



Professional Masters in Gender and Development

Gender and Microeconomics

I- Objectives

This course is intended to present some of the main ideas underlying the micro aspects of gender economics. The courses will tackle issues as fertility, marriage, women labor force participation, wage gap, gender inequality, violence against women and women empowerment within her household and within the society where she lives.

Economic outcomes differ substantially by gender. The course will apply economic theory to explain choices faced and selected by women concerning marriage, fertility and labor market outcomes. After providing an overview of the gender differences in various aspects of welfare and economic life, the course will then use Economic theory and empirical evidence to examine the causes and consequences of gender differences in earnings, labor force participation, occupational choice, and the division of labor within the household alongside government policies targeting those decisions. Empirical research will be presented that describes the changing demographic profile of families, poverty and the labor force. Students in this course will gain experience evaluating how economic theory and practice fits into the larger social sciences goal of describing human behavior by focusing on women and the family.

II- Intended Learning Outcomes

By the end of this course, you will be able to:

- Have a solid understanding of different microeconomic issues from a gender perspective.
- Demonstrate competence in analyzing issues and themes concerning gender inequality and women's position in their families and in the economies.
- Apply economic models to explain the choices of women in the household and in their labor market activities.
- Understand, from an economics' aspects, the status of women in the MENA region and the challenges they faced in the labor market.
- Work with the different data sets tackling women issues to answer your gender research questions.

- Employ gender indicators, including the United Nations Development Programme’s GEM (Gender Empowerment Index) and GDI (Gender-related Development Indicators), along with the World Economic Forum’s GGI (Gender Gap Index), in gathering and analyzing both quantitative and qualitative data on gender gaps across the world.

III- Course Outline

Part I: Woman and the Family

1. Introduction:

- 1.1 Why do we care about gender from micro economic perspective?
- 1.2 Women in Microeconomics: Economics Tools And Thinking.

References:

- Saul D. Hoffman and Susan L. Averett, “Women and the Economy: Family, Work, and Pay, 3rd ed. (London: Palgrave, 2016)
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- Salehi-Isfahani, D. 2007. “Microeconomics of Growth in MENA: The Role of Households”. CONTRIBUTIONS TO ECONOMIC ANALYSIS VOLUME 278 ISSN: 0573-8555 DOI:10.1016/S0573-8555(06)78006-3

2. Marriage and Fertility:

3.1 Marriage:

- Marriage economic institution.
- The marriage market: Supply and Demand.
- Distribution of resources within the family.

3.2 Fertility:

- Measuring fertility
- The economics of fertility

3.3 Marriage and fertility in the Developing countries.

References:

Saul D. Hoffman and Susan L. Averett, “Women and the Economy: Family, Work, and Pay, 3rd ed. (London: Palgrave, 2016).

- Gage, A. J. (1995) “Women’s Socioeconomic Position and Contraceptive Behavior in Togo.” *Studies in Family Planning*, Vol. 26, No 5.
- Ghuman S., Lee H. and Smith H. (2004) “Measurement of Women's Autonomy According to Women and Their Husbands: Results from Five Asian Countries.” PSC Research Report No. 04-556, Population Studies Center, April.
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- Kritz, M. M., Makinwa-Adebusoye, P., Gurak, D. T., (2000) “The Role of Gender Context in Shaping Reproductive Behavior in Nigeria.” In *Women’s Empowerment and Demographic Processes: Moving Beyond Cairo*. Harriet Presser and Gita Sen, eds. New York: Oxford University Press.
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- Mason, K., (1997) “How Family Position Influences Married Women’s Autonomy and Power in Five Asian Countries.” Honolulu, Hawaii: East-West Center.
- Mason, K., (1998) “Wives Economic Decision-making Power in the Family: Five Asian Countries.” In *The Changing Family in Comparative Perspective: Asia and the United States*, Karen Oppenheim Mason, ed. Honolulu: East-West Center.
- Upadhyay, U. D., Karasek D. (2010) “Women’s Empowerment and Achievement of Desired Fertility in Sub-Saharan Africa”. DHS Working Papers No. 80. Calverton, Maryland, USA: ICF Macro.

