
A.1 Project Title

Max. 150 Characters

Examining the implications for household division of labour and women's welfare outcomes in Ghana.

A.2 Presenting Institution (lead partner)

University of Ghana

A.3 Application Number

C4-RA5-440

A.4 Research Area

5. Labour Market Dimensions of Population Dynamics, Urbanisation, and the Environment

Cross cutting theme: 'Gender'

A.5 Application Date

15.10.2017

B.1 Researchers

Names and short bios of researchers, Principle Investigator first.

Prof Abena Oduro

Abena D. Oduro is the Director of the Centre for Social Policy Studies and Associate Professor in the Department of Economics at the University of Ghana, Legon. She holds an MLitt in Economics from the University of Glasgow in Scotland.

Her main areas of research are poverty analysis, gender and assets, international trade policy, WTO issues and economics of education. She is a member of an international research team that collected individual level asset data in Ecuador, Ghana and the state of Karnataka, India with a grant from the MDG 3 Fund of the Dutch Ministry of Foreign Affairs. She coordinated the Ghana project. The research activities of the team were subsequently funded by grants from the Vanguard Foundation, UN Women and the UN Foundation. She was the principal investigator on a research project funded by the Swiss Programme for Research on Global Issues for Development (r4d programme) to investigate the employment effects of different development policy instruments and a research project funded by World Vision Ghana on child marriage in Ghana. She is one of the guest editors of the *Feminist Economics* special issue (2014) on Engendering Economic Policy in Africa.

Dr Nkechi S. Owoo

Dr (Mrs) Nkechi S. Owoo is a Senior Lecturer at the Department of Economics at the University of Ghana. In her current position, she teaches courses in Micro- and Macro-economics at the undergraduate level. She also lectures in Health Economics and Applied Econometrics at the graduate level. Dr Owoo has a specialization in spatial econometrics and her research focuses on microeconomic issues in developing countries, including household behaviour, health, agriculture, gender issues and population and demographic economics. As a Mentoree on its Young Scholar's Program, Dr Owoo has been involved in collaborations with the World Bank. She has also worked with UNU-WIDER/ KOICA on a project involving the relevance and application of Industrial Policy in the context of Africa. Other projects that Dr Owoo has been involved in include the IDRCs GRoW Project and the GENDA project on gender and entrepreneurship development in Ghana, Kenya and Uganda. She also worked as a Visiting Research Fellow at the Dyson School of Applied Economics and Management at Cornell University.

Dr. Owoo's work has been accepted for presentation at high profile meetings such as the Population Association of America (PAA), Global Development Network (GDN) conference, the World Bank-Paris School of Economics ABCA conference and the PopPov conference. Dr Owoo has also been the recipient of a number of fellowships and awards such as the 2015/2016 Additional Insights for the 21st Century fellowship (NYU), the African Social Research Initiative scholarship (2014), the William and Flora Hewlett Dissertation Fellowship (2012/2013), among others.

Dr Monica P. Lambon-Quayefio

Dr. Monica Lambon-Quayefio is a Lecturer at the Department of Economics, at the University of Ghana. Her research focuses broadly on human development issues. Specific areas of research interest include health economics, spatial econometrics, development and experimental economics. Her recent work is focused on neonatal and infant mortality, as well as impact evaluations of remittances on savings and investment in education and asset accumulation. She has published articles in the *IDS Bulletin*, *Health Economics Review* and the *Applied Health Economics and Health Policy Journals*. She holds a doctorate degree in Economics from Clark University, USA where she also received her Master's degree in Economics. She obtained her Bachelor of Arts degree in Economics with Mathematics from the University of Ghana in 2006.

B.2 Resubmission

In case of a resubmission, summarize here how your revised proposal differs from the original submission. (Note: resubmissions will not be considered unless you have received a message from us stating otherwise)

The revised proposal differs from the original in the following ways-

First, the quantitative methodology has been modified. Instead of the collection of a single round of data for the analysis of our research objectives, existing panel data will be employed to properly

account for the inherent dynamism of changes in labour market outcomes and resulting effects on bargaining power within the household. Panel data analysis techniques are also discussed in the methodology sections.

Second, the section on qualitative data has been expanded in a number of ways. More information has been provided on the methodology of the qualitative work. The general research objectives have been updated with the specific issues to be explored. The geographical scope of the qualitative survey has been expanded to include more regions than just the Greater Accra region, in order to capture (social and cultural) variations in the roles of women and men in housework.

Third, a new research objective has been added to the existing list. The literature review has therefore been updated to include a discussion on the effects of relative earnings on the incidence of (physical and emotional) intimate partner violence.

The time table has also been modified- the proposed start date has been extended to account for the time spent in the present revision. A few other inclusions have been made, such as plans to present research findings at two international conferences.

C.1 Other Support

Describe in detail other sources of funding sought or received for this project and related research.

None

C.2 Staff

Other than the team of researchers.

List will include:

- Graduate research assistants
- Enumerators

C.3 Timetable

Dates (Duration)	Task
September- November, 2018 (3 months)	<ul style="list-style-type: none"> • Extensive Review of Literature • Organization of First workshop
December, 2018- February, 2019 (3 months)	<ul style="list-style-type: none"> • Design of qualitative survey instruments • Preliminary analyses of quantitative data
March, 2019 (1 month)	<ul style="list-style-type: none"> • Training of enumerators
April, 2019 (1 month)	<ul style="list-style-type: none"> • Pilot-testing and revision of qualitative instrument
May- June, 2019 (2 months)	<ul style="list-style-type: none"> • Data collection/ fieldwork exercise
July- October, 2019 (4 months)	<ul style="list-style-type: none"> • Transcription • Conduct of thematic analyses • Quantitative data analyses (Empirical) • Report-writing (technical and non-technical) on preliminary findings from qualitative and quantitative analyses
November, 2019 (1 month)	<ul style="list-style-type: none"> • Organization of Second workshop/ dissemination of findings
December, 2019- January, 2020 (2 months)	<ul style="list-style-type: none"> • Revision of technical reports following feedback from 2nd workshop • Presentation of paper at Allied Social Science Association (ASSA) conference
February, 2020 (1 month)	<ul style="list-style-type: none"> • Revision and refining of non-technical reports (e.g. policy/ research briefs)
March, 2020	<ul style="list-style-type: none"> • Presentation of paper at Centre for Study of African Economies (CSAE conference)
April, 2020	<ul style="list-style-type: none"> • Submission to internationally peer-review journal

D Research Proposal

Introduction, detailed research questions, proposed research framework and methods, datasets review in case of data collection, expected outputs; max. 12 pages A4, excluding references.

