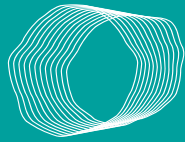




CORE
CENTRE FOR
RESEARCH ON
GENDER EQUALITY



CORE
CENTRE FOR
RESEARCH ON
GENDER EQUALITY

CORE – Centre for research on gender equality

Institute for Social Research

- Research institute established in 1950
- About 50 social scientists
 - The Institute for Social Research was established in 1950 as an independent foundation in Oslo, Norway.
 - We seek to create an inter-disciplinary research environment without sharp distinctions between basic and applied research.
 - Produce knowledge and understanding in areas that are significant for society, and to work closely to the cutting edge of international social science.

Core tasks for CORE:

- Do research on gender equality, with a particular focus on the labour market
- Stimulate research on gender equality
- Stimulate debates on gender equality (seminars, work-shops, media etc)



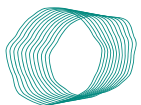
Leader: Mari Teigen, Senior researcher at Institute for social research

Participants: An inter disciplinary team of researchers at Institute for social research in collaboration with the University of Oslo (Professor Anne Lise Ellingsæter and Professor Hege Skeie) and ARENA Centre for European Studies (Senior researcher Cathrine Holst)

<http://likestillingsforskning.no/>

Core research topics

- Education and labor market
 - Gender segregation within the labor market and education
 - Gender equality challenged and the top and the bottom of the labor market
 - Inclusion and exclusion
- Family- and working life
 - Effects of welfare state, and in particular, family policy arrangements
 - Effects on different groups, and their adaptation to working life
 - Gender differences in careers and gender pay gap
- Internationalization, public opinion and policy
 - Changes in conceptualization of gender equality and state feminism
 - Attitudes to gender equality – support and opposition
 - Europeanization of gender equality policies
 - The role of knowledge and expertise for policy-making

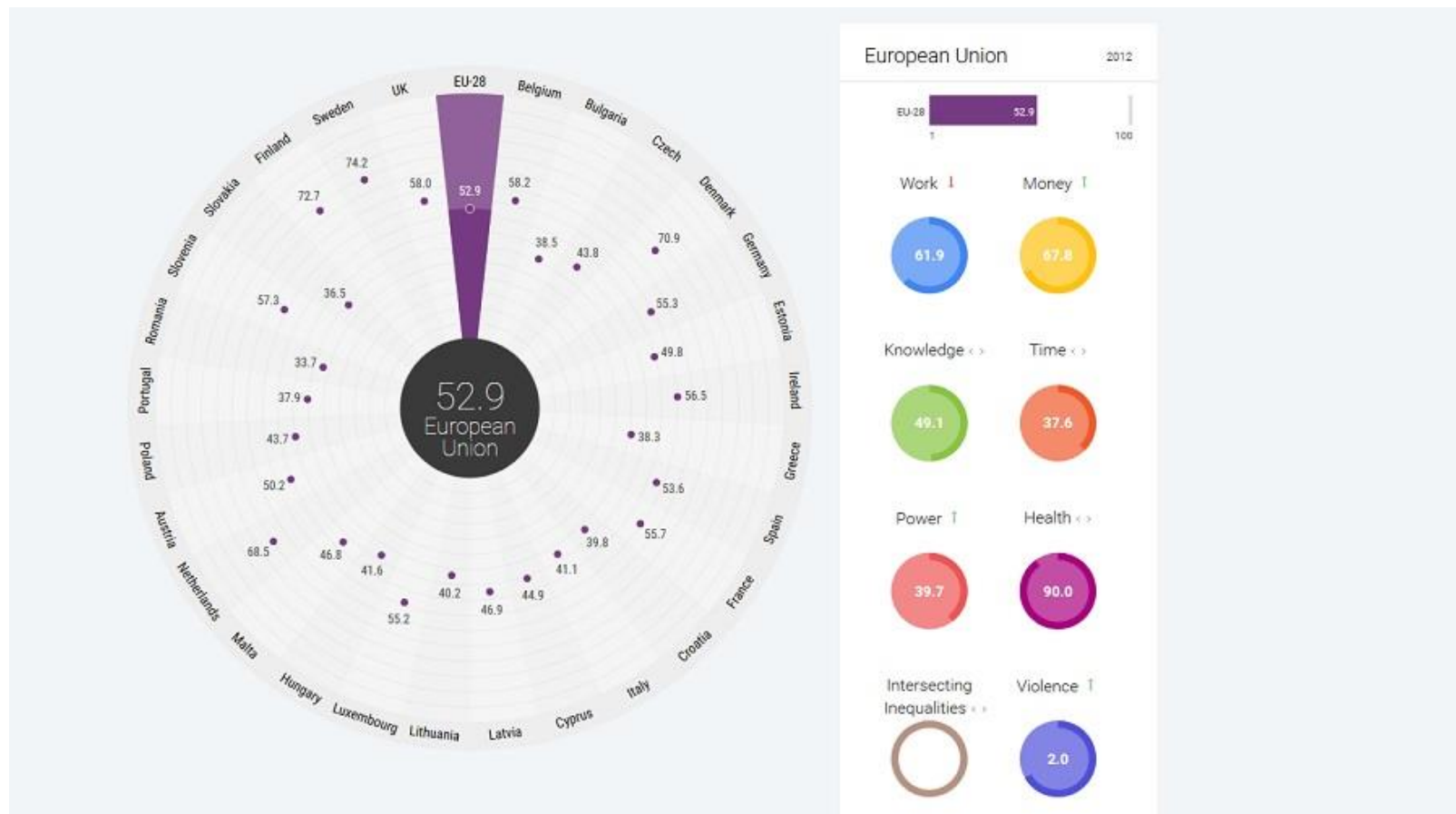




CORE
CENTRE FOR
RESEARCH ON
GENDER EQUALITY

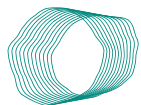
Gender equality developments – rapid
changes embarked in the 1970's

EIGE – Gender Equality Index



The main components of Norwegian gender equality policy

- Equality legislation – Gender Equality Act est. 1978
- Family and welfare-state policy
 - Parental leave
 - Day-care/Kindergartens
- Gender mainstreaming
- Gender quotas

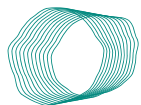


Equality legislation

- Necessary basis – anti-discrimination + pro-activity & positive action
- New unified and harmonized equality legislation in political process
 - Big challenges in relation to
 - Discrimination along different strands,
 - Compensation
 - Enforcement
 - The specificity of gender?

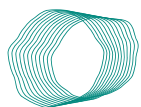
Family and welfare-state policy

- Important for the combination of work- and family-life – probably decisive for relatively high fertility
- On the other hand: generous parental leave may hamper gender equality progress, especially gender differences in career advancements
- «Daddy-quota» as part of the parental leave system reduces the possible negative consequences of long parental leave



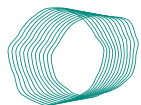
Parental leave 1977-2014.

Year	Total leave (100/80 % compensation)	Reserved for the mother	Reserved for the father	Joint period (100/80 % compensation)
1977	18 (100%)	6		12
1986	18 (100%)	6	-	12
1987	20 (100%)	6	-	14
1988	22 (100%)	6	-	16
1989	24/30	6	-	18/24
1990	28/35	6	-	22/29
1991	32/40	8 (2+6)	-	24/32
1992	35/44,4	8 (2+6)	-	27/36,4
1993	42/52	9 (3+6)	4	29/39
2005	43/53	9 (3+6)	5	29/39
2006	44/54	9 (3+6)	6	29/39
2009	46/56	9 (3+6)	10	27/37
2011	47/57	9 (3+6)	12	26/36
2013	49/59	17 (3+14)	14	18/28
2014	49/59	13 (3+10)	10	26/36



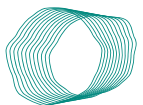
Gender mainstreaming

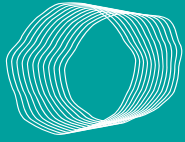
- Fragmented, ad hoc and random
- Policies need institutional anchoring
- Only exception of relative GM success is the research and higher education sector
- **Institutionalization of authority needed** to secure the implementation of gender equality policies, in particular gender mainstreaming
 - Very much contested



Gender quotas

- Effective: Gender quotas deliver gender balance, however ripple effects are limited
- Ripple effects need to connect gender quota arrangements to other measures and tools
- to be continued

