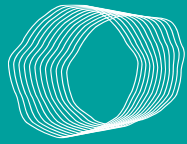




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# Research on Gender Equality Progresses and Challenges

Mari Teigen – Institute for social research, Oslo

Global Challenges – Nordic Experiences

# CORE – Centre for Research on Gender Equality under Institute for social research

- **Conduct research on gender equality** with particular emphasize on **working life and work & family balance**
- **Stimulate research** on gender equality
- **Establish meeting-points** for debates on issues of gender equality



# Who are CORE?

- Group of researcher located at the Institute for social research – mainly sociologists and economists
- Includes affiliated professors at University of Oslo
  - Anne Lise Ellingsæter (sociology); Hege Skjeie (political science); Cathrine Holst (sociology); and Karl Ove Moene (economy)
- CORE is funded by the Ministry of Culture, with responsibility for gender equality +

# CORE studies gender equality in the working life, and work-family balance



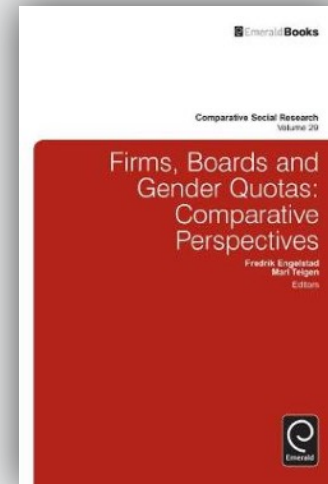
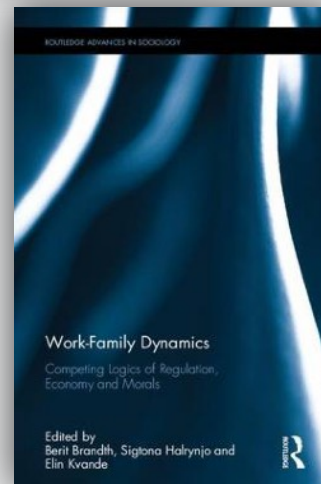
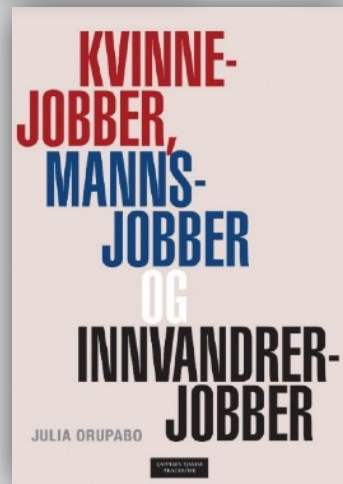
## Offshoots:

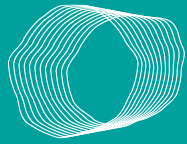
- NORDICORE – Gender balance in academia
- Several project financed by other contractors, such as:
  - Norwegian Research Council; Ministry of Culture; Ministry of Labour and Social Affairs; Ministry of Children and Family; The Norwegian Directorate for Children, Youth and Family Affairs; social partner organizations, etc.

# Policy Briefs



# BOOKS





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# The Nordic Gender Equality Model

# What “is” *the Nordic Model*?

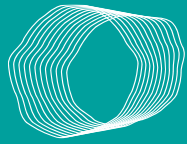
- A lack of consensus on the precise definition of the model (Kautto 2010).
  - An active state
  - A large public sector
  - Public responsibility for the social welfare of the citizens within a market economy
  - “Tri-partite” agreements: the state, employers and employee organizations

# Gender and the Nordic Gender Equality Model

- Helga Hernes: The Nordic countries embody a state-form that makes it possible to transform them into «truly woman-friendly societies» (Hernes 1987)
- Sylvia Walby: Groups the Nordic countries as more equal than others (Walby 2009)
- Ruth Lister: Nordic countries as nearly «nirvanas» of gender equality

# Woman-friendly societies

- State-feminism
  - A model for understanding change – political change as the result of an interplay between social actors / movements and political parties / governments

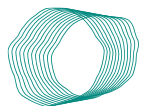


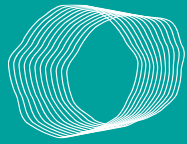
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# Innovative milestones

# Nordic policy «innovations»

- 1970s
  - Low threshold monitoring of equality legislation
- 1980s
  - Gender mainstreaming of public policies
- 1990s
  - Father's quota in the parental leave system
  - Bans on the purchase of sex
- 2000s
  - State-subsidized child-care institutions
  - Corporate board gender quotas





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# Family policies and practices in Norway

Ragni Hege Kitterød  
Institute for Social Research, Norway  
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November 2019

# Labour market and gender

- All adults expected to participate in the labour market
- High female labour force participation, few full time housewives
- Standard weekly work hours: 37.5 hours
- Women often work part-time (37 %)
- Gender segregation, horizontally
  - Women dominate in the public sector, in education, health and social work
  - Men dominate in the private sector, manufacturing and finance
- Gender segregation vertically
  - Women underrepresented in management positions
- A gender wage gap
- Compressed wage structure

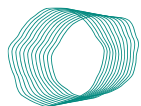
# Work-family policies

## Aims

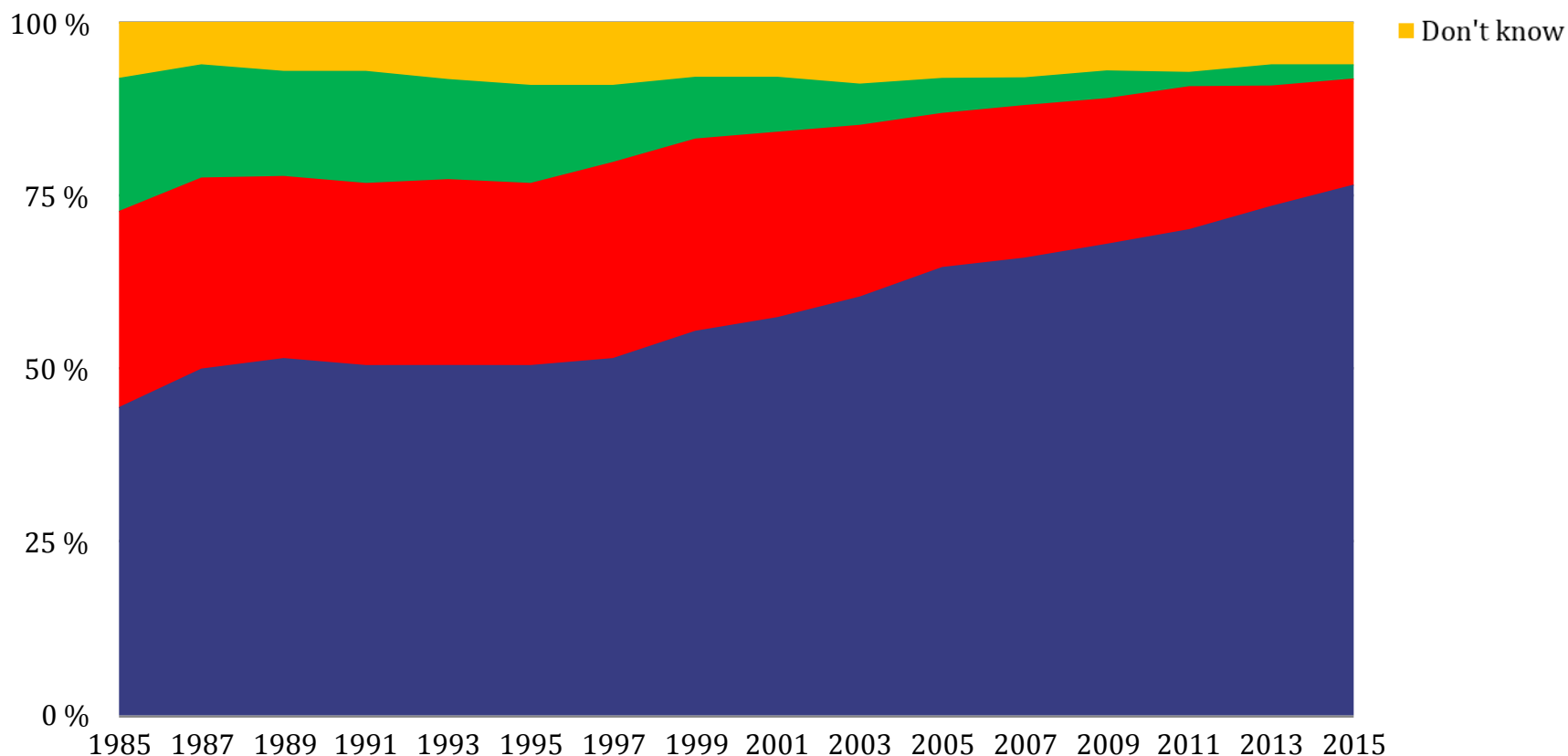
- A dual-earner/dual-carer family model
- Encourage women's employment
- Encourage active fathering practices
  - Beneficial for fathers and children
  - Facilitate mothers' employment
- Choice and flexibility

## Measures

- Affordable, high-quality publicly subsidised childcare
- A generous parental leave scheme, including a quota for each parent
- A cash-for-childcare scheme
- Right to reduced work hours for welfare reasons



# In your opinion, which family model is the best one?



- Gender equal: Both partners have equally demanding jobs and share housework and childcare equally between them.
- Gender equal light: Her job is less demanding than his, she has the main responsibility for housework and childcare.
- Male breadwinner: Only he has paid work, she is responsible for housework and childcare.

