Gender Inequality in the School-to-Work Transition in 29 European Countries

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Gender inequality in the labor market

For instance:

› Female managers

Source: Eurostat News Release 37/2013
Gender inequality in the labor market

For instance:
› Female managers
› Gender pay gap

Source: Eurostat, tsdsc340, date of extraction: 2013-03-15
Gender inequality in the labor market

For instance:
› Female managers
› Gender pay gap
› Part-time work

Source: Eurostat, lfsa_eppga, date of extraction: 2013-03-15
Gender inequality in educational attainment

› Females outperform males in all EU countries

Source: Eurostat, educ_itertc, date of extraction: 2013-03-15
Gender inequality in educational attainment

Female advantage fairly recent phenomenon

Source: UNESCO Institute of Statistics, date of extraction: 2013-03-14
EU-LFS ad hoc module 2009

‘Entry of Young People into the Labor Market’

- Young people: 15-34 year-olds

Transition from school to work

- School: leaving formal education for the last time
- Work: first job that lasted for more than three months
- Restricted to transitions in the last five years

29 countries (EU-27 plus Norway and Iceland)

- Switzerland and Germany: questionable data quality
EU-LFS ad hoc module 2009

Analytical strategy

› Outcome: First job of more than three months 0/1
  › Person-month file to accommodate time-varying country-level covariates

› Random-effects complementary log-log (cloglog) models (Mills 2011)
  › Time-constant country variation accounted for by country dummies
  › Analyses conducted in Stata 12.1
EU-LFS ad hoc module 2009

Individual-level predictors

› Educational attainment
  › low (ISCED 0-2), medium (ISCED 3-4), high (ISCED 5-6)

› Educational field
  › Main groups of Andersson and Olsson (1999)

› Workplace-based VET
  › Yes/no

› Worked during education (> 1 month/year)
  › Yes/no
EU-LFS ad hoc module 2009

Country-level time-varying predictors

› GDP per capita (logged)
  › Quarterly, source: Eurostat

› Unemployment rate
  › Monthly, source: Eurostat

› Employment protection legislation
  › For temporary and permanent contracts separately
  › Yearly, sources: Venn (2009) and Muravyev (2010)
  › Not available for BG, CY, IS, LU, MT, RO, and SI
EU-LFS ad hoc module 2009

Sample size

<table>
<thead>
<tr>
<th>Description</th>
<th>N</th>
</tr>
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<tbody>
<tr>
<td>15-34 year-olds</td>
<td>321,000</td>
</tr>
<tr>
<td>After removing ...</td>
<td></td>
</tr>
<tr>
<td>› Swiss respondents</td>
<td>310,000</td>
</tr>
<tr>
<td>› those who left education before 2004</td>
<td>198,000</td>
</tr>
<tr>
<td>› those still in education at time of data collection</td>
<td>61,242</td>
</tr>
<tr>
<td>of which: non-censored cases</td>
<td>47,131</td>
</tr>
</tbody>
</table>
Preliminary results

Gender inequality in educational attainment

Source: EU-LFS 2009 AHM, own calculations
Preliminary results

- Gender inequality in educational attainment
- Gender differences in fields of education

EU-27 plus Norway and Iceland
Source: EU-LFS 2009 AHM, weighted, own calculations
Preliminary results

Marked differences across countries

Source: EU-LFS 2009 AHM (authors’ calculations)
Gender difference in school-to-work transition arises after ~18 months.
Preliminary results

Adjusting for education, however, increases the gender difference.
Preliminary results

Gender difference across countries

Source: EU-LFS 2009 AHM (authors' calculations)
Preliminary results

Gendered effect of working during education

Note: Controlling for age, education, time-constant country variance, and GDP per capita
Source: EU-LFS AHM 2009 (weighted), authors' calculations
Preliminary results

Stricter employment protection legislation (EPL) impedes transition

Notes: Model without BG, CY, IS, LU, MT, RO, and SI. Controlling for sex, age, education, and country dummies. Source: EU-LFS 2009 AHM, own calculations
Preliminary results

Effect of EPL largely similar between sexes

Predictive Margins of female with 95% CIs

Strictness of EPL: temporary contracts

Notes: Model without BG, CY, IS LU, MT, RO, and SI
Controlling for gender, age, education, GDP, unemployment, and country dummies
Source: EU-LFS 2009 AHM, own calculations
Limitations

› Selection:
  Large part of sample remains in education

› Unobserved heterogeneity:
  Family situation can’t be modeled

› EPL:
  No distinction between temporary/permanent first contract (yet)
Conclusions (so far)

› Country differences much more pronounced than gender differences
› Women clearly benefit from better educational attainment and working during education
› Substantial heterogeneity in the size of gender differences across countries
References


