Women in the San Antonio Economy

Working Paper No. 2018-1

This is the first in a series of research papers by the SABĖR Institute into the role of women in the San Antonio economy. Gender is important for a number of reasons that will become apparent as we take this "top line" look at the economy of the metropolitan area. The objective is to study various aspects of female economic activity to determine, if possible, where women contribute the most, where their contributions are least recognized, and how women might help improve the overall well-being of everyone in San Antonio. The whole idea of women and their economic significance seems obvious but it is in fact not so obvious and sometimes becomes a contentious issue. The present looks at Gross Domestic Product as the premier statistic upon which many macroeconomic decisions such as taxation and public spending policy initiates are based.

1.0 GDP Basics

Gross Domestic Product (GDP) is a statistic calculated by the U.S. Department of Commerce, Bureau of Economic Analysis (BEA); it measures the total market value of all final goods and services produced in an economy in a given year. Simply put, GDP measures the size of the economy. It is among the most important and widely reported pieces of economic data.

Simon Kuznets, originator of the idea, designed a measure of output and production in terms of dollars in the 1930s that became the process by which a nation accounts for its economic activity by calculating the income generated.[1] This is an important consideration because in order to measure the magnitude of economic activity in a domestic economy, Kuznets used the final sales value of goods and services and the costs of producing these items in common accounting terms. The statistic was adopted after the Bretton Woods Conference as a means of measuring a country's economy. Marilyn Waring, a vocal development expert from New Zealand, suggests that this method was required in order to determine which countries could repay loans made in

[1] For a brief primer see E. Dickinson, "GDP: A Brief History: One stat to rule them all. *Foreign Policy*, January 3, 2011 or D. Coyle, *A Brief but Affectionate History of GDP*, Revised and Expanded Version, Princeton University Press, 2015.

the wake of the Great Depression and World War II.[2] Kuznets warned that, "The welfare of a nation can scarcely be inferred from a measure of national income."[3]

Thirty years later, Robert Kennedy noted that GDP missed out on "the beauty of our poetry or the strength of our marriages".[4] In other words, there were a number of "products" left unmeasured in modern society. More recently, in the report by the Commission on the Measurement of Economic Performance and Social Progress (CMPEPS) established (2007) by former French president, Nicolas Sarkozy, a similar concern about the use of GDP was expressed:

> "Those attempting to guide the economy and our societies are like pilots trying to steer a course without a reliable compass. The decisions they (and we as individual citizens) make depend on what we measure, how good our measurements are and how well our measures are understood. We are almost blind when the metrics on which action is based are ill-designed or when they are not well understood."[5]

1.1 Revisions to GDP

The BEA reviews the method of calculating GDP for the U.S. once every five years to incorporate changes to the domestic economy and for completeness. In 2013, the BEA changed the way it calculates GDP by adding a new category labelled "intellectual property product," designed to capture the value of "entertainment originals" as a type of investment in long-term production of entertainment. In fact, on March 6, 2018 the BEA premiered statistics showing for the first time how much arts and culture contribute to the GDP of all 50 states and the District of Columbia. The arts and cultural economy includes dance, music, theater, design, museums, historic sites, natural parks and more, as well as supporting industries such as broadcasting,

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[2] M. Waring, *Counting for Nothing: What Men Value and What Women are Worth*, Toronto University Press, 2nd Edition, 2004.
[3] See quote in G. Kohler and E. J. Chaves (2003) *Globalization: Critical Perspectives.* p. 336
[4] Quoted in "The Trouble with GDP," *The Economist*, April 30, 2016)
[5] J. Stiglitz, A. Sen, and JP. Fitoussi, *Mis-measuring Our Lives, The Report by the Commission on the Measurement of Economic Performance and Social Progress*, The New Press, 2010, 5. Their initial report gave impetus to a High-Level Export Group leading a research program whose final report is due in 2018.

filmmaking and publishing.[6] Also added during the 2013 revision were Research and Development and pension-spending. In the case of the later, pension-spending is now categorized as a "promise" to pay out pensions, making it an investment. Commissions, legal bills and expenditures on real estate transactions were also included in GDP as "investment." The next update to GDP from the BEA is due sometime in 2018.

1.2 Other measures of GDP

Adjustments to GDP also have an international dynamic as countries forming trading blocs create international agencies to ensure uniformity in their data. European Union regulations as recently as 2013 started allowing countries to include prostitution and the sale of illegal drugs in their measures of economic output. Britain, The Netherlands, Italy, and Spain changed their GDP calculations to incorporate imputed values for these activities, while France made limited changes. *Fortune* reported that Spain raised its 2013 GDP estimate by €23 billion in imputed values for these activities in order to stay within the GDP and deficit ratios stipulated by the EU.[7] Similarly, in the UK, *The Guardian* reported that the Office for National Statistics had estimated €65 billion in GDP from such activities for 2009.[8] According to the Organization for Economic Co-operation and Development (OECD), the hope is that valuing new activities, particularly in the services sector, and "informal" and "underground" sectors will redress at least one issue – money flowing into the "formal" economy from other avenues. The justification for this modification offered by the OECD suggests that these changes would capture monies generated by nonmarket activities that are being spent in the formal economy on legal goods and services. If GDP measures the final expenditures, then there needs to be some inclusion in these activities.[9] However, in so doing, GDP is artificially skewed and increasingly dependent upon activities considered illegal and immoral. This will likely have a deleterious effect on the whole question of well-being and how we value each other.

