

# Gender and work-life balance cultures across Europe

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Gender Gap Closure = Value Creation  
FEMINA Conference, Grimstad, October 24, 2019



Kilden [kjønnsforskning.no](https://kjønnsforskning.no)



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# Kilden Gender research.no

- Newsmagazine
- About gender research
- Tidsskrift for kjønnsforskning (Journal for gender research)
- Calendar
- Various projects

<http://kjonnsforskning.no/en>



## Religious minority youth between patriarchy and gender equality

Gender roles is a delicate topic for religious minority groups. Many of them accept traditional gender segregation in the religious community, but struggle with prejudices from the greater society, according to researcher.



## Our image of ISIS women is incomplete

The ideological conviction was often deeper among the women who joined the ISIS than among the men who did the same, according to researchers.



OP-ED:

## Research gaps in sexual violence against girls and women in sub-Saharan Africa

Sexual violence is a human rights issue and a women's health issue. Without adequate research-based knowledge, neither health services nor the justice system can offer victims the help they need.



## "Women's historical contributions are



## Feminist scientists criticise gender bias in the tech industry



## CALENDAR

25 Women and Leadership 2019

OSLO  
Oct 2019 [More information >](#)

03 Rådgevar for forskning og formidling

BERGEN  
Nov 2019 [More information >](#)

05 Velkommen til boklansering: Feminisme i islam

OSLO  
Nov 2019 [More information >](#)

[All events](#)

## TOPICS

Feminism - Feminist theory - Women's and gender history - Faith and religion - Extremism - Peace and conflict - LGBTQI - Education - [See all topics](#)

## NEW PUBLICATION

## WHAT IS THE GENDER DIMENSION IN RESEARCH?

Case studies in interdisciplinarity research  
Edited by: [Kjetil Sævi](#) & [Lars W. Mikkelsen](#)

## THE JOURNAL

Nr. 3/2019



The topic of the third issue in 2019 is Online and gender equality. You can read

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# Work-life-balance

MORE ABOUT: [BUSINESS AND ECONOMY](#) [AU PAIR](#)

## Mum takes more responsibility for the children, even in gender equal couples

13 October 2017

The social and moral responsibility for the children lies primarily with the mother, particularly at celebrations and festive seasons, according to Kristine Warhuus Smeby.



## Dad becomes leader, mum becomes mum

14 September 2017

A new study shows that the gender gap in management increases after couples have their first child.



## Feeling gender: from housewife to working mum

3 May 2017

When Harriet Bjerrum Nielsen interviewed three generations of Norwegian women and men, she discovered how the emotional perception of gender has developed over time.



## Researchers with children – a disadvantage in academia

21 December 2015

Both male and female researchers with children struggle to combine career and family. The competition is coming more and more from international researchers who don't have children or access to welfare benefits such as parental leave.



## Rich stay-at-home mums produce the winners of tomorrow

13 January 2015

They used to work in the financial services industry in London, but left their career and became fulltime mothers in Norway. Not because they need to look after

### PUBLIKASJONER

**ARTICLE: Splendid Isolation? On How a Non-member Is Affected by—And Affects—EU Gender Equality Policy**

Forfatter(e):

Skjeie, Hege, Cathrine Holst &amp; Mari Teigen

Publisert:

2019

**ARTICLE: Same but different: Polish and Norwegian parents' work-family adaptations in Norway**

Forfatter(e):

Bjørnholt, Margunn og Kari Stefansen

Publisert:

2018

**PHD THESIS: Higher education and family formation: A story of Swedish educational expansion**

Forfatter(e):

Chudnovskaya, Margarita

Publisert:

2017

**ARTICLE: The Role of Family Policy Regimes in Work –Family Adaptations: Polish Parents in Norway and Poland**

You are here: [Home](#) / Business and economy

# Business and economy

MORE ABOUT: [LEADERSHIP](#) [WORK](#) [WORK-LIFE-BALANCE](#) [WELFARE STATE](#)



## Cars are still designed for men

21 June 2019

With its research on safety for all, Volvo has a clear gender perspective on industrial innovation. So far they are quite alone in this respect.



## Talk of equality is risky business for career in the oil industry

24 January 2018

White men dominate leader positions in the Norwegian petroleum industry. If you're a woman and want to climb the career ladder, you need to keep your mouth shut when there's talk of gender and equality, according to researchers.



## Women dealers empowered by selling drugs

22 June 2017

Female drug dealers are a minority. According to sociologist Heidi Grundetjern, they gain self-confidence by succeeding in a cutthroat business, but they do not challenge the male dominance.



