POLI 328B 001
The Politics of Development and Government Accountability

Week 12: Gender and Development

This week

What is the relationship between gender equality (empowerment) and development?
- *Intrinsic* and *instrumental* reasons
- How development increases women empowerment
- How women empowerment increases development

How does gender bias affect development outcomes, and can they be changed?
- What is bias and discrimination? How can we measure its presence?

Friday: In class Midterm Exam 2, 4:00pm don't be late!

Test yourself for implicit (hidden) bias

On your laptop, go to TOP HAT, Join Code 366330.
Follow the link, choose the **Gender-Science IAT**, you can ignore the survey questions, then follow the instructions.

Press "E" for   Press "I" for
Male   **Female**
or   or
Science   Liberal Arts

Part 3 of 7

Use the **E** key for Science and for Male.
Use the **I** key for Liberal Arts and for Female.
Each item belongs to only one category.

If you make a mistake, a red **X** will appear. Press the other key to continue.
Go as fast as you can while being accurate.

Press the **space bar** when you are ready to start.

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Implicit Association (Hidden Bias) Tests measure unconscious, or automatic, biases.

o   sort words into categories that are on the left and right hand side of the computer screen

o   The IAT score is based on **how long it takes** a person, on average, to sort the words when the categories and evaluations are switched.

Greenwald et al. 1998, Nosek et al. 2007

Test yourself for implicit (hidden) bias

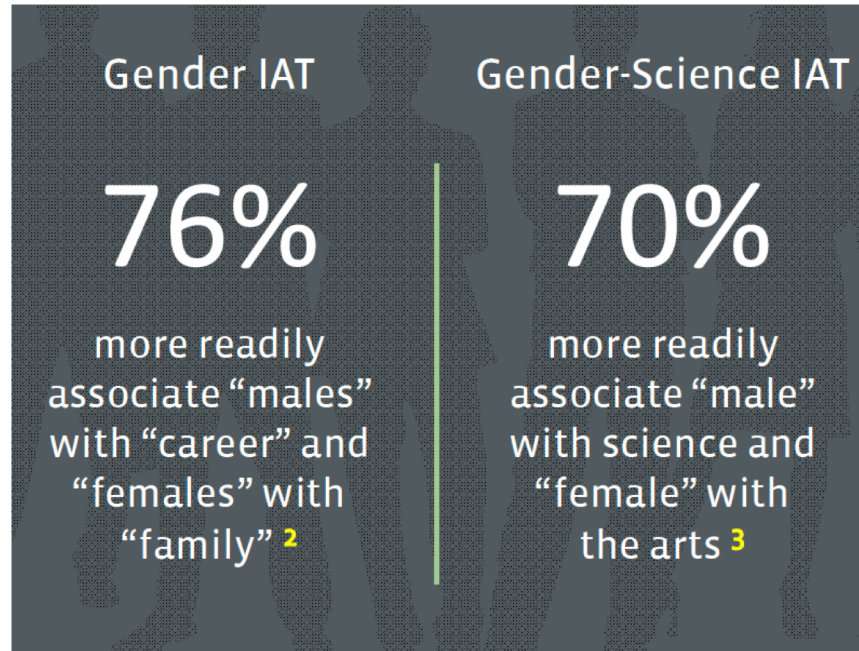**What was that exercise testing?**

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E.g. one has an implicit bias that men are better at science if they are faster at categorizing words when male words share the same response key as science words and female words share the same response key as humanities words, relative to the reverse.

Greenwald et al. 1998, Nosek et al. 2007

Test yourself for implicit (hidden) bias

Results from Implicit Association (Hidden Bias) Tests

Gender IAT	Gender-Science IAT
76% more readily associate "males" with "career" and "females" with "family" [2]	**70%** more readily associate "male" with science and "female" with the arts [3]

Greenwald et al. 1998, Nosek et al. 2007

Definitions of bias and discrimination

As humans, we need to categorize things, people, etc. This need to categorize is the foundation of stereotypes, prejudice and, ultimately, discrimination.

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Discrimination is <u>behavior</u> that treats people unequally because of their group memberships.