[6] BEA Blog February 2018.
[7] See I. Mount, "Spain Gets Questionable Boost to GDP, thanks to drugs and prostitiution,', October 8, 2014 http://fortune.com/2014/10/08/spain-gdp-drugs-prostitution/
[8] "Accounting for drugs and prostitution to helps push UK economy up by €65 bn, https://www.theguardian.com/business/2014/jun/10/accounting-drugs-prostitution-uk-economy-gdp-eu-rules
[9] OECD Stats Brief, 2002, No.5.

The Philadelphia Federal Reserve Bank suggests GDPplus as an alternative measure, via the quarter-over-quarter rate of growth of real output continuously compounded using annualized percentage points. The justification being that such a change improves on the BEA's expenditure-side and income-side measures.[10]

In successive years of the World Economic Forum meetings, the meaning and adequacy of the GDP method of economy measurement has been consistently discussed. The particular areas that regularly arise as concerns are fairness and inclusiveness, the environment, and well-being. These are not terms that simply apply to developing countries; they are equally important in advanced and newly emerging economies. Well-being normally measured as improvements in GDP, is in fact a broader more holistic term. For example, the World Health Organization (WHO) in the principles of its constitution states that well-being encompasses:

> "The enjoyment of the highest attainable standard of health is one of the fundamental rights of every human being without distinction of race, religion, political belief, economic or social condition."[11]

Happiness and well-being are often linked together, giving rise to questions about an overreliance on a measure that measures only production. Consequently, we now see measures such as the Happiness Index created by Bhutan, or the World Happiness Report which is a worldwide survey undertaken by Gallop that ranks countries on a number of criteria such as income, healthy life expectancy, social support, freedom, trust and generosity.[12] In their country specific report, Jeffrey Sachs noted that Richard Easterlin[13] hypothesized that subjective well-being is affected mainly by relative income (one's relative position in the social pecking order) rather than by absolute income. The reason Easterlin offered this theory was because U.S. income increased per capita yet the level of happiness in the U.S. remained unchanged. One explanation offered was that an overall rise in national income per person that leaves the distribution of income broadly unchanged will have little effect on well-being, a more subjective notion.[14] Other possible rea-

[10] April 27th, 2018
[11] http://www.who.int/about/mission/en/
[12] World Happiness Report, 2018 Report.
[13] 1974 article "Does Economic Growth Improve the Human Lot? Some Empirical Evidence"
[14] Chapter 17 WHR 2018.

sons for this social capital (meaning the perception of status within a community or society) included health such as increases in obesity or other health-related issues.

Gross Progress Indicator (GPI) assigns value to the life-sustaining functions of households, communities and the natural environment so that the destruction of these, and their replacement with commoditized substitutes, no longer appears as growth and gain. The Human Development Index (HDI) measures health, education and income. Efforts to capture the environmental sustainability aspects Gross Sustainable Development Product (GSDP). Gross Environmental Sustainable Development Index (GESDI)- measures the quality of growth and development and uses over 200 indicators of non-market values (values other than money) organized into four areas:

In short GDP is the gold standard of macroeconomic measures and yet it is not without its shortcomings. In the next section, we highlight several of the major concerns with the statistic, specifically, the genderless economy. What about the work that women (and men) perform outside these channels? What would the GDP of a city such as San Antonio be like we addressed several simple issues that impact on Women in the Economy?

2.0 The Gender-neutral GDP

Modern day GDP per se is genderless. When Kuznet originated the measure, the labor force of the U.S. consisted mostly of men working the majority of jobs in the economy while women stayed at home. This arrangement would change with World War II but even today men still dominate the workforce in most fields. When viewed from this perspective, one can see a major shortcoming of the statistic in that the gender roles are unequally represented. Notice that the definitions of GDP are based on production and final sales but only in a *market* setting. Production of goods and services would normally be characterized as that which is not normally produced by the household such as television sets, automobiles, and clothing etcetera.

To be sure, Kuznets recognized the limitations of focusing solely on the measurement of market activities and excluding a broad range of other nonmarket activities that have productive value, some of which may be in direct competition with market goods and services. Take the example of home-cooked meals versus restaurant meals or hotel accommodation versus sleeping at home. The biggest difference is that household members do not pay each other cash or use credit cards

when exchanging or receiving the benefits of household production. [15] Additionally, there is the household-to-household transfer of goods and services that are performed on a voluntary basis such as sharing the care of children or others within the home, or even the volunteering that takes place through community organizations such as Meals-on-Wheels. This vast group is in effect its own economy, the "household economy" that operates in parallel or perhaps even as the dark matter around the "market" economy, meaning that there is an element of trade or interaction taking place between the two economies that might be referred to as inter-economy trade.

