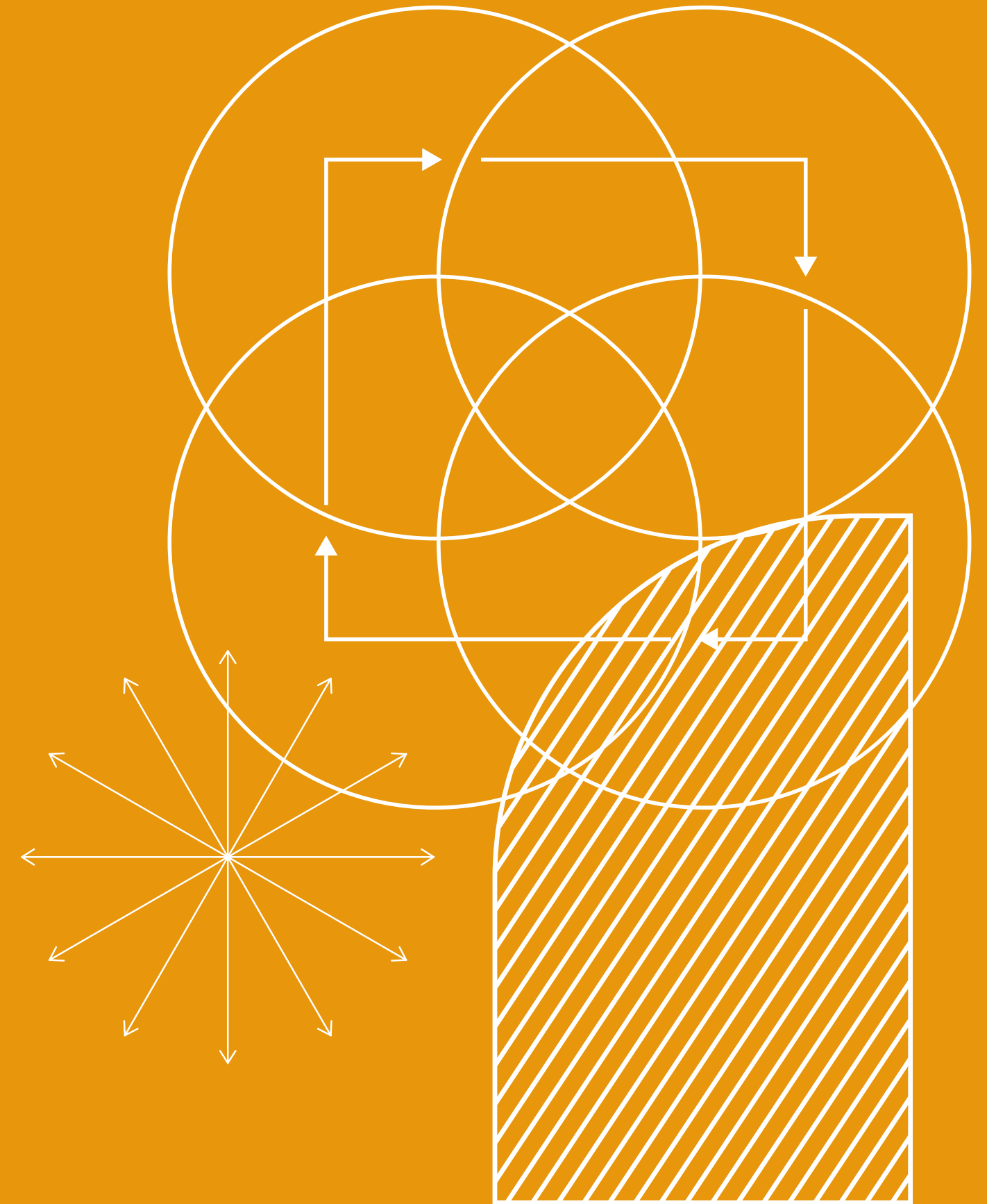


EE 364

Labour Market and Economic Development

Presented by Group number 2



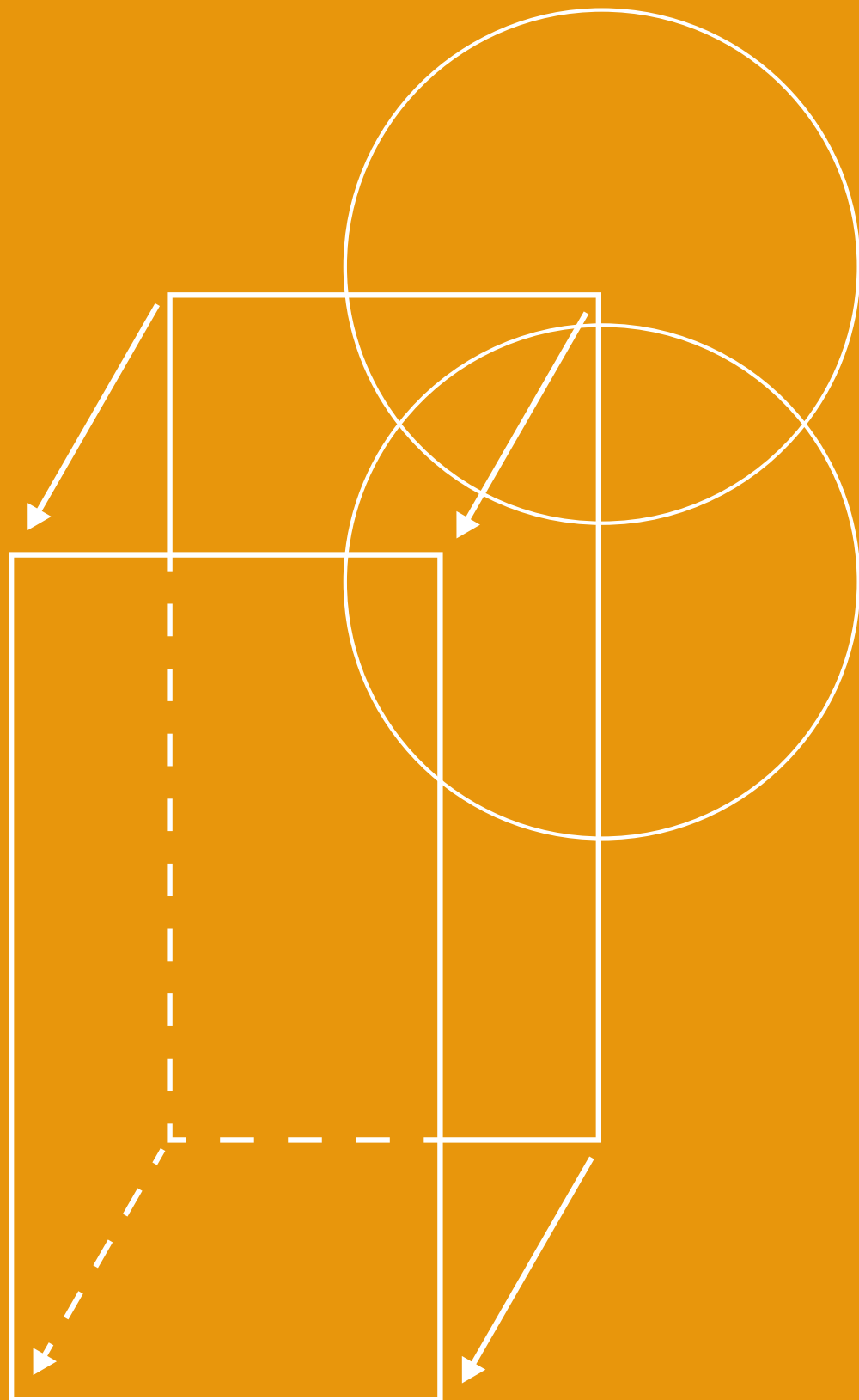


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