

# **Gender attitudes in the world of work: cross-cultural comparison**

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# Research problem

- With spread of emancipative values the difference between gender roles becomes vaguer but is still strongly dependent upon country characteristics. This is an expected consequence of economic development. Changing gender patterns is one of the results of growing existential security and spreading self-expression values (Inglehart & Welzel, 2010).
- **Key question**: what factors impact individual gender attitudes in the world of work in different types of countries?
- In particular how strong is the impact of gender and job characteristics
- Values are usually regarded as factors impacting socio-economic behavior. My research underlines less explored aspect: they are themselves formed and changed in the process of economic interactions.

# Theoretical background

## Research area:

- Influence of gender attitudes on outcomes reflecting *de facto* gender equality in society (Campa, Fortin, Francois&Ours, Stickney&Konrad)
- Work-family conflict (Aycan, Carnicer)
- Origin of cross-cultural differences (Alesina)
- Impact of religion on gender equality (Guiso et al.)

## Conceptions:

**Social role theory:** people adopt the attitudes which are consistent with the roles they occupy (Eagly, Karau)

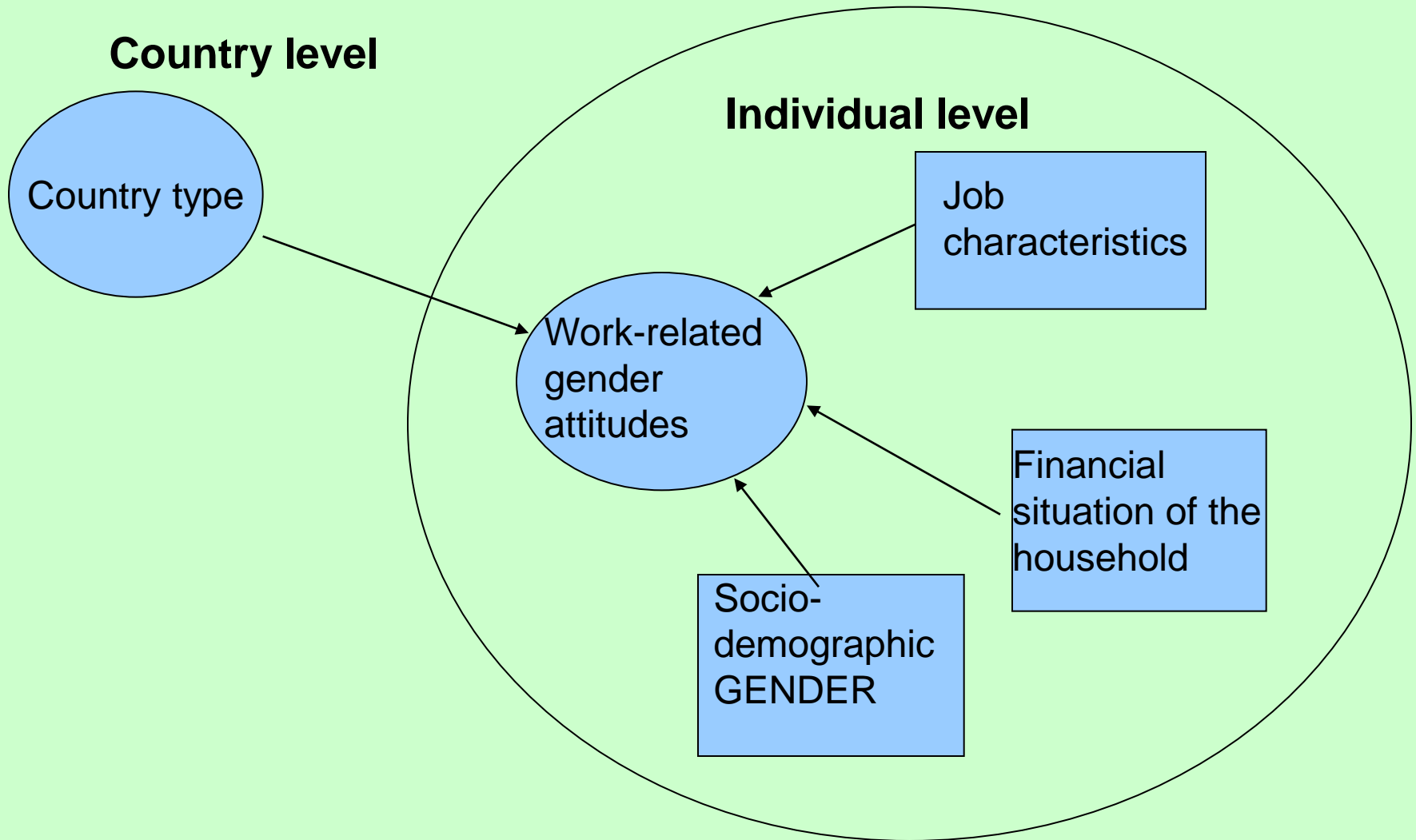
**Cognitive dissonance theory:** when a social role does not match the attitude, the person is likely to change either the role, or the attitude (Kroska)

