Gender Differences in Labour Market Positions of Youth:

Cross-National Comparison and Time-Trends Analysis

Author: Anita Moiseeva,
MA CSR, NRU HSE

Socio-economic problem in the LM

- Capitalism
- Tertiary education
- Emancipation

- Shift in values, norms, and practices
- Improvement of women`s qualifications
- Change in working practices (similar career trajectories)

STRUCTURE VS AGENCY

- Social problem → generational replacement
- Economic problem → substitution of prime-age workers by young employees

The initial experience on the labour market strongly determines the future career paths

(e.g. Cuesta&Carcedo 2014, Lyonette et al 2010, Del Boca & Sauer 2009 etc.)

Questions left open...

- But what is the gendered structure of Youth Labour Market in different countries around the world?
- Have the structure really undergone any significant changes during the last few decades?

Goal of the research

- To reveal the differences or similarities in labour market positions of young employees from the gender perspective across countries and through time.
- The key indicators of differences or similarities in labour market positions:
  - Employment type
  - Workplace position

Structure of the MA thesis

- Theory
- Statistics
- Empirical findings
- Hypotheses
- Results
- Conclusion and discussion

(1) Theoretical approaches (Agency and Structure)

1) Sex segregation theory: different skills, tastes
→ opposite behavior patterns of men and women (Grusky & Levanov 2008).

VS

2) Gender theory: similar tastes
→ similar behavior patterns of men and women (Clark 2015)

3) Theory of post-materialism: transition of younger generations to egalitarian values and norms (Inglehart 1997, Welzel 2013).

4) Institutional theory: social policies, legislations form the gender structure of labour market (Scott 2004, Bonacich 1972)

AND

5) Cultural theory & historical perspective: cultural and historical background, values and norms form the gender structure of labour market:

→ **similarity** / **difference** in male and female workplace positions can be historically determined, institutionally supported and socially constructed

(2) Statistical evidence (Gender and Age)

- **Female** employment participation increased
  - women with low levels of educational and women having children → 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** are mainly concentrated in part-time jobs and low-waged positions (Boeri, Boca, Pissarides 2005)
- **Women** tend to be over-represented as contributing family workers and under-represented as employers

- The majority of **youth** → do find jobs

- 30% of **youth** → entrapped on the spells of unemployment or short-term contracts in 2012 (OECD 2012).
- The global **youth** unemployment rate increased
  11,6% (2007) → 12,9% (2012) → 13,1% (2013) (ILO 2014)

- 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)

- Poverty risk for youth is higher than for the whole population in most OECD countries.

(3) Empirical evidence (Gen Y on the LM)

- **Distinguishing features of Gen Y (cohort born bw 1980 & 2000):** pursuit of success, expectation of gender equity, employment in demanding roles, changed work values and career aspirations (Cennamo & Gardner 2008)

  - Young women turned to become achievers (Terjeson et al. 2007).
  - Young women seek for career rewards and success more than their mothers and grandmothers (Ng and Sears, 2010)
  - Young women have greater aspirations in terms of ones' career development than young men (OECD 2012, UNESCO 2010).

- ✓ Phenomenon of dual careers in the Gen Y: combination of 'alpha' and 'beta' careers for both men and women (Clarke 2015).
- ✓ Male and female careers are beginning to converge (Terjeson et al. 2007).

- In some developed countries women and men have relatively equal earnings up to the age of 29 (OECD 2012; Manning & Swaffield 2008).

Hypotheses

Historical trends:

1. Labour market positions of young women have become more **similar** to those of young men (in terms of employment types and workplace position) in all countries around the world during last three decades.

Current situation:

2. The probabilities (a) to be employed full-time and (b) to be a supervisor vary depending on the World region:
   a) Young women and men have **similar** positions on the LM (in terms of working hours and workplace positions) in three World Regions:
      - **Western countries** (Inglehart, Welzel, Alesina);
      - **Post-Soviet countries** (Lapidus);
      - **Asian Tigers countries** (Page, OECD report).
   b) Young women and men have **different** positions on the LM (in terms of working hours and workplace positions) in other World Regions.

3. Individual level characteristics of the employees have an effect on the working practices in three regions of interest.
   - Higher level of education and age increases, being married and having children decreases the probability for a young woman (a) to be employed full-time and (b) to be a supervisor (as compared to a young man).

