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Gender inequality in the labour market

Academic Training Lecture Regular Programme, CERN

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About me

Natalia Soboleva

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- Senior Research Fellow at the Laboratory for Comparative Social Research and Associate Professor at the Graduate School of Business Higher School of Economics in Moscow.
- Research interests: gender role attitudes, work values, life and job satisfaction, subjective well-being.
- National Program Director of European Values Study (EVS) in Russia

Lecture plan

1. Why is it important to reduce gender inequality?
2. Statistics regarding gender equality. Focus on GGG index, place of Switzerland
3. Gender gap and COVID-19
4. Why women earn less? Objective and subjective reasons.
5. Male and female motivation
6. How to make gender gap smaller? Not equality but equality of chances

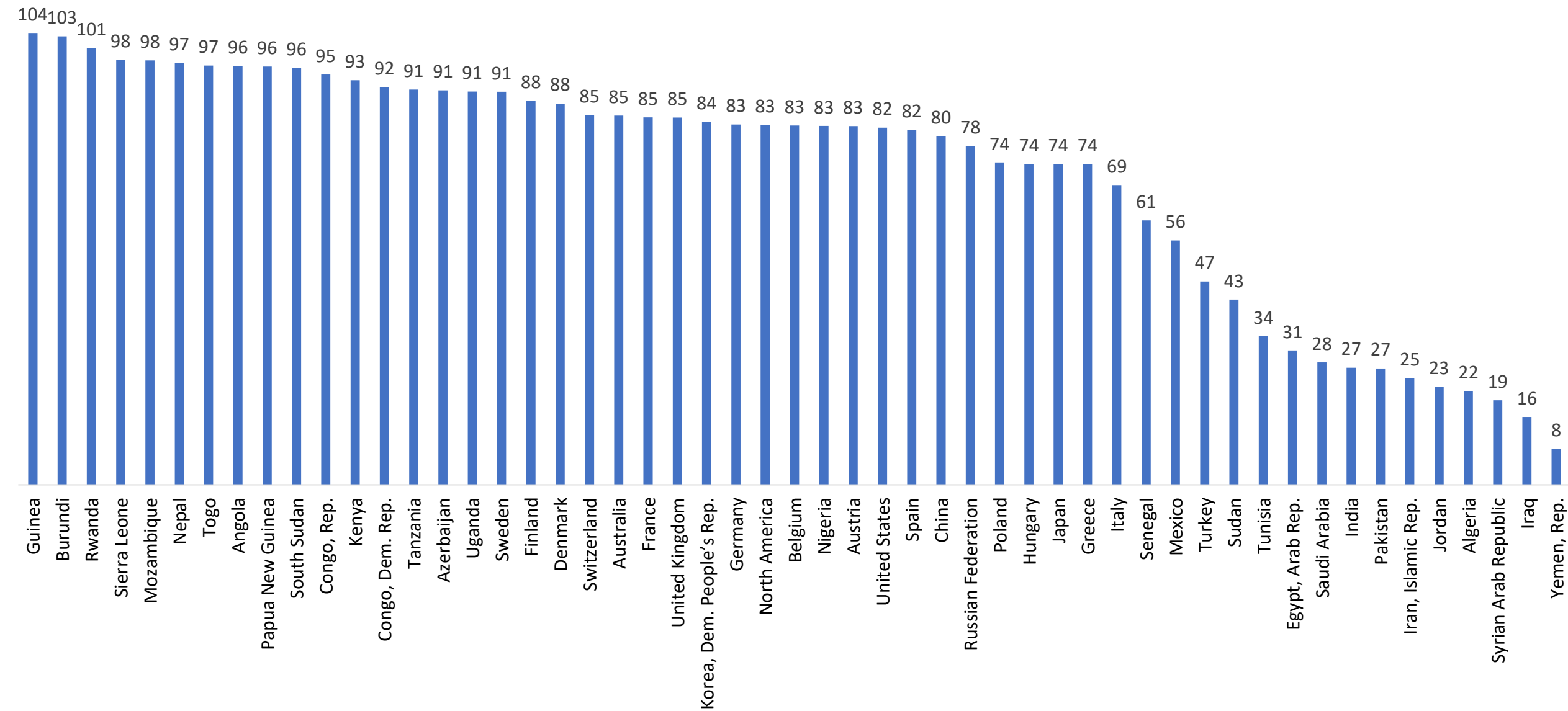
Importance of gender equality

- Transition to more egalitarian gender equality attitudes with the process of modernization (Inglehart and Welzel 2005; Welzel 2013)
- Many policy measures have been taken to reach gender equality. Work–life balance is one of the key policies of the European Union (Crompton and Lyonette 2006).
- In Europe women do not have lower education as compared to men and even achieve better results (Warrington et. al 2000; Duckworth and Seligman 2006; Vantieghem and Van Houtte 2015)
- Nevertheless women are often less advantaged in making their career, less often occupy top positions (Figueiredo et al. 2015) and underrepresented in male occupations (Heilman 2012) , Women do most household duties (Hook 2006; Ruppanner and Huffman 2014; Tereškinas 2010).
- Insufficient usage of female human capital hinders economic development and reduces gender equality

