

Social Norms and Gender Gaps

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Social Gender Norms

- One of the multiple causes for persisting gender inequality – **social gender norms**
- Special report by UNDP in 2020: TACKLING SOCIAL NORMS. A game changer for gender inequalities (Gender Social Norms Index based on World Values Survey data): social norm measures in four domains; in Russia the larger biases are in political and economic domains
- Pew Research Center Survey: in Russia *% who prefer a marriage where the husband provides for the family and the wife takes care of the house and children* **dropped from 48% in 1991 to 29% in 2019** (but 33% among younger Russians in 2019)

Gender norms formation

- Social gender norms have deep cultural roots (geography and history)
- Individual gender attitudes or norms are formed early on:
 - ✓ Gender roles in family affects gender norms of children
 - ✓ Schools affect gender norms of children, e.g. through gender attitudes of teachers or socialization
 - ✓ State ideology may affect gender norms (“Math, girls and socialism”)

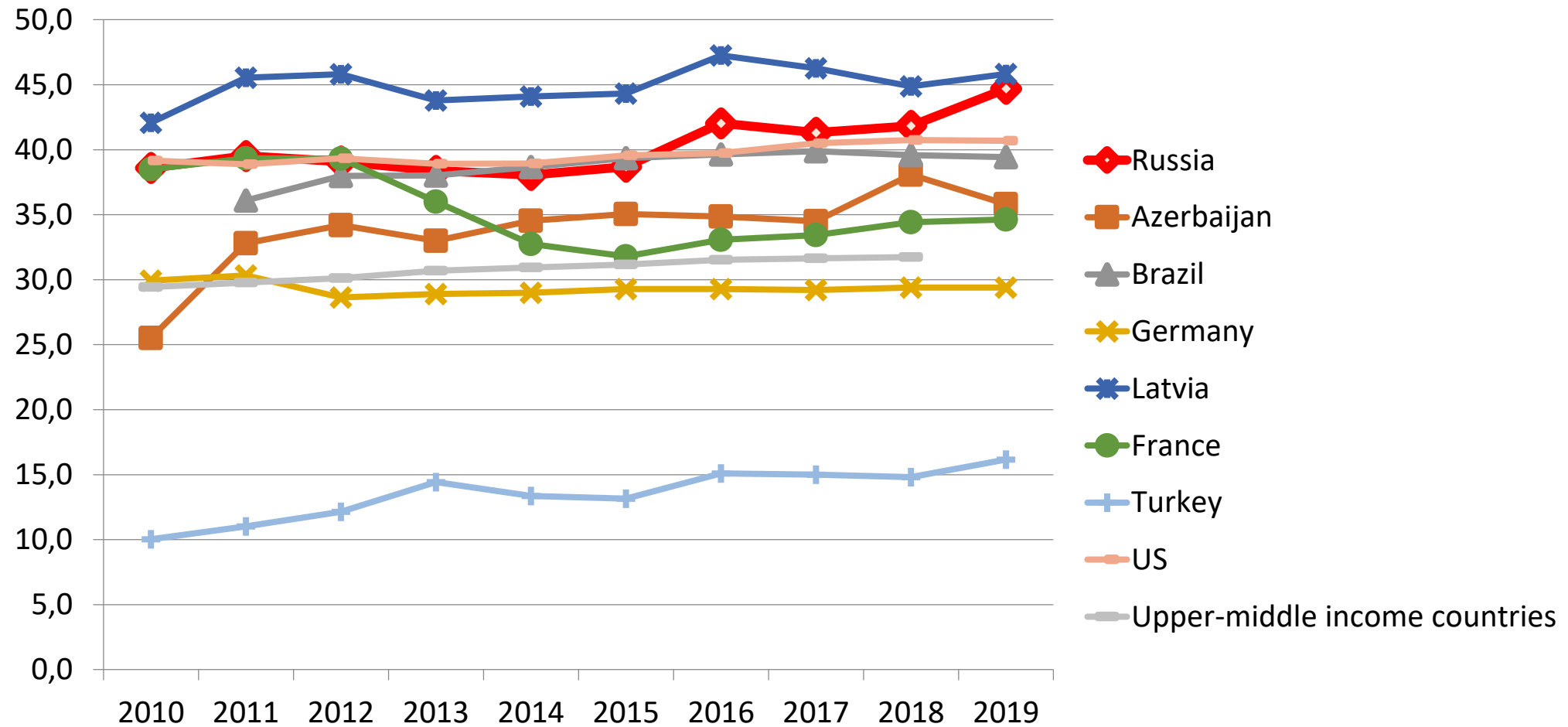
Gender norms formed in childhood => choice of subjects in school and fields of study in college => segregation on the labor market => gender gaps in employment and wages, gender disparity in management positions etc.

