



Economic  
and Social  
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# Configurations of Gender Inequality and Segregation in Employment Across Welfare Regimes

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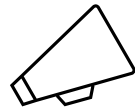




# Gender and welfare states

Esping-Andersen organised countries into Conservative, Liberal, or Nordic welfare regimes by how 'decommodifying' they were.

But 'decommodification' underplays the emancipatory potential of paid employment, i.e. becoming 'commodified', for women:



'Voice' in and 'exit' from relationships

Access to social rights



Self-realisation and social status

Gender-sensitive welfare regime typologies are often based on how far welfare state institutions support women's employment participation.



# Gendered welfare regimes: institutional typologies

Nordic                      Dual-breadwinner model

Liberal                      Market-based approach to dual-breadwinning

Conservative              One-and-a-half male-breadwinner model

- France & Belgium: 'choice' model (Misra et al., 2007)
- Mediterranean states: implicit familialism

Eastern  
European                      Re-traditionalisation (?)



## Gendered trade-offs?

Some studies suggest a **welfare state paradox** by looking at other gendered employment outcomes besides labour force participation rates (Mandel & Semyonov, 2006; Mandel, 2011; Pettit & Hook, 2009).

	SEGREGATION	PAY GAPS
Nordic	High	Larger for highly educated, smaller at lower levels
Liberal	Low	Smaller for highly educated, larger at lower levels
Conservative	Moderate to high	Smaller for highly educated
Eastern European	?	?

However:

- Many key findings from this literature are based on **outdated data** from the 1990s;
- Recent studies find **no** such evidence (Korpi et al., 2013; Brady et al., 2020).



# Contribution

To move this debate forward we need more research that considers multiple labor market outcomes, which is at the crux of the welfare state paradox or tradeoff arguments. To resolve this debate, studies should engage both employment and other labor market outcomes, including intensity, segregation, and wages.

Hook and Li (2020)

This research organises 24 countries into clusters based on their **simultaneous** performance across **multiple, potentially conflicting** gendered employment **outcomes**.

## Key questions:

1. Do gendered welfare state institutions matter for understanding the nature and extent of women's paid work across countries?
2. Is gender equality in employment necessarily an internally inconsistent phenomenon?



# Method

**Method:** hierarchical cluster analysis of 24 advanced economies.

	<b>Variables</b>
Gender participation gaps	a. Labour force participation, ratio of women to men b. Part-time employment, ratio of women to men
Vertical segregation	c. Managerial representation, ratio of women to men d. Women on boards, %
Horizontal segregation	e. Public-sector employment, ratio of women to men f. Employment in services, ratio of women to men
Gender pay gaps	g. Gender pay gap: medium educated, % h. Gender pay gap: highly educated, %



# Variable selection

1. Conceptually relevant and parsimonious.
2. No multicollinearity (Cho, 2017).

	a.	b.	c.	d.	e.	f.	g.	h.
a. Labour force participation		-0.36	-0.17	0.28	0.46*	-0.35	0.09	0.38
b. Part-time employment			-0.28	0.15	-0.48*	-0.16	-0.40	-0.24
c. Managerial representation				-0.21	0.00	0.27	0.18	0.03
d. Women on boards					0.06	-0.50*	-0.18	-0.28
e. Public-sector employment						0.19	0.16	0.05
f. Employment in services							0.06	0.36
g. Gender pay gap: medium educated								0.28
h. Gender pay gap: highly educated								