3. Women Empowerment:

- 2.1 Definition of empowerment.
- 2.2 Measures of empowerment.
- 2.3 Determinants of empowerment.
- 2.4 Women empowerment and informal institutions.

References:

- Duflo, Esther (2012), “Women’s Empowerment and Economic Development”, “Women’s Empowerment and Economic Development”, *Journal of Economic Literature*, Vol. 50, No. 4: 1051-79, CEPR Discussion Paper No. 8734.
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- Assaad, R., Nazier, H. and Ramadan, R. (2014a) “Individual and Households determinants of Women Empowerment: Application to the Case of Egypt.” Mimeo.
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- Folaranmi, O., (2013) “Women Empowerment as a Determinant of Investments in Children in Selected Rural Communities in Nigeria.” *African Research Review*, Vol. 7.
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- Ibrahim S., Alkire, S. (2007) “Agency and Empowerment: A Proposal for Internationally Comparable Indicators”. *Oxford Development Studies*, Vol. 35, No. 4, December.
- Jejeebhoy, S.J., (2000) “Women’s autonomy in rural India: Its dimensions, determinants

and the influence of context”, In H. Presser and G. Sen (Eds), *Women’s Empowerment and Demographic Processes: Beyond Cairo*, New York: Oxford University Press.

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- Kabeer, N., (2001a) “Reflections on the Measurement of Women’s Empowerment.” In *Discussing Women’s Empowerment-Theory and Practice*, Sida Studies No. 3, Novum Grafiska AB, Stockholm.
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- Khattab, A., Sakr, H. (2009) " Women's Economic Empowerment in Egypt: Challenges and Opportunities”. Social Research Center Working Paper no. 001, November.
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- El Ashmawy, Khalid. 2016. *The Social and Economic Empowerment of Women in Egypt: Towards a New development paradigm*, Egypt Network for Integrated Development.

4. Violence against women

4.1. Types of Violence.

4.2 Determinants of violence.

References:

- Aizer, Anna. 2010. The gender wage gap and domestic violence. *The American economic review*, 100(4), p.1847.
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- Yount, Kathryn M. 2005. Resources, family organization, and domestic violence against married women in Minya, Egypt. *Journal of Marriage & Family*, 67, 579–596.
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Part II: Gender and the Labor market

1. Key Patterns and Trends in Gender Differences in the labor market

1.1. Main Topics:

CONCEPTS AND DEFINITIONS

- Labor Force Participation: extended and market definitions
- Unemployment: standard and broad definitions

KEY PATTERNS

- Labor Force Participation
- Unemployment
- The Changing Composition of Employment
- Changes in the Structure Employment by Industry

1.2 References

- Assaad R. and Krafft C. (2013a). “The evolution of labor supply and unemployment in the Egyptian economy: 1988-2012,” Economic Research Forum Working Paper 806, November.
- Assaad R. and Krafft C. (2013b). “The structure and evolution of employment in Egypt: 1998-2012,” Economic Research Forum Working Paper 805, November
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- Hendy,R. (2015). “Women’s participation in the Egyptian labor market: 1998-2012” Economic Research Forum Working Paper 907, May.
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- World bank (2012). World development report. World bank
- World Bank (2014). More Jobs, Better Jobs: A Priority for Egypt. Report No. 88447-EG. June.
- World Development Indicators, World Bank.

2. Labor Force Participation

2.1. Main Topics:

INTRODUCTION

FACTS AND TRENDS

EXPLAINING LFPR: *AN ECONOMIC MODEL*

- Overview
- Assumptions
- Model Details
- Utility-Maximization and Market Work
 - Woman’s Wage Rates
- Getting More Productive—At Home
- Putting It All Together

EXPLAINING FLFP RATES TRENDS IN EGYPT:

- Woman's Wage Rates
- Norms, Limited mobility further inhibit participation
- Fewer Connections
- Marriage and labor force participation of women
- Husband's Income

