

Gender Gap in Aruba



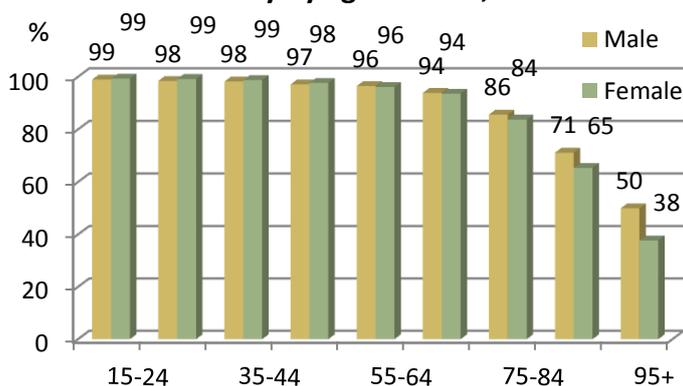
HOW IS THE GENDER GAP IN ARUBA COMPARED TO OTHER COUNTRIES?

The World Economic Forum introduced The Global Gender Gap Index in 2006, which is a framework for capturing the magnitude of gender-based disparities and tracking their progress. The Central Bureau of Statistics also focused on this international topic through data collected by means of the Fifth Population and Housing Census held in October 2010. The term "gender" refers to both women and men and their status, relative to each other. Gender equality refers to that stage of human social development at which the rights, responsibilities and opportunities of individuals are not be determined by the fact of being born male or female. The Global Gender Gap Index examines the gap between men and women in four fundamental categories: economic participation and opportunity, educational attainment, health and survival and political empowerment.

Educational

A good measure of the educational attainment of a population is the literacy rate. The literacy rate is the proportion of the population 15 years and older that can read and write a short, simple statement. Aruba has a relative high adult literacy rate. The percentage for both sexes up to age 74 is approximately 97%. The percentage for the age group 85 years and older that can read and write is lower. Graphic 1. Illustrates the gender gap in the literacy rate by age category. It is clear that the higher the age, the wider the gender gap.

Literacy by age and sex, 2010

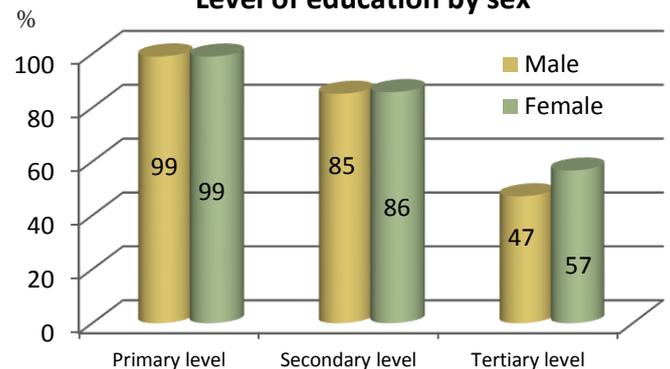


Graphic 1

Concerning the school-attending population, at the primary school level (children ages 6 to 11 years), 99% of the male and female population are enrolled.

At the secondary level of education (EPB, MAVO, HAVO and VWO) the percentage attending school drops to 85.8% for female students and 85.2% for male students between the ages of 12 and 16 years.

Level of education by sex

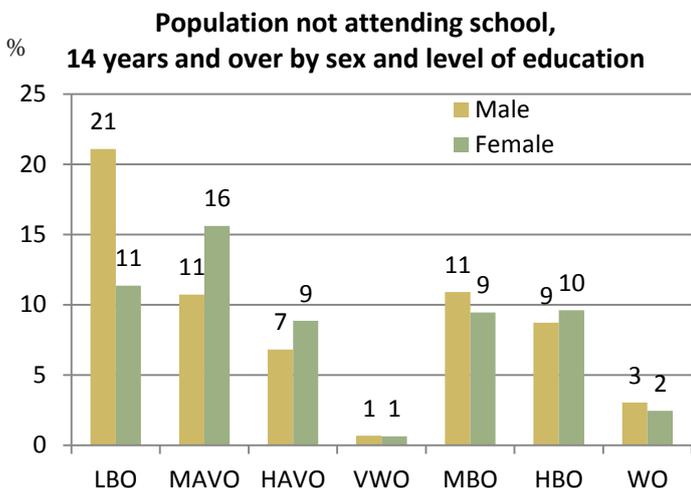


Graphic 2

At the tertiary level of education (EPI, higher education such as Bachelor, Master or PhD), 56.7% of women between 17 and 21 years of age versus 47.1% of men are enrolled.