**Allocation of energy:** women are strongly affected by their household responsibilities (Becker)

# Targeted Data Base

- World values survey 2005-2012 (5th and 6th)
- The targeted group of population is 20-65 (those who are likely to be involved in the world of work and have family responsibilities)

# Research model



# **Dependent variable**

## **The aspects of gender-related attitudes**

### **1. Balance between work and family (only 6th wave)**

V47. If a woman earns more money than her husband, it's almost certain to cause problems

V48. Having a job is the best way for a woman to be an independent person

V50. When a mother works for pay, the children suffer

### **2. Priority rights (both 5th and 6th wave)**

V45. When jobs are scarce, men should have more right to a job than women

V52. A university education is more important for a boy than for a girl

### **3. Aptitudes (both 5th and 6th wave)**

V53. On the whole, men make better business executives than women

V51. On the whole, men make better political leaders than women do

V54. Being a housewife is just as fulfilling as working for pay

# Main hypotheses

## Country-level:

**Hypothesis 1.** Work-related gender attitudes vary across countries. They depend upon the prevalence of self-expression values, material well-being (per capita GDP, Jini, poverty level etc.) and culture-embedded traditions. The gap between men and women attitudes will be more evident in countries where there is a bigger difference in male and female employment rate and wage gap.

The following country-level determinants are pointed out:

1. Wealth, GDP, Gini.
2. HDI.
3. Employment gap, wage gap.
4. Gender equity index, gender empowerment.
5. Geographic region (cultural specific).
6. Survival / self-expression values.

# Main hypotheses

## Individual level:

**Hypothesis 2.** Women have more egalitarian work-related gender attitudes than men.

**Hypothesis 3.** Those who have a paid job, who occupy higher position (entailing supervision), perform more intellectual, creative work activities and are more independent at their job are expected to have more egalitarian work-related gender attitudes.

## Job characteristics

1. Employment type.
2. Type of organization.
3. Supervising other people at work.
4. Type of tasks performed:
  - Manual or intellectual;
  - Routine or creative;
  - Degree of independence in performing tasks.
5. Being the chief wage earner in the household.
6. Fear of losing job.



# Main hypotheses

**Hypothesis 4.** Educational attainment and higher social status are positively associated with egalitarian work-related gender attitudes, while the age and religious faith are negatively associated.

1. Age.
2. Highest educational attainment.
3. Religion.
4. Religious faith.

**Hypothesis 5.** Family characteristics and financial situation of the household are also likely to impact work-related gender attitudes.