Case of Russia: women in management

- The problem of “glass ceiling” is contributing to underrepresentation of women in management positions and to the gender wage gap at the top of wage distribution
- The presence of women in management may be influenced by social gender norms in the country
- In Russia:
 - ✓ Traditional gender norms vs soviet egalitarian norms
 - ✓ Historically high labor force participation of women

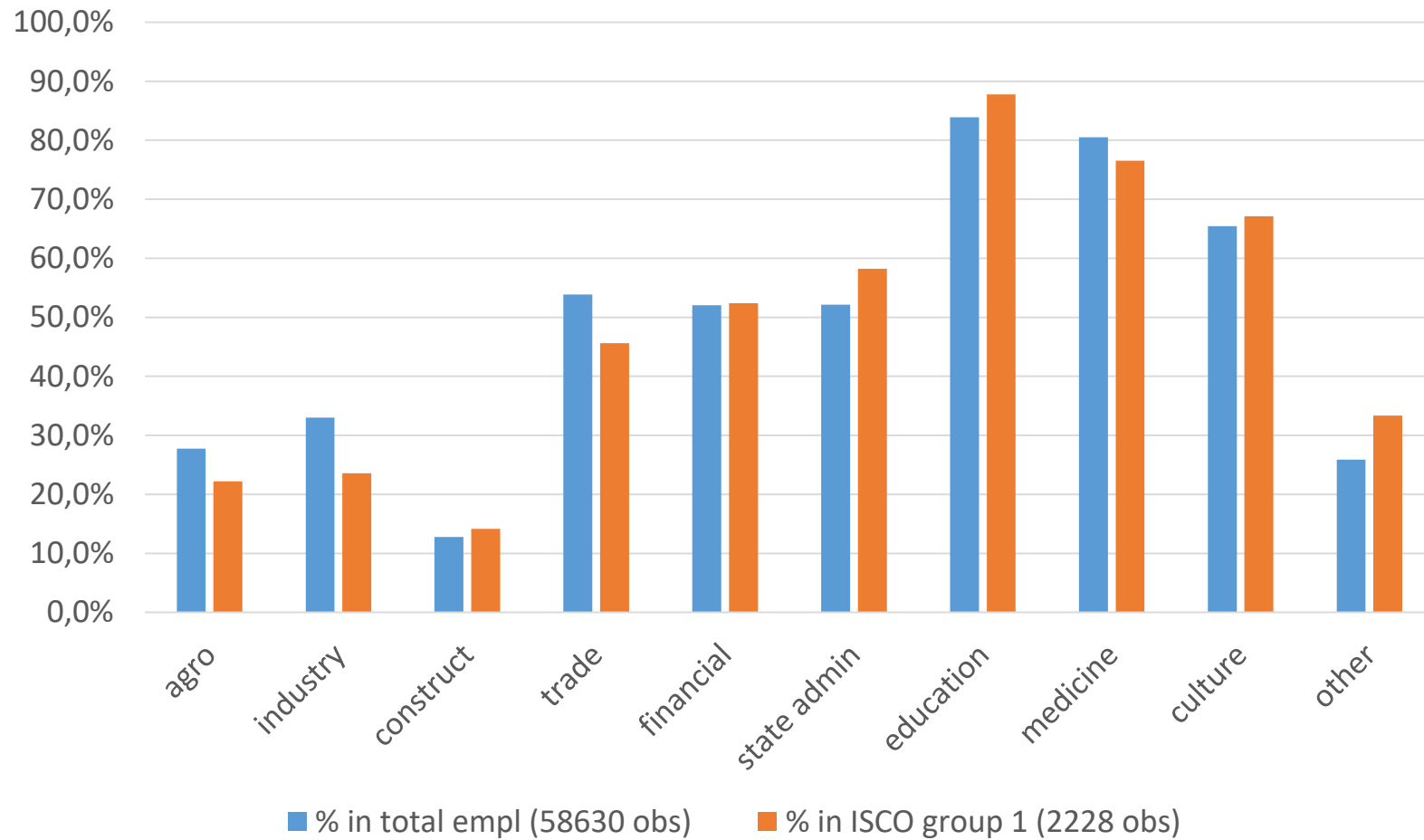
Female share of employment in managerial positions (%), ISCO group 1

