

Makalenin Geliş Tarihi: 20.02.2021

1. Hakem Rapor Tarihi: 23.02.2021

2. Hakem Rapor Tarihi: 20.02.2021

Kabul Tarihi: 05.03.2021

## THE ECONOMIC CRISIS AND THE DEVELOPMENT OF GENDER REGIMES IN SELECTED EUROPEAN COUNTRIES (\*) (Araştırma Makalesi)

Meltem İNCE YENİLMEZ (\*\*)

### Abstract

*The present crisis ravaging the economy has tremendously affected the European labour markets. And as a result of this situation, the employment level has dropped significantly in virtually all countries in the world. After a series of studies, it was observed that the female employment level wasn't badly affected by different stages of the recession, unlike their male counterpart. The second phase is one that is characterized by the execution of incentive packages that should have in several ways been more advantageous to male employment. The next phase, which is the third, includes stricter plans in the society that was particularly harsh to the female employees. This paper's main objective is to elaborate and examine the latest employment trend for both men and women during diverse phases of the current crisis ravaging the six European countries of the world. The influence of the crisis has narrowed down the gender gap in most European countries, especially Spain. And this alone is primarily explained by the different gender sectorial segregation. When it comes to sectorial segregation, women are the ones who are the least protected, and this is because they have lost more jobs than they should have if they equally distributed across several sectors in the economy during the crisis.*

**Keywords:** Crisis, Recession, Unemployment, EU Countries, Gender Policies.

**JEL Codes:** J16, J21, J64

---

\*) This paper is driven from the Jean Monnet Module titled "Gender Politics and EU in the Time of Crisis" cofunded by the Erasmus+ Programme of the European Union

\*\*) Doç. Dr., Yaşar Üniversitesi, İşletme Fakültesi, Ekonomi Bölümü, Ekonomi Ana Bilim Dalı  
(e-posta: meltem.ince@yasar.edu.tr). ORCID ID: <https://orcid.org/0000-0002-4689-3196>

**Seçilmiş Avrupa Ülkelerinde Ekonomik Kriz ve Cinsiyetçi Yaklaşımın Gelişimi****Öz**

*Mevcut ekonomik kriz Avrupa işgücü piyasalarını derinden etkiledi. İstihdam tüm ülkelerde düştü. Kadın istihdamı, krizin durgunluk aşamasından erkek istihdamına göre daha az etkilendi. Teşvik paketlerinin uygulanmasıyla karakterize edilen ikinci aşama, erkek istihdamı için daha uygun olması gerekiyordu. Kemer sıkma planlarının uygulamaya konulduğu üçüncü aşama, kadın istihdamı için en zorlu ve sert aşamaydı. Krizin toplumsal cinsiyete dayalı bu etkileri temelde cinsiyete dayalı sektörel ayrışmayla açıklanabilir. Bu makalenin amacı, altı Avrupa ülkesindeki mevcut krizin farklı aşamalarında kadın ve erkekler için istihdamdaki eğilimi araştırmak ve analiz etmektir. Bazı ülkelerde, özellikle İspanya'da, krizin etkisi cinsiyetler arası farkın daralmasına yol aşması, cinsiyetin sektörel ayrımı ile açıklanmaktadır. Çoğunlukla, kadınlar sektörel ayrımcılık açısından daha az korunmaktadır, çünkü kriz sırasında farklı ekonomik sektörlerdeki dağılımları aynı kalsaydı, olması gerekenden daha fazla kadın işlerinden olacaktır.*

**Anahtar Kelimeler:** Kriz, Resesyon, İşsizlik, AB Ülkeleri, Cinsiyet Politikaları.

**JEL Kodu:** J16, J21, J64

**1. Gender Discrimination and Employment During Economic Downturns**

The recession, which began towards the end of 2007, has deeply eaten into most European countries' economies. The recession adversely shook the labour markets, and since then, the employment rate fell by the minute in virtually all countries, while the unemployment rate significantly soared. There are three stages of the crisis, and they are as follows.

Phase one; which is the recession itself

Phase two; which was characterized by a relative recovery, and phase three was earmarked by "austerity," with this phase targeted at fiscal consolidation.