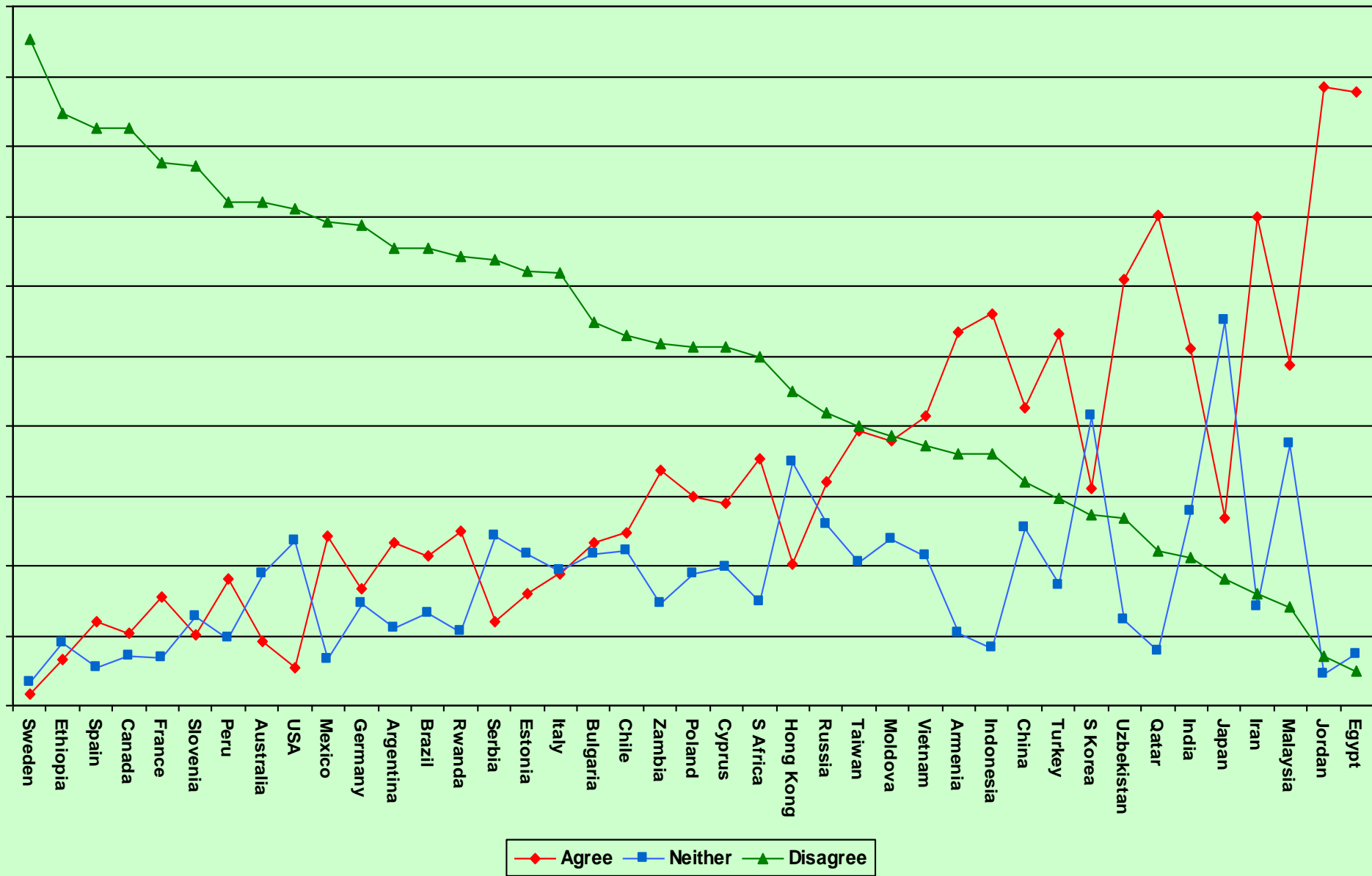
## **Family characteristics**

1. Marriage status.
2. Number of children.

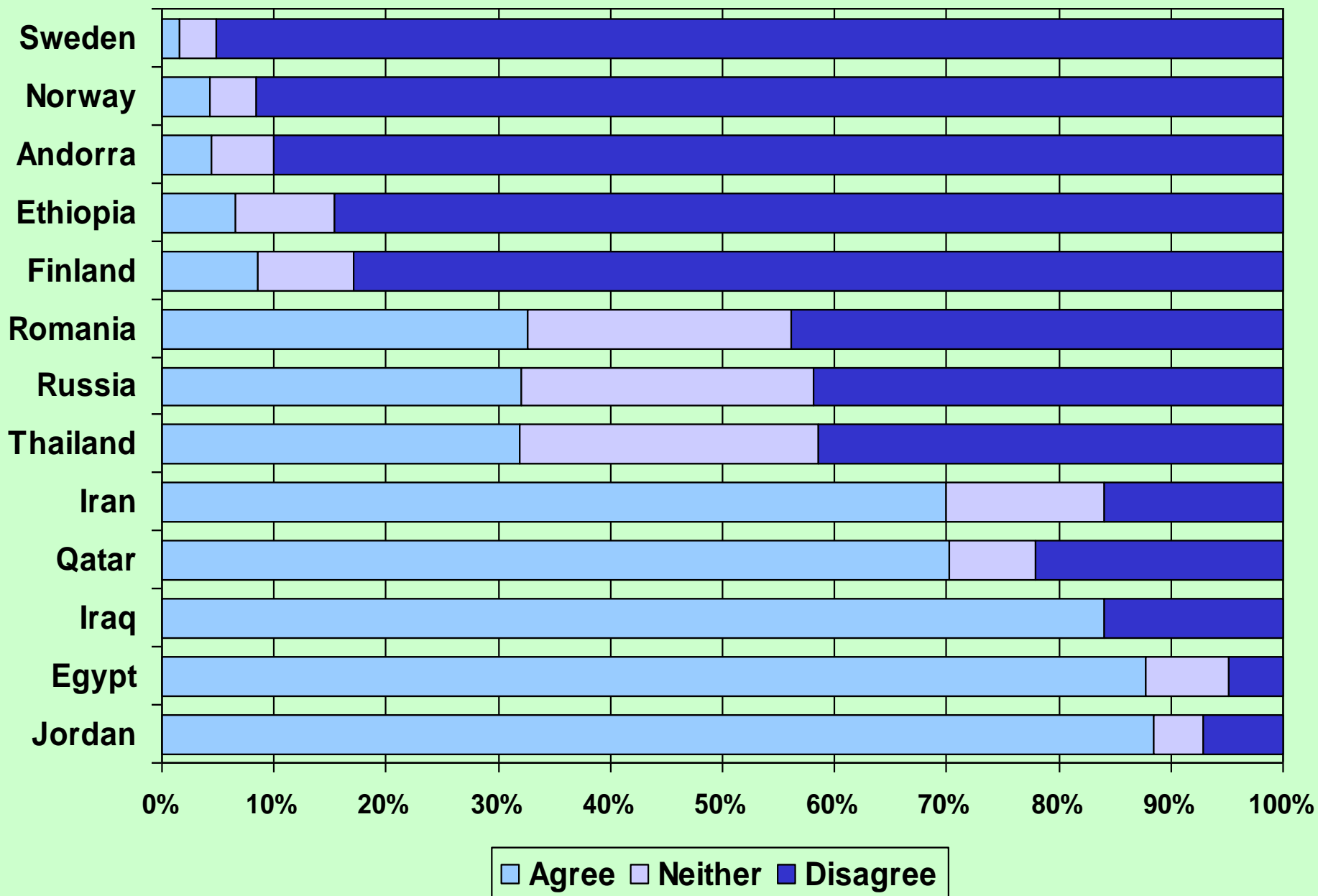
## **Financial situation of the household**

1. Income group (self-assessment).
2. Satisfaction with financial situation of the household.
3. Actions with money during past year.
4. Measurements of financial situation during last year.
5. Employment of the chief wage earner of the household.
6. Status of the family (self-assessment).

