

Inequalities and gender

Week 13

Types of
gender
inequalities
– where?

1. Intimacy and relationships
2. Domestic chores
3. Health
4. Survival
5. Education
6. Participation in the labor market
7. Ownership
8. Political and civil participation
9. Violence and victimization

Intimacy and relationships

The second demographic transition (SDT) - increasingly delay, children out of wedlock or single mothers

- Changes have occurred as women's labour force participation has increased.
1. trends towards delaying entry into marriage and an increase in unmarried cohabitation,
 2. low and often very low fertility
 3. increased divorce or marriage breakdown rates.

What is behind this?

- Changing gender relations, women's employment has become not only ubiquitous but also expected
- Gender revolution

Gender equality and gender equity???

Quantitative studies - require good instruments to measure gender equality.

- It is difficult to obtain measures of perceptions of gender equality from individuals.

- Depending on the social context, social psychological scales may be useful.

- Aggregate data

- McDonald talks about gender equality and gender equity

- **Gender equity** = individual perceptions of fairness and opportunity than equality of outcomes.

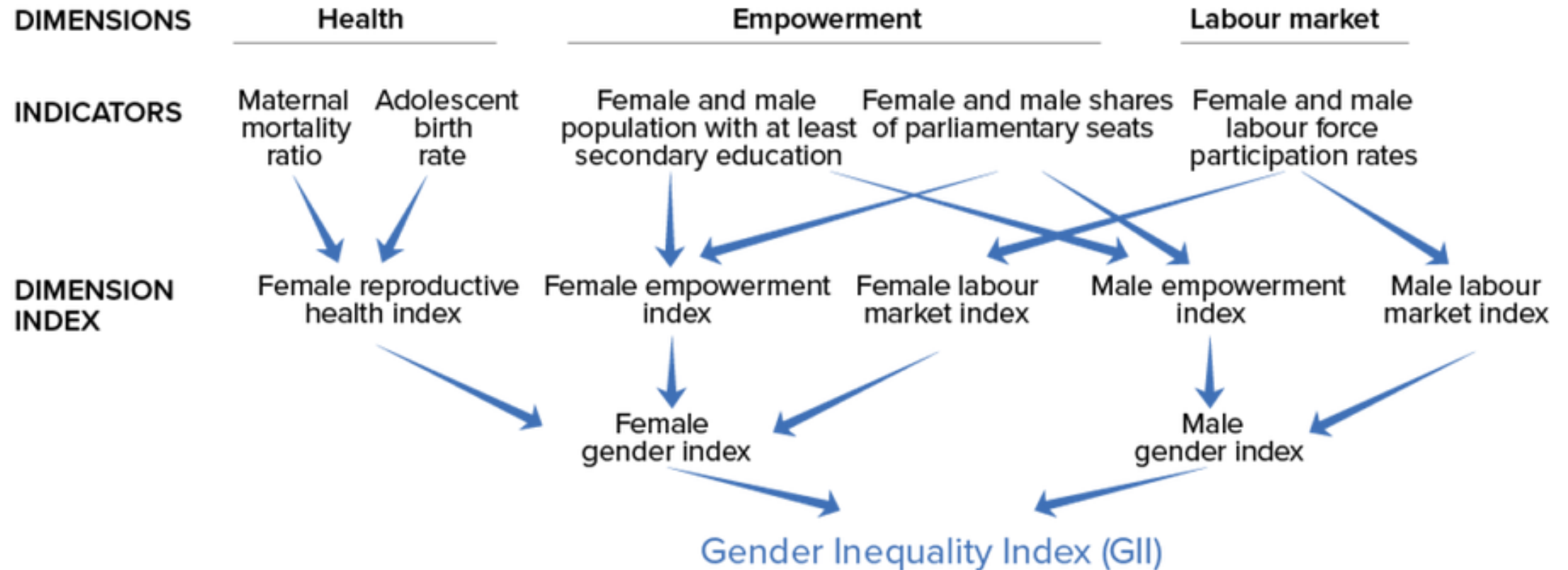
Gender Inequality Index – GII

The GII measures gender inequalities in three aspects of human development:

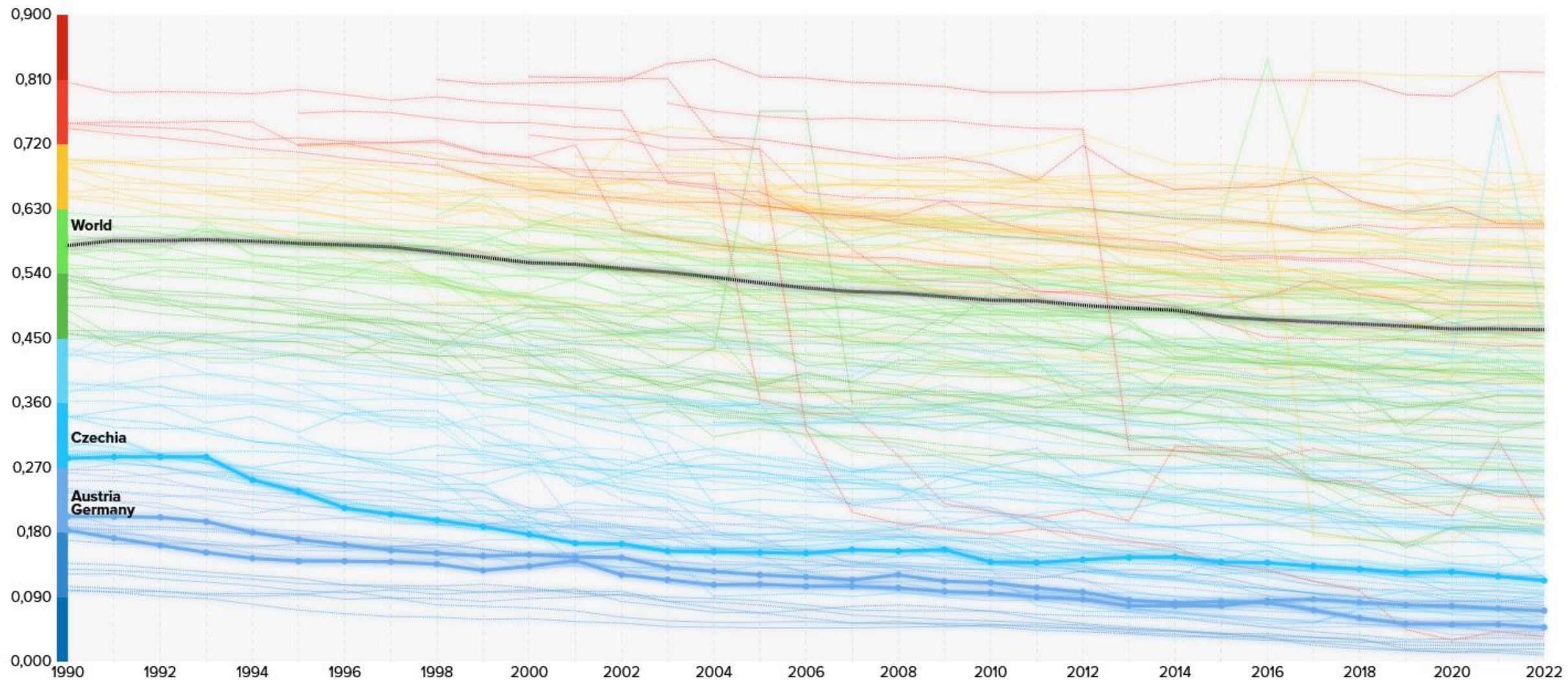
1. reproductive health (maternal mortality and adolescent fertility);
2. empowerment (proportion of parliamentary seats occupied by women and proportion of adult women and men aged 25 and over with at least some secondary education);
3. economic status (labor market participation + labor force participation of women and men aged 15 and over).

The higher the GII value, the more differences between women and men, and the greater the loss in human development.

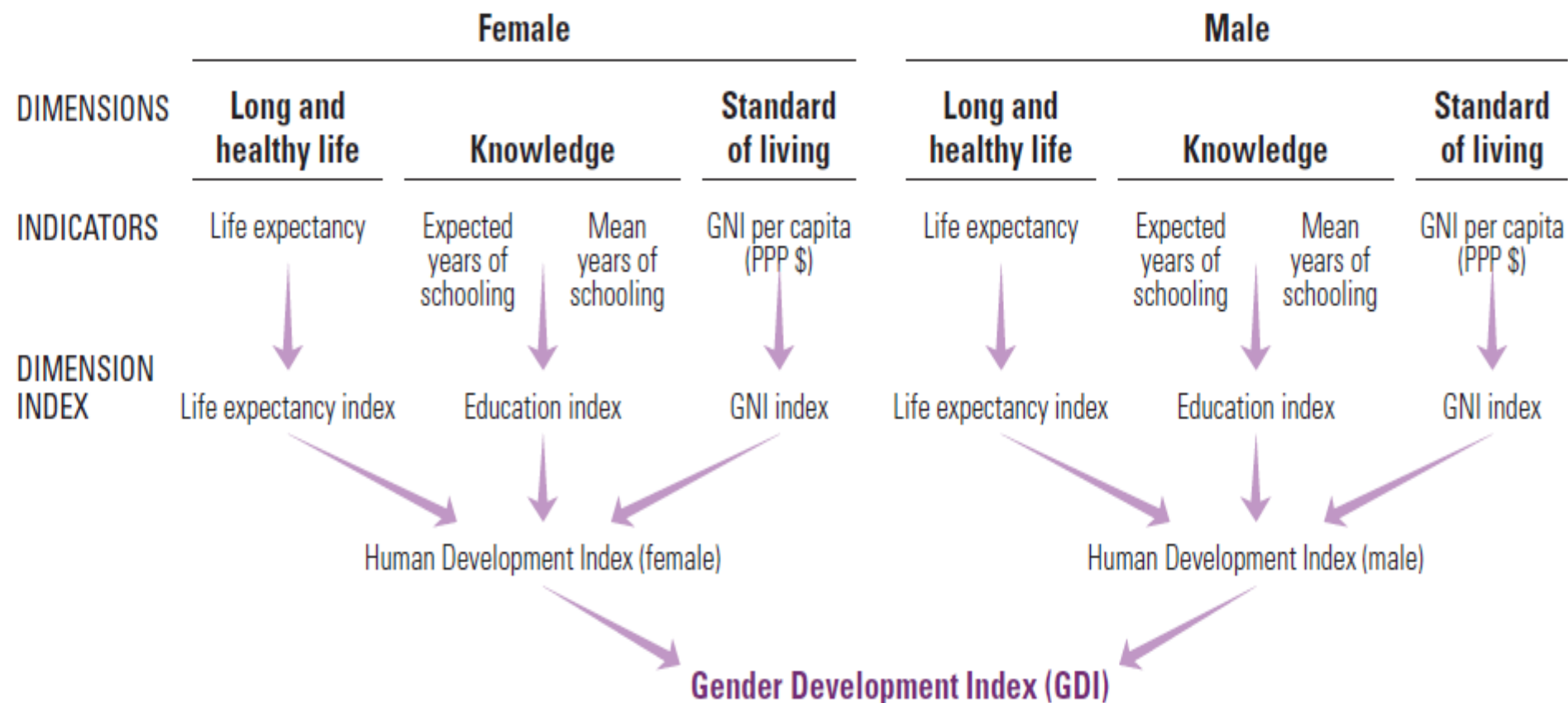
Dimensions and Indicators



Gender Inequality Index

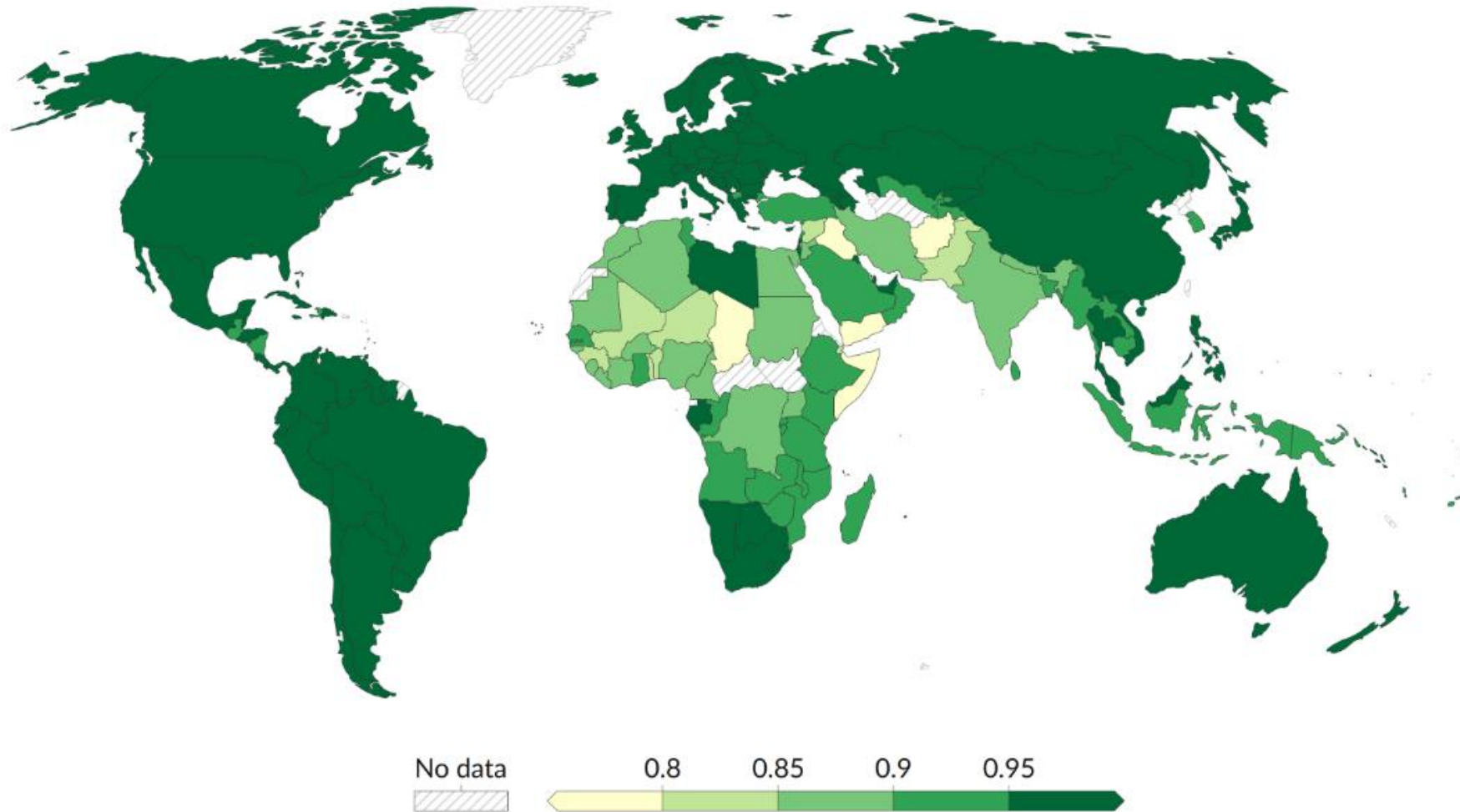


Gender Development Index (GDI)



Gender Development Index, 2022

The Gender Development Index (GDI) measures gender inequalities in the achievement of key dimensions of human development: a long and healthy life, a good education, and a decent standard of living. Values close to 1 indicate higher gender equality.

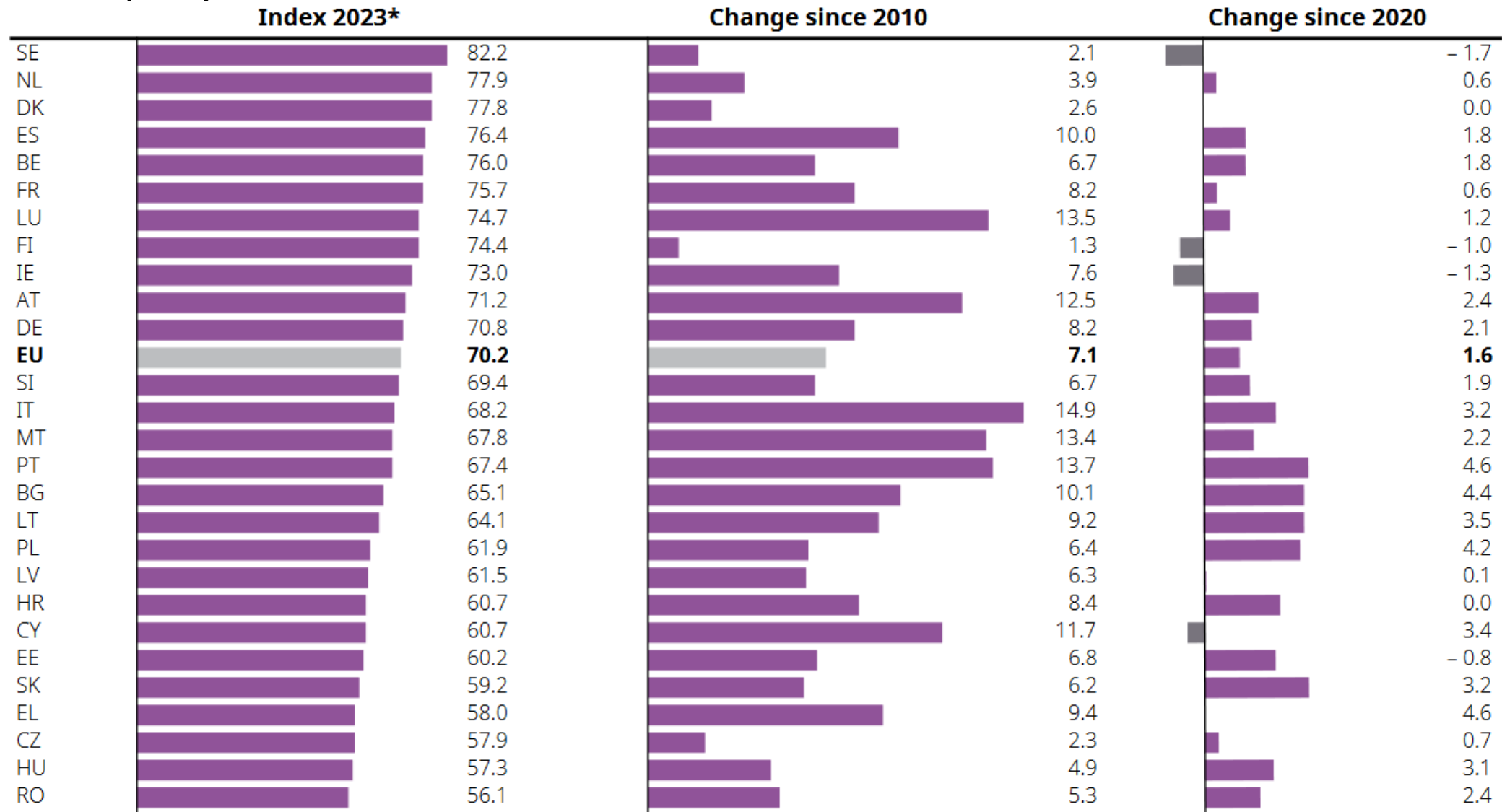


Data source: UNDP, Human Development Report (2024)

OurWorldInData.org/human-development-index | CC BY

Note: Values below 1 indicate higher human development for men than women, while values above 1 indicate the opposite.