INTRODUCTION AND DETAILED RESEARCH QUESTIONS

The research will quantitatively explore the effects of bargaining power (proxied by women's relative share of couple's earnings) on time spent in domestic work by men and women, as well as the likelihood of intimate partner violence (IPV). Qualitative information from couples will be used to examine how women's domestic responsibilities have changed over time, as a result of changes in women's labour market participation. The qualitative component of this research is also expected to shed some light on how women's domestic responsibilities have influenced their reproductive health outcomes over time. Each of these is discussed in greater detail below.

As mentioned above, a major focus of the proposed study is to examine whether greater earnings by Ghanaian women is associated with decreases in household responsibilities. With increases in women's educational achievements and labour force participation, Ghanaian women contribute significantly to their households (Lloyd and Gage-Brandon, 2010). According to the economic model (Coltrane, 2000; Harkness, 2008), as women increase their participation and earnings in the labour market, there should be a decrease in the amount of domestic work they do. Feminist theorists however, argue that household divisions of labour are deeply rooted in cultural and societal expectations and norms that leave little room for change, regardless of the earning capacities of women and their relative economic contribution to the household. In developed countries, where these concepts have been largely empirically tested, there is little consensus. In certain cases, women spend less time on domestic work with higher earnings (Gupta, 2007; Risman, 2011), while in other cases, they spend *more* time on domestic work, despite higher earnings (Bittman, 2003; Greenstein, 2000). These findings give rise to various explanations or theories of the observed behaviour, which are discussed below.

Examining absolute earnings, as women earn more, they do less housework (Gupta, 2007). Risman (2011) however explains that this does not imply that men are doing more housework. Rather, women who earn more are simply more able to hire domestic help to assist with household chores. This is the 'autonomy' argument. Existing studies such as Gupta (2007) employed cross-sectional data. It is however possible that high-earning wives spend less time in household labour not necessarily because of their greater earnings, but because women with high earnings have fixed, unobserved traits that are correlated with lower levels of domestic production, such as a lower preference for housework. Therefore, wives' earnings may give them autonomy to reduce their time in household labour. Our research, which uses panel data may therefore control for such unobserved attributes of wives.

Other studies focus on women's relative economic contribution to the household. Some studies find that as women's relative contribution to the household increases, their hours spent in domestic activity declines (Brines, 1994). Indeed, a study on fathers' and mothers' perceptions of spousal wealth differences and fathers' participation in childcare in Uganda finds that when mothers and fathers perceived that wealth is shared equally between partners, fathers are more likely to participate in childcare (Nkwake, 2015). This is the 'relative resource' argument. Others find results to the contrary—when women earn more than their partners, they actually spend more hours on domestic activities while their partners spend less time (Bittman, 2003). Greenstein (2000) explains this as women and men attempting to neutralize their 'deviant' roles, leading to men doing less and women taking on more of the housework. This gender deviance neutralization has been used to explain persistent gender inequalities in domestic work in many settings. This is the 'compensatory gender display' argument.

The issue of the division of domestic work has significant implications for women's welfare. Women who shoulder a large amount of child care and domestic responsibilities often scale down their employment intensity, engage in less challenging jobs and usually on a part-time basis (Connolly and Gregory, 2008; Grant et al., 2005), with little positive effects on their long-term career trajectories (Thornely, 2007). This implies that women continue to compete unequally with men in the labour market.

Another important focus of this research is to examine the effects of women's bargaining power, as proxied by her relative share of couple's earnings, on the likelihood of domestic violence. The theoretical literature on the relationship between women's work and the incidence of intimate partner violence is, again, inconclusive. On the one hand, theories such as the social exchange perspectives (Gelles, 1983) and household bargaining models suggest that women who earn more or own more resources and contribute more to the household enjoy a higher bargaining power and lower likelihood domestic violence (Gibson-Davies et al., 2005; Aizer, 2010). Greater access to earnings and economic

opportunities may increase women's bargaining power and reduce the incidence of IPV. According to the classical marital dependency hypothesis, women who earn less and are more dependent on their partners for economic support may be more accepting of violence (Kalmuss et al., 1990). Similarly, in the male breadwinner model, women are often responsible for domestic responsibilities, and face constraints in seeking additional education and economic opportunities. This increases their economic dependence on their male partners, and subsequently, their tolerance threshold for violence. Increases in economic opportunities and earnings may therefore be expected to increase women's bargaining power within the household and reduce the incidence of IPV.

On the other hand, theories such as the relative resource theory and male-backlash theories posit that as a woman becomes more economically independent, male partners with smaller resources may respond with violence in an attempt to enforce their power and dominance and compensate for the loss of their traditional role as breadwinners for the household (Gibson-Davies et al., 2005; Resko, 2010; Heise, 2011). Macmillan and Gartner (1999) found, for example, that Canadian women's participation in the labour market was associated with a lower risk of spousal violence when their partners were employed, but significantly increased when partners were unemployed. Other studies show that increases in women's income, particularly when she is the main income-earner, are associated with increases in domestic violence (Tauchen et al. 1991). Status reversals between husband and wife – such as when she has more education, is employed and he is not, or earns more than him – might also be associated with a higher incidence of IPV (Resko, 2010; Lori L. Heise, 2011). Feminist sociologists explain that access to resources is of symbolic importance for gender roles and identity, principally for the construction of manliness. Therefore, under conditions of status incompatibility, male violence may itself be a resource that husbands draw upon to control their wives, such as when she is employed and he is not (Macmillan and Gartner 1999). This rationale is consistent with male-backlash theories (Atkinson et al., 2005; Bhattacharyya et al., 2011). Yet other studies find a non-linear relationship between asset ownership and IPV. For example, Oduro et al. (2015) use data on Ecuador and find that women's odds of experiencing IPV declines until their asset ownership exceeds a critical threshold (58%); beyond this point, the likelihood of IPV increases significantly. It will be important to determine and understand the relationship that exists between women's earnings and the likelihood of spousal violence as this may have important implications for policy.