Different types of gender gap

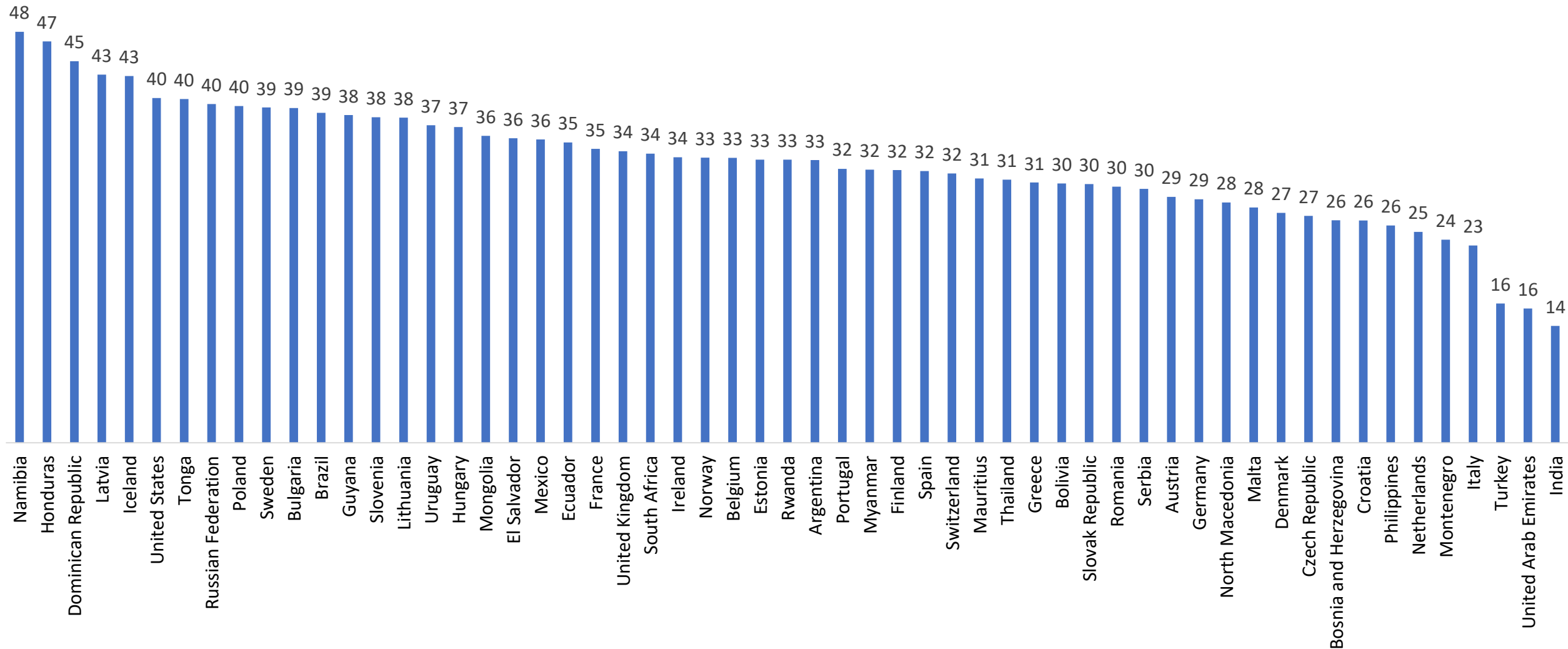
- Gender gap in education, participation in the labor market activity, gender pay gap, women in top management and politics, etc.
- Both separate indicators and indices are used

Female to male labor force participation rate, 2019



Female share of employment in senior and middle management (%), 2018,

<http://datatopics.worldbank.org/world-development-indicators/themes/people.html>



Global gender gap index

Subindexes:

- Economic participation and opportunity
- Educational attainment
- Health and survival
- Political empowerment

Gender gap closed in subindexes:

- Educational Attainment: 95%
- Health and Survival: 96%
- Economic Participation and Opportunity: 58%
- Political Empowerment: 22%
- Gender gap closed (total): 68%

Source: Global gender gap, 2021. https://www3.weforum.org/docs/WEF_GGGR_2021.pdf

Gender gap index

Economic participation and opportunity

- Labour force participation rate (%)
- Wage equality for similar work (survey, 1–7 scale)
- Estimated earned income (PPP, int.\$)
- Legislators, senior officials and managers (%)
- Professional and technical workers (%)

Gender gap index

Educational attainment

- Literacy rate (%)
- Enrolment in primary education (%)
- Enrolment in secondary education (%)
- Enrolment in tertiary education (%)

Gender gap index

Health and Survival

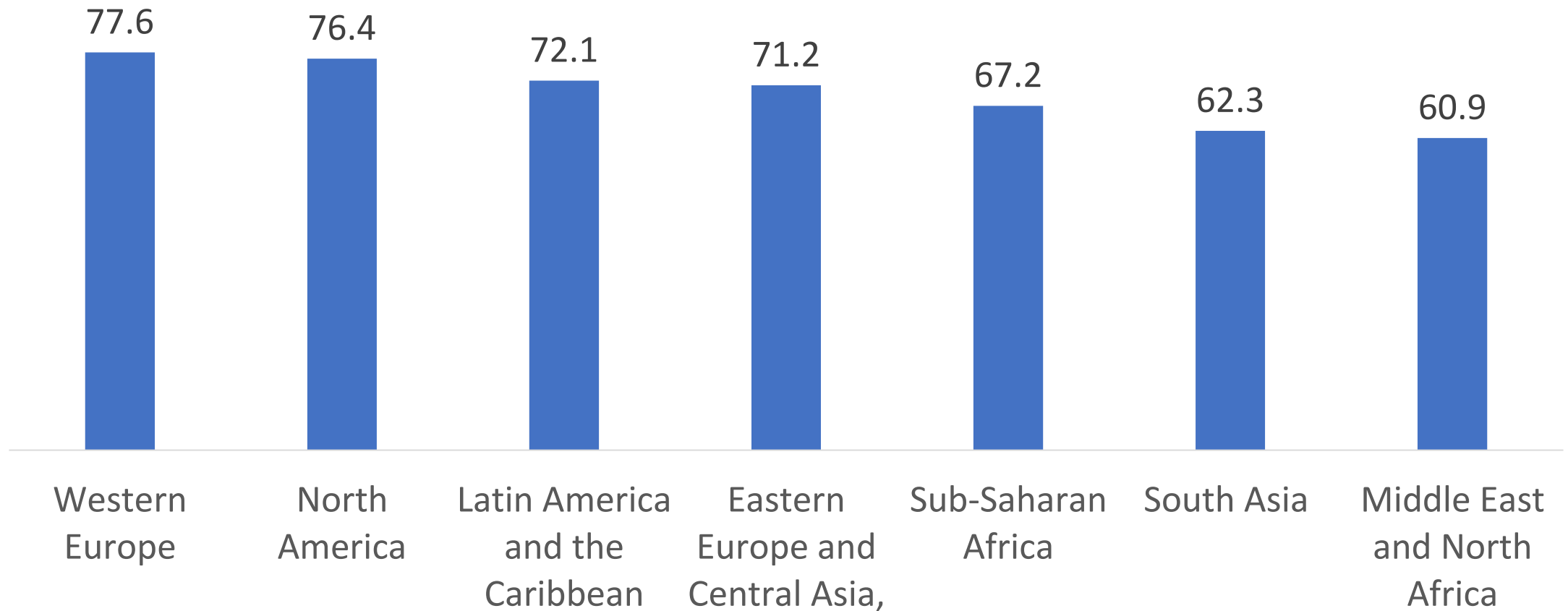
- Sex ratio at birth (%)
- Healthy life expectancy (years)

