

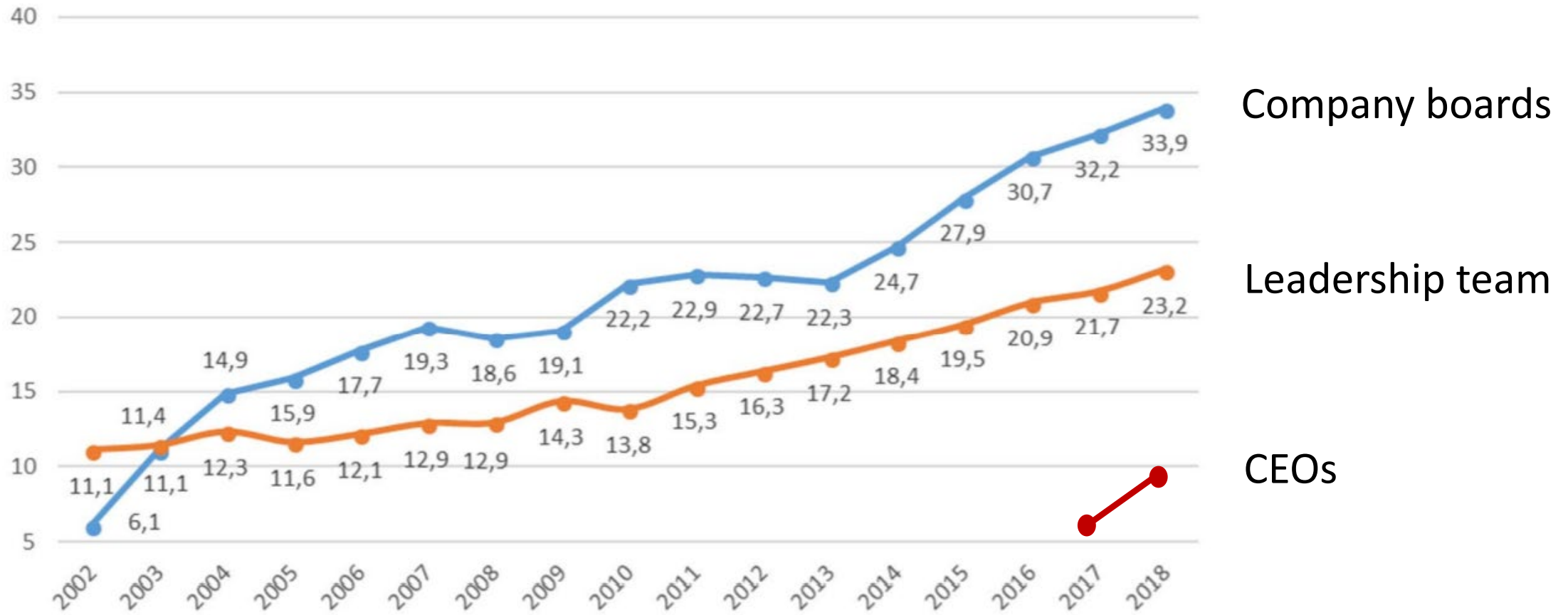
The Glass Ceiling

Comments by Johanna Rickne, Stockholm University/SOFI

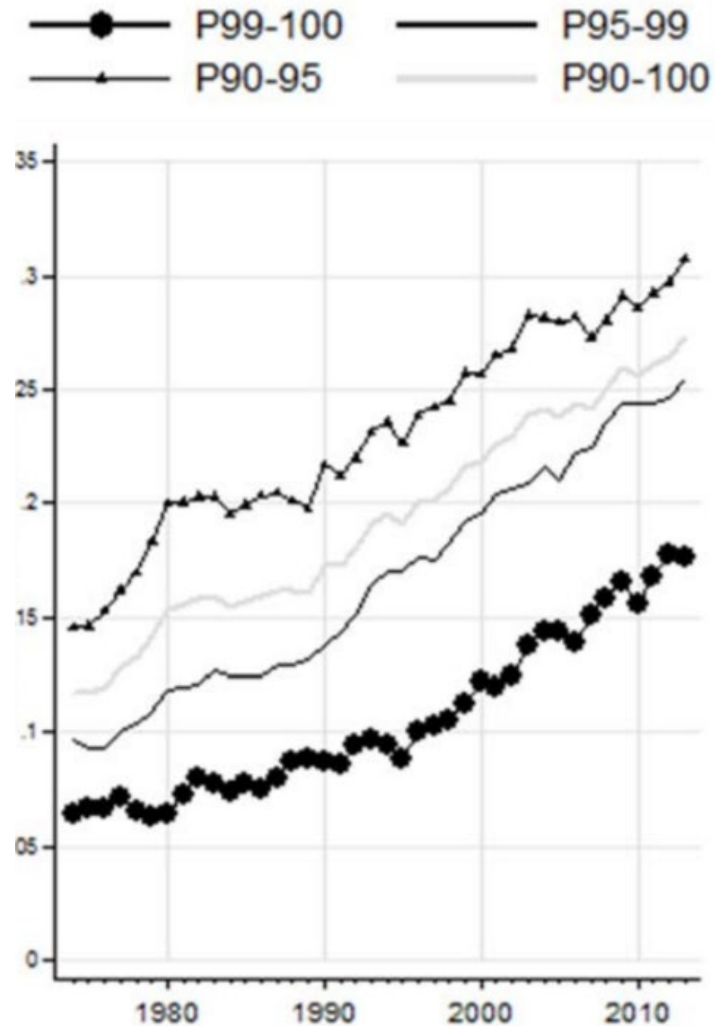
Comments

- 1. High-paying jobs continue to be dominated by men, and progress toward gender balance is slow. What is the situation in Sweden?**

Proportion of women in Swedish business leadership



Proportion of women in top income percentiles



- Earned income + business income.
- Share of women drops for higher percentiles.
- Women in P90—100 go from 12 per cent in 1974 to 25 per cent in 2013.
- In top 1 ppt...