Another focus of this research to try examine the effects of women's bargaining power on her reproductive health outcomes. This will be done by employing qualitative analytical techniques. In many parts of the developing world, few women have significant control over their decisions relating to childbirth (Angel-Urdinola and Wodon, 2010; Do and Kurimoto, 2012), despite the fact that too many births, too close together could have significant adverse effects on the health of a woman and her child. Existing studies suggest (e.g. Bankole and Singh, 1998 using large demographic survey data collected in 18 developing countries) that men have a higher preference for children than women. Thomas (1990) also shows that Brazilian women with higher earnings have less children on average. Where increased earnings indeed lead to higher bargaining power by women within the household and a greater say in decisions relating to her reproductive health, women's health and welfare could be maximized. Ghana makes a good study site for investigating issues of fertility and intra-household decision making given that total fertility rates (TFR) declined from over 6 births per woman in 1988 to 4.2 births per woman in 2014. Although this decline is primarily attributed to a number of factors such as education, locality, religious and cultural factors, among others, fertility in Ghana appears to be stalling, from an examination of the trends (Agyei-Mensah, 2007). A reason provided to explain this is persistently high levels of desired fertility. It is well documented in the family planning literature that only couples who have a 'preference' toward small family size will use existing family planning programmes in their communities (Tsui 2001, Freedman 1979).

Research objectives are divided into two parts, based on the underlying analytical technique-quantitative or qualitative. The specific research questions to be examined include the following:

Quantitative Analyses:

1. How much time is spent on child care and domestic work by men and women in Ghanaian households, and how has this division of work changed over time?
2. What is the effect of men's and women's absolute earnings on women's domestic work hours (Test of the autonomy hypothesis)?
3. What is the effects of the relative share of women's earnings on time spent on domestic work by women and men (Test of the relative resources hypothesis); and time spent on domestic work by women only (Test of compensatory gender display hypotheses)?

4. What is the effect of women's relative share of earnings on the likelihood of domestic violence in Ghanaian households?

Qualitative Objectives:

5. To understand the distribution of domestic responsibilities in the Ghanaian setting and how this has changed over time.
6. To tease out the effects of unequal distribution of housework on women, particularly with respect to their labour market choices and experiences.
7. To determine to what extent does women's higher bargaining power affect their fertility outcomes in the household.

Despite the burgeoning literature on 'doing gender', very little has been done (if any) on the effect of women's absolute and relative earnings on household division of labour in Ghana and on IPV, largely due to unavailability of time use and panel data for analysis purposes. The study proposes to use data from both waves of the Ghana Socioeconomic Panel Survey (GSEPS) collected in 2010 and 2014 by the Economic Growth Center of Yale University and the Institute of Statistical, Social & Economic Research (ISSER) of the University of Ghana, Legon.

The study aims to contribute to the discourse on issues relating to IPV, fertility and domestic labour outcomes. Based on the research findings, we hope to make a number of policy recommendations to improve women's well-being as measured by these three indicators.

METHODOLOGY- RESEARCH OBJECTIVE 1

Descriptive statistics will be used to answer the first research question on the division of domestic work between couples in Ghana, using data from both waves of the Ghana Socio-Economic Panel Survey (GSEPS). The GSEPS is a representative household sample stratified at the level of the 10 regions of Ghana, and drawn from 325 random census enumeration areas (EA), from which about 15 households are randomly selected from each EA. Coordinated surveys describe conditions and institutions in each rural or urban EA. The GSEPS includes a response for 18,889 individuals resident in 5009 households.

Hours spent in general household work, in addition to (primary and secondary) child care hours will be generated and compared for men and women partners, with attention paid to the presence of significant differences between them. We will exploit the panel element of this dataset by examining how these distributions have changed over time. Results may also be disaggregated by education, urban/rural locality, education, ethnicity and region, to examine if significant differences exist between social, cultural and geographic distinctions in Ghana.

METHODOLOGY- RESEARCH OBJECTIVES 2 & 3

This section describes data and analytic strategies for the quantitative analyses of research questions 2 and 3.

Data

The study will use measures of men and women's time spent in domestic work from both waves of the Ghana Socio-Economic Panel Survey (GSEPS), collected in 2009/2010 and 2013/2014.

The panel nature of this dataset and the availability of time-use information makes it ideal for the examination of changes in the duration of men and women's domestic work as a result of differential spousal earnings. We will restrict the analyses to married or cohabiting partners (approximately 2,335 couples in the data), and to partners engaged in full-time employment i.e. individuals who have worked at least 35 hours a week. Although existing studies have examined the effects of different employment statuses on household division of labour (Gershuny et al., 2005; Ström 2002), this is not the focus of this study. Additionally, using a less homogenous sample where partners are dissimilar in their time availability may leading to issues of confounding. For example, the association between a woman's time spent working and in domestic responsibilities may depend on the amount of time her partner spends working. Restricting the sample to only full-time employees therefore allows an exploration of the link between earnings and domestic work, while holding employment status constant.

Dependent Variables

A number of analogous dependent variables will be specified for men and women partners. The first will be a measure of men's and women's time spent in general household work. The dependent variable

Commented [OAD1]: What is the sample size when there is a full-time employment restriction. I think this is the number we need.

here would be the amount of time that women and men each spend on domestic activities. GSEPS respondents are asked:

"On a typical day, does [Name] spend time [in a variety of activities. E.g. cooking, cleaning and other activities around the house]? If so, how much time does [Name] spend doing this activity (in hours and minutes)?"

The second and third dependent variables are more specifically related to time spent on child care. The second specification of the dependent variable focuses on primary child care. GSEPS respondents were asked:

"Does [Name] spend time caring for children while not doing any other activity? If so, how much time does [Name] spend doing this activity (in hours and minutes)."