Generally, the present crisis has affected both genders on all levels in the labour market during these three phases. In phase one, women's employment rate wasn't affected much by the recession than the males. As the recovery phase set in as phase 3, male employment experienced a quicker recovery than female employment. At the same time, the third and final phase is predicted to impact female employment. And this is because the sectors of the economy that women dominated, such as the social services, health and education sectors, were severely hit. Undoubtedly, the labour markets in the European countries are still categorized by skyrocketing level of gender segregation. This occurrence clearly describes this crisis's impact, and this is because the present crisis has a robust sectorial dimension. Again, the public policies that were put in place to address some of these issues are also dependent on the economy's different sectors.

The paper aims at analyzing the driving force of the crisis and its influence on the workforce in diverse European countries. The current crisis has hit countries like France, Greece, Germany, Spain, Italy and the UK at different magnitudes. Furthermore, the labour markets of these countries have responded differently to drop GDP since the crisis began. And this because of the macroeconomic situations happening in different countries. Various governments haven't kept shut about the crisis as most of them have reacted swiftly to review employment collapse. They are also reviewing the scope of the fiscal consolidation, which is instigated in the affected countries.

Different sections in these countries have gathered various welfare packages and public policies to combat the crisis, even though each package is designed to serve different purposes. Note that the countries that are being reviewed embodies various kinds of gender segregation administration (Lewis, 1992), and it's because we are analyzing the impact of the crisis in these countries. The liberal model represents the United Kingdom, while France and Germany are being presented as Continental models. And this is irrespective of the fact that France is very different from Germany when it comes to gender values. Italy, Greece and Spain are the main countries that are generally referred to as the Mediterranean welfare states.

Using Spain as a case study, the rate at which the females partook in the economy's affairs skyrocketed in the last decades. Women's participation levels between the ages of 15 to 64 years increased from 42.6% in 1992 to 67.9% in 2012. Today, many people don't consider Spain as part of the "Mediterranean welfare State" compared to how they were usually classified in different states' institutional welfare. And the reason this happened because of the low involvement of women in the workforce. Notwithstanding, if the gender segregation of labour persists in the work force, and public policies set in place by governments are still upsetting the balance of work-life. And this continues to surge gender equality in the economy (Gonzales Gaco and Capparucci, 2014).

Greece is a country that has witnessed one of the worst crises in Europe. Due to the extreme public debt crisis that Greece had to deal with, Troika had to raise the alarm (the European Commission, the European Central Bank and the IMF) for the greatest vital fiscal amalgamation that has been implemented in the entire Europe.

The principal phase analyzes the economic consequences of the recession and also, the labour force's evolution during the economic meltdown. It also examines the demographic trends and the active participation of both genders in the labour market. The different traits exhibited by the affected sectors due to the economic downturn have been portrayed as the reason behind its gender impact. The second section evaluates this point by exploring the young and unskilled workers' vulnerability in the labour force. The breakdown of employment advancement by each gender makes it easy to differentiate between those prone to the sectorial effect of the crisis and those due to the modification of women's proportion in each sector. The third section talks about the impact of the crisis on both genders at the EU and member states. The fourth section looks into the

segregation of the labour markets and the ongoing recession in various sectors of the economy. In comparison, the fifth and final section highlights the risk associated with a policy change in crucial times such as the crisis. And also, the potential benefits of a more articulate and gender-sensitive approach to such economic challenges.

## **2. Common Developments in The Labour Market**

The present crisis rocking the EU countries has been identified as being distinct to others in the last thirty years or more. After much research, it was observed that the level of damage caused by the crisis, government's interventions in the implementation of various stimulus packages, the consequent European sovereign debt crisis and the issuance of fiscal consolidation to contain public deficits.

Based on the effect of recessions on both men and women in the labour market, the present crisis seemed more targeted at men in the labour force and protecting women primarily from job destructions. As advocated by Smith and Villain 2013, the in-depth scrutiny of the recession's influence on the women in the labour force is expected to relate to long-term trends, including family models, gender regimes and institutional environments. All of the factors mentioned above are subject to change over time.

Ever since the inception of the European employment policy was executed in 1997, women's contribution in the labour force rose significantly. As a result of this, women were no longer considered second earners in their families. From then onwards, Spain has recorded a drastic increase in women's participation in the labour force in the last decade. Another notable effect of this change is that the breadwinner model was greatly destabilized. However, irrespective of this, Spanish women are still more affected than men in the labour force when it comes to contracts, part-time jobs and unemployment (Gonzales Gaco and Capparucci, 2014).