Another interesting aspect to analyze is the highest obtained diploma related to sex. Graphic 3. illustrates the different education levels and how each sex scores within each level. The difference in gender by level of education attained that draw attention is that 11% of females not attending school have a diploma of lower vocational education (LBO). While 21% of the male population obtained the diploma for that same education level. There is also a difference on the secondary general education (MAVO) , where 16% of females obtained their diploma versus 11% of males.

Graphic 3. also illustrates the next categories, HAVO and VWO. It is clear that the percentages in these categories are lower. The possible cause is that many students continue their study abroad and only a small group enter the labor market and does not continue a higher education. The graphic illustrates the highest diploma obtained. On the level of associate level (MBO), Bachelor (HBO) and Masters, the difference in percentage between sexes is small.

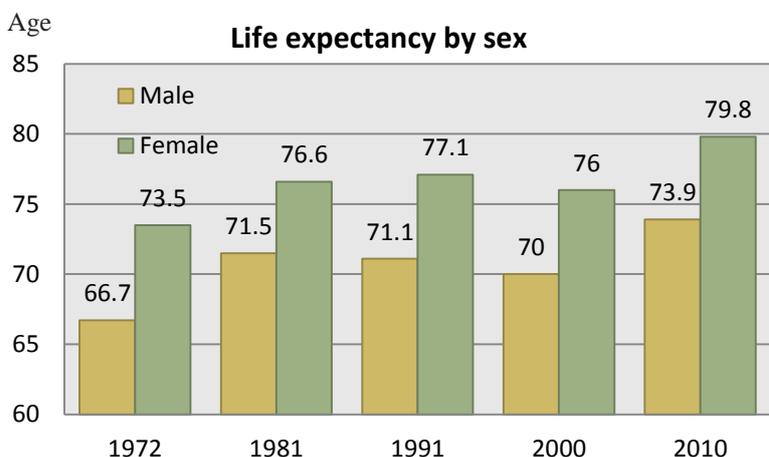


Graphic 3

Health and survival

A total of 571 males and 562 females were born in the year 2010. The birth rate was 0.98, which indicates that there was almost no difference between the sexes. (The fact that the birthrate is lower than the number one indicates that there is less females than males.)

Life expectancy is another aspect to consider when analyzing gender gap. In Aruba in 2010, women were expected to live approximately 80 years and men 74 years. This was always the case in Aruba, as shown in graphic 4.

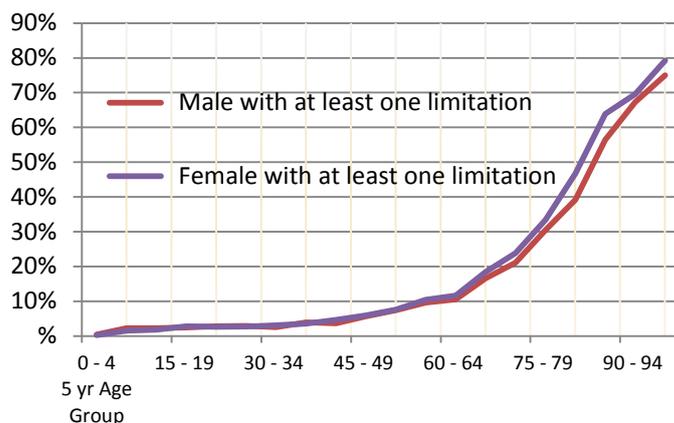


Graphic 4

The difference between the life expectancy of men and women has almost been the same for the last four decades. The life expectancy for both men and women has increased on an equal pace. This increase in life expectancy has different causes, among others, improvement in the area of medical care and science which have contributed to more effective treatment of diseases. The General medical Insurance (AZV) was introduced in Aruba; this has made the medical care more accessible for the entire population. According to "The World Bank", since 1980, women are living longer than men in all parts of the world.

A longer life does however not imply better health. The situation on health also presents its differences. The number of females indicated to have at least one limitation is in general higher than men. This is more visible for persons 45 years and older. It is no coincidence that around that same age category women enter the menopause period, which can have implications for her health.