Gender Equality Index

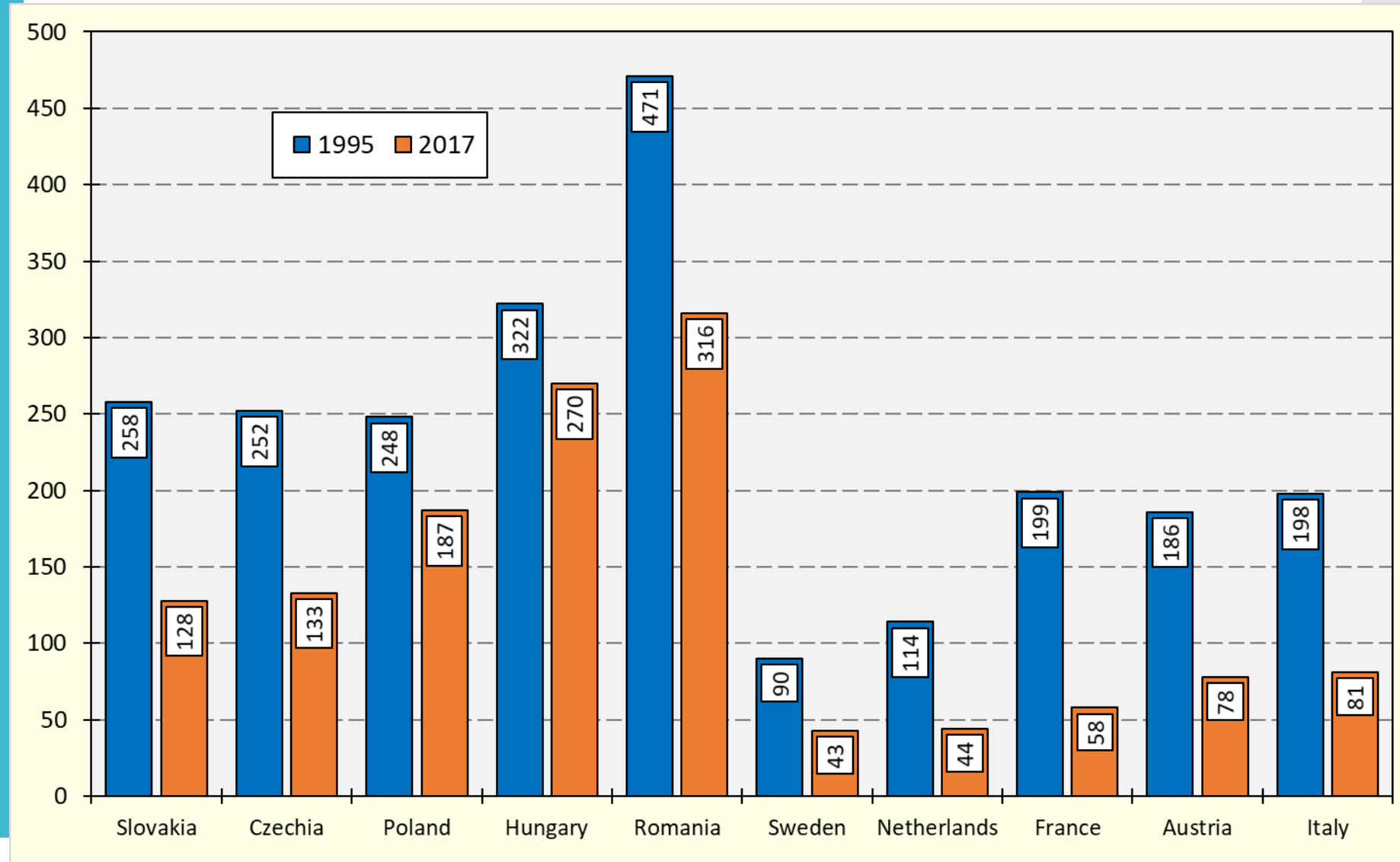


Source: Authors' calculations.

Note: Break in time series in the domains of work, knowledge, and time, due to methodological changes in the source of data (EU-LFS, EWCTS, EIGE survey data on gender gaps in care, individual and social activities), see [Annex 4](#).

<https://eige.europa.eu/publications-resources/publications/gender-equality-index-2023-towards-green-transition-transport-and->

Gender Inequality Index
– GII - 1995 a 2017



Survey data and gender roles

Data:

For showing the development = *European Values Study* (1991 – 1999 - 2008 – 2017): longitudinal data (*repeated cross-sectional survey*) on representative samples (adult population)

Analyzed countries:

5 postsocialist countries: Czechia, Hungary, Poland, Romania and Slovakia

Year 1991 – base line

5 WE countries: Austria, France, Italy, the Netherlands and Sweden

EVS 2nd release EVS Cross-Sectional Data 2018.

Data are weighted by population and stratification weights.

Changes in gender roles

GENDER DIFFERENCES:

- A) Attitudes measuring gender differences at the individual level
- B) Attitudes measuring gender differences at the societal level (gender segregation)

Attitudes measuring gender differences (stereotypes) at the individual level

It measures conflicting gender roles (traditional vs. modern) and monitors how these conflicts are evaluated at the individual level - conflicts between work (public sphere) and family (private sphere).

agree strongly	agree	disagree	disagree strongly
1	2	3	4

- 1. When a mother works for pay, the children suffer*
- 2. A job is alright but what most women really want is a home and children*

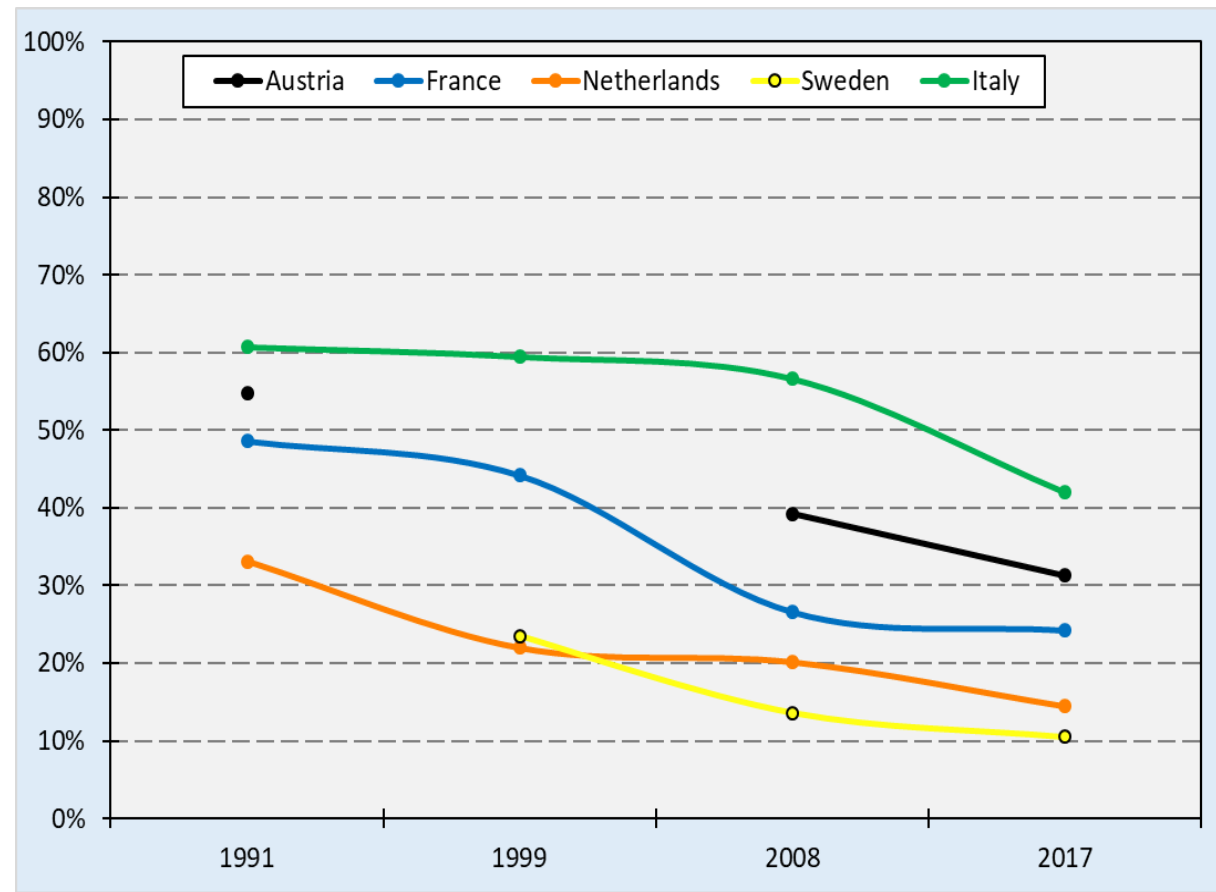
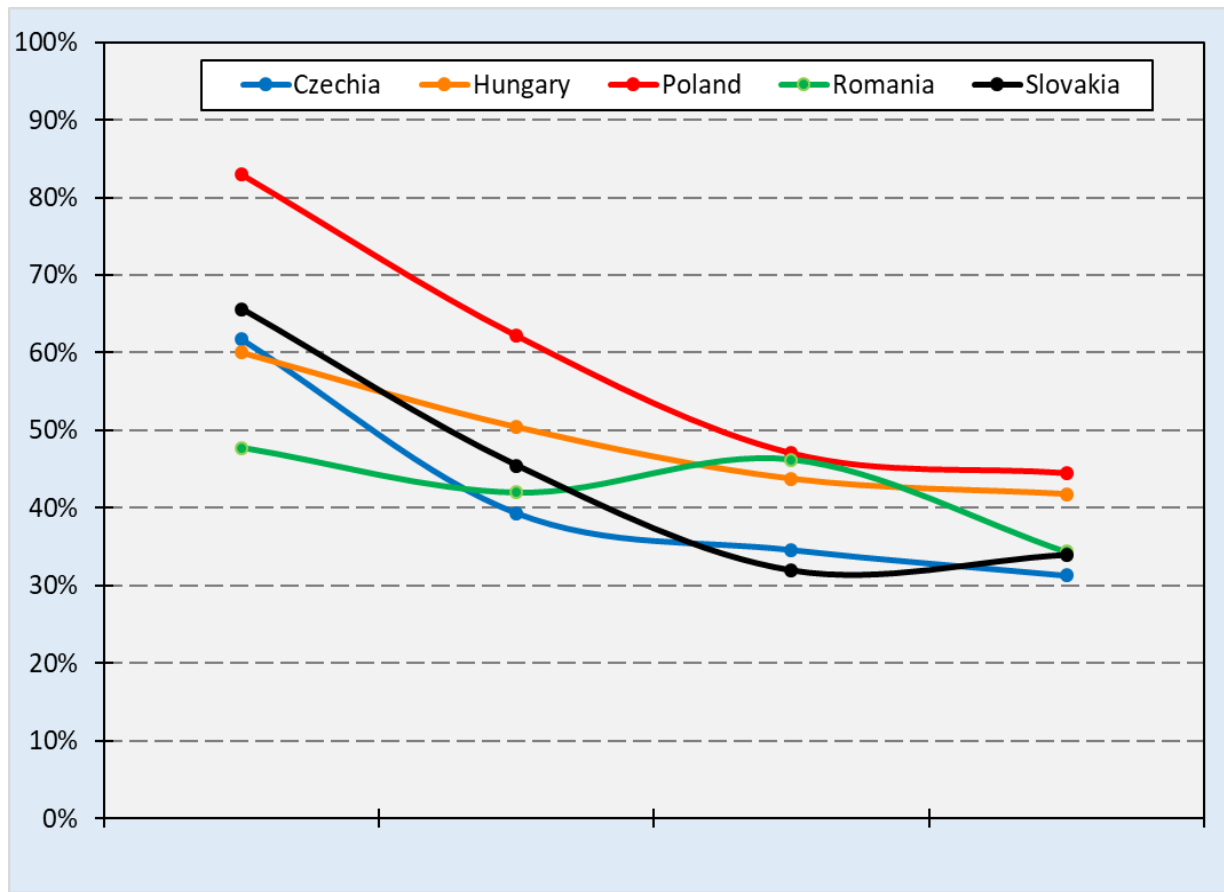
Gender index created:

1. traditional gender roles (women prefer children and home to work)
2. mixed attitude
3. modern gender roles (does not agree that work takes women away from home and children)

Index of traditional attitudes to gender roles 1991–2017 (%) respondents who think that women should take care of family and children first, not work.

CEE

WE



Up to 100% are respondents with modern or mixed gender attitudes. Some of the items were not collected in Austria in 1999 or in Sweden in 1991, so these countries have missing data.

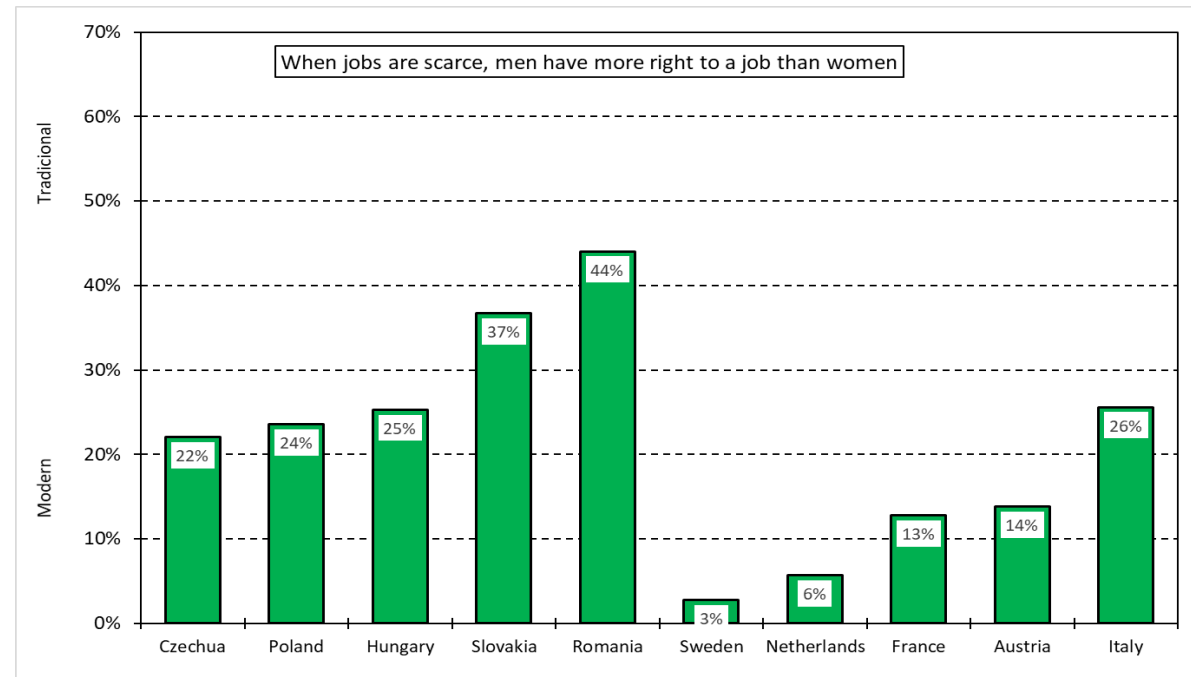
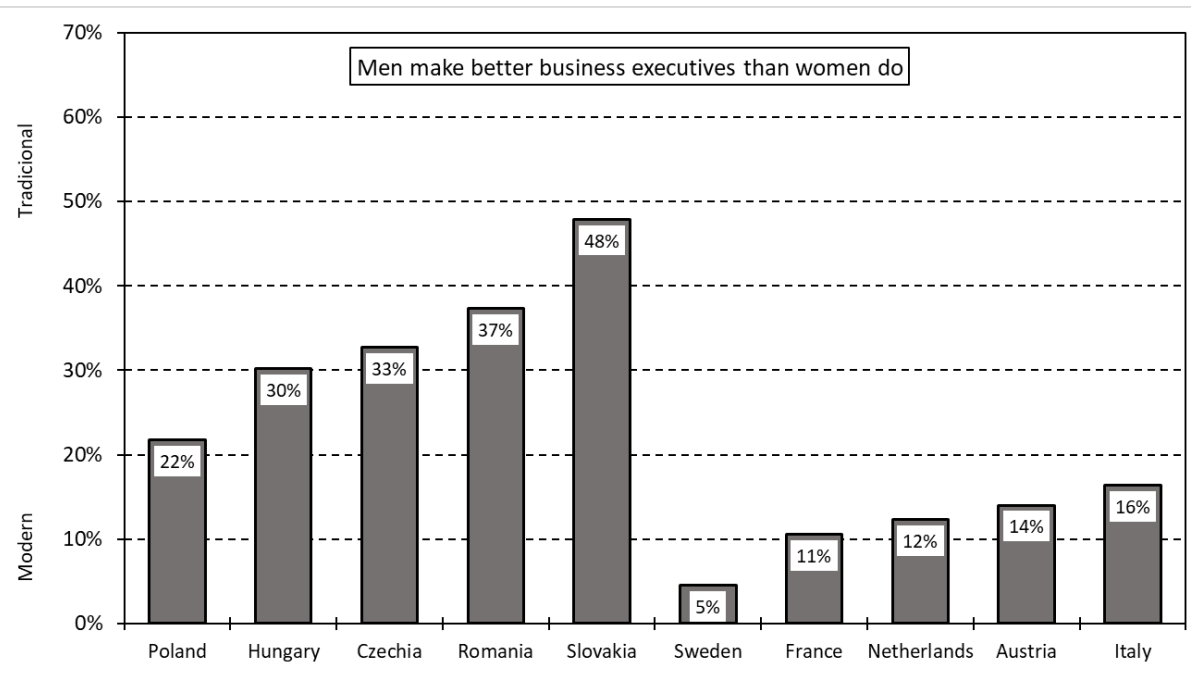
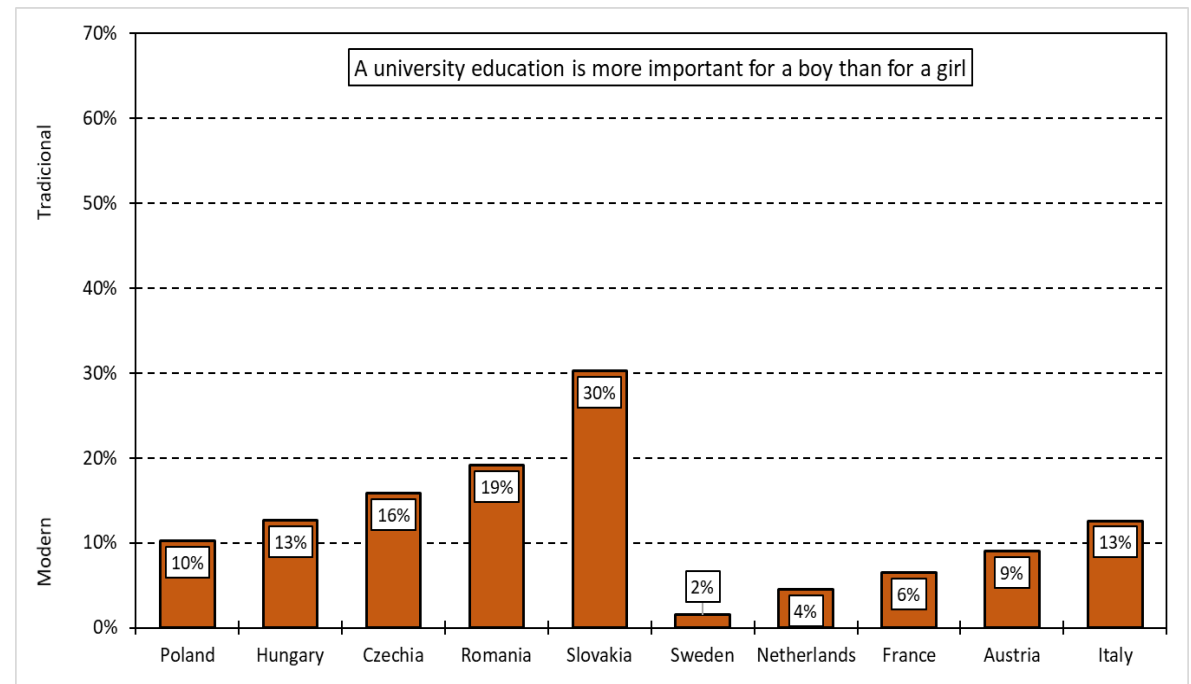
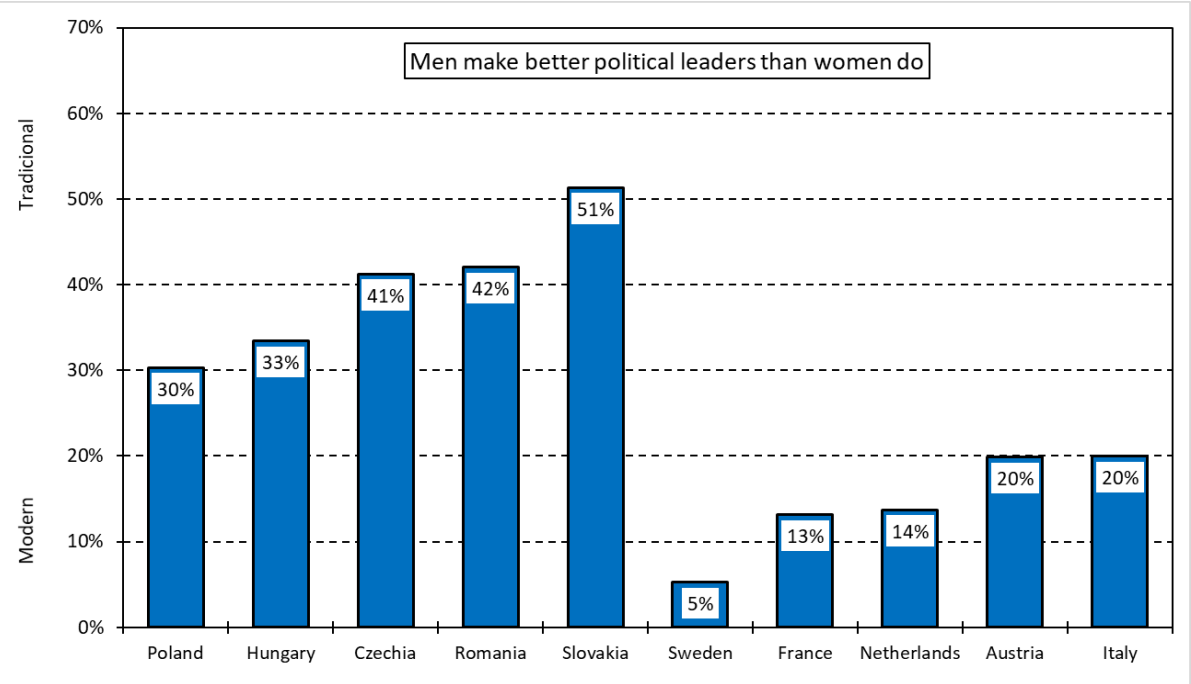
Attitudes measuring gender differences (stereotypes) at the societal level (gender segregation)

