



ROYAL UNIVERSITY OF LAW AND ECONOMICS

The Faculty of Economics and Management

Assignment ENGLISH

Women's Role in Economic Development

Economic Development and Women's Rights

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PREFACE

Human rights are for all human beings, men as well as women. This means that women are entitled to the same human rights as men. However, all over the world women have historically often been discriminated against in many ways, due to the fact that they are born as female and not male. Even though there have been some improvements, unfortunately, this kind of discrimination still exist in our societies. When trying to explain gender equality, it is good to start with a definition of the words sex and gender:

Sex: *Biological and physiological characteristics that define men and women.*

Gender: *Socially constructed roles, behaviors, activities and attributes that a given society considers appropriate for men and women. They may vary among societies and cultures and change over time.*

Gender equality is a precondition for the fulfilment of human rights. If there is no gender equality, human rights are violated. In this way, there is a close link between human rights and gender equality.

Gender equality is about the relationship between men and women. Therefore, it is not mainly about women, which is a rather common misunderstanding of the concept.

Gender equality *“All human beings, both men and women, are free to develop their personal abilities and make choices without limitations (...). The different behavior, aspirations and needs of women and men are considered, valued and favored equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.”*

Gender equity *“Fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different (...). In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women.”*

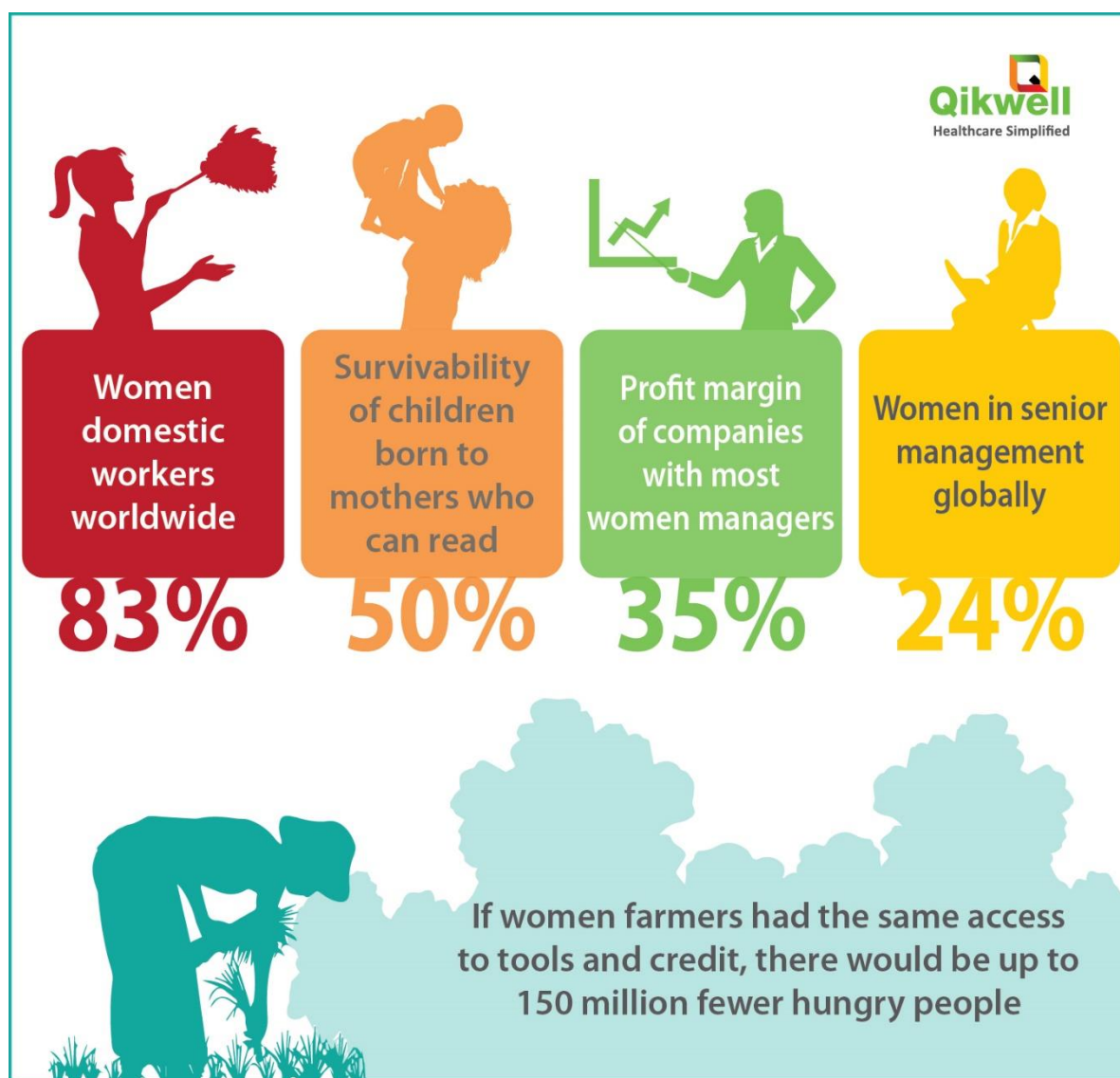
Finally, we are thanks Professor: Mr. Davann Rathchesda

Phnom Penh, on 20th March 2017

Group of students in class CP

I. INTRODUCTION

All over the world, women have played significant roles in their countries' development. They have contributed to the economic growth of their country by taking care of their families and working in and owning businesses. They have worked as doctors, teachers, electricians and artists. Women have even been prime ministers of countries. Unfortunately, not every society values the role women play and the contribution they make to their country's development. Some beliefs and practices create societies in which males play the dominant role. Religious traditions can contribute to making women second-class citizens. Low education levels and the tendency for women to have low self-confidence also contributes. In Nepal, men tend to be the owners of property and the decision makers in the families. Women often stay at home, cleaning, cooking and caring for their children. Although these activities are essential for the wellbeing of the family, women are often not respected for their work. Many times, when women venture out of the home to take part in other types of activities, such as going to school, owning businesses and participating in politics, they are often held back or discouraged.