The massive involvement of women in the labour force has also contributed to increased gender sectorial segregation. This framework further highlights some of the reasons why the present crisis different from those in the past. The current economic recession can be segmented into three stages. It should also be noted that each stage's timing is not identical, according to countries under review. Let's breakdown each of those subdivisions, shall we?

### **Stage 1 (The collapse stage)**

This stage earmarks the beginning of the recession itself, and this was significantly characterized by a drop in GDP for at two least straight quarters. The level at which countries experience the recession differs from country to country.

The recession started in 2008 under the review of the selected European countries. Surveys have revealed that it is the worst recession to hit the economy since the post-war

period. While measuring the impact of the crisis between the second quarter of 2008 and the second quarter of 2009, it will record that economic activities fell by at least 6.2% in Germany. In Italy, the activity fell by 6.6%, in the United Kingdom it dropped to 66.3%, in Spain it dropped by 4.5%, in Greece it fell 2.7% and finally in France it fell by 3.7%.

### **Stage 2 (The rebound stage)**

The second phase experienced a relative recovery of the GDP (excluding Greece). Virtually all countries under review passed through this phase with fluctuating magnitude and timing. The rebound was notable seen in various sectors of the economy, where job destruction was apparent. Thanks to the initiation of stimulus packages by countries such as the UK and Spain. Its implementation boosted economic activities in various sectors. This boost is mostly seen in industries such as the car and construction industries. But we shouldn't forget in a hurry that the recovery of the GDP does not signify an end of the crisis. And this is because the output gap was still noticeable in countries that are still under review.

By the far end of 2010, it was recorded that Germany has reached their pre-crisis level of production. In 2014, it was also on record that output gaps were at a historical level. Meanwhile, the OECD's economic forecasts showed no sign of improvement for the following two years. Besides from Germany, all other countries under review are performing below their expected potential growth.

### **Stage 3 (The Austerity Stage)**

Stage 3 is the last phase categorized by several fiscal consolidations and meddles into the spending of public funds, which both cause harm the economy's growth (iAGS, 2013). Restraining policies target public deficits while combating the effects of the crisis of public debt in Europe. In contrast, this stage is predicted to favor women in the workforce the least, and this is because austerity plans will encourage cuts in spending of public funds. Due to the recession, the labour market has been badly hit since the first quarter of 2008. During this period, the timing and magnitude of employment regulated varied across different EU countries undergoing review. The alternations are described by the dynamic degrees and forms of elasticity of labour markets in Europe. These are directly or indirectly linked to public policies that have been executed to tackle the increased unemployment rate in society. With the reduction of work time scheme, most countries have solely depended on its internal flexibility. In contrast, other countries relied on their external flexibility, including job destruction, lay-offs and other stricter measures.

## **3. Challenges and Constraints of the young and unskilled personnel**

Another crucial aspect that needs in-depth analysis is the employment trend for the youth and unskilled workers, which are still armed with a gendered outlook across

different EU countries. Uneducated youths in the workforce in their prime stand a higher risk of being laid off and experiencing job destructions, among other things. Generally, youth employment is considered one of the most sensitive and tactical sectors of the business cycle than other jobs among the older population (OECD, 2008).

As the economy raged, the newly recruited youth into the labour market face severe difficulties in securing a job, and this was due to the high rate at which people were being relieved of their jobs. These recruits also struggle to keep their jobs when they finally secure one for themselves because they are at higher risk of being laid-off than their senior colleagues. Because of the scarcity of jobs in the economy, the younger people are more likely to secure a short-term job on a contract that may not be renewed because of the recession's impact. Veric (2009) has revealed that the young men in construction firms were affected the most by the recession and the high unemployment rate in most countries. It is also discovered the same trend in the current paper in all of the countries that are being reviewed. And one thing that is common in all is that all young workers feel the harsh effect of the collapsed stage of the crisis underemployment trends. However, the older workers in the labour market seem to be under some protection during the raging economic breakdown.

In countries like Germany, Italy, and France, the older workers' employment rate remained on a skyrocketing streak during the recession. While in the United Kingdom, the employment rate remains stable throughout the review period. In countries like the United Kingdom, Italy and Germany, the trend marginally favors more women than men. While in Spain, there was an evolution of employment for workers between the ages of 55 to 64 years old. And this is because they are more sensitive to the business cycle. More than ever, these trends have been more dominant in Spain than in other countries under review. Again, older Spanish ladies in the workforce witnessed more employment growth during the recession despite reduction observed during the austerity and collapse stages.