Percentage of persons with at least one limitation



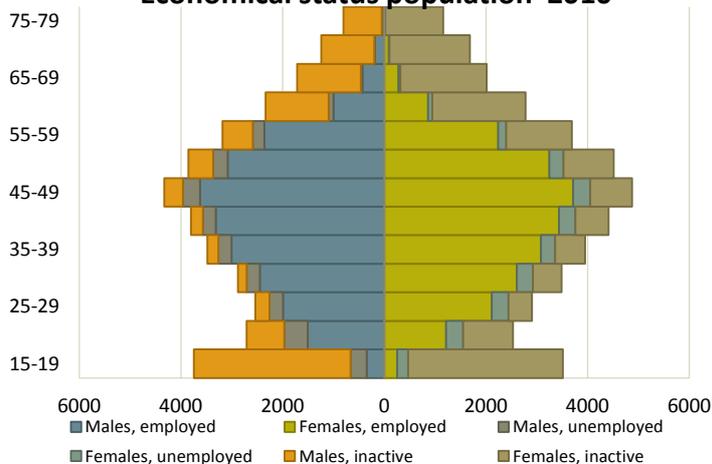
Graphic 5

The number of persons indicating having at least one limitation, gradually increases with age. Graphic 5. Illustrates that the prevalence of disability by age and sex is clearly visible around the age of 60 years. There is an indication that prevalence increases exponentially after reaching the age of 60 years. This continues to increase and culminates with 80% of the persons in the age group of 90 to 94 years indicating having at least one limitation. If we take a closer look, the percentages for females are slightly higher than males. With regards to the prevalence of disability in the population of Aruba, it can be stated that there is no gender gap.

Economic participation and Opportunity

According to the 2012 Census, the labor force of Aruba consisted of 52,036 persons: of which 46,524 persons were employed and 5,513 persons unemployed. The participation of men and women on the labor market was the same. There were 23,362 males active on the labor market compared to 23,162 females. Graphic 6. illustrates the number of persons employed by age and sex. The age group 45-49 years contains the larger number of employed persons. A small group for both sexes in the age group 15 to 19 years are employed and this gradually increases as the age increases.

Economical status population 2010

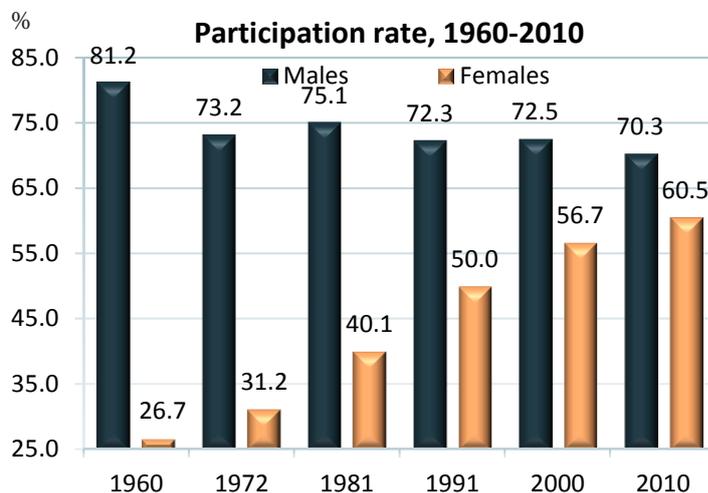


Graphic 6

In Aruba, the official age to apply for elderly pension is 60 years, nevertheless it's remarkable that a number of persons (male and female) stay active after this age. Not only in the age category of 60 to 64 years are there persons that stay active, but even in the next age categories of persons 65 years and older.

We can note from graphic 7. that even though the labor force has increased with 222 percent from 1960 up to 2010, the percentage of male participation has decreased from 81.2% to 70.3% in 2010. It is clear that the labor force has increased since 1960, primarily because of the increase of female participation. In 1960, the percentage of females in the labor market was still very low at 26.7%.

Graphic 7. shows clearly how the "gender gap" related to participation on the labor market has been closing in the course of years. This is not a phenomenon only in Aruba, but is a global phenomenon. According to the "Gender equality and Development 2012" report of the The World Bank, women now represent 40 percent of the global labor force.



Graphic 7

The World bank report encountered that half billion women have joined the world's labor force over the last 30 years as women's participation in paid work has risen in most of the developing world. Eliminating barriers that discriminate against women working in certain sectors or occupation could increase labor productivity by as much as 25 percent in some countries.

When addressing the topic of gender gap related to labor, it's important to address the aspect of wage equality for similar work. In Aruba the rate for wage equality for similar work was 0.80 in 2010, indicating a lack of equality. So if the number one represents equality between the sexes, we can conclude that there is no equality regarding wage equality for similar work. Men were paid an average of Afl. 700,= more than women for the same work.