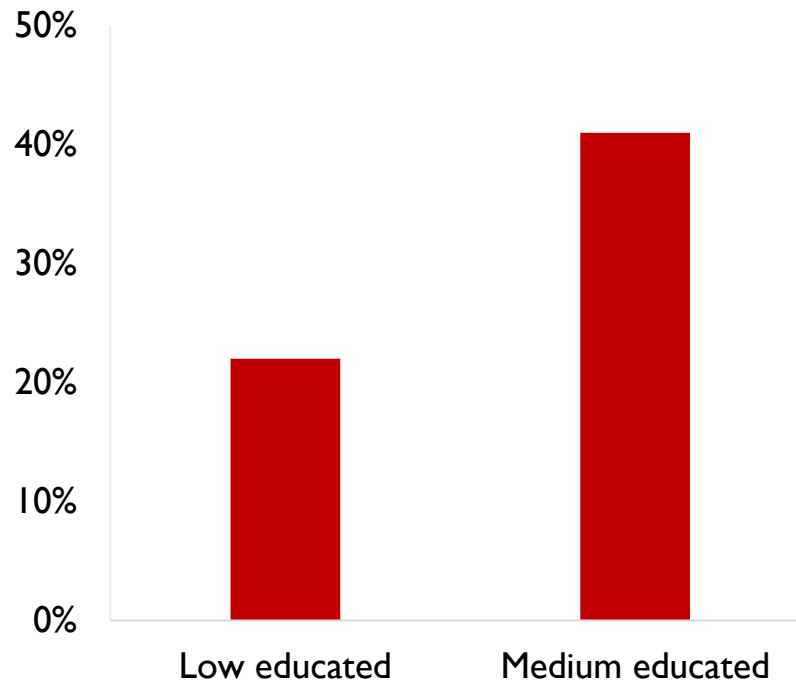
\* $p < .050$ ; \*\*  $p < .010$ ; \*\*\*  $p < .001$ .

Sources: own calculations using various OECD and ILO databases and the ISSP Work Orientation module.