2.2. References

- AlAzzawi, S., Hlasny, V. (2018). "Household Asset Wealth and Female Labor Supply in Mena", ERF working paper No. 1202.
- Assaad, R., Krafft, C., & Selwaness, I. (2017). The Impact of Early Marriage on Women's Employment in the Middle East and North Africa, ERF working paper No. 1086.
- Contreras, D., & Plaza, G. (2010). Cultural factors in women's labor force participation in Chile. *Feminist Economics*, 16(2), 27-46.
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- Gaddis, I. and S. Klasen (2013) Economic Development, Structural Change and Women's Labor Force Participation, *Journal of Population Economics** S8
- Ganguli, Ina, Ricardo Hausmann and Martina Viarengo (2014), "Closing the Gender Gap in Education: What is the State of Gaps in Labor Force Participation for Women, Wives and Mothers?" *International Labour Review*, (lead article), 153(2): 173-208.
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- Hausmann, Ricardo, Ina Ganguli and Martina Viarengo (2009), "The Dynamics of the Gender Gap: How do Countries Rank in terms of Making Marriage and Motherhood Compatible with Work?", Published in the *Global Gender Gap Report 2009*, Geneva: World Economic Forum Publication.
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- Hendy, R. (2015), *Women's Participation in the Egyptian Labor Market: 1998-2012.*" ERF Working Paper 907, May,

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- Morikawa, Y. (2015). The Opportunities and Challenges for Female Labor Force Participation in Morocco. *Global Economy & Development Working Paper*, No 86.
- Nasser, R., & Mehchy, Z. (2012, July). Determinants of Labor Force Participation in Syria (2001–2010). ERF working paper no 698.
- Nazier, H. and Ramadan, R. (forthcoming). "Ever Married Women's Participation in Labor Market in Egypt: Constraints and Opportunities." *Middle East Development Journal*-expected 2018.
- Saul D. Hoffman and Susan L. Averett, *Women and the Economy: Family, Work, and Pay*, 3rd ed. (London: Palgrave, 2016) ch 1 and ch 2.
- World Bank, (2014), "More Jobs, Better Jobs: A Priority for Egypt", Report No. 88447-EG.
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3. Gender segregation in the workplace

3.1. Main Topics:

WHAT IS GENDER SEGREGATION

GENDER SEGREGATION:

- Evidence from Egypt

MEASURING OCCUPATIONAL SEGREGATION:

- The index of dissimilarity

THEORIES OF OCCUPATIONAL SEGREGATION

- Gender roles, gender identity, and occupational choice

- Gender differences in personality traits
- The world system perspective
- Human capital and occupational choice

3.2. References

- Blackburn, R. M. and Jarman, J. (2006). “Gendered Occupations: Exploring the Relationship between Gender Segregation and Inequality .” *International Sociology* 21: 289.
- El-Hamidi F. and Said, M. (2008), “Have Economic Reforms paid off? Gender Occupational Inequality in the New Millennium in Egypt .” ECES Working Paper No. 128, February.
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- Said, Mona, (2011), Does the Public Sector Discriminate Against Women? Occupational Segregation Prior to Privatization in Egypt, *Advances in Management & Applied Economics*, vol.1, no.2, 2011, 185-205
- Saul D. Hoffman and Susan L. Averett, *Women and the Economy: Family, Work, and Pay*, 3rd ed. (London: Palgrave, 2016) ch 9 and ch 10.
- William Baah-Boateng (2014). Empirical analysis of the changing pattern of sex segregation of occupation in Ghana. *International Journal of Social Economics* Vol. 41 No. 8.
- World Bank (2012). *World Development Report*. World Bank. Chapter five .