## Daughters ignored as leaders of the family business

9 August 2016

Who should take over the business after dad? Sons are still preferred to girls in family businesses.



## The dress is challenging the suit as the ultimate power outfit

28 January 2016

Well-respected female leaders in Norway dress in a traditionally feminine way. This may change the way we perceive feminine signs and symbols, according to researchers.

### PUBLIKASJONER

**ARTICLE: Gendered expectations: expected consequences of union formation across Europe**

**Forfatter(e):**

Wiik, Aarskaug, Kenneth & Eva Bernhardt

**Publisert:**

2019

**PHD THESIS: Economic incentives, employment and health**

**Forfatter(e):**

Fevang, Elisabeth

**Publisert:**

2019

**ARTICLE: Like or want? Gender differences in attitudes toward online shopping in China**

**Forfatter(e):**

Dai, Wanwen (et al.)

**Publisert:**

2019

**ARTICLE: Splendid Isolation? On How a Non-member Is Affected by—And Affects—EU Gender Equality Policy**

**Forfatter(e):**

Skjeie, Hege, Cathrine Holst & Mari Teigen

Life

Work



**Work-life balance**



**Gendered work-life balance?**







# What is work?

- Paid and unpaid work
- Gendered distribution of work



# Workplace cultures

- Sex/gender segregated employment market
- Payment/salaries
- Working hours – presenteeism / part-time jobs?
- Hierarchical or democratic organization?
- Participation in decision-making in the workplace?
- Gender relations in the workplace



Foto: Råger, Wilhelm

# Life outside work

- How is daily life organized?
- Who does the housework?
- Who cares for children and / or old parents?



# Work-life conflicts

Statements from the International Social Survey Programme (ISSP):

- I have come home from work too tired to do the chores which need to be done.
- It has been difficult for me to fulfill my family responsibilities because of the amount of time I spent on my job.
- I have arrived at work too tired to function well because of the household work I had done.
- I have found it difficult to concentrate at work because of my family responsibilities.



Foto: Langberg, Esther

Oslo Museum

# What is the solution?

- Part-time work?
- Domestic servants?
- New technologies?
- Division of domestic work in the household?
- Structural changes?



# Role of the (welfare) state

Large variations in Europe:

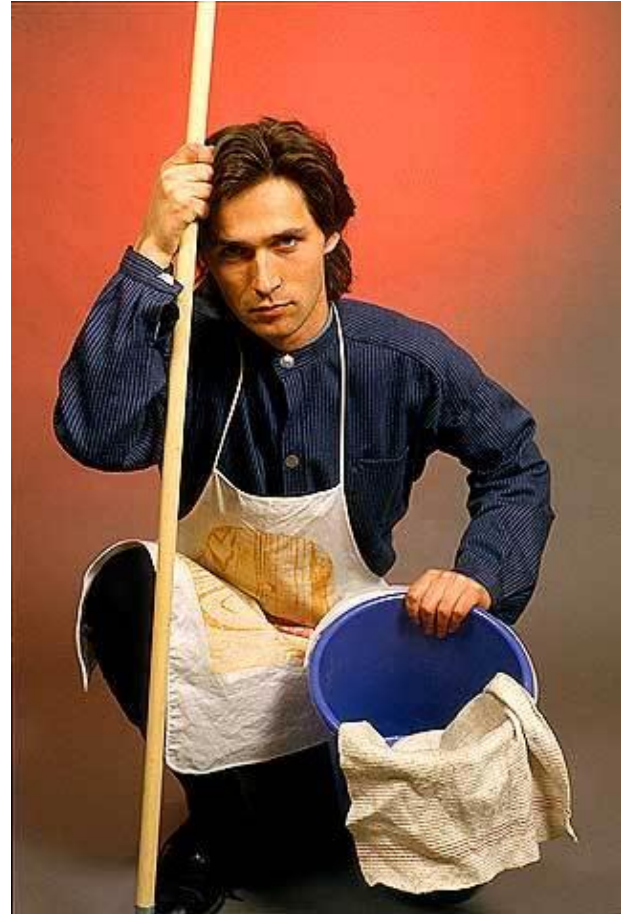
- Welfare state models
- Public support to childcare services
- Elderly care



Foto: ukjent person

# Conclusion

- Gendered division in 'public' and 'private' spheres
- Women have changed; conquered many 'public' male bastions
- What about the change of men's roles?



Jens Stoltenberg, member of the Committee on the Role of Men 1986-1991