**Norms and Customs**

February 4, 2003

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### Labor Force Participation Rates

<table>
<thead>
<tr>
<th>Country</th>
<th>Women</th>
<th>Men</th>
<th>Women/Labor Force</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sweden</td>
<td>80.5</td>
<td>85.0</td>
<td>0.48</td>
</tr>
<tr>
<td>Denmark</td>
<td>77.3</td>
<td>89.5</td>
<td>0.46</td>
</tr>
<tr>
<td>United States</td>
<td>68.1</td>
<td>86.0</td>
<td>0.45</td>
</tr>
<tr>
<td>Canada</td>
<td>67.4</td>
<td>85.6</td>
<td>0.44</td>
</tr>
<tr>
<td>Japan</td>
<td>59.3</td>
<td>87.3</td>
<td>0.41</td>
</tr>
<tr>
<td>Colombia</td>
<td>47.2</td>
<td>81.6</td>
<td>0.41</td>
</tr>
<tr>
<td>France</td>
<td>56.2</td>
<td>75.1</td>
<td>0.43</td>
</tr>
<tr>
<td>Brazil</td>
<td>43.3</td>
<td>75.3</td>
<td>0.43</td>
</tr>
<tr>
<td>Spain</td>
<td>39.9</td>
<td>77.4</td>
<td>0.35</td>
</tr>
<tr>
<td>Mexico</td>
<td>36.5</td>
<td>83.9</td>
<td>0.32</td>
</tr>
<tr>
<td>Bolivia</td>
<td>25.1</td>
<td>85.4</td>
<td>0.24</td>
</tr>
<tr>
<td>Egypt</td>
<td>10.4</td>
<td>80.9</td>
<td>0.11</td>
</tr>
</tbody>
</table>
Percentage of total seats in Parliament

Source: IMD Competitiveness Report, 2002

Percentage of total legislators, senior officials and managers

Source: IMD Competitiveness Report, 2002
Are Men and Women Different in Ways that Would Impact their Participation in Management?

- Body Differences
  - Reproduction
  - Strength
- Brain Differences
  - Hormonal
  - Structural

Do these differences account for women not having greater participation in positions of authority?

Note: 1999 had 4 women chief executives for a couple of months
Psychological and/or Cultural Differences

- Behavioral and Emotional
- Occupational
  - Occupational segregation and earnings
  - Communication styles
  - Managerial styles
  - Family responsibilities

Are Men and Women Different?

Question: Thinking about men and women’s personalities, interests, and abilities, NOT INCLUDING physical differences, do you think men and women are basically similar or basically different?
Question Regarding Differences

Do you think men and women are basically different because they were born different or because they were raised differently?

(This question was asked of those who thought men and women were different.)
What are these differences?

Men and women were asked whether certain personality traits were more characteristic of men or of women.

Who is more ambitious?

Male respondents:
Who is more ambitious?
Female respondents:

Who is more patient?
Male respondents:
Who is more patient?  
Female respondents:

Expectations

- Expectations by gender in the workplace and social situations
  - Women are expected to be friendly, unselfish, concerned with others, emotionally expressive
  - Men are expected to be independent, masterful, assertive, and instrumentally competent
  - What happens with there is cross-over?
Family Responsibilities

Question: Which is better for society: a family where both parents work for money and take care of the house and children, or one where one parent works and the other takes care of the house and children?”

Answer: When both parents are working

[Diagram showing comparison across countries]
Do you think that women in this country have equal job opportunities with men? Answer: Yes

If you were taking a new job and had your choice of supervisor, would you prefer to work for a man or a woman? Male respondents:
If you were taking a new job and had your choice of supervisor, would you prefer to work for a man or a woman? Female respondents:

Increased Opportunities for Women in a More Global Work Environment

- Increased competitive work environment
- Increased educational attainment of women
- Corporate culture of global firms not tied to local culture of any country
- Increased opportunities for women in countries other than their own
- Global firms have less hierarchy and more networks
- Gender diversity as a source of innovation
Discrimination does not pose a handicap in society

Source: IMD Competitiveness Report, 2002