As early as 1898 Charlotte Perkins Gillman[16] suggested that household production be moved into a market setting. In 1934, Margaret Reid[17] established "home economics" as a university-level discipline, in the hope that mainstream economics would integrate this aspect of society into the greater conversation about the economy. Reid offered that "productive" could be defined as: "If an activity is of such character that it might be delegated to a paid worker, then that activity shall be deemed productive." (Reid,1934, p.11)

However, Gary Becker[18] is the economist credited with changing the way mainstream economics looks at household production in terms of how households produce to satisfy the wants of shelter, security and hunger, etc. He further offered that as income improved, these basic wants and needs would become a smaller part of production and other types of pursuits could be added to the household, such as entertainment or bigger and more elaborate homes, etc. Writers such as Nordhaus and Tobin[19] (1970s) attempted to broaden the measure to include well-being by adding

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[15] B. Bridgman, A. Dugan, M. Lal, M. Osborne, and S. Villones, Accounting for Household Production in the National Accounts, 1965–2010, Bureau of Economic Analysis, May 2012

[16] Radcliffe Institute for Advanced Study, Harvard University, Schlesinger Library, Charlotte Perkins Gilman Portal, http://schlesinger.radcliffe.harvard.edu/onlinecollections/gilman/ n

[17] M. G. Reid, *The Economics of Household Production*, https://archive.org/details/economicsofhouse00reid See University of Chicago, Margaret G. Reid Papers https://www.lib.uchicago.edu/e/scrc/findingaids/view.php?eadid=ICU.SPCL.REIDMG

[18] We include J. Mincer whose work on labor force participation of women is also important. *J M. (1962). "Labor Force Participation of Married Women: a Study of Labor Supply" in Lewis, H. Gregg. Ed. Aspects of Labor Economics. Princeton, N.J.: Princeton University Press.* S. Grossbard-Shechtman, (2001) "The New Home Economics at Columbia and Chicago." *Feminist Economics* 7(3) :103-130.

19 Together they created a Measure of Economic Wellbeing. Nordhaus, WD and Tobin, J (1972) Is Growth Obsolete? Economic Growth, National Bureau of Economic Research, no 96, New York.

imputed values for government and household capital services, nonmarket work, and leisure. Kenneth Boulding, wrote in 1972 that "Households are by far the largest reasonably humongous sector of society…". This sector engages a number of group activities such as production, reproduction, distribution, transmission, and co-residence. This list suggests that a number of activities are missing from GDP as it relates to the overall well-being of an economy. The structure of the home such as single parent, married or co-habitating adults; female, male or both can be determined through census data, but lost in the general statistic known as GDP.

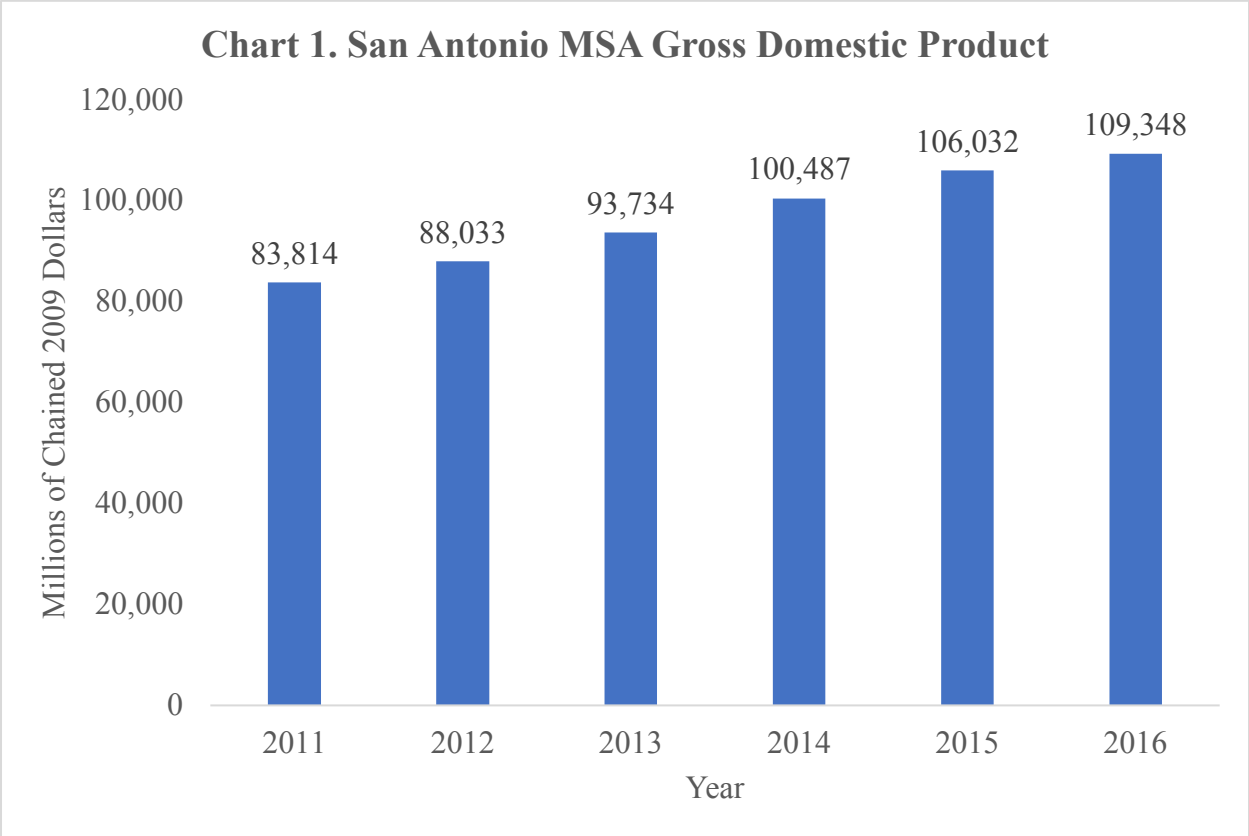
3.1 Adjustments to San Antonio Metropolitan Area GDP

