

Economic gender equality in Sweden

A review of the Annex to the Government's Budget Bill
regarding the allocation of economic resources between men
and women & a brief overview of recent proposals

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- ▶ Overview of the Annex & my comments to it
- ▶ Current gender equality policies in Sweden
 - ▶ New goals for gender equality policy since 2016
 - ▶ New Swedish Gender Agency
 - ▶ Gender mainstreaming efforts

The setting

- ▶ The Swedish Fiscal Policy Council - an independent agency constituted by six members with the scope to evaluate the central government's fiscal policy -
- ▶ commissioned me to critically review the Annex to the Government's Budget Statement regarding the distribution of economic resources between men and women

Gov. Bill 1987/88:105: About gender equality policy for the 1990s

The Minister of the Labour Market Ingela Thalén proposes: **"the allocation of economic resources between men and women should be monitored continuously and be reported annually in the Budget Proposal"**

- **Motivation:** to be able to equalize men's and women's economic standard we need *detailed knowledge* about the allocation of economic resources across gender over the entire life course

Overarching goal for gender equality policy in 1987

"Economic independence built on own earnings is a central goal for the gender equality policy. Differences in economic standard between men and women should be equalized mainly by counteracting the gender segregated labour market och by making the allocation of women and men across paid and unpaid work more equal."

In addition to an Annex regarding economic gender equality, studies of men's and women's time use with respect to paid and unpaid work are advocated and also a yearly separate Annex to the Budget Statement regarding the share of women on lay boards within the central government.

Gender equality goals since 2009 (and until 2016)

The government's gender equality policy has the overarching goal of men and women having the same power to shape society and their lives.

Four informal subgoals guide the government's policy:

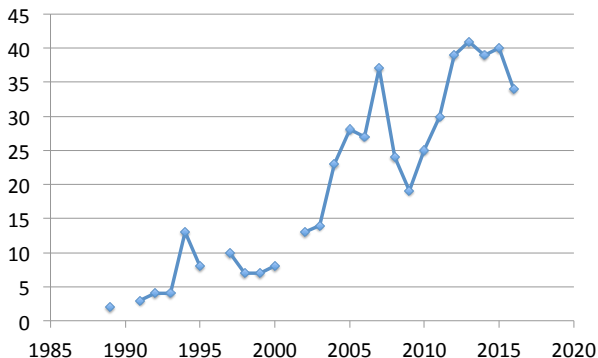
- ▶ An equal division of power and influence
- ▶ Economic gender equality
- ▶ An equal division of the unpaid household and care work
- ▶ The end of men's violence against women

Content of the annex

Subgoal of economic gender equality

Men and women should have the same opportunities and means to education and paid work that enables lifelong economic independence.

The ambition level of the Annex over the years (in number of pages)



1989-2002: Basic content

- ▶ From market income to disposable income; disposable income and capital income wrt type of household and age (20-64 years)
- ▶ Gender wage gap in privat and public sector
- ▶ Vertical segregation
- ▶ Average hours worked; income wrt part time/full time work
- ▶ Pensions: pension points across ages; share without pension points
- ▶ Education: wage according to educational level (from 1994)

Recent years (2011-2016): More analysis

- ▶ More ambitious
- ▶ References to research
- ▶ Economic gender equality policy and its effects
- ▶ Structure: Level of economic gender equality; Disposable income; The effect of policies
- ▶ In-depth: Parental leave (2013); Men and women with low incomes (2016)

Some comments regarding the Annex

Does the Annex fulfil its purpose?

Original purpose: to account for the allocation of economic resources between men and women over the life-cycle

- ▶ **Definitely yes in recent years**

However, other public agencies produce excellent gender-specific statistics:

- ▶ Statistics Sweden, "Women and men in Sweden - Facts and figures 2016" (biannual)
- ▶ Swedish National Mediation Office, "Report on the gender wage gap" (annual)

The quality of the Annex

Positives:

- ▶ Recurrent indicators of economic gender equality
- ▶ The inclusion of +65 population
- ▶ Good structure since 2012
- ▶ Competent analysis

Less positive:

- ▶ The more analytic the Annex is, the more clear is the lack of a specific purpose
- ▶ Young (below the age of 20) are missing from the analysis

Could the Annex provide knowledge about the degree of attainment of economic gender equality?

"Subgoal of economic gender equality implies that men and women should have the same opportunities and means to education and paid work that enables lifelong economic independence. [...]"

- ▶ Current statistics measure gender-specific economic outcomes, not gender-specific opportunities and means.
- ▶ To get at gender-specific opportunities and means for instance requires statistics on discriminatory behavior at employer level or evidence of social norms that makes it more difficult for individuals to make gender-neutral economic choices.