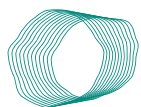
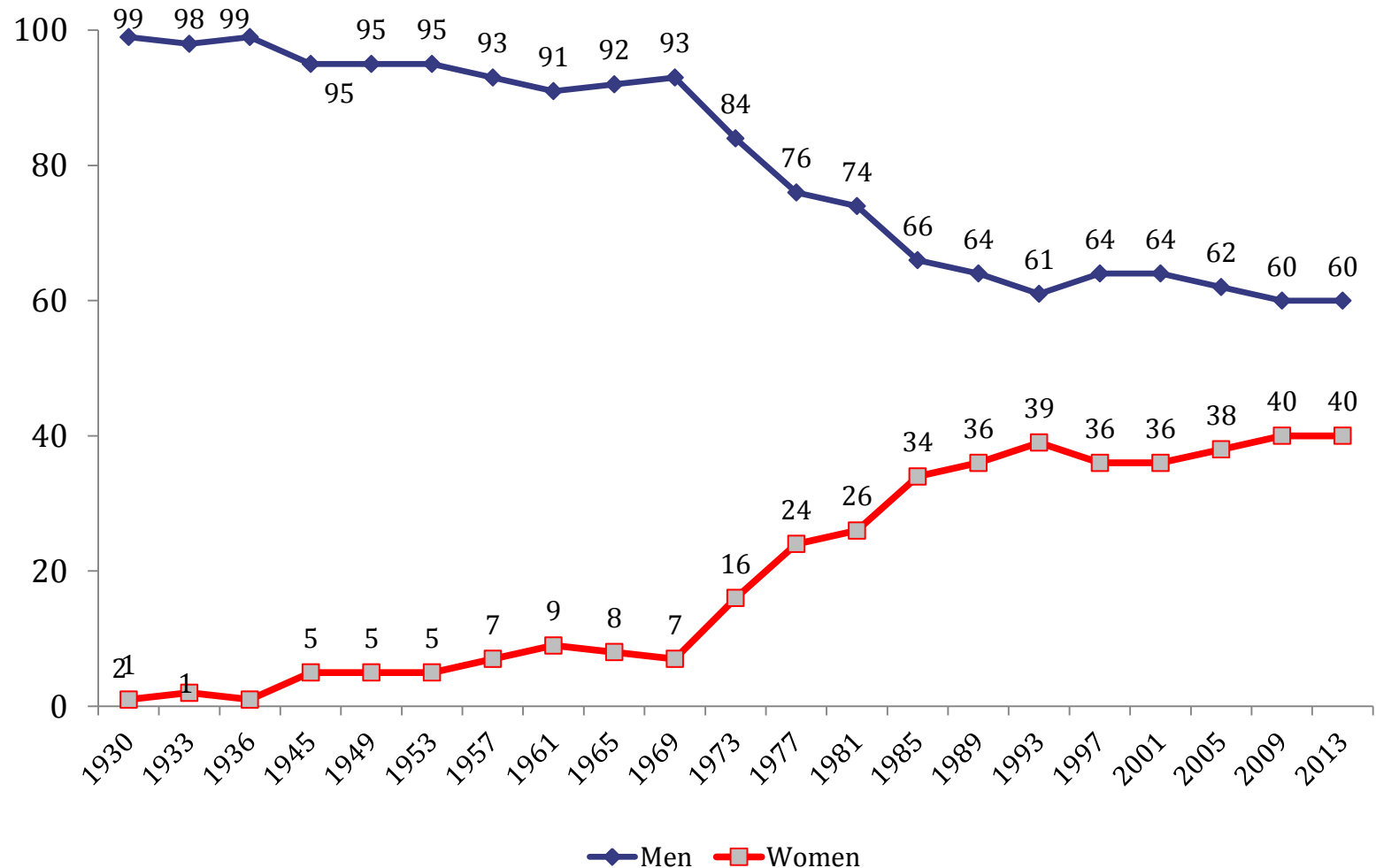




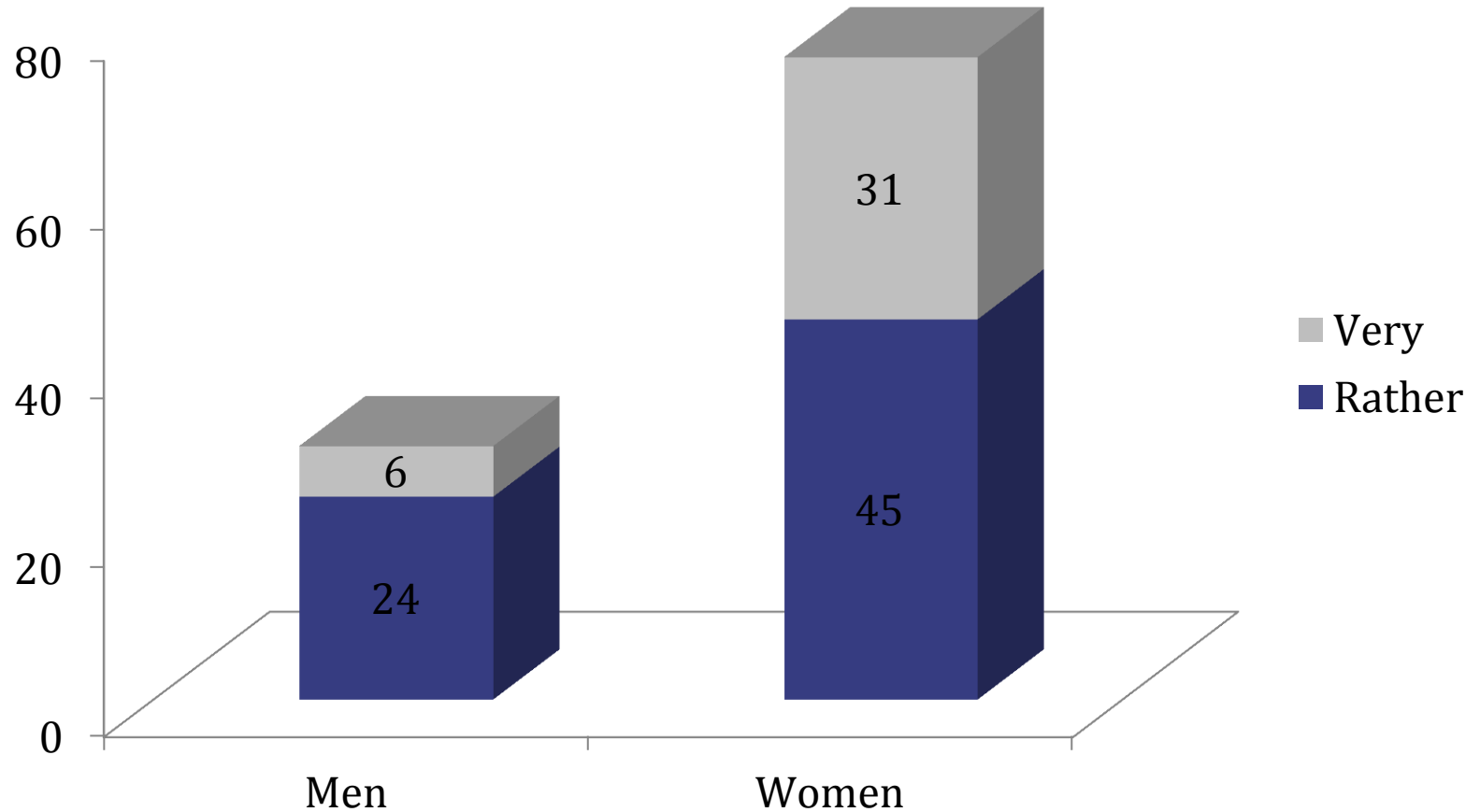
CORE
CENTRE FOR
RESEARCH ON
GENDER EQUALITY

Gender and representation in Parliament

Proportion of men and women in the Norwegian parliament (%)

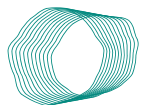


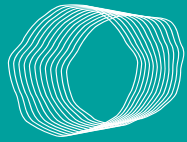
Members of parliament: those who finds it very and rather important to represent the interest of women (%)



Gender representation in politics and policies to achieve gender balance

- Men and women are about equally represented
 - Women stable on 40 percent both on the national parliamentary and municipal level (38 %)
 - Big differences along party lines: Women most strongly represented in left-parties, the least in the right-wing Progress party
- All parties except the Conservative Party and the Progress Party practice internal gender quotas



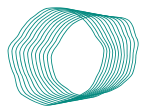


CORE
CENTRE FOR
RESEARCH ON
GENDER EQUALITY

Gender and employment

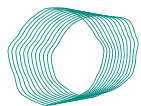
Gender and employment in Norway

- Employment rates are high in Norway
- Women in Norway have the highest employment rate in the OECD (15-64 years)
 - Norway: 74 percent
 - Sweden: 72 percent
 - Denmark: 70 percent
 - US: 62 percent
 - OECD: 57 percent



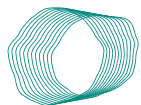
The context for early gender equality progress in Norway

- Post second world-war: Era of the Norwegian house-wife under change
- Women wanted employment
- Welfare-state and post-industrial service-society under development
- Big demand for employees, especially in the public sector
-