- ... 75% of men are married, 50% of women.
- ... 60% of men, 10% of women have spouse in P0-P60. 65% of women and 25% of men have spouse in P90-P100.

Source: Boschini, Gunnarsson, Roine (2017).

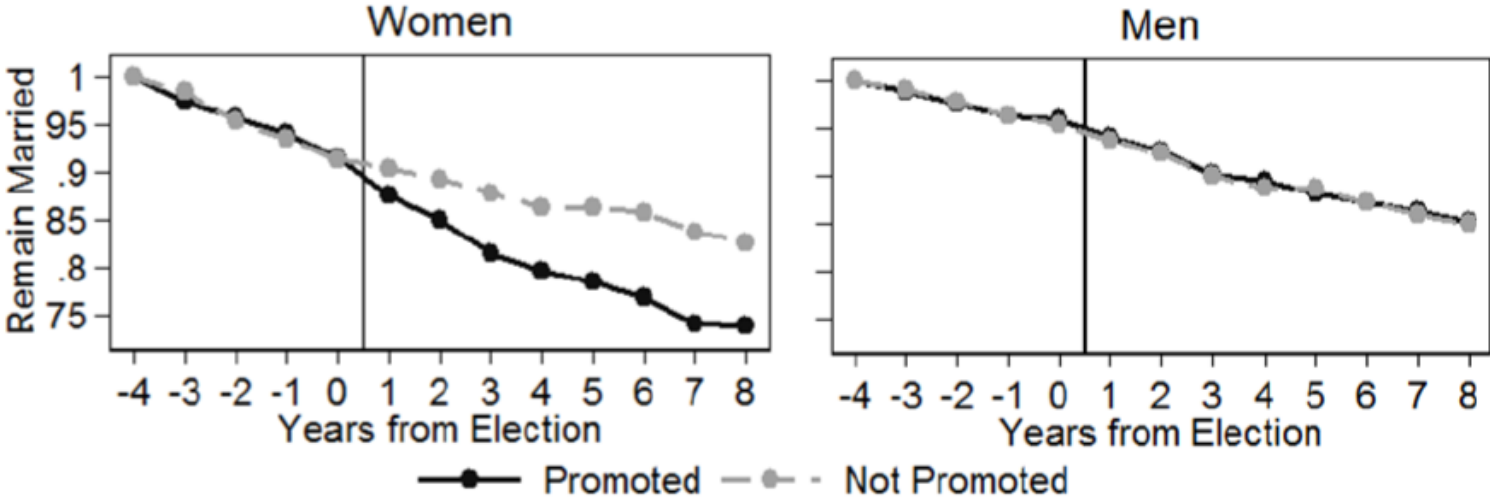
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- 1. High-paying jobs continue to be dominated by men, and progress toward gender balance is slow. What is the situation in Sweden?**
- 2. Division of household work is the main barrier, in particular child care. Minor roles for psychological attributes, education choice.**
What is the role of couple formation?