Among the EU, Greece is the only country where the older workers experience a collapse in employment from the first quarter of 2011 to the third quarter in the crisis's austerity stage. Across all countries under review, the younger generation of workers are the ones to experience more of the contraction of employment compared to other categories of workers. Meanwhile, in countries like Germany and Italy, only a small gender gap is observed for unskilled workers. In Italy, both sexes barely recovered from the harsh effects of the crisis in the workforce.

In Germany, the expansions of the employment rate for the younger generations have been smoother than in other countries (with a fall that is roughly 5% during the first stage of the crisis). In the United Kingdom and France, the gender segregation has also followed the business cycle. With the young male experienced a more significant drop in employment than their counterparts during phase one of the recession. But then again, they were also beneficiaries of massive improvement during the second stage. In the third phase, gender segregation overturned. During this period, the young French women experienced more job loss than the men.

In 2009, strict measures were laid down to tackle unemployment among the young workers in the workforce. They were explicitly affected by the recession in areas like subsidised employment and training (apprenticeship). To a large extent, these policies are believed to impact youth employment trends (Jorgensen, 2011) positively.

The rate of employment for youths has taken a downturn in countries like Spain and Greece. It was recorded in Spain that the unemployment rate among the youths rose to a whopping 50%. With the young men being affected more than the women. During the former economic boom, an increase of opportunities in the construction industry caused more of the younger men to drop out of education, making them more vulnerable at the birth of the recession than women in their category (Gonzales Gaco and Capparucci, 2014). In all three stages of the crisis that disrupted economic activities, the gender gap largely supported women that their counterparts. The same trend was observed for the unskilled workers in the labour force.

Nonetheless, it didn't exempt the women from being dropped during the crisis; it is just that the rate at which they were laid-off was lesser than the young men that were laid-off. In Greece, both sexes were significantly affected with more or less the same magnitude. And it wasn't just in the younger generations this time but all age brackets in the workforce. The impact that manifests as a result of the crisis affects men and women differently, according to the level of education. When it boils down to the less educated workers, men are considered to be hit more than women. Whereas, among those considered the more educated, women are considered to be more affected by the collapse of employment than men in the labour market (Karamessini, 2014)

In the countries undergoing review, the older workers between the ages of 55 and 64 have continued to experience a steady increase in the employment rate. Simultaneously, the younger worker under 24 years of age is said to be the ones to be affected the most by job destruction during the economic breakdown (Veric, 2009). Meanwhile, it should be known that despite an increase in the employment rate among the older workers, women stand a higher chance of getting and retaining their job than men of the same age grade.

In the last recession, the shock that resulted from emanated from it was absorbed well by both the young and senior workers in the labour market. And they were able to absorb it well enough because of the presence of early retirement, invalidity schemes and specific treatment of senior's employment. A reduction in the employment of the senior workers in the labour market has made it possible to contain the decrease in young workers' employment to a large extent. The simple fact categorizes the raging crisis that the older workers' employment is being withheld in all the countries undergoing a review.

For over a decade, the European Union has endorsed senior workers' participation in the labour market. Plus, the pressure from most schemes that encourage senior workers to pull out from the workforce has subsided. The shortage of replacement possibilities in the workforce between the younger and senior workers may have played a vital role in the youths' sharp fall of employment opportunities (Lerais and Math, 2011).

#### **4. Why Has Gender Segregation Arisen Because of the Crisis?**

This very question has been briefly addressed in the previous sections that discuss the impact of the crisis on both genders regarding employment. And this effect kept changing throughout the dissimilar periods of the crisis. Also, its magnitude differed from country to country.

The current subdivision aims to highlight this occurrence. In other words, this is to say that during the various phases of the economic breakdown, the employment rate for both males and females were simultaneously affected at different intervals and different magnitudes. In 1988, Rubery said that three significant hypotheses best explain that the rate of employment between both genders is not affected in the same way by the recessions and economic booms. The hypotheses are as follows;

##### **Hypothesis One (the substitution hypothesis)**

This hypothesis states that employers try to minimize production costs in the heat of the economic recession, thereby reducing the workforce. As a way out, these employers may either replace or hire more females than males because they are more affordable. In this theory, it should be known that the rate of female employment advances counter-cyclically. This hypothesis also depends on the fact that the rate of female employment is considered secondary. Plus, ancient facts have strived to prevent people from seeing women as an alternative in the workforce. The effect that may arise from this substitution may be placed at a micro-level. In the case of a couple (partners), if a man loses his job, his female partner may be encouraged to reduce the shortage of income in the time being that her partner remains unemployed. This hypothesis thereby suggests that the rate of female employment is countercyclical. To fully confirm the effects of the economic breakdown of activities, more tests are required at the micro-level through the microdata.

