

***Gender Differences of Youth employment in Labour
Market across the Globe:
Insights from the World Value Survey***

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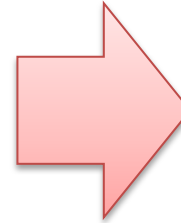
Is there a problem?

Girls outperform
boys in school

(Voyers 2014:
meta-analysis)



Girls have
good
grades in
the
university



**What happen
with girls when
they enter the
labour market?**

The Research goal

- The goal is to reveal whether **young males** and **young females** have **different or similar positions on the labour market** (in terms of working hours and position in the hierarchy) in different countries across the world
- + understand major factors influencing gender differences in youth`s employment.

Inequality in the labour market

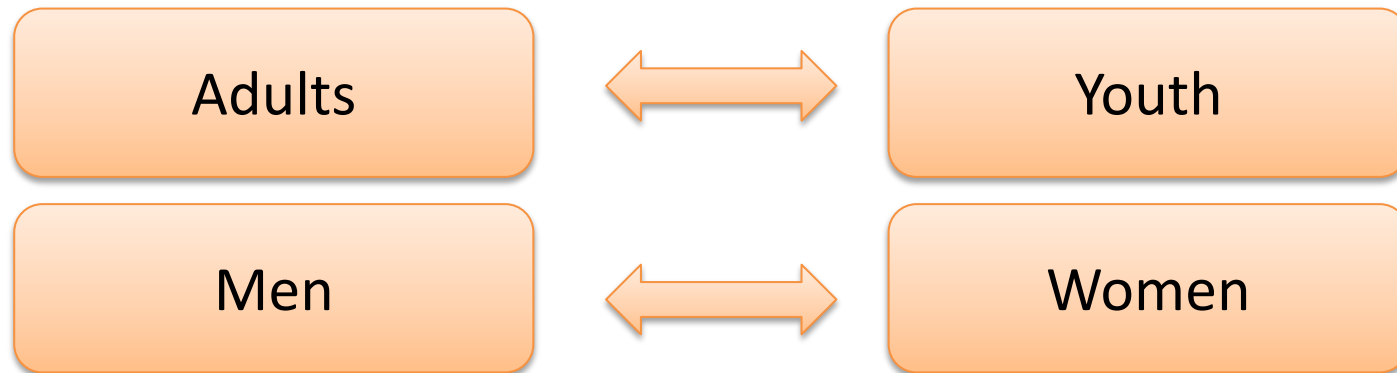
- **Inequality in the labour market:** access to the resources and positions on the labour market
 1. employment status (hired or not)
 2. working hours (full-time, part-time)
 3. position in the hierarchy (supervisor, non-supervisor)
 4. terms of working contract (permanent, temporary)
 5. rewards (relatively high income)

One group

Another group

Differences in labour market positions

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 1. **employment status (hired or not)**
 2. **working hours (full-time, part-time)**
 3. **position in the hierarchy (supervisor, non-supervisor)**
 4. **terms of working contract (permanent, temporary)**
 5. **rewards (relatively high income)**



What do the reports tell us?(1)

- The majority of youth → do find jobs (!)
- **Young employees** are two times more exposed to the risk of unemployment than *prime-age workers*
- The global **youth** unemployment rate increased 11,6% (2007) → 12,9% (2012) → 13,1% (2013) (ILO 2014:23)
- 30% of **youth** → entrapped on the spells of unemployment or short-term contracts in 2012 (OECD 2012:77).
- Many employed **youth** are in the precarious jobs and do not use their skills efficiently (OECD 2015)
- **Young employees** use their skills less than *prime-age workers*, even in similar occupations (OECD 2015)

What do the reports tell us? (2)

- **Female** employment participation increased (!)
 - mothers + women with low levels of educational → 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
- Unemployed **females** (6,4%) > unemployed males (5,8%) (ILO: 2013)
 - In East Asia, Central and South-Eastern (non-EU) and CIS countries the trend is opposite
- **Women** tend to be over-represented as contributing family workers and under-represented as employers

Literature on gender discrimination (1)

- 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)*

Literature on youth discrimination (2)

- 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)

Literature on gender discrimination of youth (3)

- 16 OECD countries*: women in young ages are likely to have the same earnings as young males have (OECD 2012):
 - up to the age of 29 years old the gender pay gap does not exceed 15% and is around 9%.
But in length of time woman`s position on labour market becomes less stable ← marriage, periods of childbearing, personal desire to work part-time (Watson and Fothergill 1993) and reconcile employment with family duties (Hakim 1995).

