



# Female Employment and Economic Growth

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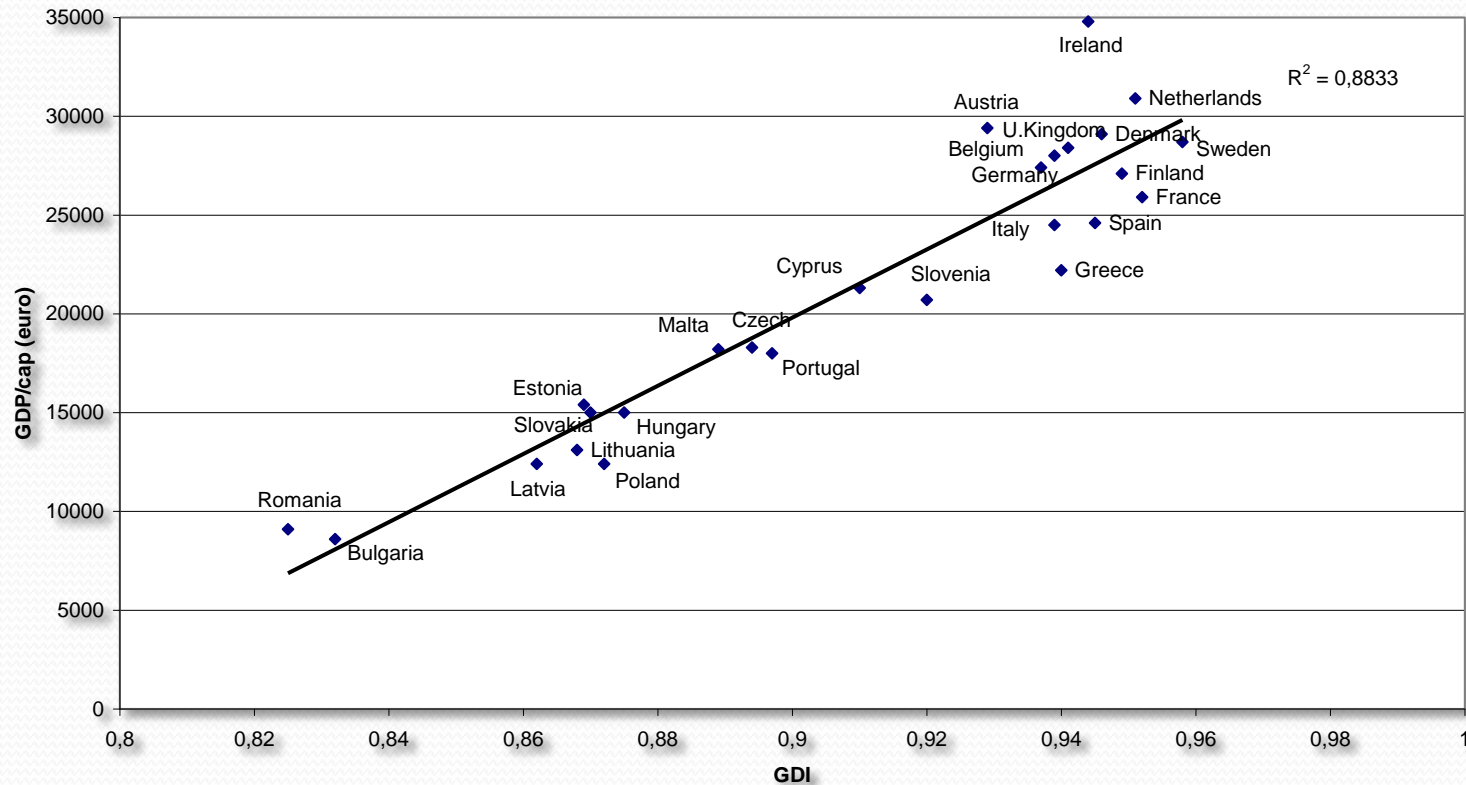
The main question is :

Does *female employment rate* matters for GDP and GDP-growth?

If the answer is “**Yes**” the next two questions are:

1. What strategies and actions have to be taken in order to “exploit” the economic potential there is in rising female employment?
2. How to fulfil these actions? Will it e.g. be necessary to increase the female representation in politics?

**Gender Development Index and GDP per capita (euro) in EU member states 2007.**  
(Excl Luxembourg)





The more of gender equality - the higher the level of GDP and vice versa.

*But:*

The causality between the two is unknown!

We can't tell from this whether it is gender equality that boost GDP or if it is the other way around.