Secondary child care is specified as time spent undertaking a primary domestic activity, with a child (< 15 years old) present. GSEPS respondents were asked:

"Does [Name] undertake this activity whilst a child (<15years) [Name] is caring for is with [Name]?"

Main Explanatory Variable and Other Control Variables

The main explanatory variable is the annual earnings of men and women partners. This should provide an adequate test of the autonomy hypothesis. A variation of this variable will be employed to test the compensatory gender display hypothesis. This will be constructed as the ratio of the wife's earnings to the total couple's earnings (following Davis and Greenstein, 2004)- the higher the ratio, the larger the wife's share of couple's earnings. We follow existing specifications in the literature for relative resource and compensatory gender displays by including both linear and quadratic forms of women's relative earnings (Greenstein 2000; Gupta 2007).

A number of control variables are included in the analyses including the presence of children in the household and the age of the youngest child (i.e. to control for life-cycle effects where the presence of children increases women's household time) (Baxter et al. 2008; Bianchi et al. 2000). Controls for ages of men and women partners, as well of the year of the survey are also included. Controls may also be included for the length of time in the union, in addition to the presence of domestic help.

To control for residual differences in labour force participation, we will include a measure for mean weekly hours worked for each spouse (i.e. annual market work hours divided by 52). Given that home ownership may lead to more hours spent in domestic activities, a dummy variable will be created for home ownership. Other controls include the education status of men and women partners, given that more educated couples have been found to be more egalitarian (Baxter et al. 2008; Presser 1994). Other variables such as ethnicity and religion will be included in the model to account for social and cultural influences.

Analytic Approach

Following Gupta (2006, 2007) the autonomy hypothesis is specified empirically as a linear relationship between wives' absolute earnings and their time spent in housework. A fixed effects model is set out as follows:

$$W_DW_{it} = \alpha_0 + \alpha_w W_Earn_{it} + \alpha_M M_Earn_{it} + \gamma_1 X_{it} + \varepsilon_{it} \quad (1)$$

In this model, W_DW_{it} refers to domestic work hours (general household work, primary childcare and secondary childcare) for woman i at time t . W_Earn_{it} is a variable for absolute earnings of women, while M_Earn_{it} is the variable for absolute earnings of men. According to the 'autonomy' argument, as women earn more, they do less housework. A negative value of α_w would provide some evidence in favour of this hypothesis. Additionally, in the autonomy hypothesis, it is often expected that $\alpha_w > \alpha_M$.

The set of control variables is represented as X_{it} , all of which vary across individuals and some of which vary across time. Included in this vector are home ownership, age and education of couples, presence and age of children, urban/rural locality, etc. ε_{it} , as the idiosyncratic error term for each individual and time period.

In order to test the relative resource/ economic dependency hypothesis, women's absolute earnings in (1) above are replaced with her relative share of earnings (i.e. ratio of woman's earnings to the sum of couple's earnings; consistent with Davis & Greenstein, 2004) in the fixed effects model. Here, separate models are run for women and for men. According to the relative resource or economic dependency

theory, the partner who contributes proportionally less to the household income does more housework. Following Aassve (2014), the model is specified as follows:

$$W_DW_{it} = \alpha Earn_Share_{it} + \gamma_1 X_{it} + \varepsilon_{it} \quad (2a)$$

$$M_DW_{it} = \alpha Earn_Share_{it} + \gamma_1 X_{it} + \varepsilon_{it} \quad (2b)$$

As described above, *Earn_Share* is constructed as a ratio of wife's earnings to total couple's earnings. According to the 'relative resource' hypothesis, when women's relative share of earnings increases, they devote less time to domestic work. *W_DW_{it}* refers to domestic work hours (general household work, primary childcare and secondary childcare) for woman *i* at time *t*, while *M_DW_{it}* refers to domestic work hours (general household work, primary childcare and secondary childcare) for male partner *i* at time *t*. A positive value for α in the mens specification; and a negative value for α in the wife's specification would indicate evidence in favour of this hypothesis for Ghana.

Following Aassve (2014) and Gupta (2007), in order to examine the evidence for compensatory gender display, a quadratic term, *Earn_share_{it}²*, will be included in the panel regression specification:

$$W_DW_{it} = \alpha Earn_Share_{it} + \beta Earn_Share_{it}^2 + \gamma_1 X_{it} + \varepsilon_{it} \quad (3)$$

Evidence for the compensatory gender display hypothesis would be apparent if $\alpha < 0$ and significant, and the $\beta > 0$ and significant. Therefore, women who earn more than their partners the most do more housework than women who out-earn their husbands by less. According to the 'compensatory gender display' argument, women who earn more than their partners end up taking up more housework in order to 'neutralize' this gender 'deviance'.

METHODOLOGY- RESEARCH OBJECTIVE 4

This section describes data and analytic strategies for the quantitative analyses of research question 4

Data

The fourth research objective examines to what extent women's higher bargaining power, proxied by women's relative share of couple's earnings, affects the experience of IPV by women in the household. The study will use both waves of the Ghana Socio-Economic Panel Survey (GSEPS), collected in 2009/2010 and 2013/2014.

We will restrict the analyses to married individuals or partners in consensual unions (approximately 2,335 couples in the data). The GSEPS asks questions on domestic violence of all women in the household who have reached the age of menstruation (12 years and older).

Dependent Variables

The key outcome, intimate partner violence, will come from the woman's response to the following questions:

"In the last 12 months, how often did your partner kick, drag, or beat you up" (Never/ Once/ Daily/ Weekly/ Monthly/ Less than monthly)

"In the last 12 months, how often did your partner push, hit, slap or throw something at you" (Never/ Once/ Daily/ Weekly/ Monthly/ Less than monthly)

"In the last 12 months, how often did your partner threaten to hurt you or someone close to you" (Never/ Once/ Daily/ Weekly/ Monthly/ Less than monthly)

"In the last 12 months, how often did your partner insult you" (Never/ Once/ Daily/ Weekly/ Monthly/ Less than monthly)

Responses to these questions may be used as measures of the extent of physical and emotional violence in households. The first three questions are common indicators of physical violence; responses may be converted to binary variables that are equal to one if a wife reports that she has experienced any of these outcomes at least once, and zero otherwise. The last question is more indicative of emotional violence- a dummy variable may be constructed with a value of 1 for women who have been insulted at least once, and a value of zero for women who report that they have never been insulted by their partners.