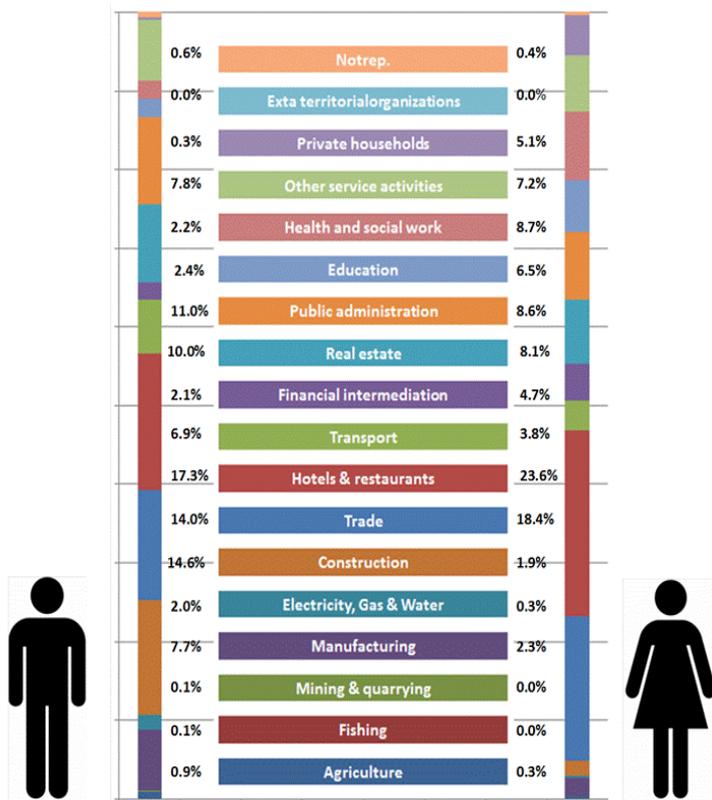
Even though women made their entrance into the labor market, the growth in economic participation has not translated itself in equal opportunities for both men and women. The World bank recognizes the persistent tendency of men and women being segregated on the labor field.

Graphic 8. illustrates the distribution between the sexes across different sectors. Some sectors clearly show a gap, for example 14.6% of males work in the construction sector, while only 1.9% of females are working in construction. For the sector of public administration, real estate, transport, and manufacturing, there is also a higher percentage of males working compared with women.

On the other hand in the health sector, social work, education, finance, business, retail, hotel and restaurant, there is a higher percentage of women at work compared to men. Occupations in the health, social work, education sector can be thus considered female occupations, as presented in graphic 8.

The largest labor sector in Aruba is the hotel and restaurant sector, which employs 23.6% of women and 17.3% of men.

Distribution of employment by sex across



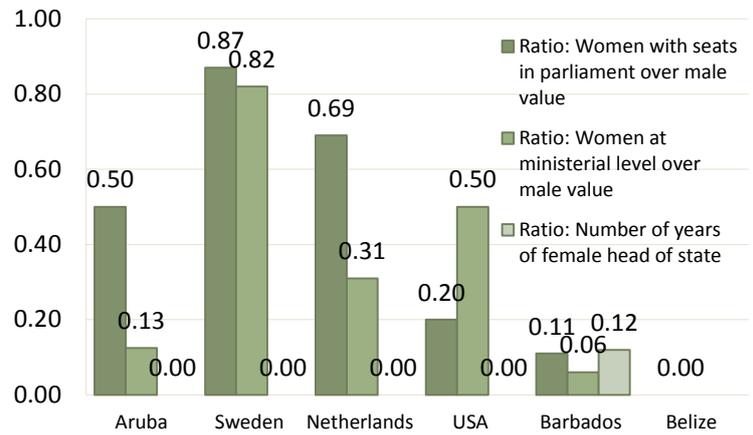
Graphic 8

Political empowerment

The last aspect to consider is political empowerment and its distribution between both sexes. Women on Aruba have come to position themselves in important management and leadership occupations. From 1994 women have also made their entrance in the political arena. In 2010, 7 out of 21 Parliament seats are occupied by women. The current Minister council consists of 1 women and 8 men. Even though the political arena is still dominated by men, women have clearly made their entrance. Since their entrance they have occupied positions of Minister and Parleментарian. Another indicator used internationally is the number of years a women was head of state in the last 50 years. Aruba has never had a female head of state yet. This is also the case in many other well-developed countries, such as Sweden, USA and The Netherlands.

Graphic 9. illustrates the relation between men and women on the political arena in different countries. The gap between the two sexes is calculated by dividing the number of women in Parliament by the number of men.