Data and Methodology

- WVS repeated cross-sectional data
- 6 Waves (1981–1984, 1989–1993, 1994–1999, 1999–2004, 2005–2007 and 2010–2014)
- All Waves: N(c)= 100 countries (Super groups: 17 World Regions)
  - Wave 6: N(c)= 57 countries
- All Waves: N(r)= 37,051 respondents (Targeted group: 18-29 y.o.)
  - Wave 6: N(r)= 9,263 respondents

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

- H1) Descriptive analysis, graphical analysis, and Chi-Square tests (time-trends for each country*wave, all Waves, N=37,051)
- H2 and H3) Multi-level logistic regression analysis (cross-national comparison for 57 countries included in Wave 6, N=9,263)

General formula

$$Yij = \gamma 00 + \beta 0 * Xij + \beta 1 * X1ij + \beta 2 * X2ij + \beta 3 * X3ij + \beta 4 * X4ij + + (\gamma 01 + \gamma 11 * Zj + \eta 1j) * Xij + \varepsilon ij$$

- ***Dependent variables (dummy)***
  1. *Type of employment in terms of working hours* (1 – full-time, 0 – part-time)
  2. *Workplace position* (1 – supervisor , 0 – non-supervisor)
- ***Independent variables (dummy)***
  - Key independent variable: gender (1 – female, 0 – male)
  - Controls: having tertiary education, having partner, having children, age.
- ***Grouping variable***
  - Country (N=100)
- ***Second-level predictors:***
  - Region of the world (N=17)
  - Time or Waves (N=6)
- ***Data analysis procedures***
  - Multi-level logistic regression analysis

Results of time-trends analysis across countries (H1)

How gender structure of youth employment changed over time in separate countries?

❖ Ratio of men to women employed full-time

❖ **Employment type**

- 30 countries – trend towards **similarity**
- 30 countries – trend towards **difference**
- 9 countries – trend towards **replacement**
- 14 countries – no clear trend

❖ Ratio of men to women employed as a supervisor

❖ **Workplace positions**

- 20 countries – trend towards **similarity**
- 10 countries – trend towards **difference**
- 1 country – trend towards **replacement**

Results of cross-country analysis: focus on World Regions (H2)

Is there a situation of similarity in three World Regions of interest?

Logistic Regression model #1:

Probability to be employed full-time for a young women across countries (WVS, Wave 6)

- ICC = 12.3%
- Being a woman **decreases** the p(ft)
- **Western countries:**
  - Core and North EU (**sig negative**)
  - South EU, East EU, USA (insig negative)
  - Australia and New Zealand (insig positive)
- **Post-Soviet countries** (**sig negative**)
- **Asian Tigers countries** (insig positive)
  - China (insig positive)
  - Japan (insig positive)

Logistic Regression model #2:

Probability to be a supervisor for a young women across countries (WVS, Wave 6)

- ICC = 10,9%
- Being a woman **decreases** the p(s)
- **Western countries:**
  - Core EU (**sig negative**)
  - North EU, South EU, East EU, USA, Australia and NZ (insig positive)
- **Post-Soviet countries** (**sig positive**)
- **Asian Tigers countries** (insig negative)
  - China (insig negative)
  - Japan (insig negative)

Results of cross-country analysis: focus on World Regions (H3)

Do individual-level characteristics matter?

Logistic Regression model #1:

Probability to be employed full-time for a young women across countries (WVS, Wave 6)

- ICC = 12.3%
- Being a woman **decreases** the p(ft)

- **Western countries:**
  - Core and North EU (**sig negative**)
  - South EU, East EU, USA (insig negative)
  - Australia and New Zealand (insig positive)
- ✓ TERTIARY EDUCATION (+)
- ✓ MARITAL STATUS (-)

- **Post-Soviet countries** (**sig negative**)

- **Asian Tigers countries** (insig positive)
  - China (insig positive)
  - Japan (insig positive)

Logistic Regression model #2:

Probability to be a supervisor for a young women across countries (WVS, Wave 6)

- ICC = 10,9%
- Being a woman **decreases** the p(s)

- **Western countries:**
  - Core EU (**sig negative**)
  - North EU, South EU, East EU, USA, Australia and NZ (insig positive)

- **Post-Soviet countries** (**sig positive**)

- **Asian Tigers countries** (insig negative)
  - China (insig negative)
  - Japan (insig negative)

Conclusions

① There is no clear trend towards convergence of male and female working practices in the world.

② As for the three World Regions of interest:

a) In Western countries there is no tendency towards **similar** employment types and workplace positions for young men and women;

b) In Post-Soviet countries the hierarchical structure at the workplaces is **favourable** for young women but not for men;

c) In Asian countries there seems that young women tend to **replace** men at the workplaces and work full-time to a greater extend than young men do.

③ Individual characteristics such as marital status and tertiary education influence the likelihood to be employed full-time for a young women only in Western countries, but not in Post-Soviet and Asian countries.

Literature:

- 1) on the modern youth career trajectories (Sherer 2005; Eichhorst et al. 2014, etc.)
- 2) on gender equality on the labour market (Rosenfeld & Kalleberg 1991, Uunk et al. 2005, Gunderson 2006, Grusky & Levanov 2008, etc.).

Limitations of the research

A. World Value Survey is not commonly used for the analysis of labour market participation rates.
   - Labour market positions are self-reported.
   - Sample selection bias: employed youth.

B. Labour markets conditions in specific countries were not directly accounted for.

Avenues for future research

A. Inclusion of social, economic and political background of the countries and World Regions in the analysis.

B. More close observation of the factors influencing the motivation of young women and men to work full-time and be a supervisor:
   - internal and external factors
   - pull and push factors

C. Case studies of gendered structure of Youth Labour Market in separate countries and World Regions.

Thank you for the attention!