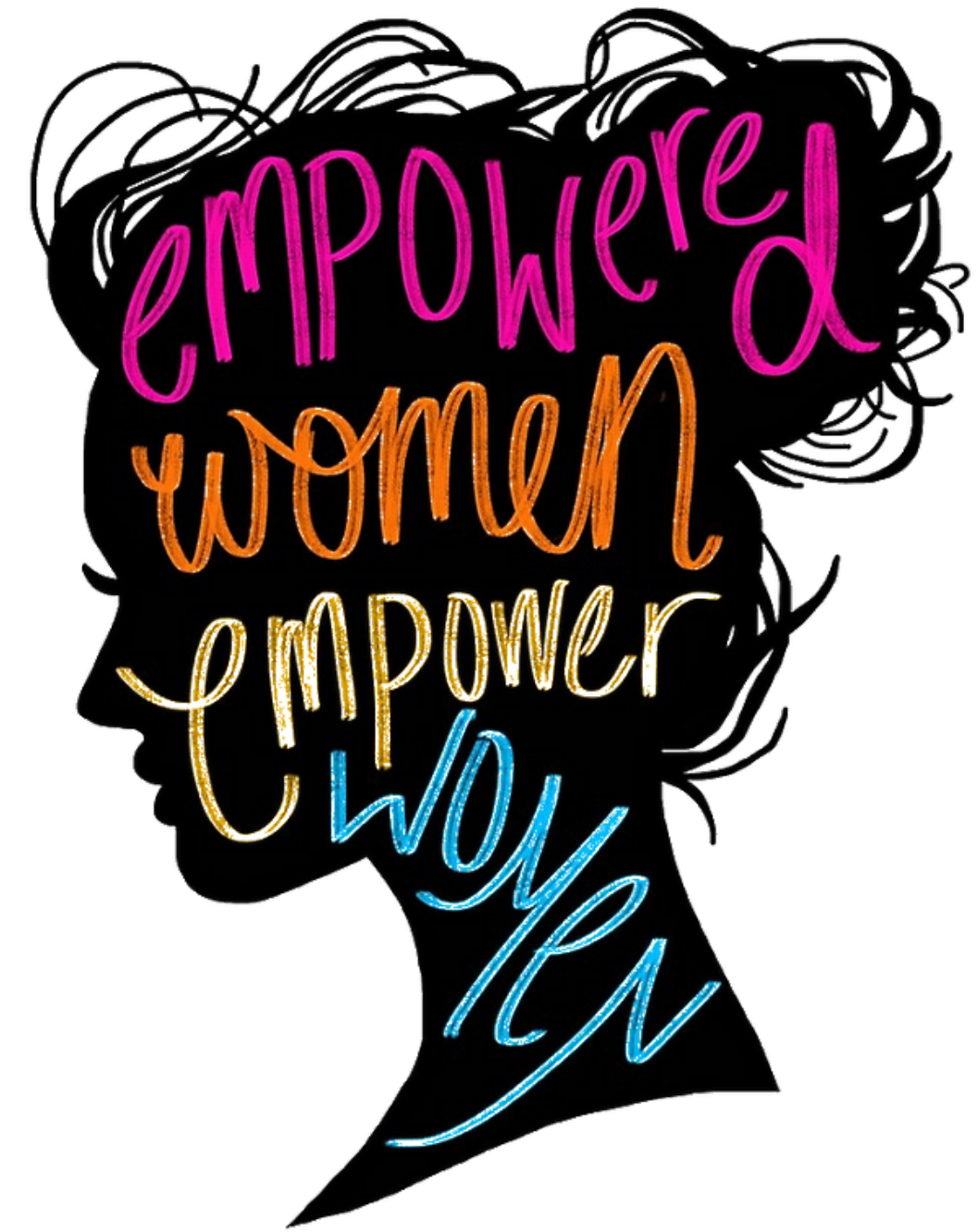
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Conclusion

Introduction

- Women's empowerment contribute positive impact on the economic development.
- A rapid change in technology, encouraging the inclusiveness for future growth.
- Research paper aims to examine the best practicing to achieve gender equality outcomes.