Gender gap index

Political empowerment

- Women in parliament (%)
- Women in ministerial positions (%)
- Years with female head of state (last 50), share of tenure years

Closed gender gap by region



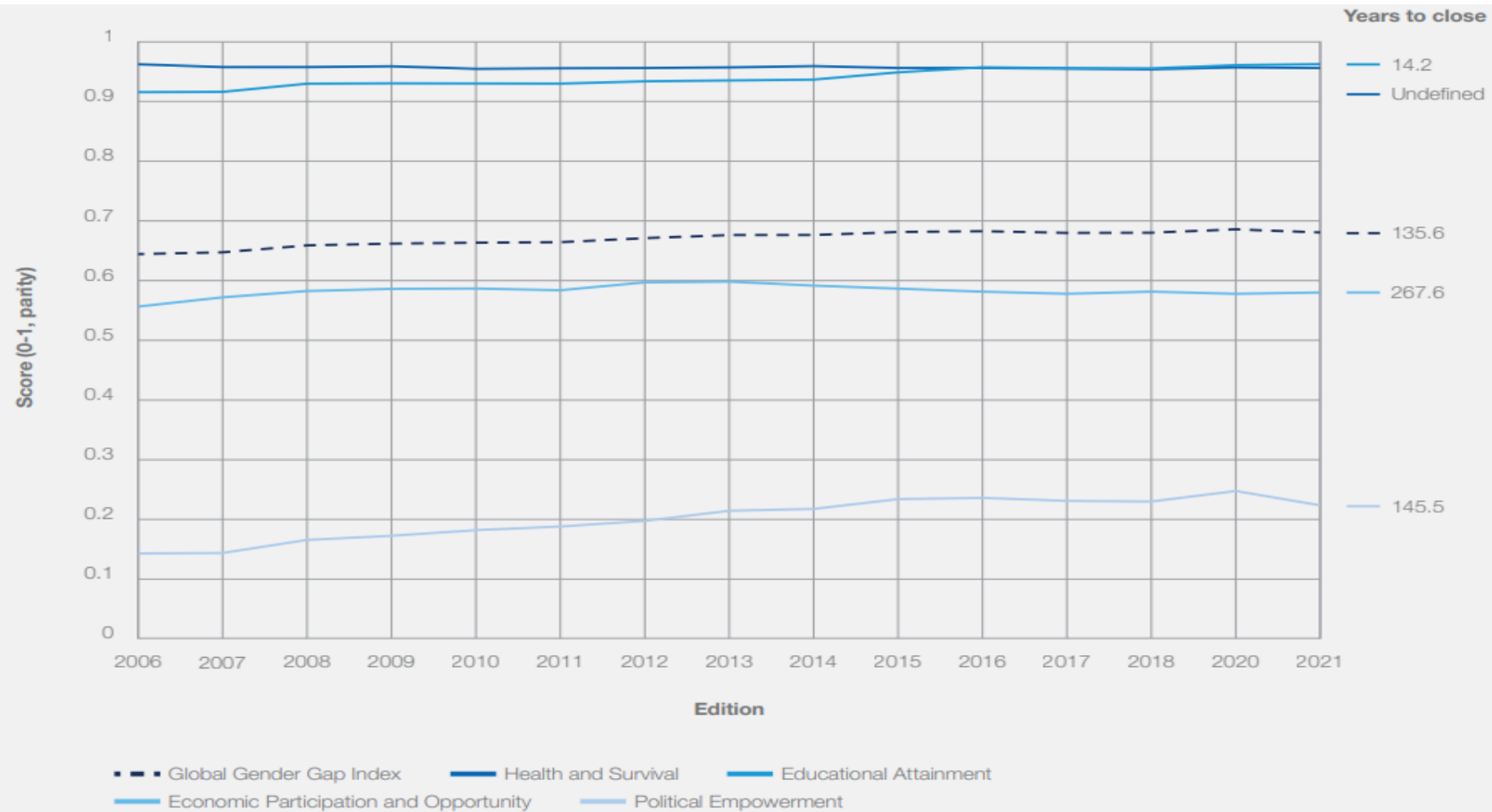
Regional performance 2021, gap closed, by subindex