##### **Hypothesis Two (the buffering hypothesis)**

The second hypothesis may directly or indirectly be linked to internal workforce (Doeringer and Piore, 1971). Many workers in the workforce today fall under this hypothesis, with low-quality of jobs available to them. In this phase, there is also little or no job security for workers in the labour market. This set of workers are equally left with a weak bargaining power when they go for interviews. This second labour market is categorized by high flexibility and an insane level of competition among workers. These workers instantly become vulnerable because they are in the front line of unemployment during the recession. The females in the workforce, including the youths and migrants, are well represented in this hypothesis (Piore, 1978). And it better explains the reason why the gendered effect continually surfaces during an economic breakdown.

This effect could be the underlining reason why women are dominant in some crucial sectors than men. When these women overpopulate a sector in a reduced labour market,

they are rewarded with low wages, and this is because of the high level of competition in the workforce. For these women, their bargaining power becomes even lower than the male workers in the same industry. This could also be another explanation for why there is gender segregation in the labour market. Another explanation for this buffer hypothesis could be that women are placed in a more sensitive position to face the harshness of the recession because of the lesser importance placed upon them by historical facts regarding employment. Again, this could also be because of the social norms that already exist in the society, which assigns the breadwinner's role to the man. The female labour force thereby establishes an elastic reserve that can be eliminated from the workforce during the economic breakdown of activities and motivated to join in times of economic upturns. Still, on the buffering hypothesis, economists believe that employment should be pro-cyclical. The progression of female employment during the recession only reveals the opposite pattern, especially in countries under review, asides from Greece.

### **Hypothesis Three (The Sex segregation hypothesis)**

This hypothesis majorly focuses on the labour market and how it is categorized by a firm sex-typing of occupations and segregation in various sectors of the economy according to the crisis's circumstances. In this phase, the workforce is more vulnerable than men as the demand for employment remains unstable.

From the analysis gotten from the economic breakdown, women may face the pro- or countercyclical trend. The three hypotheses combined can be individually valid. They can help economists and researchers understand the impact of the crisis on both genders in various sub-sectors of the economy (Humphries, 1988). The first section of this paper showed that in the collapse stage of the recession, the workforce's women weren't affected much compared to the men in terms of employment. And it was referred to as the "countercyclical" effect on the rate of employment for women, which directly or indirectly dismisses the buffer effect as the concrete explanation of the impact of the economic breakdown on both genders.

Meanwhile, the analysis obtained from the labour force's participation in the previous category showed no specific withdrawal from women from the workforce. Instead, we noticed that the reverse was the case as most countries witnessed a shortage of employment opportunities in men than women. Analysis from Italy and Greece showed that women partook more in the labour market during the economic breakdown than men. The extra effect exerted on workers may equally play a vital role in these countries, where female participation was meagre before the crisis's inception. The notable effect of the crisis on both sexes may also be due to the effects of the different stages of the recession. The business cycle could be another reason why men and women feel the crisis's impact at different times and magnitudes. If a delay in employment adjustment should erupt, it may further encourage the gap between both genders. But overall, many believe that the

segregation of genders in the labour market and a recession in various sectors could be the reason for the aggressive bearing of the crisis in the labour force

### **5. The Isolated Workforce and Sectorial Meltdown**

One thing that is very common in the European labour market is sex segregation or gender isolation. And two types of gender isolation could provide a befitting explanation to the reason behind the impact of the economic predicament on the rate of employment.

Sex sectorial segregation indicates that women dominate sensitive sectors such as education and other social services while almost invincible sectors like the manufacturing and construction industry. If there is a sectoral dimension due to the recession's impact, it only implies that its effect will distinctly differ between men and women.

The gender occupational segregation also suggests that women are more dominant in jobs such as child-minders, cleaners and so on and absent in other sectors such as engineering, mechanics and so on. This phenomenon is closely related to the one before it, but the truth of the matter is that it's not. In all of the countries that are being reviewed, both the occupational and sectorial segregation of employment is detected. Another thing that was observed is that both the men and the women are fixed into specific sectors. Women represent about 80% of the workers in the health and social services division, compared to being present in only about 10% in other sectors like construction and. Women's participation in the family task was another factor that made them more dominant in the labour force. Again, their active participation also helped reproduce work, which they previously did in the private sectors.