II. ECONOMICS AND GENDER

“GENDER ECONOMICS – The influence of *gender on economics*, AND the influence of *economics on gender*.” (Susanne Moore 2012)

Gender Economics is an emerging field of study that builds on the theories of diversity and promotes the value of gender balance, particularly in the area of innovation and creativity. It looks at how gender influences economics and economic decisions and how those decisions impact gender. Gender Economics is gender neutral and encompasses male, female, and other gendered identities.

Gender Economics is a new way of thinking about maximizing the potential of an organization, it is based in gender and cultural values.

By utilizing a greater gender balance in decision making and policy planning we can tap into a wider sphere of thinking to create the ‘Next Generation of Economic Transformation’.

“It’s about dissecting and creating a new discourse around economic theory that fuses Economics, Gender and Sociology.” (Susanne Moore 2013)

2.1. WOMEN AND ECONOMIC GROWTH

Development affects people in different parts of the world in different ways. It also affects people differently, depending whether they are male or female. Being aware of this, and taking it into account in development planning and action is known today as practicing a ‘gender perspective’.



Generally speaking, there have been a number of improvements to women's lives in the past twenty years. For example, female life expectancy is increasing; more girls are going to school; more women are in the paid workforce; and, many countries have introduced laws to protect women's rights. However, the gender divide remains. There has been "no breakthrough in women's participation in decision-making processes and little progress in legislation in favor of women's rights to own land and other property", according to Mr. Kofi Annan, in his role as Secretary General of the United Nations.

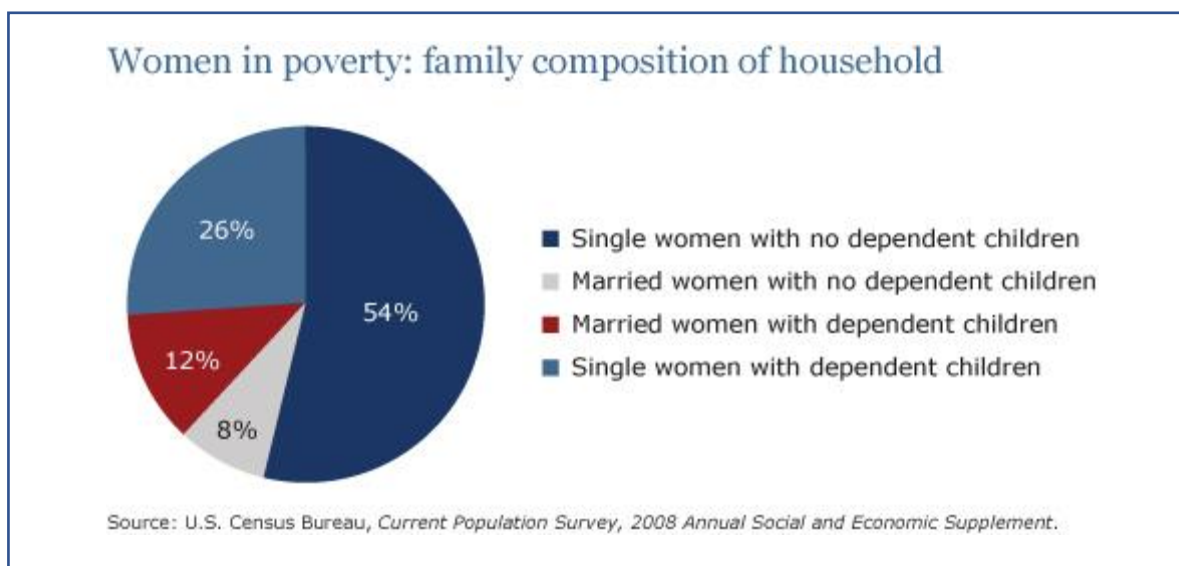
2.2. WOMEN AND POVERTY REDUCTION

Many of the world's poorest people are women who must, as the primary family caretakers and producers of food, shoulder the burden of tilling land, grinding grain, carrying water and cooking. This is no easy burden. In Kenya, women can burn up to 85 percent of their daily calorie intake just fetching water.

Equality between men and women is more than a matter of social justice, it's a fundamental human right. But gender equality also makes good economic sense. When women have equal access to education, and go on to participate fully in business and economic decision-making, they are a key driving force against poverty.

Gender equality is a condition for inclusive, democratic, violence-free and sustainable development. This is why UNDP works collaboratively with national partners to:

- Include women in planning, budgeting, and policy-making processes in a meaningful way
- Promote women's and girls' economic rights and opportunities
- Address the gender dimensions of HIV and AIDS
- Strengthen the collection and analysis of gender-disaggregated data



2.3. WOMEN AND TECHNOLOGY

Deloitte Global predicts that by end-2016 fewer than 25 percent of information technology (IT) jobs in developed countries will be held by women, i.e. women working in IT roles (see Figure 1). That figure is about the same as 2015, and may even be down. Lack of gender diversity in IT is both a social and economic issue. Global costs may be in the tens of billions of dollars; according to one study, the gender gap in IT costs the UK alone about \$4 billion annually. Given that cost, gender parity (roughly 50 percent women in IT jobs) seems a reasonable goal over the long term.

Gender imbalance in IT has been recognized as an issue since at least 2005. One might have expected some improvement since then, and perhaps even faster change since 2010, when there was a surge in articles about women in technology jobs.

