

THE EQUALITY DILEMMA

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A wave of female success

- **A number of societal trends in particular benefit women's career opportunities**
- **Growing service sector, urbanization, education**



A wave of female success



**Indias GDP:
1,2 trillion \$**

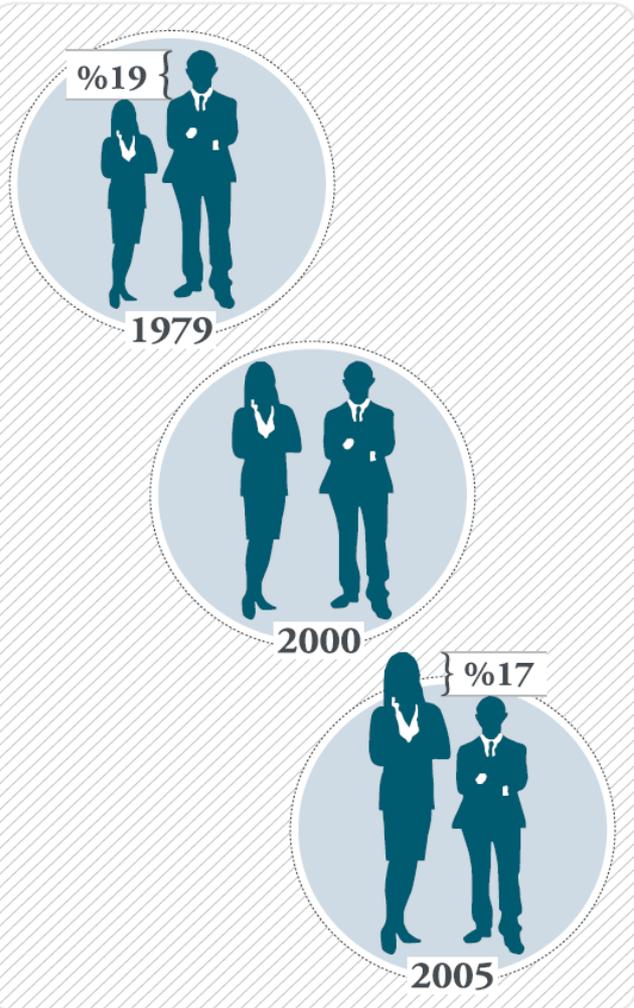


**Chinas GDP:
4,4 trillion \$**



**Womens Global
Incomes:
13 trillion \$**

Breaking the glass ceiling



- Young single women in New York have broken the glass ceiling
- Entire US 2012: 22-30 year single women earned 8% more than the men

Breaking the glass ceiling

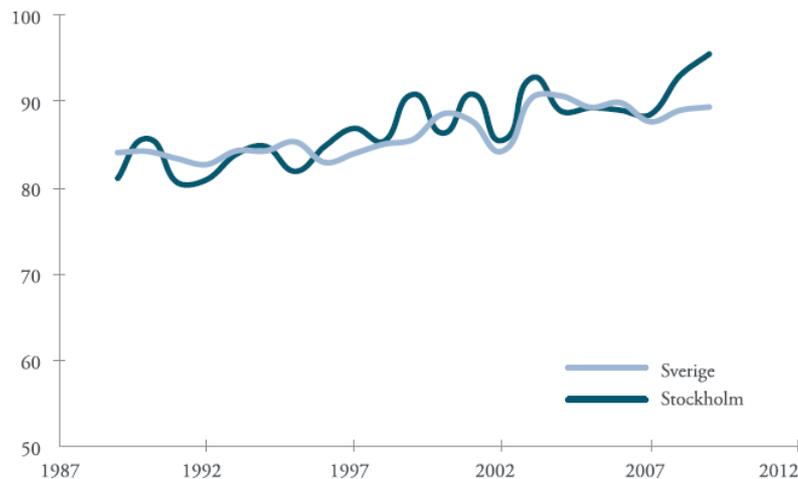
- **UK 2012: Hourly wage of 22-29 year olds 2-3% higher than the men**
- **20-29 year old female executives in the UK earn £30 000, £600 more than the men**

Gender Equal Nordics

- **Finland: 25-29 year old women earn 12% less than men of same age in private sector**

