

# BOOKS OF ABSTRACTS

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## **A GENDERED PERSPECTIVE OF MIGRATION INTO AUSTRIA**

Michaela GSTREIN; WPZ research & EcoAustria

Migration into Austria seems to be increasingly gendered, with former male construction workers recently replaced by female care workers. Although this is not a special Austrian phenomenon, the trend has interesting implications for migratory behaviour and the changing roles of migrant women. Given the recently large and growing refugee and migratory flows into Austria, this paper looks into the migrant population in Austria, with a special focus on Vienna (the capital city) where a large share of migrants (33% of inflows in 2015) tend to settle. The paper investigates the socio-economic profiles of migrants from EU13 countries (that only joined the EU in 2004/2007/2015), their current access and inclusion in the Austrian labour market, their uptake of social services and their general social situation. The paper also looks at third country nationals and groups that traditionally made up the Austrian migrant pool – mostly from Turkey and former Yugoslavia – where gender roles were generally more traditional and often kept so over time. It offers a mixed approach with a focus on gender, combining quantitative data analysis (macro and micro) with qualitative interviews with migrants and offers interesting insights into quite gendered expectations and outcome.

Keywords: migration, women, Austria, inflow, inclusion, social situation

## **A WELL-BEING GENDER AUDITING EXERCISE OF A MUNICIPALITY BUDGET: THE CASE OF GAZIANTEP**

GULAY GUNLUK-SENESEN; ISTANBUL UNIVERSITY

The challenges faced by gender budget initiatives universally are discussed in the context of interactions between the policy process and the budget. The gender budgeting agenda in Turkey is elaborated with its international, central and local government dimensions. A well-being gender audit of the Gaziantep municipality budget is undertaken, based on the 2015 performance program. A monetary table mapping policies, women's capabilities and municipality departments is produced. This exercise unravels policy preferences from women's well-being perspective, reveals deficiencies in both policy and resource allocation, including allocation of public monies without any perspective on improving gender equality.

Keywords: gender budgeting, well-being

## **ACCOUNTING FOR BORDERS: THE CONSTRUCTION OF KINSHIP IN DATA ON REMITTANCES**

Colin Danby; University of Washington, Bothell

Growing official acknowledgement of the size of remittance flows has coincided with recognition of difficulties defining and recording them. This paper discusses recent developments in the technical literature against a background of questions raised by feminist and postcolonial scholars about the co-construction of nation and household. What is the relation between a critical feminist economics and state regulation of international kinship?

Keywords: Kinship, Remittances, National Accounts

My main points include the fact that women's progress has been slow and bumpy - one step forward (greater education and range of jobs) and one step back (individualism, discrimination, lower unionization, male violence against women and children as bad as ever).

Secondly, lower paid women - with class and ethnic discrimination - have fared especially badly. General policies have more impact than gender specific ones and have gone in the wrong directions with labour not gaining the rewards of increased productivity and with differentials widening without justification. My 50% nightmare is that women are half the top positions but nothing else has changed for low paid women - although of course we are far from 50%.

Thirdly, sole parents - almost entirely sole mothers - continue to be badly treated. Unpaid work by them and others continues to be scandalously ignored and undervalued

This paper will briefly illustrate these points and then consider lessons and points of action. Feminism is far from dead in New Zealand, even if it is constantly questioned. Women are active in pay equity and living wage campaigns as well as all the broader but related issues - questioning the growth imperative, fighting environmental degradation and climate change, supporting refugees from conflicts overseas etc. We have to organise and seize power from governments, orthodox economists and big business and hopefully we will!

Keywords: New Zealand, women's economic status

## **NONSTANDARD WORK HOURS AND QUALITY OF LIFE IN SOUTH KOREA: GENDER PERSPECTIVES**

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Growth in the service sector and increasingly sophisticated technology has fueled the rise of the 24-hour society, reshaping when work takes place. The resulting diffusion of work outside of the standard work day may have profound implications for the well-being of individuals and families, in particular with respect to gender roles and time pressure. Using 2014 Korean Time Use Survey data, this paper examines the relationship between nonstandard work hours and the quality of life.