# When jobs are scarce, men should have more right to a job than women



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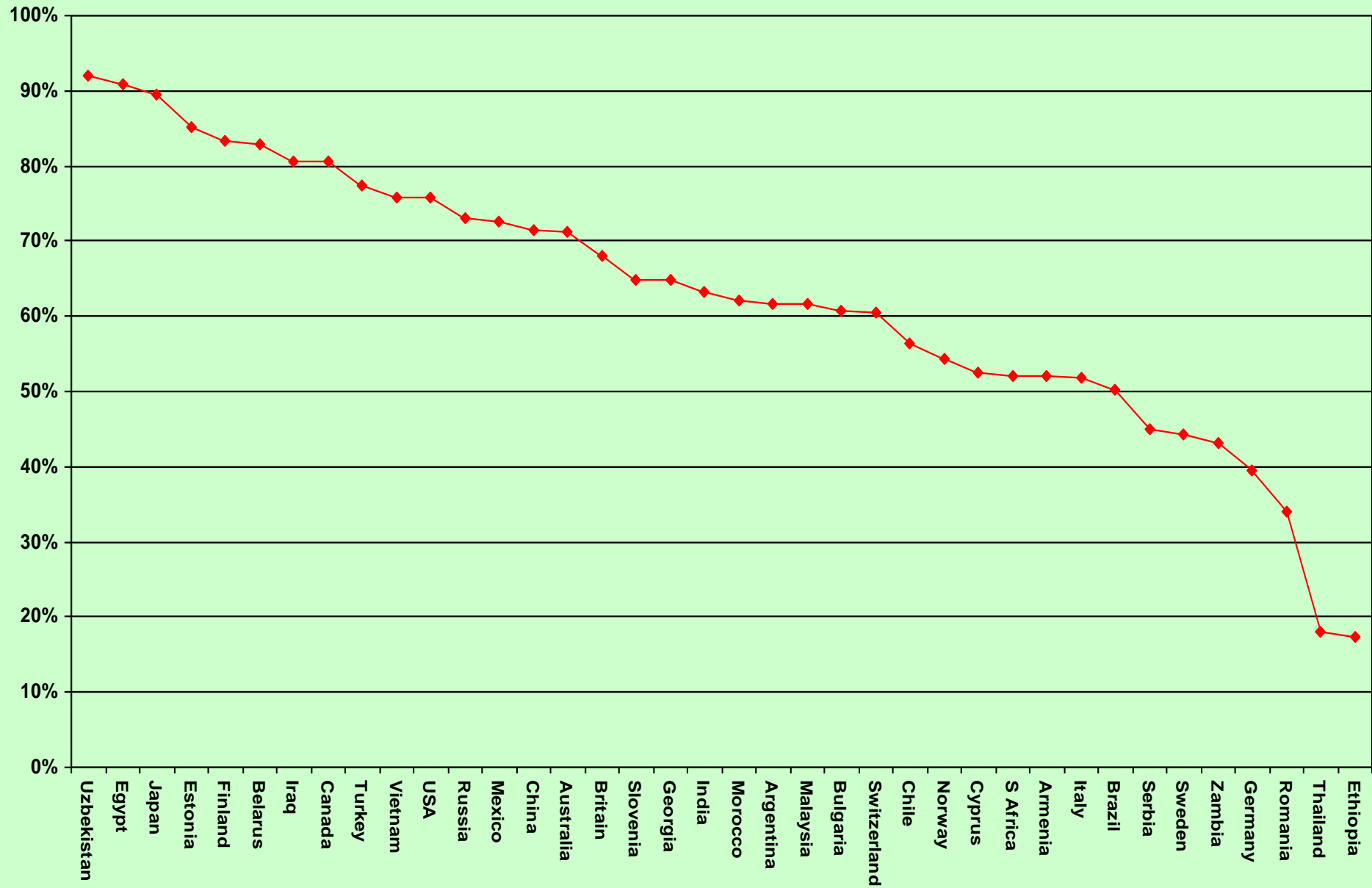