Gender Equal Nordics

Inkomstskillnaden mellan unga kvinnor och män (20-29 år) i Sverige

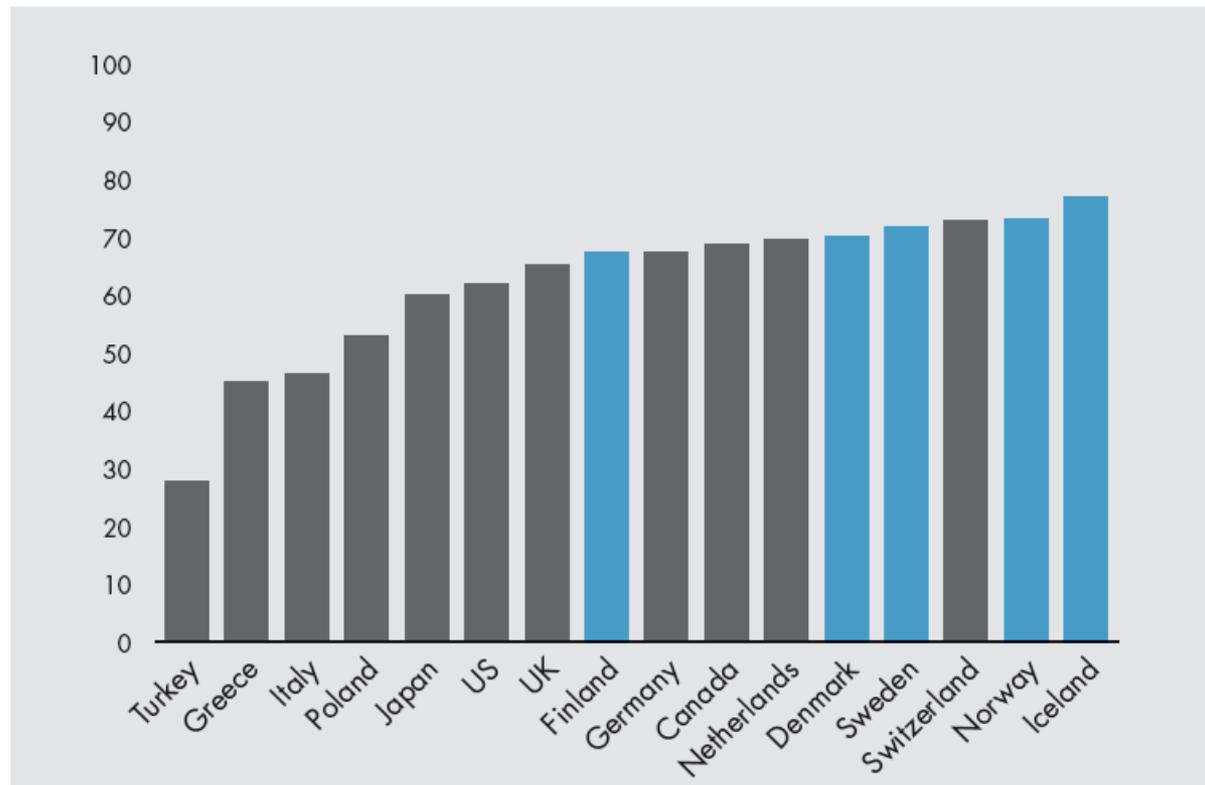


● **Glass ceiling on its way to be broken in Sweden**