Women's Entrepreneurship



Small-scale entrepreneurship

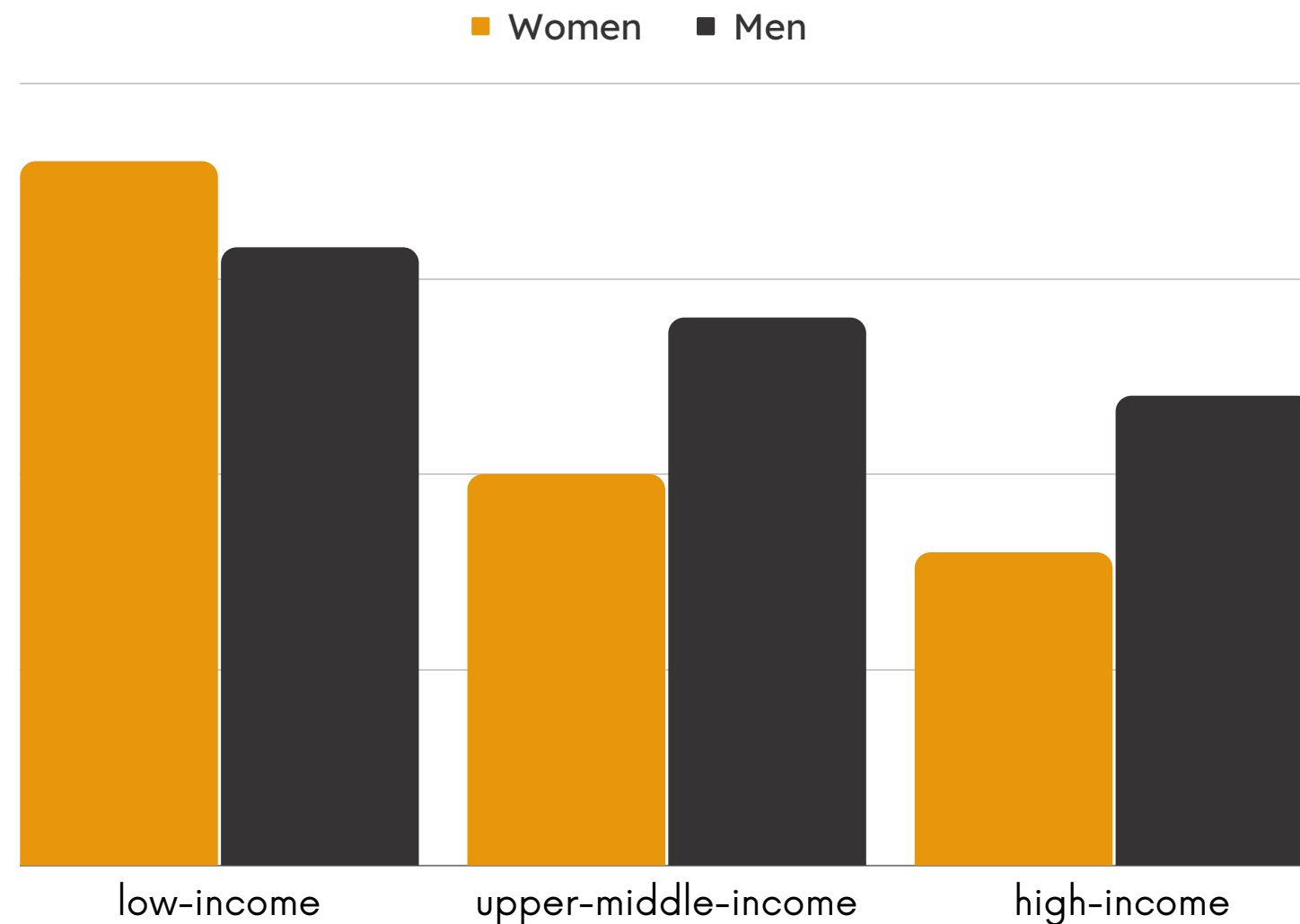
People initiate microenterprises and engage themselves in self-employment mainly due to few paid employment opportunities and the lack of access to affordable loans.



Gender Differences in Entrepreneurship across Countries

ATTRACTIVE FEATURE OF SELF-EMPLOYMENT

Allow mothers to combine labor market participation with child care responsibilities.
Reduce women's vulnerability.



Self-employment shares in total employment

- Very high in low-income economies
 - More than approximately 80% of women are self-employed
- Lower in upper-middle-income economies and high-income economies

Strategies to Promote Women's Entrepreneurship

01 Microfinance initiatives

Research suggests that the targeted provision of small-scale loans through microfinance initiatives can support and incentivize women's labor market activities and promote economic welfare.

02 Rural banking reforms

The explanation of this strategy is that women have restricted access to formal employment in developing countries, so when a household obtains loan, it is rational for women to become self-employed and to earn a livelihood.

03 Cash transfer programs

Used as poverty reduction tool in which cash disbursements are made conditional on households undertaking certain actions.



Additional policies and adjustments

Despite the appeal of microfinance and other programs providing women with greater access to financial capital and cash, not all studies have been able to identify impacts on measures of women's entrepreneurship and empowerment.

ADDITIONAL POLICIES

Include improving business training, offering business development services, and assisting in the shift toward more profitable activities.

MODIFICATIONS TO PROGRAM DESIGN

Include changing the mode of capital transfers, setting secure savings accounts, and instituting commitment savings programs.