Main Explanatory Variable and Other Control Variables

The main explanatory variable is women's relative share of couple's earnings. Other control variables in the model for domestic violence will include the age of the woman, her partner's age, spousal age difference, the length of time in the union, the number of (living) children, her occupation, her education, her partner's education, alcohol use, household wealth, rural/urban locality, ethnic group and regional location.

Analytic Approach (Research Objective 4)

We will employ a panel probit model for the analysis.

First, we will estimate the following model. The general model may be specified as follows:

$$P_DV_{it} = a_0 + a_1X_{it} + a_3Earn_Share_{it} + e_{it} \quad (4a)$$

$$E_DV_{it} = a_0 + a_1X_{it} + a_3Earn_Share_{it} + e_{it} \quad (4b)$$

where P_DV_{it} and E_DV_{it} refer to the incidence of physical and emotional violence, respectively, for the i th woman at time t ; X_{it} is the vector of explanatory variables; $Earn_Share_{it}$ is the woman's share of the couple's earnings for woman i at time t - the measure of women's bargaining power within the household.

METHODOLOGY- RESEARCH OBJECTIVE 5- 7

This section describes the qualitative approach for the analyses of research objectives 5- 7.

The qualitative approach affords us the opportunity to capture the dynamic dimensions of women's empowerment in the Ghanaian setting. Through the qualitative study, we will be able to examine how women's responsibilities within the household have changed over time as a result of changes in women's labour market participation and increased earning abilities. In addition, the qualitative data will further allow us to examine how women's domestic responsibilities have influenced their fertility decisions which was not possible in the quantitative component due to the fact that the quantitative panel data only captures respondents current fertility choices with no additional retrospective data regarding their fertility choices in relation to their domestic responsibilities.

The qualitative component, therefore, serves a dual purpose as it aims to enhance our understanding of the distribution of domestic responsibilities as well as explore the relationship between this distribution and labour market and fertility outcomes. Specifically, the qualitative study focuses on three broad objectives:

- To understand the distribution of domestic responsibilities in the Ghanaian setting and how this has changed over time.
- To tease out the effects of unequal distribution of housework on women, particularly with respect to their labour market choices and experiences.
- To determine to what extent does women's higher bargaining power affects their fertility outcomes in the household.

It will be important to understand to what extent women themselves support the more egalitarian division of labour in the household. In this regard, the qualitative study will further enhance our understanding of the specific factors that influence the persistent unequal distribution of household responsibilities. Findings from the study will help ascertain whether the observed uneven distribution of domestic responsibilities emanates from societal pressure on women to adhere to cultural and social expectations in order to avoid conflict or abuse, or simply out of fear of marriage dissolution if men are "forced" to take up more household responsibilities as suggested by Cooke (2006). The qualitative survey will, therefore, establish whether this may be true of the Ghanaian setting.

The second objective of the qualitative study will help throw more light on the how the burden of the unequal distribution of domestic chores adversely influences women's labour market choices and experiences. The third objective further interrogates the extent to which women's higher bargaining power resulting from higher earnings influences fertility choices within households.

Since the study aims to gain a deeper understanding of gender roles within the households, in-depth interviews will be conducted with women and men who are either married or in consensual unions. The in-depth interviews will allow us to probe further for additional insights on issues such as women's

employment history, child birth history as well as decision making patterns within their households over time. The interviews are expected to last between an hour and ninety minutes.

The study aims to interview 10 men and 10 women who are either married or in consensual unions from each of the five study sites.

In order to obtain a more nuanced appreciation of issues relating to the distribution of responsibilities within the household, the sample selection will be reflective of the five major ethnic groupings based on the Ghana 2010 population and housing census which considers Akans, Mole-Dagbani, Ewe, Ga-Dangme and Gurma as the five major ethnicities in Ghana. Participants from these ethnic groups will be sampled from across the regions where they are more likely to be concentrated. This implies that the targeted total sample of 100 participants will be obtained from five regions, namely, Ashanti, Northern, Volta, Greater-Accra and Upper East regions. This sampling technique offers a unique advantage as it provides the opportunity to capture the diversity in the culture and norms with respect to attitudes and perceptions regarding the distribution and dynamism of household responsibilities and how it relates to women's empowerment and other related outcomes as expressed in the objectives.

Despite the legal age of marriage being 18 years in Ghana, the study intends to restrict the sample of married (or partners in consensual unions) participants to 25 years and above. Participants in this age bracket are likely to have been married (or been in consensual unions) for a period of time and have possibly had some children as well as employment opportunities. This restriction, we believe will enable us elicit the desired information in relation to the central issues of the proposed study.

The thematic analysis technique will be employed for analysing the data from the field. Analysis will be guided by the global themes that are identified by the research objectives. Organising and basic themes will be drawn from the transcribed interviews. The emerging themes will further be analysed to address each objective of the study. Some findings from the qualitative analysis will complement findings from the quantitative results in order to make more meaningful policy recommendations.

References

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Commented [OAD2]: We should be consistent in how we present the references. I suggest we use the APA format.

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E.1 Impact Plan

Describe: Beneficiaries and target audiences; Analysis of demand for research outputs; Strategy and methods for engagement of policy makers throughout the project; Monitoring and evaluation of impact plan activities. Max. 2 pages A4.

Potential beneficiaries and target groups include the following:

- The Ministry of Gender, Children and Social Protection
- The Ministry of Employment and Labour Relations
- The Gender Centre and other women Civil Society Organizations
- The Ministry of Health

Analysis of Demand for Research Output

This research is relevant in that it feeds into on-going debates on the role of women at home and in the workplace, in addition to the observed often-incompatible nature of these responsibilities. There appears to be somewhat universal agreement on the substantial contribution that women have made to Ghana's growth and development and yet, due to underlying cultural and social expectations, women continue to compete unequally with men in the labour market. As a result of unequal distribution of child care and other domestic responsibilities, women are often employed in less challenging jobs and usually on a part-time basis, with little positive effects on their long-term career trajectories.