Keywords: Work schedule, Subjective well-being, Work-Life balance, Time use

## **OCCUPATIONAL SEGREGATION IN POST-APARTHEID SOUTH AFRICA**

Carike Claassen; North West University

South Africa celebrated 20 years of democracy in 2014, which prompted a need to take stock and measure progress made. Though the country seemed off to a promising start in 1994, racial divisions and inequalities are still highly evident in the labour market, which has been historically segregated according to race. Similarly, unemployment rates are higher among South African women than men. Though much emphasis has rightfully been placed on analysing racial and gendered trends in employment, the intersection between race and gender has been considered less often. This study fills that gap by applying the local segregation method proposed by Alonso-Villar and del Río (2010) to analyse occupational segregation according to race and gender in the post-apartheid labour market. Local segregation curves and indices allow comparison in a multigroup context and it is the first time that this method is applied to South African data. Data from the Post-Apartheid Labour Market Series (PALMS) is used in the analysis. This stacked cross-sectional dataset contains microdata from 54 household surveys conducted by Statistics South Africa between 1994 and 2015. These include the October Household Surveys and bi-annual Labour Force Surveys as well as Quarterly Labour Force surveys. Individuals considered to be employed according to government's official definition of employment are investigated in the analysis. Occupational segregation is analysed at the one digit level due to a lack of sufficient data for 3 digit occupational classifications. The analysis investigates occupational segregation for the four largest population groups in South Africa. Results confirm the importance of an intersectional approach when analysing labour market issues. As expected, women are more highly segregated than men. When comparing groups based on both race and gender, however, interesting patterns emerge. White men and white women are more highly segregated than all other racial groups. Indian men as

well as women are more segregated than black men and women and coloured men and women, while black and coloured people of both genders show similar patterns and are the least segregated of all the population groups analysed. These results at first seem surprising, given the history of segregation in the South African labour market. A closer look at the data however reveals that whites are more highly concentrated in professional jobs and have higher real earnings. Most of the other population groups are heavily concentrated in elementary occupations, and are overwhelmingly in lower income groups. These patterns have not changed much between 1994 and 2014 and are the likely legacy of the colour bar which was in effect during apartheid years. Black women especially seem to have been left behind in progress made since 1994, with little change in real earnings and occupational segregation achieved by 2014. As the country enters its next decades of democracy, policymakers should take special note of these characteristics of the labour market.

Keywords: occupational segregation; South Africa; apartheid; gender; race

## **PARADOX OF CHANGE IN WOMEN'S CAPABILITIES: CASE OF TWO VILLAGES IN BANGLADESH**

Lopita Huq; BRAC University

This paper seeks to understand why women's capabilities and outcomes significantly vary in two apparently similar contexts characterized by prosperity, international migration and religiosity. By analyzing the qualitative data from two purposively selected villages of Sylhet and Chittagong in Bangladesh, it attempts to understand the factors that drive or resist changes in social behavior. The paper approaches the conundrum through a deep assessment of the wider context of not only the structures but also the norms and values that reflect it and drive social behaviour. It compares and contrasts the particular configurations of geographical, socio-cultural, institutional and economic circumstances within which women live their everyday lives. In this process particular local level dissimilarities emerge between them which can be used to explain the differences in women's outcomes and capabilities studied in terms of marriage, family planning and son preference, intra-household decision making, mobility and isolation, and work and economic agency. This paper concludes that access to institutions and connectivity, both ideational and physical, are key factors that matter on the ground for change to take place. It further points to a need to examine the relationship between norms and values such as patriarchal control, social cohesion and religiosity that reflect the wider context and women's agency and outcomes.

Keywords: agency, outcomes, norms, prosperity, religiosity, international migration, institutions, connectivity, Sylhet, Chittagong

## **PARENTAL LEAVE REFORM IN POLAND - STRENGTHENING OR WEAKENING MOTHERS' CAPABILITIES?**

Anna Kurowska; University of Warsaw

This paper aims at evaluating a major reform of parental leave in Poland, implemented in 2013. This reform doubled the period of a childbirth-related well-paid leave resulting in 52 weeks of paid "parental" leave available for mothers and transferable to fathers only after the first 14 (but in practice 26) weeks and paid at 80% replacement rate (or in an alternative scheme at 100% in the first 26 weeks and then at 60%). However, no father quotas has been introduced.

This paper will examine:

- 1) the policy process (based on the analysis of parliamentary debates and policy related documents) that has led to this major reform using frame analysis adopted to the Capability Approach theoretical framework;
- 2) the short-term impact of this reform on mother's capabilities (based on the use of panel data from Gender and Generations Survey for Poland).

The paper will analyse policy framing looking particularly at: What 'valued functionings' did the authors and proponents of the reform identify? (taking account of who was envisaged as a beneficiary of the reform); How they framed particular elements of the reform in terms of 'means' (rights/resources); Whether/how they took account of the 'converting factors', i.e. framed the policy as providing real abilities for people to convert 'means' provided by the reform into the achievement of 'valued functionings'. It will also analyse the real