ILO data from national labor force surveys



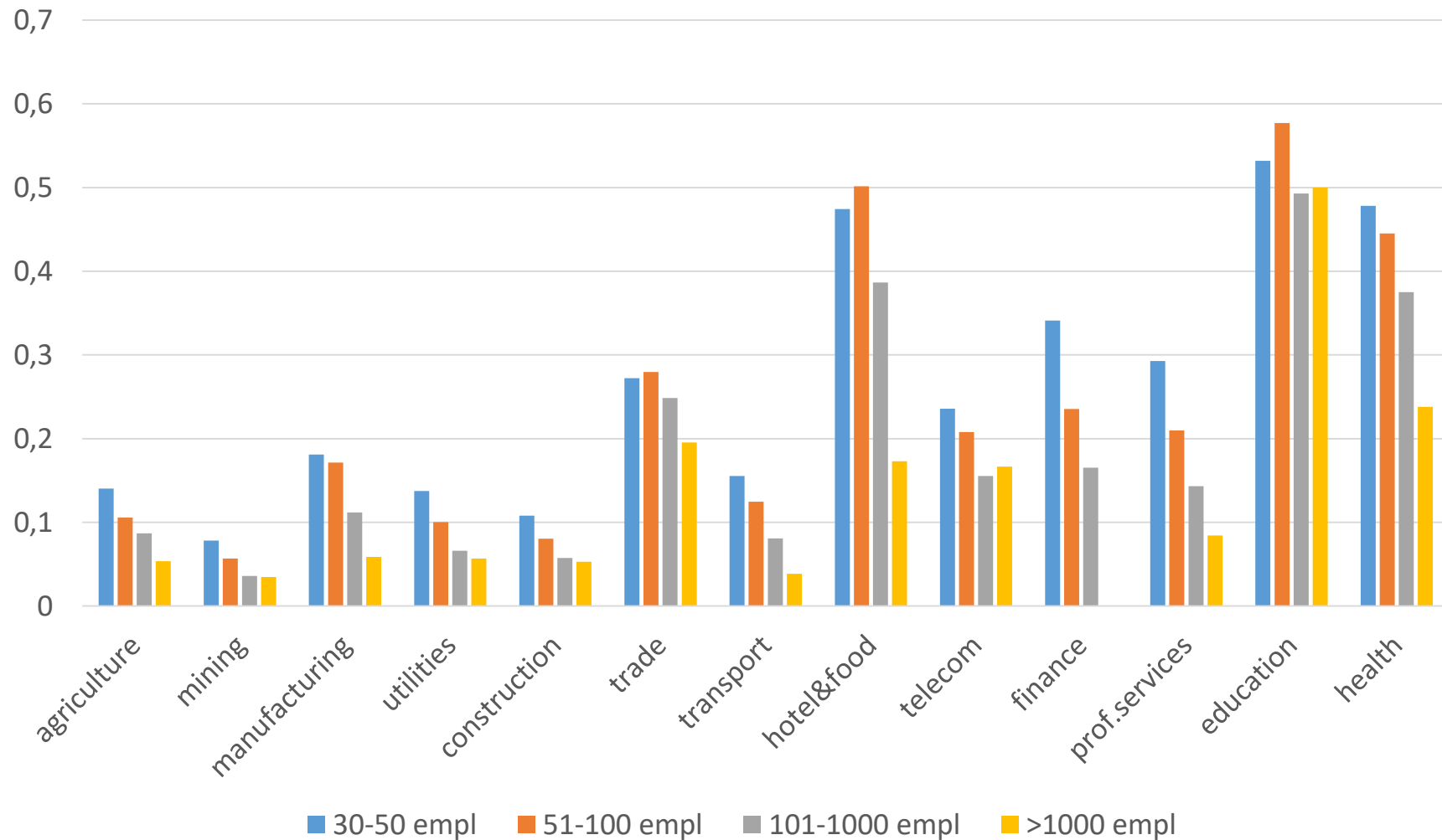
Share of women in employment and management by sector

