Explaining Gender Discrimination of Youth in Labour Markets Across the Globe: Insights from the World Value Survey

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Discrimination on the LM

1. Access to the resources
2. Access to the positions on the Labor market
   - *employment status (hired or not)*
   - *permanent VS temporary job (safe or not)*
   - *position in the hierarchy (career development)*

   - *reward (relatively high income)*

Gender discrimination on the LM

- On the average men achieve ***higher wages***, ***better positions and more prestige*** → ***substantial statistical discrimination*** *(*Grusky and Levanov 2008)
- Concentration of females in part-time jobs (Boeri, Boca, Pissarides 2005)
    - *Institutional and economic factors explain the level of women engagement into the labour market (Uunk 2005, Rosenfeld & Kalleberg 1991)*

Gender inequality ***in employment: the case of OECD countries 2012 (1)***

- Female employment participation increased
  - mothers + women with low levels of educational attainment → least likely to be in paid work
- Gender gaps in labour force participation have narrowed
  - South Asia, Middle East and North Africa gender gaps remain considerable

Gender inequality ***in employment: the case of OECD countries 2012 (1)***

- In general, women tend to be over-represented as contributing family workers and under-represented as employers

  – Female employment is concentrated in a limited number of occupations
  – Women are underrepresented at senior job levels
  – Women receive a lower wage than men

Youth discrimination on the LM

- Youth demonstrates extensive *job-shopping and job-hopping behavior (Gangl 2003)*
- Young employees are more possible to be entrapped in *unsatisfactory initial job matches* (Osterman 1995)
- ***Individual-level characteristics*** matters a lot when a person enters labour market (Manning & Swaffield 2008)

Youth ***in employment: the case of OECD countries 2015 (1)***

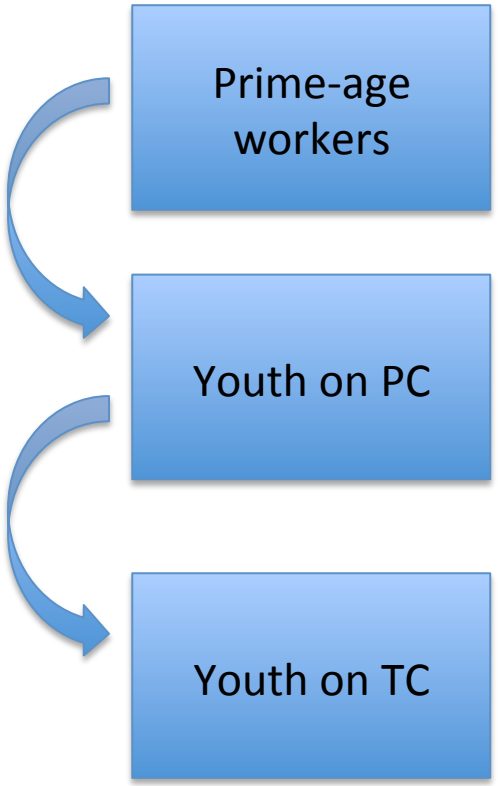
- 15% of youth aged 16-29 were NEET in OECD countries, 7% - unemployed, 8% - inactive, in 2013 *(more that in 2008)*

← low skills /motivation

- Youth are two times more exposed to the risk of unemployment that prime-age workers

Youth ***in employment: the case of OECD countries 2015 (2)***

- The majority of youth → do find jobs (!)
- Many employed youth are in the precarious jobs and do not use their skills efficiently
  - One in four young people who are employed has a temporary contract → less than a half have a transition to full-time permanent contracts
  - YP use their skills less than prime-age workers, even in similar occupations



The question of the research

women discrimination on the labour market

+

youth discrimination on the labour market

= **?**

What is the LM position of young females compared to the LM position of young males ?

Hypotheses

- In young ages women are more likely to have the same labour market positions with man

  (Escriche etc. 2004)

- Young women and young men have relatively equal job positions on the labour market (in terms of contract)

  (Manning and Swaffield 2008)

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Hypotheses

- *Young women and young men*
  ***do not have** equal job positions on the LM*
  - *contract specifications (full-time or part-time employment)*
  - *position in hierarchy (being a supervisor over sb or not)*

- ***Being married** and **having children** influence the labor market position of a young woman in a negative way.*
- ***Having highest level of education** influence the labor market position of a young woman in a positive way.*

Targeted data base

- WVS (Wave 6) 2010-2014
- 57 countries

High-skilled youth

→ education higher than the secondary school

- 18-29 age group

*(16-18 were excluded automatically)

N=7469

Descriptive analysis

39% of youth work full-time:

58% of young males > 42% of young females

30% of youth are supervisors:

60% of young males > 40% of young females

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30% of youth are supervisors:

60% of young males > 40% of young females

→

Multi-level regression modeling

Variables for Models

Dependent variables:

1. *status on the labour market* (full-time = 1, part-time= 0);
2. *supervision of somebody* (supervising = 1, not supervising anybody = 0).

Independent variable:

- Gender (1= female, 0= male).

Control variables:

- Level of education (1 = have highest level of education (diploma), 0 = do not have highest level of education (no diploma))
- Relationship type (1 = married or living as married with a spouse, 0 = do not have a spouse)
- Having children or not (1= have children, 0= do not have children)
- Etc.