In occupations where the women are more dominant than the men, one can easily find women occupying positions such as shop salespersons, office clerks, or related helpers such as cleaners. On the other hand, when it comes to jobs that the male workers dominated the most, one can find men occupying positions such as drivers, mechanics, fitters and so on (Bettio and Verashchagina, 2009).

### **6. The Closing Remarks**

The recession that struck the European countries in 2008 intensely affected the workforce. And the three phases of the downturn are identified as the collapse stage, the rebound stage and finally, the austerity stage. Almost all the countries reviewed have one through each of these stages mentioned above at one point in time or the other with the gender consequences also observed in all countries. The segregation of both genders on the labour market is a vivid explanation of the economic meltdown's impact on the business cycle. In sectors that are not directly affected by the recession, one can quickly tell that women are the ones that are shaded from the harsh effects of the crisis. However, the males in the labour market are at the risk of losing their jobs due to the recession.

Meanwhile, a sectoral breakdown of the employment rate only reveals a clearer picture of all that we have explained in this paper. In Spain, both genders' segregation best describes the advancement of the differences in both male and female employment. This doesn't mean exempt Spanish from the harsh effects of the crisis, only that the men tend to suffer more than the women. But while this is observed mainly in Spain, it should also be considered that it doesn't apply in all countries under Europe as employment fewer favors some of these in different sectors in other countries. Again, it should be known that irrespective of the gender segregation of the labour market, the redistribution of jobs during the economic breakdown of activities is based on gender in countries like the UK and less observed in other countries like France.

The austerity phase is being predicted to favor the female less in the countries like Spain and UK. With countries like Italy and Germany soon to experience such change. Again, it should be noted that both the male and female workforce are experiencing a tremendous decrease in the rate of employment in Greece. And also, phase three of the crisis affect both the male and the female worker in equal magnitudes. With the harshness of the austerity phase in existence, the elongated effects of the recession become more transparent by the minute, especially in women. Finally, after a short increment period in the male employment rate, the EU level of unemployment will return to parity. And this will occur since the rise in unemployment for women remain constant, while those for male are gradually fading out.

Most of the economic breakdown reactions aimed at protecting the rate of employment (e.g. stimulus packages) were directly on the quick rise of male unemployment, while subsequent austerity-led to a decreased effect, which are not very visible in the sectors that the females dominate. The fading presence of a sex viewpoint in European and member state occupational policies in response to the recession clearly show the stagnated process in implementing firm gender structures and capabilities in policies. Unluckily, the shortage of gender norms only means that the chances of gender participation in selecting new policies are a thing of the past.

The fall of policies that promote gender equality only extends the potential damage of the loss in measured labour-market participation. Females are subject to a change in the standard of living, which creates a huge of unpaid labour. Women tend to bounce back due to public services extraction that previously aided women with specific responsibilities. Some people believe that the crisis's impact has created a fair opportunity to distribute the assets between the rich and the poor (Jolly, 2010; Vos, 2010).

When it comes to the European framework, an opportunity for significant transformation would require an explicit strategy to execute gender equality to respond to the economic breakdown. The authenticity presented itself more as a threat to the priorities of gender equality. The policy-makers issued this threat "reverting to type" pay little or no attention to sex segregation in their response to the economic breakdown. The implicit and explicit precedence bestowed on the male as breadwinners of the family may encourage specific

policies that don't reflect the essence of double earning standards for most homes In the European workforce. Only but a few countries displayed a sign of thinking about the long-term effects of the crisis, such as care deficits and the constant employment rates. The intervention of new policies to address specific challenges that arise from the meltdown of economic activities should have been considered a strong chance to tackle the long overdue issues of gender inequality, segregation, and segmentation of employment opportunities during the crisis.

According to Legerski and Cornwall (2010), the possibility of "de-gendering" the workforce, and the non-labour workforce is hindered by individual institutions, labour market norms, structural factors and the household division labour. The concentration of women menial and low-income jobs is only a sign that the opportunity for them to become breadwinners in homes where their partner is out of a job is minimal. In this framework, it is crucial to support a firm policy that promotes strong leadership quality. Horrel, in 2000 revealed that her long-term visions for women's gains over the 20th century concerning gender equality are not indisputable. The modification of the behaviors of both sexes in the workforce will continue to linger. Still, the chance to uphold a more gender-equality change in a European background was omitted due to a disjointed workforce and a lack of firm policy leadership. It was passed through due its jointed workforce policies and shortage of policy leadership.