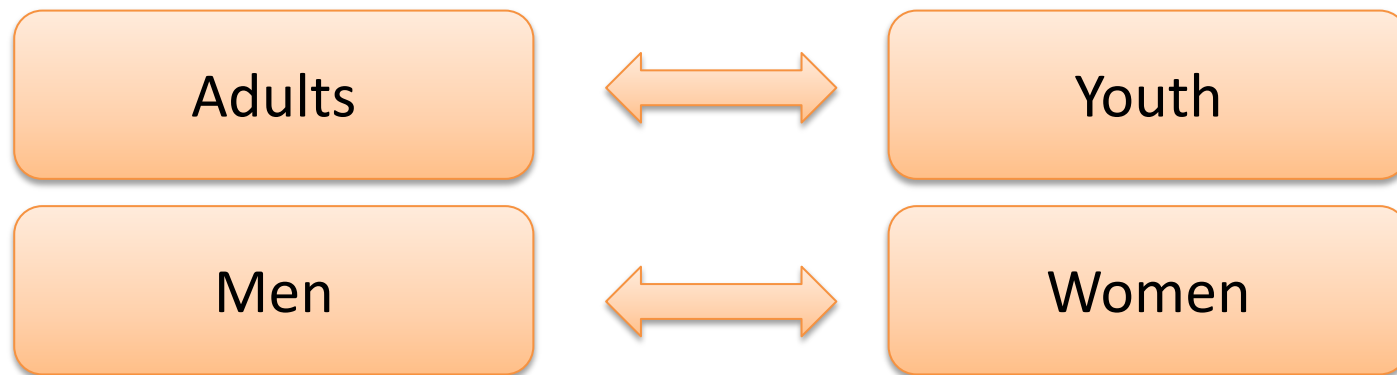
* 16 OECD countries: *New Zealand, Ireland, Germany, Norway, UK, Belgium, Denmark, US, Korea, Australia, Czech Republic, Slovak Republic, Japan, Canada, Finland, Austria.*

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

(Manning and Swaffield, 2008)

Not discrimination but differences

1. *earnings (relatively high income)*
2. *terms of working contract (permanent, temporary)*
3. **employment status (hired or not)**
4. **working hours (full-time, part-time)**
5. **position in the hierarchy (supervisor, non-supervisor)**



Theoretical framework

Gender Differences in Youth employment

employed

young men VS young women

1. working hours (full-time, part-time)
2. position in the hierarchy (supervisor, non-supervisor)

Sex segregation theory

(initially different tastes and behavior patterns)

Structural theory

(institutional and economic factors, social policies, legislation)

Cultural theory

(historical perspective: values and norms)

Theory of post-materialism

(transition of younger generations to egalitarian values and norms)

Hypotheses (1)

- H1) There is a significant difference in the structure of gender employment among young (16-29) and adult (30-64) generations
(Alesina etc. 2010).
- H2) Young women and young men do have similar job positions on the labour market in terms of working hours (full-time or part-time employment) and position in hierarchy (being a supervisor over somebody or not)
(Manning and Swaffield 2008, OECD 2012).
- H3) As for the geographical perspective, it is expected that young women and young men do have equal job positions on the labour market (in terms of working hours and position in the hierarchy):
 - in the countries where gender equality is proclaimed: developed Western countries;
 - in the countries where gender equality was historical rooted: post-soviet countries;
 - in the countries experienced rapid economic growth: Asian countries.

Hypotheses (2)

- H4) The differences in young women` and men` positions are determined by individual and macro-level factors:
 - being married and having children for young women increases the likelihood to be employed part-time and not to be a supervisor;
 - the more gender equality is promoted in the country (gender equality policies and spread of emancipative values) the more the likelihood for a young women to be employed full-time and to be a supervisor (*Inglehart 1997, Welzel 2013*).

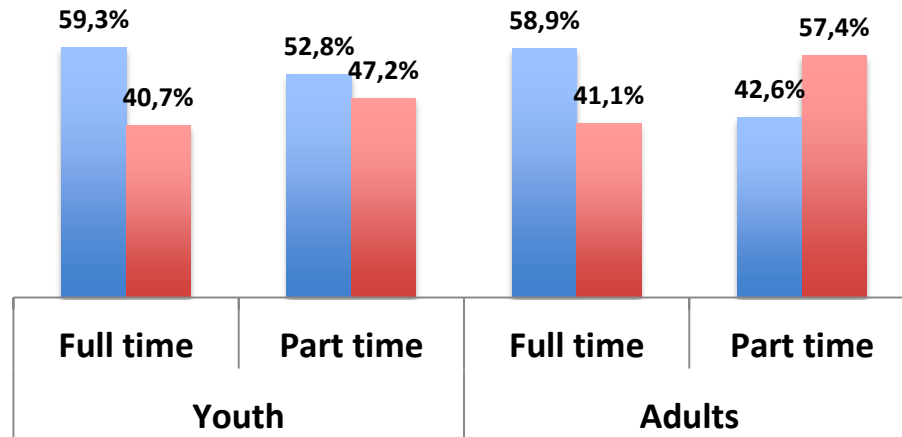
Data and methodology

- WVS (Wave 6) 2010-2014
- 60 countries
- Age groups: youth (16-29 y.o.) and adults (30-64 y.o.)
- Number of respondents: 10,407 young r. and 25,710 adult r.

