PAN-AFRICAN CONFERENCE ON TACKLING INEQUALITIES IN THE CONTEXT OF STRUCTURAL TRANSFORMATION

28TH - 30TH APRIL 2014, ACCRA GHANA

in partnership with:
GENDER & INEQUALITY

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Structure and Source...

Main sections

Gender in/equality debate

Dimensions of gender inequality and the reproduction, production and sexual economy

African equality strategies and gender relations

Information sources

literature review (Conceptual and empirical)
Primary data: GLU studies and database;
Gender Debate

Gender relations as a ...system of interrelated social structures and practices for constructing female and male differences

Expressed in social interaction
Produced as opposites
Deviations from established differences abhorred
Used to privilege males over females

Untenable Explanations
Biological determinism
Personal qualities characteristics
What women have or do not

Capitalism restructures gender inequality
Dealing with Gender Inequality

Mixed results
Celebrating success: increasing proportions women in senior decision making and employment positions

Discomfort: backlash and gender fatigue
(Rubery, 2013, Wright & Rogers, 2011).

Increasing inequality and limits to social devt and economic participation
Premise: macroeconomic framework shape, growth and redistributive policies

Economic reforms: undermine social and economic rights
Cut access to livelihoods;
Limit state ability to expand economic benefits
Dimensions of Gender Inequality

- Care Reproduction and domestic work
- Production and economic participation
- Sexuality and sexual economy

- Dimensions of Gender Inequality
Reproduction/Care

Important pillar of feminist/gender analysis

Key to understanding women’s reproductive burdens, time and resource deficits

Household as an economic unit: production/consumption

SDOL rationalizes gender inequality under male ‘breadwinner’

Also known as...

Sexual/Gender division of labour (SDOL)

Women responsible for labour force reproduction (future, present and past)

Women do not carry an equal burden of domestic work
Reproduction and Inequality

Increased male involvement good for altering existing sexual stereotypes but...

Institutionalising care work in public not for profit domain more, effective for solving problems of inequality (Smith, 1997).

Beneficiaries

Male household members freed for productive work and leisure;

Employers or capitalists (reproduction of the labour force)
Production/Economic Participation

Labour force classification by occupation and employment status reveals gendered patterns

The uneven distribution of women and men

Sex stereotyping in workplace

Labour market segmentation and Occupational Sex Segregation

Gender earnings gap
Labour Market inequality

Women workers competing with men and pushing down wages (rationalising down)

Growth in precarious employment ... ‘feminization of work’

Women overwhelmingly represented in insecure sectors (informal, agriculture, service, domestic work and export processing zones;
Earnings Gap

Earnings important for accessing other forms of social and economic resources;

Lower earnings as avenue for reproducing inequality;
Implications of OSS

Gendered labour market with inflexible barriers

Women over represented in lower levels of the labour market

Gender wage gap with lower female mean wage

Denies optimum use of human resources by limiting occupational choices

Reinforces women’s low status and

Encourages women’s exploitation by justifying differential wages and access to work benefits
The Sexual Economy

Women’s sexuality as a commodity and social control tool

Sexuality used as a social control tool to determine the nature of women’s labour force participation

Violence and where, when and how women can/not work

Transactional and commercial sex,

(Barnes, 2007; Smith, 1997)
Equality Strategies in Africa
Range of Social protection schemes

Informal/Community-based
Risk pooling & mutual support
Collective savings, welfare schemes

Social Assistance
Non-contributory resource transfers CCTs,
Single mothers, homeless, PLWA, aged

Social insurance
Contributory Schemes for risk mitigation
Health, insurance, pensions

Labour market interventions
Employment promotion, income maintenance, ELR skills training, input provisioning
State of Pensions

Coverage

% of labour force
- Global 25%
- Africa less than 20%,
- SSA 6%
- most below 10%
- Highest Mauritius 50%

Economic sector

All formal sector workers:
- Ghana, Tanzania, Zimbabwe, Zambia

Integrated/Separate schemes for private and public
- Limited/public sector, Nigeria

Multi-sectoral/multifaceted
- South Africa

Low payments tied to low wages
Scope of Pension Benefits

Standard
9 defined ILO Convention 102 benefits:

Old age, invalidity, survivor’s, unemployment, maternity, medical care, employment injury, family allowance & sickness benefits

Variations

Anglophone:
3 Old age, invalidity, survivor’s benefits,

Francophone:
broader injury, family and child benefits

Employer-financed schemes (injury, maternity and child benefits)
Emerging Gender Issues

The case of Ghana’s Pension scheme

Numbers with access

SSNIT: coverage about 11%; 90% outside scheme

Women less coverage than men:
Female contributors: 29%
Female beneficiaries 15%

Range of benefits

Employers’ liability
Paid sick leave, maternity leave, severance, injury benefits
Other Schemes

National Health Insurance
Regulated, contributory and tax supported:
  Ghana, Kenya, Nigeria,
Universal 100% coverage Malawi

Employment schemes
Public works,
ELR schemes: South Africa, Botswana, Ethiopia, Ghana, Malawi, Rwanda, Zambia
Equality Strategies

Women as a group
Separate space
Participation

Women as individuals
Special Representation
Promotional

Expansion of representation
Quotas, Reserved Seats & positions

Capacity Building
Education & Training; Family support

Institutional Anchoring
Legitimacy
Constitutional, rule amendment

Organisational Base
Coordinating body, policy

Autonomous bodies
Wings, committees

Separate events
Conferences, meetings
## Current Challenges

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<th>Conceptual confusion</th>
<th>Institutional Culture</th>
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<td>Questioning wmn’s space &amp; organs</td>
<td>Patriarchal practices &amp; norms</td>
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<td>Confusing class with gender</td>
<td>Male hostility and resistance</td>
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<td>Equality argument to retain male privilege</td>
<td>Sexual harassment</td>
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<td>Women only interventions</td>
<td>Perception of leadership as male preserve</td>
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### Institutional structures
- Weak women/mainstream relations
- Disconnection: leaders, GD organs & members
- Commitment: political & financial
- Strategy ownership: top/down donor driven
Emerging Policy Issues

Identifying gender issues at the core of inequality; Sources of inequalities; women as a social category as against men

Groups and varieties of vulnerabilities among women (women’s heterogeneity)

Policy options and scope of targeting (sector specific/cross-cutting interventions)

Finally there are limits to macro-economic policy reform

Debunking TINA and working to build alternative to capitalism