## 7. Research Ethics

During the writing process of the study titled “The Economic Crisis and The Development of Gender Regimes in Selected European Countries”, scientific, ethical and quotation rules were followed. Citations to different studies have been made in accordance with APA standards.

## References

- Bettio, F. and Verashchagina, A. (2009). *Gender segregation in the labour market: Root causes, implications and policy responses in the EU*, European Commission's Expert Group on Gender and Employment (EGGE).
- Doringe, P.B. and Piore, M. (1971). *Internal Labor markets and Manopower Analysis*, D.C. Heath and Company.
- Eurostat (2013). <https://ec.europa.eu/eurostat/web/main/data/database> Accessed on February 22013.
- Gonzales Cago, E. and Capparucci, M. (2014). Women, gender equality and the economic crisis in Spain. In *Women and Austerity, The economic crisis and the future for gender equality*, Karamessini M. and J. Rubery (eds)., Routledge IAFFE Advanced in Feminist Economics.

- Horrel, S. (2000). Living Standards in Britain 1900-2000: Women's Century?. *National Institute Economic Review*, 172(1), 62–77.
- Humphries, J. (1988). Women's Employment in Restructuring America. The Changing Experience of Women in three Recessions. In Rubery J. (eds.), *Women in Recession*, Routledge & Kegan Paul.
- iAGS, Independent Annual Growth Survey (2014). From Austerity to stagnation: How to avoid the deflation trap. OFCE-IMK-ECLM, [http://www.iags-project.org/documents/iags\\_report2014.pdf](http://www.iags-project.org/documents/iags_report2014.pdf)
- Jolly, R. (2010). Employment, Basic Needs and Human Development: Elements for a New International Paradigm in Response to Crisis. *Journal of Human Development and Capabilities*, 11(1), 11–36.
- Karamessini, M. (2014). Structural crisis and adjustment in Greece: Social regression and the gender equality. In M. Karamessini and J. Rubery (eds.), *Women and Austerity, The economic crisis and the future for gender equality*, Routledge IAFPE Advanced in Feminist Economics.
- Legerski, E. and Cornwall, M. (2010). Working-Class Job Loss, Gender, and the Negotiation of Household Labour. *Gender & Society*, 24(4), 447–474.
- Leschke, J. and Jepsen, M. (2011). The economic crisis – challenge or opportunity for gender equality in social policy outcomes? A comparison of Denmark, Germany and the UK. *Working paper 2011.04*, ETUI.
- Lewis, J. (1992). Gender and the development of welfare regimes. *Journal of European Social Policies*, 2.
- Milkman, R. (1976). Women's Work and Economic Crisis: Some Lessons of the Great Depression." *Review of Radical Political Economics*, 8(1), 71–97.
- OECD (2012). Male and female employment in the aftermath of the crisis. In *Closing the Gender Gap*, OECD, Paris, 215-220.
- Piore, M. (1978). Dualism in the Labor Market: A Response to Uncertainty and Flux. The Case of France. *Revue économique*, 1(29).
- Rubery, J. (2013a). From “women and recession” to “women and austerity”: A framework for analysis. In M. Karamessini and J. Rubery (eds.), 17–36.
- Seguino, S. (2009). The global economic crisis, its gender implications and policy responses. Paper prepared for the Gender Perspective on the Financial Crisis' Panel, 53rd Session of the Commission on the Status of Women, United Nations. March 7, 2009. [www.economicsofcrisis.com/readings/seguinto.pdf](http://www.economicsofcrisis.com/readings/seguinto.pdf)
- Smith, M. and Villa, P. (2013). Recession and recovery: Making gender equality part of the solution. In *Gender and the European Labour Market*, In F. Bettio, J. Plantenga and M. Smith (eds.), London: Routledge.

- Veric, S. (2009). Who is hit the hardest during financial Crisis? The vulnerability of young men and women the unemployment in an economic downturn. *IZA DP*, 4359.
- Vos, R. (2010). The crisis of globalization as an opportunity to create a fairer world. *Journal of Human Development and Capabilities*, 11(1), 143–160.