● **But not before 2021 in Stockholm and 2035 in the entire country**

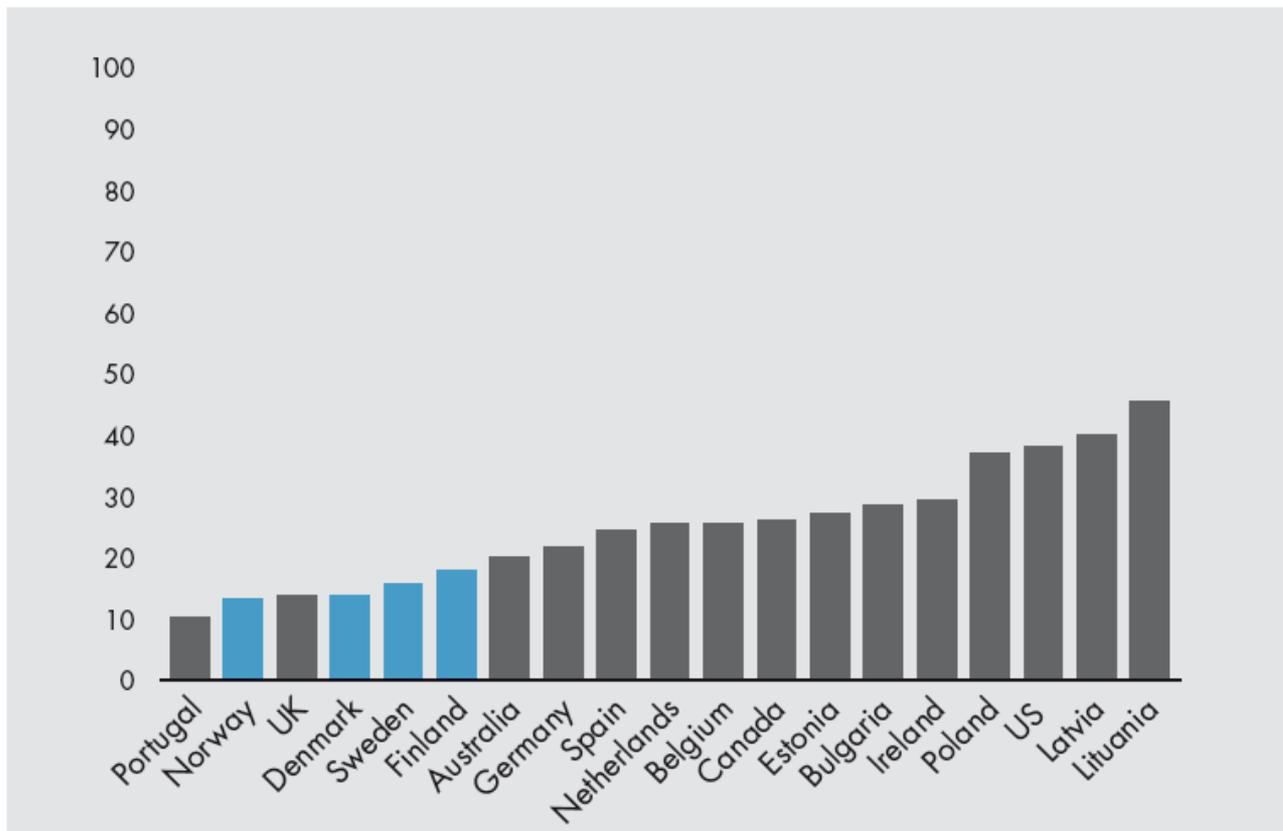
Leading in Some Regards

EMPLOYMENT RATE OF WOMEN



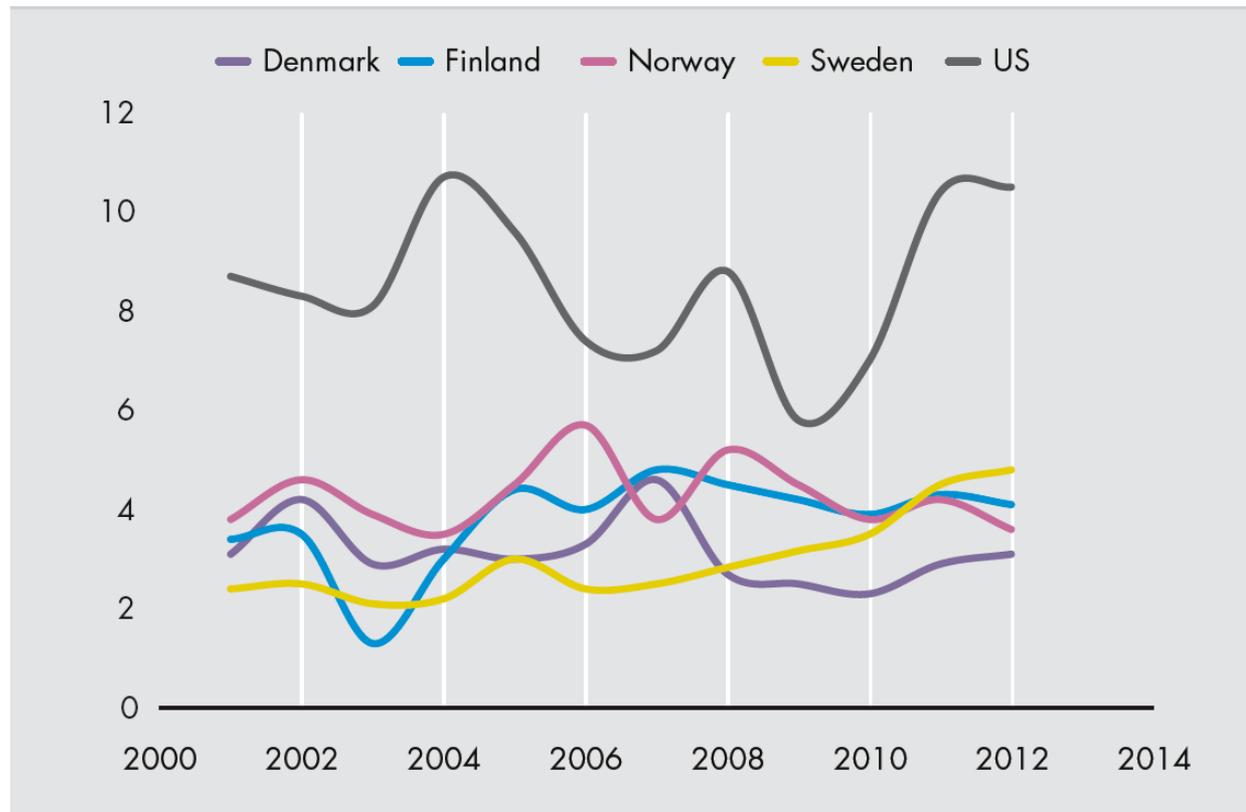
But not in others...