	GGG index	Economic participation and opportunity	Educational attainment	Health and survival	Political empowerment
Western Europe	77.6	70.0	99.8	96.7	43.8
North America	76.4	75.3	100	96.9	33.4
Latin America and the Caribbean	72.1	64.2	99.7	97.6	27.1
Eastern Europe and Central Asia	71.2	73.5	99.7	97.7	14.2
East Asia and the Pacific	68.9	69.6	97.6	94.9	13.5
Sub-Saharan Africa	67.2	66.1	84.5	97.3	20.8
South Asia	62.3	33.8	93.3	94.2	28.1
Middle East and North Africa	60.9	40.9	94.2	96.5	12.1
Global Average	67.7	58.3	95.0	97.5	21.8

Gender gap index

- **Highest level of gender equality** for Iceland (rank 1 for 2020), Finland (rank 2), Norway (rank 3), New Zealand (rank 4) and Sweden (rank 5), then Namibia (rank 6), Rwanda (rank 7), Lithuania (rank 8), Ireland (rank 9) and Switzerland (rank 10)
- **Lowest level of gender equality** for Afghanistan (rank 156), Yemen (rank 155), Iraq (rank 154), Pakistan (rank 153) and Syria (rank 152)

GGG index, dynamics from 2006 to 2021



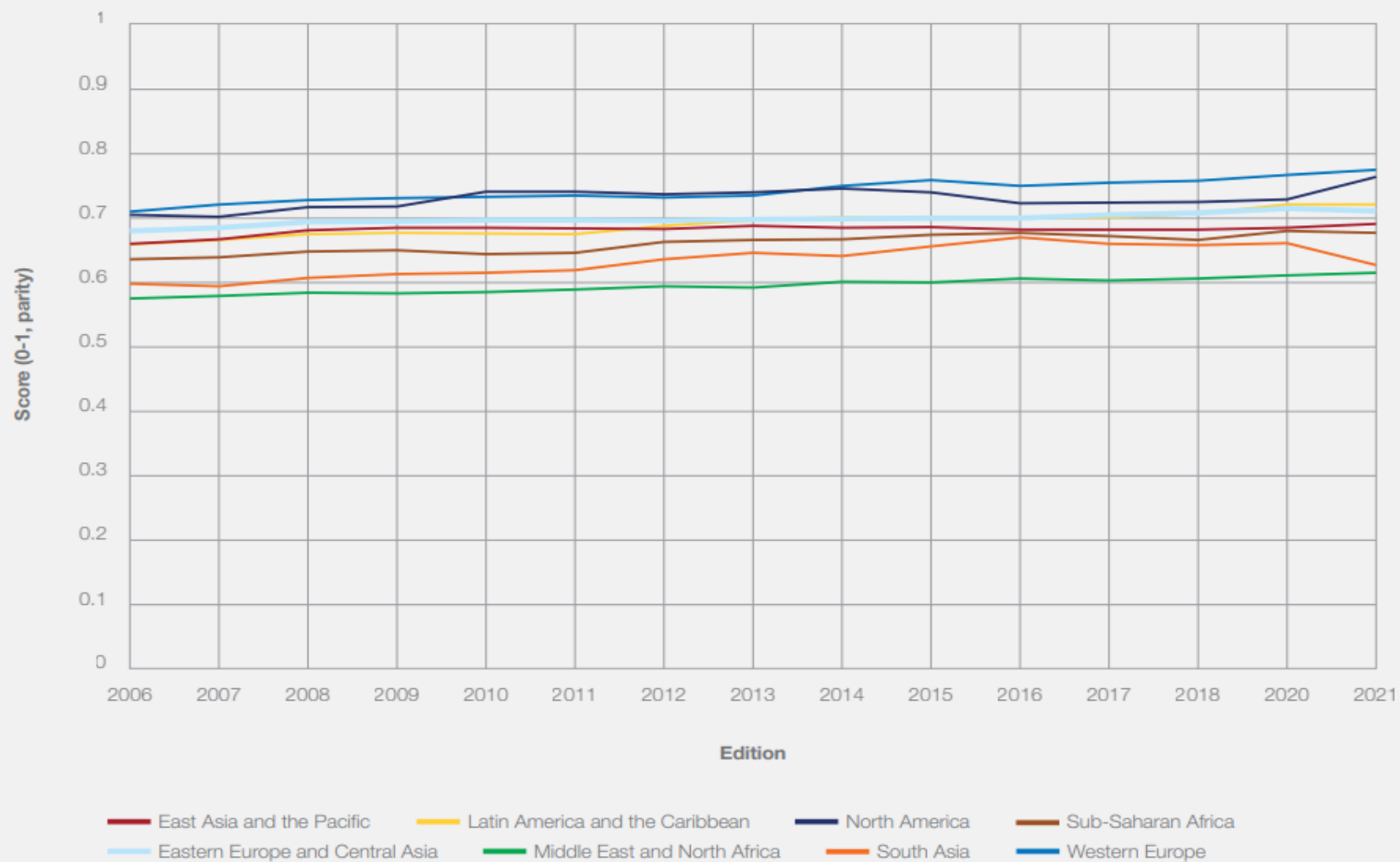
Source

World Economic Forum, Global Gender Gap Index, 2021.

Note

Population-weighted averages for the 107 economies featured in all editions of the index, from 2006–2021.

Regional gender gap, dynamics from 2006 to 2021



Source

World Economic Forum, Global Gender Gap Index, 2021.

Note

Population-weighted averages for the 107 economies featured in all editions of the Global Gender Gap Index, from 2006–2021.