GENDER AND AGRICULTURE

PROBLEMS

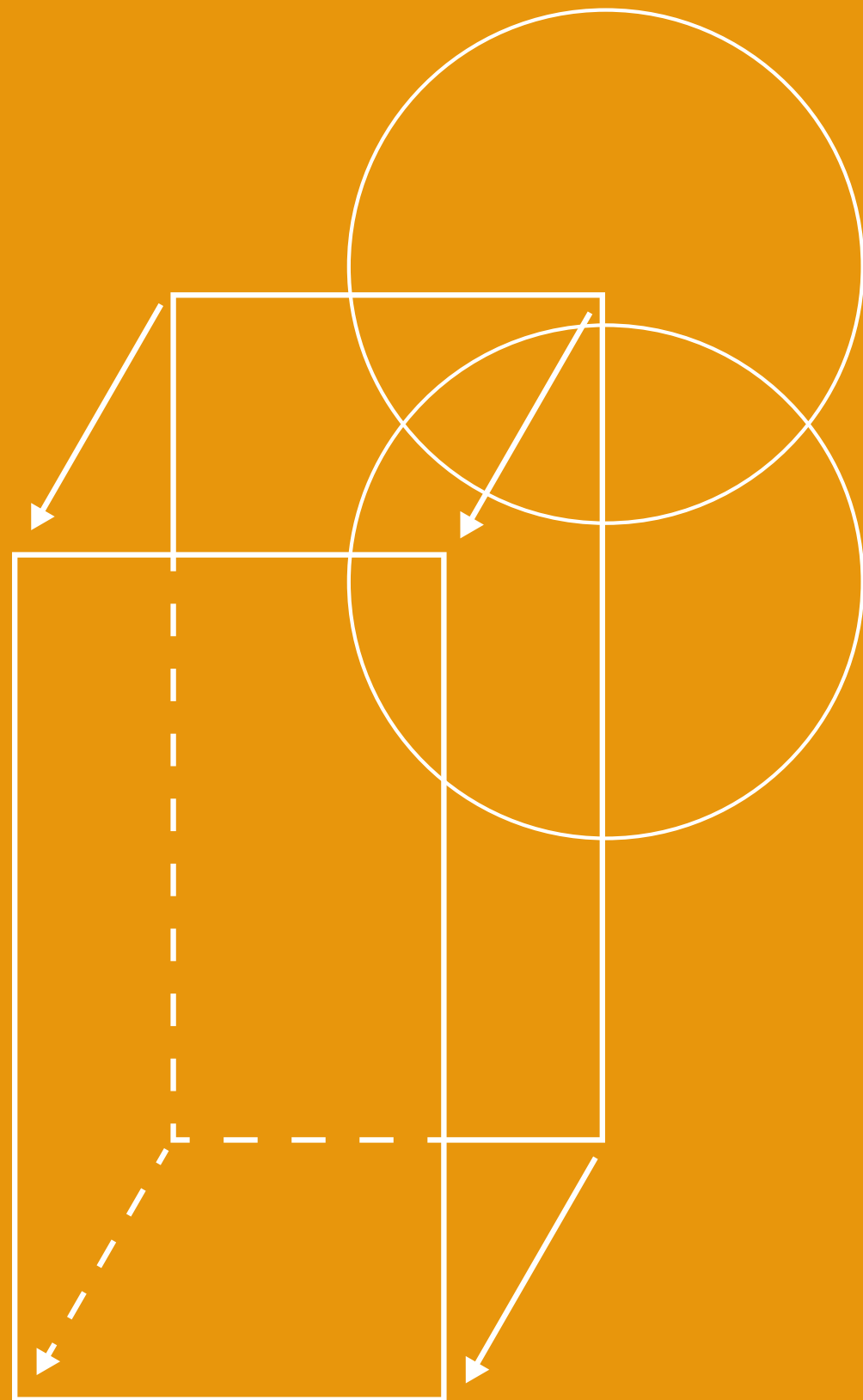
- The agriculture industry is mostly considered “the feminisation of the foreign exchange earning” which refers to the women’s contribution to the agriculture sector where women remain the main contributors to those sectors
- The Agriculture sector is still “highly segmented” due to the additional work towards their home. The work that women must undergo is mainly related to burdens of “unpaid” housework and caring labour
- The problems are centred around the “inequitable access” to their land and their agricultural input because most women are paid relatively lower than men within the same.
- The lack of proper development leads to inefficiency towards negative consequences on their agricultural output.
- Women are relatively paid less than men in terms of working hours despite their numerous workloads towards their families.
- Most unpaid women are affected by the generational structure which suggests women be the ones who look after their children during the prime childbearing era.

The strategies to improve women's condition

- If the following strategies do not implement, the marginalised women will be worse in terms of impeding poverty reduction, dampening productivity, and reducing economic growth.
- Improving the infrastructure: raising women's labour compensation, creating stable income streams, and also providing women with the full range of access to land, technology and agriculture inputs.
- The policy that can help women in facilitating time efficiently is from the basic infrastructure which comprises the water sector, electrification, transportation options, and also road construction. Especially for the women in remote areas.