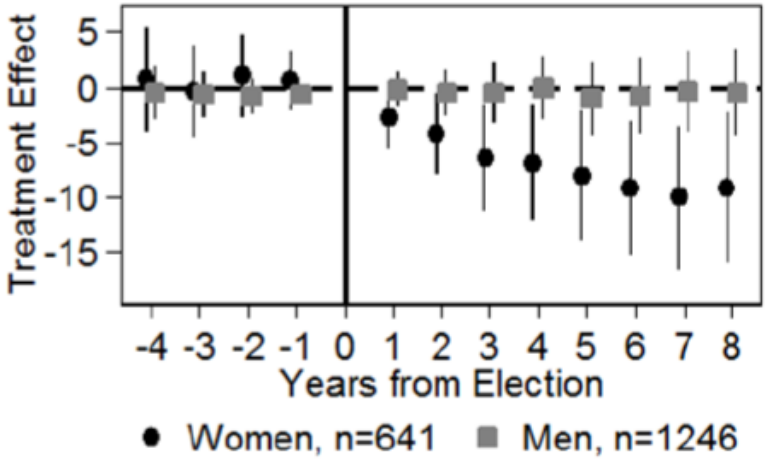
Couple formation as a barrier?

- Labor market moves (much) faster than marriage market.
- Top ability women go into relationships that have a dual-career focus, or which prioritize the husband's career (Ely et al. 2014).
 - Men shy away from ambitious women dating experiments (Fisman et al. 2006).
 - Women hold back ambition when wanting to attract a date (Burtzyn et al. 2017).
- Do women's relationships suffer more stress and strain after promotion?
- Study the probability to remain married after promotion to mayor, parliamentarian, CEO – three jobs in the top 5 percent of the earnings distribution, with long work hours and high responsibilities.

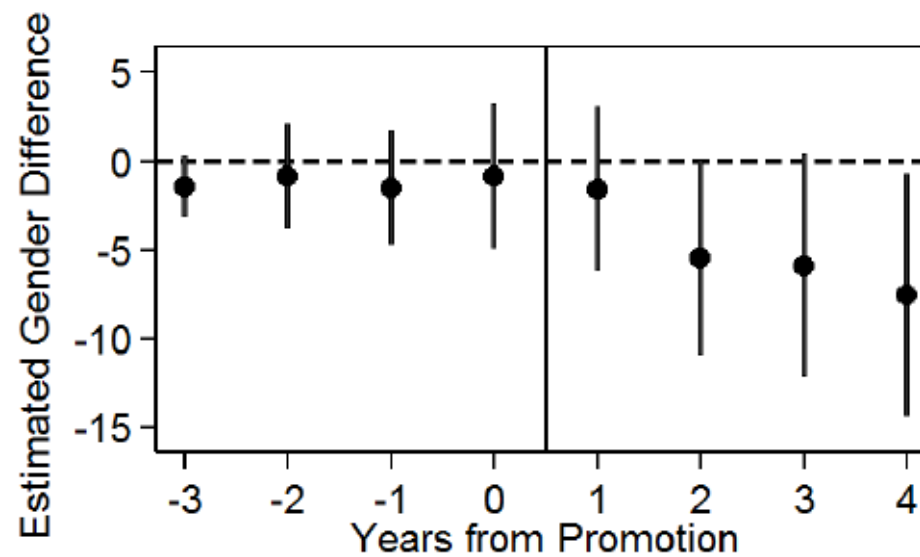
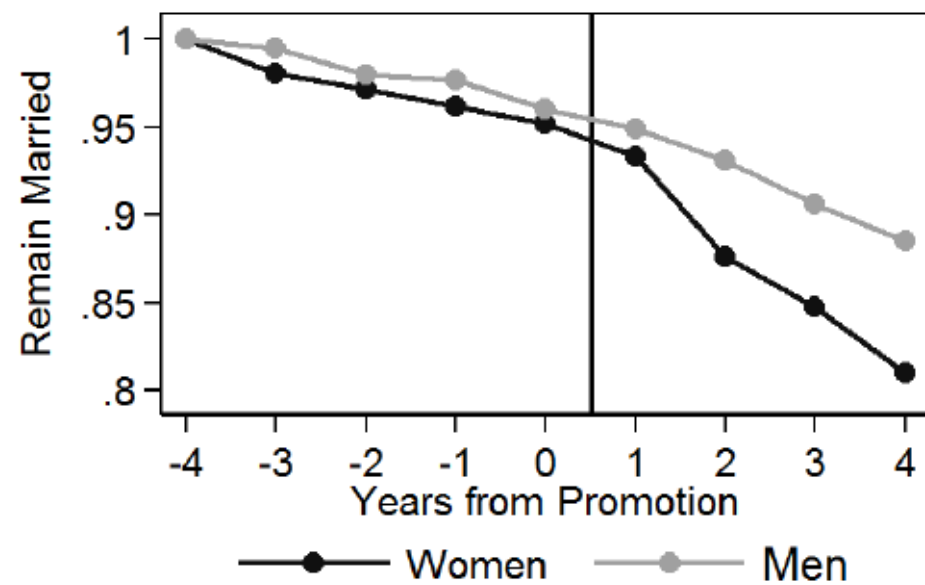
Men and women promoted to mayor or parliamentarian