# The parental leave scheme

	100 % compensation	80% compensation
Total	49 weeks	59 weeks
Reserved, mother	15 (+3) weeks	19 (+3) weeks
Reserved, father	15 weeks	19 weeks
Shareable	16 weeks	18 weeks

Leave entitlements require

- employment 6 of the last 10 months before take-up
- earnings equivalent to  $\frac{1}{2}$  the National Insurance Scheme basic amount the past year (49 929 NOK)

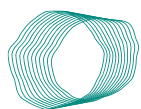
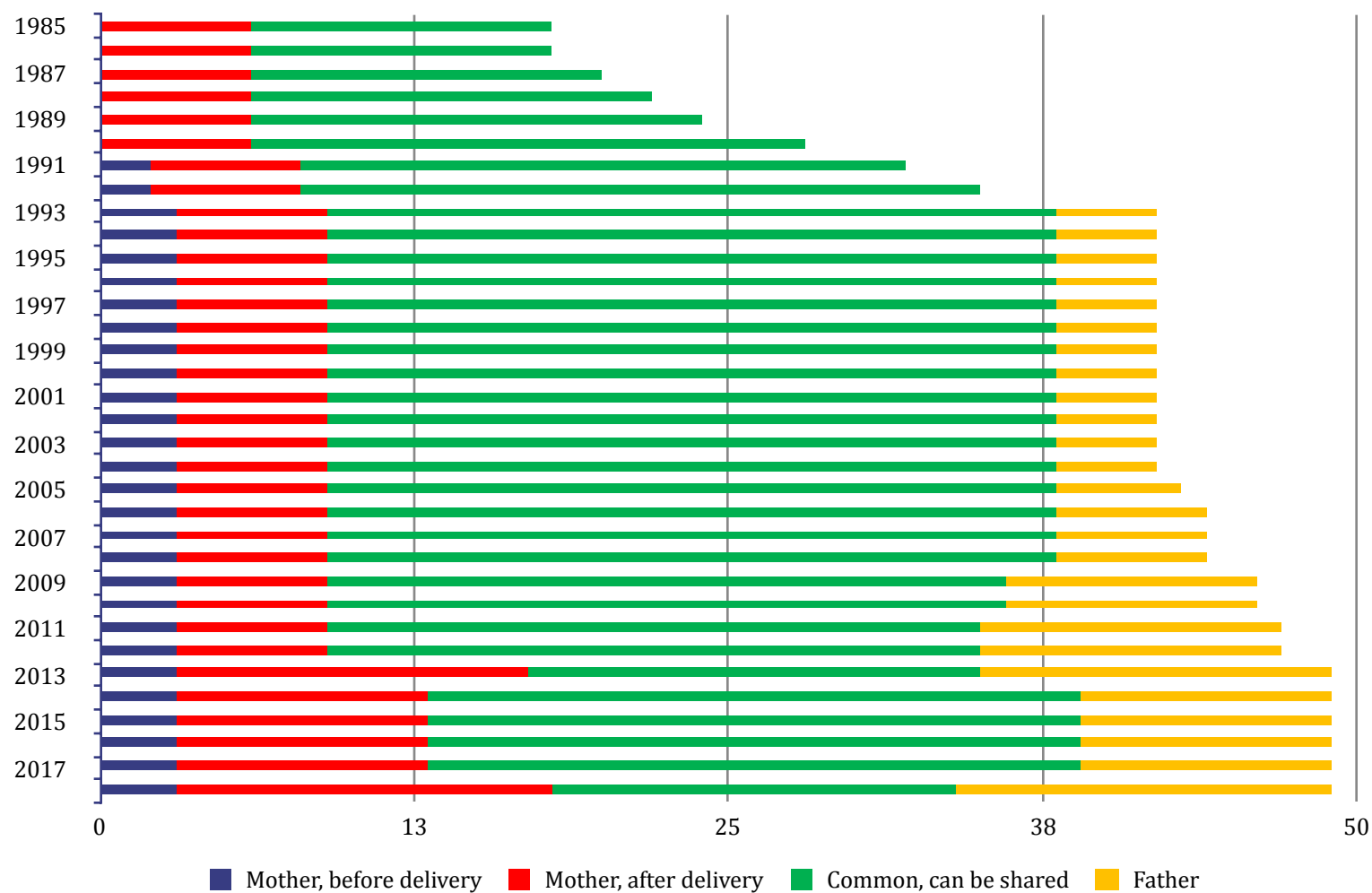
The parental leave can be split into blocs or taken on a part-time basis until the child's third birthday.

When the father uses the quota, the mother may stay at home.

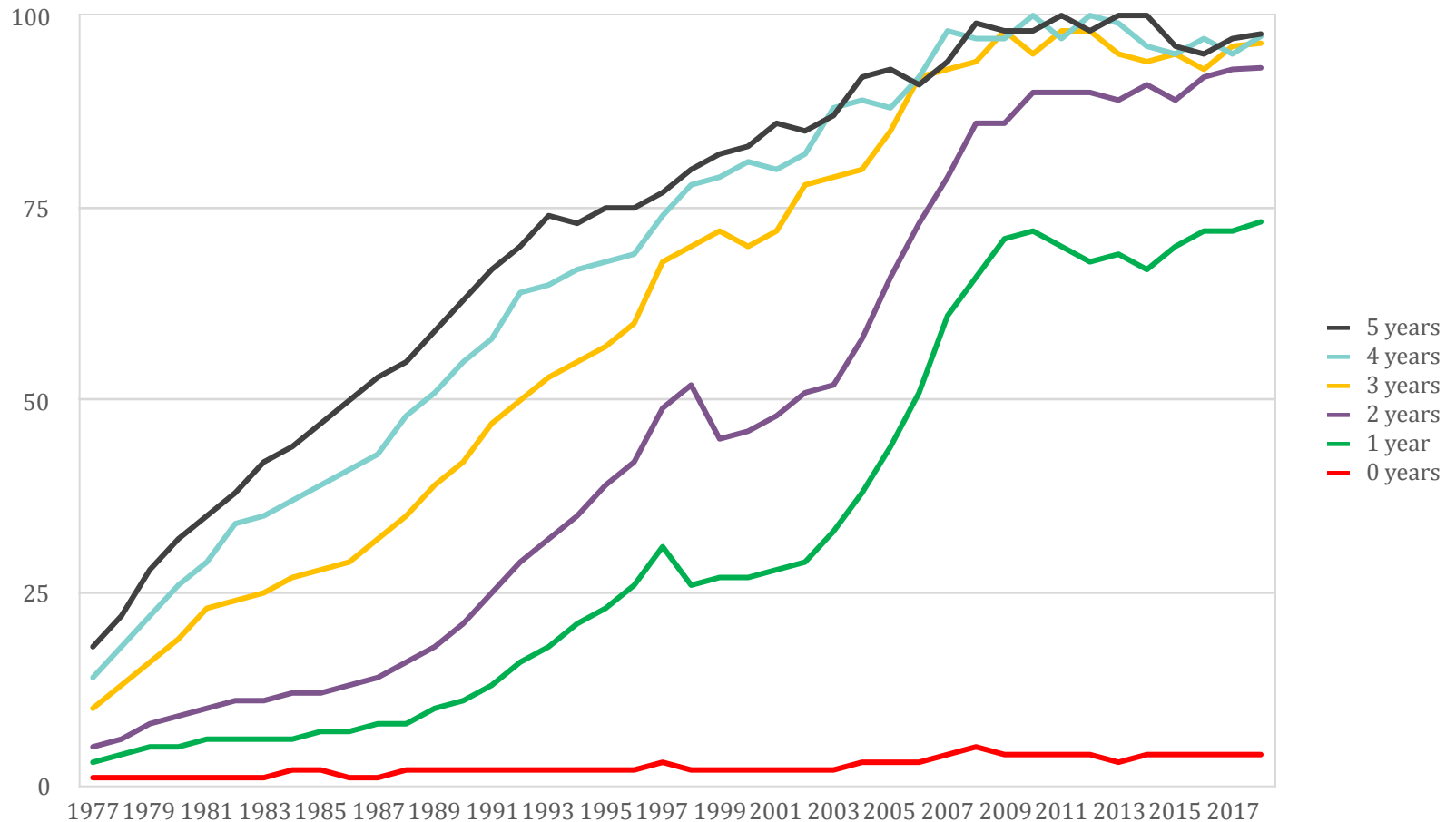
When the father uses the sharable part, the mother must be in paid work or education.

Both parents entitled to one year of unpaid parental leave with job protection in addition to the paid leave.

## Parental leave in Norway, maximum number of weeks (100 % wage compensation)



## Percentage of children in kindergarten



Source: Children in kindergarten, Statistics Norway

# Kindergartens

There was long a large unmet demand for daycare.

A political agreement on the escalation of childcare in 2003.

A legal obligation for municipalities to provide a sufficient number of places imposed in 2004.

- Public subsidies increased to 80 per cent of running costs.
- A maximum parent fee introduced.
- Part-time places substituted with full-time places.

A right to a place in childcare services for children aged 1–5 introduced in 2009.

Childcare services considered as part of life-long learning and as an investment in future productive citizens/human capital.

Social inclusion/reduced socio-economic differences.

Attitudinal change – widespread support for public childcare in the population.