# How do UN measure gender equality?

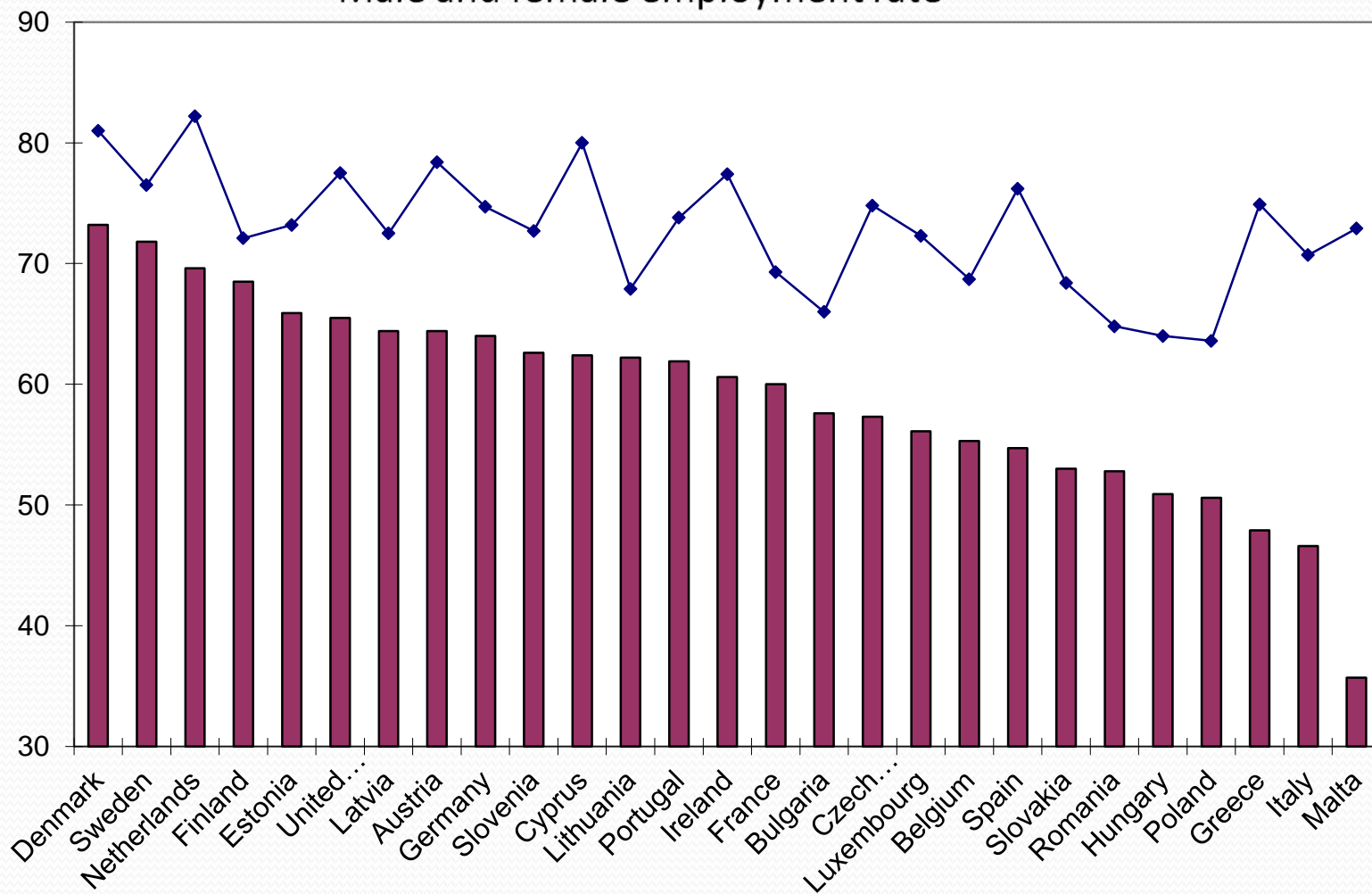
Differences between men and women in **schooling**

Differences between men and women in **life expectancy** at birth

Differences between men and women in **earned income**

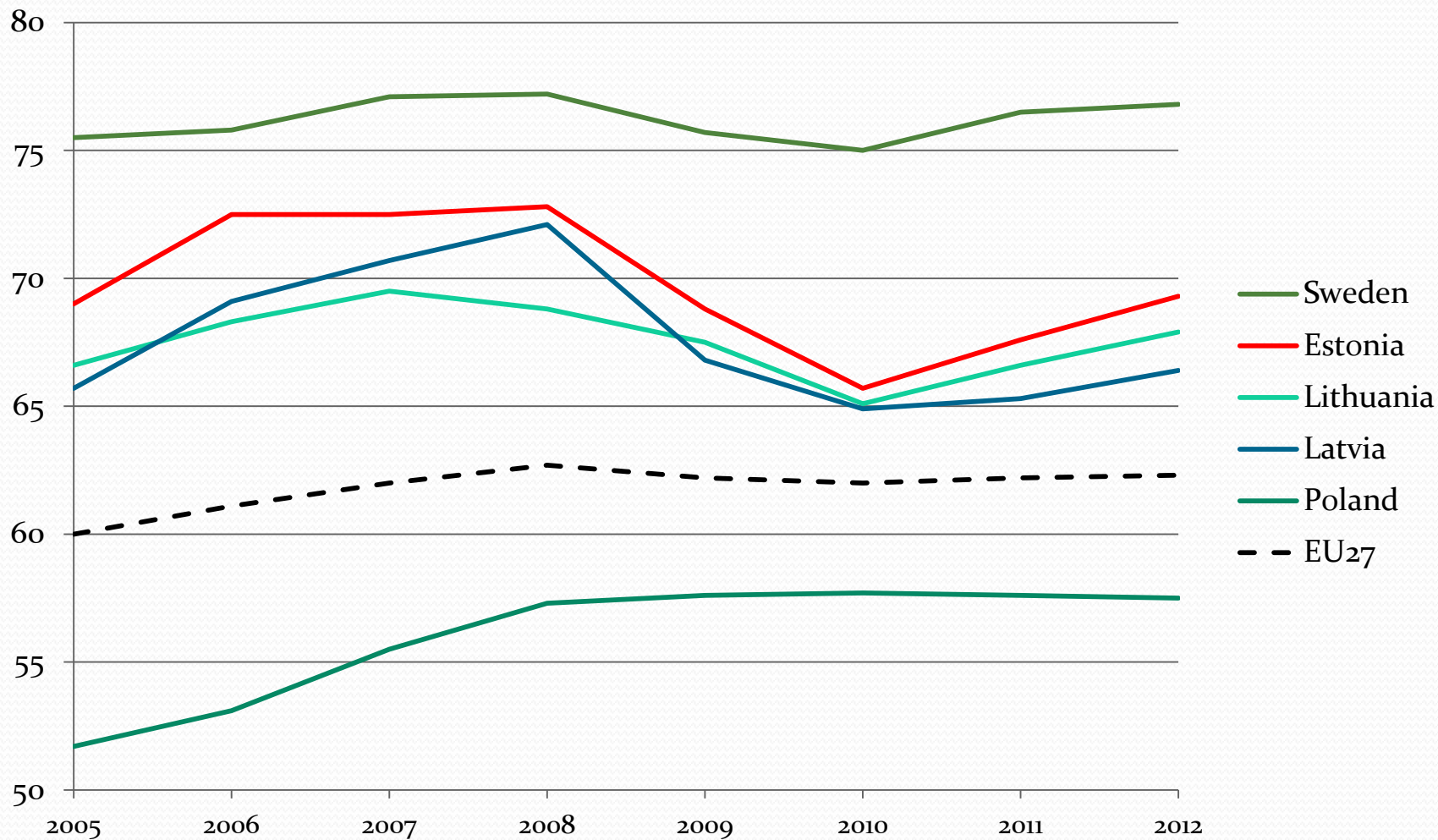
*United Nation: Gender-related Development Index (GDI)*

