

Gender and Global Value Chains

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November 18, 2020

Symposium on International Trade and Gender
Day 2. Global Value Chains and Gender
ECLAC. Online event
November 17-19, 2020

GVCs and Global Employment

- Globalized economy (fragmentation of production) allow countries to participate in a diverse number of industries
- Global value chain (GVC) integration and upgrading have become key goals of trade and investment policy in developing countries
- GVC trade is seen as a channel for export revenue generation, knowledge and technology transfer; and importantly, boosting employment
 - These jobs are often better, with higher formality and pay more than other local economic sectors.



Gender in GVCs



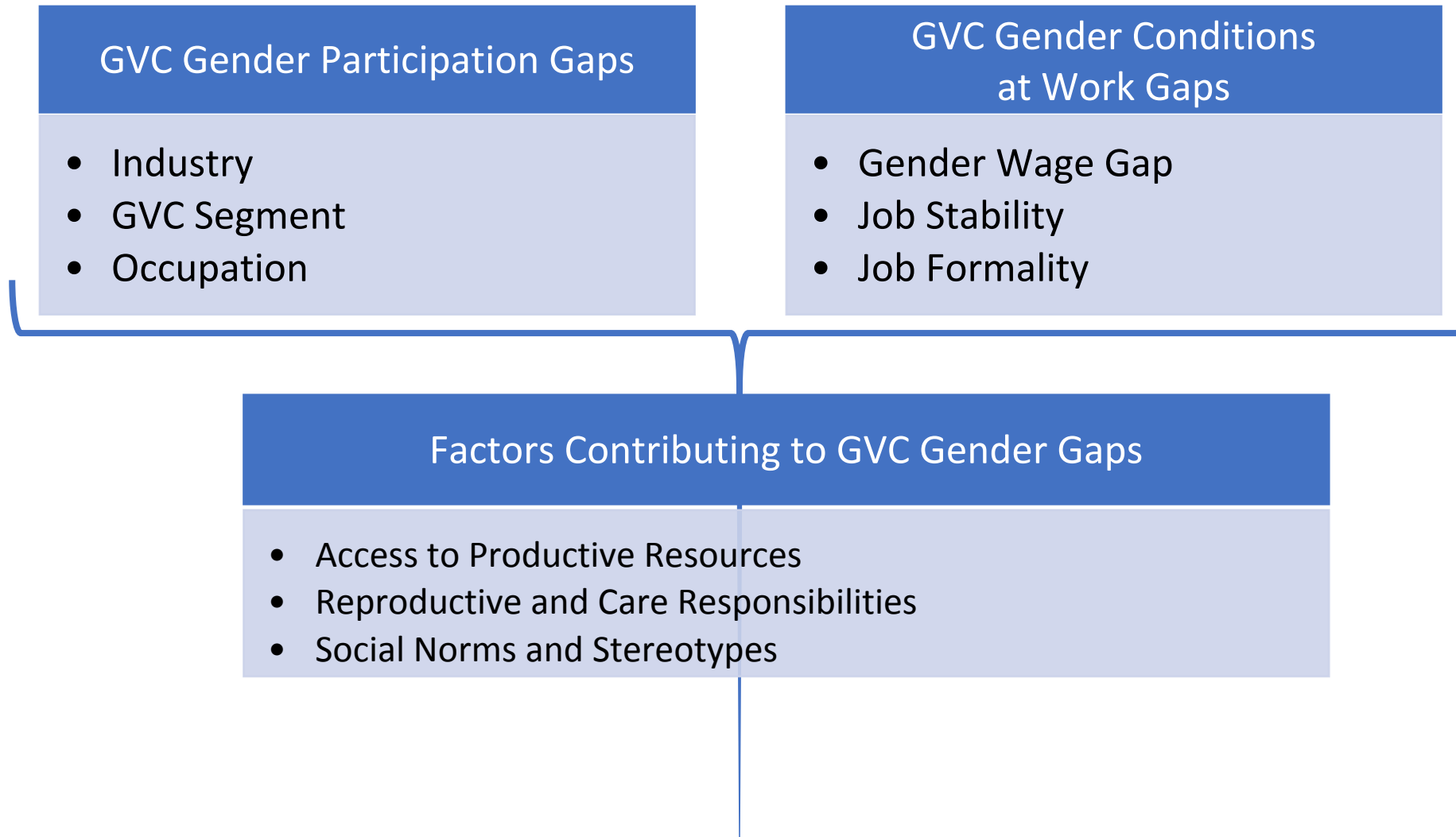
- Women are in lower value industries, segments and occupations than men, generating new and exacerbating existing gender gaps. As countries upgrade, female participation decreases.
- GVCs are embedded in local social and cultural settings and often replicate gender imbalances of those economies.
- The large untapped female labor pool that entered into the workforce, helped globalize industries.
- As a result, trade has helped to draw more women into the workforce. Around world, 39% of the workforce; 4% more of the workforce of exporting firms than non-exporting firms.