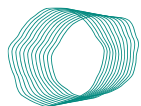
# The cash-for-childcare benefit

Year	Age of eligible children	Benefit per month (No day care)
01.08.1998	13-24 months	3 000 NOK
01.01.1999	13-36 months	2 263 NOK
01.08.1999	13-36 months	2 263 NOK
01.01.2000	13-36 months	3 000 NOK
01.08.2003	13-36 months	3 657 NOK
01.01.2006	13-35 months	3 303 NOK
01.08.2012	13-18 months	5 500 NOK
	19-23 months	3 393 NOK
01.08.2014	13-23 months	6 000 NOK
01.08.2017	13-23 months	7 500 NOK

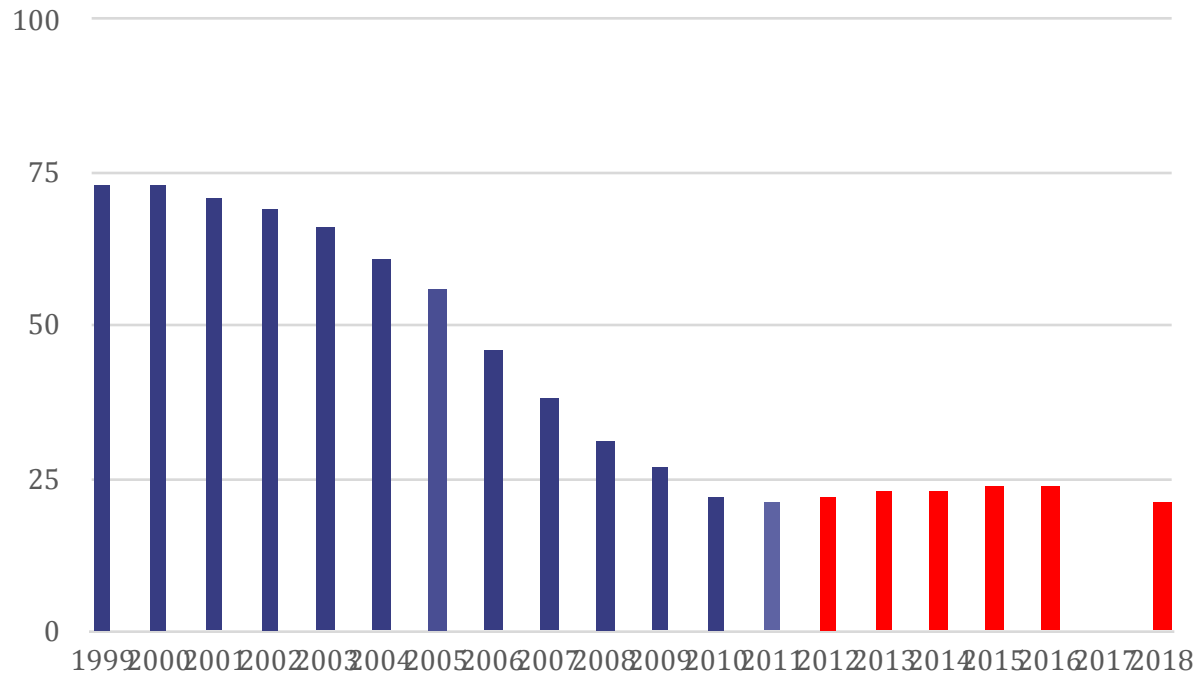
For parents with children who do not use state funded childcare. If the child attends a day-care centre part-time, parents can receive graduated cash-for-care benefits.

## Aims:

- 1) Enable parents to spend more time with children
- 2) More flexibility in choice of childcare
- 3) More equal distribution of public transfers between users and non-users of public childcare



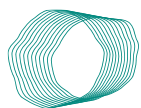
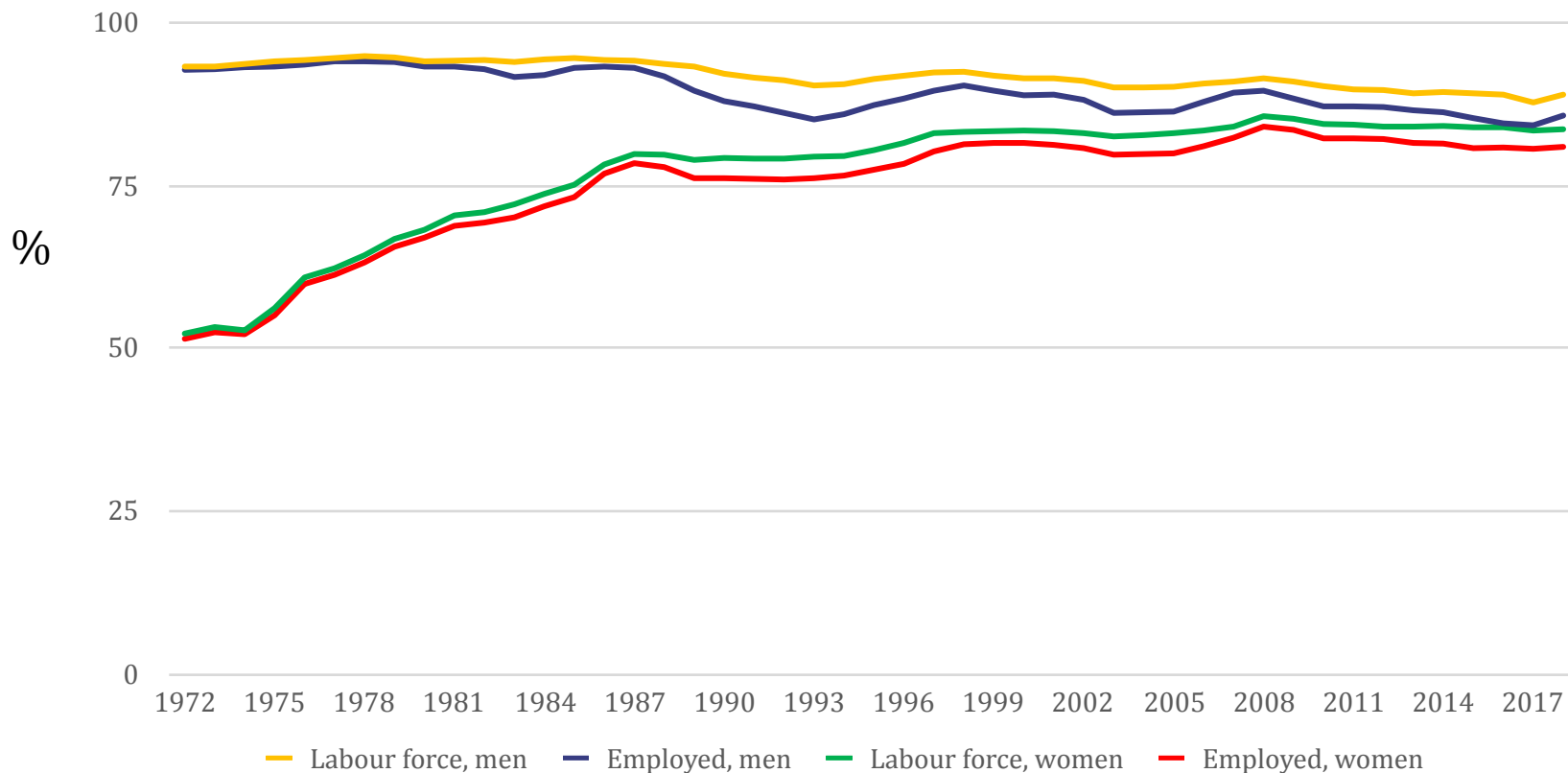
## Percentage of eligible children with cash for childcare benefits 1999-2018



1999-2011: Applies to children 13 - 36 months.  
2012-2018: Applies to children 13 - 23 months.  
2017: Statistics not available due to low data quality.