## Further notes on variables

Percentage of women in the population  
by education level, average for OECD  
countries



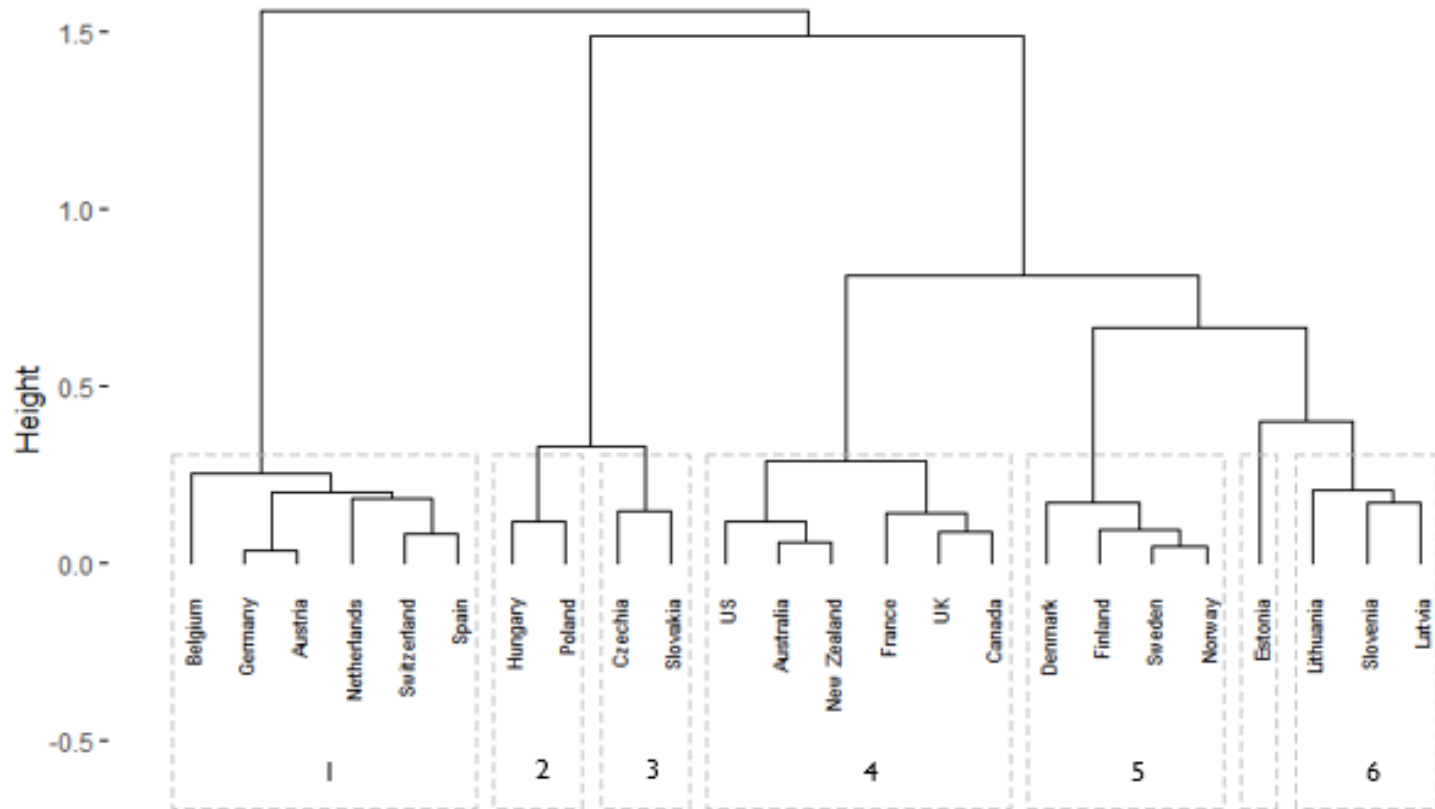
Gender gap gaps for  
lower-educated and  
medium-educated  
are correlated:  
 $R= 0.84, p < .001$