agree strongly	agree	disagree	disagree strongly
1	2	3	4

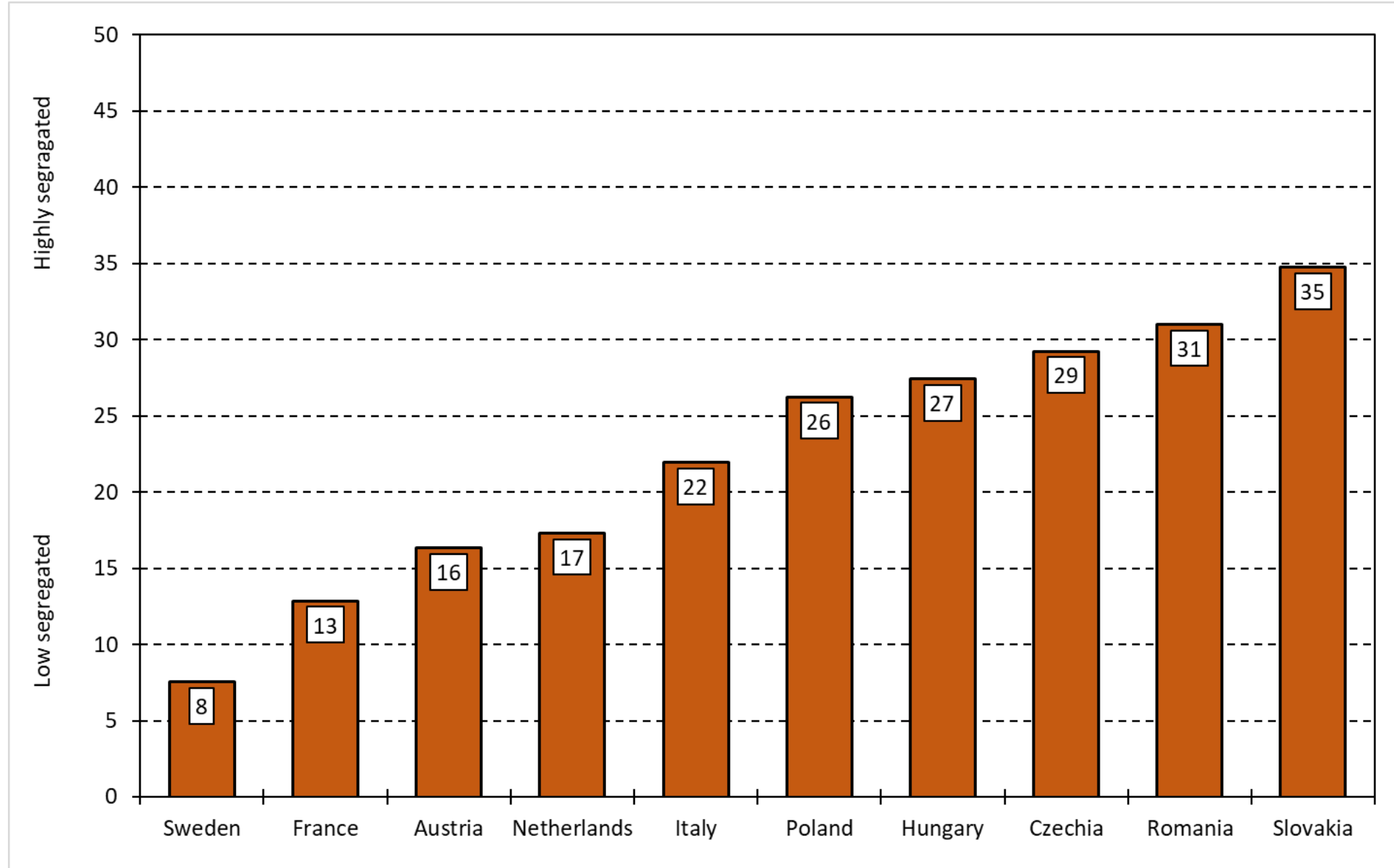
agree strongly	agree	neither agree nor disagree	disagree	disagree strongly
1	2	3	4	5

- (1) On the whole, men make better political leaders than women do;
- (2) A university education is more important for a boy than for a girl;
- (3) On the whole, men make better business executives than women do;
- (4) When jobs are scarce, men have more right to a job than women.

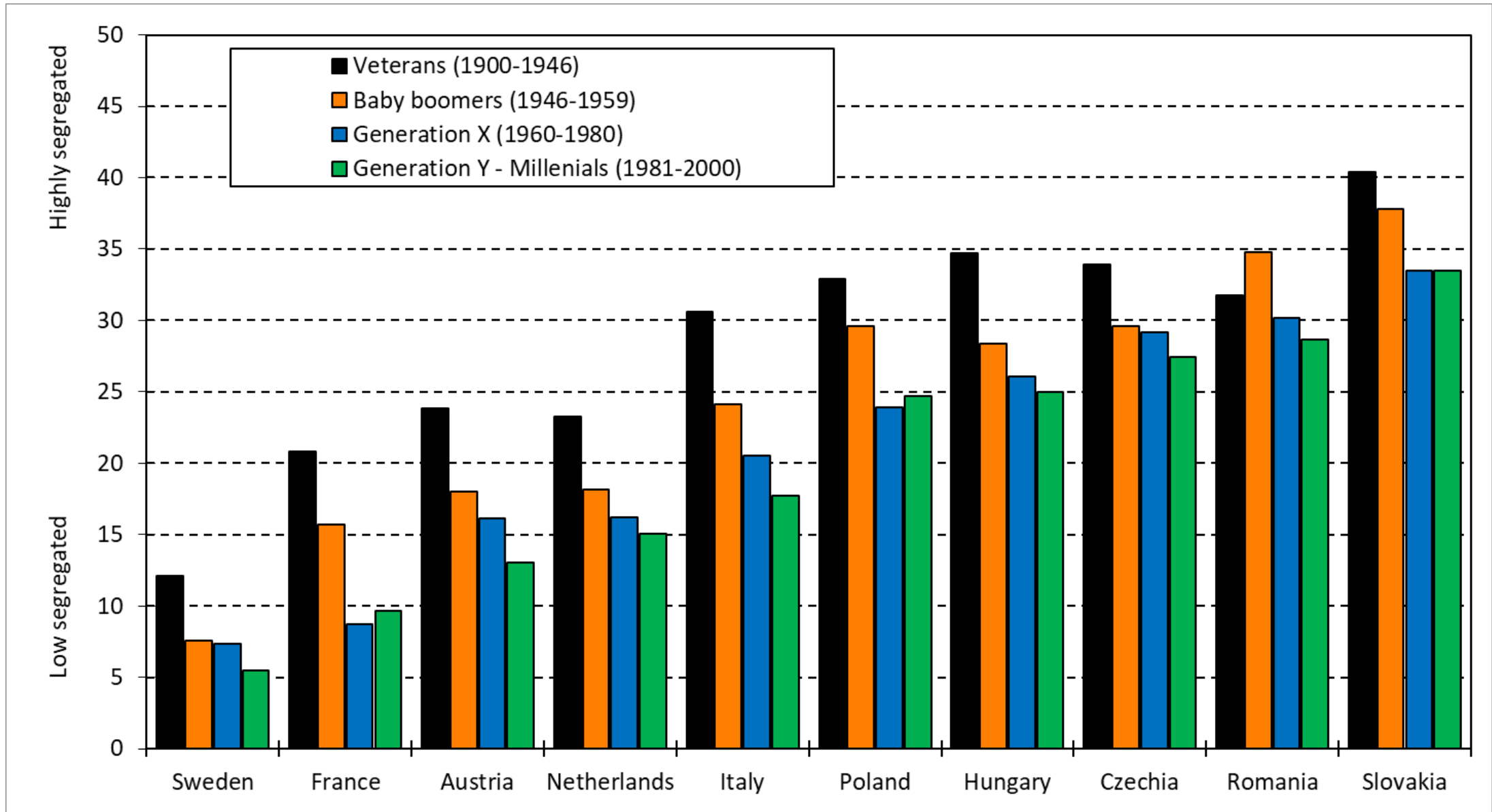
Only in 2017!!!



Index of gender segregation at societal level in 2017 : Mean values



Index of gender segregation at societal level by generation in 2017: Mean values



Changes in gender roles

- The increase in women's participation in the labour market should be considered the first part of the gender revolution.
- The entry of women into the labour market is only part of the whole phenomenon...
- The second half of the gender revolution is slowly emerging - men in the private sphere (in the family).
- There is talk of a revolution in the family.

2nd part of gender revolution

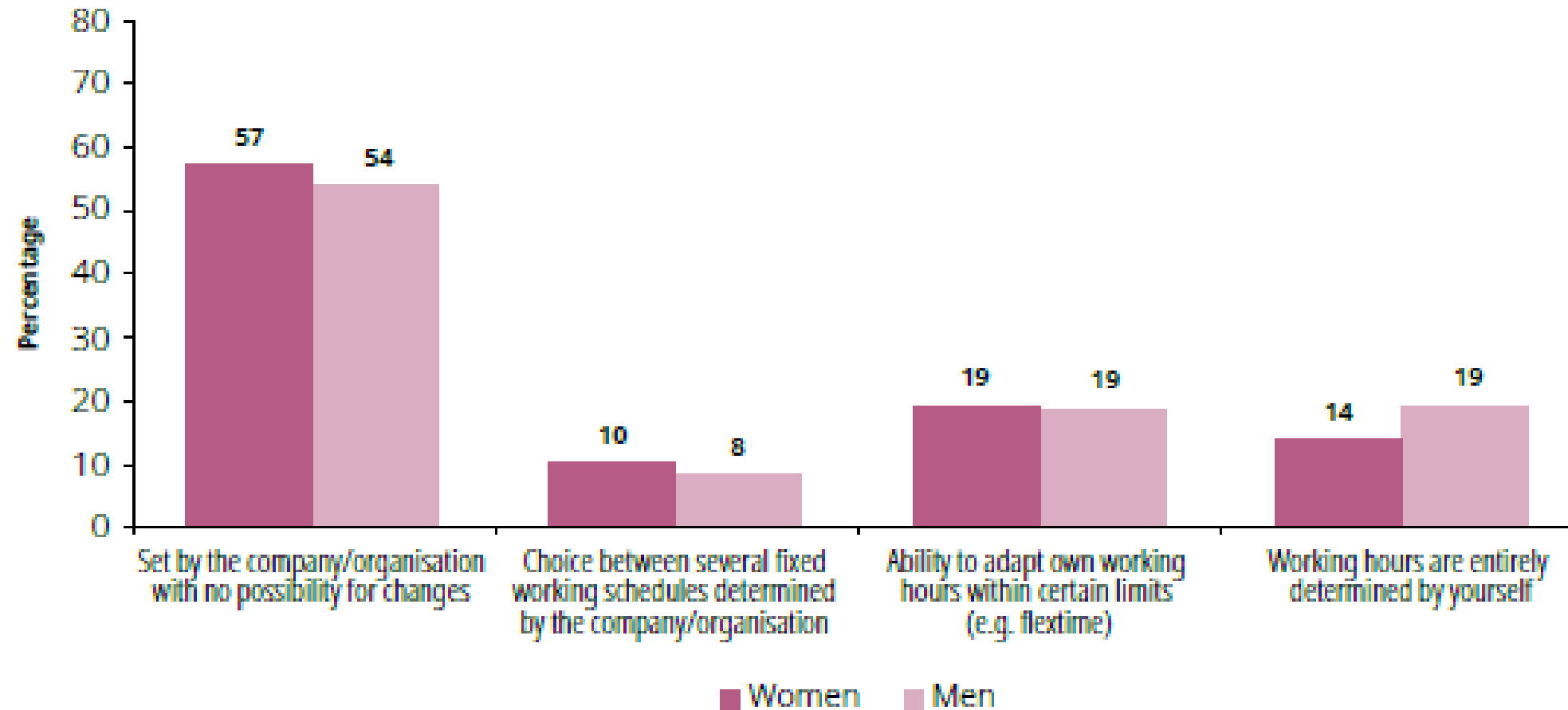
- Increased male involvement in the private sphere (home and family).
- This process is not very advanced, but there is evidence that it is intensifying in some countries (e.g. Aassve, Fuochi and Mencarini 2014).
- An increase in the number of younger and more educated fathers taking care of the childcare and household.
- It is likely that more progress has been made in terms of men's involvement in childcare than in taking responsibility for routine household chores (e.g. Bohnke and Esping-Andersen 2008).