The common methods of estimating the value of household production include simply taking the number of households and multiplying that by the cost of hiring a domestic worker, as we demonstrated above. Another would be the "opportunity cost" method which takes the wage per hour that a person would be paid as a worker in the market if s/he did not perform household work. Take for example, CAP 's use of Salary.com to estimate what it would cost to hire someone to perform all the tasks required to prepare food in the home, including the shopping. Basically, CAP's Glynn, the researcher who completed the study estimated that a stay-at-home mom would require a salary of $143,000![36] This off-the-cuff analysis serves to highlight the value of household production, since we know in reality the nature of the jobs and the fact that wages would vary from person to person influence greatly in this type of analysis. The American Time Use Survey provides information in very general terms and remains silent on the importance of assets already in the home such as refrigerators, washers, etc. A version of Kuznet's idea was constructed as tables by Wassily Leontief in 1941, known as the original Input-Ouput model. This method might also be used, as is increasingly the case for Australia, Canada, Finland, Norway and the United States.

Given the previous discussion, there are many threads to follow in this research into Women in the San Antonio Economy. Too many to fit in a Working Paper. Nevertheless, the research must begin somewhere and the most obvious place is to start with GDP itself and some basic estimates of what the region's economy might look like if we include the value of household production and take the simple notion of wage equality and extend it to the market GDP measure.

The GDP in San Antonio as of 2016 was $109.3 billion. Chart 1 shows the GDP from 2011

through 2016 (the only years for which data are available). Like other measures of GDP for the U.S. economy and other economies around the world, this measure of GDP only captures the economic activity for which there was a market transaction.



Instead of hiring someone to provide all of the goods and services a household has to provide for its members, such as cleaning, preparing meals, yard work, and child care, most, if not all, households provide some of these services through their own uncompensated labor. In other words, these goods and services are provided outside of the market, and since a market transaction does not occur (i.e., no one is hired to provide these services), the value of these services is not counted in GDP.

A study by Bridgman et al. (2012), calculated that including home production in the U.S. GDP would have increased by 39% in 1965 and by 25.7% in 2010. Home production includes "the production of nonmarket services, the return to consumer durable goods, and a return to

government capital attributable to home production".[20] In an update to his 2012 study, Bridgman (2016) calculated the increase in GDP if household production was included in GDP at 23% in 2014.

Other countries have produced similar estimates. In the United Kingdom, unpaid housework work was valued at 1 trillion pounds versus a measured GDP of 1.8 trillion pounds in 2014 [equates to 56% of GDP].[21] "Finland is typical in showing unpaid housework as contributing some 40 percent to total economic activity"[22].

Using a methodology similar to that used by the BEA, we calculated the value of unpaid housework in San Antonio, including both women and men. In order to get an estimate of the number of hours spent on activities related to household production, data was gathered from the American Time Use Survey conducted by the U.S. Bureau of Labor Statistics.[23] These data are for the U.S., so it is assumed that households in San Antonio will follow the same distribution of hours as households across the country. The following table shows the household activities and number of hours used in the analysis. Households activities include housework, food preparation and cleanup, lawn and garden care, and household management. On average, a household spends 50.89 hours per week on household production as defined here (includes both men and women – sum of the total column in the table multiplied by seven days), but as shown in the table, women spend more time on household production than do men.