Figure 1: Women as percentage of total IT workforce by country for US, Sweden, Canada and UK

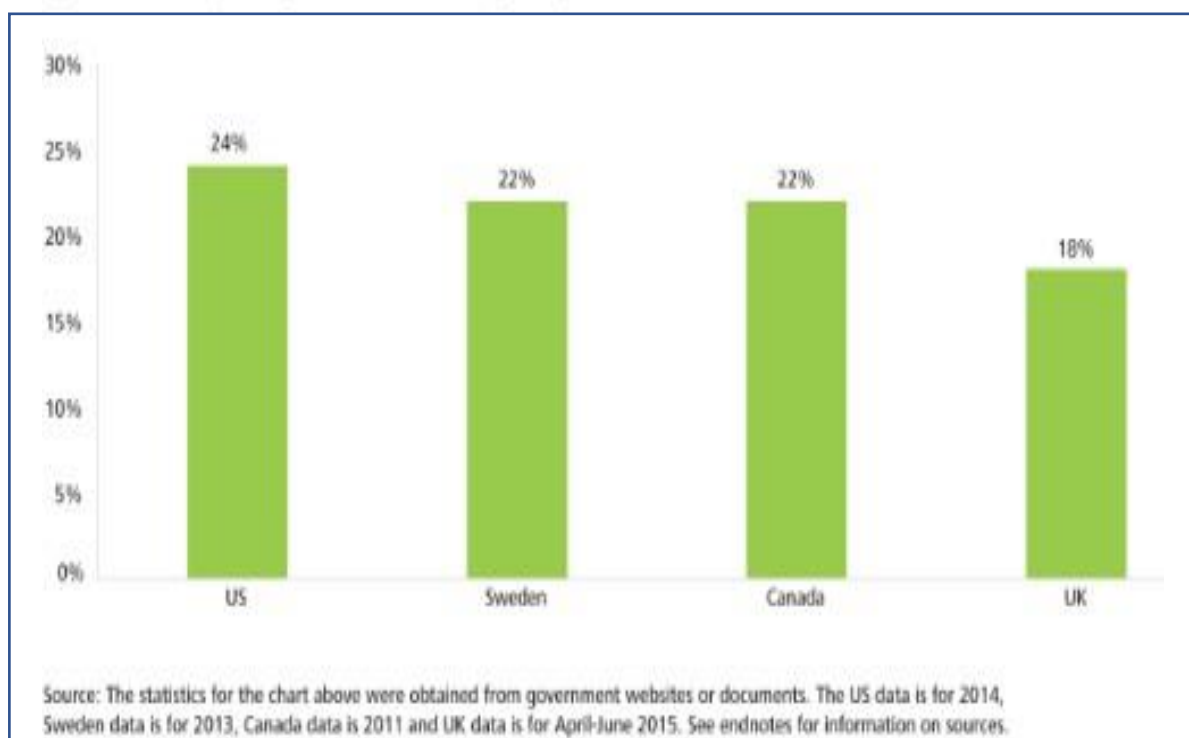


Figure 1: Women as percentage of total IT workforce by country for Canada, Sweden, UK and US

The education pipeline

Only 18 percent of US university computer science (CS) graduates in 2013 were women. And that was down from 1985, when 37 percent of graduates were women. UK figures are very similar: in the 2013/14 educational year, only 17.1 percent of computer science students were women. That is much lower than overall

female participation in higher education in the UK of 56 percent, and actually down very slightly from 17.4 percent in the 2012/13 educational year.

Challenges beyond the education pipeline

- **Recruiting.** According to a 2014 study among UK firms, half of all companies hiring IT workers stated that only one-in-twenty job applicants were women. Gender-neutral job descriptions are an important first step, but may not be sufficient, since the various algorithms driving online recruiting advertisements may mean women do not see the job placement ads.
- **Hiring.** Hiring more female recruiters may help, but will likely be an insufficient step.
- **Retaining.** Women in IT roles are 45 percent more likely than men to leave in their first year, according to a 2014 US study. The study found that retention was a problem after the first year as well: one in five women with a STEM degree is out of the labor force, compared to only one in 10 men with a STEM education.
- **Paying and promoting.** A US female web developer makes 79 cents to the dollar men make for the same job; and while female computer and information systems managers have a narrower gap of 87 cents to the dollar, a pay difference is still prevalent.

Women in IT companies

These companies are a key part of the technology sector, likely represent the broader tech company employment picture, and are likely to be an important source of IT jobs for women going forward. One sample of six US tech companies showed that although their total workforce was 30-39 percent women, the number of women in 'tech jobs' was only 10-20 percent.

Bottom line

Getting more girls and young women into streams that will lead to careers in IT will likely be difficult. Initiatives are under way to depict more positive female IT role models in the media.