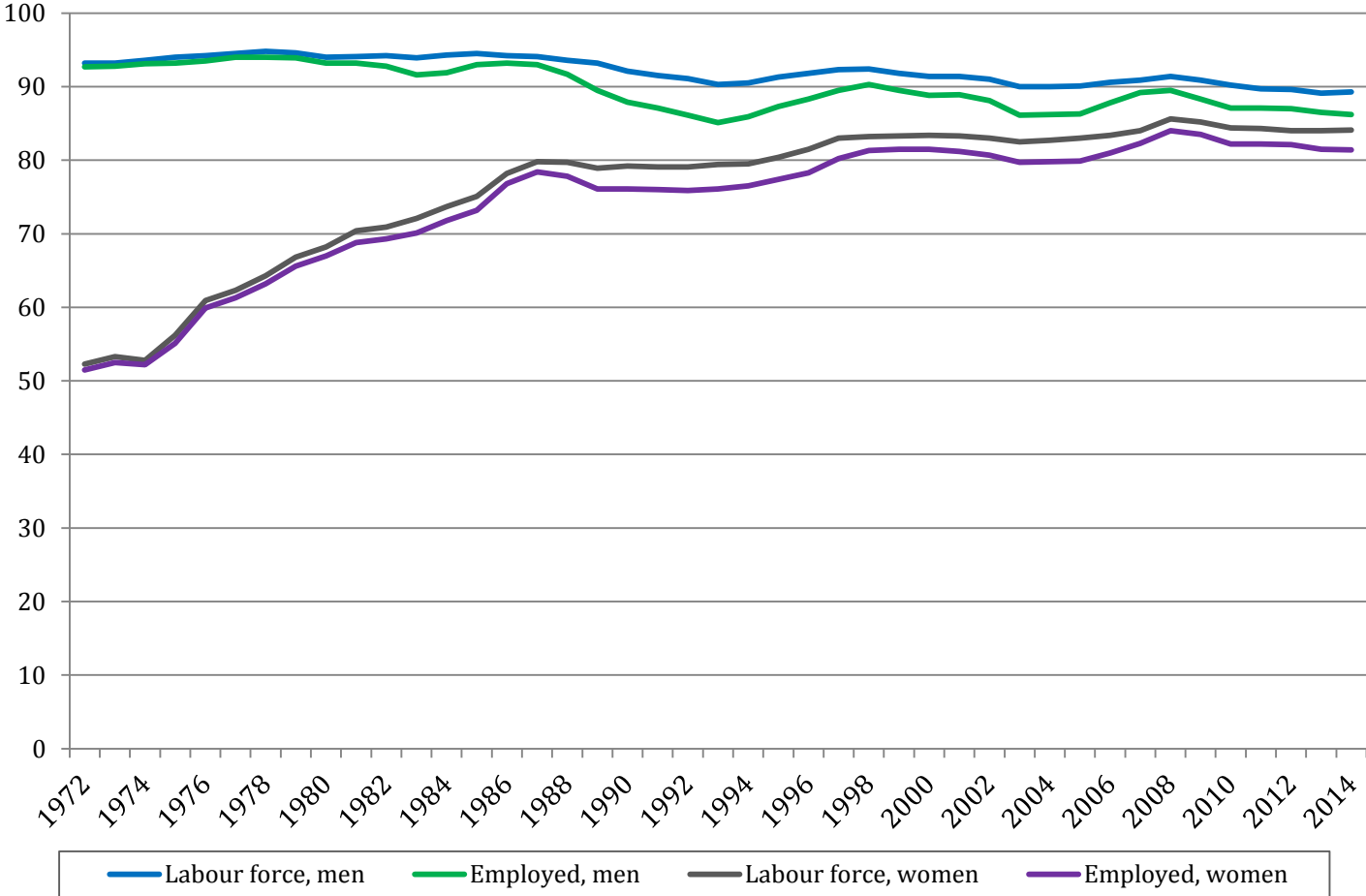


However – in consequence the Norwegian and Nordic labor markets developed strong gender segregation

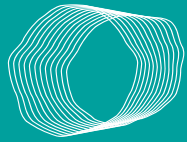
- Stability in horizontal gender segregated patterns
- Women dominate the public sector, men in the private sector
 - 70 percent in public sector are women
 - Less than 40 percent in private sector are women
- 40 percent of all employed women work part-time
- Mechanism of public sector attraction for women



Employment and labour force participation among women and men 25-54 years. Percent



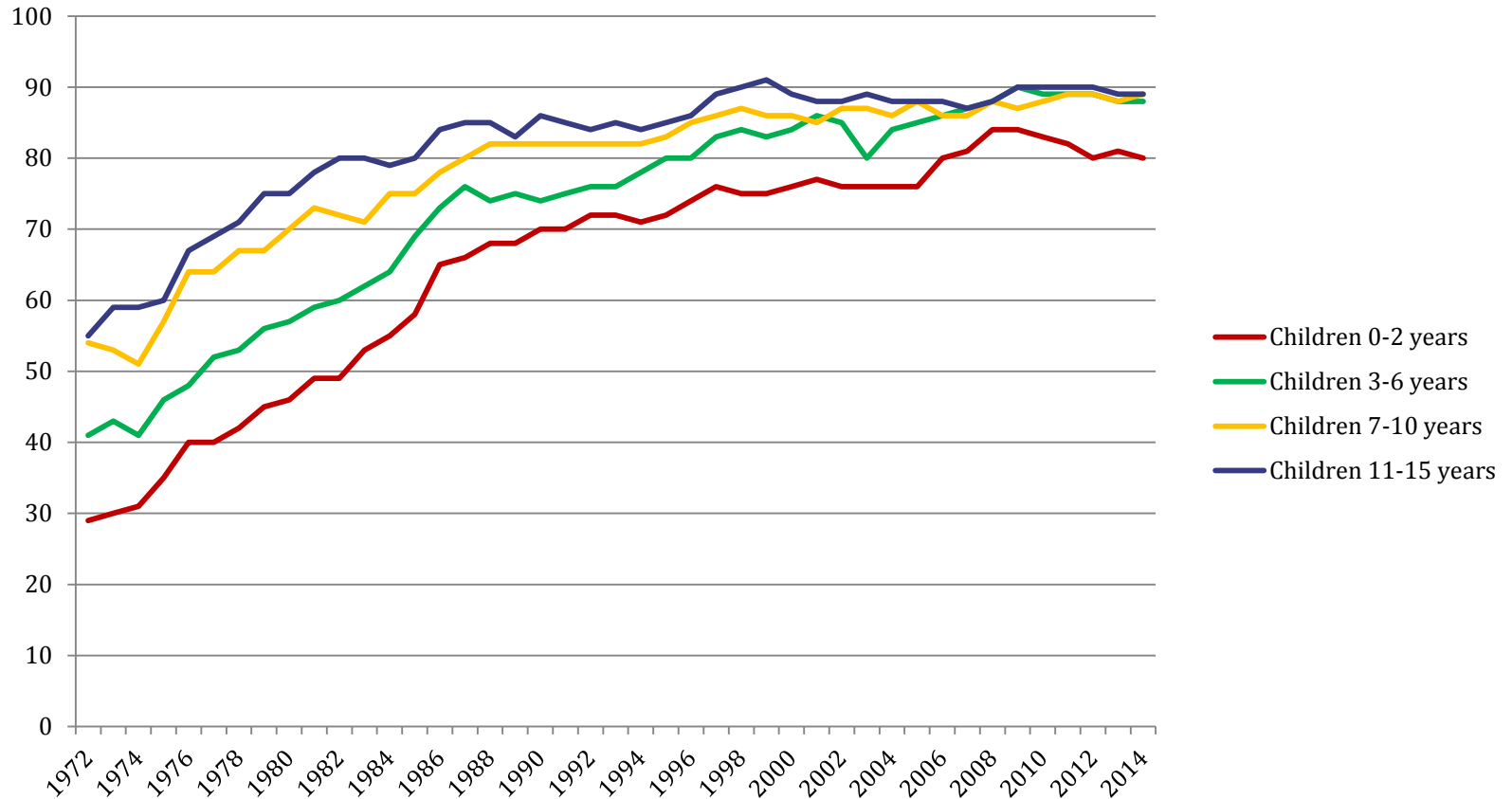
Source: Labour Force Survey, Statistics Norway



CORE
CENTRE FOR
RESEARCH ON
GENDER EQUALITY

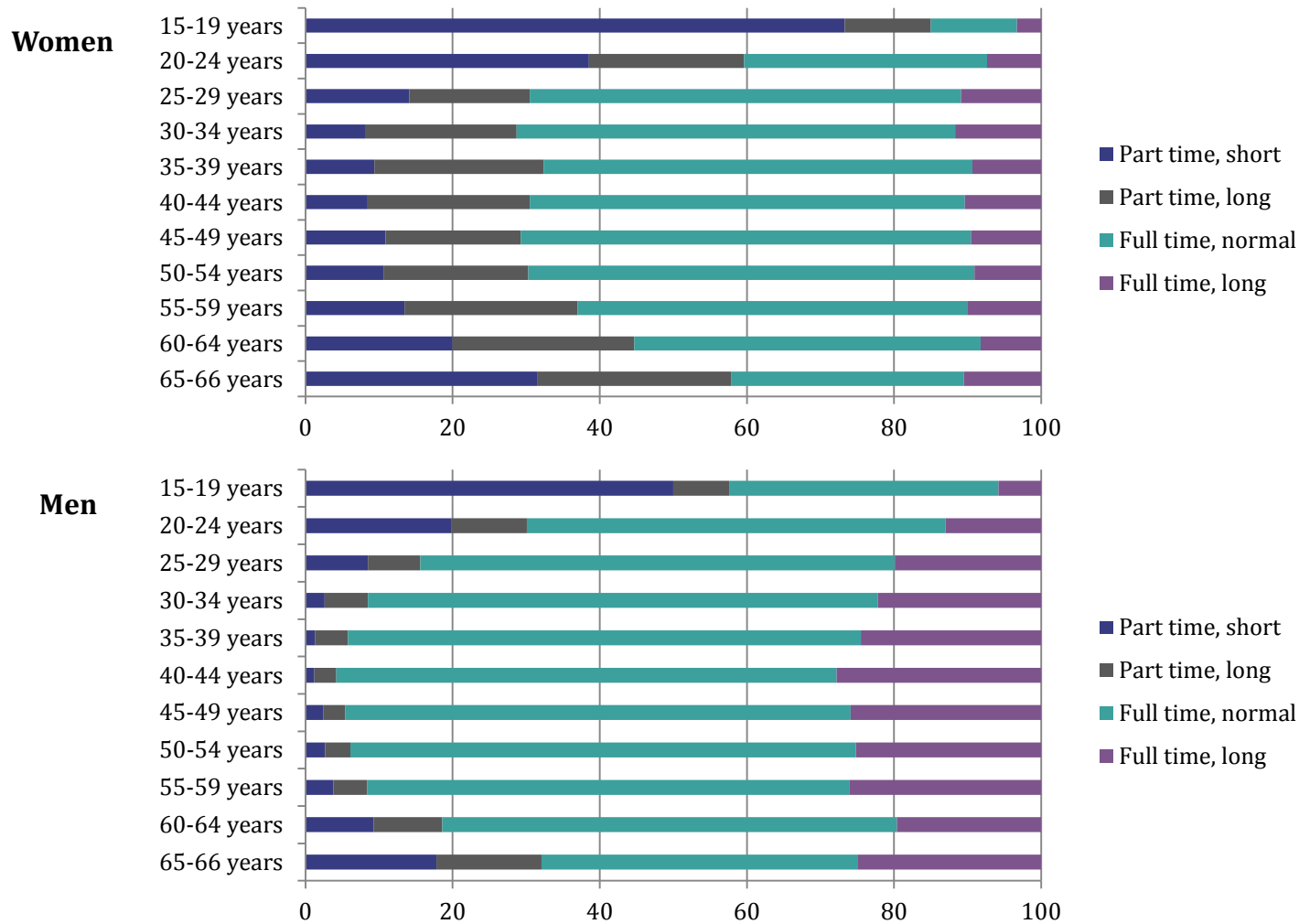
Work and family balance

Percentage in the labour force among married/cohabiting mothers with children in different age groups.