Men and women participate differently in global value chains and women typically benefit less from their engagement in these traded industries than their male counterparts.

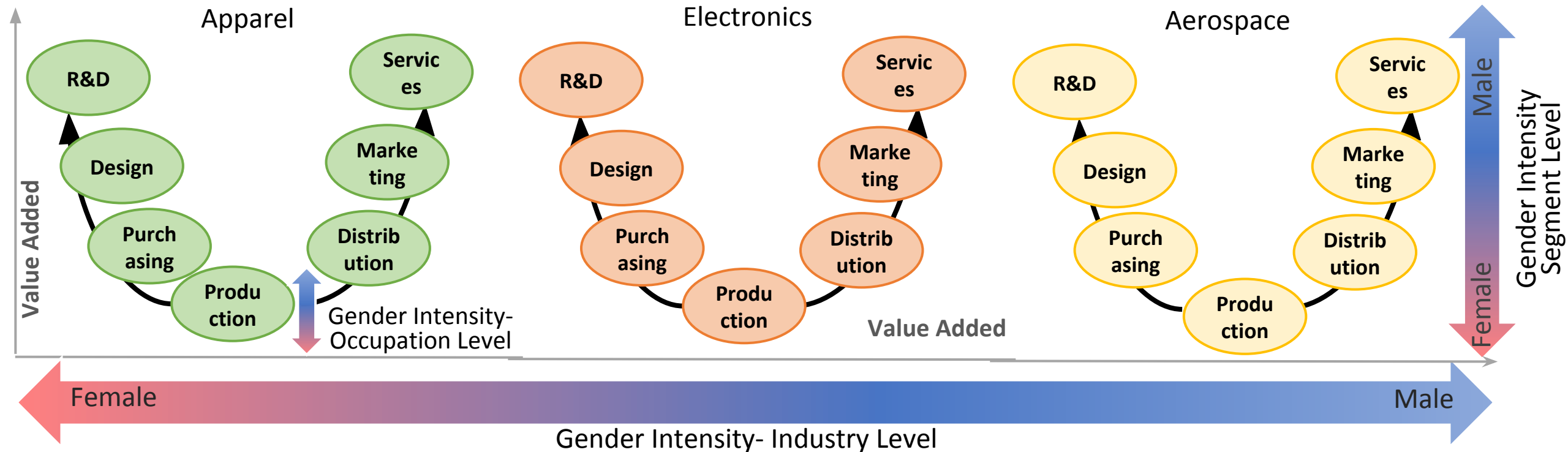
What is the best way to address the gender gaps?

- Analysis has focused on a change of women's positions over time, and mostly compares a woman's new opportunities to her previous economic alternatives.
- Gender and GVC analyses should go beyond this, and should focus on the comparison between men's and women's access to the same work with the same conditions and whether they enjoy equal opportunities for growth and advancement into higher value activities.

GVC Gender Gap Framework



GVC gender participation gap increases with upgrading



Key messages

- Men and women participate differently in global value chains and women typically benefit less from their engagement in these traded industries than their male counterparts.
- Women are in lower value industries, segments and occupations than men, generating new and exacerbating existing gender gaps. As countries upgrade, female participation decreases.
- Reducing the gender gaps requires analysis by comparing men and women's roles; a lot of research is focused on analyzing the evolution of women in trade over time.
- As countries focus on increasing value addition in trade, there is a strong need to address the defeminization of GVCs and ensure women have equal opportunities.

THANK YOU



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