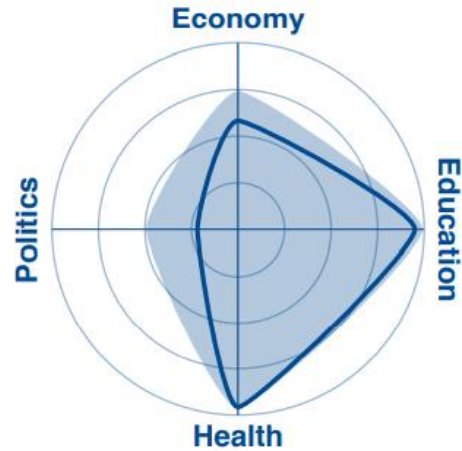
Switzerland

- Global gender gap index: Rank 10, score 0.798(average 0.593)
- Economic participation and opportunity: rank 39, score 0.743 (average 0.583)
- Educational attainment: rank 80, score 0.992 (average 0.950)
- Health and survival: rank 128, score 0.964 (average 0.957)
- Political empowerment: rank 12, score 0.494 (average 0.218)

Switzerland

rank **10**
out of 156 countries

score **0.798**
0.00 = imparity
1.00 = parity



Switzerland score
average score

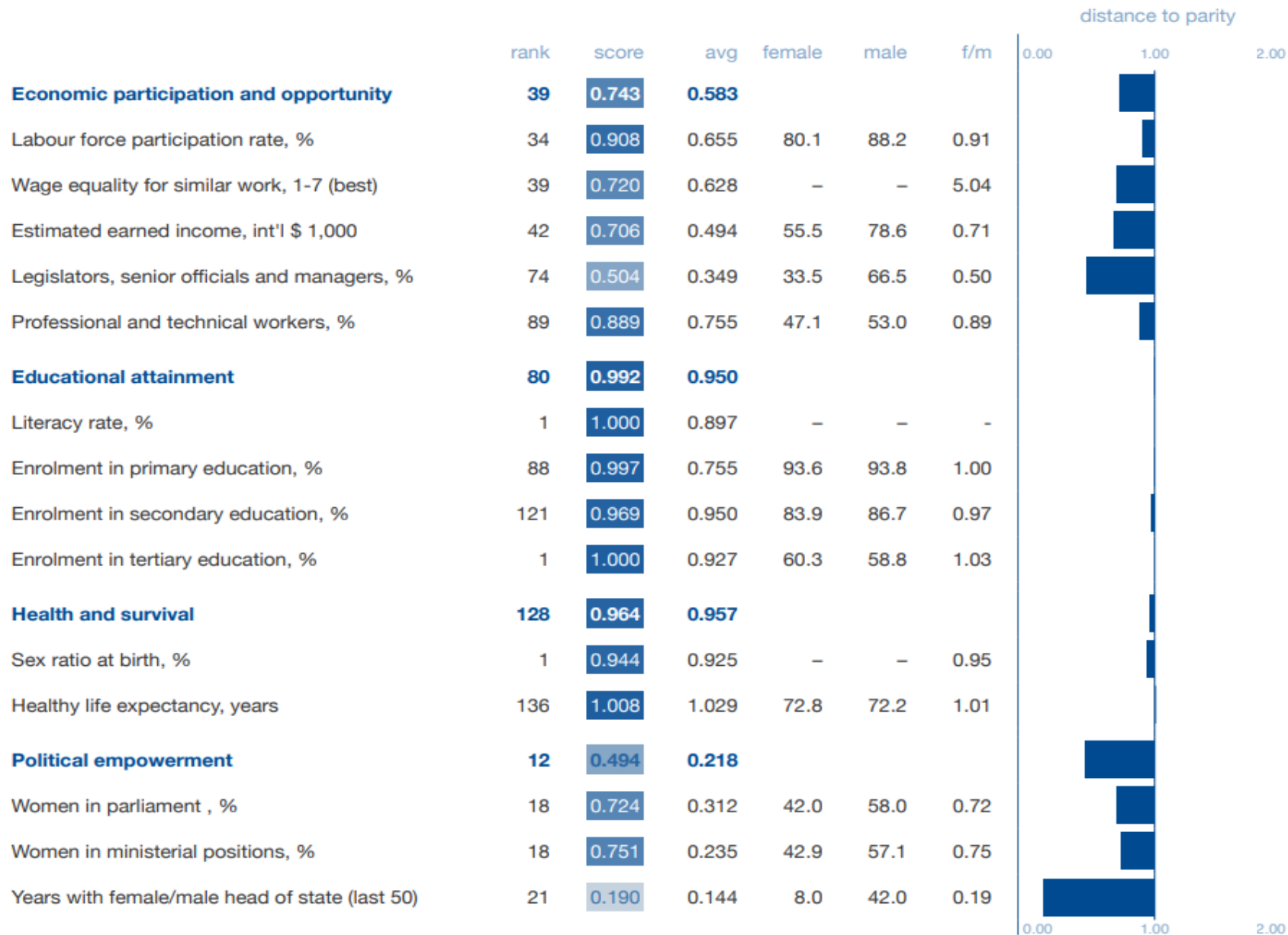
Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

	2006 score	2006 rank	2021 score	2021 rank
Global Gender Gap Index	26	0.700	10	0.798
Economic participation and opportunity	18	0.709	39	0.743
Educational attainment	79	0.957	80	0.992
Health and survival	35	0.979	128	0.964
Political empowerment	34	0.154	12	0.494

Source: Global Gender Gap report 2021.
P.359

Switzerland



Source: Global Gender Gap report 2021. P.359

Other indices measuring gender gap

- gender inequality index: <http://hdr.undp.org/en/content/gender-inequality-index-gii>
- gender development index: <http://hdr.undp.org/en/content/table-4-gender-development-index>
- gender social norms index: <http://hdr.undp.org/en/gsni>
- gender equality index: <https://eige.europa.eu/gender-equality-index/2019>

What do gender indices not capture?