Understanding the relationship between intimate partner violence and women's earnings is important for the design of policy as women's labour force participation rises and they shift into higher earnings activities.

With the stalling of the fertility decline in Ghana the additional insights that this study will provide on what determines fertility choices and outcomes will provide useful for the Ministry of Health.

The research aims to focus greater attention on the need for the review of policies that reinforce traditional gender hierarchies in Ghana and the introduction of policies that will erode gender biases in the home and the workplace. Additionally, after childbirth, workplaces are not equipped with day care and nursing stations (despite laws that lay out specifications to this effect), so that a devoted mother may have no choice but to exit the labour force in order to satisfy her domestic and child care responsibilities fully.

Strategies and Methods for Engagement of Policy Makers Throughout Project

A number of steps will be taken to ensure buy-in from potential beneficiaries of the research output, and sustained interest and feedback from these groups during the life of the project. These are described below:

- There will be three workshops organized at the beginning, mid-stream and conclusion of the project. These workshops will involve policy makers, colleague researchers, and some influential members of civil society. The first workshop will be organized to introduce stakeholders to the project and also to generate some interest and initial input into the study being conducted. These will be expected to be critical to the development of survey instruments and the general set-up of the data collection exercise. The second workshop will be organized mid-way through the project to share preliminary findings from the field work with stakeholders. This will be done to ensure consistency with stakeholders' own knowledge and experiences, and explore additional input into the study. The final workshop will be organized to share final project results with stakeholders and provide certain policy applications derived from the study.
- There will be the preparation of policy brief(s) from main findings of the research, to be distributed to relevant government ministries, civil society and the media. These will be distributed mainly during the final project workshop, although some briefs may be circulated to interested parties outside of the organized workshops
- The mass media (i.e. radio and newspaper outlets) will also be employed in the dissemination of the research findings. Social media platforms like facebook will be used to disseminate important findings from the research exercise.
- Domestic and International conference attendances will be attended to disseminate results of findings, and also stimulate increased research in this area

E.2 Capacity Building

Discuss the involvement of researchers and institutions based in low-income countries, and ways in which the project will increase research capacity in low-income countries. Max. 1 page A4.

The present study is to be based in a developing country setting. A graduate student will be employed to assist with this research. He will be involved in the areas of data collection, data cleaning and analysis. The experience should be good exposure in the area of empirical research and rigorous methodology. The use of mixed methods, a growing area of research, will also expose both researchers and assistants to this benefits of complementing quantitative data with qualitative information, in order to provide more contextual explanations for the research findings.

F Data Collection and Management

If applicable, discuss the protection of human subjects, including reference to ethics review boards that will be used to evaluate and certify the proposed research. Also include a data sharing plan with timetable for open access release.

Ethics Review Boards:

The University of Ghana has five (5) ethical committees that process protocols for research in various areas. For this project, ethical approval will be sought from the Ethics Committee for Humanities (ECH) which is the committee that is responsible for the ethical review of all research protocols conducted within the humanities

Data Sharing Plan:

We will share the qualitative data associated with the study. This will include all information on demographics and socioeconomic variables, although these will be blinded in order to prohibit identification of surveyed individuals. The data would be available to other individuals for secondary study purposes through their registration and online request for the data. We agree that the names and Institutions of persons either given or denied access to the data, and the bases for such decisions, will be summarized and available upon request.

We agree to make the data publicly available as soon as possible but no later than within one year of the completion of the funded project period for the parent award or upon acceptance of the paper for publication, whichever is earlier.

In order to facilitate researchers' location and access to the data, we agree that we will identify where the data will be available and how to access the data in any publications and presentations we make, as well as acknowledge the funding source in any publications and presentations.

G Curricula Vitae

Include CVs of all researchers; max 4 pages each, including relevant publications.

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Education:

MLitt	1984	University of Glasgow, Scotland	Political Economy
MA (Hons.)	1982	University of Glasgow, Scotland	Political Economy and Geography

Languages: English (fluent), Twi (fluent)

Selected publications:

Oduro, A. D. & Doss, C.R. (2018). Changing Patterns of Wealth Distribution: Evidence from Ghana. *The Journal of Development Studies*, DOI: 10.1080/00220388.2018.1430769

Oduro, Abena D. & Ackah, Charles, G. (2017). Closing the gender gaps in Ghana. In E. Aryeetey & R. Kanbur (Eds.) *The economy of Ghana sixty years after independence*. Oxford: Oxford University Press.

Doss, C., Oduro, A.D., Deere, C.D., Swaminathan, H., Baah-Boateng, W. & Suchitra, J.Y. (2017) Assets and shocks: a gendered analysis of Ecuador, Ghana and Karnataka, India. *Canadian Journal of Development Studies/Reveu canadienne d'etudes du developpement (RCD)*. DOI:10.1080/02255189.2017.1316244.

Seshie-Nasser, H.A. & Oduro, Abena D. (2016). Delayed primary school enrolment among boys and girls in Ghana. *International Journal of Educational Development*, 49: 107-114.

Oduro, A.D. & van Staveren, I. (2015). Engendering Economic Policy in Africa. *Feminist Economics*. 21 (3): 1-22. DOI: 10.1080/13545701.2015.1059467

Oduro, A.D., Carmen Diana Deere & Z. Catanzarite Women's Wealth and Intimate Partner Violence: Insights from Ecuador and Ghana. (2015). *Feminist Economics*, 21 (2):1-29. DOI:10.1080/13545701.2014.997774 <http://dx.doi.org/10.1080/13545701.2014.997774>

Oduro, A.D. (2015). Ownership of the Place of Residence in Ghana: A Gender Analysis. *Journal of African Development*, 17(1): 17-44.

Oduro, A.D. & Boakye-Yiadom, L. (2014). Gender, Migrant Remittances and Asset Acquisition in Ghana. *Ghana Social Science Journal*, 11(1), 1-25.