2.4. WOMEN AND MANAGEMENT

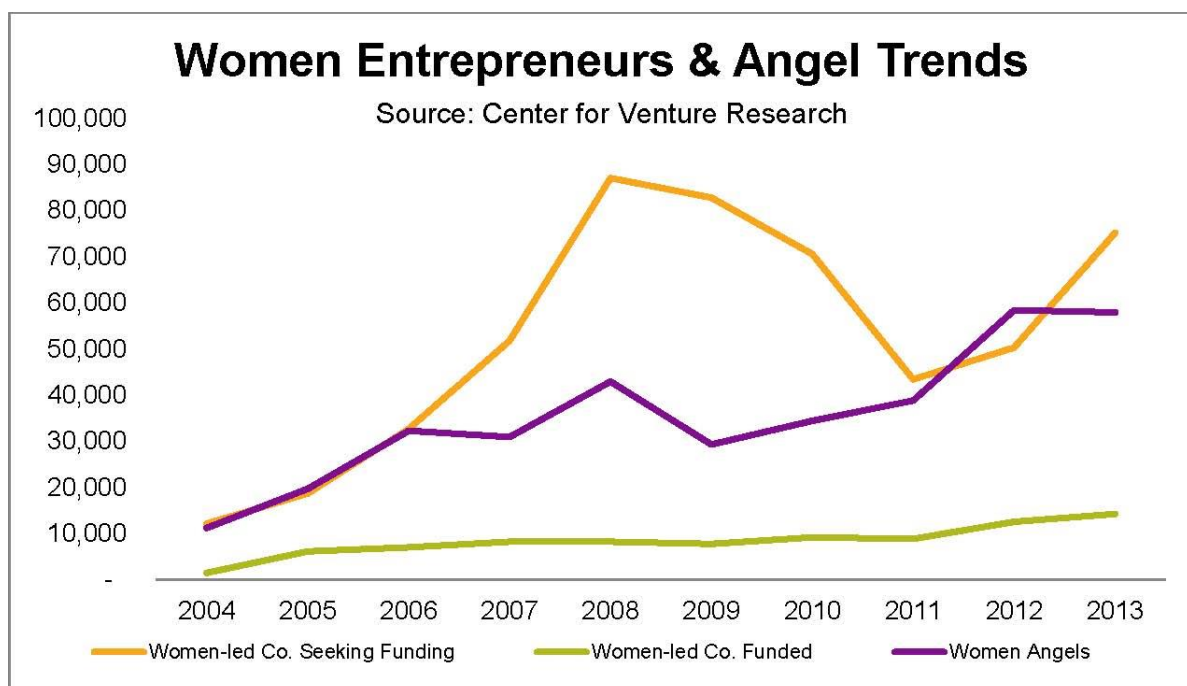
Over the past decade, women have been filling the ranks of management in companies, public institutions and organizations. Their numbers at lower and middle management are often equal to or higher than men. Despite the increasing number of appointments of women to high-profile CEO positions and heads of companies around the world, the ongoing paucity of women at the top confirms that the "glass ceiling" is still very much in place. Where figures are available, women still represent

just a few per cent of CEOs in the world's largest publicly traded companies, not much different from a decade ago.

Women have attained critical mass in high-level management positions in areas such as human resources, finance and administration, public relations and communications, and corporate social responsibility. However, these reflect the fact that women's career paths tend to go up the side of the typical hierarchical organizational pyramid with "glass walls" separating them from the central pathways and networks that lead directly to the top of the pyramid.

2.5. WOMEN ENTREPRENEURS

Entrepreneurship was once considered a man's domain, but the tide has shifted: More than 9 million U.S. firms are now owned by women, employing nearly 8 million people and generating \$1.5 trillion in sales, according to 2015 data from the National Association of Women Business Owners.



"While the numbers are growing, there are still too few female investors and startup entrepreneurs, which can make it more challenging to raise capital and find mentors," said Megan Smyth, CEO and co-founder of Fit Reserve. "Network and you will discover that there are plenty of women and men who are eager to advocate for and mentor female entrepreneurs."

DEFYING SOCIAL EXPECTATIONS

Most female business owners who have attended networking events can relate to this scenario: You walk into a crowded seminar and can count the number of women there on one hand.

Be yourself, and have confidence in who you are," said Hilary Genga, founder and CEO of women's swimwear company Trunkettes. "You made it to where you are through hard work and perseverance, but most importantly, you're there. Don't conform yourself to a man's idea of what a leader should look like."

LIMITED ACCESS TO FUNDING

Not all startup founders look for investors to help get their businesses off the ground, but those who do know how difficult the pitching process can be. Raising capital is even more difficult for women-owned firms: A 2014 Babson College report found that less than 3 percent of venture-capital-funded companies had female CEOs.

PLAYING WITH THE BOYS

Most would consider any given field to be male-dominated. It's even more of a challenge when you're coming in as a female having to give direction to males that may not want any direction. Alison Gutterman, CEO and president of Jelmar learned just that early in her career.

OWNING YOUR ACCOMPLISHMENTS

The communal, consensus-building qualities encouraged in young girls can leave women unintentionally downplaying their own worth. Molly MacDonald, founder and CEO of The Mobile Locker Co., a startup that provides personal storage for events, said she has always found it difficult to convey her own worth as a leader.

BUILDING A SUPPORT NETWORK

"With the majority of the high-level business world still being dominated by men, it can be hard to blaze your own path and facilitate the introductions and connections into some of the more elite business networks," said Hanson, who established the Hera Hub co-working space to foster support and collaboration among female entrepreneurs.

BALANCING BUSINESS AND FAMILY LIFE

Work-life balance is a goal of many entrepreneurs regardless of their gender, but mothers who start businesses have to simultaneously run their families and their companies. And in this area, traditional gender expectations often still prevail.

"Being a mother while running a business is very challenging," Genga said. "There are ways to balance your time, but the perception is that you could be more effective running your business if you didn't have to deal with kids."

COPING WITH A FEAR OF FAILURE

According to Babson College's 2012 Global Entrepreneur Monitor, the fear of failure is the top concern of women who launch startups. Failure is a very real possibility in any business venture, but Delia Passi, CEO of Women Certified and founder of the Women's Choice Award, said it shouldn't be viewed as a negative.

"You need to have massive failure to have massive success," Passi said. "You may need 100 'noes' to get one 'yes,' but that one 'yes' will make you more successful tomorrow than you were today."

III. SOCIETY AND GENDER

Society and gender A "gender-equal society" is a "society in which both men and women, as equal members, have the opportunity to participate in all kinds of social activities at will, equally enjoy political, economic and cultural benefits, and share responsibilities." In such a society, the human rights of men and women are equally respected. Women who desire an active role in society may participate in activities of their own choosing, while men could enjoy a fulfilling home and community life.