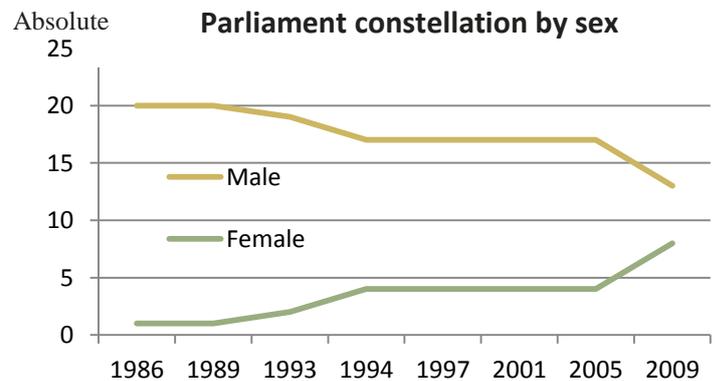
Women related to men in political empowerment



Graphic 9

In Aruba, the ratio of woman with seats in Parliament over men is 0.50. In Sweden for example, the rate is 0.87, meaning that the difference in representation between sexes in Parliament is smaller than in Aruba. Regarding the representation of both sexes in the Ministerial Council of Aruba, there is a larger difference than in Sweden, the Netherlands and USA, but higher than in Barbados.

Of all the countries presented, Barbados is the only country that had a female head of state in the last 50 years. Nevertheless if we consider the political empowerment, Aruba does not fare too bad in the female representation in the political arena compared to other Caribbean islands, as for example Belize.



Graphic 10

Source: Statistical Yearbook CBS

Aruba received its "Status Aparte" in 1986, which was also the official year the Parliament of Aruba was instituted. Graphic 10. illustrates the developments since that historic period. In 1986 the Parliament constellation started with 20 men and 1 woman. This constellation has known changes over the course of years till the present composition of 13 men and 8 women. The graphic shows how the gender gap has been closing on the political arena.

International comparison

Comparing Aruba to other countries, such as Sweden, The Netherlands, USA and Barbados on issues regarding economic participation and opportunity and gender, some interesting results are observed (table 1). Firstly, where labor force participation is concerned, all the countries rate high at 0.90.

Secondly, regarding wage equality for similar work. The data shows that Aruba is closer to gender equality compared to the other countries. This is also the case for estimated earned income.

International comparison on economic participation and opportunity

Economic participation and opportunity	Aruba	Sweden	The Netherlands	USA	Barbados
Labor force Participation	0.90	0.94	0.87	0.85	0.90
Wage equality for similar work	0.80	0.73	0.65	0.66	0.74
Estimated earned income	0.80	0.74	0.78	0.87	0.65
Legislator, senior officials and managers	0.71	0.48	0.38	0.74	0.77
Professional and technical Workers	0.71	1.02	0.99	1.31	1.09

Table 1

Furthermore, table 1. clearly shows the difference between the countries regarding the relation between sexes where occupations as legislators, senior officials and managers is concerned. Aruba is closer to gender equality than countries such as Sweden, The Netherlands and Aruba is compared to the ratio in the USA and Barbados.

International comparison on health and survival

Health	Aruba	Sweden	Netherlands	USA	Barbados
Female healthy life expectancy over male	1.08	0.94	0.95	0.96	0.99
Sex ratio at birth	0.98	1.04	1.03	1.06	1.06

Table 2

Aruba has also more or less the same ratio as the other countries above mentioned in other relevant categories to measure gender gap such as education and health.

International comparison on educational attainment

Education	Aruba	Sweden	Netherlands	USA	Barbados
Female literacy rate over male	1.00	1.00	1.00	1.00	1.00
Female net primary level enrolment over male	1.00	0.99	0.99	1.01	1.01
Female net secondary level enrolment over male	1.01	1.00	1.01	1.01	1.06
Female gross tertiary enrolment over male	1.20	1.59	1.11	1.40	2.15

Table 3

It's important to state that the majority of the ratio represents gender equality, but where the ratio is higher than 1 represents more women than men.

International comparison on political empowerment

Poder politico	Aruba	Suisa	Hulanda	USA	Barbados
Hende muher cu asiento den Parlamento	0.50	0.87	0.69	0.20	0.11
Hende muher cu posicion ministerial	0.14	0.82	0.31	0.50	0.06
Cantidad di aña cu hende muher como hefe di estado	0.00	0.00	0.00	0.00	0.12

Future plans

The 2010 "Millennium Development Goals" recognize the instrumental value of gender equality. The summit concluded with the adoption of a goal action plan to achieve the eight goals by 2015. Gender equality is important because it helps promote universal primary education, reduce under-five mortality, improve maternal health and reduce the likelihood of contracting HIV/ AIDS.

This article gives an overview of the situation of gender in Aruba and of the areas where the existing gender gap needs more in-depth attention.

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