Source: OECD, 2019.





# Results: the outcome-based typology



Sources: own calculations using various OECD and ILO databases and the ISSP Work Orientation module.



# Robustness check: Analysis of Variance (ANOVA) tests

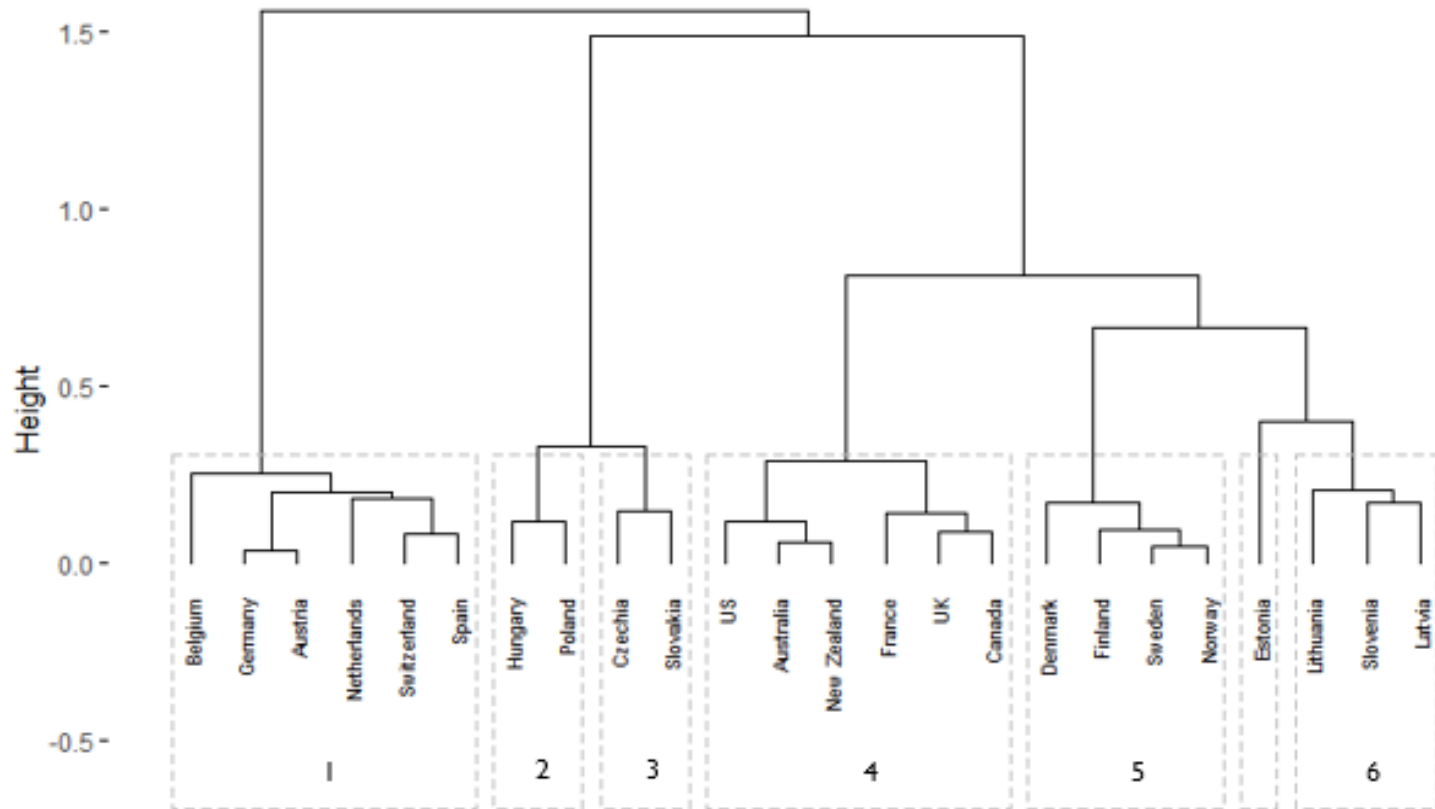
Clustering variable	ANOVA F-test
a. Labour force participation	13.12***
b. Part-time employment	8.96***
c. Managerial representation	4.46**
d. Women on boards	4.47**
e. Public-sector employment	6.89**
f. Employment in services	8.38***
g. Gender pay gap: medium educated	4.69**
h. Gender pay gap: highly educated	4.21**

\* $p < .050$ ; \*\*  $p < .010$ ; \*\*\*  $p < .001$ .

Sources: own calculations using various OECD and ILO databases and the ISSP Work Orientation module.



# Results: the outcome-based typology



Sources: own calculations using various OECD and ILO databases and the ISSP Work Orientation module.



## Q1. Do outcomes match welfare regimes?

Yes – the three-fold typology of welfare regimes is replicated.

However:

