Gender and Global Value Chains: Technological Upgrading & Female Employment in Trade

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Female Intensity & Upgrading In Medical Devices: Does Upgrading into Higher Technology Industries & Products Lead to Defeminization?

**Figure 1. Upgrading & Female Intensity in Costa Rica and the Dominican Republic Medical Devices GVC**

- Female intensity in MDs higher than in EPZ, manufacturing and labor market
- Held steady/increased with upgrading into more sophisticated products
- Good quality jobs → Permanent contracts, benefits and relatively high wages

**FINDINGS**
KEY FINDING: Digital tech (process upgrading) not yet ushering in increased female participation, potential effect dampened by other constraints