Grouping variable

- Country

2nd level predictor:

- GDP

Method: logistic regression analysis

- ***Model 1:***
  mod2 <- glmer (emplstatusFull ~ (1| country), family = binomial)

  ICC for model 1 = 11,18%

- ***Model 2:***
  mod1 <- glmer (supervisorYes ~ (1| country), family = binomial)

  ICC for model 2 = 10,46%

The likelihood to be employed full-time across the countries

	Dependent variable:								
	emplstatusFull								
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
genderFemale	-0.333***	-0.370***	-0.381***	-0.366***	-0.325***	-0.333***	-0.337***	-0.203***	-0.209***
	(0.058)	(0.058)	(0.058)	(0.059)	(0.059)	(0.061)	(0.071)	(0.075)	(0.073)
educHighest		0.425***	0.411***	0.401***	0.223***	0.204***	0.196*	0.206***	0.201***
		(0.069)	(0.069)	(0.069)	(0.071)	(0.073)	(0.101)	(0.073)	(0.073)
marriedYes			0.301***	0.425***	0.288***	0.301***	0.301***	0.490***	0.284***
			(0.061)	(0.077)	(0.079)	(0.081)	(0.081)	(0.104)	(0.081)
childrenYes				-0.217***	-0.391***	-0.364***	-0.364***	-0.377***	-0.156
				(0.080)	(0.083)	(0.085)	(0.085)	(0.086)	(0.110)
age					0.123***	0.124***	0.124***	0.124***	0.125***
					(0.011)	(0.011)	(0.011)	(0.011)	(0.011)
log(GDP)						0.083	0.083	0.083	0.082
						(0.054)	(0.054)	(0.054)	(0.055)
genderFemale:educHighest							0.015		
							(0.136)		
genderFemale:marriedYes								-0.373***	
								(0.126)	
genderFemale:childrenYes									-0.400***
									(0.131)
Constant	1.332***	1.229***	1.128***	1.142***	-1.750***	-2.770***	-2.768***	-2.819***	-2.822***
	(0.097)	(0.099)	(0.102)	(0.101)	(0.266)	(0.723)	(0.722)	(0.723)	(0.724)
Observations	7,471	7,471	7,471	7,471	7,471	7,054	7,054	7,054	7,054
Log Likelihood	-3,898.082	-3,878.401	-3,866.211	-3,862.574	-3,793.850	-3,572.127	-3,572.121	-3,567.748	-3,567.436
Akaike Inf. Crit.	7,802.164	7,764.801	7,742.423	7,737.149	7,601.701	7,160.255	7,162.242	7,153.496	7,152.872
Bayesian Inf. Crit.	7,822.920	7,792.476	7,777.016	7,778.661	7,650.132	7,215.146	7,223.994	7,215.248	7,214.624
Note:									*p<0.1; **p<0.05; ***p<0.01

The likelihood to be employed as a supervisor across the countries

	Dependent variable:								
	supervisorYes								
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
genderFemale	-0.216***	-0.264***	-0.278***	-0.278***	-0.257***	-0.268***	-0.248***	-0.196***	-0.204***
	(0.054)	(0.054)	(0.055)	(0.055)	(0.055)	(0.057)	(0.069)	(0.074)	(0.069)
educHighest		0.508***	0.494***	0.494***	0.414***	0.439***	0.465***	0.439***	0.438***
		(0.060)	(0.061)	(0.061)	(0.062)	(0.064)	(0.083)	(0.064)	(0.064)
marriedYes			0.410***	0.416***	0.350***	0.343***	0.344***	0.417***	0.337***
			(0.056)	(0.069)	(0.070)	(0.071)	(0.071)	(0.086)	(0.071)
childrenYes				-0.011	-0.084	-0.049	-0.050	-0.052	0.038
				(0.074)	(0.075)	(0.077)	(0.077)	(0.077)	(0.093)
age					0.058***	0.060***	0.060***	0.060***	0.060***
					(0.010)	(0.010)	(0.010)	(0.010)	(0.010)
log(GDP)						-0.010	-0.011	-0.011	-0.011
						(0.054)	(0.054)	(0.054)	(0.054)
genderFemale:educHighest							-0.060		
							(0.119)		
genderFemale:marriedYes								-0.171	
								(0.113)	
genderFemale:childrenYes									-0.194
									(0.119)
Constant	-0.767***	-0.906***	-1.059***	-1.058***	-2.441***	-2.375***	-2.383***	-2.397***	-2.398***
	(0.090)	(0.093)	(0.096)	(0.096)	(0.258)	(0.713)	(0.714)	(0.714)	(0.714)
Observations	7,469	7,469	7,469	7,469	7,469	7,052	7,052	7,052	7,052
Log Likelihood	-4,390.050	-4,354.798	-4,327.729	-4,327.718	-4,310.653	-4,052.650	-4,052.525	-4,051.511	-4,051.337
Akaike Inf. Crit.	8,786.100	8,717.596	8,665.458	8,667.435	8,635.306	8,121.300	8,123.049	8,121.021	8,120.674
Bayesian Inf. Crit.	8,806.856	8,745.270	8,700.050	8,708.947	8,683.736	8,176.188	8,184.799	8,182.771	8,182.423
Note:									*p<0.1; **p<0.05; ***p<0.01

Conclusions

- Young women are less likely to be employed full-time and to be a supervisor
  → ***the discrimination of young females on the LM exists!*** *(contrary to the literature)*

- Both being married and having children for a young women seem to be a hurdle to be employed full-time // but does not have significant effect on supervising status
  → *so what does?*

Where is SWB?

Next steps

Listen for the comments and suggestions

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And work further …

Thank you for the attention!

This report was presented at the 5th LCSR Summer School “Introduction to Factorial Design and Data Visualization with R”.

July 25 – August 3, 2015 – Higher School of Economics, Voronovo, Moscow region.

http://lcsr.hse.ru/en/summer2015

Настоящий доклад был представлен на V международной летней школе ЛССИ «Введение в факториальный дизайн исследования и визуализация данных с помощью R».

25 июля – 3 августа 2015 года – НИУ ВШЭ, Вороново, Московская область.

http://lcsr.hse.ru/summer2015