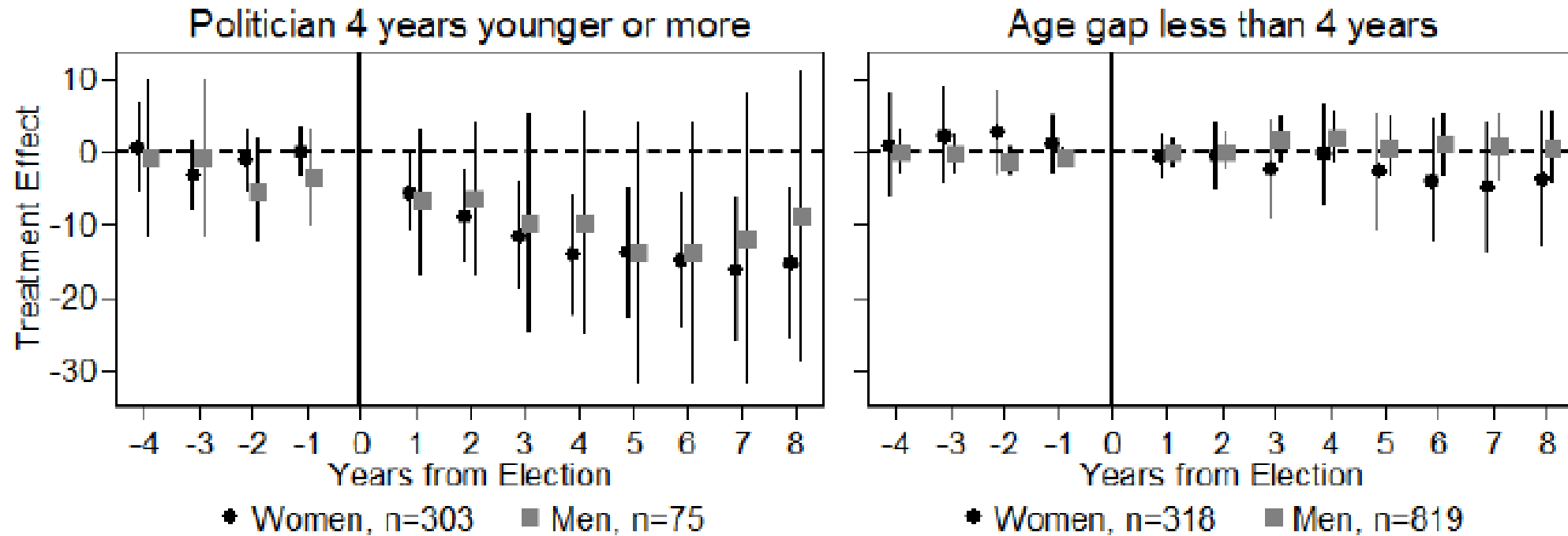
Difference-in-difference estimates, women and men combined



Men and women promoted to CEO



Politician sample split by median spousal age-gap for women



Policy discussion

- The types of relationships that women are mostly in provide less career support.
- Female-career focused relationships, remain unusual.
- Given the time that top jobs require, a dual earner family with two top jobs is strained. Making the distributions of couple formations more similar for men and women would be good!
- Which policies make couple formation more gender egalitarian?
 - Daddy quota? (currently surveying children of daddy quota reform in Norway)
 - Student loans, housing policy that breaks parents' say in children's couple formation?
 - Individual-based rather than couple-based taxation?