The strategies to improve women's condition

- The land-titling program is another strategy that recognizes the women's problem which arises from the patriarchal social norms.
- The land-titling program is the program detailing the share ownership of land that can be inherited by their children.
- The land-titling will also improve the documentation problem of the women.

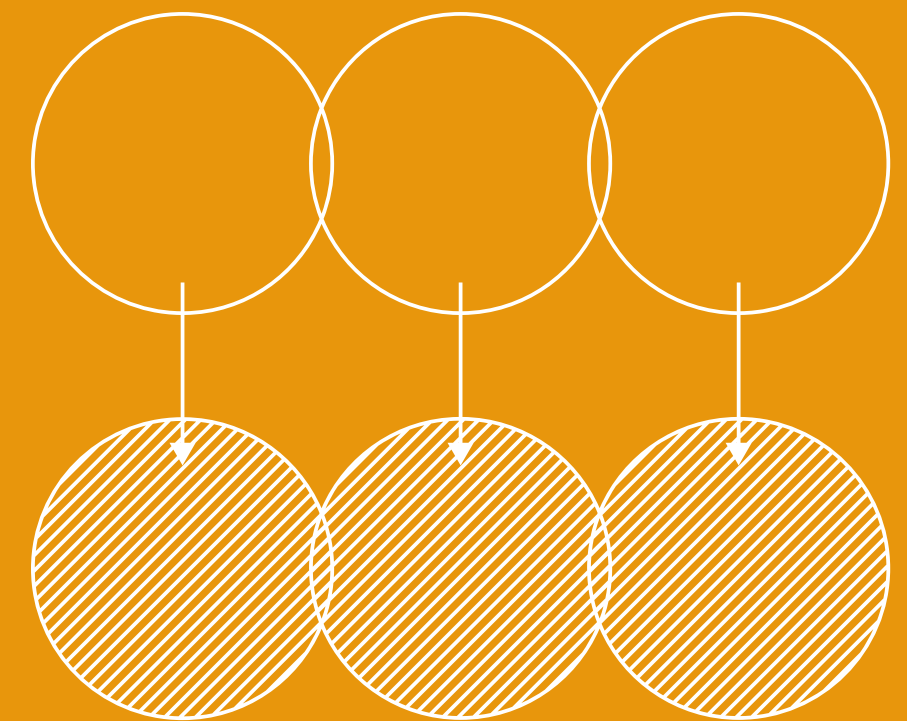


Wage Employment

Wage Employment

Gendered Patterns in the Wage Labor Market

- The degree of industrialization and trends has a direct impact on female labor force participation.
- The study's findings results indicate an unequal gender benefit in wage employment, especially in the global manufacturing market.
- A rise in competitive forces is the key restraint for an increase in the number of nondiscriminatory employers, thus, increasing wage discrimination against female laborers.



Supporting Evidence 1

Ongoing issues

- Women tends to spend time on activities that are not directly remunerated.

Aim/Purpose of the study

- To examine the time spent in income-generating, investment, and other activities by gender, selected countries.

Research Methodology

- Surveys in the four countries, which are India, Guatemala, Spain, and the U.S.

Finding results

- Men are more likely to be engaged in income-generating and investment activities, especially in India and Guatemala.

Supporting Evidence 2

Ongoing issues

- Occupational segregation remained persisted in labor markets in both developing and developed economies