HEADS OF BUSINESSES WHO ARE WOMEN



But not in others...

TOTAL EARLY-STAGE ENTREPRENEURIAL ACTIVITY FOR FEMALE WORKING AGE POPULATION



Business Ownership

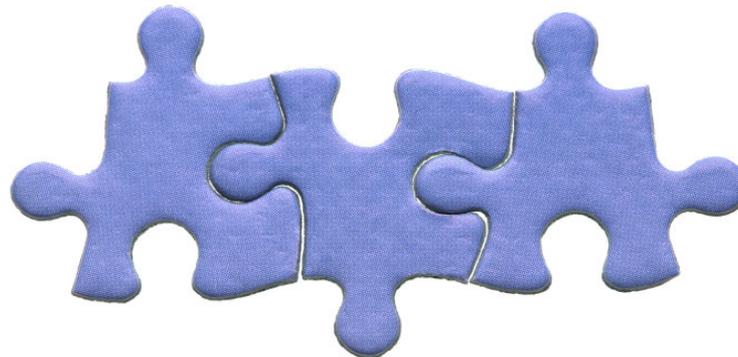
- **Share of women amongst business owners with at least one employee**
34% in Latvia, 32% in Portugal and Croatia and 30% in Poland
- **26% in Norway, 23% in Finland, 22% in Sweden and 21% in Denmark**

Business Ownership

**Research:
The same
basic factors
affects
womens
business
ownership**

**Differences
in what
factors are
more
important**

**Nordic welfare
systems create
a number of
policy hinders**



Policy Hinder 1

- **Verheul, van Stel and Thurik (2005):**
Men and women tend to start businesses in the same sectors that they are employed
- **But many women work within the frame of public sector monopolies...**

Policy Hinder 2

- **Klapper and Parker (2011): Women's businesses often in "labour intensive sectors such as trade and services rather than capital intensive manufacturing industries".**
- **High tax wedges on interpersonal services, labor regulation**

Policy Hinder 3

- **Kanniainen (2001), Wellington (2001) and more: insurance systems are more important for women than men.**
- **Nordic welfare states fund large systems, which are optimized for employees but not for business owners**

Swedish Reforms

Opportunities for private firms in welfare:

- Majority of firms run by women

- Increased wage competition

Lower tax-wedge for home-near services:

- Boost for womens business ownership and job opportunities

- Career women can "buy time"

A great opportunity

- **Nordic nations have for long been, and in some regards continue to be, leading in gender equality**
- **But economic reforms are needed to boost women's opportunities in the private marketplace**



A great opportunity

- **Growth-reforms such as lower tax-wedges and more entrepreneurship in welfare service in particular benefit women's success**
- **Not only invisible, but also fully visible, barriers must be overcome**