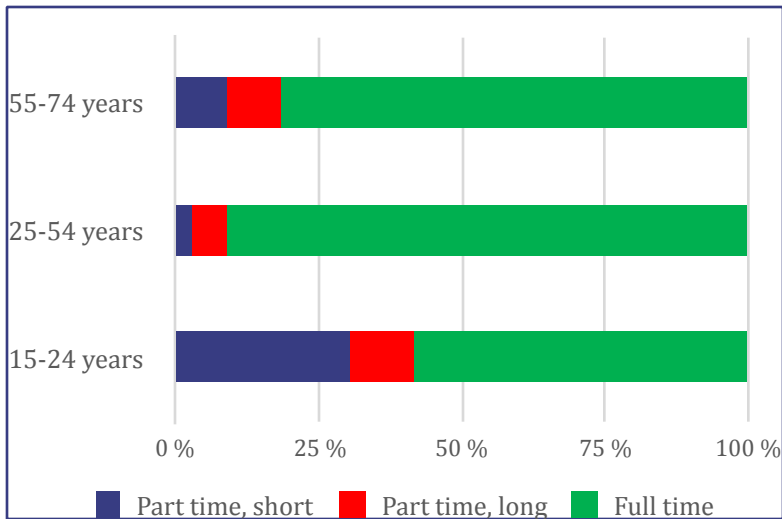
Source: Statistics Norway

## Labour force participation and employment among women and men 25-54 years

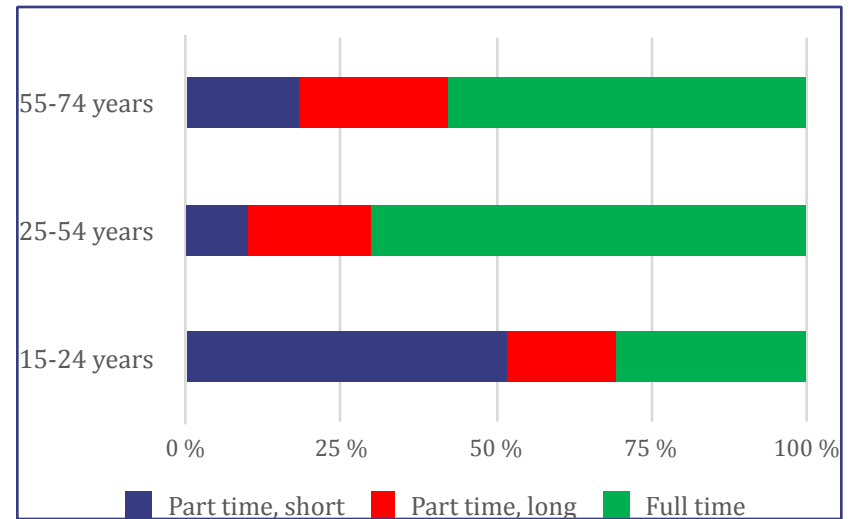


## Contractual working hours, employed men and women, 2018

Men



Women

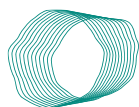


# Unpaid family work (housework and childcare)

- Five time use surveys, with diaries, conducted by Statistics Norway: (1971, 1980, 1990, 2000, 2010)
- Each participant keep a diary for two consecutive days
- The days spread evenly throughout the year
- Activities coded by a professional team (about 140 activities)

Eksempel

Tidspunkt	Hva gjorde du?	Reisemåte	Gjorde du noe annet samtidig?	Var du alene eller sammen med noen?					
				Alle perioder fylles ut					
				Var alene	Var sammen med husholdningsmedlemmer	Var sammen med andre	Sammenheng	Stenkinger	Var utført
	<small>Note: Jett riktigste gjøremål for hver 10-minutters periode</small>	<small>Oppgi reise måte. Velg reiserute. Bli husk r i, også til fots</small>	<small>Hvordan det du eventuelt gjorde samtidig</small>	<small>Alle perioder fylles ut</small>	<small>Var sammen med husholdningsmedlemmer</small>	<small>Var sammen med andre</small>	<small>Sammenheng</small>	<small>Stenkinger</small>	<small>Var utført</small>
	<small>Alle perioder fylles ut</small>								
	<small>Bere ett gjøremål i hver periode</small>								
	<small>Alt (g alle reiser)</small>								
	<small>Skil mellom arbeid i hoved- og blyke</small>								
	<small>Bere ett gjøremål i hver periode</small>								
06.08.06.10	Bov			x					
06.10.06.20	"								
06.20.06.30	"								
06.30.06.40	Dusjes			x					
06.40.06.50	Kledde på meg								
06.50.07.00	Lagde frokost		Hørte på radio	x	x				
07.00.07.10	Spiste frokost		"						
07.10.07.20	Lagde matpakke		Snakket med familien						
07.20.07.30	Kledde på datter		"	x					
07.30.07.40	Kirgte til søster								
07.40.07.50	Gikk til barnehage	Gikk							
07.50.08.00	"	"							
08.00.08.10	Snakket med personalet				x				x
08.10.08.20	Gikk til busson	Gikk		x					
08.20.08.30	Tok bussen til jobben	Buss	Løste av's						

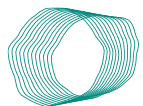


# Five main activity categories

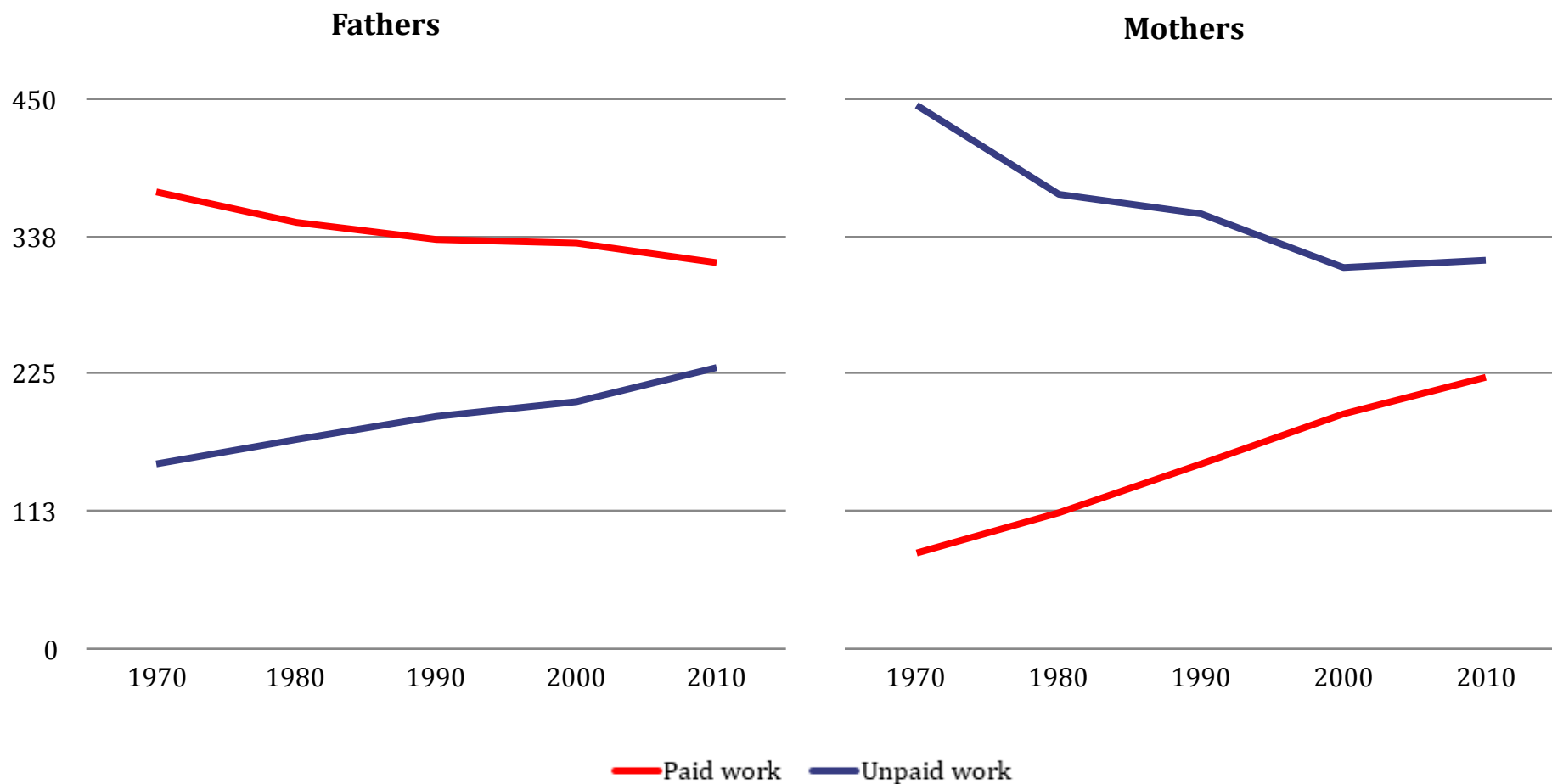
- Paid work
- Unpaid work
- Education
- Personal activities (sleep, meals, personal care)
- Leisure
- Other