Doss, Cheryl R., Deere, C.D., Oduro, Abena D. & Swaminathan, H. (2014). The Gender Asset and Wealth Gaps. *Development*, 57, 400-409.

Oduro, Abena D., Boakye-Yiadom, L. & Baah-Boateng, W. (2014). Asset Ownership among Rural and Urban Women in Ghana in D.K. Twerefour, P. Quartey, L. Boakye-Yiadom and W.

Baah-Boateng (Eds.) *Readings on Key Economic Issues in Ghana*. University of Ghana Readers, Digibooks, Accra.

Deere, C.D., Oduro, A.D. Swaminathan, H. & Doss, C. (2013). Property Rights and the Gender Distribution of Wealth in Ecuador, Ghana and India. *Journal of Economic Inequality* Vol. 11, No. 2, pp. 249-265.

A.D. Oduro. (2012). Gender and African Development. In E. Aryeetey, S. Devarajan, R. Kanbur and L. Kasekende (Eds.) *The Oxford Companion to the Economics of Africa*. Oxford: Oxford University Press, Oxford.

Aryeetey, E., Osei-Akoto, I., Oduro, A.D. & Darko Osei, R. (2010). An Investigation into the Gender Dimensions of Taxation in Ghana. In C. Grown and I. Valodia, (Eds.) *Taxation and Gender Equity. A Comparative Analysis of Direct and Indirect Taxes in Developing and Developed Countries*. London: Routledge, IDRC, Oxon.

A. D. Oduro. (2008). Achieving Gender Equity in Ghana: How Useful is the Ghana Poverty Reduction Strategy? In J. Amoako-Tuffour and B. Armah, (Eds.) *Poverty Reduction Strategies in Action. Perspectives and Lessons from Ghana*. Plymouth, UK: Lexington Books.

Selected Funded Research Projects

Child Marriage in Ghana (May – November 2016) Research Project funded by World Vision Ghana. Principal Investigator.

Employment Effects of Different Development Policy Instruments (2014-2017). Three-year Research Project funded by the Swiss Agency for Development and Cooperation and the Swiss National Science Foundation. Principal Investigator of the Ghana Team.

Evidence-Based Policy Project on the Distribution of Assets across Gender (2013-2014) Principal Investigator of the Ghana team for a two-year research project funded by UN Women.

Gender and Enterprise Development in Africa (2013-2014) Two-year research project funded by IDRC, Canada.

Measuring the Gender Asset Gap: A Pilot Study to Collect Sex-Disaggregated Data in Ecuador, India in Ghana (2009-2011) Principal Investigator of the Ghana team for a three-year research project funded by the MDG3 Fund of the Dutch Ministry of Foreign Affairs.

Other professional experience:

Member of Editorial Board, *Feminist Economics*, 2010 – 2014; Associate Editor 2015-present.

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EDUCATION

CLARK UNIVERSITY, Department of Economics, Massachusetts, USA; August 2009- May 2012
Doctor of Philosophy (PhD) in Economics

CLARK UNIVERSITY, Department of Economics, Worcester, MA, USA, August 2007- May 2009
Master of Arts (MA) in Economics

DISSERTATION

Causes and Consequences of Fertility in the U.S. and Ghana: A Spatial Econometric Approach
Chair: Dr Amy Ickowitz

CURRENT EMPLOYMENT

Department of Economics, University of Ghana, Ghana, **Senior Lecturer**, January 2013 to date

SELECTED GRANTS, SCHOLARSHIPS, FELLOWSHIPS AND AWARDS

- African Studies Centre Seed [Grant](#), **University of Michigan**, 2017
- Structural Transformation of African Agriculture and Rural Spaces (STAARS) program [Fellowship](#), **Cornell University, the African Development Bank, the African Economic Research Consortium, the CGIAR Research Program on Policies, Institutions and Markets (PIM), the Partnership for Economic Policy (PEP), and the World Bank**, 2016
- Most Promising Young Scholar for 2014/15, School of Social Sciences, [Academic Award](#), **University of Ghana**, 2016
- Industries Without Smokestacks: Implications for Africa's Industrialization, Research Support [Grant](#), **UNU- WIDER**, 2015- 2016
- Partnership for Economic Policy (PEP) Research Support [Grant](#), **PEP Network/ IDRC**, 2015- 2016
- The Additional Insights for the 21st Century 2015-2016 [Fellowship](#), **New York University (NYU)- Steinhardt, U.S.A.**, 2015-2016
- Implementing Industrial Policy in Africa, Research Support [Grant](#), **KOICA/ UNU-WIDER**, 2014
- The African Social Research Initiative (ASRI) Summer [Scholars Program](#), **University of Michigan, U.S.A.**, 2014
- World Bank Young [Scholars Program](#): Agriculture in Africa- Myths and Facts, **World Bank, U.S.A.**, 2013-2014
- INDEPTH Network Research Support [Grant](#), **Ghana**, 2013-2014
- The William and Flora Hewlett Foundation/ IIE Dissertation [Fellowship](#), Institute of International Education, **U.S.A.**, 2011- 2012

SELECTED PUBLICATIONS

1. **Owoo, N.** (2016). "A Spatio-Temporal Analysis of Non-Farm Enterprise Performance in Uganda: 2010-2012." *African Journal of Economic and Management Studies*, Vol. 7(4): 535 – 546 DOI: <http://dx.doi.org/10.1108/AJEMS-12-2014-0094>.
2. **Owoo, N.** and Naude, W. (2016). "Spatial Proximity and Firm Performance: Evidence from Non-Farm Rural Enterprises in Ethiopia and Nigeria." *Regional Studies*, DOI: **10.1080/00343404.2015.1131896**.
3. **Owoo, N.** (2016). "Determinants of Choice of Economic Sector in the Non-Farm Economy in Ghana." *African Journal of Economic and Sustainable Development*, Vol. 5, No. 1, pp: 31-54.
4. Agyei-Mensah, S. and **Owoo, N.** (2015). "Explaining Regional Fertility Variations in Ghana". *Journal of Population Research*, Vol. 32: 157- 172; DOI: **10.1007/s12546-015-9147-7**