Research Methodology

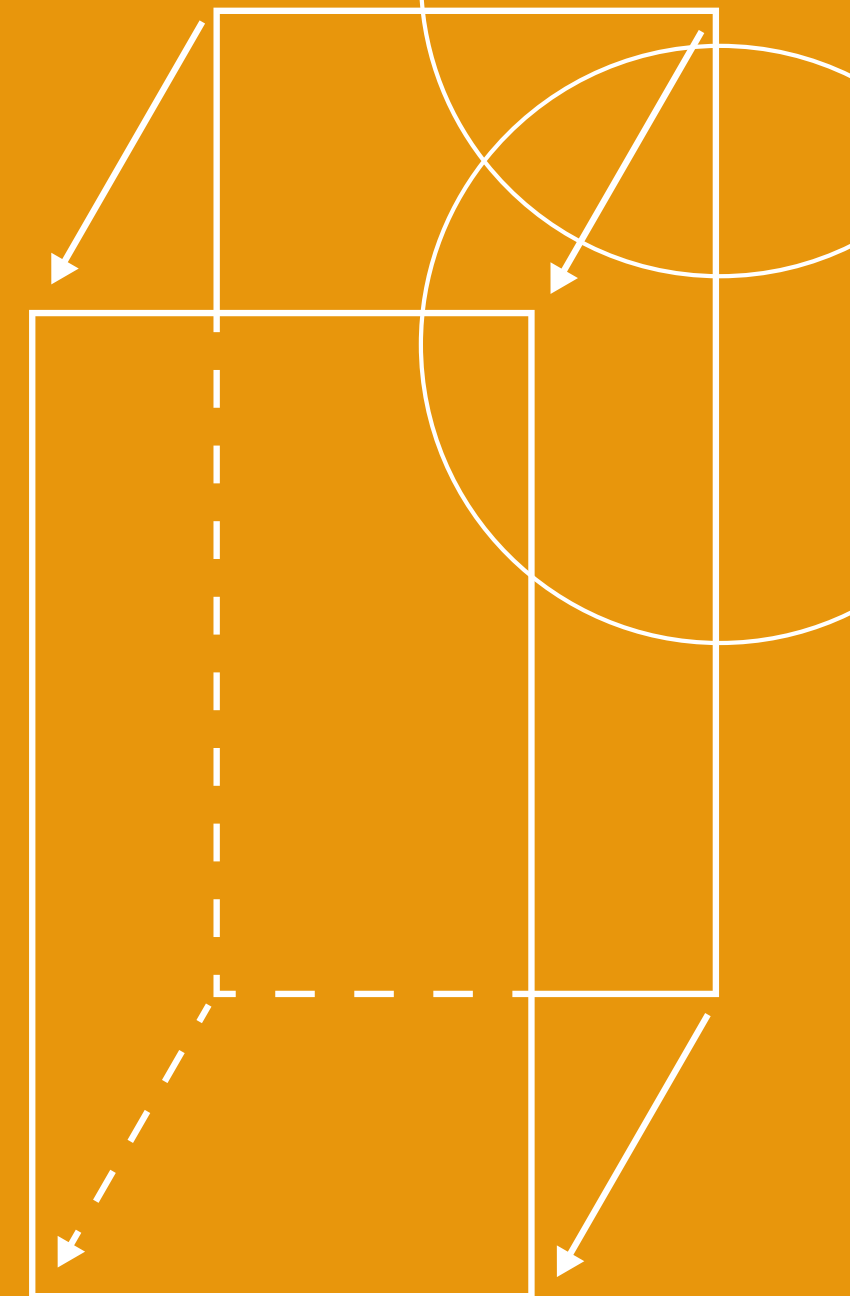
- Information obtained from data publicly available in UN Women (2015)

Aim/Purpose of the study

- To investigate the portion of female in major occupation categories by level of country development, 2013
- The major occupation addressed on the study includes managers, professionals, service workers, chemical workers.

Finding results

- The labor market is becoming more “polarized” in the developing world
- A rise in FDI and trade positively contributes to a rise in further technological advancement and international competition



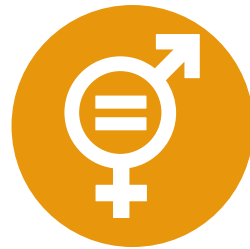
Strategies to Promote Women's Agency through Wage Employment

The effective policies are needed to achieve gender equality in the labor market.

- The anti-discrimination measures provide women with more pleasant opportunities
- Encourage essential workforce training, which positively leads to success in reducing gender equality in the labor market

Development plans should encompass efforts to raise women's wages, broaden their economic prospects, and support advancements in health and education

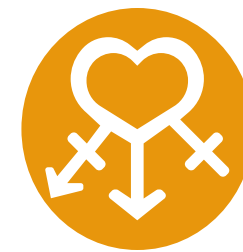
Gender Equality and Economic Development



Economic development can empower women and reduce gender inequality in health, schooling, labor market outcomes, rights, and political voice.



Economic growth means more opportunities for women in the labor market.