Table 5: Examples of incentives in policy design to promote fathers' take-up of parental leave

Member State	Incentive
Germany	2-4 months of bonus leave is given if fathers take at least 2 months of leave
France	Longer period of financial payments is provided if both parents use parental leave
Croatia	2 months of bonus leave is given if both parents use parental leave
Italy	1 month of bonus leave is given if fathers take at least 3 months of leave
Austria	2 months of bonus leave is given if both parents use parental leave
Portugal	1 month of bonus leave is given if both parents use parental leave
Romania	1 month of non-transferable leave is available for the other parent (if not used, the total amount of paid leave available for family is reduced from 24 months to 11 months)
Sweden	90 days of fathers-only parental leave which is non-transferable (a father's quota)

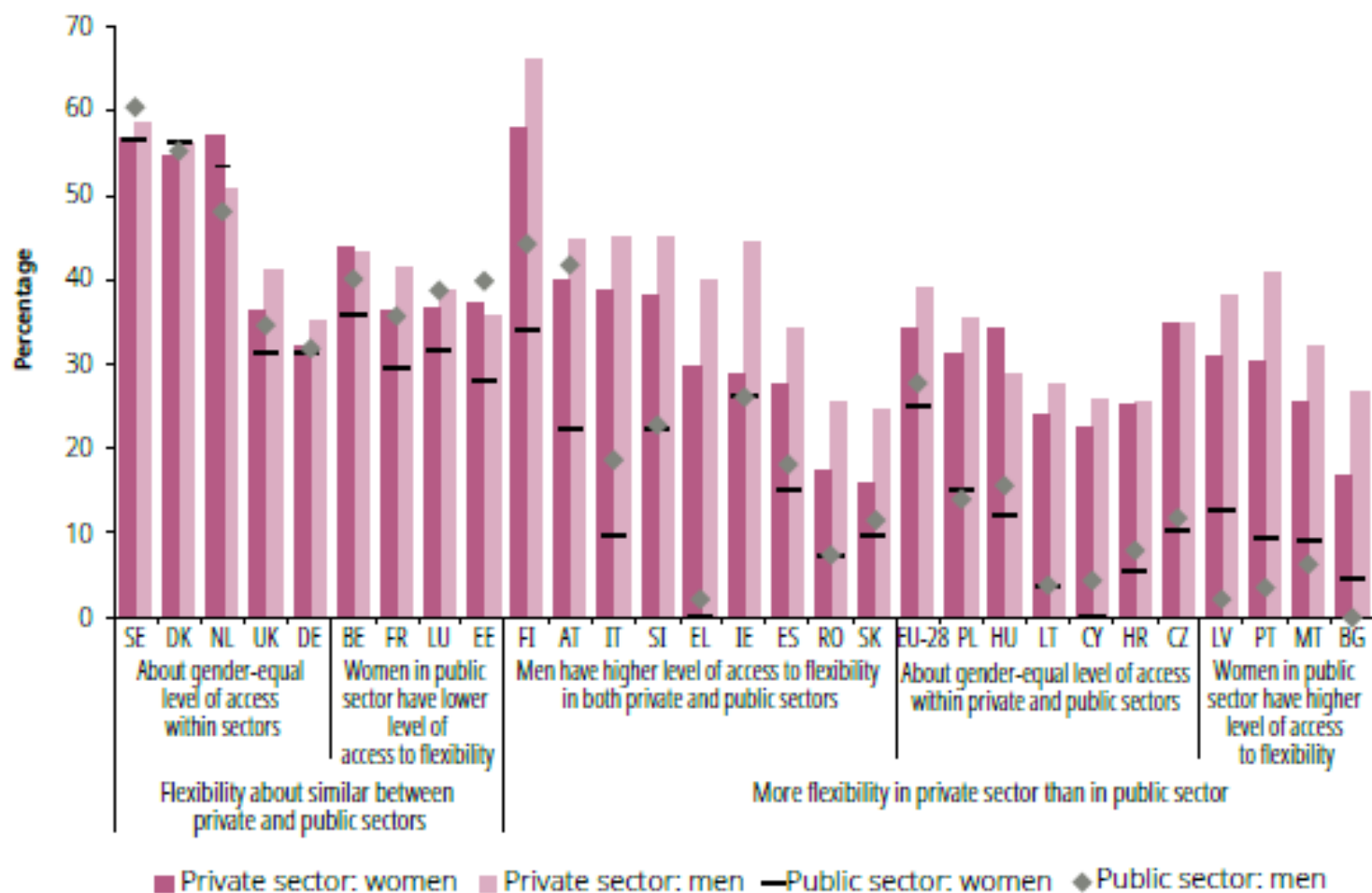
Source: Blum, Koslowski, Macht and Moss, 2018. http://www.leavenetwork.org/lp_and_r_reports

Figure 59: Percentage of women and men by ability to set their own working-time arrangements (16+), EU-28, 2015 (Indicator 12)



Source: EIGE calculation based on EWCS (2015) data.

Figure 61: Percentage of women and men with considerable flexibility to set their own working-time arrangements, by sector (15+), 2015



Source: EIGE calculation based on EWCS (2015).

Note: 'Considerable flexibility' covers two categories: 'Adaptability of working hours within certain limits (e.g. flexitime)' and 'Entirely flexible': 'Working hours are entirely determined by yourself'.

Why is there a delay in the second part of the gender revolution?

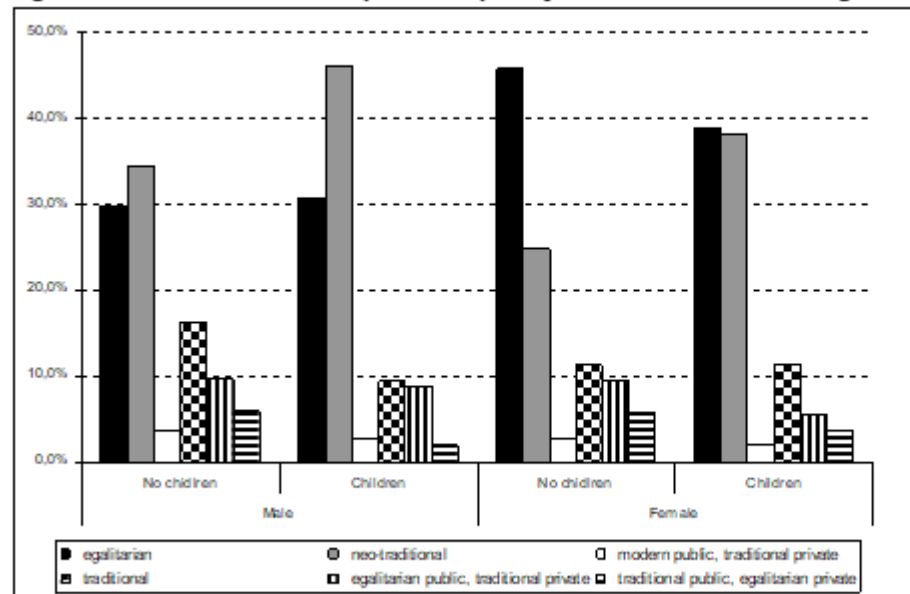
- Why does it take so long for change in the public sphere to lead to change in the private sphere?
- There is talk of scepticism, of a two-part gender revolution.
- Some authors assume that only women are responsible for the household, regardless of what other activities they may undertake outside the home.
- Many factors are involved, but most importantly, if the public sphere has historically been a "male" place, the family has been an even more "female" place.
- Margaret Mead (1965) = the 'three sexes' in modern societies: housewives, professional women and men - who should have no family responsibilities.

Table 1. Works/family commitment - distribution of answers by gender

	Total	Men	Women
Most important for me is to have a family and children – to this I subordinate my work as well as my hobbies and interests	41.7%	29.4%	53.7%
Most important for me is work – to this I subordinate my family life as well as hobbies and interests	13.7%	18.6%	9.0%
My interests and hobbies are most important for me, so I prefer them to the family and work	4.8%	7.6%	2.1%
Both family and work are important for me, so I try to reconcile them	39.7%	44.5%	35.1%

Source: own calculations MRB dataset 2011

Figure 2. Preferred ideal family model by the presence of children and gender



Source: own calculations MRB dataset 2011

Table 3. Preferred ideal family model - distribution of answers by gender

	Total	Men	Women
1) A family where the two partners each have an equally demanding job and where housework and the care of the children are shared equally between them – <i>Egalitarian</i>	35.1%	30.6%	39.5%
2) A family where the wife has a less demanding job than her husband and where she does the larger share of housework and caring for the children – <i>Neo-traditional</i>	40.7%	44.5%	36.9%
3) A family where the wife has a more demanding job than her husband and where she does the larger share of housework and caring for the children – <i>Modern public, traditional private</i>	2.6%	2.9%	2.3%
4) A family where only the husband has a job and the wife runs the home - <i>Traditional</i>	10.9%	10.4%	11.5%
5) A family where the two partners each have an equally demanding job and where woman does the larger share of housework and caring for the children – <i>Egalitarian public, traditional private</i>	7.5%	9.0%	5.9%
6) A family where only the husband has a job and where housework and the care of the children are shared equally between them – <i>Traditional public, egalitarian private</i>	3.2%	2.6%	3.9%

Source: own calculations MRB dataset 2011

Domestic chores

- During the last 30-40 years show a narrowing of the gender gap in the domestic division of labour
- WHY???
- **Role theory** = a role conflict may occur when a person is expected to simultaneously act out multiple roles that carry contradictory expectations
- ***Doing gender*** theory = even when wives and husbands' contributions to paid work and income tend to be the same, women perform more housework because doing housework represents a way of emphasizing their femininity. Conversely, spending little or no time in housework allows men to show their masculinity .

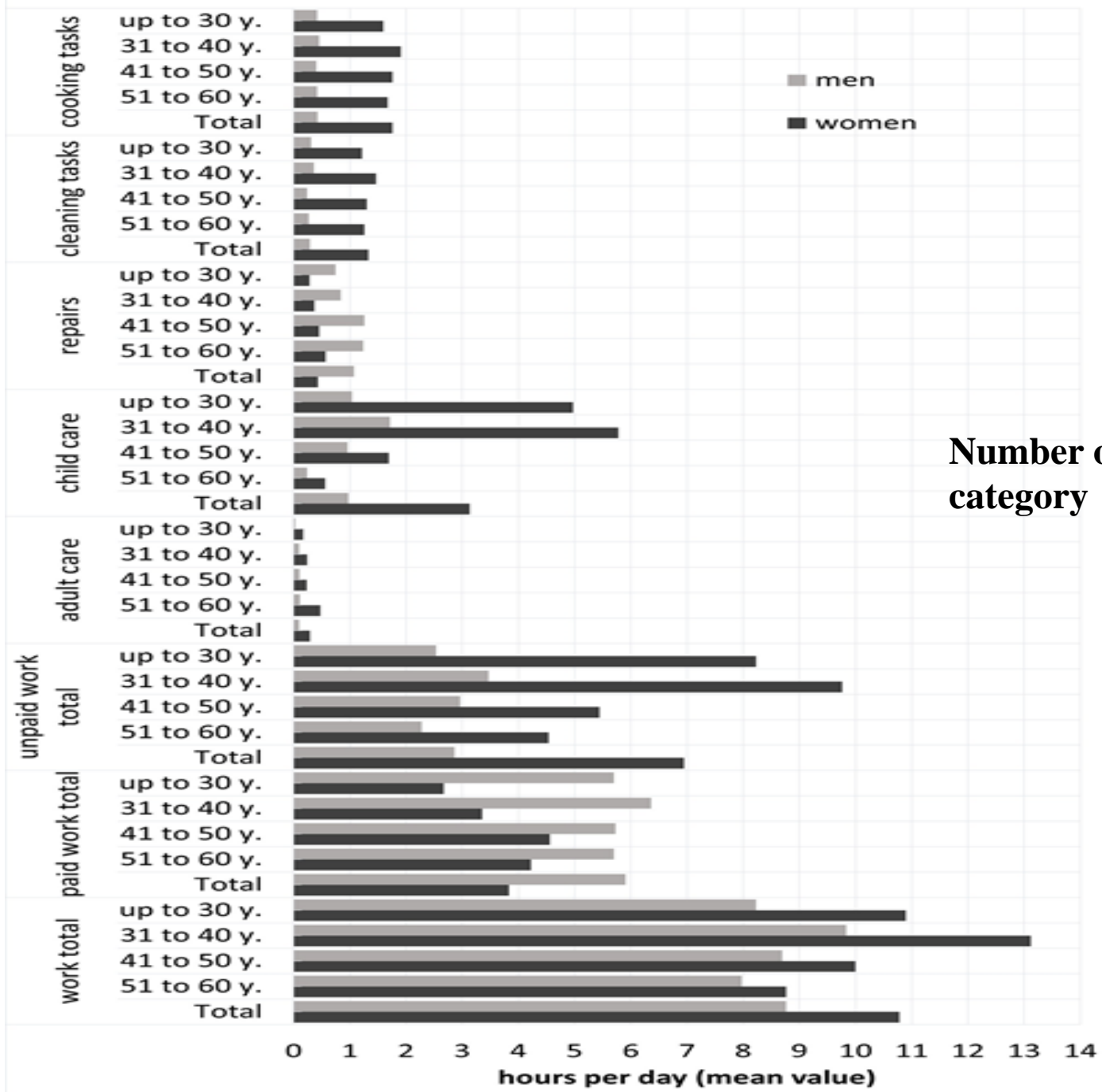
What are the trends in the division of domestic work?

Who in your household does the following chores?

Distribution of selected domestic tasks by person who does the task in 2015 (%)

	Always me	Usually me	Each of us similarly often or together	Usually the spouse	Always the spouse	Someone else (a third person)	
Man	a) washes the clothes	1.7 %	1.9 %	9.5 %	27.9 %	57.9 %	1.0 %
	b) does small repair jobs in the household	54.5 %	31.6 %	9.3 %	1.9 %	0.9 %	1.8 %
	c) does the shopping	2.5 %	9.7 %	57.7 %	22.6 %	7.0 %	0.6 %
	d) does the cleaning	1.1 %	2.1 %	34.2 %	41.0 %	20.4 %	1.2 %
	e) prepares meals	2.3 %	4.2 %	29.9 %	40.4 %	22.3 %	0.9 %
Woman	a) washes the clothes	72.3 %	19.7 %	5.9 %	0.6 %	0.6 %	1.0 %
	b) does small repair jobs in the household	3.6 %	3.9 %	13.7 %	33.4 %	42.7 %	2.7 %
	c) does the shopping	15.7 %	25.3 %	50.4 %	6.3 %	1.8 %	0.6 %
	d) does the cleaning	33.8 %	35.9 %	28.0 %	1.2 %	0.3 %	0.9 %
	e) prepares meals	34.2 %	37.2 %	23.0 %	3.6 %	1.2 %	0.9 %

Source: Chromková Manea and Fučík (2022)



Survival

Gender matters!

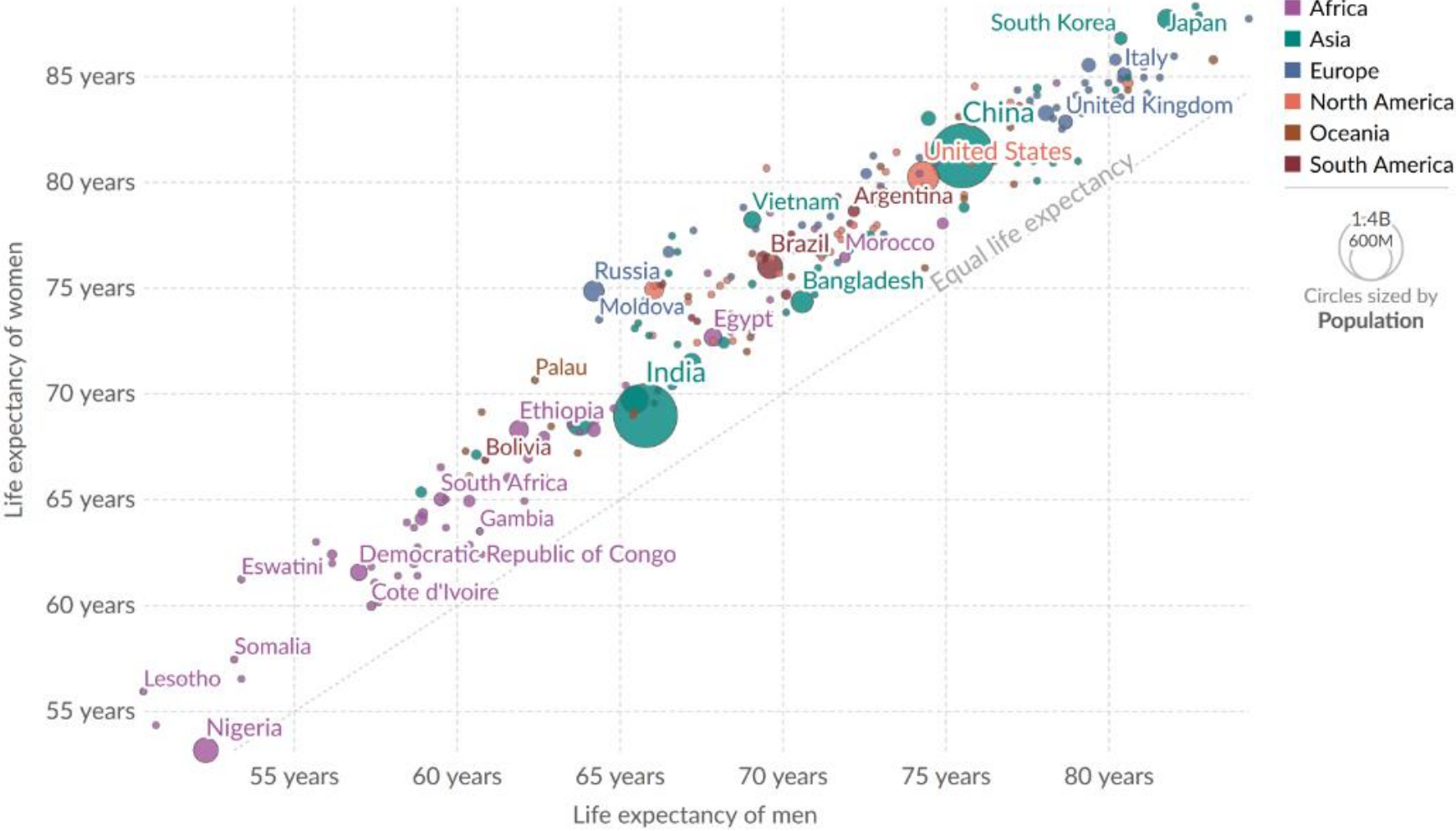
“women get sicker, men die quicker”

		Life expectancy at birth		Life expectancy at 60		Healthy life expectancy (HALE) at birth	
		Total	Gender gap	Total	Gender gap	Total	Gender gap
Austria	2013	81	5	24	4	71	5
	2000	78	6	22	4	69	5
Czech Republic	2013	78	6	22	5	69	5
	2000	75	6	19	4	66	6
France	2013	82	6	25	5	72	5
	2000	79	8	23	6	69	5
Germany	2013	81	4	24	3	71	4
	2000	78	6	22	4	69	4
Italy	2013	83	5	25	4	73	3
	2000	80	6	23	4	70	4
Japan	2013	84	7	26	6	75	6
	2000	81	7	25	5	73	6
Netherlands	2013	81	4	24	3	71	2
	2000	78	5	22	5	69	3
Norway	2013	82	4	24	3	71	3
	2000	79	6	22	4	68	4
Poland	2013	77	8	21	5	67	8
	2000	74	8	19	5	65	7
Slovakia	2013	76	8	21	5	67	7
	2000	73	8	19	5	64	8
UK	2013	81	4	24	3	71	3
	2000	78	4	21	3	68	4
USA	2013	79	5	23	2	69	3
	2000	77	6	22	3	68	4

Source: own calculations data from **Global Health Observatory Data Repository**

Life expectancy: females versus males, 2021

The period life expectancy¹ at birth, in a given year.