Table 1. Average Hours Per Day for People Who Engaged in the Activity (Source: U.S. BLS American Time Use Survey)

	Total	*Men*	*Women*
Household Activities	2.36	2.01	2.62
Caring for and helping household children	1.94	1.64	2.12
Caring for and helping household adults	0.63	0.55	0.68
Travel time related to caring for and helping household members	0.63	0.61	0.64
Caring for and helping nonhousehold members	1.71	1.74	1.68

To convert these hours into a dollar value, the weighted average wage of the median hourly wage for workers in food preparation and serving related occupations, building and

[20] Bridgman et al., 2012, 24
[21] UK Office for National Statistics, 2016, 3.
[22] Pilling, 2018, 57
[23] https://www.bls.gov/tus/

grounds cleaning and maintenance occupations, and personal care and service occupations for the San Antonio metropolitan statistical area was calculated. The weights for the calculation were the employment in each occupation proportionate to the total employment across all three occupations. The data used to calculate the wage was taken from the U.S. Bureau of Labor Statistics Occupational Employment Statistics.[24] The average was calculated to be $9.98 per hour in 2016.

The hourly wage rate was multiplied by the number of hours spent on household production for each week, which was multiplied by 52 weeks to give an annual value. The annual value was multiplied by the number of households in San Antonio in 2016 (786,156) according to the U.S. Census Bureau American Community Survey.

This resulted in a value for household production in San Antonio in 2016 at $20.8 billion or 19.0% of the $109.3 billion GDP of San Antonio in that year. It should be noted that this only includes the value of unpaid household work provided by members of the household. It does not include the return to consumer durable goods and a return to government capital attributable to home production as the BEA calculates for the U.S.

Adjustment Assuming Equal Wages - According to data from the U.S. Census, earnings for women were 82.6% of men in 2016 across the San Antonio metropolitan area. Women held 46.6% of the jobs in San Antonio in 2016, so assuming their contribution to GDP was similarly proportionate, this means women contributed $51.0 billion to GDP in 2016. Since GDP and income are theoretically equal, this portion of GDP would be 17.4% higher if women were paid equally to men. Accounting for this means that women would directly contribute another $9.1 billion to GDP in 2016. As discussed elsewhere in this report, research has shown that women spend a higher proportion of their income on their children and family. Furthermore, increasing the socioeconomic status of women, and their families, will also tend to increase the socioeconomic status of their children[25] by giving them more educational opportunities and other experiences that enhance their earnings when they reach the job market at a later age. Assuming this has been occurring over time, the contribution of women to GDP would likely be about

[24] Source: https://www.bls.gov/oes/current/oes_41700.htm#39-0000

[25] Corak, M. (n.d.). Inequality from generation to generation: the United States in comparison. Retreived from https://milescorak.files.wordpress.com/2012/01/inequality-from-generation-to-generation-the-united-states-in-comparison-v3.pdf.

double their direct contribution. This means that the overall contribution of women to GDP is estimated at about $18.2 billion.

GDP Including Household Production and Equal Wages – As of 2016, GDP in the San Antonio metropolitan area was $109,348,000,000, according to the U.S. Bureau of Economic Analysis.[26] The following table shows what GDP would be if household production was included and women were paid equal wages.

Table 2. Value of GDP in the San Antonio MSA Adjusted for Household Production and Equal Pay in 2016	
Measured GDP	$109,348,000,000
Value of Household Production	$20,762,798,086
Value of Equal Pay	$18,193,640,388
Total Adjusted GDP	$148,304,438,474

Table 3. Median Earnings for Full-Time Workers, 2016			
	Bexar County	U.S.	Ratio Bexar County to U.S.
Male	$ 41,890.00	$50,135.00	84%
Female	$ 35,580.00	$39,923.00	89%
Ratio Female to Male	85%	80%	
Source: 2016 American Community Survey https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF			
https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=bkmk			

[26] https://bea.gov/newsreleases/regional/gdp_metro/gdp_metro_newsrelease.htm

Table 4. Civilian Employed Population 16 Years and Over, 2016		
	Population	Percentage
Total	847,842	
Male	450,817	53%
Female	397,025	47%
Source: 2016 American Community Survey https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=bkmk		

There is much more to the wage/employment story for San Antonio that merits additional future study. For example, the wage gap between genders in our MSA compares favorably with the U.S. ratio of 80%. Additionally, we can see that San Antonio women earn 90% of the national median for women while men earn 83% of the median income for men. These data suggest there is a level of equality in the status of women within the metropolitan area that exceeds the national median. However, it can't escape our notice that San Antonio men are further behind the national median than the city's women when it comes to wages and city-national comparisons. This we hope will become the subject of more study as San Antonio grows and seeks to share prosperity and well-being through the community. This should also not be taken to mean that there is no need for equality because the point is that women at the national and local levels are behind in pay and it is this specific point we wish to emphasize.