Some aspects of gender inequality may well induce more rapid economic growth

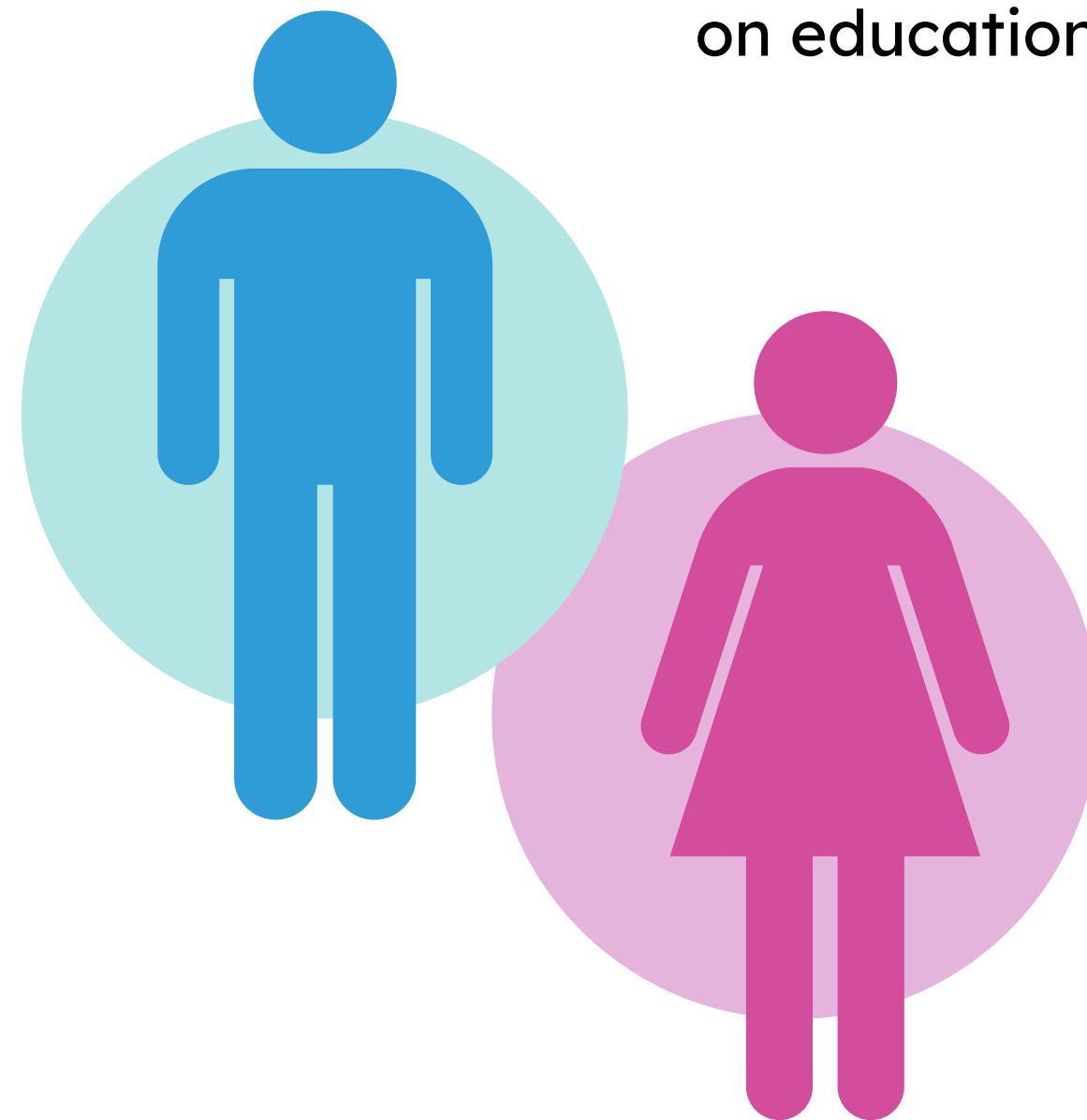
Growth affect gender inequality

A way in which growth can mediate women's welfare is by creating the need for structural changes that indirectly benefit women.

economic growth is strongly associated with legal reforms that have brought women stronger rights

Economic development reduces the disadvantages faced by women

Economic growth has also provided opportunities for girls and women to embark on education and labor market



Gender Inequality Affects Growth

Gender inequality in wages and employment can stimulate export growth in the shorter term.

In the longer term, gender inequality in education and employment has a detrimental impact on economic growth over the long term.

Gender inequality in education and employment can act as a drag on development.



Conclusion

THE CRUCIAL COMPONENT OF THE REFORMS AND PROGRAMS IS THAT MORE EFFECTIVE TARGETING MAY REALLOCATE SCARCE RESOURCES IN AN OPTIMAL WAY THAT BENEFITS SOCIETY.

ISSUE

The majority of those who have not benefited from globalization are women. Many developing nations place a high priority on being competitive in the global market, which imposes downward pressure on women's wages and separates them into jobs with unstable employment and terrible working conditions.

SOLUTION

The key factors that drive women's employment demand policy changes that support opportunities for decent and productive work as well as a general environment that supports their roles as wage earners and care providers, together with increased government investment in infrastructure and social services to cope with increased labour market participation.

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