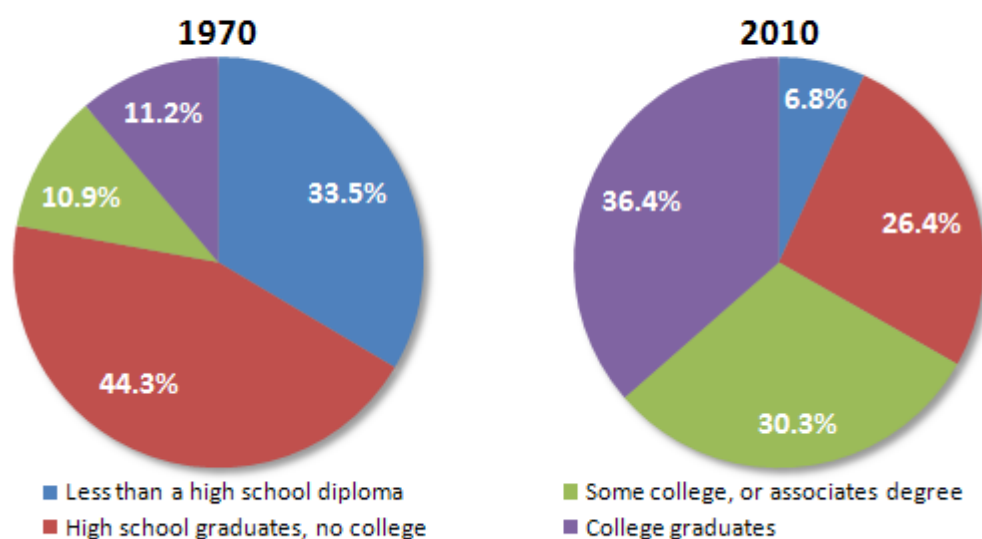
3.1. WOMEN AND EDUCATION

Women and Education Women education refers to every form of education that aims at improving the knowledge, and skill of women and girls. It includes general education at schools and colleges, vocational and technical education, professional education, health education, etc. Importance of Women education the importance of women education is briefly summarized below

1. Economic development and prosperity: Education will empower women to come forward and contribute towards the development and prosperity of the country.
2. Economic empowerment: So long as women remain backward and economically dependent on men, the helpless condition of them cannot be changed. Economic empowerment and independence will only come through proper education and employment of women.
3. Improved life: Education helps a woman to live a good life. Her identity as an individual would never get lost. She can read and learn about her rights. Her rights would not get trodden down. The life or condition of women would improve a lot, if we take a broad outlook in the field of female education.
4. Improved health: Educated girls and women are aware of the importance of health and hygiene. Through health education, they are empowered to lead a healthy life-style. Educated mothers can take better care of both herself and her baby.

5. Dignity and honor: Educated women are now looked upon with dignity and honor. They become a source of inspiration for millions of young girls who make them their role-models.
6. Justice: Educated women are more informed of their rights for justice. It would eventually lead to decline in instances of violence and injustice against women such as dowry, forced-prostitution, child-marriage, female feticide, etc.
7. Choice to choose a profession of her choice: Educated women can prove be highly successful in the fields of life. A girl-child should get equal opportunity for education, so that, she can plan to become a successful doctor, engineers, nurses, air-hostesses, cook, or choose a profession of her choice.
8. Alleviate poverty: Women education is a pre-requisite to alleviate poverty. Women need to take equal burden of the massive task of eliminating poverty. This would demand massive contribution from educated women.

Percent distribution of women in civilian labor force, aged 25 to 64 years, by educational attainment, 1970 and 2010



Source: U.S. Bureau of Labor Statistics

www.bls.gov

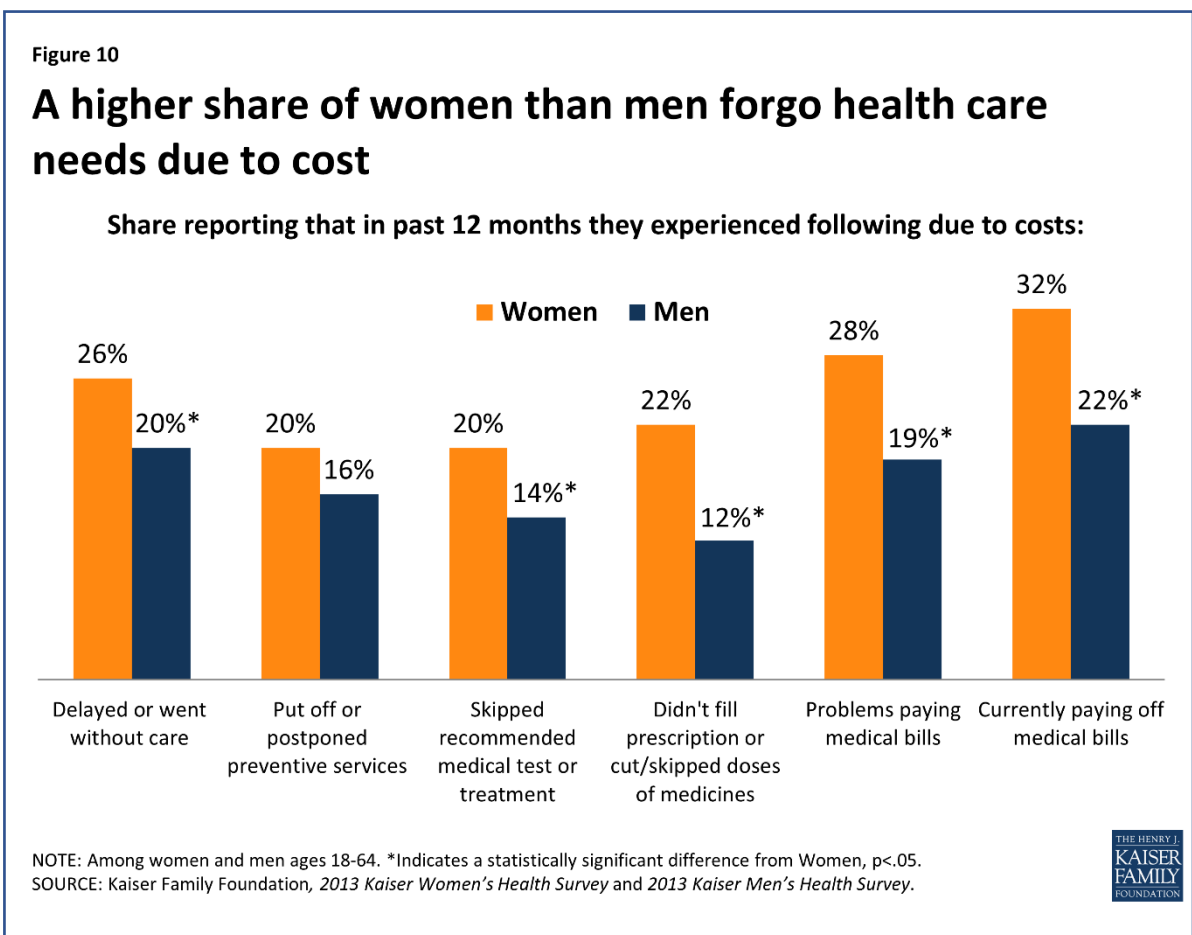
Girls' education is a strategic development priority. Better educated women tend to be healthier than uneducated women, participate more in the formal labor market, earn higher incomes, have fewer children, marry at a later age, and enable better health care and education for their children.