All main indicators are measures of economic outcomes

Statistics Sweden in 2013 proposed almost 90 indicators for various dimensions of gender equality:

- ▶ **From earnings business income to individual disposable income for persons 20-64 old**
- ▶ Individual disposable income according to household type and number of children
- ▶ Paid days for care of children
- ▶ Women's wage as a share of men's wage by sector before and after standard weighing
- ▶ Segregation index according to age
- ▶ Employed 20-64 according to age and attachment to the labour market
- ▶ Employed 20-64 according to age and part/full time work
- ▶ High school graduates by program
- ▶ Ongoing sickness leave in December
- ▶ Share on persons on sick leave

Share of Swedish population (World Value Survey, 2012)

	1. When jobs are scarce, men should have more right to a job than women		2. When a mother works for pay, the children suffer	
	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>
Agree	0,7	3,2	29,8	34,1
Either or	3,4	5,6	-	-
Disagree	94,9	91,2	65,8	62,7
No answer	0,5	-	0,8	0,3
Don't know	0,4	-	3,6	2,8
# respondents	604	602	604	602

Note: The answers to the second question are aggregated according to the following: AGREE = agree strongly + agree; DISAGREE = strongly disagree + disagree

Indicators of economic opportunities?

- ▶ Indicators of gendered preferences and social norms
- ▶ Most important gender marker is hours worked rather than employment: paid and **unpaid** work
- ▶ Discrepancies in the economic value assigned to male and female dominated occupations
- ▶ Discrepancies in the return to higher education across men and women
- ▶ Possible gender discrimination on the labour market

Recommendations

Extend the purpose of the Annex

- ▶ Current aim - to account for the gender-specific allocation of economic resources - fulfilled by other publications
- ▶ More relevant (but challenging) to analyze the gender-specific allocation of economic resources against the goals of the gender equality policy

Recommendation 1: *Let the aim of the Annex to be to indicate what is left before reaching economic gender equality*

Enable more thorough evaluations of the gender economic equality policy

- ▶ Recurrent evaluations of implemented policies are desirable, but they require time / resources.

Recommendation 2: *Let the Annex contain an evaluation of implemented policies every five years*

Economic power - the gender wage gap among executives

Occupation	Women's wages as % of men's wages
CEOs	88
Financial directors	66
Information & HR directors	98
Market & sales directors	80
IT directors	89
R&D directors	102

cont. Economic Power

- ▶ Not sufficient focus on the lack of gender balance of economic power
- ▶ No discussion of possible discrimination
- ▶ International perspective?

Recommendation 3: *More focus on women's (lack of) economic power*

Economic power, gender equal families and violence in close relations

- Explicitly analyze the driving forces of economic gender equality: include family responsibility, power and violence against women in that analysis

Recommendation 4: *Let the Annex comprise all goals of gender equality policy*

What is in the pipeline?



Regeringskansliet

[Lyssna](#) [English website](#) [Lättläst](#) [Teckenspråk](#) [Other languages](#) [Prenumerera via e-post](#) [Kontakt](#)

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Sök på regeringen.se

Sök

Sveriges regering

Statsråden och departementen

Regeringens politik

Detta görs inom olika områden

Så styrs Sverige

Om regeringen, Regeringskansliet och EU



Foto: Kristian Pohl/Regeringskansliet

Feministisk regering

Sverige har världens första feministiska regering. Det innebär att jämställdhet är avgörande för regeringens prioriteringar – i beslut och tilldelning av resurser. En feministisk regering ser till att jämställdhetsperspektivet finns med i politikens utformning på bred front, både i det nationella och internationella arbetet.

- [> Mål för jämställdhet](#)
- [> En feministisk regering ser till att beslut leder till ökad jämställdhet](#)
- [> Jämställdhetsintegrering](#)
- [> Jämställdhetsbudgetering](#)
- [> Insatser för jämställdhet prioriteras](#)

Some of the feminist government's reforms and intentions

- ▶ "New" gender equality goals
- ▶ Create a new Gender Equality Agency
- ▶ Gender mainstreaming continues
- ▶ Modernizing parental leave insurance
- ▶ and more...

Two new goals since Fall 2016

Overarching goal: men and women should have the same power to shape society and their lives. Six subgoals guide policy:

1. An equal division of power and influence
2. Economic gender equality
3. **Gender equality in education: Men and women, girls and boys should have equal opportunities and terms/conditions regarding education, field of study and personal development**
4. An equal division of the unpaid household and care work
5. **Gender equality in health: Men and women, girls and boys should have the same prerequisites for good health and be offered treatment and care on equal terms**
6. The end of men's violence against women

Gender equality agency starting 2018

- ▶ In the government document, Skr 2016/17:10, a new agency was outlined, the Gender Equality Agency
- ▶ It will have the task to analyze, evaluate, support and coordinate interventions and policies aimed at improving gender equality
- ▶ Natural counterpart for the Central Government
- ▶ Expected to have 30 something employees
- ▶ Fills a perceived vacuum & is associated with high expectations

Ongoing at all levels of government

- ▶ Local, regional and central level
- ▶ Gender mainstreaming pilot program involving 18 agencies from 2013 has been extended to additional authorities (all in all 60). Program ending in 2018. Too short-run?
- ▶ Webplattform: jämställt.nu

Thank you!