

SUMMARIES IN ENGLISH

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Women and inequalities

Françoise Milewski

Gender discriminations are close but different across European countries. In order to understand how they are built up, it is necessary to appeal to a multidisciplinary approach: economic, social, politic and institutional. At first, inequalities are linked to the social environment: school and family, then the share of domestic tasks creates the gender division of social roles and influences the female behaviour. The professional area reproduces those inequalities, and produces some new ones. Women are alternately a stake for economics growth to compensate the decrease of the labour force, and then they become a mean to introduce more flexibility and precariousness on the labour market. In order to find a way to promote gender equality, it is required to understand the discrimination mechanism. The consistency of public policies and the efficiency of incentives actions have to be studied.

JEL Codes: J16, J21.

Towards gender equality: are the cohort trends irreversible?

Louis Chauvel

The global analysis of the educational, social and wage inequalities between women and men shows a progressive and regular convergence: the women's level of education reached men's one in 1990, women are close to equality in terms of occupational prestige (they could catch up men in 2020, even if various occupations show clear resistance to change) and their wages would converge later (beyond 2050). In spite of these visions of prospective gender equality, we must

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underline a cohort process of social change, founded on the replacement of the generations: the old ones, socialized in a context major inequalities, disappear and recent ones emerge, marked by gender equalisation. That age-period-cohort dynamics is less linear than the global one, and shows that future remains open and the optimist prospective view uncertain: progress depends on collective choices and not on an anhistorical trend.

JEL Codes: D63, J16.

Female worker isn't a manual worker as another

Maxime Parodi

Women have worked in the industrial sector since the beginning of the industrial era, and they still do. But female workers have to cope with different working conditions than their male colleagues: these conditions are still demanding, but in a different way. Most of the female workers are unskilled and work part time. Moreover, because of the crisis of the textile industry, many of them have been put out of work, especially the unskilled ones.

JEL Codes: J16, Z19.

Activity, precariousness and unemployment: more and more?

Margaret Maruani

Since the beginning of the 1980's, the feminization of the wage-earnings class has increased, even during the economic crisis. The lack of employment demand has not affected this trend, but it has debased the employment conditions of women. As a consequence, women are more often than men unemployed or under-employed and working poors. This paper deals with the growth of female participation in France and Europe. Then, it focuses on the female unemployment. At last, it analyses the development of under-employment and working poverty.

JEL Codes: J16, J21.

The French Gender Gap in unemployment: a fading inequality

Bruno Coquet

Gender gaps in unemployment are rarely described in economic literature, but often used to demonstrate how difficult it is for a woman to find a job as easily as a man, when deciding to become active. Covering the last four decades, most of the indicators tone down the inequality; moreover, after widening until the mid 1980's, the gap has been narrowing rapidly since the beginning of the 1990's. We also address the gender gap by age, with similar results: a sharp decline during the last fifteen years, especially for young women. Finally, the gender gap in unemployment does not reveal a mismatch between the characteristics of job seekers (e.g. number of women or men competing for jobs, type of contracts, full or part-time work, etc.), and the structure of employment creations, which numerically favour women.

JEL Codes: J16, J64.

Gender wage gaps in the European union *Different countries, different explanations*

Sophie Ponthieux and Dominique Meurs

In this paper, we propose an analysis of the monthly wage gap in ten of the EU countries (Austria Denmark, France, Germany, Greece, Ireland, Italy, Portugal, Spain and the United-Kingdom). We use a standard methodology in order to measure the part of the gap which results from male-female differences in endowments and jobs, and the part that can't be attributed to these differences, often referred to as "wage discrimination". The first component is then itself broken down into four parts: "human capital", "number of hours", "industry and skill level of the jobs", and "public sector".

The ten countries differ significantly in the size of the gap; the decomposition shows that they differ also in the composition of this gap. Moreover, it appears that a large wage gap is not always associated with a high share of wage discrimination. With regard to the composition of the explained part of the gap, it appears at first— as could be expected—, that the greatest difference stands in the number of hours

of work, neatly higher for men than it is for women, in all the countries. Another effect, this one in favor of women, is that of working in the public sector. The size and effect of each of the components is nevertheless unequal between countries; in terms of public policies, it suggests that the way towards closing the gap is not unique.

JEL Codes: J7, J16.

Earning Differential between Men and Women and Discrimination

Yves de Curraize and Réjane Hugounenq

Labour force participation of women has increased substantially during the last decades, but women's wages are still on average lower than men's. Following the Oaxaca-Blinder decomposition method (1973), numerous econometric studies show that part of the differential is determined by discrimination defined as— equal pay for equal work— But this part could be larger if the measure of discrimination were taking into account the multidimensional character of this process: for example the effect on earning and occupational distribution of discrimination stemming from school treatment of boys and girls or from occupational barriers. Why women would be discriminated? Interaction between household and market activities plays an important role within the sources of sexual discrimination. It affects women's choices on the job market as well as employers' behaviours relative to women.