4.0 Participating in the Economy

The participation gap refers to GDP per capita losses attributable to gender gaps in the labor market. According to Bureau of Labor Statistics (BLS), the U.S. Labor Force Participation Rate (FLFPR) was 64.8 % as of May 2018. The participation rate for men ages 16 year or older was 69.2%, with men over 20 years of age having a higher participation rate at 71.8 %. In the case of women, nationally, the participation rate is 57.7% for women 16 years or older. Women 20 years or older participate at a rate of 58.2%.[27] These data once again highlight San Antonio as an interesting case because the city's FLFPR is 58.5%, which is higher than the national average.

[27]See BLS https://www.bls.gov/news.release/empsit.t01.htm

But when we look a little closer (Table 4), we see that the percentage of females actually employed is 47%.[28] In other words, participation does not mean employment. Despite the laudable observations, there are still issues that need further investigation. For example, both men and women earn below the national median (Table 3); therefore, the wage gap in San Antonio might be smaller between the genders but that distances settles at a lower wage for everyone.

In the language of economics, a higher female work force participation rate would increase the labor force as well as also result in a more skilled labor force, given that education rates for women are now higher than those for men. The National Center for Education Statistics latest reports show that the number of bachelors, masters' and doctoral degrees earned by women exceeds men's 57.1%, 60%, and 52.4%, respectively (2014-2015 data).[29] Inside these date, we also learn that the high school completion rates for Hispanics improved to 88 percent in 2015 from 58 percent 1990, while Black completion rates improved to 92% and White rates to 85%. The gap between female and males in post-secondary enrollment was largest in Blacks.[30] In short, improvements in women's educational attainment also contributes to GDP in that more educated workers leads to more measured production and higher wages for women.

4.1 Household Production

We know that women perform a number of activities that are not included in the official numbers. To elaborate on what was stated above, some of the task attributable to the household economy include:

- meal preparation and washing up
- cleaning the house
- laundering
- grocery shopping
- repair and maintenance of dwellings and household goods
- sewing and repair of clothing, care of infants, children and adults in the household

[28] American Community Survey 2016
https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF
[29] https://nces.ed.gov/programs/digest/d16/tables/dt16_318.30.asp?current=yes
[30] The majority of undergraduate degrees awarded were in business. *Status and Trends of Racial and Ethnic Groups 2017* https://nces.ed.gov/pubs2017/2017051.pdf

- accounting and book-keeping, gardening
- pet care

According to the International Monetary Fund (IMF), globally women contribute substantially to economic welfare through large amounts of unpaid work, such as child-rearing and household tasks, which often remain unseen and unaccounted for in GDP.[31] This is not to suggest that men do not participate in household production, such is not the case. Recent research suggests that in more advanced economies, men are increasingly taking on some or all of these roles. Nevertheless, for the most part, research shows that women spend twice as much time on household work as men and four times as much time on childcare (IMF, Duflo, 2012). One of the economic consequences of these facts is that women free up time for male household members to participate in the formal labor force. Additionally, research focused on the U.S. economy reveal that women spend about 2½ hours more than men on unpaid work (including care work) each day, regardless of the employment status of their spouses (Aguirre and others, 2012). According to the Pew Research Center, moms spent an average of 32 hours per week on housework and child care in 2016 compared to 18 hours provided by dads.[32]
According to a report published by the U.S. Bureau of Economic Analysis (Bridgman, 2016), working women spent 23.2 hours on household production while working men spent 16.2 hours in 2014. Interestingly, the hours did not change quite as much when were unemployed compared to unemployed women, with each spending 21.2 and 33.2 hours, respectively, on household production.

According to Heintz (2006), the gender division between market and household work, in combination with women's lower earnings potential, tends to reinforce established gender dynamics at the household level. Women are not the only ones to perform household chores but they do so in far greater numbers than men. The "Second Shift"−a term coined by sociologist Arlie Hochschild[33] characterizes this domestic dynamic, which leads to additional economic outcomes such as those reported in a 2018 The Center for American Progress (CAP) study that concludes:

[31] IMF Report, "Women, Work, and the Economy: Macroeconomic Gains from Gender Equity," September, 2013.
[32] http://www.pewresearch.org/fact-tank/2018/05/10/facts-about-u-s-mothers/
[33] Arlie R. Hoschschild is Professor Emeritus, UC Berkeley in the Sociology Department, http://sociology.berkeley.edu/professor-emeritus/arlie-r-hochschild

- Having children under the age of 6 in home impacts women's work-life more than men's.
- Despite working outside the home, women who work also spend more time at home on child care and chores.
- The total number of hours spent working for pay and child-rearing for women is the same as the total number of hours men spend working. In other words, there is no work-load difference.
- Although women do more household production, they do not necessarily have greater access to leave, flexible hours, or affordable child care.[34]

Income and economic well-being are highly correlated. However, as research shows, the more unpaid work women perform, the lower their wages will be, and this impacts on their economic well-being.