# Male and female employment rate



# Female employment rate , 20-64. Percent.

(Eurostat)



# Are there other reasons to raise *female participation* - besides its potential effect on GDP?

## 1. Personal/individual reasons

- \* reduces the risk of poverty for families and children
- \* reduces the risk of poverty for herself in case of partner's death or divorce
- \* higher degree of economic independence among **women**
- \* encourage **economic and emotional responsibility** for children between men and women
- \* male and female **preferences and priorities** are easier to satisfy when shared responsibility is a normal thing
- \* etc





## 2. General reasons


- \* investments in education is important **but** employers and authorities must also recognise and reward women's human capital investments as much as men's

- \* a democratic society needs **men and women**, their knowledge, experience, interests

- \* etc

# What is lacking?

- *equal possibilities and conditions for men and women in the labour market?*
- *actions, strategies and measures needed for realising the potential there is in gender equality for raising GDP?*

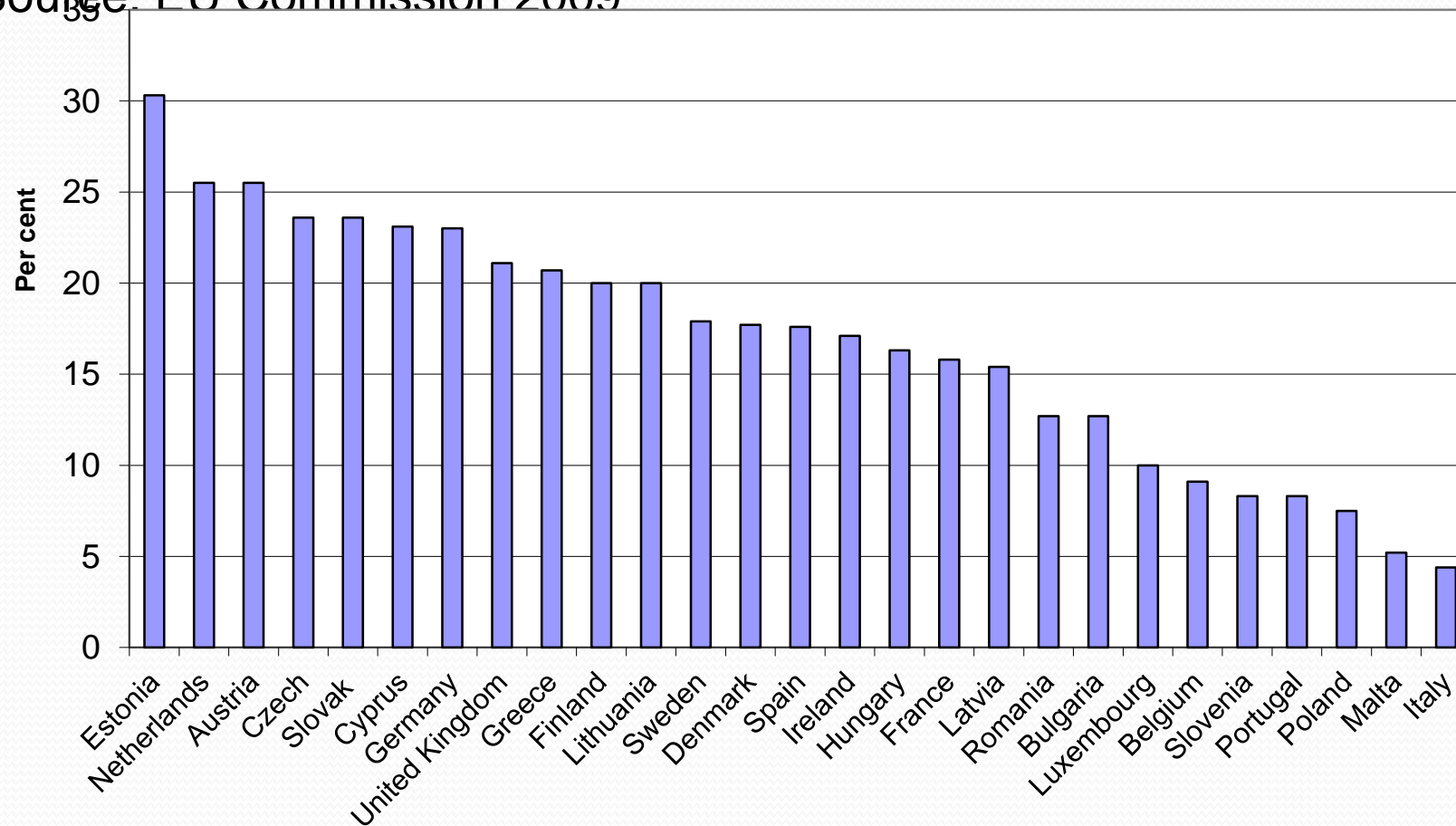


Common questions in connection to female participation in the labour market may be sorted into four different groups:

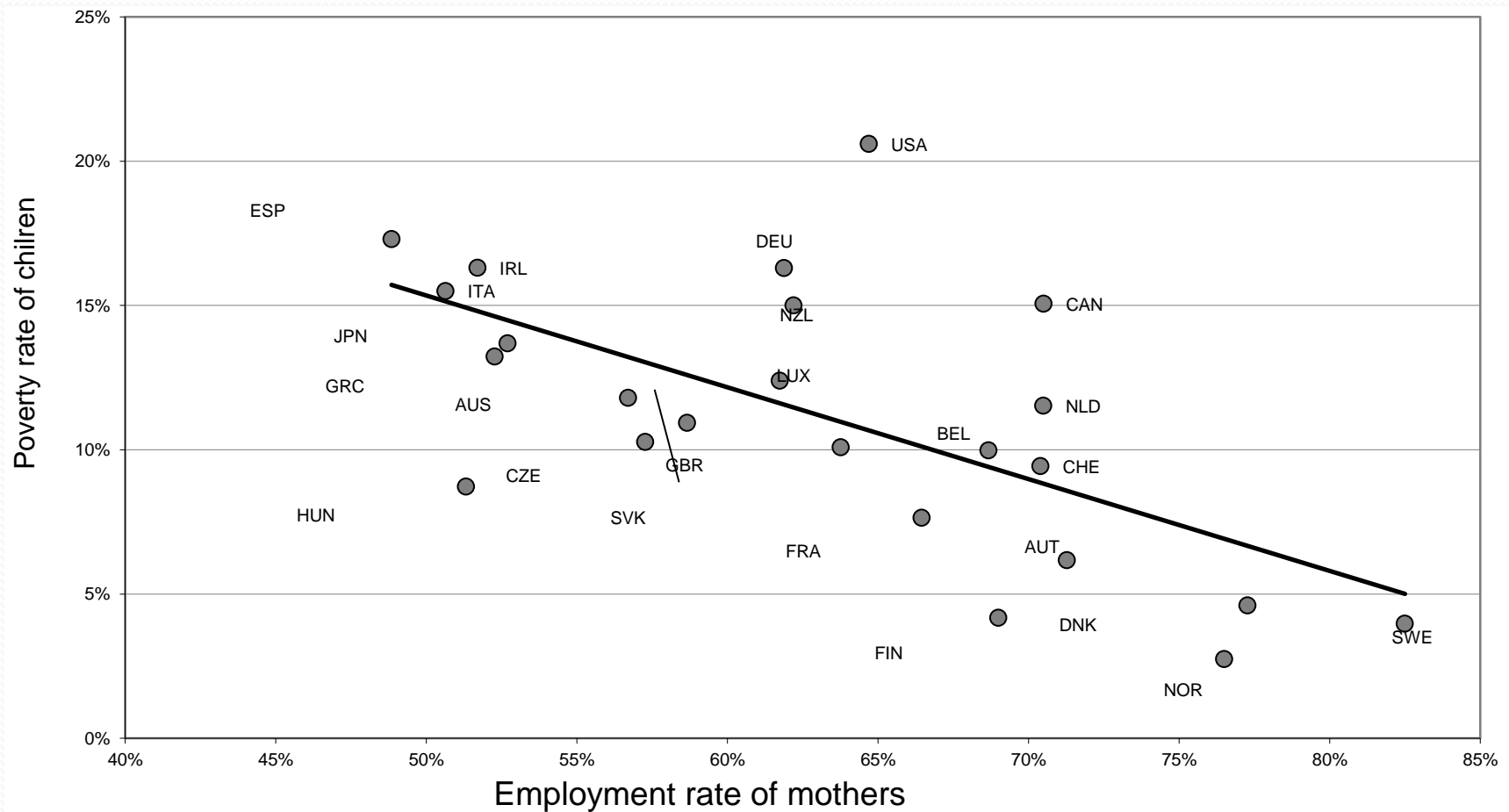
- *Economic incentives*
- *Social infrastructure*
- *Norms and attitudes*
- *Empowerment*