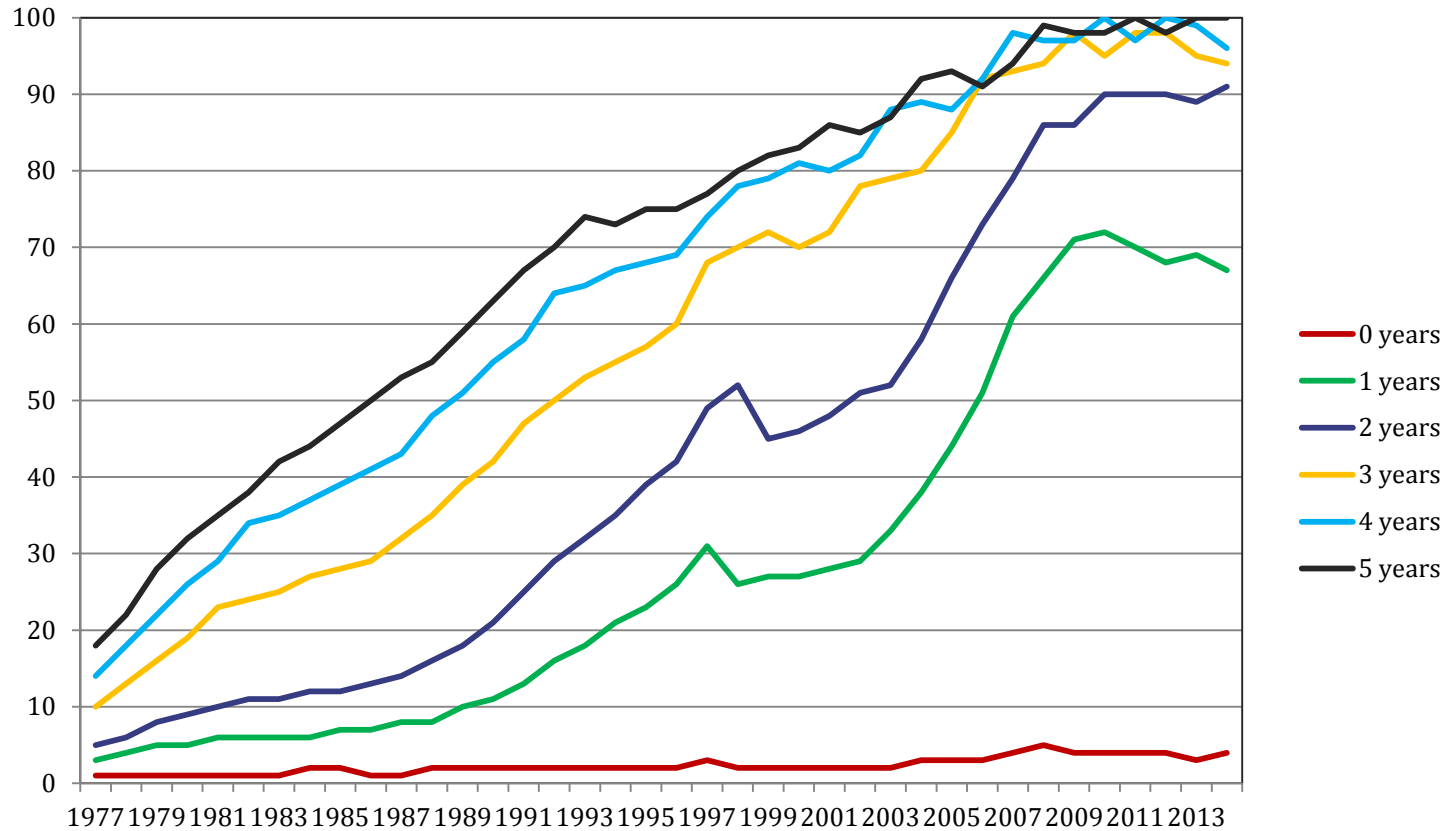
Source: Labour force Survey, Statistics Norway

Contractual work hours among employed women and men in different age groups, 2014. Percent



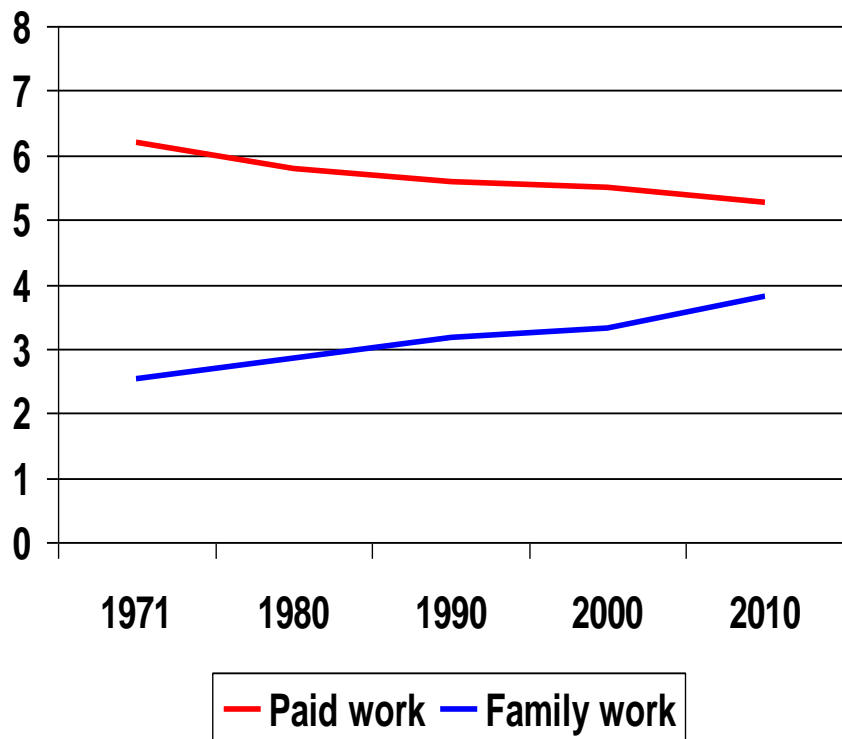
Source: Labour Force Survey, Statistics Norway

Percentage of children in kindergarten in different age groups.

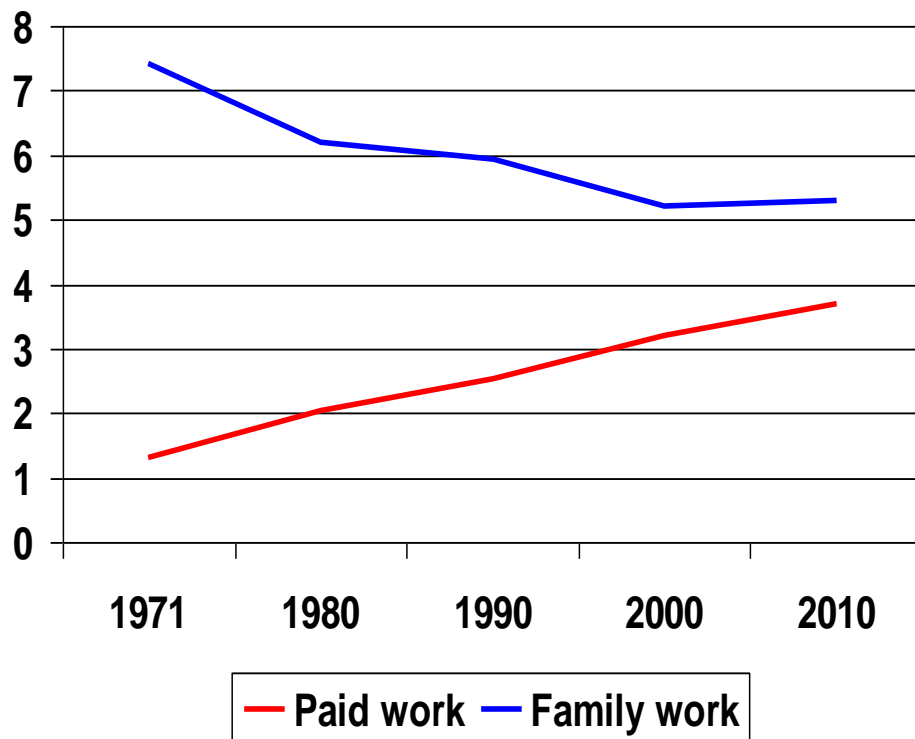


Time spent on paid work and family work among fathers and mothers with children 0-14 years. 1971-2010. Hours per day

Fathers



Mothers



Fatherhood in transition

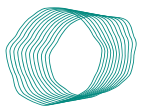
- Fathers with small children spend less time on paid work than fathers with teenagers. This pattern appeared for the first time in 2010.
- Small children implies more family work for fathers. The association between the age of the youngest child and fathers' family work has become stronger.
- Mothers' time use is less affected by the presence of small children than before.
- Now only mothers with children below two years spend less time on paid work than mothers with teenagers.