## Unpaid work

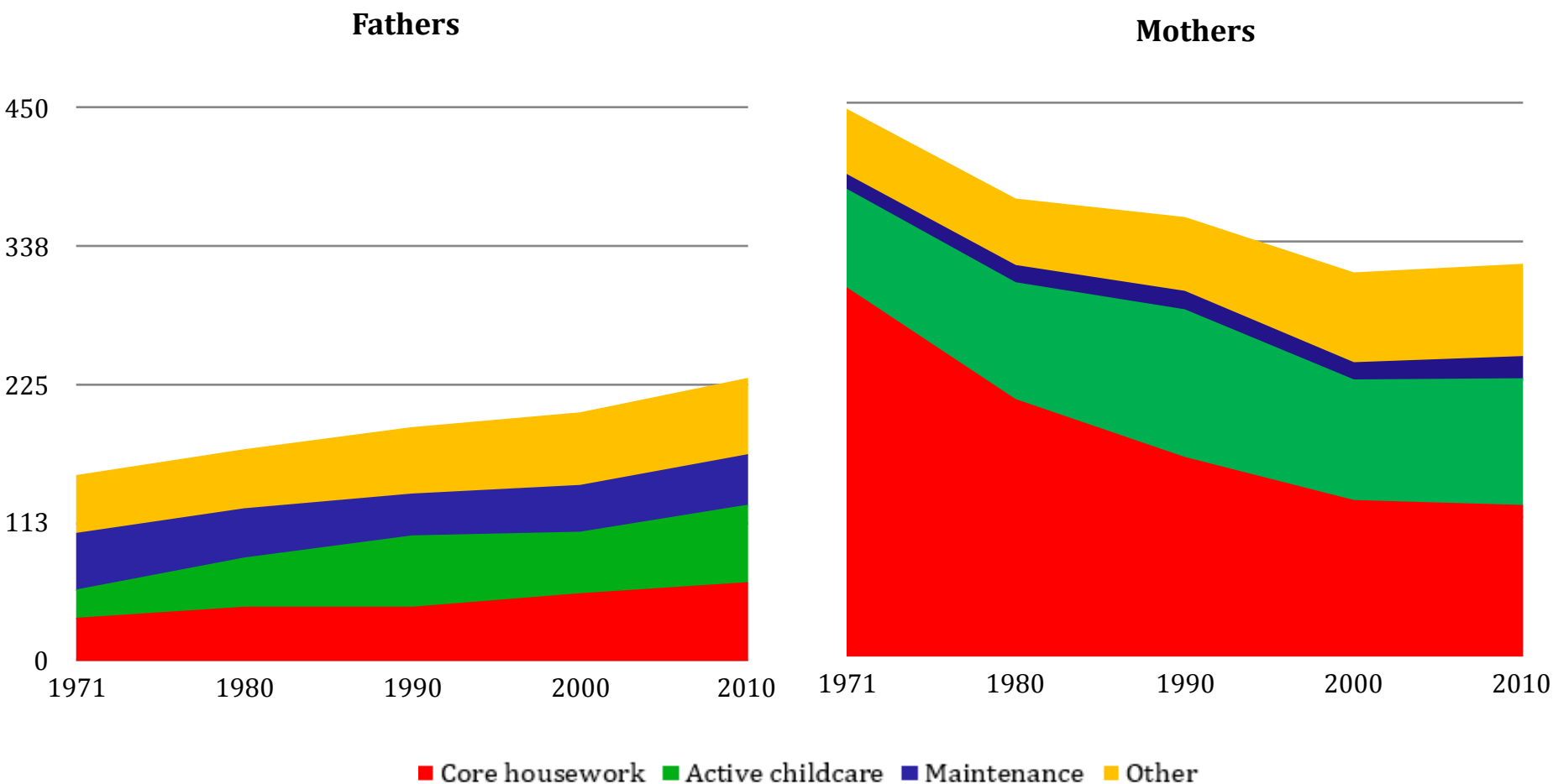
- **Core housework**  
(food preparation, dish washing, housecleaning, washing clothes)
- **Active childcare**  
(caring for children, help with home work, playing with children, escorting them)
- **Maintenance work**  
(remodelling, construction, care of garden and property, care of pets)
- **Purchase of goods and services**  
(purchase of grocery and goods, medical treatment, visit to public offices)
- **Other**  
(purchase of grocery and goods, medical treatment, visit to public offices)



## Time spent on paid work and family work. Fathers and mothers with children 0-14 years (average per day, minutes).



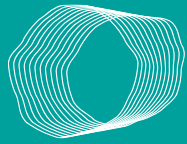
# Time spent on various types of household work. Fathers and mothers with children 0-14 years (average per day, minutes).



## Time spent on core housework. Fathers and mothers with children 0-14 years. Average per day

	Fathers					Mothers				
	1970	1980	1990	2000	2010	1970	1980	1990	2000	2010
Average, all (minutes)	35	44	44	55	64	300	209	162	127	123
Participants (%)	51	63	79	81	83	99	99	98	97	97
Average, participants (minutes)	68	69	63	68	78	303	212	166	131	127

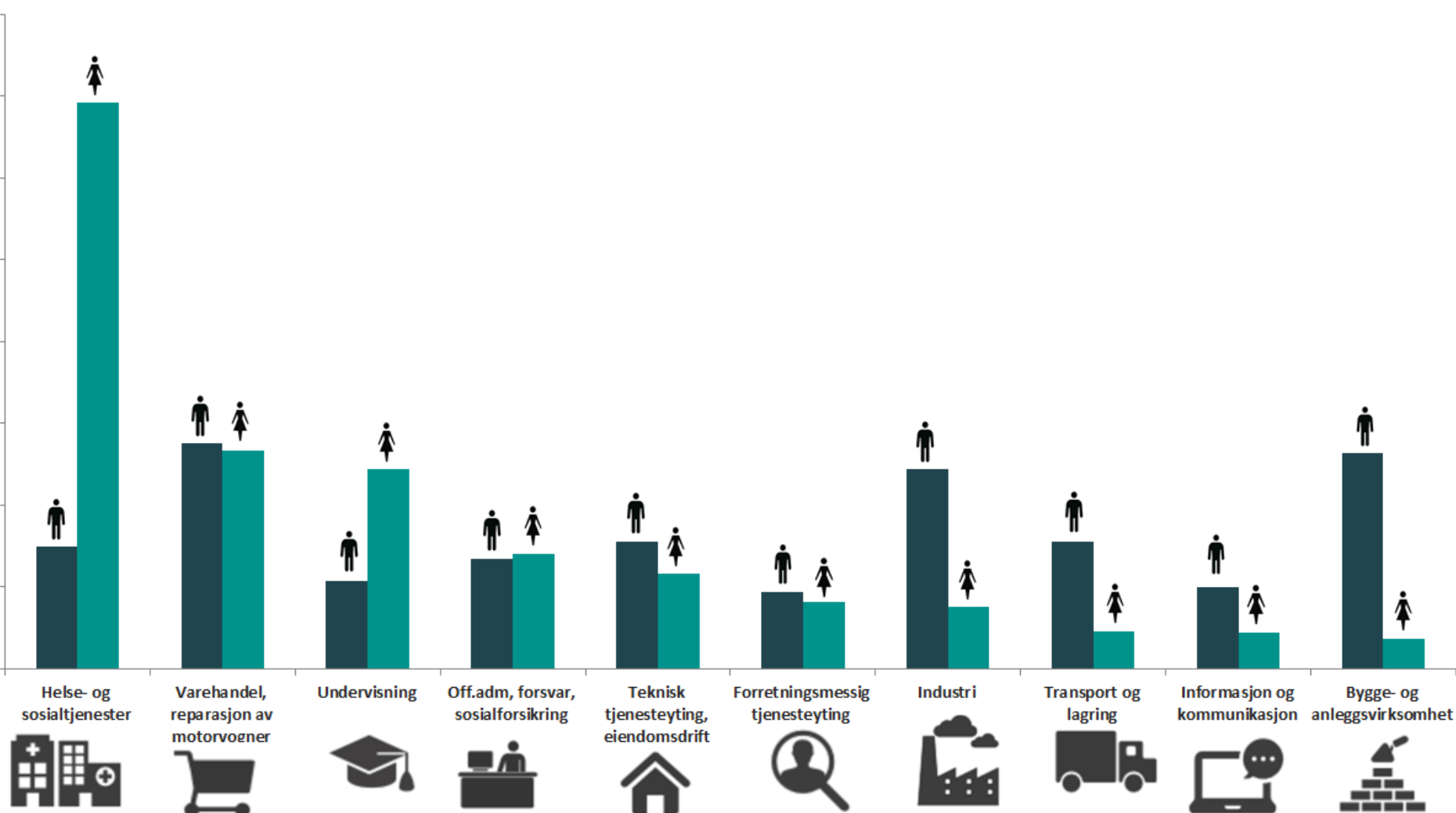
Source: Time Use Surveys, Statistics Norway



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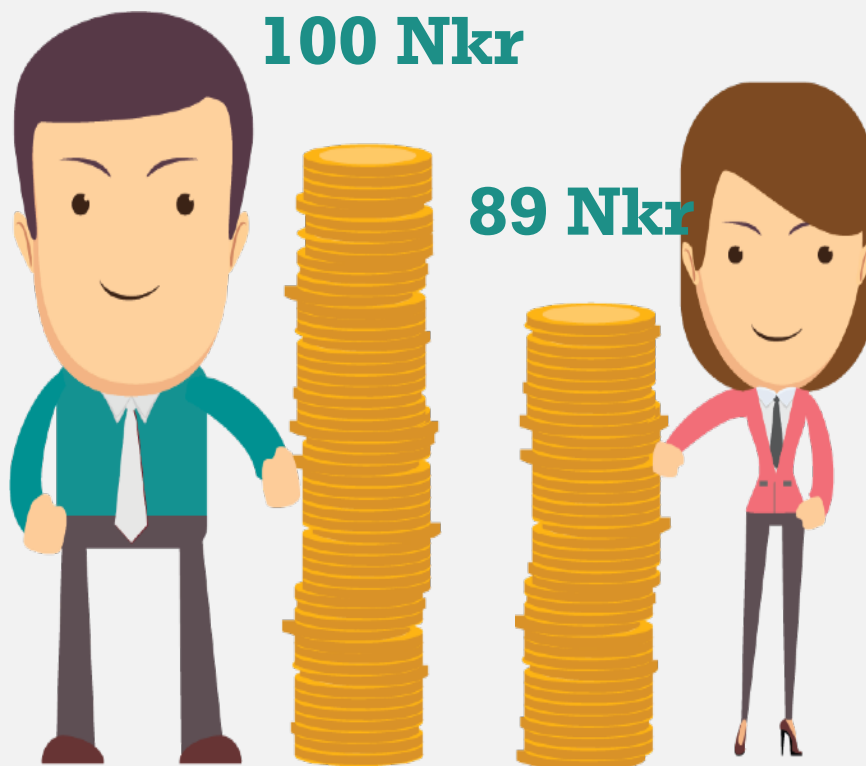
# The Norwegian Gender Equality Paradox – Part I