1. France is in the Liberal rather than the Conservative cluster.

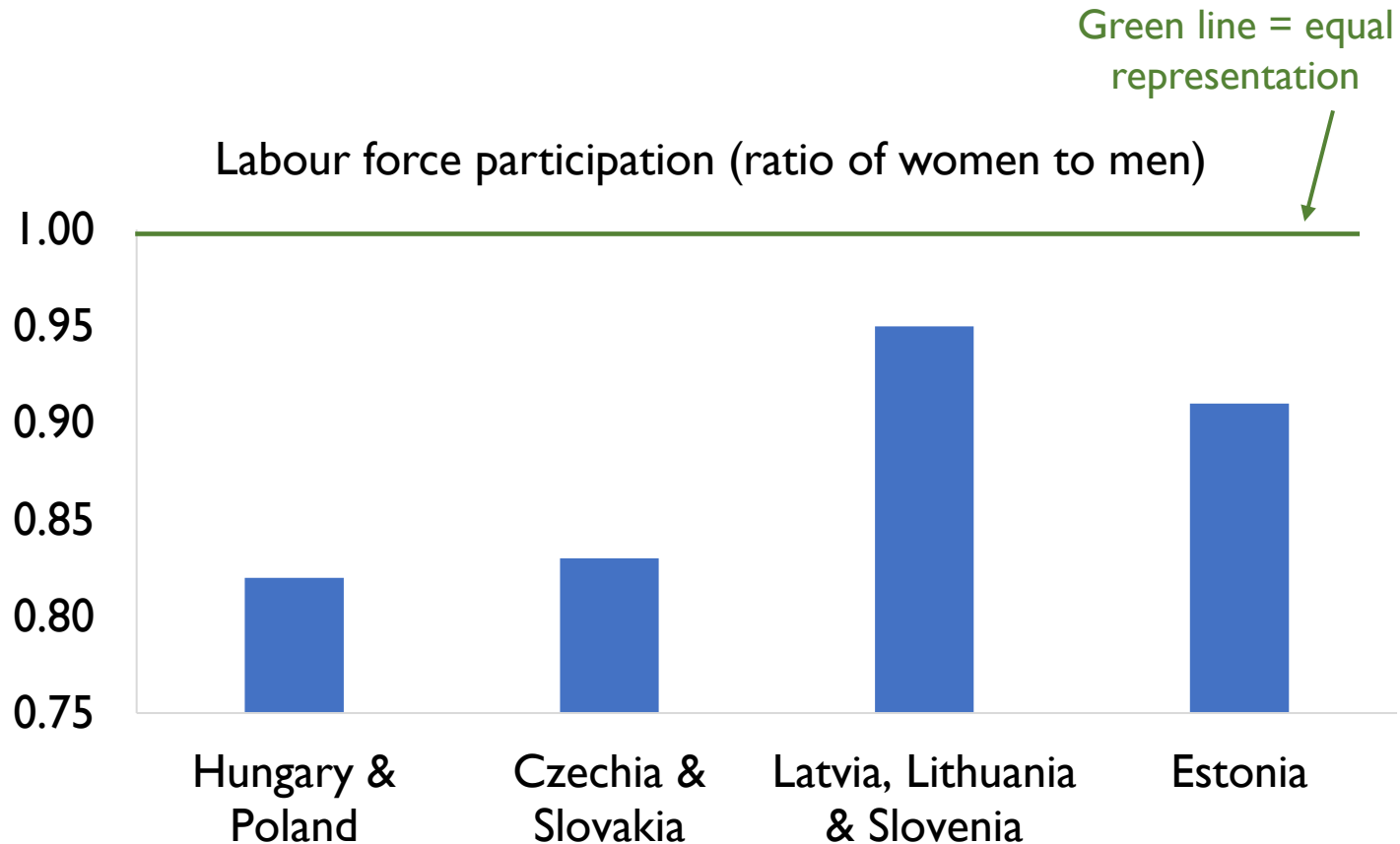
Gender pay gaps in France are 20% for the medium educated and 29% for the highly educated.

Alludes to importance of the **wage-bargaining system**.

2. Eastern European states do not sit within a single, homogeneous 'geographical grouping'.



# Diversity across Eastern Europe



Sources: own calculations using various OECD and ILO databases and the ISSP Work Orientation module.