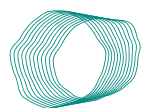
Published in Kitterød and Rønsen (2014): *Jobb og hjem i barnefasen. Nå jobber også far mindre når barna er små. Søkelys på arbeidslivet* 31 (1-2). <http://www.samfunnsforskning.no/Publikasjoner/Tidsskrifter/Soekelys-paa-arbeidslivet>

In spite of reduced gendered differences in paid work and family work:

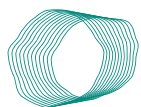
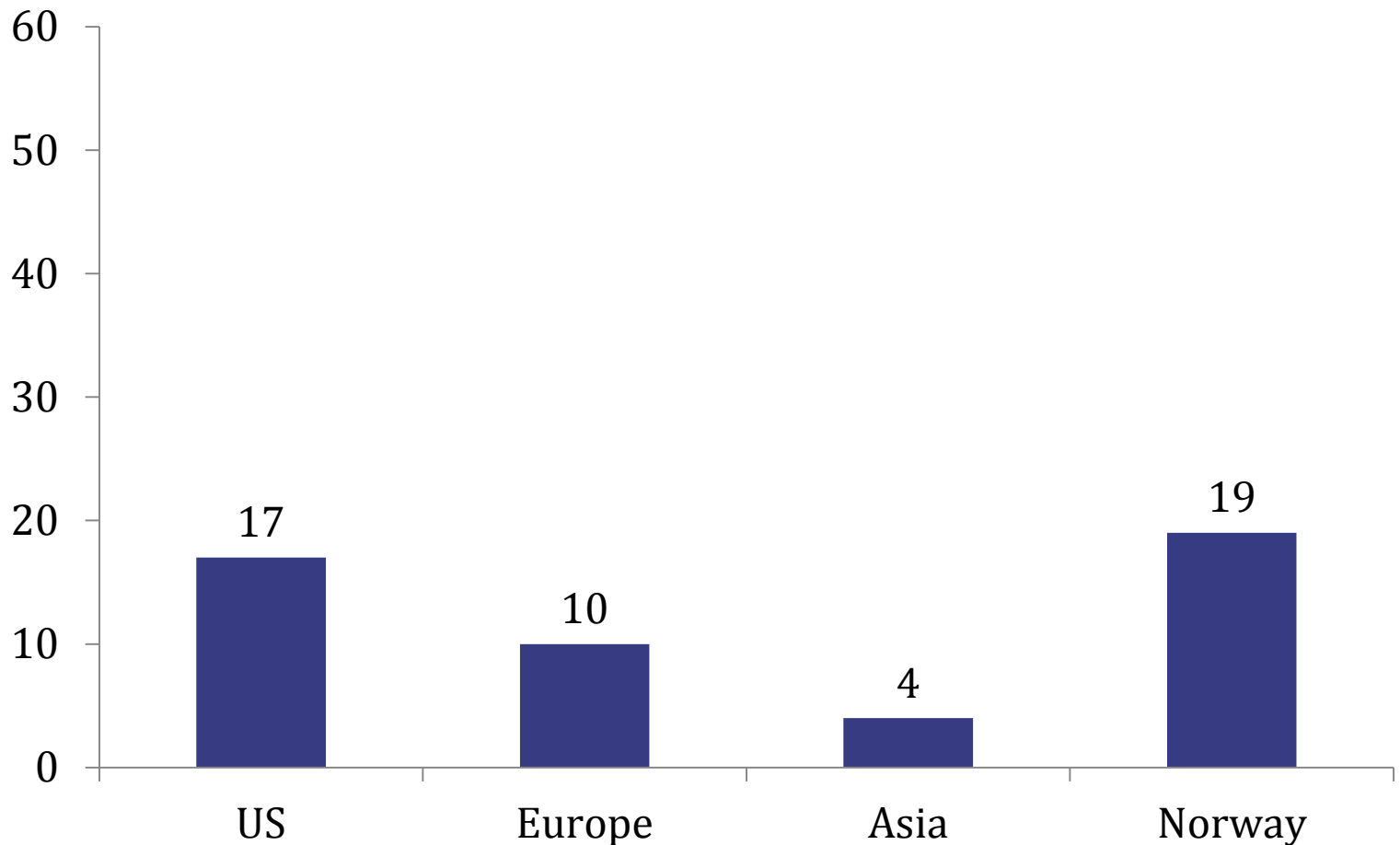
- Women on the average spend less time on the labour market and more time on family work than men.
- There are now many “symmetric” couples, but few “role reversal couples” in Norway. In four out of ten couples, both partners work equally much on the labour market. He works most in five out of ten couples. She works most in one out of ten couples.
- Women are severely underrepresented in corporate management positions. The “welfare state paradox”?
- Women more often than men withdraw from high-commitment careers when children arrive.
- The arrival of children still impacts women’s wages more than men’s.
- Still “gender-equality” light?



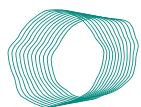
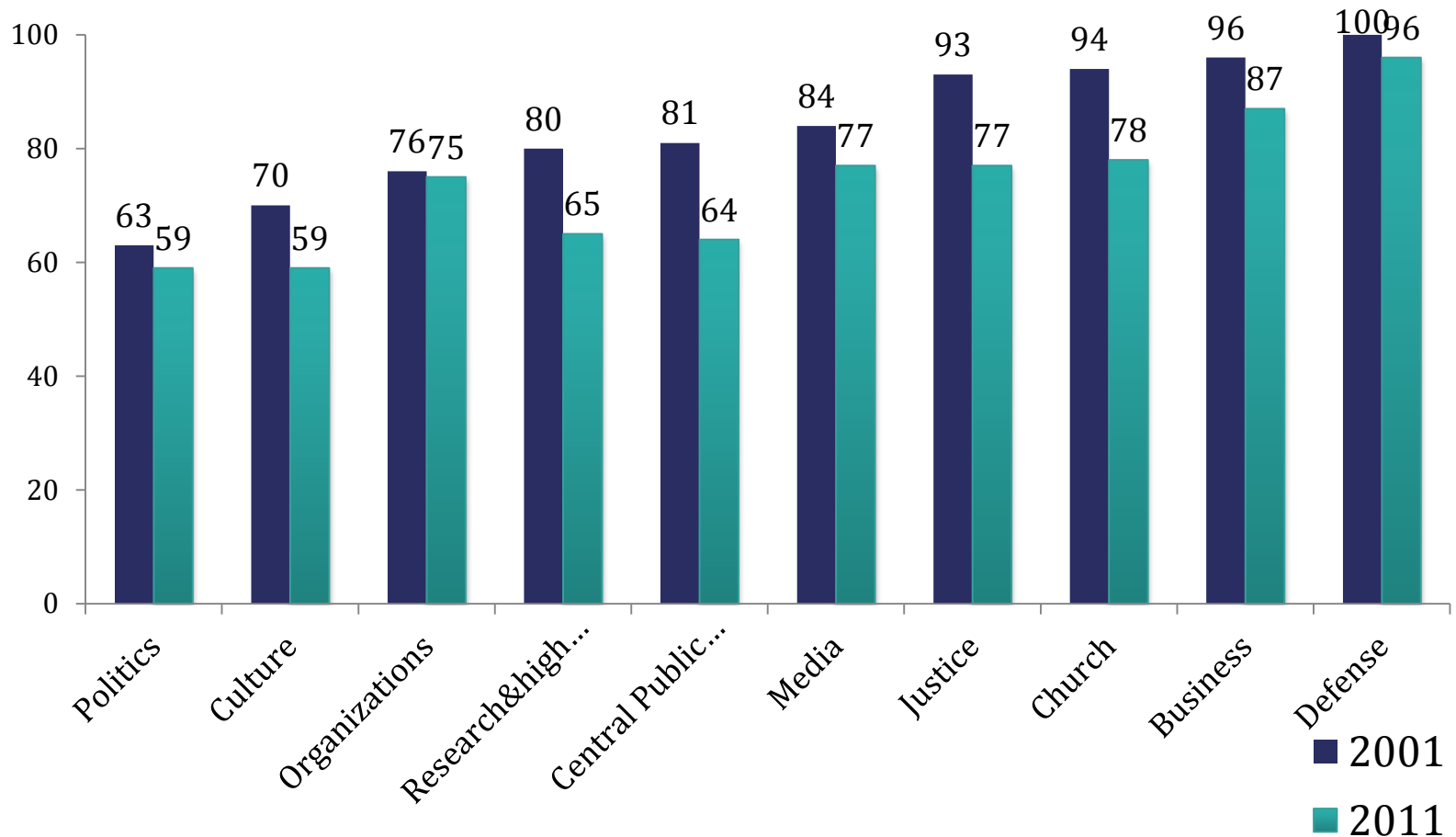
Glass-ceiling – vertical segregation

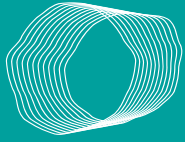


Women in executive committees in the biggest companies (%)



