

SYNTHETIC GENDER EQUALITY INDEX ELABORATION OF AN MOLDOVAN RESEARCH INSTITUTE

Elvira Naval
scientific lecturer, PhD in informatics
Institute of Mathematics and Computer Sciences
„Vladimir Andrunachievici”
E-mail: elvira.navalmail@gmail.com
E-mail: elvira.navalmail@math.md

Summary: *These notes considered problem of the Composite Indicators construction using gender data base elaborated on the data framework about researches of the one academic institute from Republic of Moldova. For this study synthetic index has been evaluated using six domains: work, money, knowledge, time, power and health. Gender Equality Index construction theory has been applied. Data about this entire domain were collected from the elaborated Gender Data Base.*

Key words: *research institute, Gender Equality Index, women and men evaluation, work, money, knowledge, time, power and health domain of examination*

JEL Classification: *C61, D91.*

Introduction

This article was prepared in the framework of the scientific project STCU/6336 „Innovative approaches to applied computations and software development for gender equality regulation on labor market”. The goal of this research is referred to women and men evaluation from the position of work employment, money resources disposable, level of knowledge attained, free time available, level of power owned, health assured. Synthetic index based on these six sub indicators both for women and men will be calculated. Gender Data Base constructed in respect to this purpose was used.

There are a lot of Gender Indicators elaborated by diverse international organizations on the country level such as: Swiss Agency for Development and Cooperation (SDC), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Millennium Development Goals (MDGs), Gender-related Development Index (GDI), Gender Empowerment Measure (GEM), Gender Equity Index (GEI), Gender Gap Index (GGI), The Gender Status Index (GSI), Regional indicators such as: Africa Gender and Development Index (AGDI), The African Women’s Progress Scoreboard (AWPS), The African Women’s Progress Scoreboard (AWPS), Country level gender indicators: The Cambodian Millennium Development Goals, UNDP Gender Mainstreaming Scorecard.

In these notes two kinds of gender indicator: one of them is quantitative, based on statistical data, which measures, and is calculated separate for men and women, for example years of schooling, the other characterized quantitative changes such as men and women free time or may be empowerment. Measurements of gender equality can be referred to changes in the relations between men and women, the outcomes of a particular policy, programmes or activity for women and men, or changes in the status or situation of men and women.

1. Literature review

Two main reports [1-2] were studied and analyzed problem of the Gender Equality Index construction and treatment were discussed. An attempt to create some synthetic indicators has been undertaken in [3]. Gender equality problem has been discussed in [4], in special human behavior in economics was discussed, and was supposed that a set of preferences drives individual decision-making. This includes preferences about risk, the timing of rewards, and in the social domain, reciprocity, altruism, and trust. In [5] distinction between two approach in interpretation and measurement experienced utility and decision utility also called moment-based and memory-based was discussed.

Distribution of Earnings and Employment among women and men were studied in [7], In [8-10] three approach to gender problem treatment were exposed. There are optimization model, regression model and stochastic model with Markov chain implication.

2. Research methodology, data and hypotheses

Methodology to synthetic indicators construction Based on six domains: work, money, knowledge, time, power and health, synthetic index has been calculated for men and women separately. Data about women and men earnings, years of studying, work experiences and titles were collected from stat information from the one academic institute. Hypotheses put forward are referred to those lies in ground of the utilized methodology.

3. Problem formulation

Synthetic indicators constructing, as a way of measuring change, both at the country, regional and institutional level are broadly studied, analyzed, and implemented [1-3]. Using approach elaborated in [1], synthetic indicator for men and women separately for the six domains of the men and women activities such as:

work, money, knowledge, time, power and health were considered. Based on the six indicators synthetic one has been proposed for men and women separately.

The domain of work measures the extent to which women and men can benefit from equal access to employment and good working conditions. The domain combines two indicators: the rate of full-time equivalent employment and the duration of working life and part-time employment among women and men

Flexibility of work is offered both to women and men by the smoothing time-table, ability of women and men to take holidays when they desired, and payable sick leave. The other captures: continuity of employment, defined in relation to type of employment contract, job security, career advancement prospects and development of the workplace in terms of the number of employees. It is measured on a scale between 0 and 100 points, and for examined institute, for our perception, it is possible be equal to approximately 90 points and indicates the best job prospects.

The domain of money measures gender inequalities in access to financial resources and women's and men's economic situation. It includes women's and men's monthly earnings from work and mean equalized net income, which besides earnings from paid work includes pensions, and any other source of income. The second sub-domain of economic situation captures women's and men's risk of poverty and the income distribution amongst women and men.

At the institutional level the domain of money includes: wage earnings, teaching activity earnings, research projects activity earnings. And this indicator takes following values for women and me: *money for women is equal to 0,28* and *money for men is equal to 0,59*, and the its ratio is equal to 0,48.

This is means that a man earns at approximately twice more money.

The domain of knowledge measures gender inequalities in educational attainment, participation in education and training over the life course. Educational attainment is measured by two indicators: the percentage of women and men tertiary graduates and participation of women and men in formal and non-formal education and training over the life course.

Participation in tertiary education and training over the life course indicator for women and men is approximately equal to 0,93, and as consequence, ratio is equal to 1,0 for tertiary education. But in the PhD obtained for women it is equal to 0,28 and for men it is equal to 0,65, and ratio is equal to 0,43.

The domain of time measures gender inequalities in the allocation of time spent doing care and domestic work and social activities. It measures gender gaps in the involvement of women and men in caring for and educating their children or grandchildren and older and disabled people, as well as their involvement in cooking and housework. Taking in account that in our country women and men have equal rights in child care activity,

The domain of power measures gender equality in decision-making positions across the political, economic and social spheres. At the institutional level this domain examines the representation of women and men in administration is attested as women 0,12 and men 0,13, trade union.

The domain of health measures three health-related aspects of gender equality: health status, health behavior and access to health services. Health status looks at the differences in life expectancy of women and men together with self-perceived health and healthy life years. This is complemented with recommendations on healthy behavior, namely fruit and vegetable consumption, physical activity and smoking and alcohol consumption. Women life expectancy in 2019 attested at 75,4, men life expectancy 67,4. and the ratio become 1,3.5. Sick leave for women (including child care) in 2019 was 100 working days, for men at the same period was 80 working days and the ratio become 1,12. Women are more careful in respect with it health (make sport, smoking and drinking fewer, women executed more precisely healthy behavior recommendations). As consequence, women life expectancy is higher.

Synthetic indicators separately for women and men were calculated based on the media of those six examined components plus life expectancy indicators. And these synthetic indicators are: 0,53 for women and 0,58 for men. So, we can conclude that in studied institute gender equality problem is not acute. In future one large private organization will be examined. Obtained results will be compared and analyzed.

Conclusion

Effectuated calculus has demonstrated that women and men attitude to working service obligation, teaching, life perception, child care executing are more responsible than that of the men. But in doing additional money, PhD obtaining, administration positions men are superior. Also women earnings are more depended on the scientific title. Because there are more doctors with habilitation between men, earning of the men are little greater, but this is not consequence of gender inequality. It is reported to women mode of life (ability to work full time, dedicating oneself to scientific research, child rearing etc.).

It must be mentioned that only one woman occupies position of the chief of department, but director of the institute and scientific secretary are women. Very little women obtain local and foreign grants. But women are more responsible and, more exacting, in executing project and grant tasks. So, general conclusion state that in scientific institutions gender inequality is present but it is not explicit declared. However, such studies are useful especially in private sector activities. In future such research could be conducted if, all needed information in present is easy of access.

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