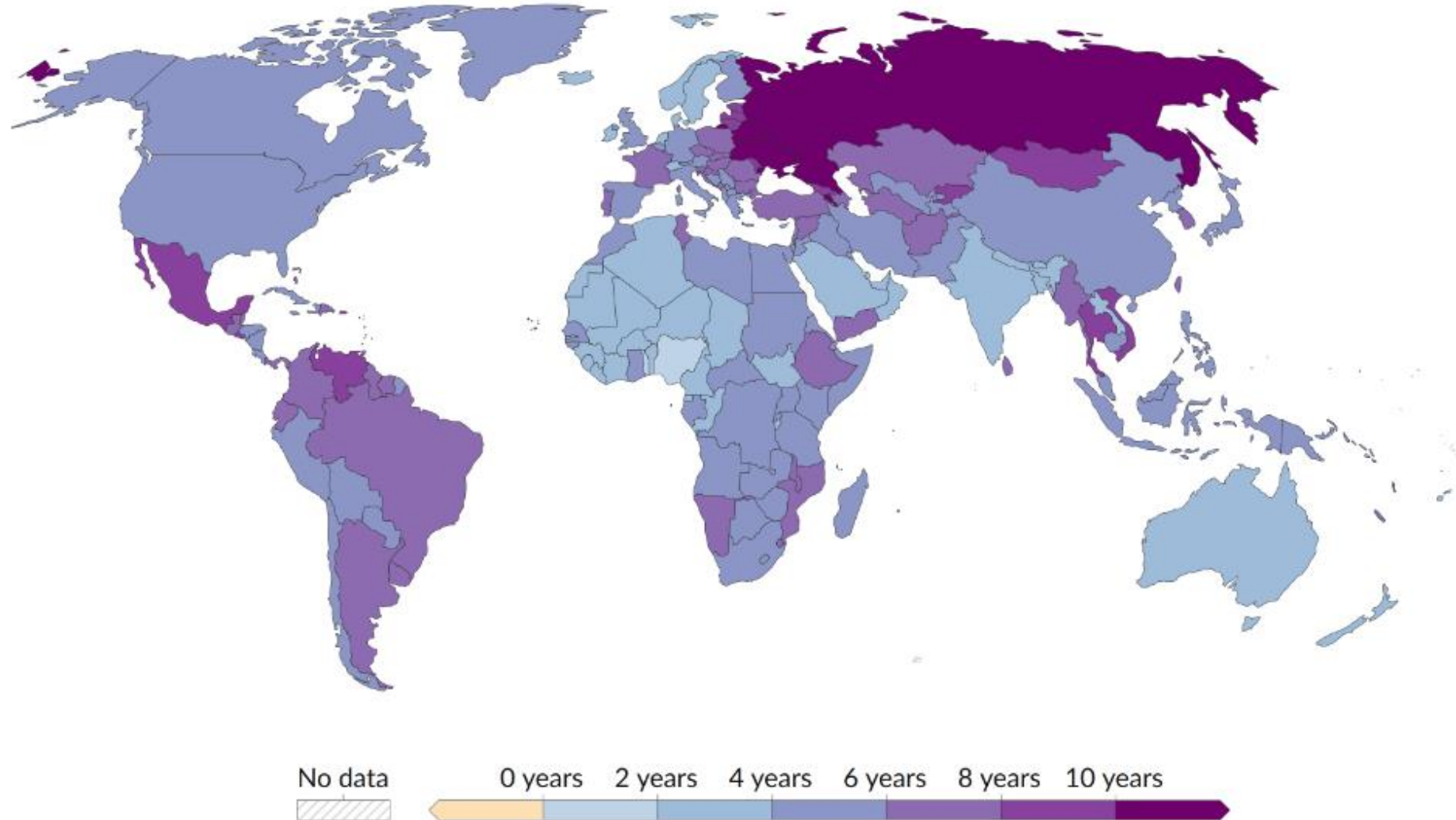
Data source: UN, World Population Prospects (2022)

OurWorldInData.org/life-expectancy | CC BY

1. Period life expectancy: Period life expectancy is a metric that summarizes death rates across all age groups in one particular year. For a given year, it represents the average lifespan for a hypothetical group of people, if they experienced the same age-specific death rates throughout their whole lives as the age-specific death rates seen in that particular year. Learn more in our article: "Life expectancy" - What does this actually mean?

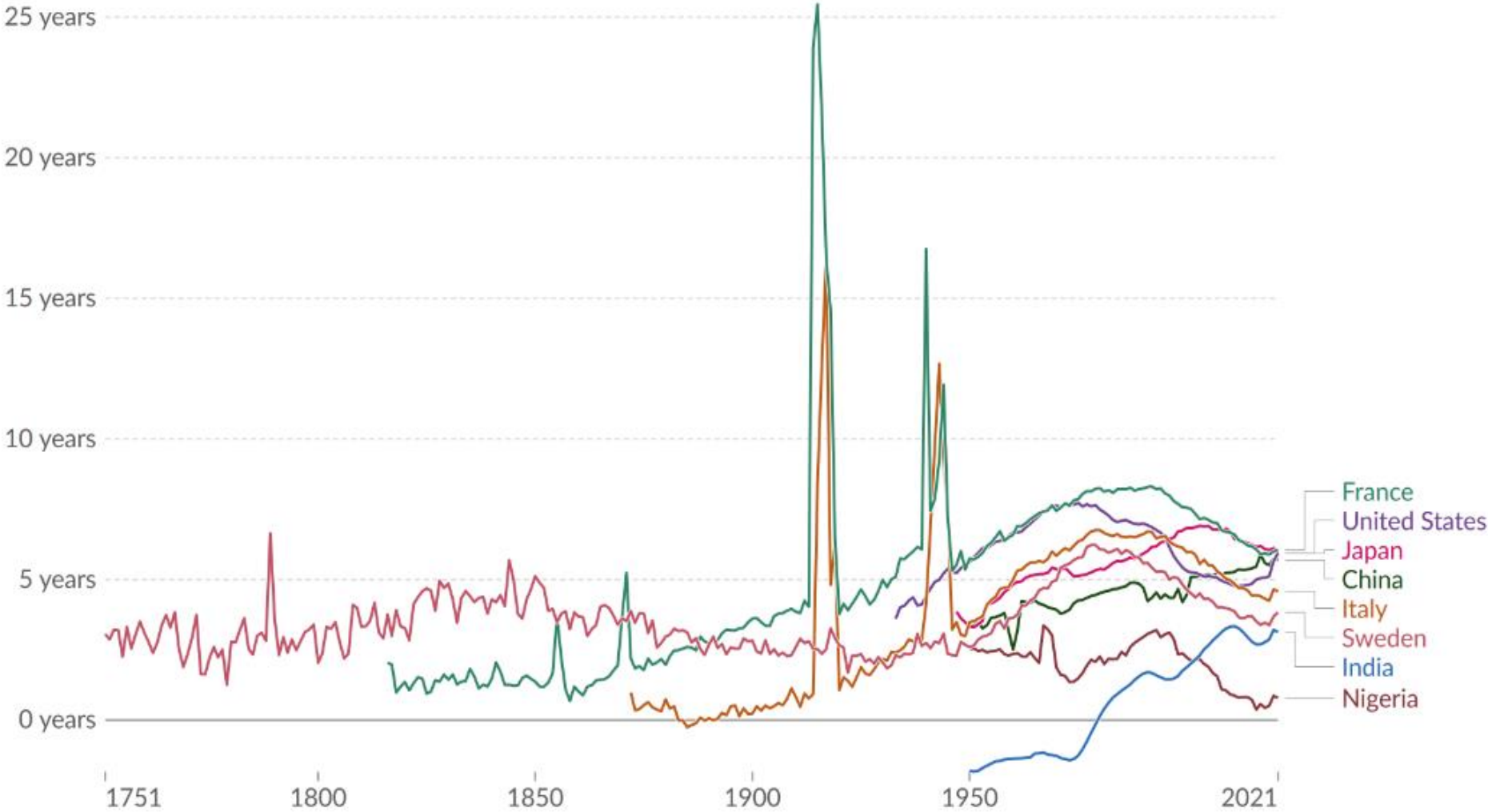
The sex gap in life expectancy varies around the world

The sex gap in period life expectancy¹ at birth (females minus males). Positive values indicate higher life expectancy among females; negative values indicate higher life expectancy among males.



The sex gap in life expectancy has changed over time

The sex gap in period life expectancy¹ at birth (females minus males). Positive values indicate higher life expectancy among females; negative values indicate higher life expectancy among males.

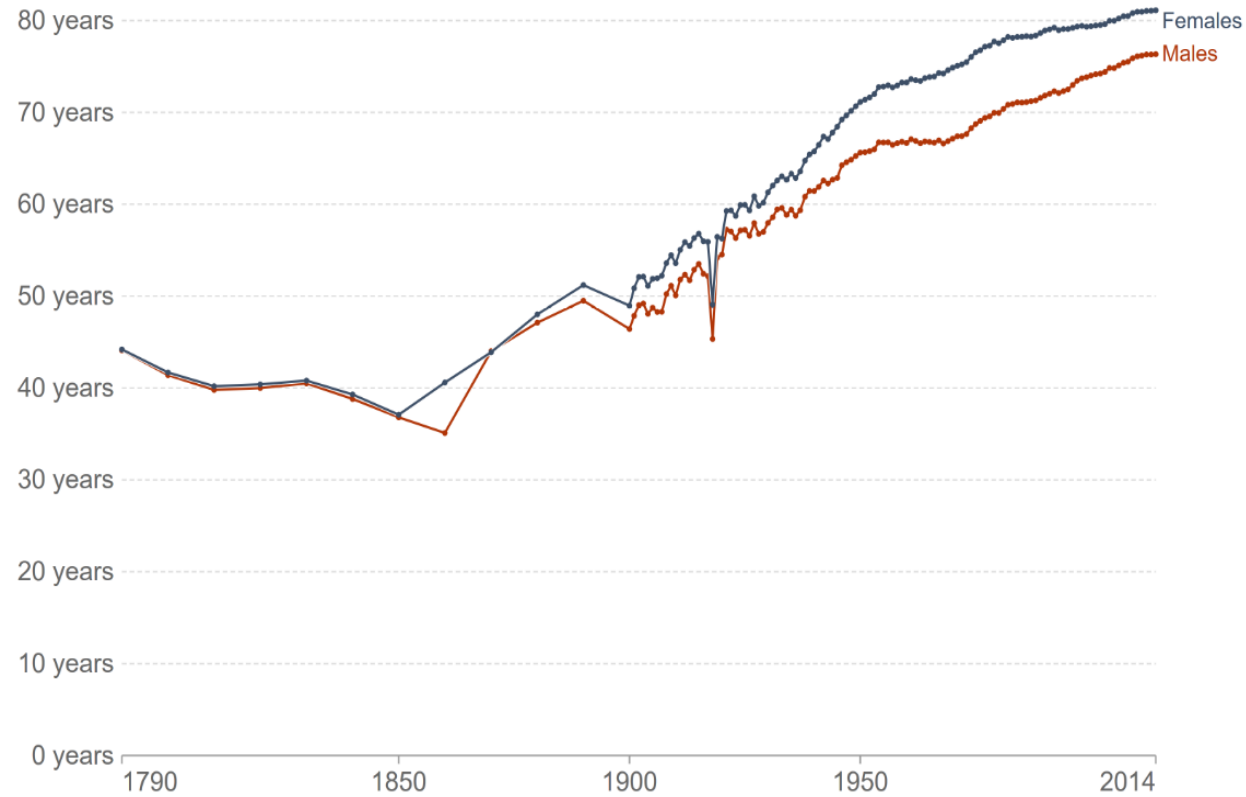


Data source: Human Mortality Database (2023); United Nations - World Population Prospects (2022)
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In rich countries the female advantage in longevity used to be smaller

Life expectancy at birth by sex, United States, 1790 to 2014

Estimates are based on period life tables.

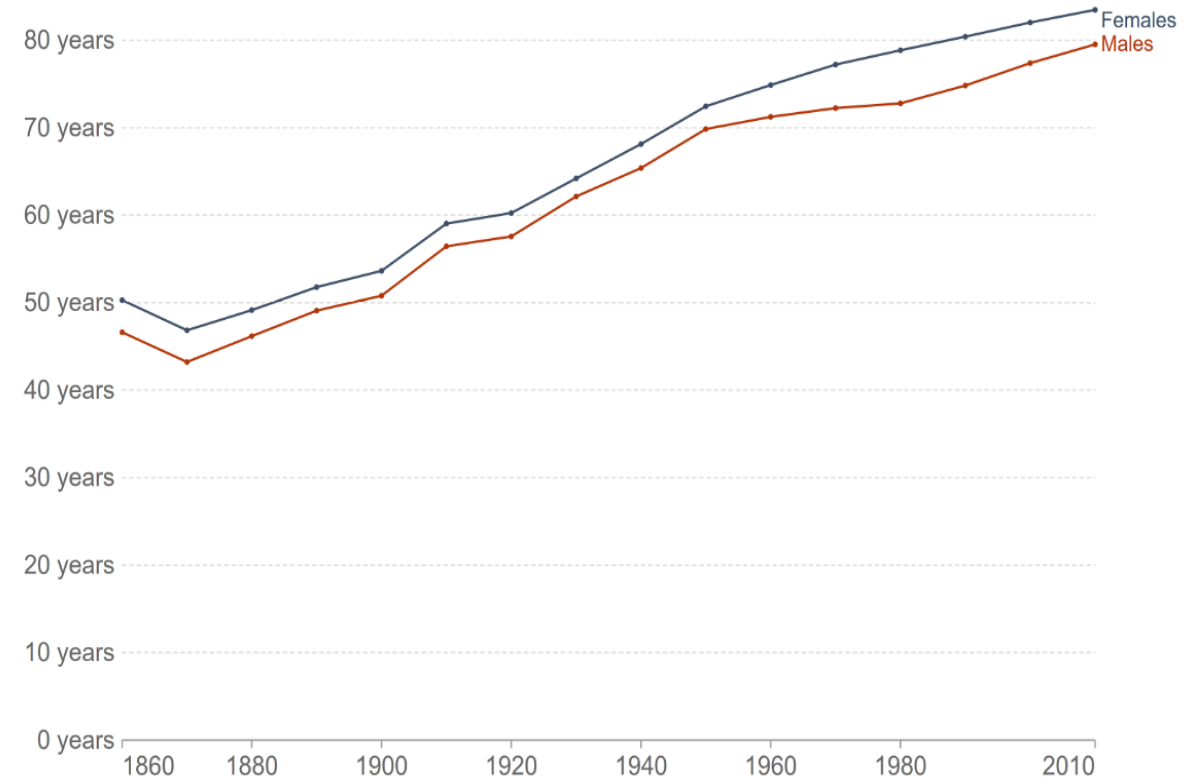


Source: Human Mortality Database (2018) and others

OurWorldInData.org/why-do-women-live-longer-than-men • CC BY

Life expectancy at birth by sex, Sweden, 1860 to 2010

Estimates are based on period life tables.



Source: Human Mortality Database (2018) and others

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Participation in the labor market

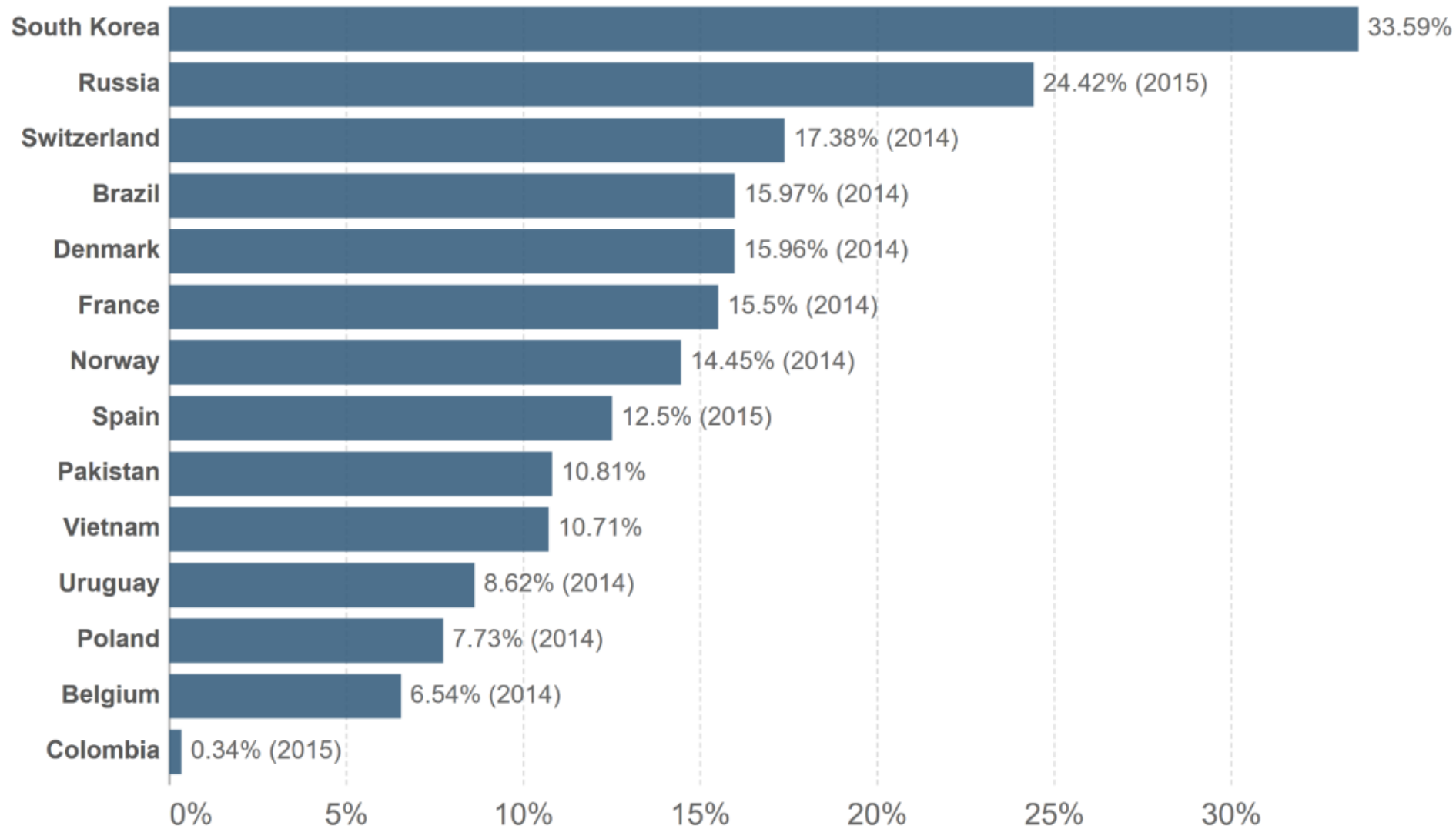
- Historically, men have greater participation in work outside home than women.
- All over the world men tend to earn more than women.
- Women are often underrepresented in senior positions within firms.
- Women are often overrepresented in low-paying jobs.
- In most countries the gender pay gap has decreased in the last couple of decades.

Gender pay gap

- The gender pay = difference in pay (or wages, or income) between women and men.
- It's a measure of inequality and captures a concept that is broader than the concept of equal pay for equal work.
- Differences in pay between men and women capture differences along many possible.
- Discrimination in hiring practices can exist in the absence of pay gaps.

Unadjusted gender gap in average hourly wages, 2016

Gender wage gap, unadjusted for worker characteristics. Estimates correspond to the difference between average earnings of men and women, expressed as a percentage of average earnings of men.