4. Gender wage gap: Trends and explanations

4.1. Main Topics:

INTRODUCTION

THE GENDER GAP IN EARNINGS: the Egyptian case

HOW LABOR MARKETS WORK—AN OVERVIEW

- The Basics—Supply and Demand in Competitive Labor Markets
- Finding the Equilibrium Wage

- Comparative Statics How Changes in Supply and Demand Affect Wages and Employment
- Thinking About Wage Rates

THE GENDER GAP IN EARNINGS: EXPLANATIONS

INTRODUCTION

HUMAN CAPITAL—THE SUPPLY OF SKILLS TO THE LABOR MARKET

- Human Capital Basics
- Evaluating Investments in Human Capital

GENDER AND HUMAN CAPITAL

- Theory—The Economic Basis for Gender Differences in Human Capital
- Evidence—Gender Differences In Human Capital

LABOR MARKET DISCRIMINATION AND WOMEN’S EARNINGS

- Employer Discrimination
- Customer Discrimination
- Employee Discrimination
- Summary of Discrimination Models

ALTERNATIVE EXPLANATIONS

- Statistical Discrimination
- Gender Differences For Competition And Risk
- Theories of Occupational Differences

4.2. References

- El-Haddad, A. (2016). Female Wages in the Egyptian Textiles and Clothing Industry: Low Pay and Discrimination. Review of Economics and Political Science
- G. Reza Arabsheibani (2000) Male–Female Earnings Differentials Among the Highly Educated Egyptians, Education Economics, 8:2. No 7

- Gunewardena, D., Abeyrathna, D., Ellagala, A., Rajakaruna, K., & Rajendran, S. (2008). Glass ceilings, sticky floors or sticky doors? A quantile regression approach to exploring gender wage gaps in Sri Lanka
- Ilkcaracan, I. and Selim, R.(2007). The Gender Wage Gap in the Turkish Labor Market, *LABOUR* 21 (3) 563–593.
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- Ñopo, H., Daza, N., & Ramos, J. (2011). Gender earnings gaps in the world. *World Development Report 2012: Gender Equality and Development Background paper*. No 7
- Nordman, C. and Wolff, F.(2004). Is there a glass ceiling in Morocco? Evidence from matched worker- firm data. *Development Institutions and Analyses de long teme. DOCUMENT DE TRAVAIL. DT/2007-04.*
- Said, M. (2012). Wage Differentials During Economic Reform and Crisis: Evidence from Egypt and Jordan.” *Comparative Economic Studies*, 54, (65–101).
- Saul D. Hoffman and Susan L. Averett, *Women and the Economy: Family, Work, and Pay*, 3rd ed. (London: Palgrave, 2016) ch 9 and ch 10.
- Tansel, A. (2004) *Public-Private Employment Choice, Wage Differentials and Gender in Turkey*, IZA DP No. 1262.

IV- Class expectations and policies:

1. Students are expected to be punctual in coming to class. Late students may not be allowed to attend the lecture.
2. Missing an exam is serious and will be handled on a case-by-case basis. If you miss an exam, you must inform me in advance, or immediately afterwards, to avoid receiving a failing grade. Written documentation is required but not necessarily sufficient.
3. The material presented in class will complement, not substitute, for the material covered in the assigned readings. Appendices, boxes, and exercises are part of the assigned readings. We also encourage you to make use of the Internet resources.
4. If you enter the classroom after class has started, please take your seat as quickly and quietly as possible. We reserve the right to deny you access to the classroom if we feel it may disturb the class.
5. You are urged to express your views, ask questions freely, and discuss the points you don't understand or don't agree.
6. Office hours are an excellent venue for asking questions and assessing your progress. If you fail an exam, pass by and see your instructors as soon as possible so that they can advise you appropriately.
7. We expect every student to maintain a high standard of academic integrity and to be familiar with the policies and principles of student conduct. I have zero-tolerance for violations of academic integrity.
8. Attendance is not compulsory but physical presence is not enough. Phones must be turned off during the class.

V- Assessment

Item	Grade
Presentations	20%
Course Work and Assignments	20%
Term Paper	30%
Final Exam	30%

Time Table for Term paper:

Deliverable	Deadline
Concept Note	17 October
Literature Review	14 November
Methodology	5 December
Full Paper	20 December
Presentation	26 December

VI- Instructors:

- Hanan Nazier : hanan.nazier@feps.edu.eg
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- Racha Ramadan : racha.ramadan@feps.edu.eg
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