JEL Codes: D10, J31, J7, J16.

Mothers' employment and childcare system in Europe

Hélène Périvier

Working parents have two main solutions for their children : as far as these outside childcare options are concerned, European countries have generally implemented collective childcare systems public or private. The second solution is the parental leave; it can be either positive or negative on female participation to the labour market: it depends on its length, flexibility, indemnification... It is admitted that

the most generous countries in terms of childcare systems are also those who have the highest mothers' employment rate. But the sense of the correlation is still debated. In a context where women still are in charge of domestic and family tasks, this paper concludes that it will not be possible to succeed in gender equality without implement available, affordable childcare systems.

JEL Codes: J13, J16, H31.

Debate on parental leave: Female employment and family burden *Rethink the parental leave in France thanks to foreign experiences*

Synthesis composed by **Hélène Périvier**

The French parental leave (allocation parental d'éducation, APE) has a negative impact on mothers' employment. Despite this, the government has extended it in 2004. Unskilled women are encouraged to withdrawn from the labour market. After this period some of them have no guarantee of finding a job. The 3 December of 2003, the OFCE has organised a conference in order to debate on this point. Comparing the French system with other (Swedish, Dutch...), the discussion between experts indicates that, as far as women will be in charge of family and domestic tasks, the parental leave is a major key to conciliate family and professional live. It is the core of several economic and social problems: female employment, gender equality, share of social time well-being of children.

JEL Codes: J13, J16, J18, J20.

Pension systems and women *in France, Germany and Italy*

Carole Bonnet, Odile Chagny, Paola Monperrus-Veroni

Focusing on gender issues, this paper compares old age pension systems in Germany, France and Italy and assesses the recent reforms. General rules for calculating pensions and the incidence of work

behaviour and wage levels on the benefit's level are described. Entitlements aimed at mitigating gender inequalities caused by child care and work behaviour are presented, as well as the main provisions of survivor's pensions. Although pension systems are based in the three countries on pay-as-you-go models in the Bismarkian tradition and contain some Beveridge components, a precise understanding of the systems is helpful to understand the role played by the gaps inherited from the labour market and by pension systems in explaining the gender gap in old age benefits level. The main conclusion concerning reforms is that no common approach can be found among the three countries, at least as far as individualisation of women's pension rights is concerned.

JEL Code: J16.

The challenges raised by the European Employment Strategy for female employment

Olivier Thévenon

The development of female employment is a major concern of European Union countries and is one specific target of the European Employment Strategy: 60% of the female working age population should be employed in 2010. However, the capacity to meet this objective differs across countries, especially because their Welfare State heritage differs widely (conservative, liberal or social democratic regimes illustrate these differences). Furthermore, the EES remain silent on several issues related to the development of female employment: the quality of jobs and childcare services created, the organization of the workplace to ensure both flexibility and security, the way to both support families and guarantee payment from work. In all these areas, different options can be chosen, with different quantitative and qualitative social outcomes. In such context, the objectives agreed by European Union members should be extended.

JEL Codes: D6, J16, N3, J38.

Against social and fiscal rights individualisation

Henri Sterdyniak

Both neo-classic economists and feminists defend social and fiscal rights individualisation as a way to incite married women to work by penalising inactive ones. According to us, this is not a good reform direction. Individualisation would reduce both the income of the poorest families and the redistributive capabilities of the system. Only a family-based system can allow the distribution of adequate social allowances, especially to family with children, and tax according to the "contributive capacity" principle. In the French system, health insurance is universal, while unemployment and retirement allocations are individual. Social allowances and taxation are and must stay family-based. France has preserved both a satisfactory birth rate and a high and growing level of female activity. Work disincentives weight on unskilled people living alone or in a bi-inactive couple, but not especially on married women: they must be corrected by labour-market reforms.

JEL Codes: H24, H55, J16.

Acquisition of Social Rights and equality between women and men

Marie-Thérèse Lanquetin, Marie-Thérèse Letablier and Hélène Périvier

In France, social rights can be either derived rights, obtained through the marriage, or direct rights given by employment. According to the growth of divorces, the first one should be revised. Concerning the second one, as women are less integrated on the labour market than men, they gain less social rights. For example, the pensions received by women are inferior to the men's one. Women are still in charge of the domestic tasks so that they interrupt their careers, or reduce their working time. It is difficult to compensate the family burden without confine them within their traditional role. A lot of actions can be implemented in order to encourage a fairer share of domestic work between women and men.

JEL Codes: J16, K39, H55.