# Distribution of men and women across industries



Source: Statistics Norway

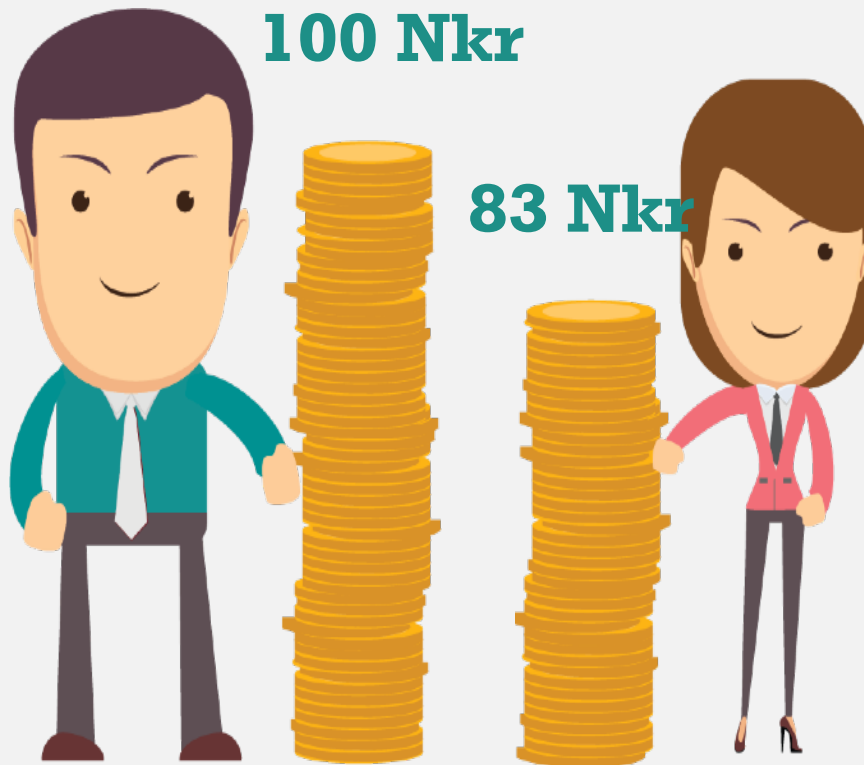
## #1 The Gender Pay-Gap



**Women's hourly wages are on average 89 percent of men**

Hourly wages among all employed men and women (20–67 years). Source: CORE-indicator.

## #1 The Gender Pay-Gap: Mothers and fathers



**Mothers' hourly wages are on average 83 percent of fathers**

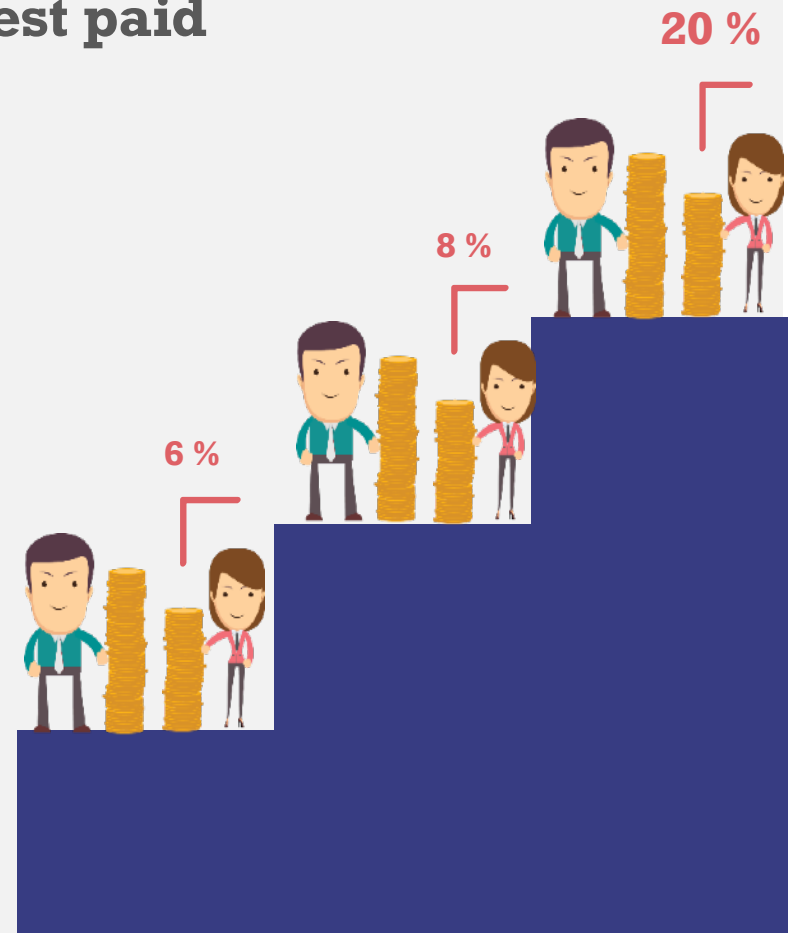
Hourly wages among all employed men and women (20–67 years). Source: CORE-indicator.

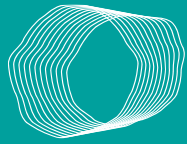
### #3 Gender pay-gap biggest among the highest paid

Hourly wages among low-paid:  
**6 percent pay-gap.**

Hourly wages middle of the wage  
distribution:  
**8 percent pay-gap.**

Hourly wages top of the wage  
distribution:  
**20 percent pay-gap.**

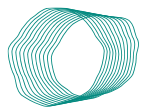
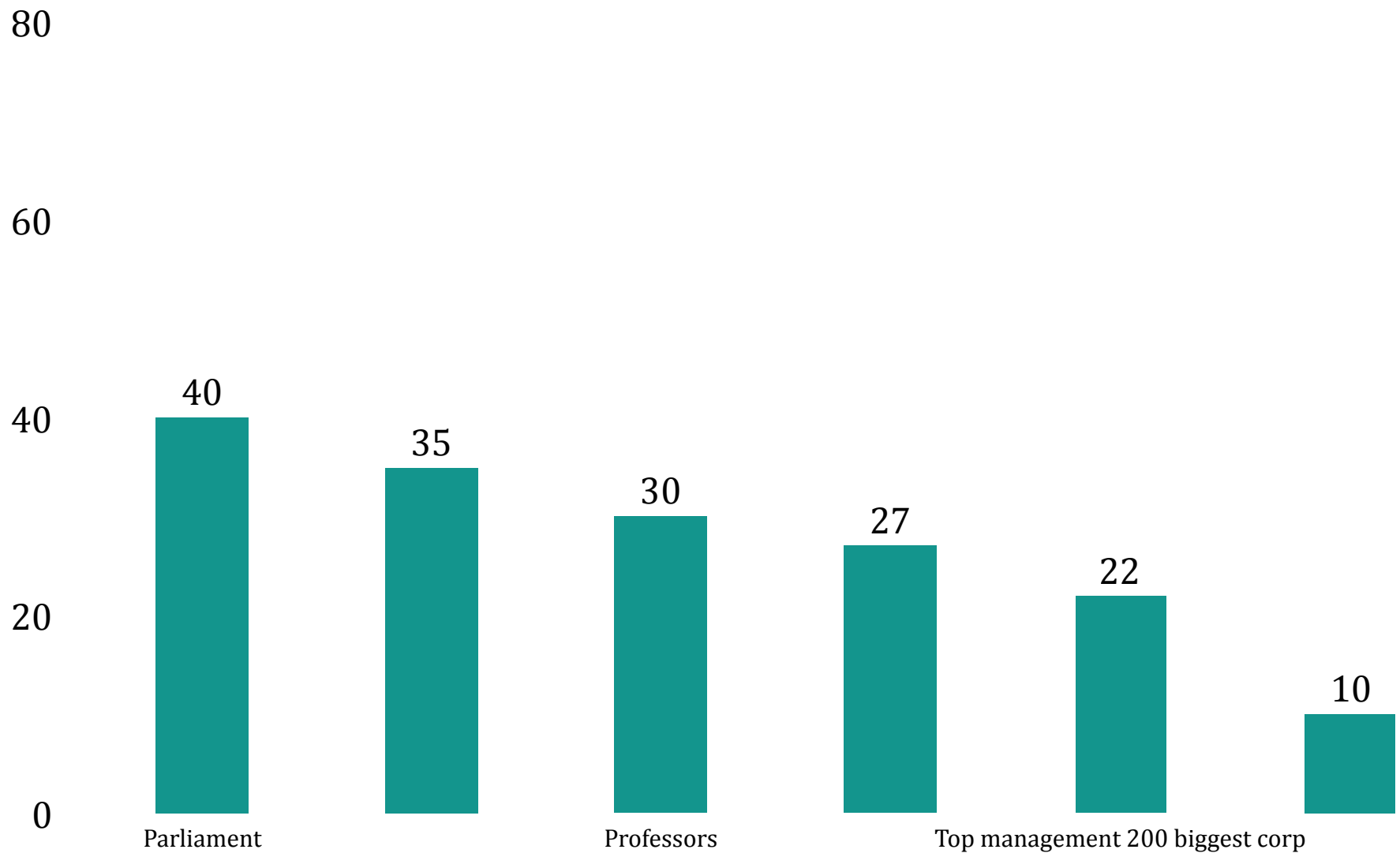




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# Gender Equality Paradox – part II