3.2. WOMEN AND HEALTH

Women and men share many similar health problems, but women also have their own health issues, which deserve special consideration.

Women's lives have changed over the centuries. Historically, life was particularly difficult for most women. Aside from the numerous dangers and diseases, women became wives and mothers often when they were just emerging from their own childhood. Many women had a large number of pregnancies which may or may not have been wanted. In the past, childbirth itself was risky and not infrequently, led to the death of the mother. Most women in the past did not live long enough to be concerned about menopause or old age.

In 1900, a woman's life span was about 50 years. Now, in the new millennium, average life expectancy for American women is 82 years of age, and it is continuing to rise. Not only are women living longer, but they also can anticipate the possibility of enjoying a better quality of life throughout their span of years.



3.3. WOMEN AND MIGRATION

Many of them are seeking new opportunities and a better life for themselves and their families. Others are forced to move due to disaster or conflict. Gender is central to any discussion of the causes and consequences of regular and irregular migration and forced displacement.

It is now understood that a person's sex, gender identity and sexual orientation shape every stage of the migration experience. Gender affects reasons for migrating, who will migrate, the social networks migrants use to move, integration experiences and labor opportunities at destination, and relations with the country of origin.

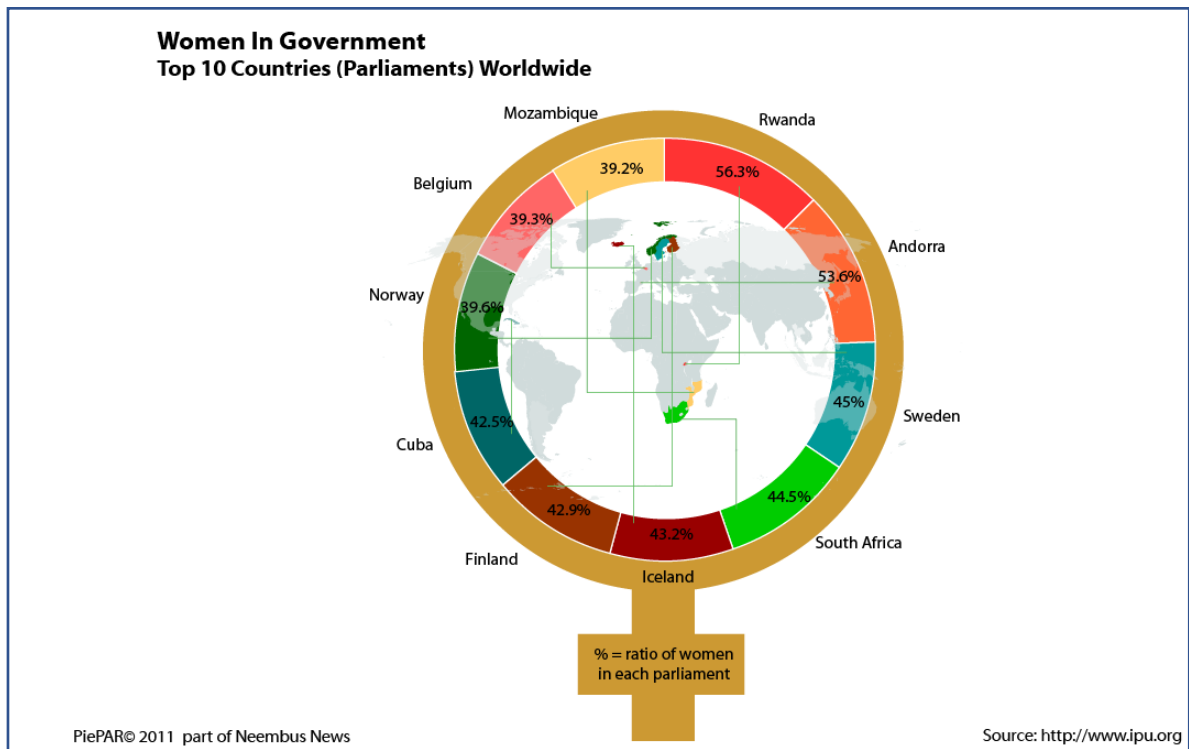
These facts demonstrate the necessity for IOM to understand, assess and respond to gender dynamics. Taking into account gender-specific migration trends can mean the difference between implementing a project that successfully addresses the needs and capacities of IOM beneficiaries equally, or one that fails to address these critical elements and perpetuates gender inequality.