- Disadvantages for men
- Time spent at the household
- Whether the work is difficult or easy
- The quality of positions in the labor market or in the politics

Gender gap and COVID-19

- Women suffered more from COVID pandemic: 4.2 per cent of women's employment was destroyed as a result of the pandemic compared to 3 per cent of men's employment (ILO, July 2021)
- Over-representation of women in the most hit sectors (care work, service sector, manufacturing)
- Higher share of women in informal economy
- This is also due to the number of hours dedicated to unpaid care work, rise of violence and harassment and limited access to social protection

Gender gap and COVID-19

Different across regions

- Highest decline in America: women's employment by 9.4 percent whereas men's employment declined by 7 percent
- The Arab States: 4.1 percent for women compared to 1.8 for men
- Asia and the Pacific: 3.8 per women 2.9 per men
- Europe and Central Asia: 2.5 per women and 1.9 per men
- Africa: 1.9 per women and 0.1 per men

Source: ILO, July 2021

Objective causes of gender gap

- **Underrepresentation in leadership.** Women less often occupy top positions. Quite often these are more precarious positions that will be affected by the crisis. More often in human resources and financial management , less often in strategic planning. Lower share of women in top management
- **Segregation in education.** Less women in STEM (science, technology, engineering and mathematics) areas. For women who are in these areas it is more difficult to find job.
- **Segregation by sector.** More women in educational and service sector
- **Working hours.** More women in part-time. Less social security, less benefits
- **Career breaks** for childrearing or caring for older relatives.
- In developing countries: the access to education and to the labour market is not equal

Gender discrimination at the labour market

- **glass-ceiling effect:** women are less likely to receive higher than certain amount of salary (Johnston and Lee 2012; Yap and Konrad 2009). More widespread in developed countries.
- **sticky floors effect:** women tend to be promoted out of the lowest positions to the next level slower than men (Yap and Konrad 2009). More widespread in developing countries.
- **glass-cliff effect:** women get more precarious positions (Ellemers et al. 2012)
- **queen bee effect:** successful women distance themselves from the other women (Ellemers et al. 2012).
- Gender discrimination could be strengthened by other types of discrimination: against migrants, ethnic minorities, disabled

Male and female motivation

- **Gender paradox:** women report more job satisfaction than men although they face material and status disadvantages (Clark et al. 1996)
- Women report more **intrinsic motivation**, whereas men report more **extrinsic motivation** (Magee 2015). Intrinsic motivation is less dependent upon promotion and wage

Why motivation is different?

- **Personal or self-concept variables:** theories of gender differences in achievement motivation such as women's fear of success on achievement, lower risk-taking behavior, lower academic self-esteem, higher home-career role conflict
- **Environmental variables:** socialization experiences in the family, school and community, parental expectations and support or lack of support for girls and women's achievement and career development (Farmer 1997)

Gender-role attitudes

Gender role attitudes represent a multidimensional concept involving two main aspects (Constantin & Voicu, 2015; Larsen & Long, 1988; Wilcox & Jelen, 1991).

- **the public sphere:** politics, labor market, education
- **the private one:** distribution of gender roles in the family

- **Traditional GRA:** support for specialized roles and responsibilities by gender, with women mainly devoted to childcare and unpaid domestic work and men see as the primary (or only) breadwinner of the household, with social roles in the public sphere.
- **Egalitarian GRA:** support for women's role in the public sphere as well as the men's role in the private one (Albrecht et al., 2000; Baxter & Kane, 1995; Cunningham et al., 2005). (Constantin & Voicu, 2015; Larsen & Long, 1988; Wilcox & Jelen, 1991).

Gender-role attitudes

- Surveys measure gender-role attitudes. Among others popular in large comparative cross-country surveys: World Values Survey (WVS), European Values Study (EVS), European Social Survey (ESS)

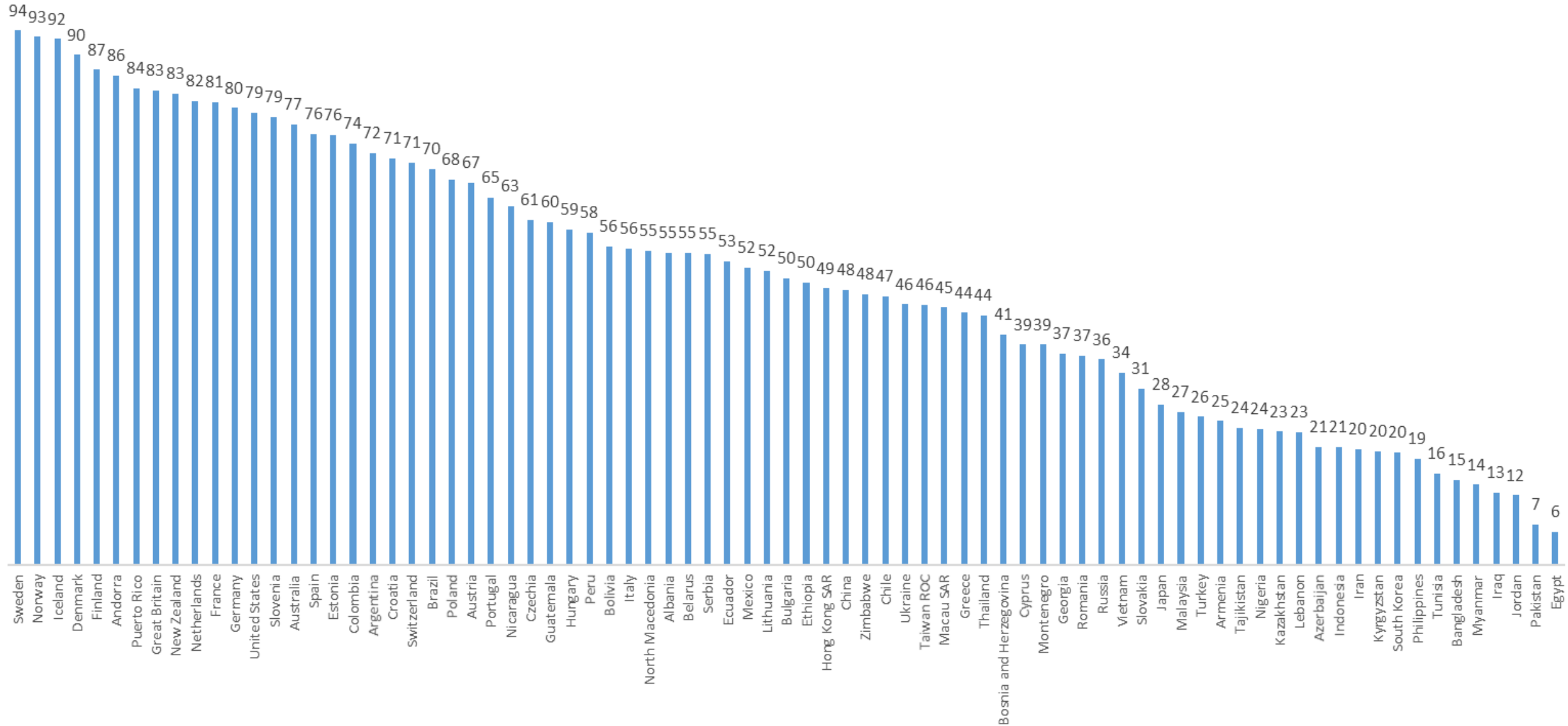
Gender-role attitudes in public sphere.