# Gender pay gap in EU member states

Source: EU Commission 2009

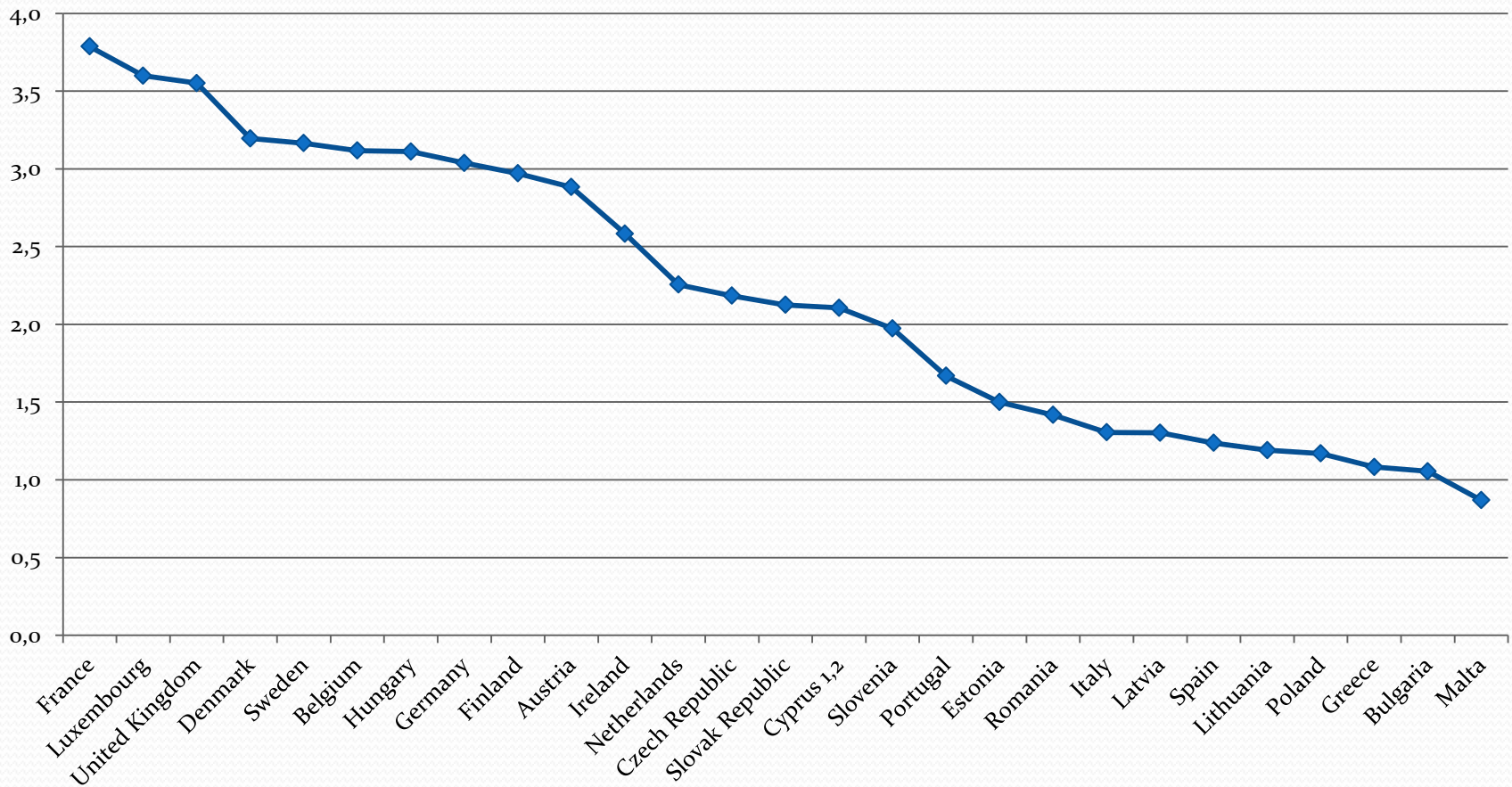


# Employment rate of mothers and poverty rate of children (Source: OECD)

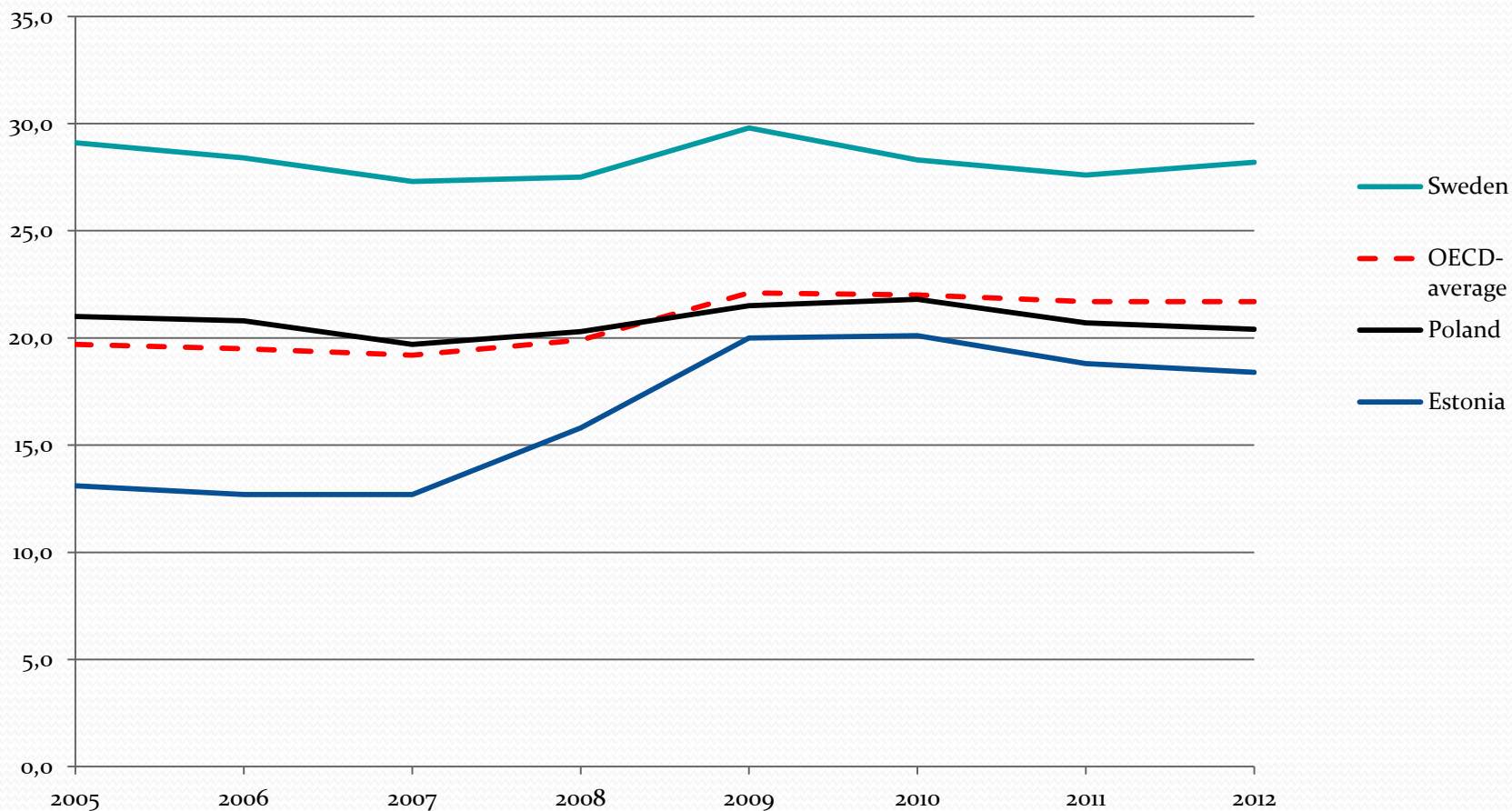


# Public spending on family benefits in cash, services and tax measures, in per cent of GDP, 2005

(Source: OECD)