3.4. WOMEN AND GOVERNANCE

At the local and community level, all the way to the highest levels of government, women are often underrepresented in leadership positions, left without a voice in decision-making and ignored as an electorate. Women hold only 22 percent of national parliamentary positions globally. This means that women are underrepresented in all facets of the political process often due to social-cultural barriers, the absence of training and resources for women's political organizing, standards of living and precarious economic challenges.

Through the conversation *Empowering Women in Political Participation and Leadership*, New Tactics in Human Rights has sought to uncover the tools, tactics and resources used by individuals and organizations to empower women to overcome the obstacles preventing them from political equity and equality.

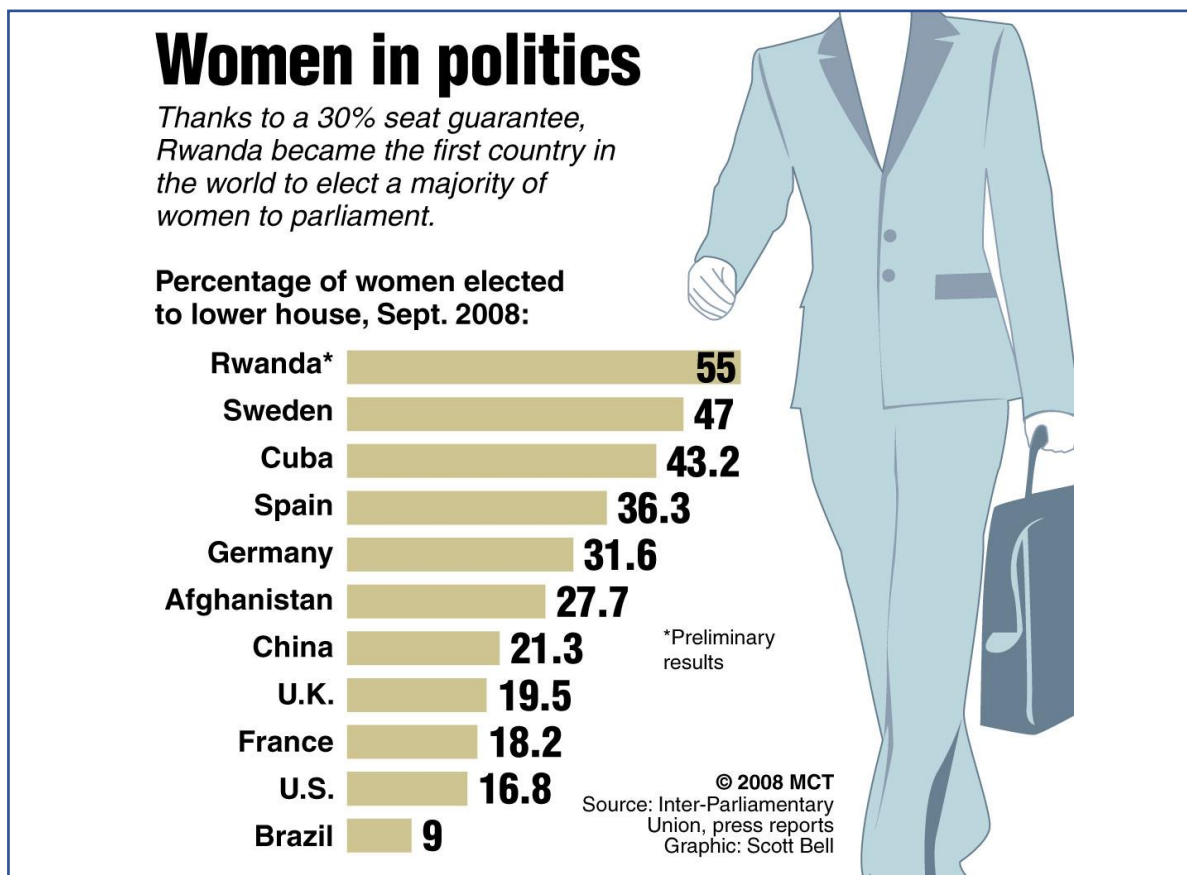
The obstacles to the political participation of women listed by the participants to the conversation were the lack of public/social support and political party support, entrenched traditional views, lack of confidence, lack of financial means, lack of capacity building opportunities, lack of access to technology, gender discrimination, division according to ethnic lines, violence, and intimidation.



Women's Political Participation

Women's political participation is the actual and equal involvement of women in the governance of the communities they belong to whether via elective, appointive or merited positions. It means the recognition and value attached to the contribution of all including women in the governance system of any community/country. Decision-making becomes beneficial to the entire country when it reflects the collaborative inputs from all members of the community without discrimination.

It is important to have both quantity and quality in the women taking part in governance. Studies have revealed that increased women's participation has resulted in a bigger economic benefit, increased cooperation across party lines and more sustainable conflict resolution. It is important to raise women's engagement in politics by raising their awareness of opportunities available, building confidence and skills.



3.5. ENVIRONMENT AND GENTER

What is Gender and the Environment?

"Women ... play an essential role in the management of natural resources, including soil, water, forests and energy ... and often have a profound traditional and contemporary knowledge of the natural world around them"

The environment today is a pressing global challenge facing our world, and therefore it is essential to focus on advocacy towards understanding the linkages between gender and a variety of environmental/sustainable development topics (i.e. the differential cause and effect of environmental degradation on men and women and importantly, the role of women as agents of change in regards to mitigation and adaptation to the changing environment.)

Men and women use resources differently and have different roles in society. To be effective, strategies to preserve the environment must therefore pay close attention to the impact of disparities between women and men on access to resources and opportunities.