Examples of questions:

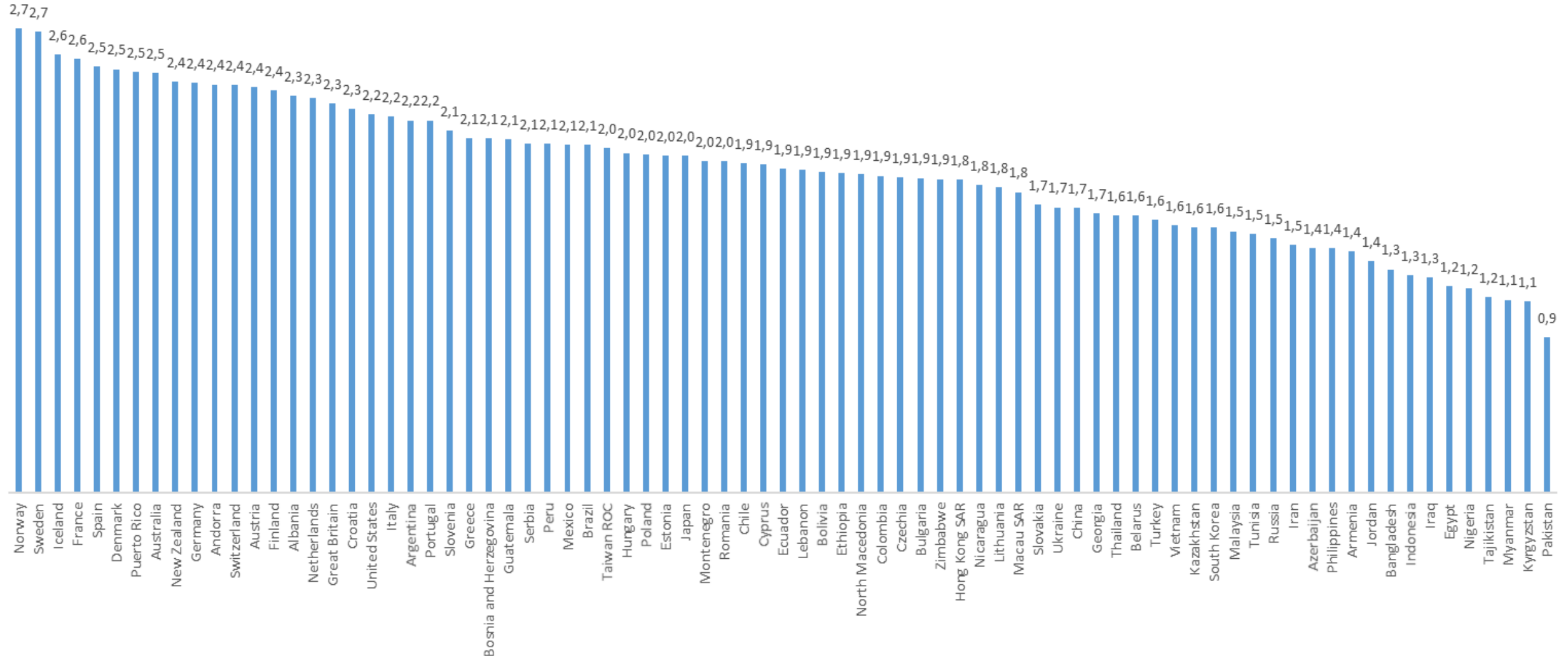
- On the whole, men make better political leaders than women do
- A university education is more important for a boy than for a girl
- On the whole, men make better executives than women do

