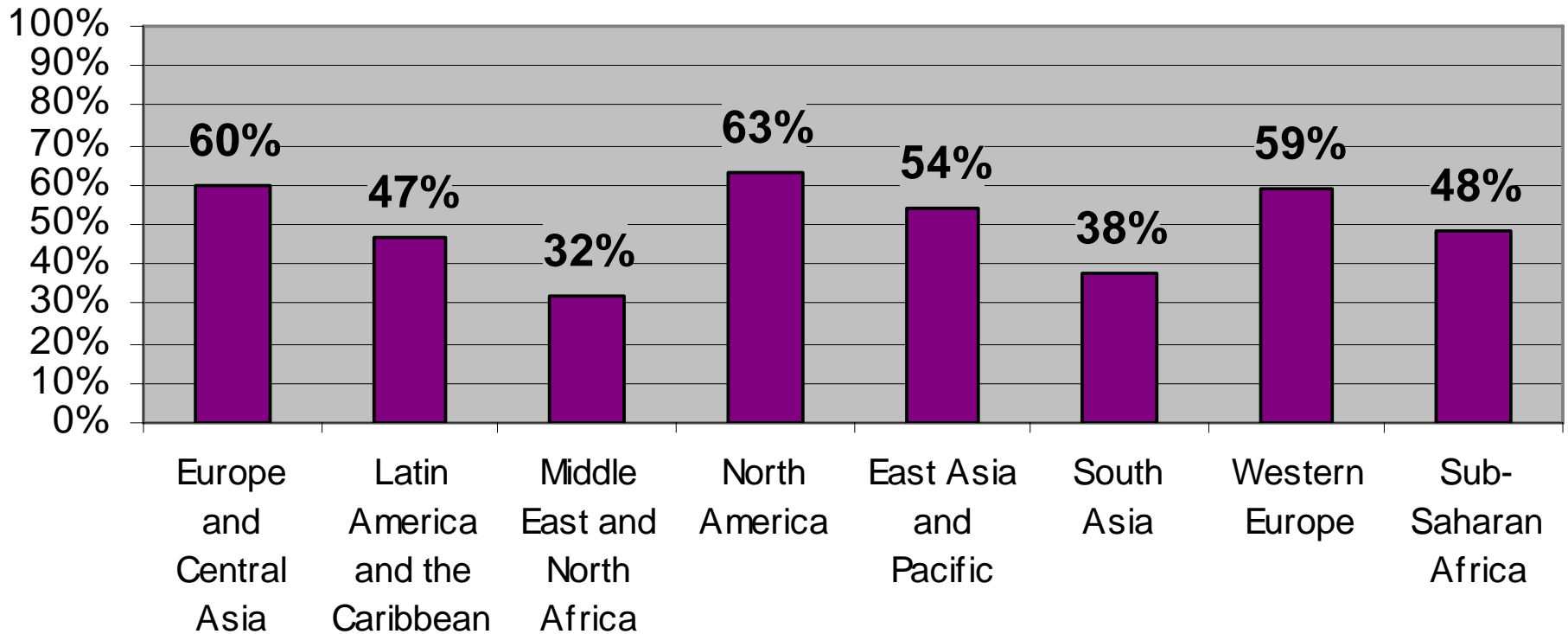
- Removal of barriers eg. reduction of domestic time burden
- Transport - infrastructure
- Welfare reform – esp. for Middle incomes
- Informal vs formal sector segregation
- Women specific legislation and regulation problematic evidence.
- Segregation and pay gap much harder to tackle.



**Informal sector employment as a % of total employment**



## Ratio of estimated female to male earned income



## 3. Women and Business

- Assets for business and agriculture
  - Finance
  - Land
  - Information
- Policy and practice of regulation and investment climate reform
  - Registration
  - Taxation
  - Trade
- Bad social institutions hurt business and gender provides an entry point.



# The conundrums-

## A. Growth and Shared Growth?

- Returns to gender investments – linking Micro and macro evidence
- Weak link of Gender interventions to Growth diagnostics – decision tree
  - Savings
  - Risk
  - Human capital and innovation?
- Growth that reduces inequality or inequality for growth?



## B. Demand vs Supply led labour market development

- Rates of return evidence doesn't fit with in country macro evidence – rising returns to further education.
- But evidence of an **increasing skills premium**
- Evidence on firm size and exports is strong
- Regulation is irrelevant – for growth.
- The supply of **skills tends to become a binding constraint only *after* others** – infrastructure, finance, energy – have been relieved.
- **Women's investment in skills and education has significantly lower returns** in the labour market than men's.



## C. Worker promotion vs employment generation

- Overall gender legislation little evaluated
- Labour regulation – mixed evidence
- Many schemes limit employment
  - Minimum Hours
  - Maternity pay and leave
  - Minimum wages
- Depends who pays and how
- Gender gaps persist for lowest and highest paid
- But for poor countries much legislation reduces incentives for formality



# Emerging areas for work - policy and practice

(beyond better analysis and more data)

- Link gender (and other social institutions) to growth diagnostics
- Human capital and innovation policy – include a gender angle
- Labour markets and growth/poverty reduction – make models for poor countries that include gender
- Long-term impact models – macro angle?