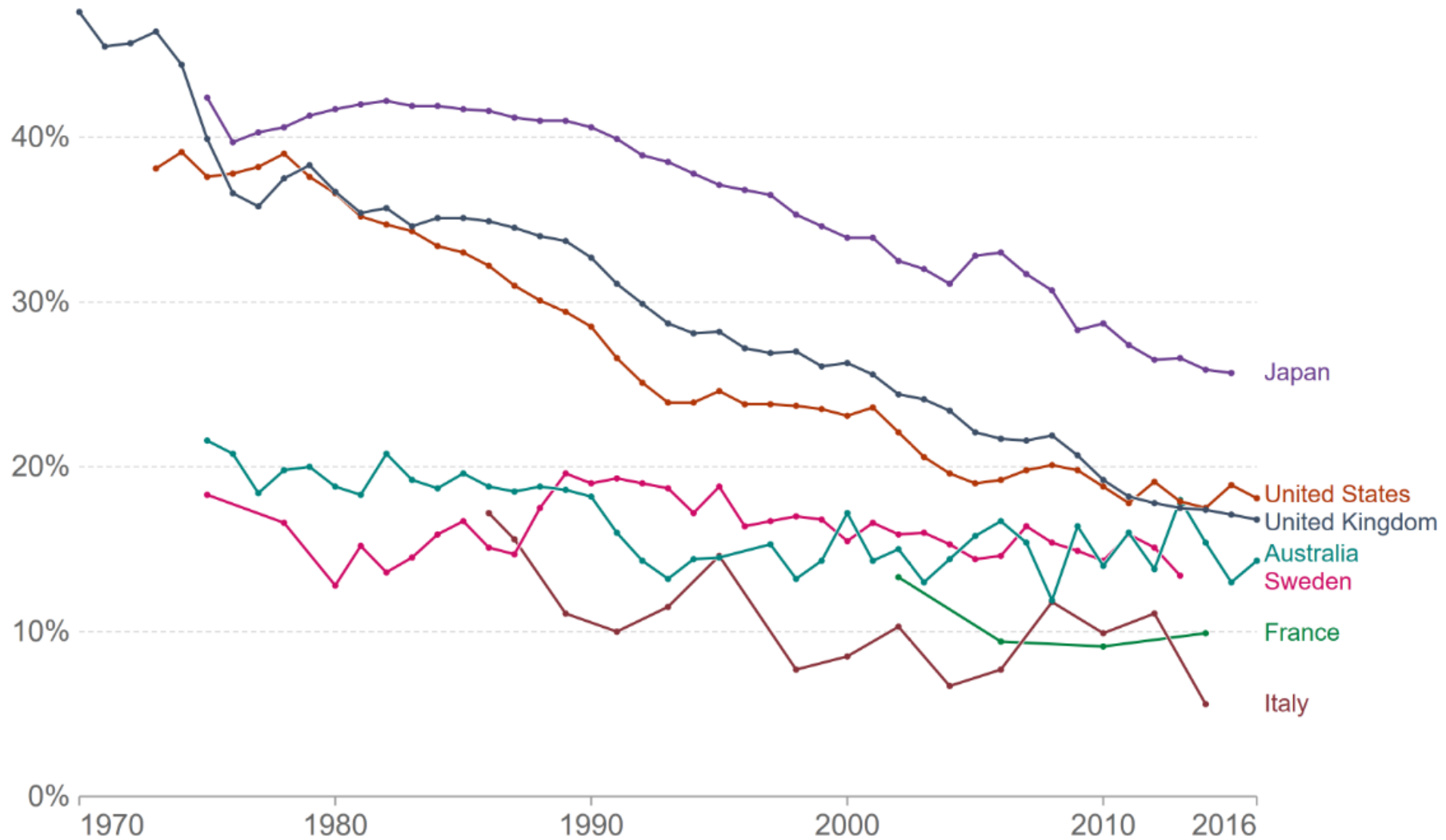
Source: ILOSTAT

Note: The data corresponds to gross hourly earnings and includes both full-time and part-time workers.

CC BY

Unadjusted gender gap in median earnings, 1970 to 2016

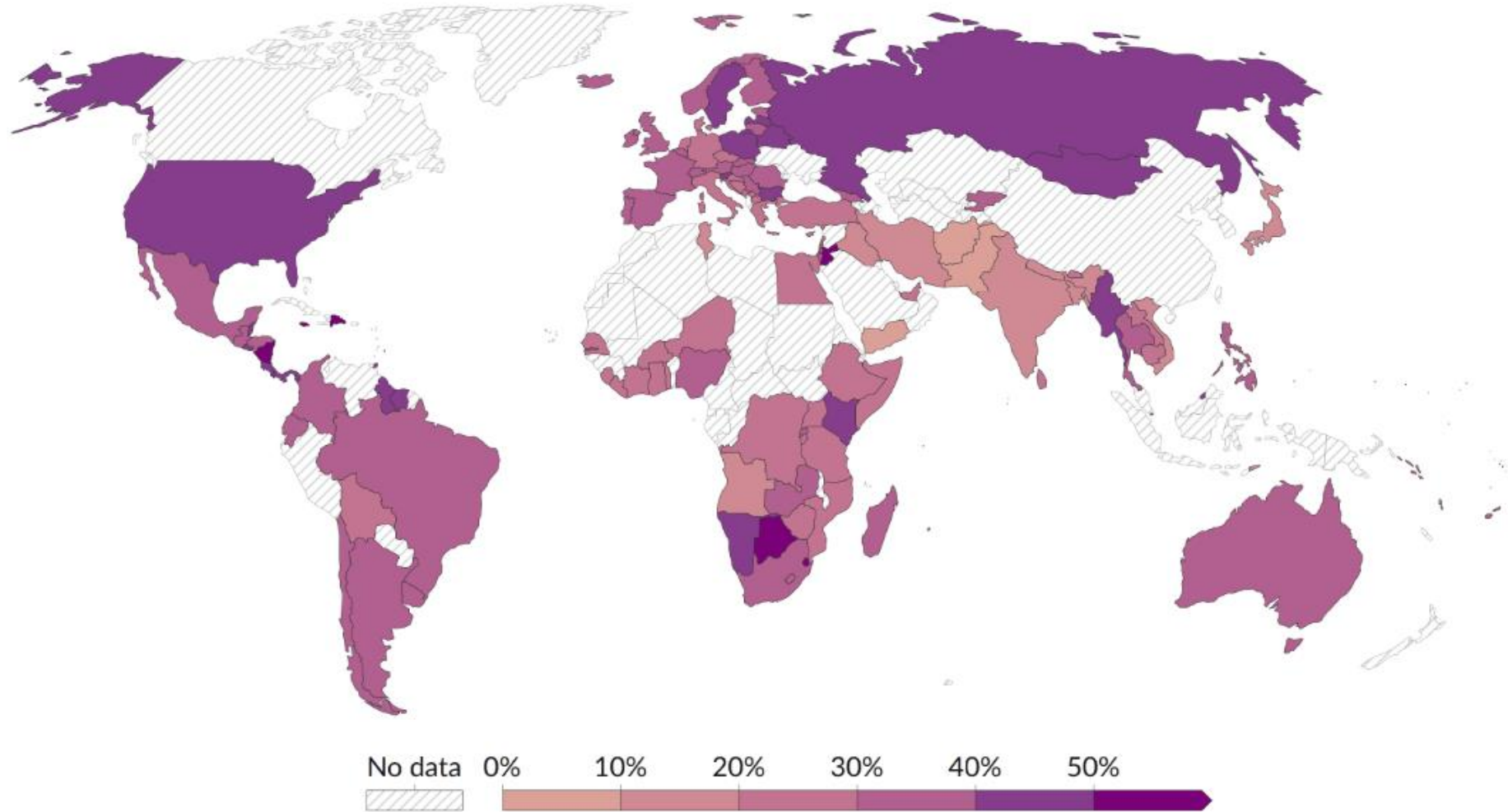
The gender wage gap is unadjusted and is defined as the difference between median earnings of men and women relative to median earnings of men. Estimates refer to full-time employees and to self-employed.



Share of senior and middle management positions filled by women,

2022

Women who are employed in decision-making and management roles in government, as well as large enterprises and institutions.



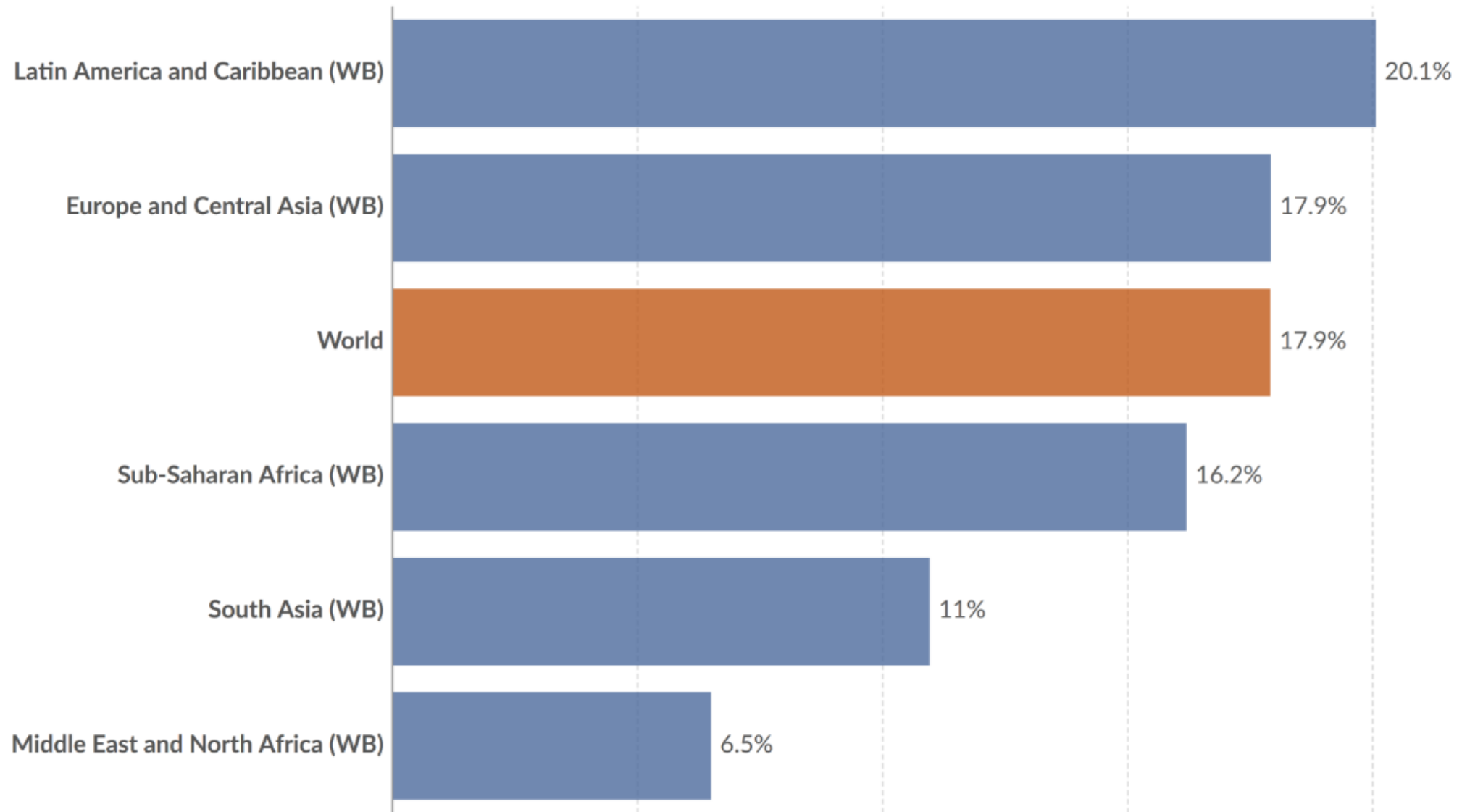
Data source: United Nations Statistics Division

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Note: Differences in the levels of responsibility between men and women, and the enterprises and institutions for which they work, are not considered.

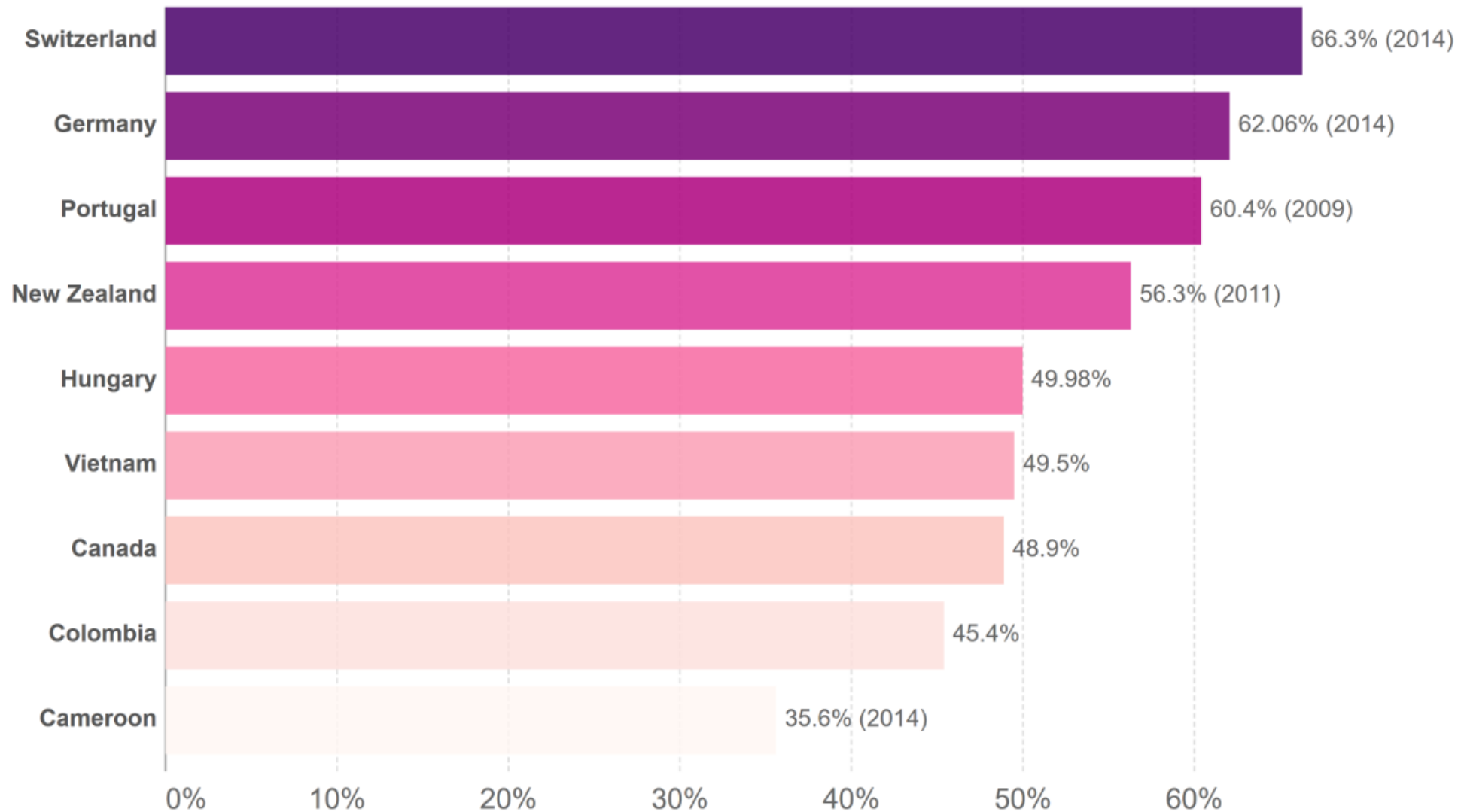
Share of firms with a female top manager, 2021

Top manager refers to the highest ranking manager or CEO of the establishment. This may be the owner if she works as the manager of the firm.



Share of women among low pay earners, 2015

Percentage of low pay workers, among all low pay workers, who are female. Workers are considered 'low pay' if their hourly earnings at all jobs are less than two-thirds of median hourly earnings.