Male-dominance in Norwegian top-positions 2001 – 2011 (%)





CORE
CENTRE FOR
RESEARCH ON
GENDER EQUALITY

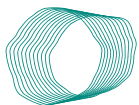
Gender Quotas for Corporate Boards

<http://www.socialresearch.no/Publications/Articles/2015/2015-020>



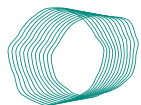
Background context

- Political process initiated in the late 1990's – the parliament adopted legislation in 2003
- Demand of at least 40 percent of each gender in boards of public limited companies (PLC) and publicly owned companies
- Effectuated for public companies in 2004 and for PLC 2006/2008
- Expanded to include cooperative companies and municipal companies in 2008 and 2009

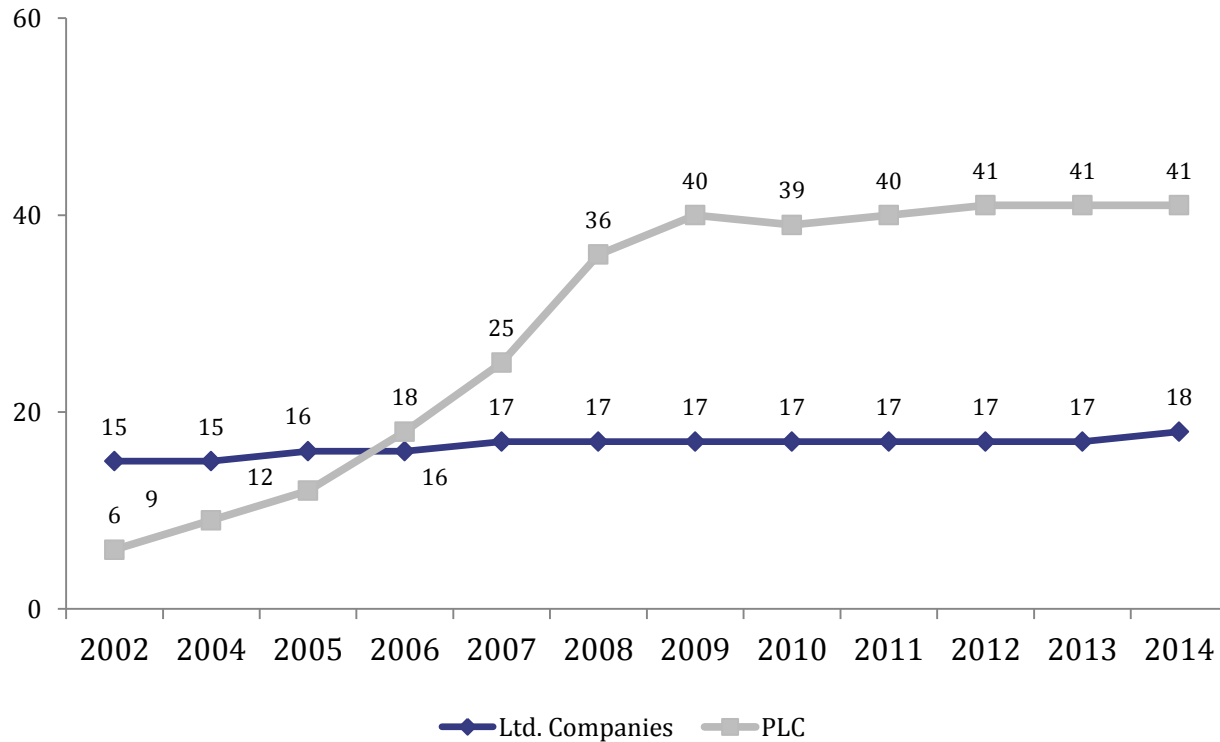


Spread of gender quotas for corporate boards

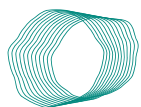
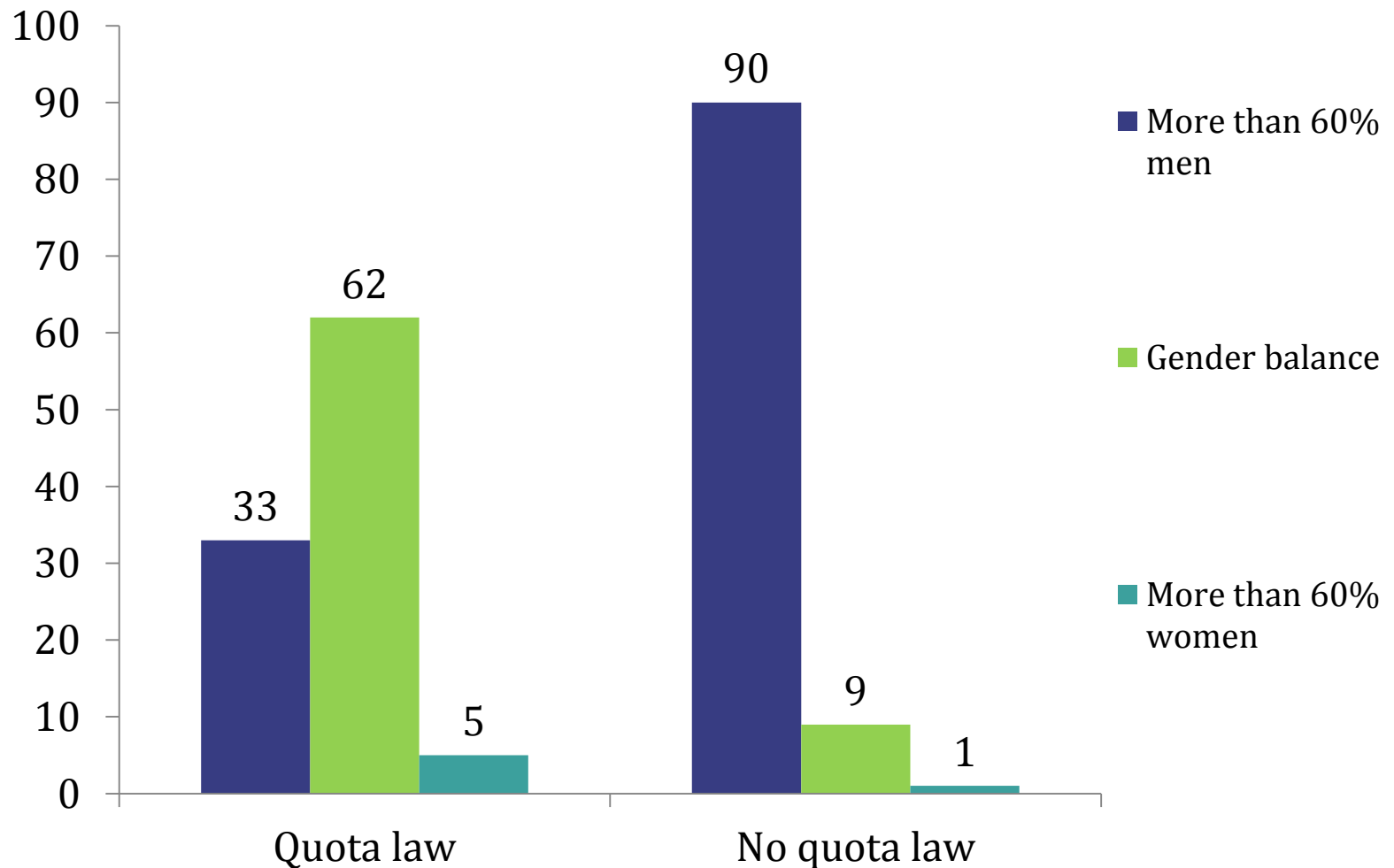
- 2003: Norway
- 2007: Spain
- 2010: Iceland
- 2011: France, the Netherlands, Belgium, Italy
- 2015: Germany
- Sweden??