- Countries differ in their progress to gender equality

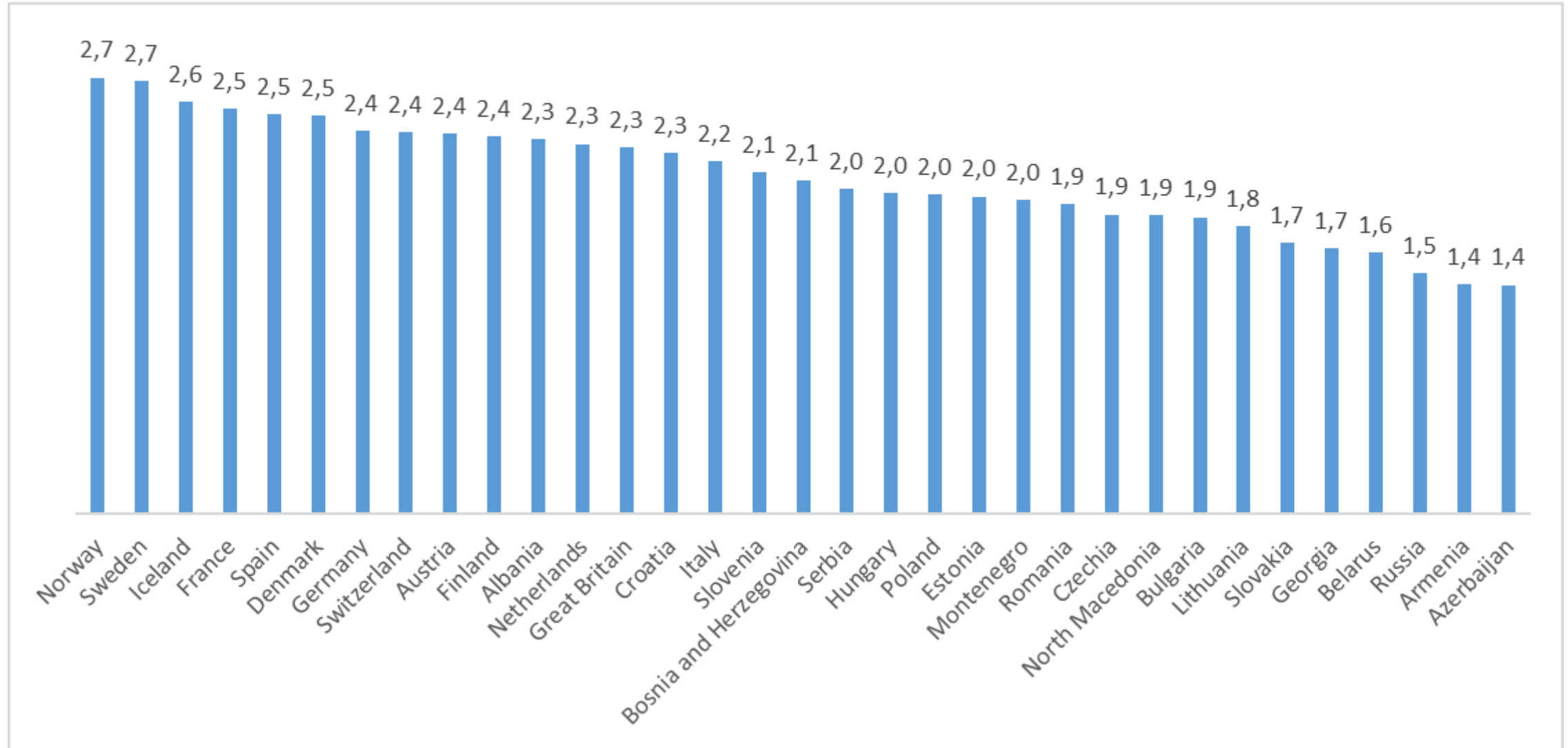
When jobs are scarce, men should have a more right to a job than women (share those who DISAGREE), WVS-EVS 2017-2020



Gender-role attitudes in public sphere: index (0 – traditional, 3 – egalitarian), WVS-EVS 2017-2020



Gender-role attitudes in public sphere: index (0 – traditional, 3 – egalitarian), EVS2017-2018



Predictors of gender-role attitudes

More egalitarian gender-role attitudes

- Women
- Higher educated
- Higher income
- Higher occupational status
- Younger age (or later cohort)
- Less religious

These predictors differ by magnitude by country. In some countries could be not significant.

Gender-role attitudes

- Having egalitarian gender-role attitudes is only one step to gender equality. Passive acceptance of gender equality is not sufficient for changing the situation in the society in the labour market. Not all women who support gender equality apply the “gender equality” strategies in practice
- Achievement motivation could be regarded as a step toward gender equality because it reflects disposition to become successful in professional life. Achievement motivation means not only acceptance of new social norms but desire to follow them in one’s life
- Gender-role attitudes change rather slowly but it is possible to have an impact on them
- COVID-19 pandemic can have an impact upon gender-role attitudes in the long run

What to do?

- Minimum wage – contra sticky floor
- Access of women to decent jobs (decent salary, social security, etc.)
- Equal pay across industries and sectors of economy
- Transparency pay policies
- Wage should be based on the current position and not on the previous pay
- Improving the evidence base on gender gaps in the labour market

What to do?

- Ensuring non-standard forms of employment do not weaken employment rights.
- Tackling gender segregation by occupation
- Increasing flexibility of hours and place of work
- Flexibility regarding sick leaves, holidays
- Improving infrastructure for childcare

What to do?

- Encourage teleworking of women
- Establish mechanisms for the reentering in the labor market. Special support for women (for example, subsidies for female entrepreneurs)
- Support women's livelihood in case of emergency
- Measures to prevent domestic violence (domestic violence hotline services)

What to do?

- One of the important goals is to promote egalitarian gender role attitudes and equal division of household labor.
- It is a difficult goal because it is impossible to control the situation in the household
- This is the topic of the next lecture

Conclusion

- Narrowing the gender gap is a very important issue of the social policy
- It is impossible to close fully the gender gap because men and women are different
- We should create the equal opportunities for men and women

Thank you for your attention!