3.6. WOMEN AND SUSTAINABLE CONSUMPTION

In terms of resource impacts, women tend to leave a smaller ecological footprint than men due to their more sustainable consumption patterns. Sustainable consumption is using resources in a way that minimizes harm to the environment while supporting the well-being of people. Men's lifestyles and consumer patterns, whether they are rich or poor, tend to be more resource-intensive and less sustainable than women's (Johnsson-Latham, 2006). Impressing a more feminine footprint would result in a smaller impact on the environment as well as better access to goods and services that take into account the needs of both women and men.

3.7. WOMEN AND SUSTAINABLE PRODUCTION

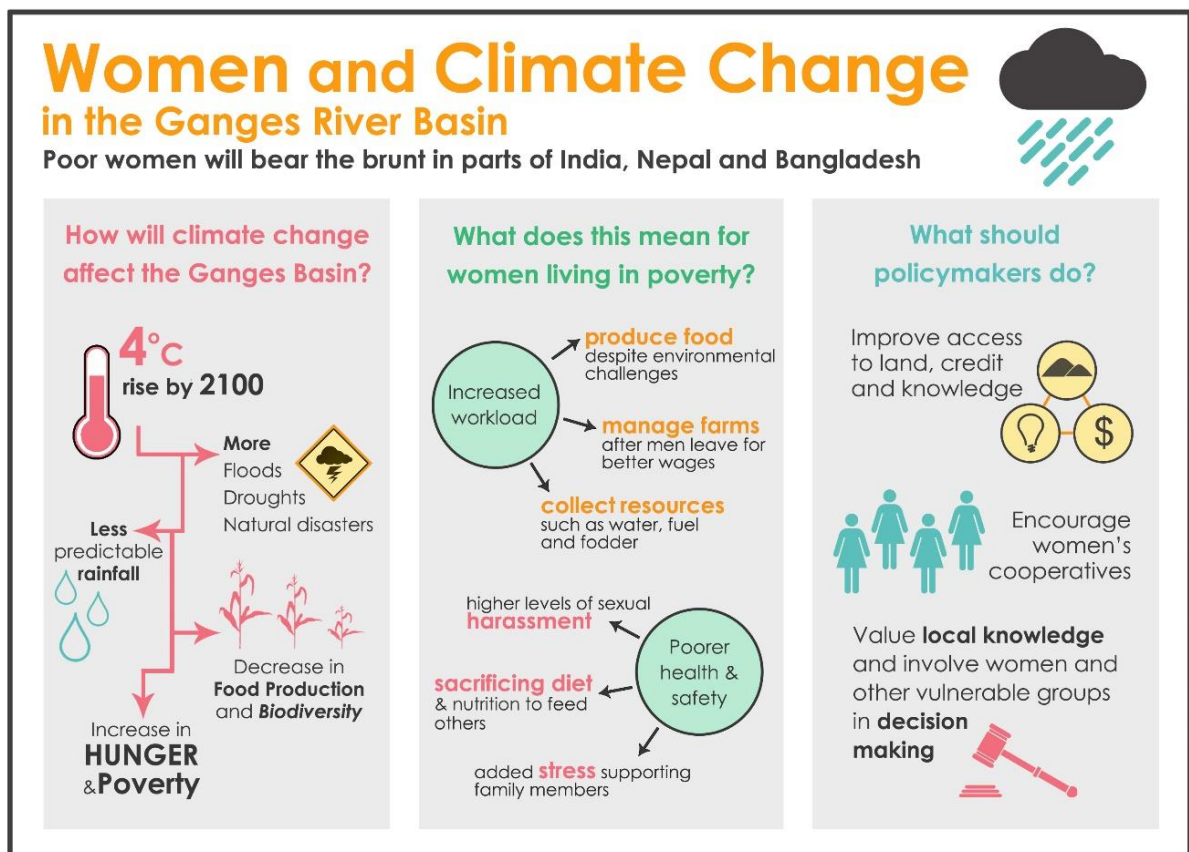
International trade and investment have led to the globalization of production where goods are made up of many component parts produced, assembled and shipped in different parts of the world. The sustainability of globalized production has become of increasing concern in terms of the environmental and social practices of multinational enterprises and their supply chains (OECD, 2008c). Of particular interest are the ecological impacts of production processes in manufacturing, agriculture, mining, forestry and other sectors through contributions to climate change, deforestation, overfishing and loss of biodiversity. The social practices of firms, including the health and safety of employees, labor representation, sustainable livelihoods, community contributions, and increasingly gender impacts are also under the spotlight.

3.8. WOMEN AND CLIMATE CHANGE

What is the connection and why is Gender and Climate Change important?

Climate change has a greater impact on those sections of the population, in all countries, that are most reliant on natural resources for their livelihoods and/or who have the least capacity to respond to natural hazards, such as droughts, landslides, floods and hurricanes. Women commonly face higher risks and greater burdens from the impacts of climate change in situations of poverty, and the majority of the world's poor are women. Women's unequal participation in decision-making processes and labor markets compound inequalities and often prevent women from fully contributing to climate-related planning, policy-making and implementation.

Women can (and do) play a critical role in response to climate change due to their local knowledge of and leadership in e.g. sustainable resource management and/or leading sustainable practices at the household and community level. Women's participation at the political level has resulted in greater responsiveness to citizen's needs, often increasing cooperation across party and ethnic lines and delivering more sustainable peace. At the local level, women's inclusion at the leadership level has led to improved outcomes of climate related projects and policies.



This infographic was created to accompany IWMI Working Paper 159: A framework to understand gender and structural vulnerability to climate change in the Ganges River Basin: Lessons from Bangladesh, India and Nepal, 2014. Visit www.iwmi.org for more information



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