Rosstat Population Income Survey 2019



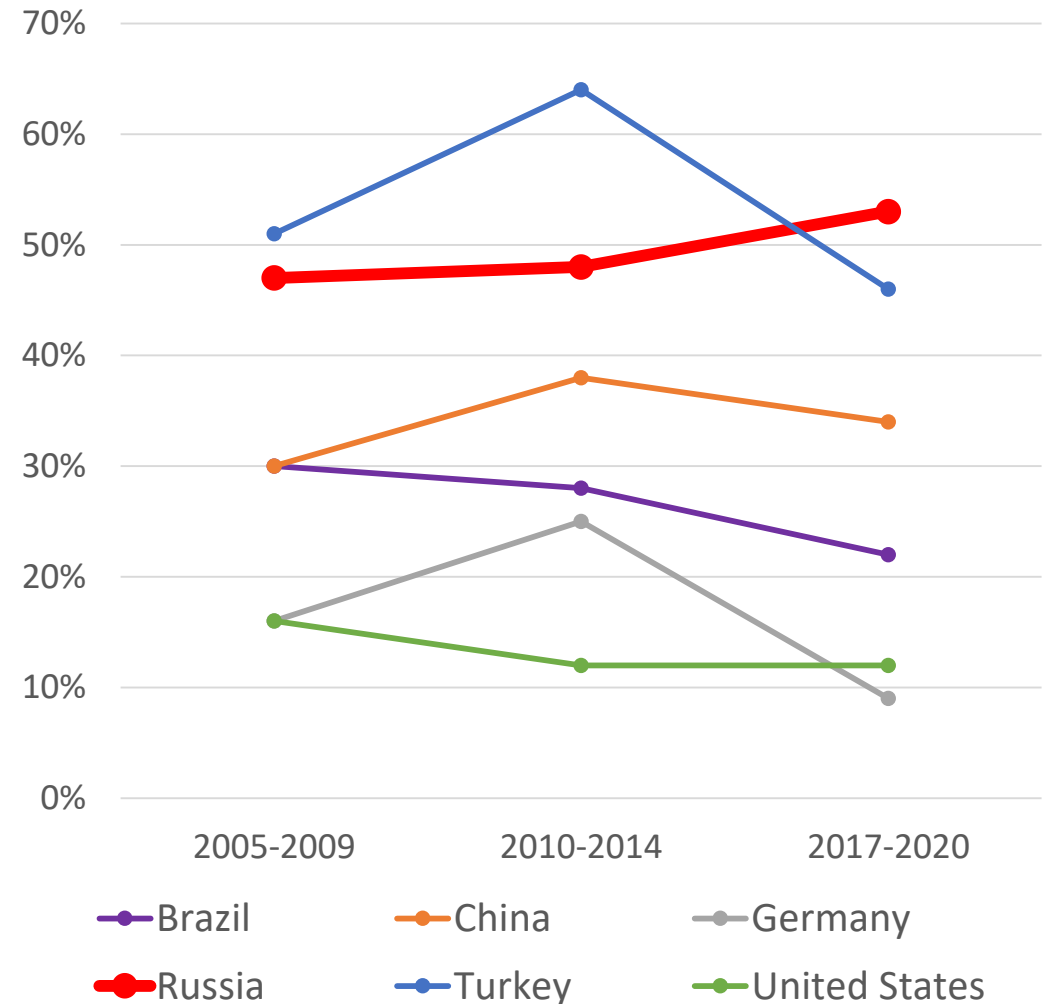
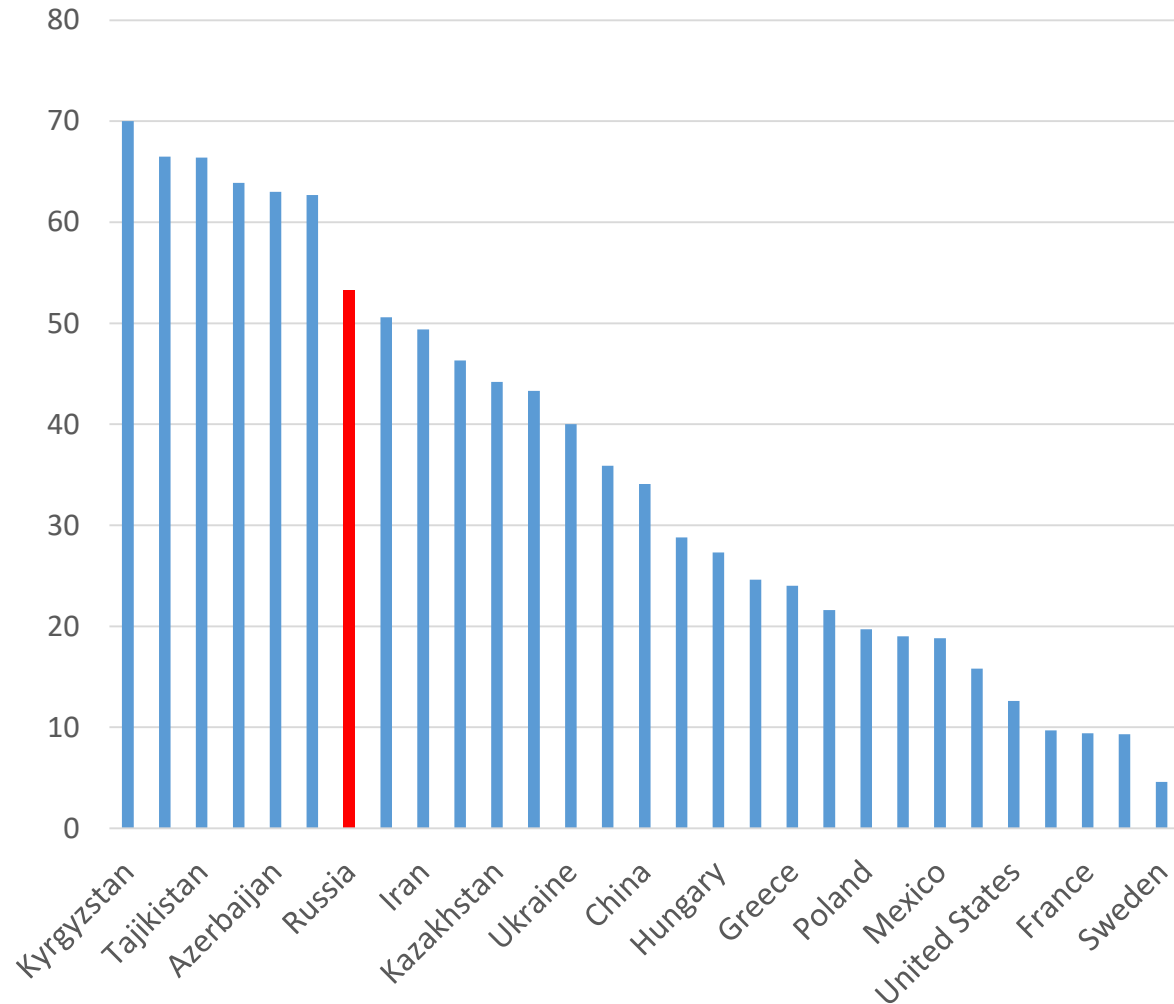
Share of women-CEOs by sector and firm size

Firm-level data from Bureau van Dijk Ruslana database



On the whole, men make better business executives than women do, % agree and strongly agree

World Values Survey, 2017-2020



Indicators of social gender norms

- Cross-regional variation in:
 - ✓ female-to-male ratio of time spent on kids or household duties
 - ✓ share of people in the region observing religious norms
 - ✓ Living in a large city
- From RLMS-HSE household survey:
 - ✓ Individual gender attitudes
 - ✓ Distribution of household duties
 - ✓ Parents' employment and occupation

Preliminary findings

Evidence of correlation of presence of women in management with social gender norms:

- Social gender norms differences across regions matter, but only for hired CEOs, not for CEO-owners
- Individual attitudes to the gender roles matter, but only within couples and not for non-married women