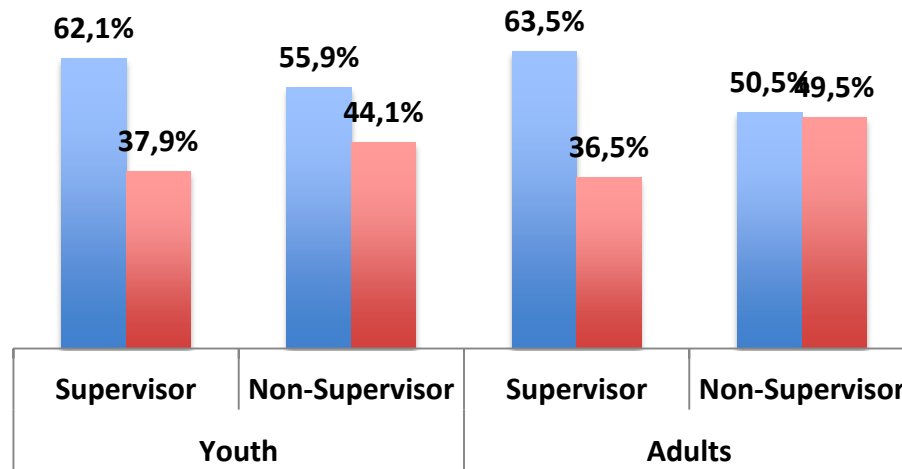
1st, 2nd, 3rd hyp-s: Descriptive statistics and Chi-Square tests by countries

4th hyp: Multi-level regression analysis

The proportions of males and females in two age-groups engaged in labour market (world sample)



Hyp. 1



■ Male ■ Female

What is next?

- 1) We know that on the world sample the percent of males employed full-time is higher...
- 2) We know that on the world sample the percent of males employed as a supervisor is significantly higher...

→ BUT is it so for all the countries from the sample?

Gender differences in labour market positions in the countries around the world (1)

1. Descriptive statistics (exploration of the proportions of males and females employed on more prosperous labour market positions)
 - *Who tend to be employed full-time to a greater extend in each country? Men or women?*
 - *Who tend to have a position of a supervisor to a greater extend in each country? Men or women?*

2. Chi-Square tests to test the hypothesis of gender equality (comparing observed and expected values)

	Y_1	Y_2	ΣX
X_1	\bar{m}_{11}	\bar{m}_{12}	$\sum_{i=1}^{i=1} \sum_{j=1}^{j=2} m_{ij}$
X_2	\bar{m}_{21}	\bar{m}_{22}	$\sum_{i=2}^{i=2} \sum_{j=1}^{j=2} m_{ij}$
ΣY	$\sum_{i=1}^{i=2} \sum_{j=1}^{j=1} m_{ij}$	$\sum_{i=1}^{i=2} \sum_{j=2}^{j=2} m_{ij}$	$\sum_{i=1}^{i=2} \sum_{j=1}^{j=2} m_{ij}$

Result 1. Gender *inequality*

Not surprising results:

- countries where women are underrepresented in the major socio-economic spheres including labour market, such as *Algeria, Qatar, Nigeria, Pakistan, Egypt, Yemen, Turkey etc.*
- in countries with prevalence of traditional social and economic norms such as *Azerbaijan, India, Ecuador, Columbia, Mexico etc.*

Result 2. Gender *inequality*

Hyp. 3.1,
Hyp. 3.3

Surprising results:

- **5 developed countries where gender equality is proclaimed** (United States, Sweden, Germany, *Netherlands* and Australia).
- in countries which experienced the period of incredible economic growth, so-called “Asian miracle” (South Korea, Japan, Hong-Kong, Taiwan, China, Singapore).

Result 3. Gender equality and even...

Hyp. 3.2.

Expected but still interesting:

- 1. Equal positions of males and females in terms of working hours:**
 - Belarus, Russia, Poland, Georgia, Kazakhstan
 - Romania, Slovenia, Brazil, Thailand, Ghana, Rwanda
- 2. Equal positions of males and females in terms of position in the hierarchy**
 - Estonia, Russia, Belarus, Kazakhstan, Kyrgyzstan,
 - Slovenia, Malaysia

Result 3. Gender equality and even...

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- 2. Equal positions of males and females in terms of position in the hierarchy**
 - Estonia, Russia, Belarus, Kazakhstan, Kyrgyzstan,
 - Slovenia, Malaysia
- 3. Significantly more females employed full-time:** Estonia, Ukraine
- 4. Significantly more females employed as supervisor:** Ukraine, New Zealand

Conclusion

**THERE ARE
Gender Differences in Youth
employment positions**

1. in terms of working hours (full-time, part-time)
2. in terms of position in the hierarchy (supervisor, non-supervisor)

**in the countries around the
world**

Sex segregation theory
(initially different tastes and behavior patterns)

Structural theory
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Cultural theory
(historical perspective: values and norms)

Theory of post-materialism
(transition of younger generations to egalitarian values and norms)

Thank you for the attention!

I am glad to hear your comments and
suggestions,
and even strong criticism.

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<http://lcsr.hse.ru/en/conf2015>