4.2 Household Wealth

Women control a vast amount of consumer wealth through household spending, according to research by Flieschman-Hillard of New York. [35]Women are more likely than men to invest a large proportion of their household income in the education of their children. According to www.WomenDeliver.org, globally girls and women spend up to 90% of their earned income on families compared to men's 30-40 %. This means that more of women's income is used to pay for necessities and send their children to school. WomenDeliver estimates that if across the world, we increased girls' enrollment in school by 10% , this could lead to 3% increase in a country's GDP.

Here are some interesting statistics: Women account for 85% of all consumer purchases including everything from autos to health care and:

- 91% of New Homes
- 66% PCs

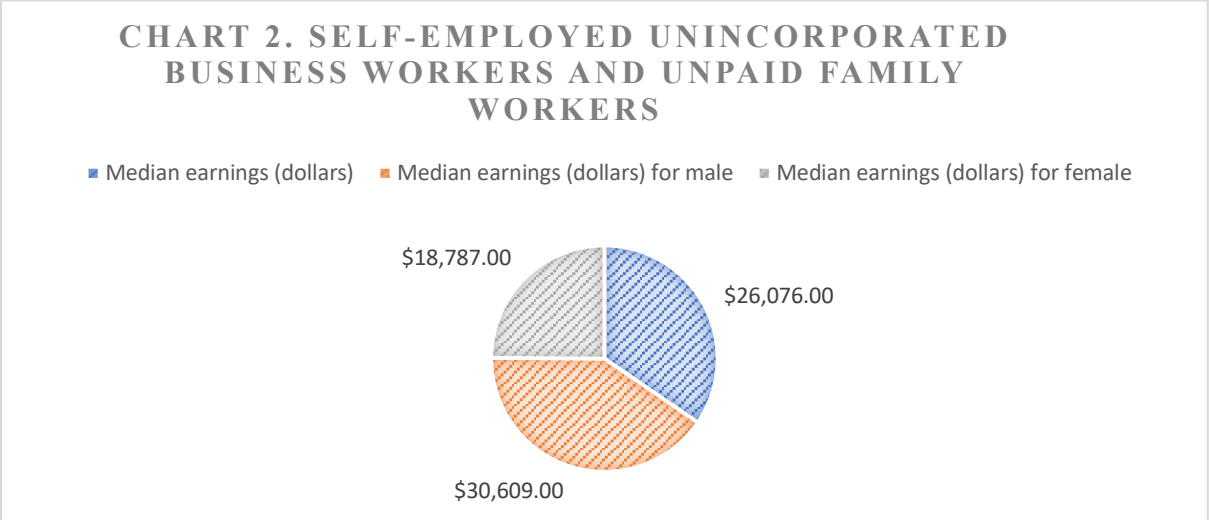
[34] S. J. Glynn, "An Unequal Division of Labor How Equitable Workplace Policies Would Benefit Working Mothers", May 18, 2018.
[35] http://she-conomy.com/facts-on-women

- 92% Vacations
- 80% Healthcare
- 65% New Cars
- 89% Bank Accounts
- 93% Food
- 93 % OTC Pharmaceuticals

American women spend about $5 trillion annually, that is over half the U.S. GDP.!

4.3 Female Entrepreneurs

The gender gap in earnings is even higher in self-employment than in wage employment. For example, in the chart below, we see that women-owned business earned 61.7% of the median income earned by men-owned business. These data were for self-employed, unincorporated businesses and unpaid family workers.



Additionally, according to U.S. census data, women-owned business make-up 38% of all establishments in San Antonio:

Business Establishments San Antonio 2016 ACS

Businesses	**San Antonio**	**U.S.**
All firms, 2012	117,546	235,6748

Men-owned firms, 2012	63,283	125,1696
Women-owned firms, 2012	44,295	866,678
Ratio of. Women/Total	37%	36%

Nationally, in 2017 there were an estimated 11.6 million women-owned businesses, employing nearly 9 million workers and generating over $1.7 trillion in revenues.[36] The growth for women's business was 27% versus 13% overall. According to American Express (2017), San Antonio ranked second in terms of economic clout, meaning a combination of growth rate for the number of firms, employment and revenues, ahead of Austin and after Charlotte, NC. Additionally, San Antonio ranked at the top in employment and vitality, meaning the growth rate from 2002 – 2017 of women-owned firms and average number of employees. This means that women-owned businesses showed the greatest clout and vitality in cities such as San Antonio. But there is room for improvement. Take for example, The Lift Fund's 2016 Annual Report in which 33 % of its clients were women compared to 67% being men. The majority of the fund's applications being Low Moderate/Middle income with nearly 60 being Hispanics.