# Diversity across Eastern Europe

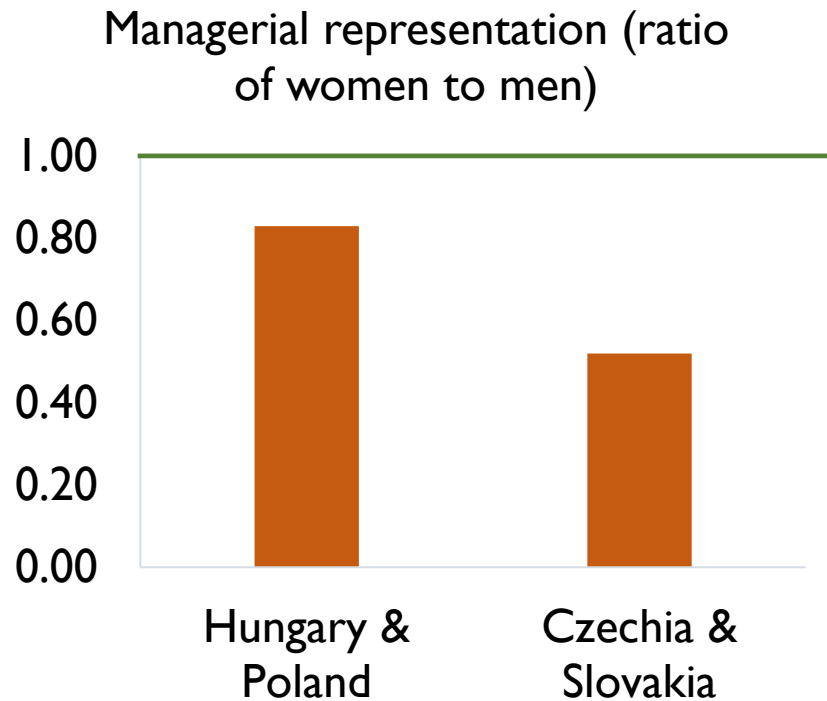
Gender pay gap: highly educated



Sources: own calculations using various OECD and ILO databases and the ISSP Work Orientation module.

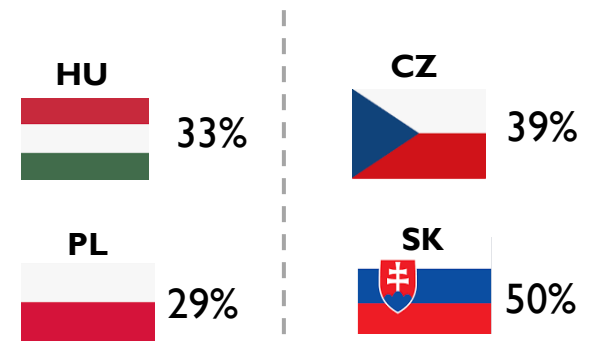


# Diversity across Eastern Europe



Sources: own calculations using various OECD and ILO databases and the ISSP Work Orientation module.

Share of people agreeing or strongly agreeing: 'Men make better political leaders than women.'



Sources: own calculations using EVS (2020).



## Q2. Is gender equality necessarily an inconsistent concept?

Patterns of gender inequality and segregation in employment based on the cluster analysis.

		Gender participation gaps		Vertical segregation		Horizontal segregation		Gender pay gaps	
		Total employment	Part-time	Managerial	Boards	Public sector	Services	Medium-educated	Highly educated
<i>Nordic</i>		Narrow	Narrow	High	Low	High	Moderate	Moderate	Moderate
<i>Conservative</i>		Moderate	Large	High	Moderate	Low	Moderate	Small	Small
<i>Liberal (plus France)</i>		Moderate	Moderate	Moderate	Low	Moderate	Low	Large	Moderate
<i>Eastern Europe</i>	Hungary and Poland	Large	Moderate	Low	High	Moderate	High	Small	Large
	Czechia and Slovakia	Large	Moderate	High	High	Moderate	High	Moderate	Large
	Latvia, Lithuania, and Slovenia	Narrow	Narrow	Low	High	Moderate	High	Moderate	Small
	Estonia	Moderate	Narrow	Moderate	High	High	High	Large	Large

Notes: Shading indicates which groups of countries are the best/worst performers based on their standardised values: □ Top performer/smallest gender gap □ Moderate performer (z-value = -0.5 to +0.5) ■ Bottom performer

Sources: own calculations using various OECD and ILO databases and the ISSP Work Orientation module.





# Takeaways

1. Countries with similar family policy designs resemble each other in their gendered employment outcomes – mostly.
  - France's large gender wage gaps put it in the Liberal regime;
  - Eastern European countries are not one single 'geographical grouping', highlighting the inadequacy of Western-centric theories of gender and employment.
2. Gender equality in employment is an internally inconsistent concept. However, the evidence here doesn't seem to provide enough support for the welfare-state-paradox argument.