# Proportion women in top positions by sectors in Norway

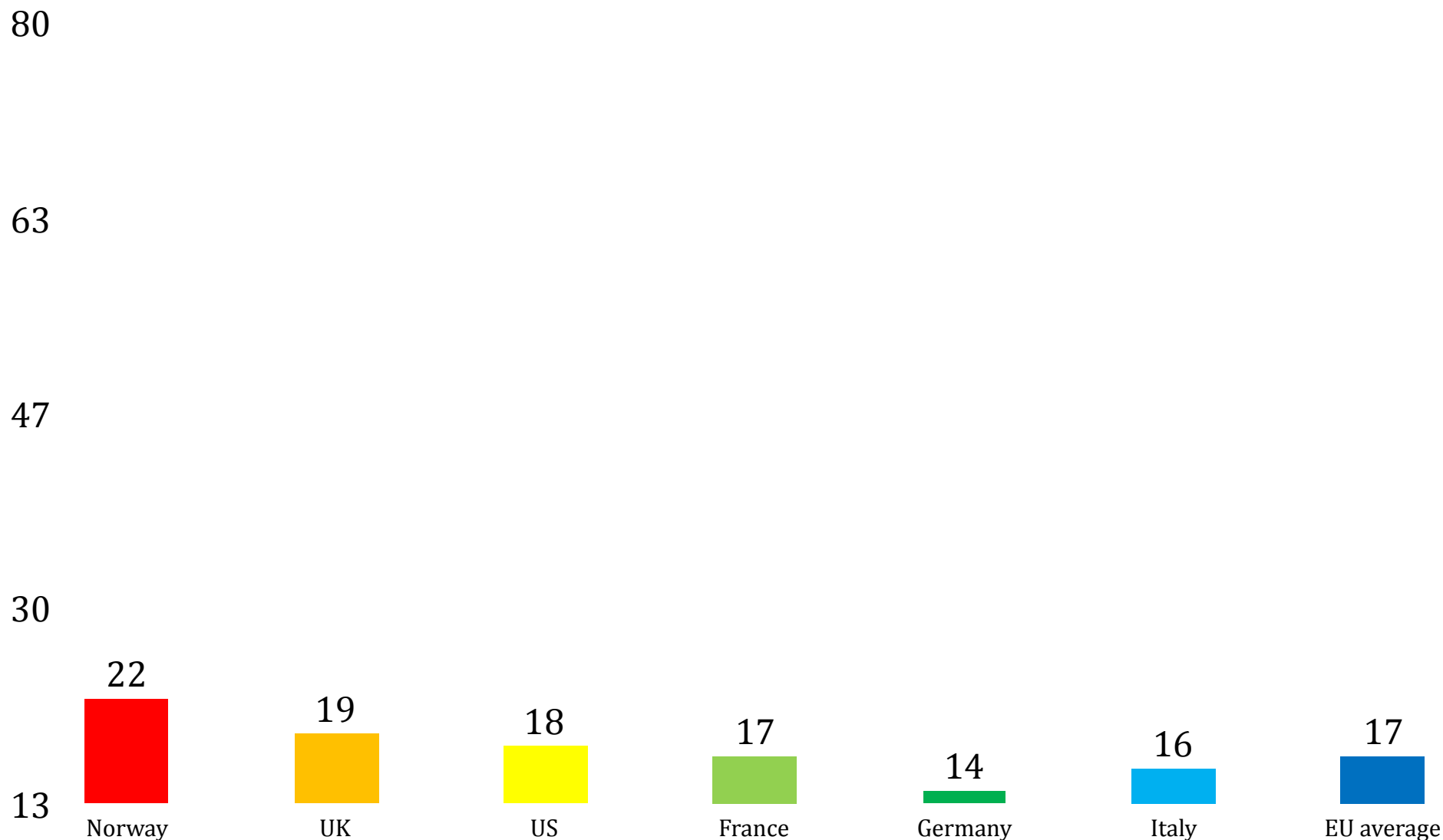


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[www.likestillingsforskning.no](http://www.likestillingsforskning.no)

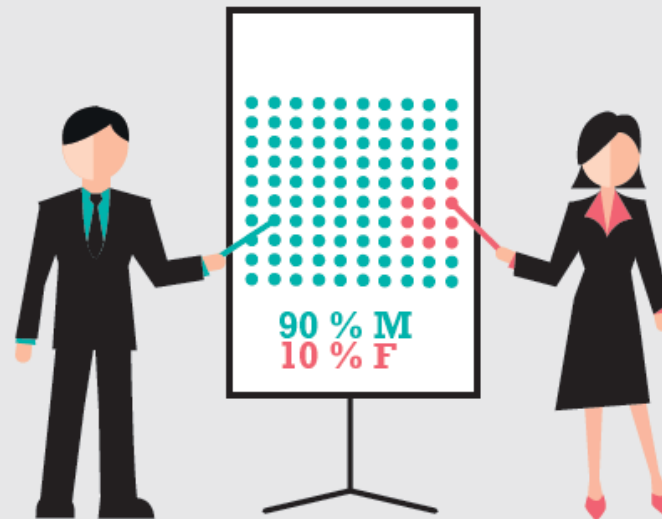
[www.samfunnsforskning.no](http://www.samfunnsforskning.no)

# Percent women in top-management groups in the largest listed companies across countries



# CEOs – almost exclusively male

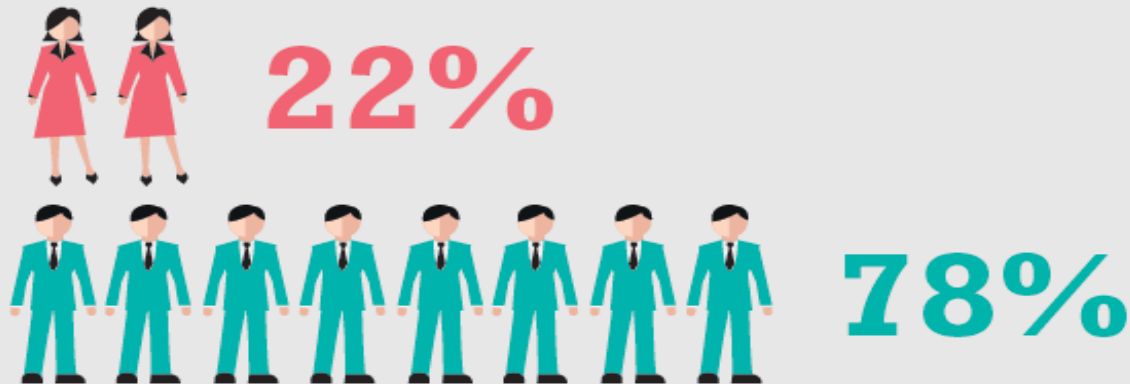
## 1.2 At the top: usually a man



21 of the 200 largest companies have female CEOs.

# Men dominate top-management groups

## 1.1 Few women hold positions in the top executive committees



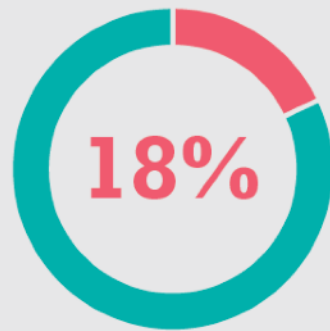
There are 1629 top managers in the 200 largest companies. On average, the executive committee consists of eight persons.

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# Slow and steady

Share of women in  
the top executive  
committees

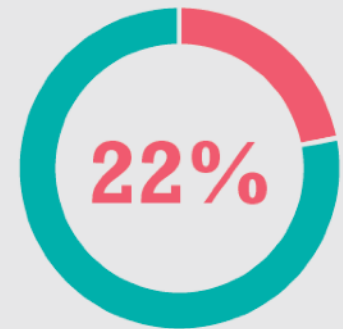
2014

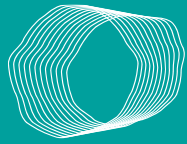


2016



2018



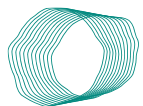
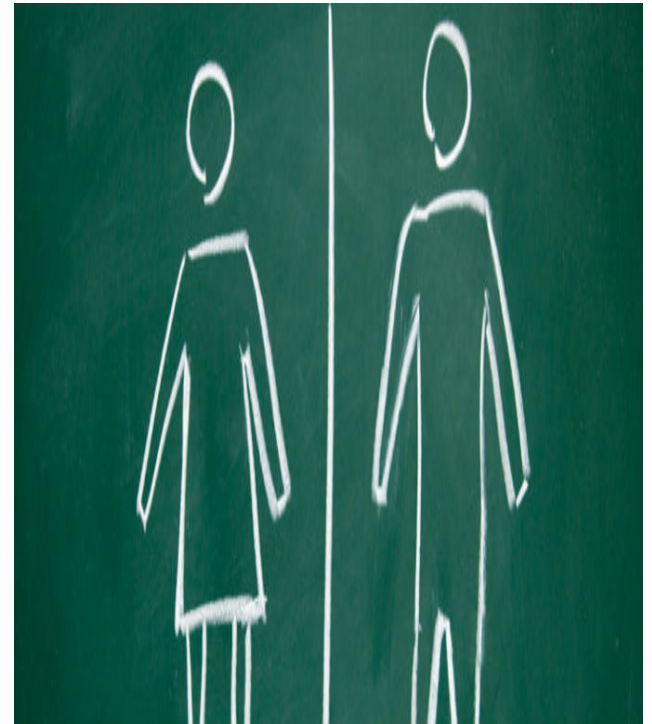


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“Typical” Norway solution to  
the problem .....

