

Unemployment and attitudes towards gender equality

Malina Voicu (GESIS - Leibniz Institute for the Social Sciences)

Andreea Constantin (University of Cologne)

Structure of the presentation

- I. Objective
- II. Theoretical framework
- III. Hypothesis
- IV. Data and method
- V. Results
- VI. Conclusion

- Modernization
- Female labor force participation



boost gender equality and positive attitudes towards
equality gender

How female employment shapes women's and men's attitudes towards gender roles?

- **interest-based explanations:** individuals share pro-feminist attitudes when they can benefit from gender equality (Bolzendahl and Myers 2004)

How female employment shapes women's and men's attitudes towards gender roles?

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- **exposure-based explanations** : exposed to pro-feminist ideas or to situations that promote increased support for gender equality (Bolzendahl and Myers 2004)

How female employment shapes women's and men's attitudes towards gender roles?

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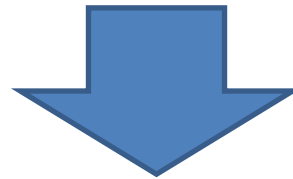


- **control models:** individuals seek to maintain meanings and ‘they adjust their attitudes to match their behavior’ (Kroska and Elman 2009, 379)

What happened in the case of **unemployment?**

Unemployment

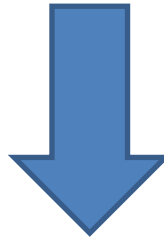
- ‘the state of being not currently employed, but seeking employment’ (Gough, Killewald, 2011, 1085)



- Unemployed person:
 - positive attitude towards labor market
 - considers employment as an appropriated behavior

Unemployment

- A situation that might challenge gender roles and gender identities



Doing gender?

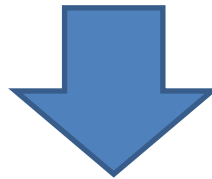
(West, Zimmerman, 1987)

Doing gender

- Creating not natural differences between men and women and using them to reinforce the ‚essentialness‘ of gender (West, Zimmerman, 1987, 137)

Doing gender

- Behaving according to expectation of gender roles division no matter context



- Shapes attitudes towards gender roles by a **control mechanism**

Unemployment

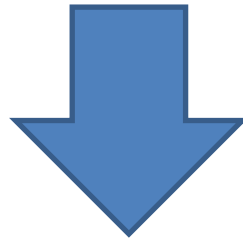
Generally:

- affects individuals' and family's well-being
- **crisis of identity** within individual and couple (Sen, 1997)

Solution for identity crisis

- **Women** emphasize the traditional gender role (mother, sister, daughter)
- **Men** emphasize the breadwinner role (actively looking for employment, refusal of housework, aggressivity)
- **Couple** stresses the traditional gender roles

- Doing gender occurs in interaction



The reaction is a common process of shaping and reshaping gender identity within the couple.

What happens with the attitudes when one or both partners are unemployed?

- woman is unemployed and man is employed – traditional division of roles - traditional attitudes towards gender roles
- both women and men are unemployed - identity reaction - traditional attitudes towards gender roles

What happens with the attitudes when one or both partners are unemployed?



- women employed and men unemployed - ‘deviant identities’ - more equalitarian attitudes?

NO, both partners will strengthen their gender identity - more traditional attitudes towards gender roles

Social inequality and attitudes towards gender roles



Increasing in social inequality – more traditional attitudes towards gender role

Why?

- Lower wages for women
- Lower occupational status



- Reduced bargaining power in the family for women

Hypotheses (I)

(H1) In case of people of active age and living in couple, attitudes towards gender roles are shaped by the labor market position of both partners.

(H1.1) Attitudes towards gender roles are more equalitarian in dual earners couples.

(H1.2) Attitudes towards gender roles are less equalitarian in dual unemployed couples and do not differ from the ones in male breadwinner – female unemployed couples.

(H1.3) Attitudes towards gender roles are less equalitarian when female partner is employed and male partner is unemployed.

Hypotheses (II)

(H2) In societies with higher level of social inequality, attitudes towards gender roles are less equalitarian when female partner is employed and male partner is unemployed.

Data and method

- EVS 2008, 45 countries
- Active age individuals (<65)
- People living in couples
- Split men and women
- Multilevel Poisson Regression

Dependent variable

Counting score based on :

- 1. Both the husband and wife should contribute to household income;*
- 2. In general, fathers are as well suited to look after their children as mothers;*
- 3. Men should take as much responsibility as women for the home and children.*

Independent variables

Individual

- **Dual earner couples**
- **Both partners are unemployed**
- **Female partner is employed and the male one is unemployed**
- **Male breadwinner – female unemployed (reference category)**

- Belonging to Muslim denomination
- Birth year
- Education (age when education was completed)
- Household income
-

Contextual

- the percentage of women labor force participation
- GDP 2008
- the income equality (GINI)
- democracy index

Results

Men	Model 1	Model 2
Intercept	0.275	0.271
<i>Contextual-level variables:</i>		
Women labor force participation	0.001	0.001
GDP2008*10000	0.007 *	0.007 *
GINI	-0.024 ***	-0.024 ***
Democracy Index	0.071 **	0.071 **
<i>Individual-level variables</i>		
Woman employed – man employed	0.117 ***	0.116 ***
Woman unemployed – man unemployed	0.123	0.124
Women employed – man unemployed	0.126	-0.050
Year of birth*1000	0.002	0.002
Education	0.008 ***	0.008 ***
Household income	-0.018	-0.018
Muslim denomination	0.062	0.062
<i>Cross-level interaction</i>		
Woman employed - man unemployed * Gini		0.005
-2 Log Likelihood*10 ⁻⁴	-121.2	-121.2
N - level 1	7929	7929
N – level 2	45	45

*p<0.10; **p<0.05; ***p<0.01 (two-tailed test)

Women	Model 1		Model 2	
Intercept	0.962		1.344	
<i>Contextual-level variables:</i>				
Women labor force participation	-0.006		-0.006	
GDP2008*10000	0.006	**	0.006	**
GINI	-0.031	***	-0.032	***
Democracy Index	0.057	*	0.053	*
<i>Individual-level variables</i>				
Woman employed – man employed	0.110	***	0.109	***
Woman unemployed – man unemployed	-0.018		-0.013	
Women employed – man unemployed	0.131	**	-0.671	*
Year of birth*1000	0.029		0.030	
Education	0.005	***	0.005	***
Household income	-0.025	*	-0.025	*
Muslim denomination	0.004		0.005	
<i>Cross-level interaction</i>				
Woman employed - man unemployed *			0.023	**
Gini				
-2 Log Likelihood*10 ⁻⁴	-151.3		-151.3	
N - level 1	10355		10355	
N – level 2	45		45	

*p<0.10; **p<0.05; ***p<0.01 (two-tailed test)

Conclusions

- Doing gender exist and shapes attitude towards gender equality
- Women are more inclined to ‘do gender’
- Female employment does not unconditionally lead to more equalitarian gender roles

Thank you!