# **When jobs are scarce, men should have more right to a job than women**

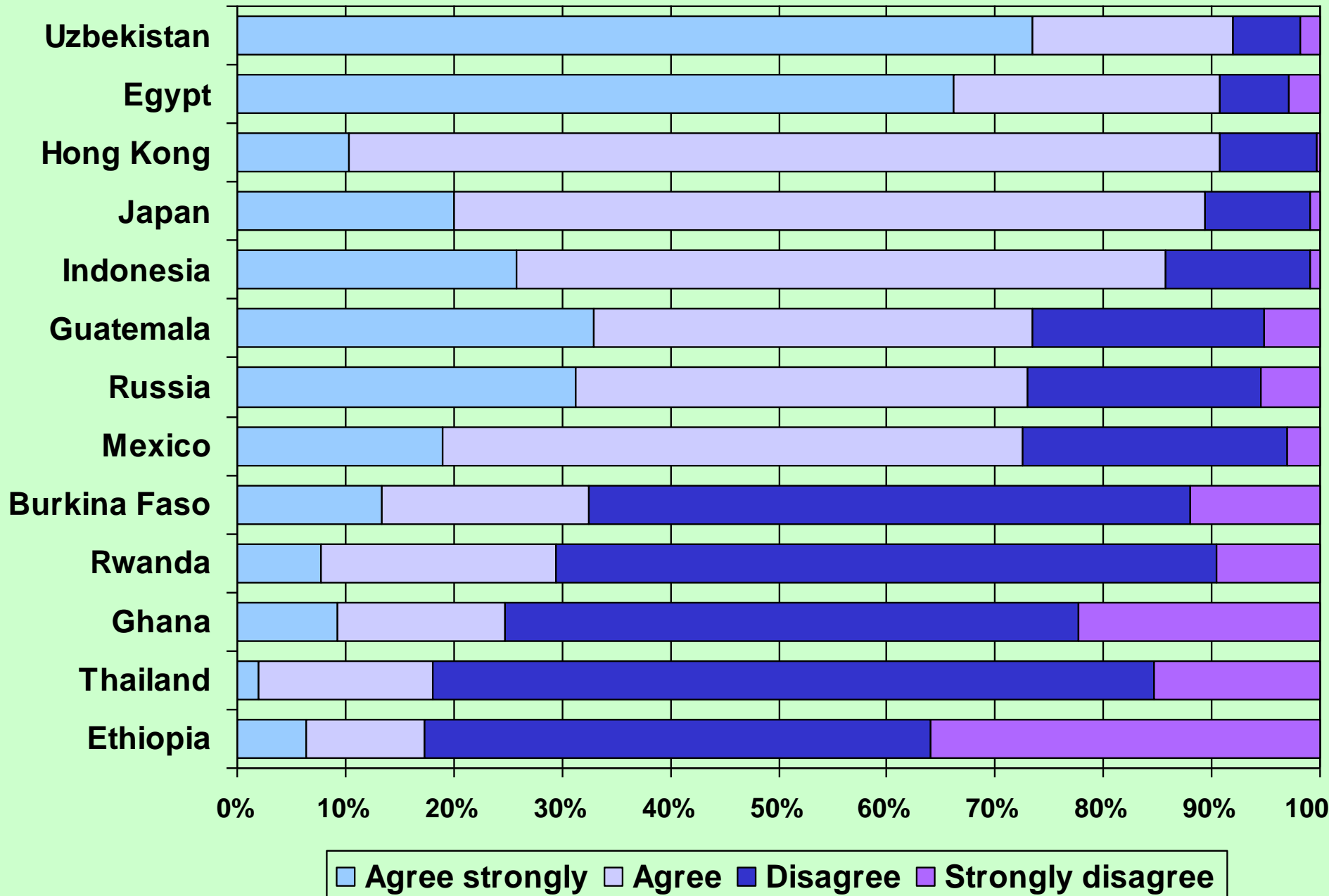
(% of women who disagree – % of men who disagree)

- The biggest in Belarus (**32,4%**), the smallest in Switzerland (**-2,2%**)
- **20-30%:** Bulgaria, Estonia, Morocco, South Africa, Indonesia, Ghana, Serbia, Ukraine, Russia, Australia and Zambia
- **15-20%:** Chile, South Korea, Romania, Burkina Faso, Moldova, USA, Guatemala, Armenia
- **10-15%:** Mali, Hong Kong, Cyprus, Kazakhstan, Georgia, Slovenia, Argentina, Malaysia, Kyrgyzstan, Peru, Germany, Brazil, Trinidad and Tobago
- **5-10%:** Ethiopia, Rwanda, New Zealand, Turkey, Italy, Britain, Uzbekistan, Taiwan, Iran, India, Iraq, Mexico, Qatar, Finland, Japan
- **0-5%:** Uruguay, Spain, China, Canada, Egypt, Sweden, Poland, Netherlands, Jordan, Norway, Thailand, Vietnam, Andorra, France

# Being a housewife is just as fulfilling as working for pay (The share of those who agree)



# Being a housewife is just as fulfilling as working for pay



# **Being a housewife is just as fulfilling as working for pay**

**(The share of those who agree)**

- Women agree more than men: in Belorussia (15%), Estonia (11%) and Britain (10%).
- Men agree more than women: Andorra, Italy, Switzerland, Taiwan, Norway, Ethiopia, Georgia, Jordan, Serbia, Moldova and Cyprus.
- In Russia 76% men and 71% women agree with the statement

# Questions

- Index construction. Is it necessary to use all the variables? Is it more relevant to construct 1 or 3 indices?
- Data analysis problems. 3 and 4-point scales. Absence of “work and family balance” items in the 5<sup>th</sup> wave



**Thank you for your attention!**