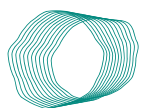
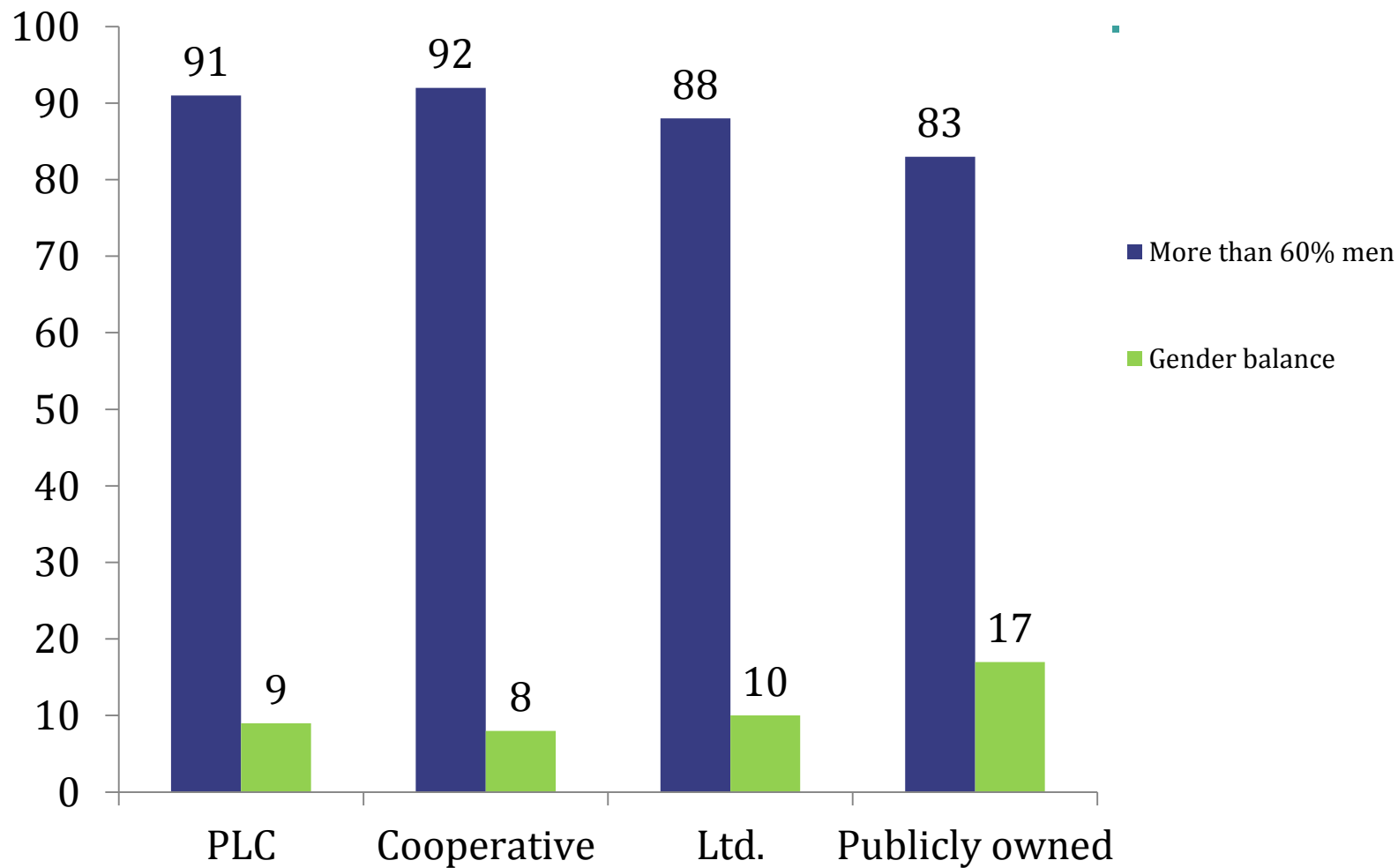
Women in public limited vs. private limited company boards (%)



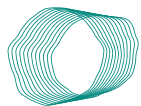
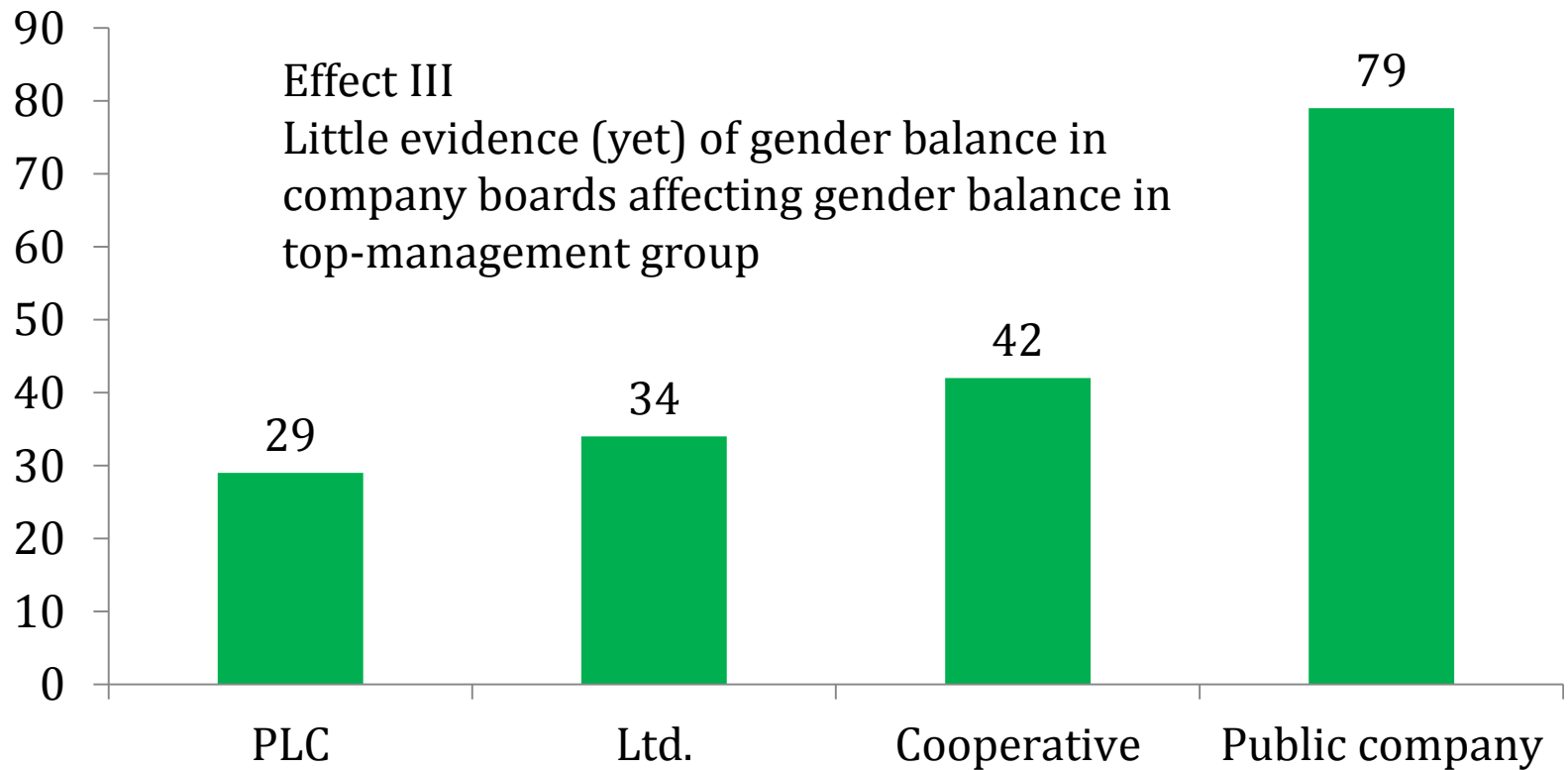
Gender distribution in boards with or without gender quota legislation

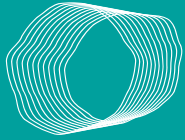


Gender distribution in top management



Executive committees with at least two women (%) (250 biggest companies)

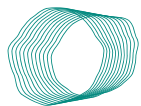
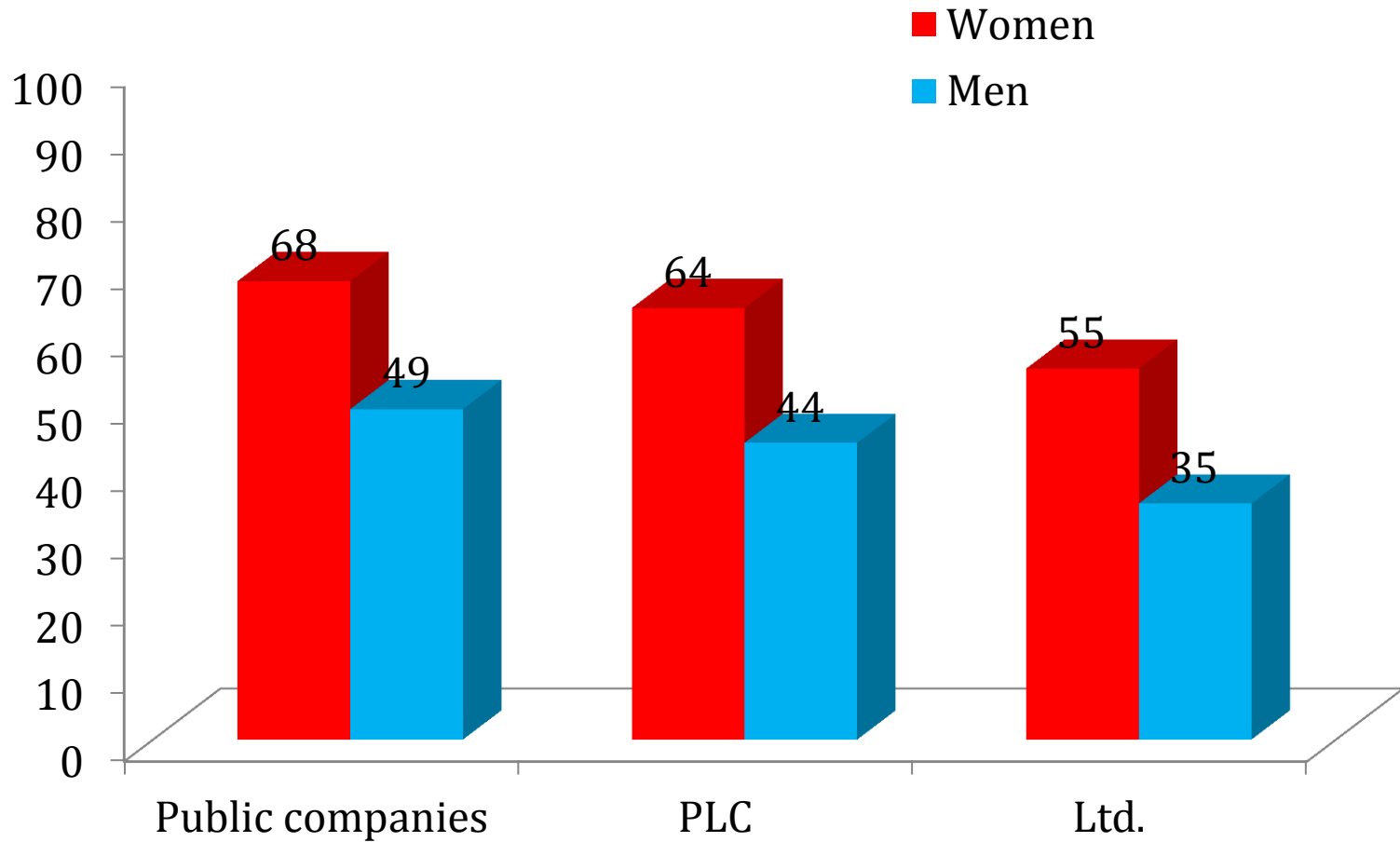