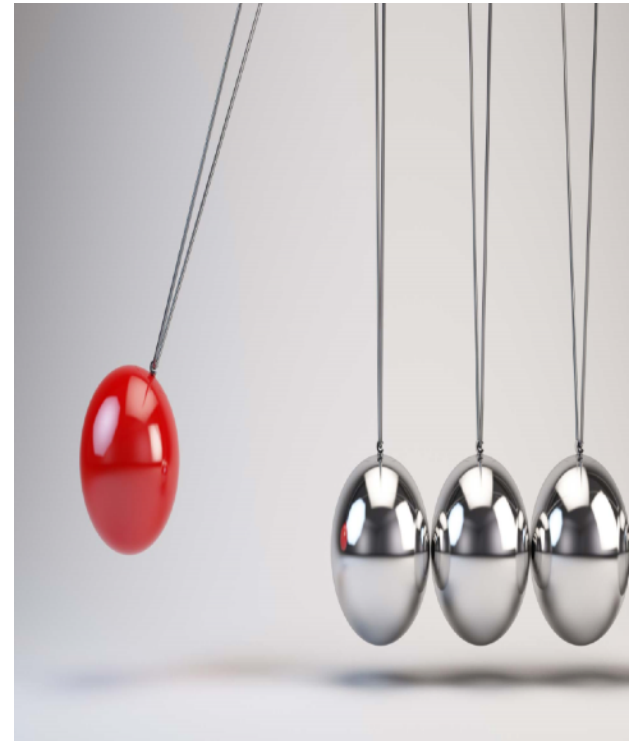
# Norway introduced gender balance regulation for corporate boards in 2003

- Regulation includes public limited companies (stock-listed), publicly owned companies and corporative companies
- Followed by tough sanctions:
  - Inquiries
  - Fines
  - Finally: dissolution



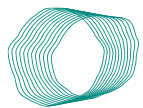
# Why did Norway introduce gender quotas for boards?

- To change strong male-dominance – about 6 % percent women in boards around turn of millennium
- To facilitate “ripple effects” from corporate boards to executive management
- What happened?

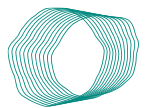
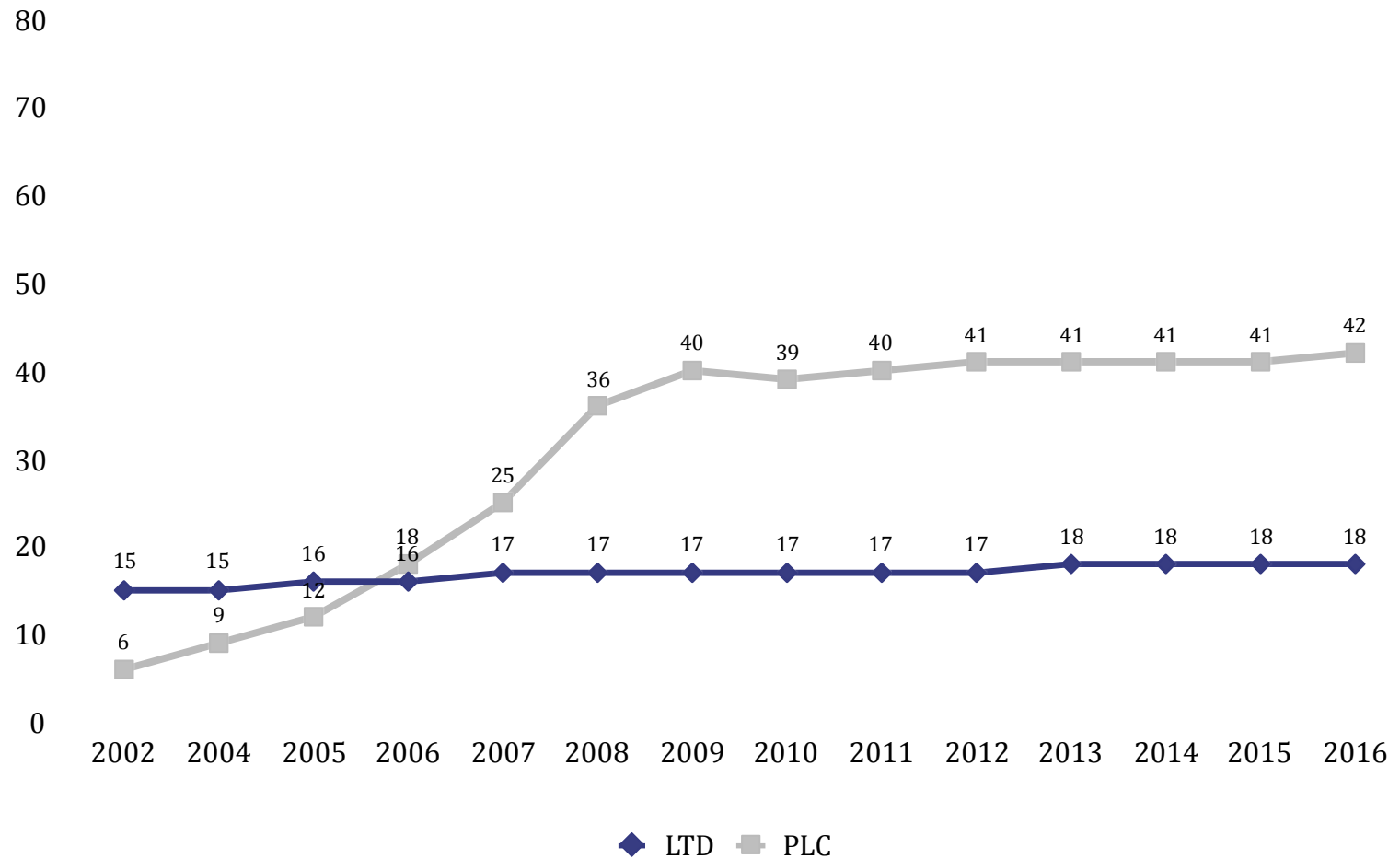


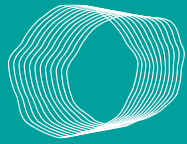
# Diffusion of corporate quotas

Countries	Gender balance %	Adoption year
Norway	40	2003
Spain	40	2007
Iceland	40	2010
France	40	2011
Belgium	33	2011
Italy	20-33	2011
Germany	30	2014
Portugal	33	2017
Austria	30	2017



# Companies subject to gender balance regulation and not





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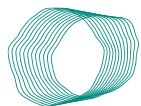
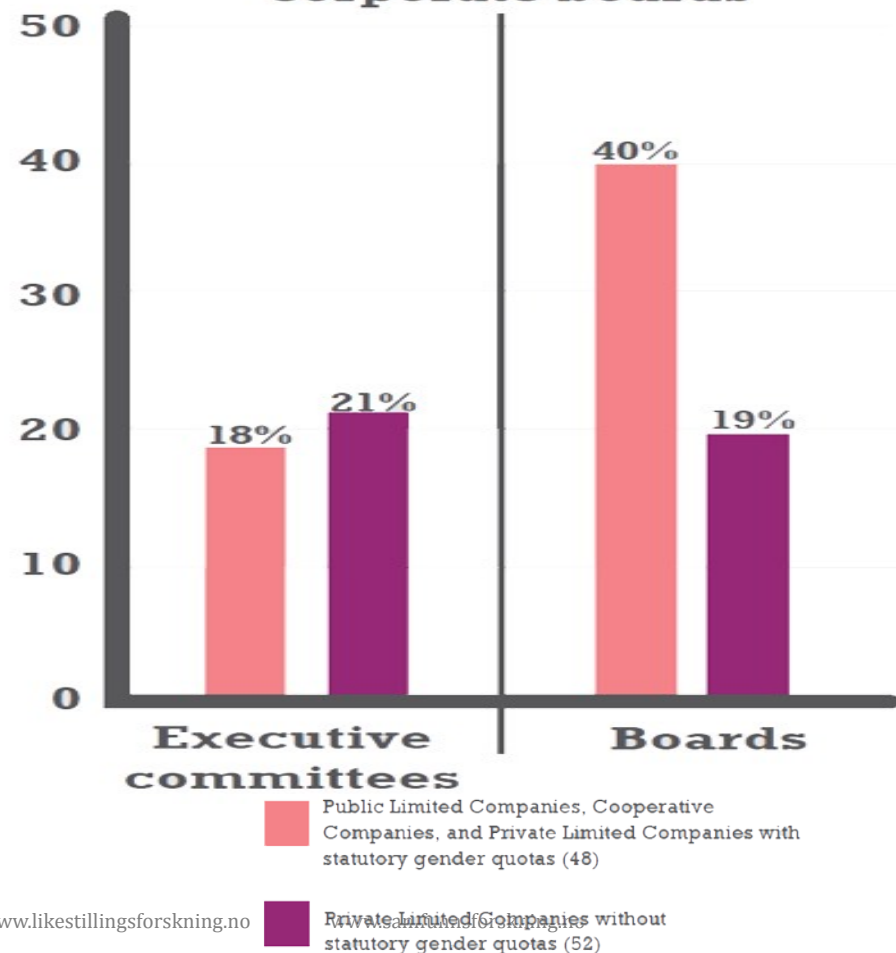
For boards – great success!  
- but not for top management  
positions.....

# Boards versus top-management?

- Boards affected by regulation are gender balanced
- Top-management is male-dominated whether or not company is regulated by gender quotas for boards

## 1.4

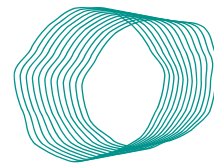
Percentage of women in companies with and without statutory gender quotas on corporate boards



# Why no «ripple» effect

- Lengthy process
- Missing link between boards and top-management?
- Crucial role of the board chair
- Tough competition, more competent candidates than available positions?

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