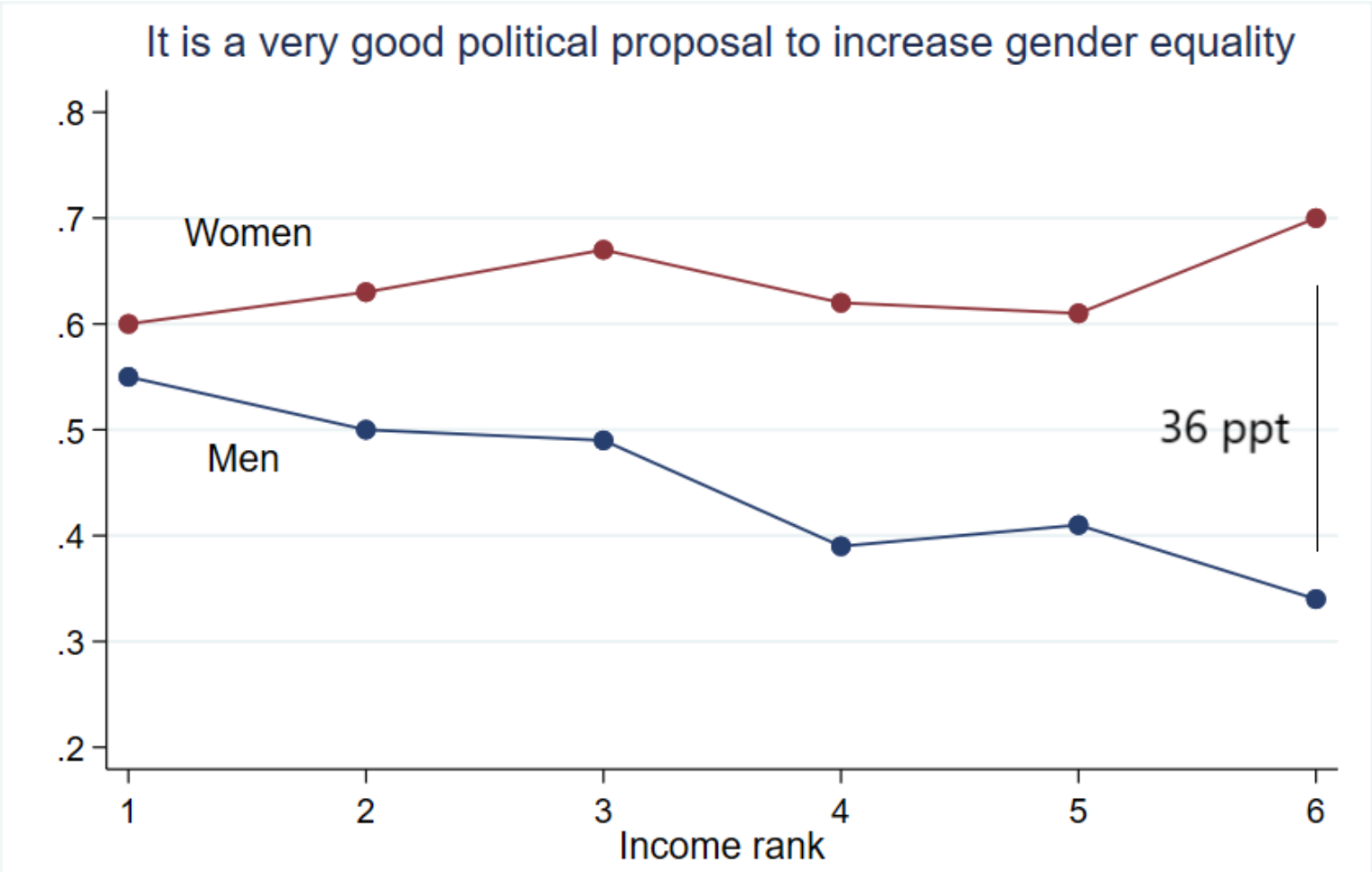
Comments

- 1. High-paying jobs continue to be dominated by men, and progress toward gender balance is slow.** What is the situation in Sweden?
- 2. Division of household work is the main barrier, in particular child care. Minor roles for psychological attributes, education choice, discrimination.** What is the role of couple formation?
- 3. Gender norms on the household task-division are important. But norms and behaviors in the workplace might shape the cost-benefit calculus for women's investments in career vs. relationships?**

Work climate for women that reach for the top

- Women select out at parenthood, and/or firms de-select women for career track.
- Reaching and remaining in top positions often requires socializing and working in male-dominated groups.
 - Role-incongruity.
 - Prestige protection in male-dominated, high-income occupations (Goldin 2014)
 - Women's self-confidence, willingness to compete is reduced around men.
 - Some indications of a rougher work environment in Swedish data?
- Restrict to people 25—65 with tertiary education.

Support for gender equality by income rank



Notes: National SOM survey data. Pooled cross sections for 2011-2015. Sample is 30—65 year olds with at least some tertiary education. Category six has a monthly income of >55 000 per month.

Sexually harassed women by managers or colleagues in last 12 months (at the 3-digit level and for 1st digit 1—3)



Notes: Swedish biannual Work Environment Survey 1997—2013. Sample is 25—65 year olds with at least a college degree. Subjective assessment of sexual harassment. Restricted to occupations with at least 50 respondents and at least 10 women respondents. Average proportion of sexual harassment is 0.016.