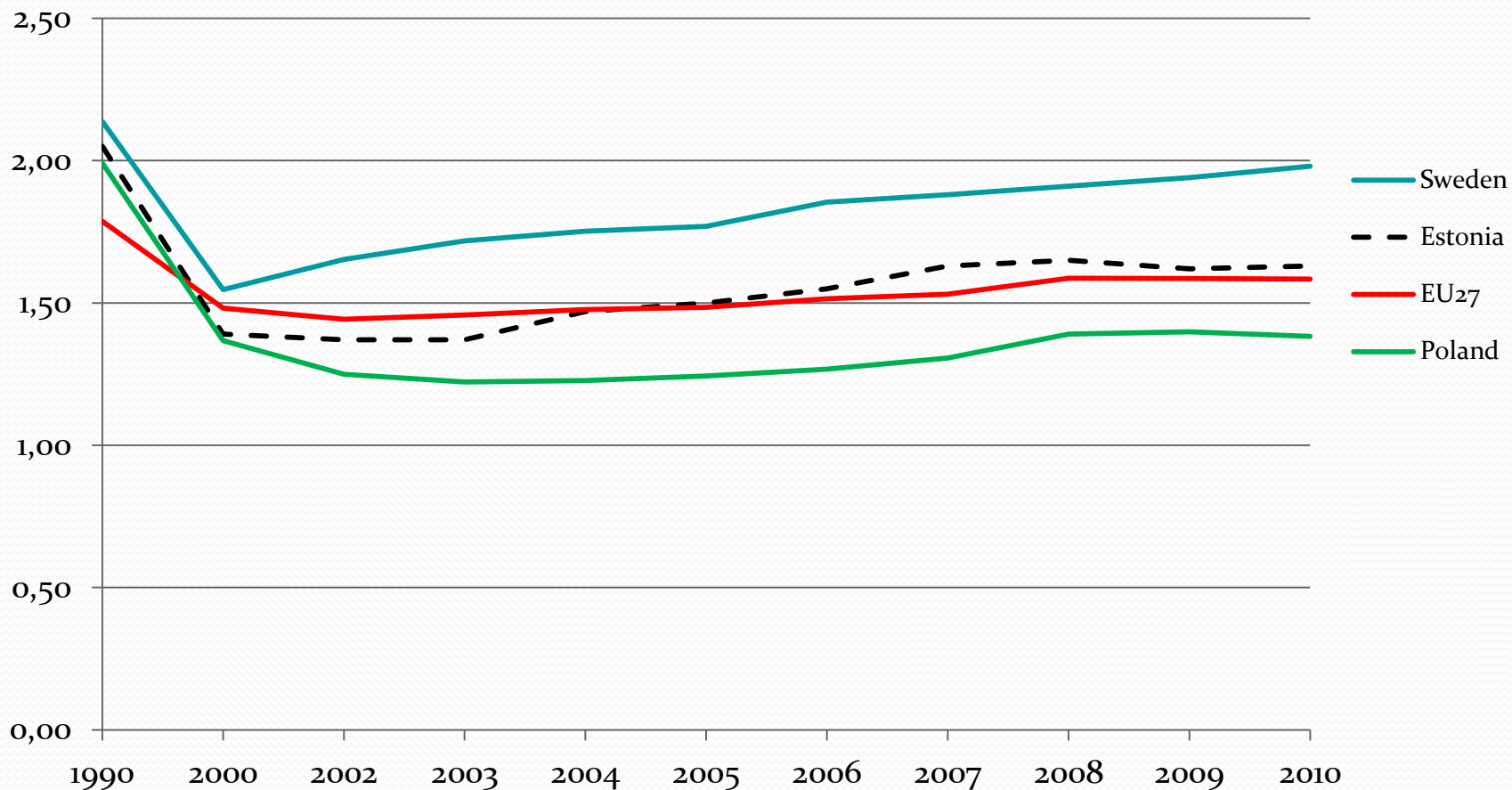


# Total public social expenditure as a percentage of GDP (OECD)



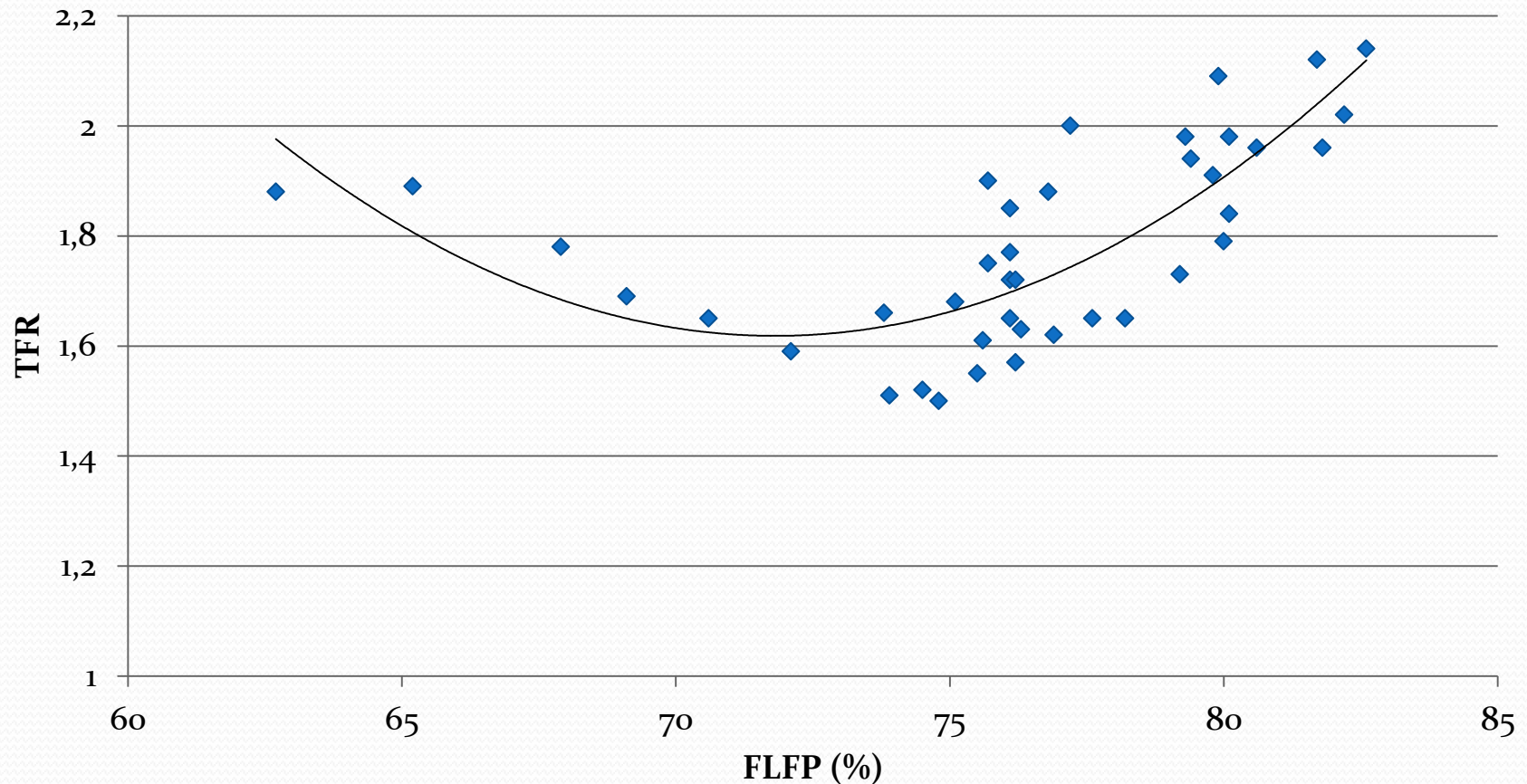
# Total fertility rates

*Number of children born to women aged 15 to 49 (OECD)*

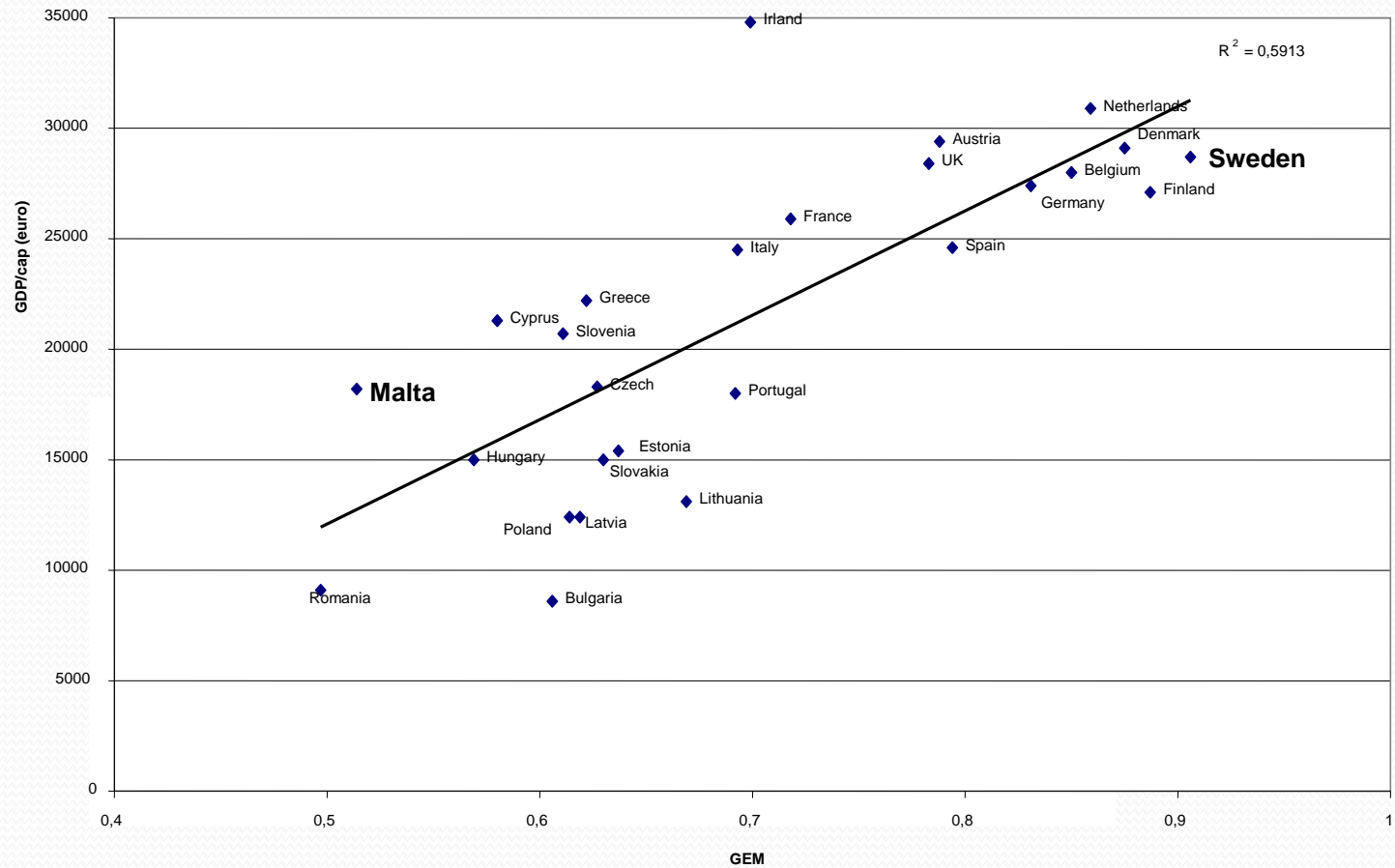




# Female labour force participation rate (FLFP) and total fertility rate (TFR) in Sweden 1973-2012.



## Gender empowerment and GDP per capita in 2007.



# *How UN measure female empowerment*

- Seats in parliament held by women
- Percent of women in senior officials, managers and legislation
- Percent of women in professional and technical work
- Percent women in ministerial positions
- Women's relative income (women/men)

UN:s index for Gender Empowerment (GEM)



## Sharing of power between men & women

- Prerequisite for the implementation of gender equality policies that are sustainable in the long term
- **It may be the missing component that will be needed if real gender equality is to be achieved and for GDP to increase.**



Finally: What would the potential increase in GDP be if the labour market was more sex-integrated?

An example:

- If female employment rates were equal to men's.
- If women were working part-time to the same degree as men.
- If women were, on average, paid equal to men.

## A labour market in gender balance would theoretically be able to boost GDP. Percent

•	Total	Employment	Part-time	Productivity
• Poland	21	55	16	16
• Estonia	27	22	17	61
• Lithuania	20	23	27	50
• Latvia	18	35	23	43
• Sweden	21	16	29	43
• <i>EU-average</i>	27	41	28	31



**Ban Ki Moon, UN Secretary General,**  
(8 March 2008)

- “..investing in women is not only the right thing to do. It is the smart thing to do. I am deeply convinced that, in women, the world has at its disposal, the most significant and yet largely untapped potential **for development and peace.**”

# ***Thank you for your attention!***

South of Lapland, Sweden, land of the Midnight Sun