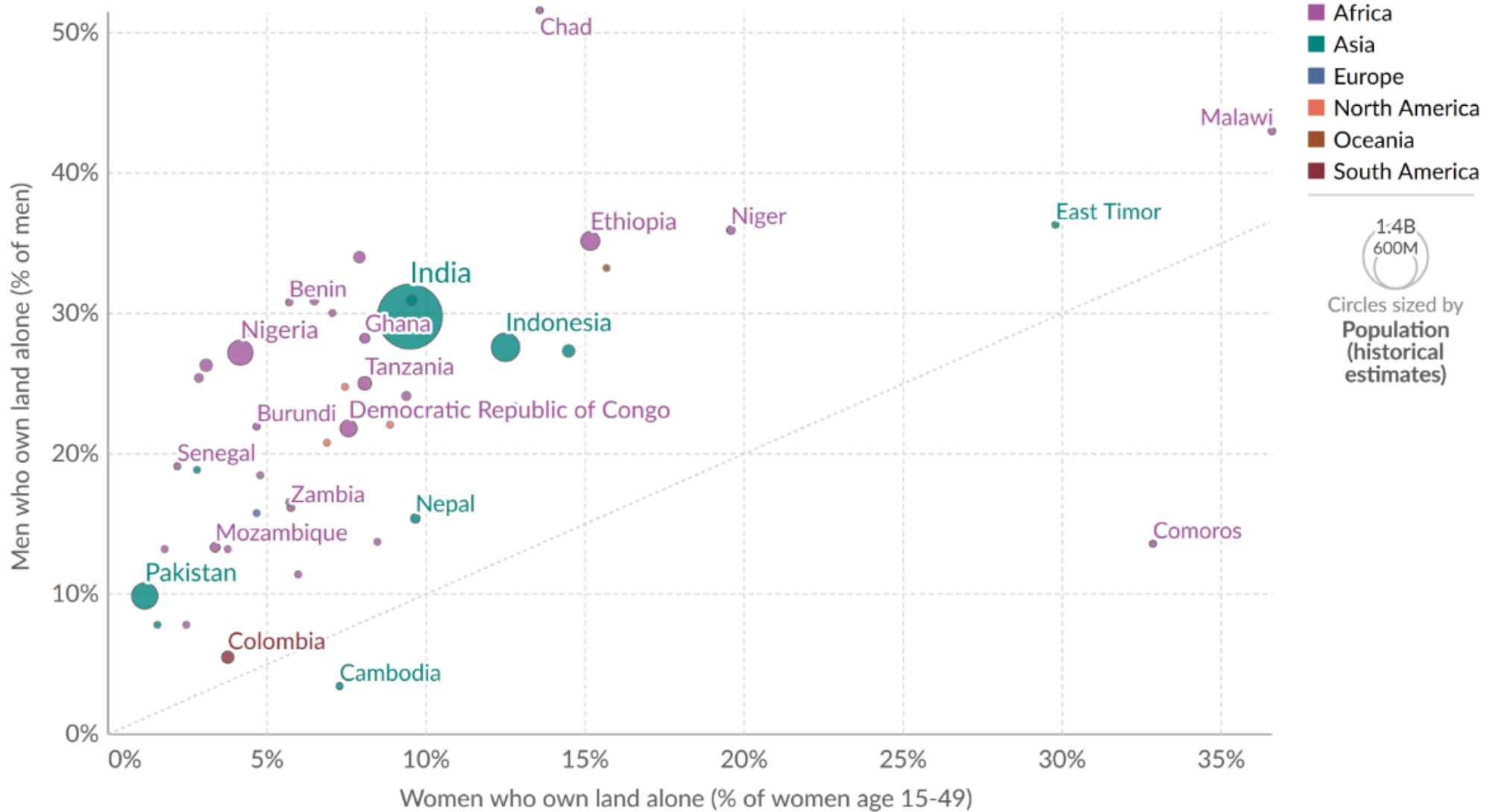


Ownership

- Land ownership is more often in the hands of men

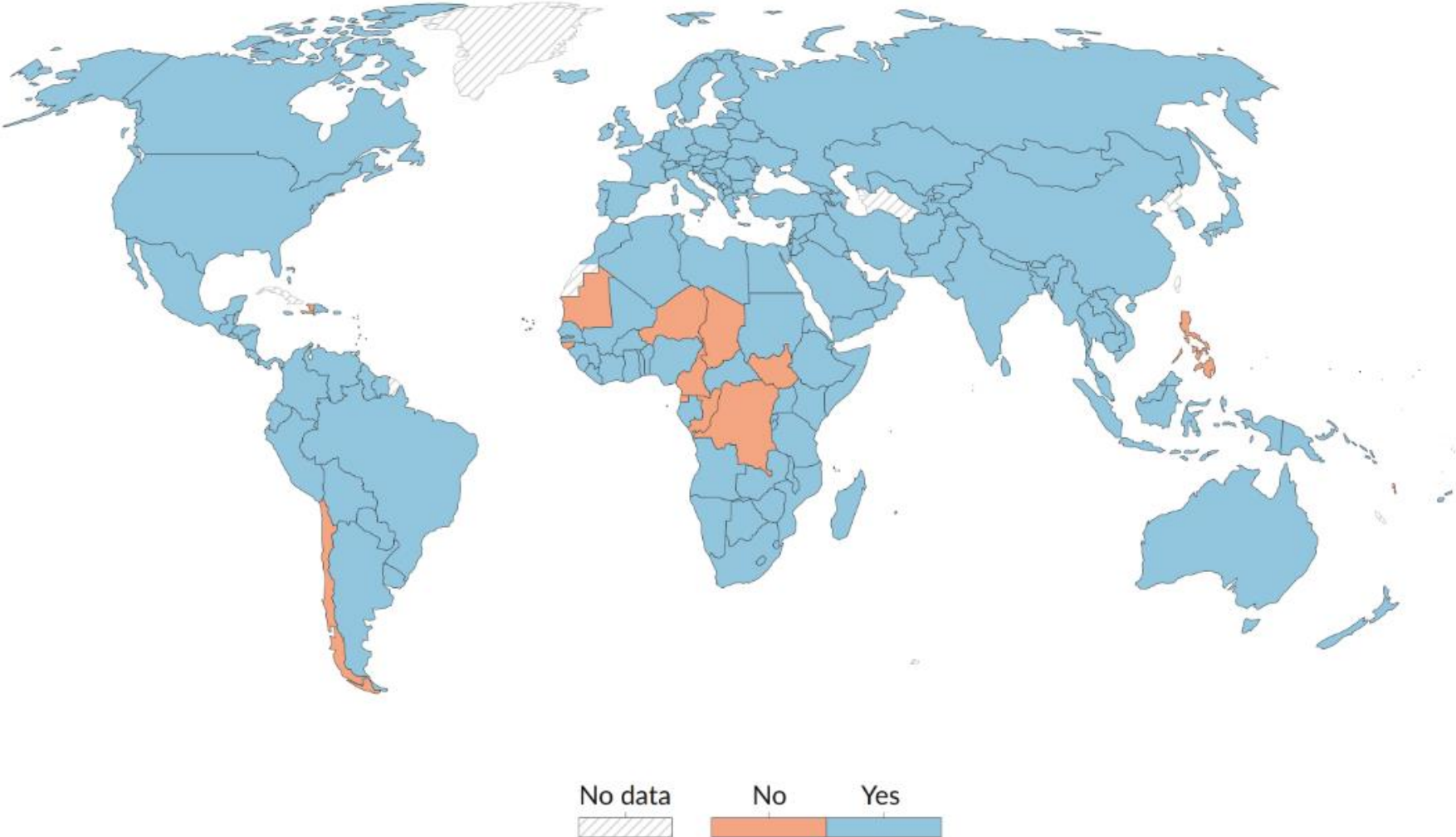
Land ownership, men vs. women, 2022

Percentage of men and women aged 15-49 who solely own land that is legally registered with their name or cannot be sold without their signature.



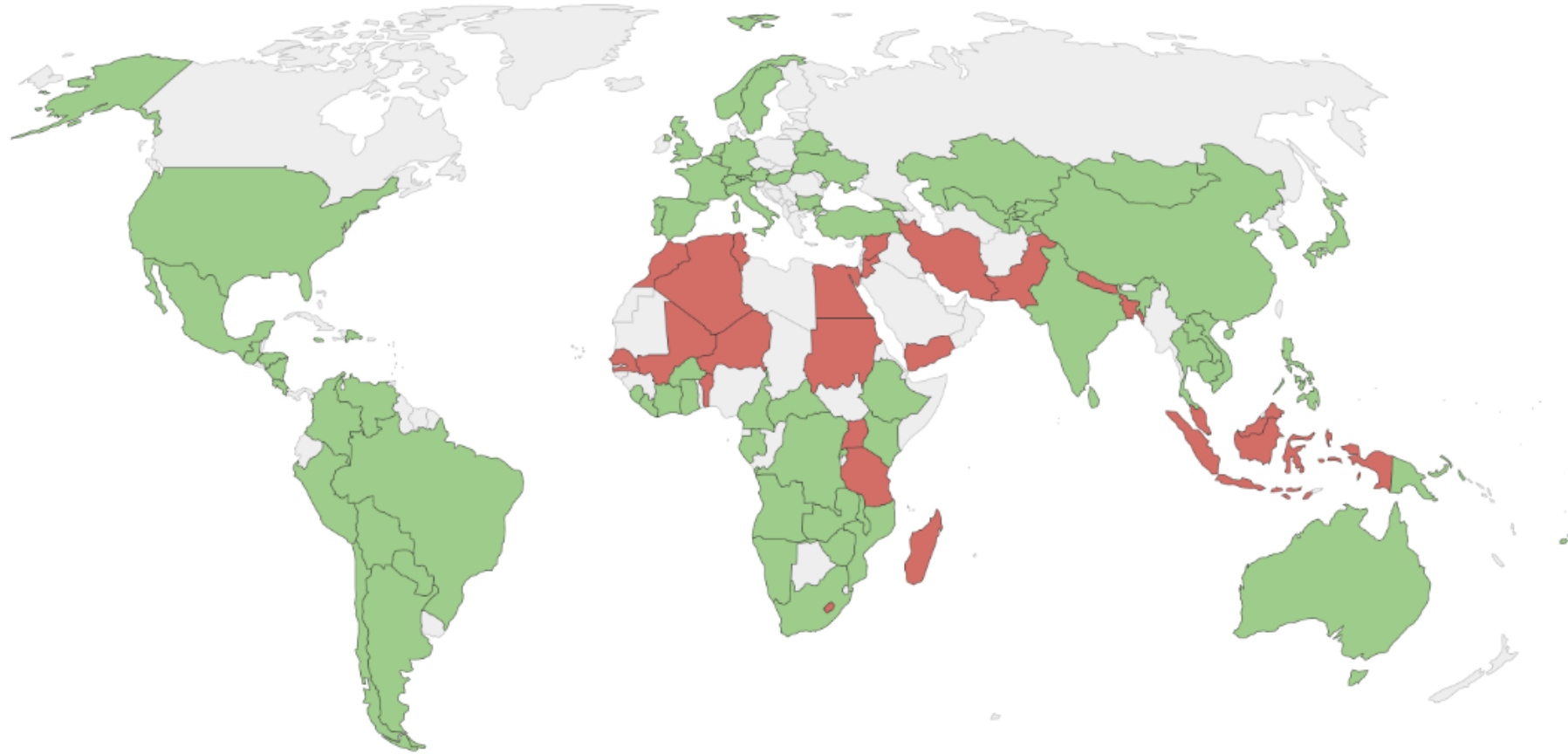
Men and married women have equal ownership rights to property, 2022

Ability to manage, control, administer, access, encumber, receive, dispose of, and transfer property included.



Countries with gender-equal inheritance, 2000

Figure distinguishes between the countries that have gender-equal inheritance for women, and those which do not.

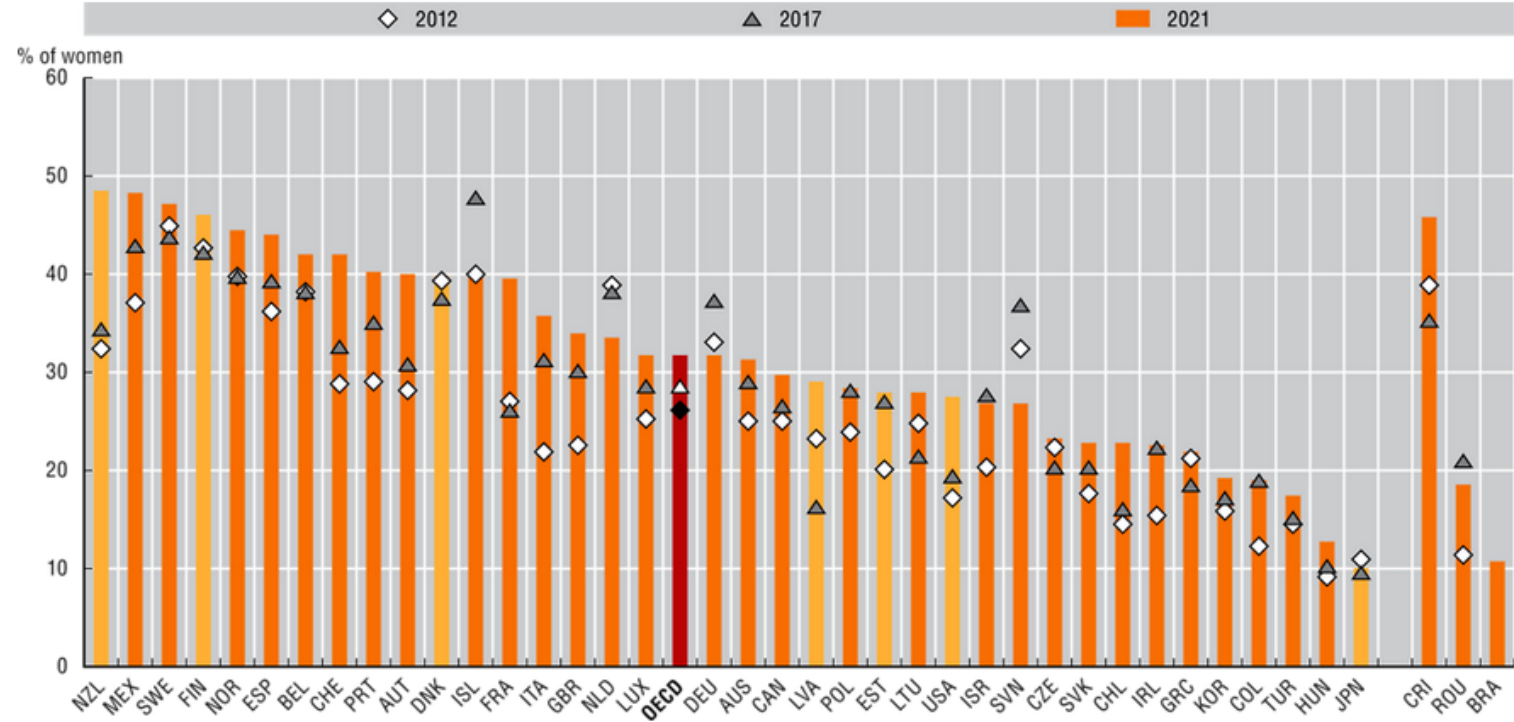


Political and civic participation



3.10. Gender equality in parliament and electoral gender quotas, 2012, 2017 and 2021

Lower or single house of the legislature

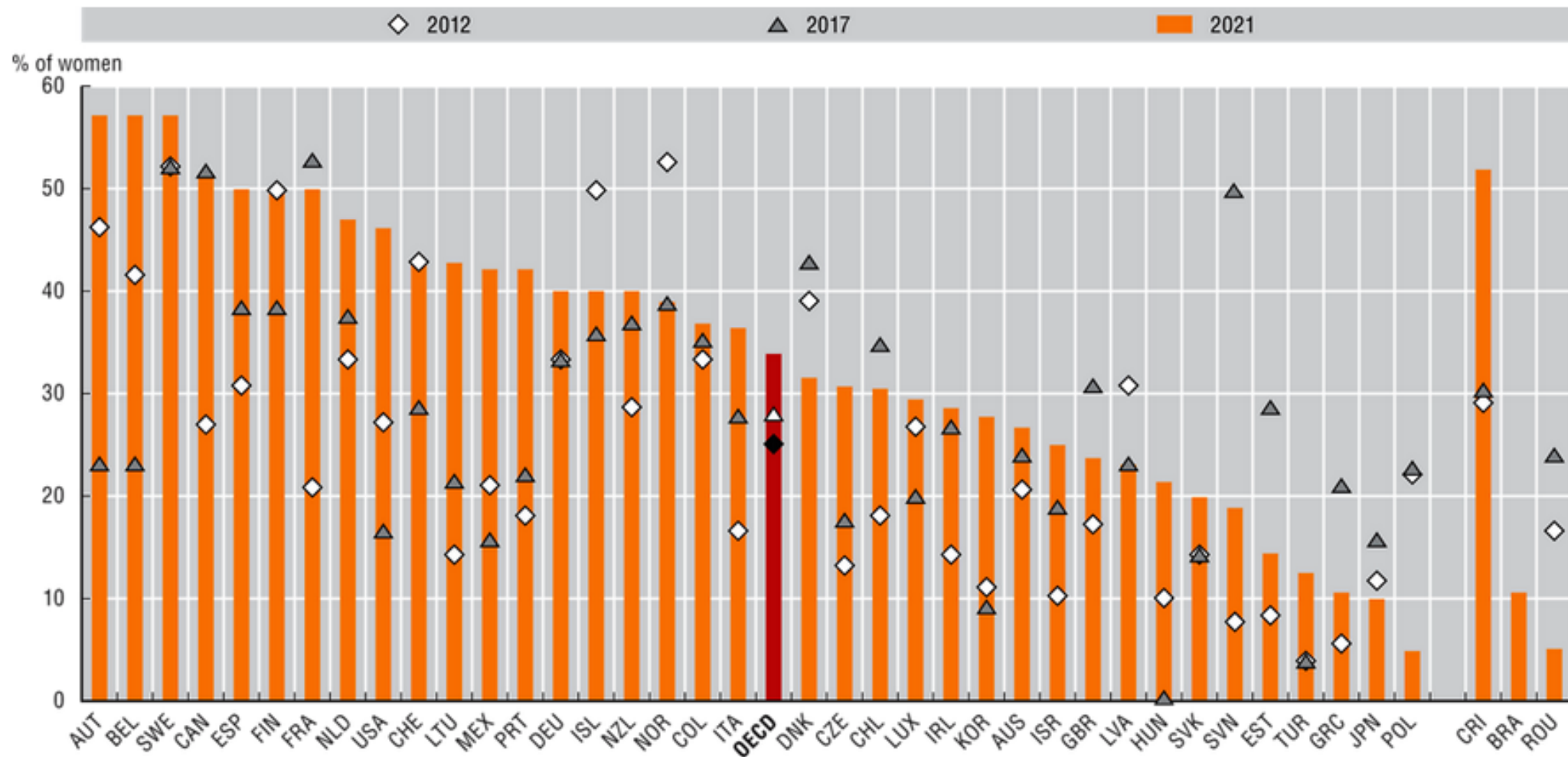


Source: Inter-Parliamentary (IPU) *PARLINE* (database).



StatLink <https://doi.org/10.1787/888934257508>

3.11. Gender equality in ministerial positions, 2012, 2017 and 2021



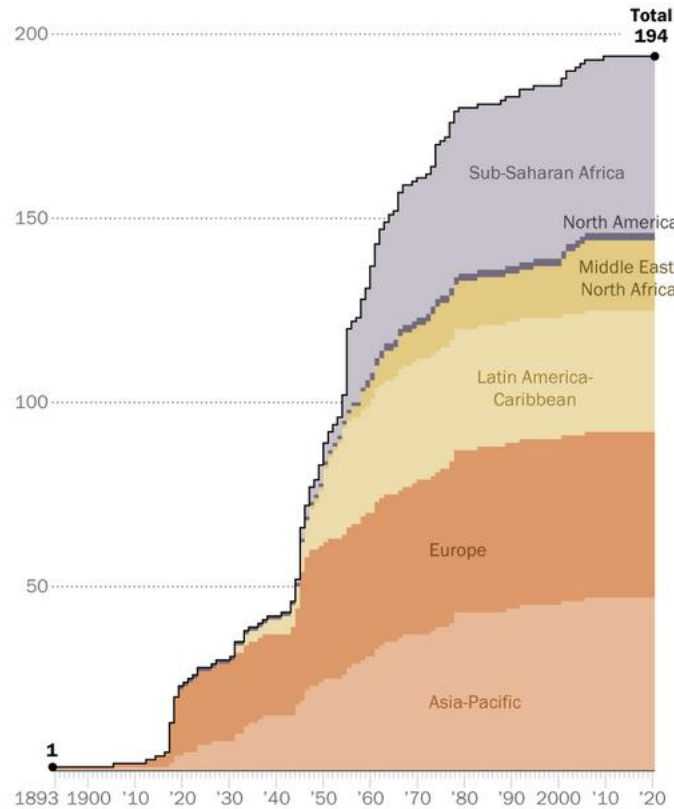
Source: Inter-Parliamentary Union (IPU) *Women in Politics*, 2021, 2017 and 2012. Data for Turkey for 2021 were provided by national authorities.