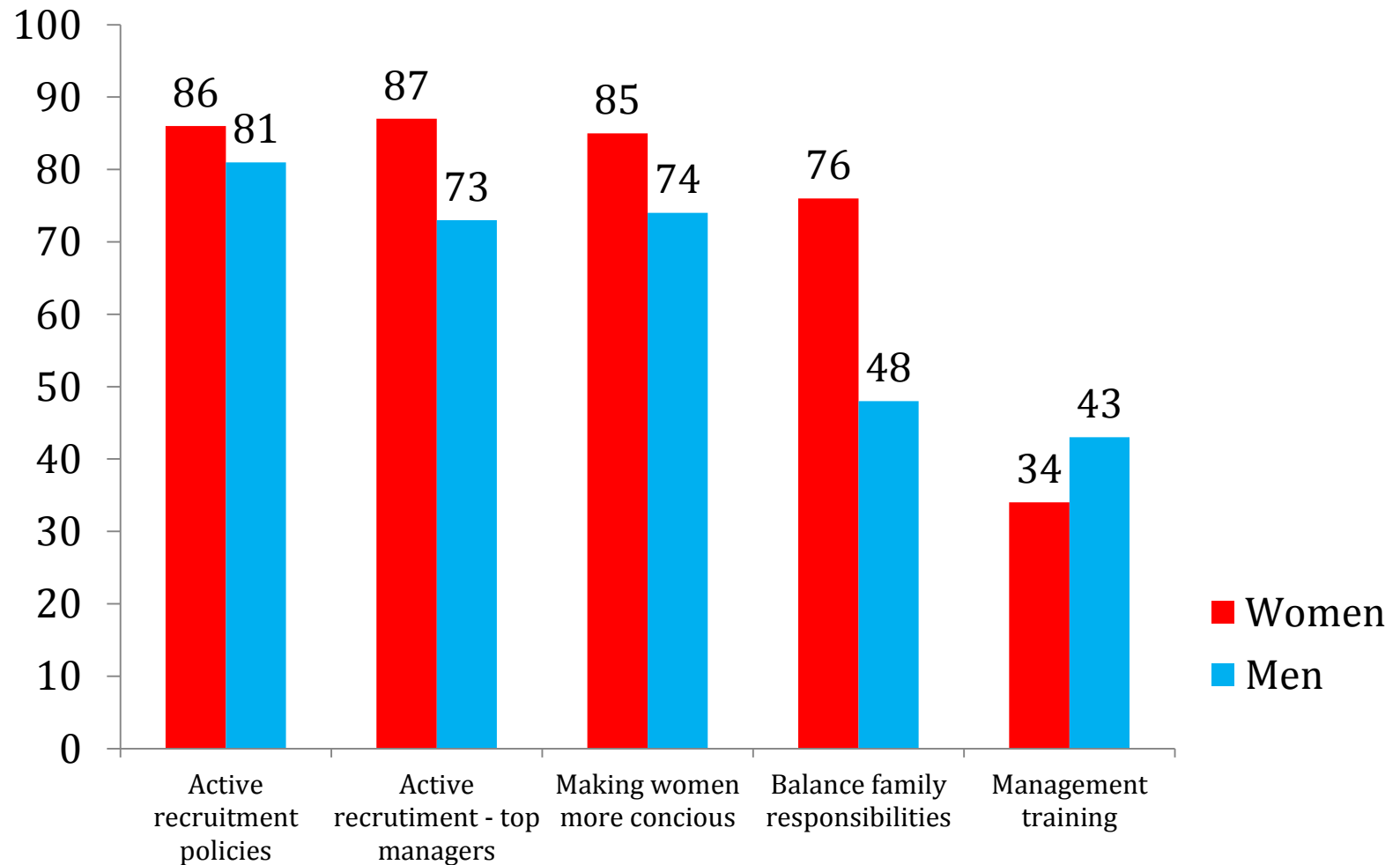
CORE
CENTRE FOR
RESEARCH ON
GENDER EQUALITY

What are the top-managers
views and what do they think is
the problem?

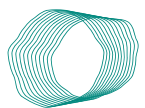
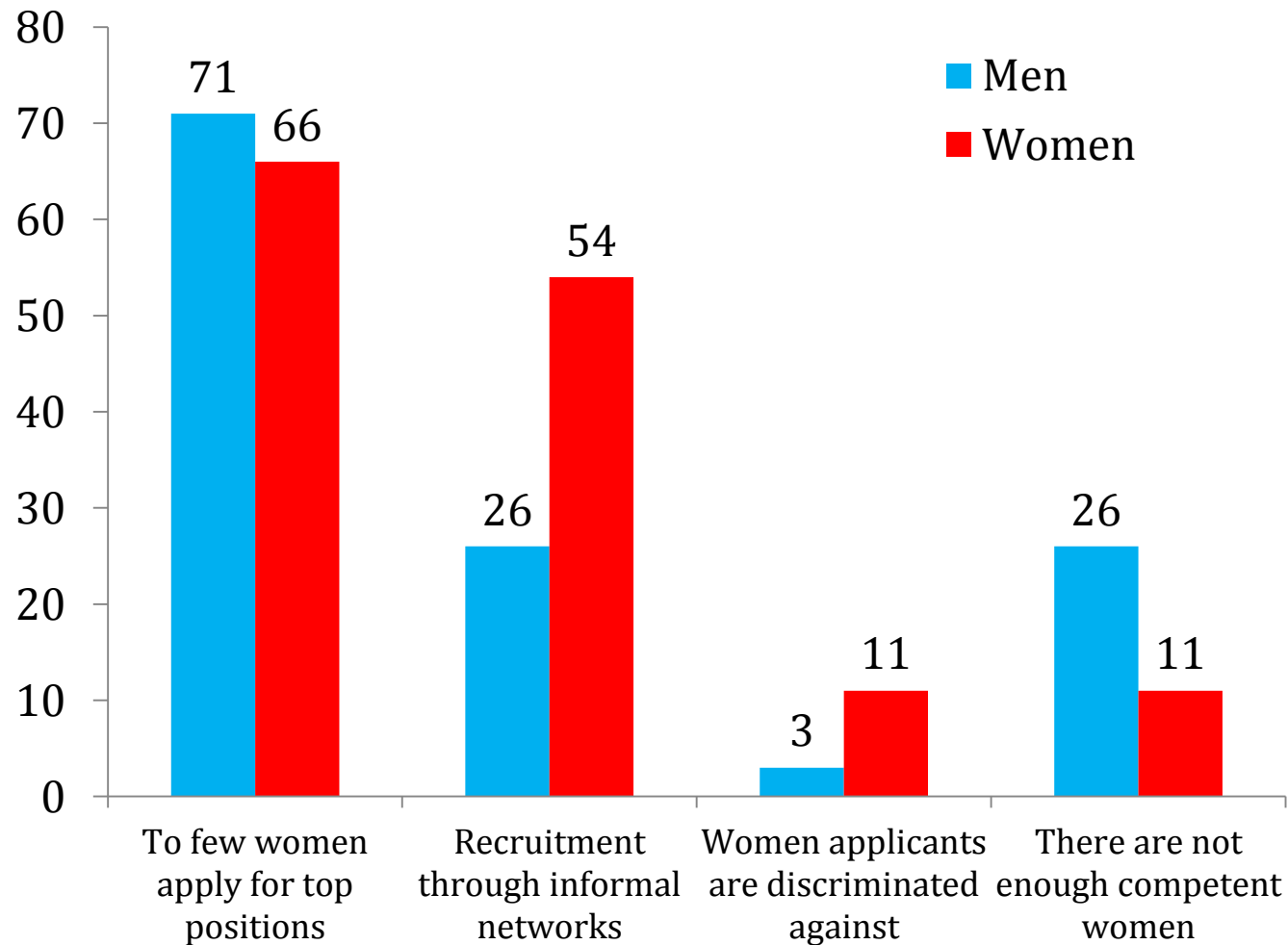
Are gender quotas for corporate boards a suitable measure for achieving gender balance in the boards of...



How important do you think these initiatives are to improve gender balance in top-management?



“Women are still under-represented in top-positions in business: To what extent do you agree in these explanations...”

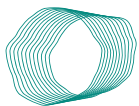


Experiences from Norway: Effects of gender quotas for corporate boards

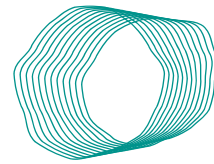
- Gender quotas have been successful in achieving gender balance in corporate boards
- Gender quotas are generally widely accepted within the Norwegian business world
- The spill-over effects are modest, however
- International effects significant

Concluding remark

- Gender equality development result of supply and demand factors
- Norwegian gender equality policies primarily family policies
- Lack of effective gender mainstreaming policies



**INSTITUTE
FOR SOCIAL
RESEARCH**



CORE
CENTRE FOR
RESEARCH ON
GENDER EQUALITY