Feminine Multiplier Effect. Glenn Hagar, Texas Comptroller recently reported: "The education and health services industry, sometimes called a "super sector," is comprised of two distinct sectors – educational services and health care and social assistance. In 2016, education and health services contributed $104.8 billion to Texas' GDP. In 2017, women held 77 percent of the state's1.6 million jobs in the industry – the highest share of female employment among all industries in Texas. In 2017, women held nearly 1.3 million jobs in education and health services, accounting for 77 percent of the industry's total jobs in the state (Exhibit 2). Those 1.3 million jobs generate additional business activities that ultimately support nearly 1.2 million jobs in all other industries of the Texas economy. [37] The multiplier effect refers to the ripples in the economy generated by an economic action. In this case, we are talking about the 1.3 million jobs in health and education, rippling through the Texas economy, adding 1.2 million more jobs;

[36]See American Express http://about.americanexpress.com/news/docs/2017-State-of-Women-Owned-Businesses-Report.pdf

[37]Education and Health Services Overview - Women in the Workforce ttps://comptroller.texas.gov/economy/economic-data/women/health-educ.)

doubling of the primary job count. The simple math is that women-dominated industries support many more jobs than we give them credit for.

4.5 Urban Mobility

Restrictions on women's independent mobility and participation in market work curtail their economic potential. Women's response to mobility is not necessarily the same as men's. For example, while a man might simply use mobility to go to and from work, women are little more complex in that they may also be dropping of children, getting groceries, visiting, family. This means that urban mobility might need to incorporate women's needs. This is also a safety issue not only for women but for children. If safety is an issue, it may also be an income issue.[38] Women face more restrictions to mobility, and their travel patterns differ from those of men. This is largely based on the double or triple burden they carry, juggling care and reproductive roles with income generating activities. They are also typically time-poor and they generally have less time available to fulfill these roles than men. At the same time, women are in higher risk of being victim of harassment and violence. Therefore, women have different requirements of transport systems and space. [39]

4.6 Taxation

In many advanced economies, tax systems impose strong disincentives for FLFPR through high tax wedges on secondary earners. If taxes are imposed on family income rather than individual income, the tax wedge applied to secondary earners—often married women—will be higher than for a single but otherwise identical woman. The UK Women's Budget Group explains that:

> "Tax policy enables governments to influence the economy in ways that may impact differently on men and women because of differences in their economic position, caring responsibilities and decision-making power. Tax also provides revenue that is used to invest in infrastructure, public services and social security. Women, because of their

[38] A Fleming and A Tranovich, "Why aren't we designing cities that work for women, not just men?" The Guardian, 13 Octo 2013.
[39] Sustainable Transport: A Sourcebook for Policy-makers in Developing Cities

caring roles, often are, or end up, more dependent on such services and transfers than men."[40]

Another form of taxation known as the "Pink Tax" is also seen to exist in pricing. The Pink Tax refers to the costs of gendered items such as personal care and clothing. Last year New York City studied the pricing of men's and women's and boy's and girl's items and found that there were some for which gendered pricing was very clear. The same is true nationally. The BLS, Consumer Price Index for Urban residents can be broken down into separate groups, one of which is apparel. In this case, the most recent data show that the prices for boy's apparel dropped while the prices for girl's apparel increased. The same could be said for women's and men's footwear.

5.0 Conclusions

The basic outcome of this look at GDP for the San Antonio economy is that the big picture masks a number of gender-related issues that warrant further study. We are not talking about a battle of the sexes rather simply that women have yet to gain full standing in the local economy and this is hindering our local growth potential. What can we do? There is a range of ideas that economics points toward:

- *Human Capital Investments* - Women spend more of their income on their families in the form of education and other benefits for their children. This means that more women working could lead to more private spending on education, and overall improvements in education attainment. This also means that women and their earnings can be leveraged to grow economics output.
- *Pink Taxes* – Along with earning less than men, women often pay more for certain necessities. These compound the impact of the wage gap and lowers their ability to invest in their families. A closer look at taxation and pricing policies would also benefit the greater economy.
- *Female Entrepreneurship* – Fewer women qualify for access to credit, there companies tend to be smaller and privately-held because of the factors we have highlighted. Nevertheless, there is research to suggest that women business owners tend to focus on sustainability and are possibly more productive as seen in the growth rates in revenue and employment. Policies to help women growth their businesses help the overall economy.

[40] See https://wbg.org.uk/events/upcoming-events/appg-responsible-taxation-tax-matter-equality-women-men/

- *Pay Equity* – Equalizing pay would go a long way toward helping San Antonio grow. Granted the counter argument will be job losses in the face of higher wages. However, if a rising tide lifts all boats and the tide is wages. This might seem to make sense.
- *Household Economy* There is much more to home economics than the market economy realizes. A better accounting of these activities and how they support the market needs to be undertaken with the objective of properly valuing what is essentially women's work.

This first Working Paper by SABĖR on Women in the Economy opens up many avenues for research. There is much to discuss about gender and economic activity. Not talking about this means San Antonio many never reach its full potential. With so many changes on the horizon for San Antonio, now is the time to jump into the tougher subjects and use these outcomes to the benefit of the local area.