StatLink <https://doi.org/10.1787/888934257527>

Europe, Asia-Pacific regions were front-runners in women's suffrage

Number of nations allowing women the right to vote in national elections, by year

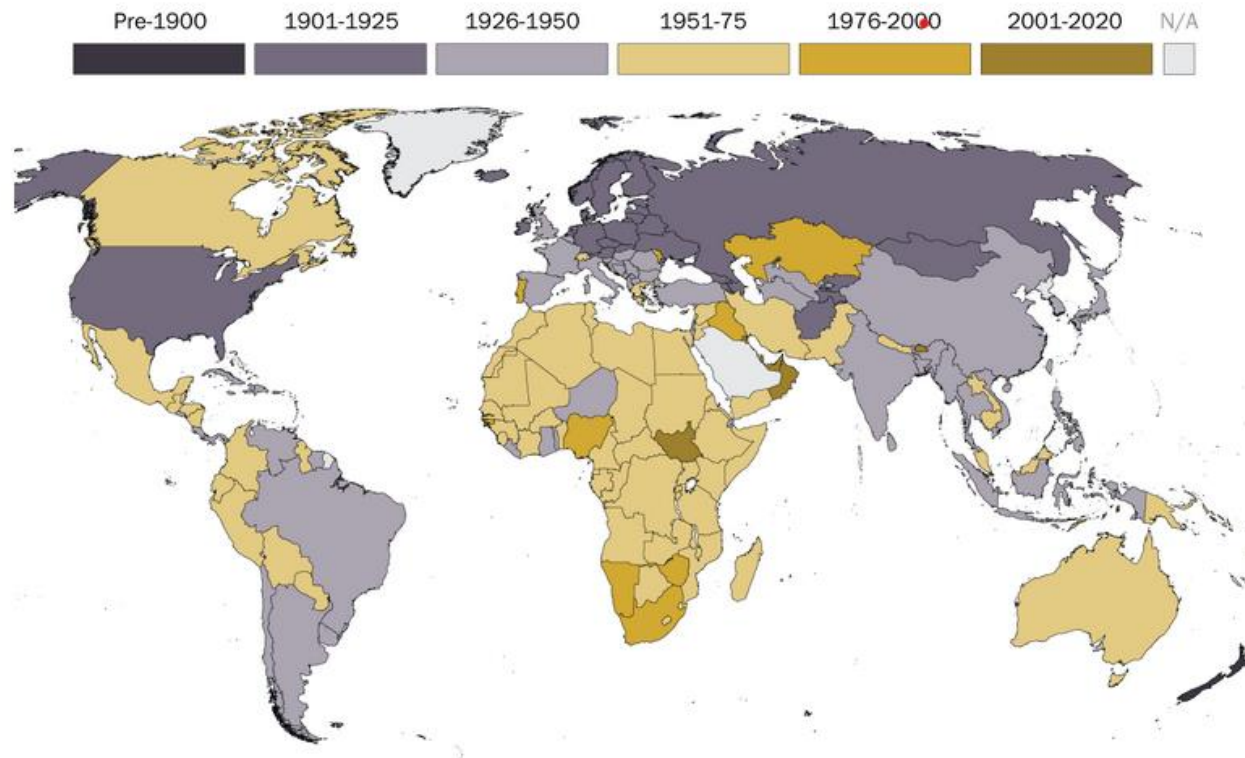


Note: Women in Afghanistan had the right to vote beginning in 1929, but this right was taken away several times before being restored in 2004. Saudi Arabia and Brunei do not hold national elections, and Hong Kong and Macau do not participate in China's elections. Women vote in local elections in all four areas.

Source: Pew Research Center analysis of government publications, historical documents from organizations like the United Nations and the Inter-Parliamentary Union, and various news reports to determine women's enfranchisement history in

More than half of all countries and territories granted women the right to vote before 1960

Year nation allowed women the right to vote in national elections



Note: Women in Afghanistan had the right to vote beginning in 1929, but this right was taken away several times before being restored in 2004. Saudi Arabia and Brunei do not hold national elections, and Hong Kong and Macau do not participate in China's elections. Women vote in local elections in all four areas.

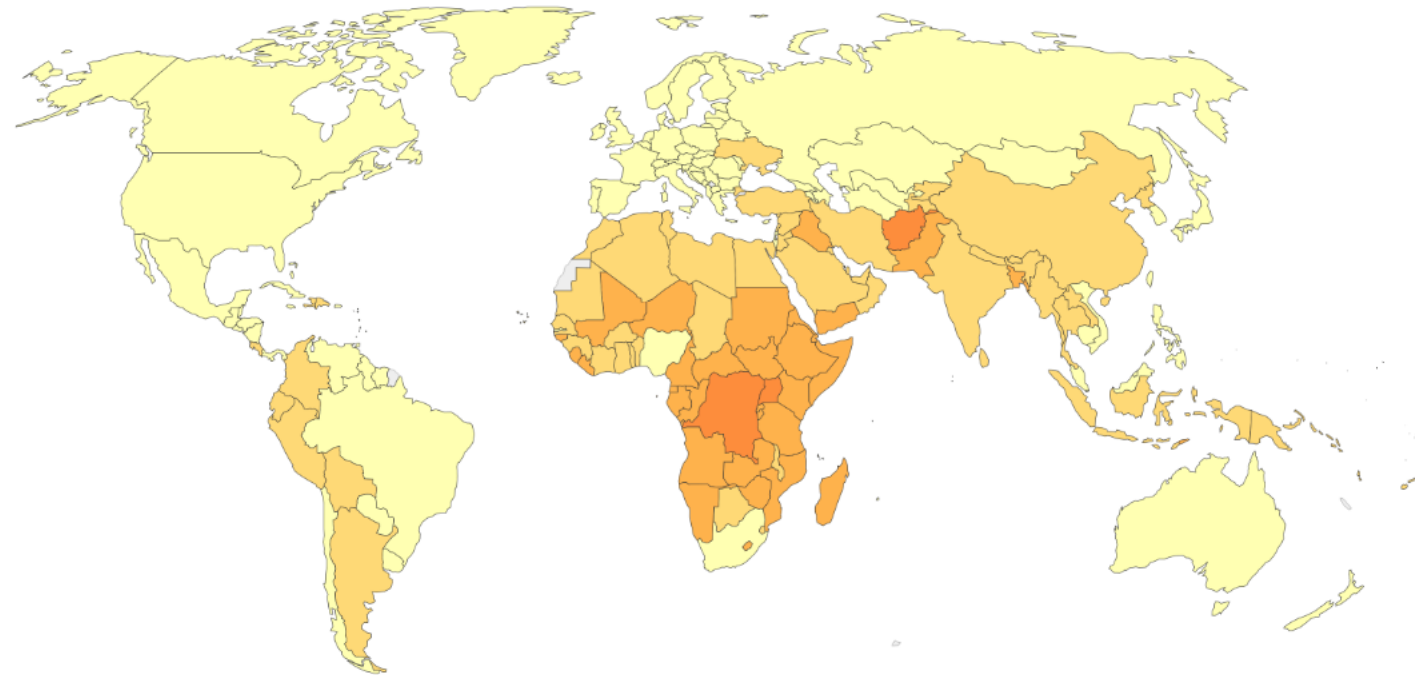
Source: Pew Research Center analysis of government publications, historical documents from organizations like the United Nations and the Inter-Parliamentary Union, and various news reports to determine women's enfranchisement history in 198 countries and self-administering territories.

PEW RESEARCH CENTER

Violence and victimization

Women who experienced violence by an intimate partner, 2017

Share of women, aged 15 years and older, who experienced physical or sexual violence from an intimate partner in the past year.



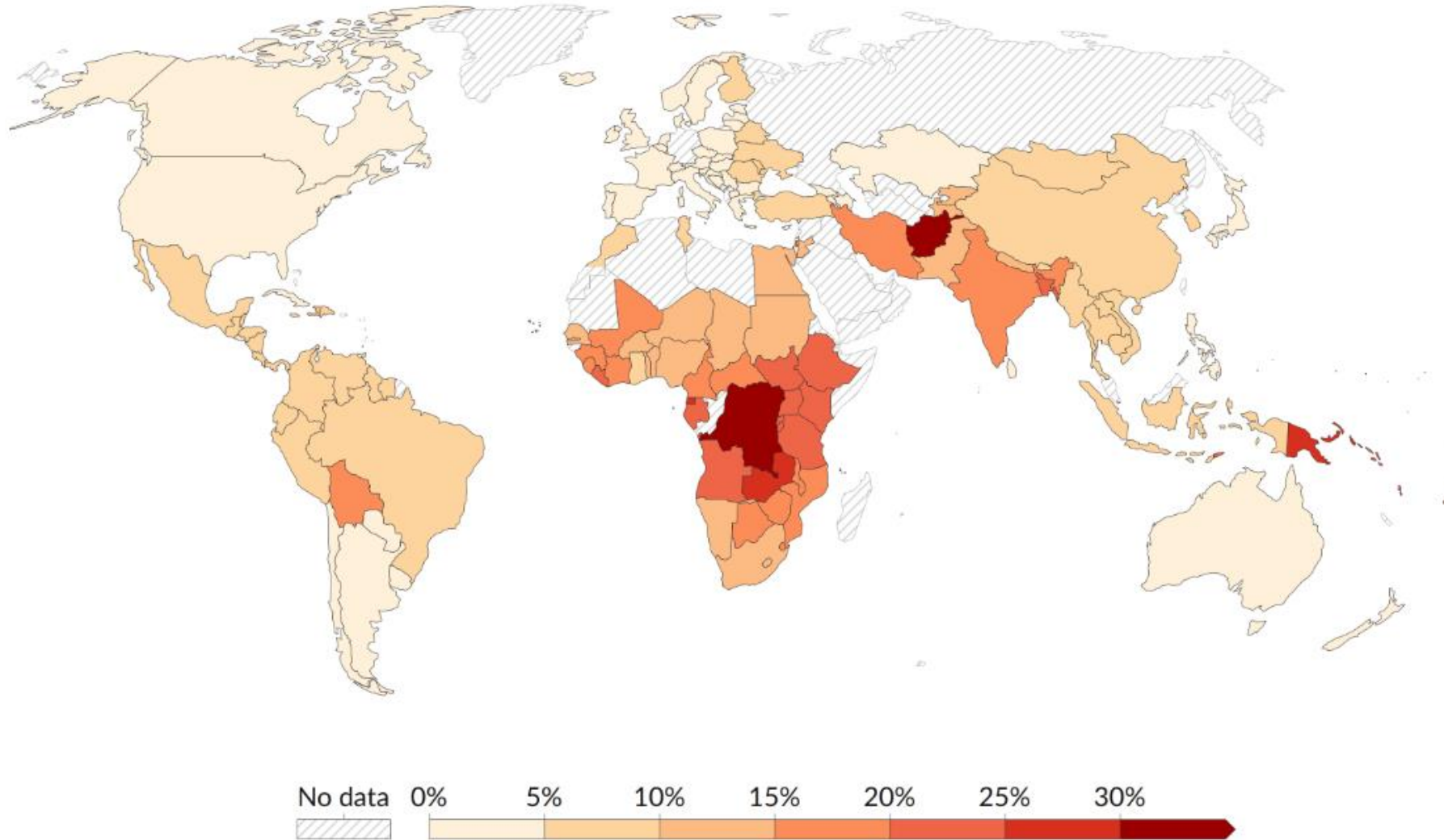
Source: Institute of Health Metrics & Evaluation (IHME)

Note: To allow comparisons between countries and over time this metric is age-standardized.

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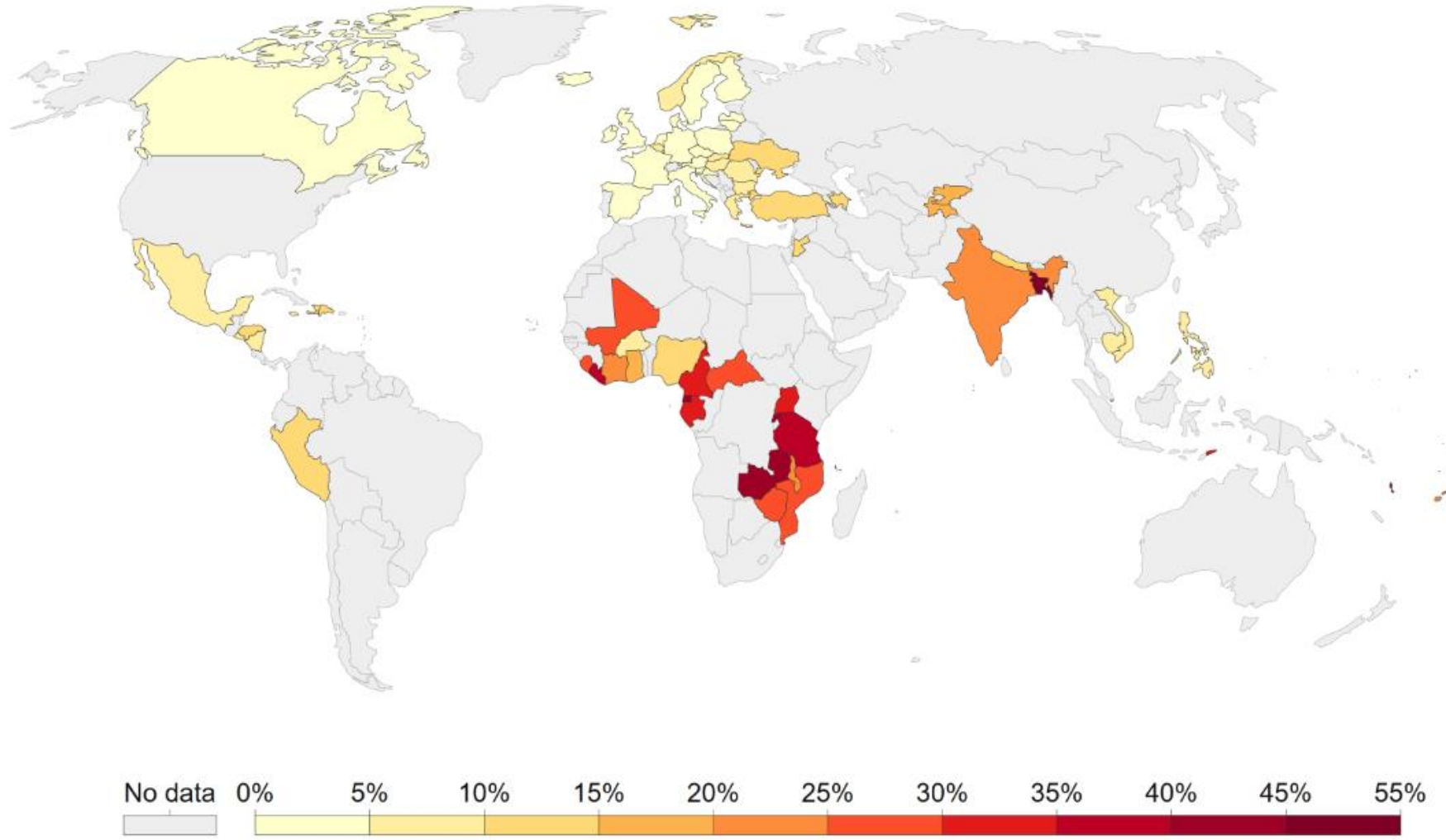
Share of women who experienced violence from an intimate partner, 2018

Women aged 15 and older who experienced physical or sexual violence from an intimate partner in the past year.



Proportion of women subjected to physical and/or sexual violence in the last 12 months, 2014

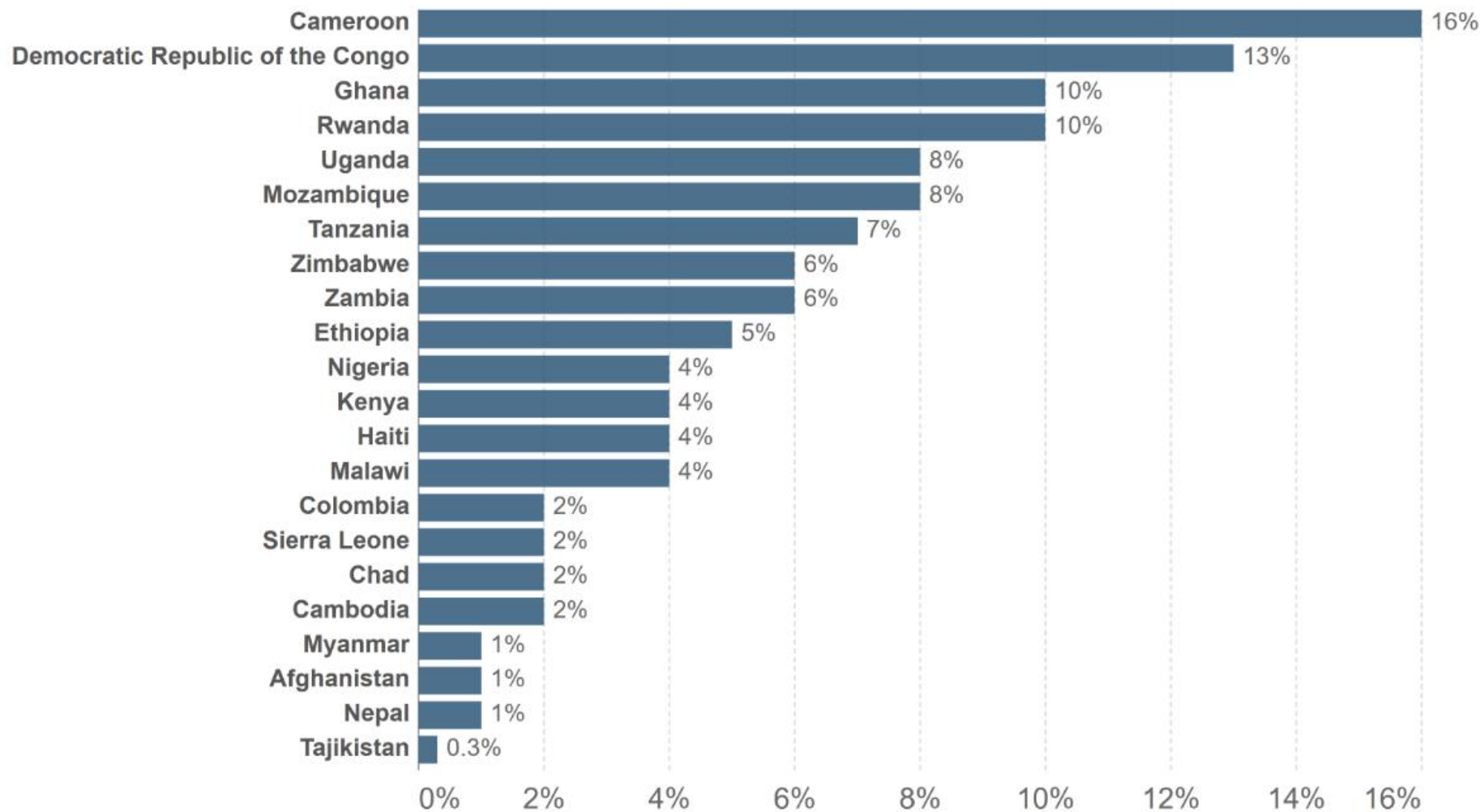
The percentage of ever partnered women age 15-49 who are subjected to physical violence, sexual violence or both by a current or former intimate partner in the last 12 months.



Share of women who report having been victims of forced sex as children

Percentage of women aged 18 to 29 years who report having experienced forced sex before the age of 18.

Estimates come from surveys in the period 2005–2016.



Source: Sexual Violence - UNICEF Global Databases (2017)

OurWorldInData.org/violence-against-rights-for-children/ • CC BY

Note: Forced sex includes sexual intercourse or any other sexual acts that were forced, physically or in any other way.