5. **Owoo, N.** and Boakye-Yiadom (2015). "The Gender Dimension of the Effects of Land Tenure Security on Agricultural Productivity: Some Evidence from Two Districts in Kenya." *Journal of International Development*, Vol. 27: 917- 928 DOI: 10.1002/jid.3028.
6. **Owoo, N.**, Agyei-Mensah, S. and Onuoha, E. (2015). "The Effect of Neighbourhood Mortality Shocks on Fertility Preferences: A Spatial Econometric Approach." *The European Journal of Health Economics*, Vol. 16 (6): 629-645; DOI: 10.1007/s10198-014-0615-3
7. **Owoo, N.** and Boakye-Yiadom (2015). "The Gender Dimension of the Effects of Land Tenure Security on Agricultural Productivity: Some Evidence from Two Districts in Kenya." *Journal of International Development*, Vol. 27: 917- 928 DOI: 10.1002/jid.3028
8. Lambon-Quayefio, M. P. and **Owoo, N.** (2014). "The Effect of Antenatal Care and Skilled Delivery on Neonatal Mortality in Ghana" *Applied Health Economics and Health Policy*, Vol.12 (5): 511-22
9. **Owoo, N.** and M.P. Lambon-Quayefio (2013). "National Health Insurance, Social Influence and Antenatal Care Use." *Health Economics Review*, Vol. 3 (19) DOI:10.1186/2191-1991-3-19

POLICY ENGAGEMENT/ RESULTS DISSEMINATION

- **Media (radio) interview** on results of PEP-funded research project on Union 'Facilitation' effects in the Ghanaian labour market; 7th April, 2016
- **Online article** on research output- Citifm Online; April 10th, 2016
<http://citifmonline.com/2016/04/10/women-in-unions-more-likely-to-seek-maternity-benefits-study/>
- **Newspaper article** dissemination on research output- Ghanaian Times; April 14th 2016 <http://www.ghanaiantimes.com.gh/study-reveals-lapses-in-non-wage-benefits/>
- **Dissemination workshop** on GENDA Project; August 15th, 2015
<http://issr.edu.gh/index.php/issr-latest-news/1-dissemination-workshop-genda-project>
- **Online Video** presenting findings from World Bank's Myths and Facts Project with Prof Wim Naude; September 10th, 2014 <https://www.youtube.com/watch?v=HOhAhRVTrhs>

RESEARCH PROJECTS

- **Lead Researcher (Ghana)** - Industries Without Smokestacks: Implications for Africa's Industrialization, Funded by **UNU-WIDER** (2015-2016)
- **Lead Researcher-** Non-Wage Benefits, Union 'Facilitation' Effects and Labour Market Outcomes in Ghana, Funded by **PEP Network/ IDRC** (2015- 2016)
- **Research Consultant-** Implementing Industrial Policy, Funded by **KOICA** and **UNU-WIDER** (2014)
- **Research Consultant-** Growth and Economic Opportunities for Women (GRoW) Project, Funded by the **UK's Department for International Development (DFID)**, **William and Flora Hewlett Foundation** and **Canada's International Development Research Centre (IDRC)** (2014- 2017)
- **Researcher/ Mentee-** Agriculture in Africa Today: Telling Myths from Facts, Funded by **World Bank**, U.S.A. (2013- 2014)
- **Researcher-** Gender and Enterprise Development in Africa, Funded by the **International Development Research Centre (IDRC)**, **Ghana** (2013- 2014)

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EDUCATION

August 2011- August 2014

CLARK UNIVERSITY, Department Economics, Worcester, MA, USA

Doctor of Philosophy in Economics

Dissertation: *Essays on Health Insurance, Women Empowerment and Child Health Outcomes in Ghana*

Chair: Prof. Wayne Gray

EMPLOYMENT

Department of Economics, University of Ghana. Lecturer, January 2015 to date

SCHOLARSHIPS AND AWARDS

Scholar: Brown International Advanced Research Institutes (BIARI), Brown University, 2017.

Research Fellow: Matasa Fellows Network, Institute of Development Studies and MasterCard Foundation. University of Sussex. 2016-2017.

Research Fellow: Additional Insights International Research Fellowship. New York University, Steinhardt School of Culture, Education, and Human Development. 2016-2017.

Researcher: "Non-Wage Benefits, Union 'Facilitation Effect' and Labor Market Outcomes in Ghana" Funded by Partnership for Economic Policy (PEP)/ IDRC, 2015-2016

Scholar: African Scholars Research Initiative (ASRI) Scholars Program, University of Michigan, 2015

Scholarship: Government of Ghana Scholarship- St. Mary's Secondary School, 1998

Selected Published Articles

- Owoo, N. and **Lambon-Quayefio, M.P.** (2017) "The agro-processing industry and its potential for structural transformation of the Ghanaian economy". WIDER Working Paper 2017/9. Helsinki: UNU-WIDER.
- **Lambon-Quayefio, M.P** (2017) " Non-Farm Enterprises and the Rural Youth Unemployment Challenge in Ghana" The IDS Bulletin, 48(3) doi:<http://dx.doi.org/10.19088/1968-2017.130>
- Owoo, N., **Lambon-Quayefio, M.P.** And Manu, S. (2016). " Gender Differentials of Non-Wage Benefits on Job Tenure" *International Journal of Economics and Business Research*, 4(2):77-87
- **Lambon-Quayefio, M.P** and Owoo. NS (2014). "Examining the Effects of Antenatal Care and Skilled Assistance on Neonatal Deaths in Ghana" *Applied Health and Health Policy*. DOI 10.1007/s40258-0140103-z
- Owoo, N. and **Lambon- Quayefio, M.P.** (2013). "National Health Insurance, Social Influence and Antenatal Care Use." *Health Economics Review*, 3: 9

Projects Undertaken

- IDRC/DFID/Partnership for Economic Policy (PEP) Project. Ghana (2015-2016),
Researcher
- Business Confidence Survey, *Ghana* (2014)- **Research Fellow, IEA-GHANA**
- Socioeconomic and Governance Survey, *Ghana* (2013- 2014) – **Research Fellow, IEA-GHANA**