Gender bias influences women empowerment

1. "Goldberg paradigm": globally tested, women and men rate same speech given by a man higher than by a woman

2. Qualification bias: Similar audit studies of the same resume with male or female names (bigger effects by race, intersectionality issues)

3. Implicit bias

4. Competence vs. likability tradeoff

5. Performance Attribution bias

6. Stereotype threat
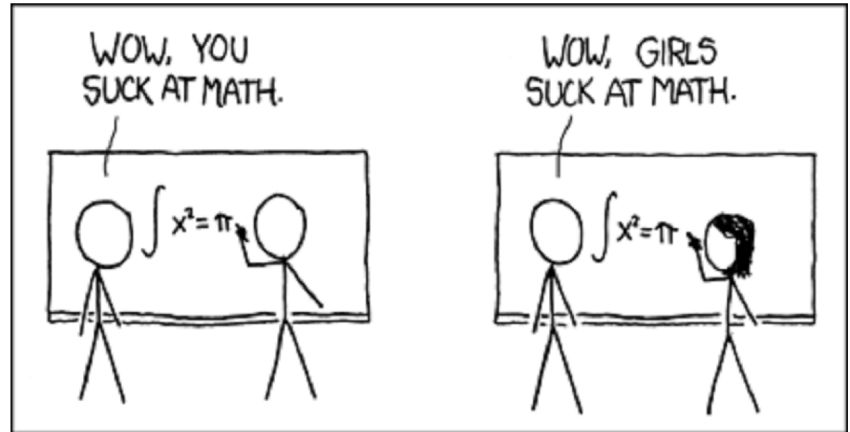
Ways that bias affects women's empowerment

Competence vs. likability tradeoff

Harvard Business School 2003
- Gave students the same case study with "Heidi" vs. "Howard" Roizen.
- Rated equally competent BUT Howard was more likable

> Howard came across as a more appealing colleague. Heidi, on the other hand, was seen as selfish and not "the type of person you would want to hire or work for." The same data with a single difference--gender--created vastly different impressions.

Women expected to be *communal:* nice, submissive, warm
Men expected to be *agentic*: powerful, smart, assertive, action-oriented

Ways that bias affects women's empowerment

Performance Attribution bias: success of those from dominant group is attributed to abilities, success for low status groups attributed to help from others or special programs.

Heilman and Haynes 2005
When men and women work together on tasks, women are given less credit for a successful outcome, viewed as having made smaller contributions to it, and blamed more for failure.

Ways that bias affects women's empowerment

Performance Attribution bias: success of those from dominant group is attributed to abilities, success for low status groups attributed to help from others or special programs.

We often see this bias in teaching evaluations!

Cool, cool, cool, cool,
cool, cool, cool, cool, cool, cool.

Ways that bias affects women's empowerment

Performance Attribution bias: success of those from dominant group is attributed to abilities, success for low status groups attributed to help from others or special programs.

MacNell, Driscoll, Hunt 2015
Instructors in an online class operated under two different gender identities. Students rated the male identity significantly higher than the female identity, regardless of the instructor's actual gender, demonstrating gender bias.

Ways that bias affects women's empowerment

Performance Attribution bias

Mitchell and Martin 2015: Identical online introductory political science courses, how are they evaluated?

Table 1

Content Analysis for Official University Course Evaluations

Theme	Professor Martin (Man)	Professor Mitchell (Woman)	Difference
Personality	4.3%	15.6%	-11.2***
Appearance	0%	0%	0
Entertainment	15.2%	32.2%	-17***
Intelligence/Competency	13.0%	11.0%	2.0
Incompetency	0%	0%	0
Referred to as "Professor"	32.7%	15.6%	17.1***
Referred to as "Teacher"	15.2%	24.4%	-9.2**

Notes: N = 68; *p < 0.1; **p < 0.05; ***p < 0.01

Table 2

Content Analysis for Rate My Professors Comments

Theme	Professor Martin (Man)	Professor Mitchell (Woman)	Difference
Personality	11.0%	20.9%	-9.9**
Appearance	0%	10.6%	-10.6**
Entertainment	5.5%	3.3%	2.3
Intelligence/Competency	0%	1.1%	-1.1
Incompetency	0%	6.6%	-6.6*
Referred to as "Professor"	22.2%	22.0%	0.3
Referred to as "Teacher"	0%	5.5%	-5.5**

Notes: N = 54; *p < 0.1; **p < 0.05; ***p < 0.01

Ways that bias affects women's empowerment

Performance Attribution bias

"genius"

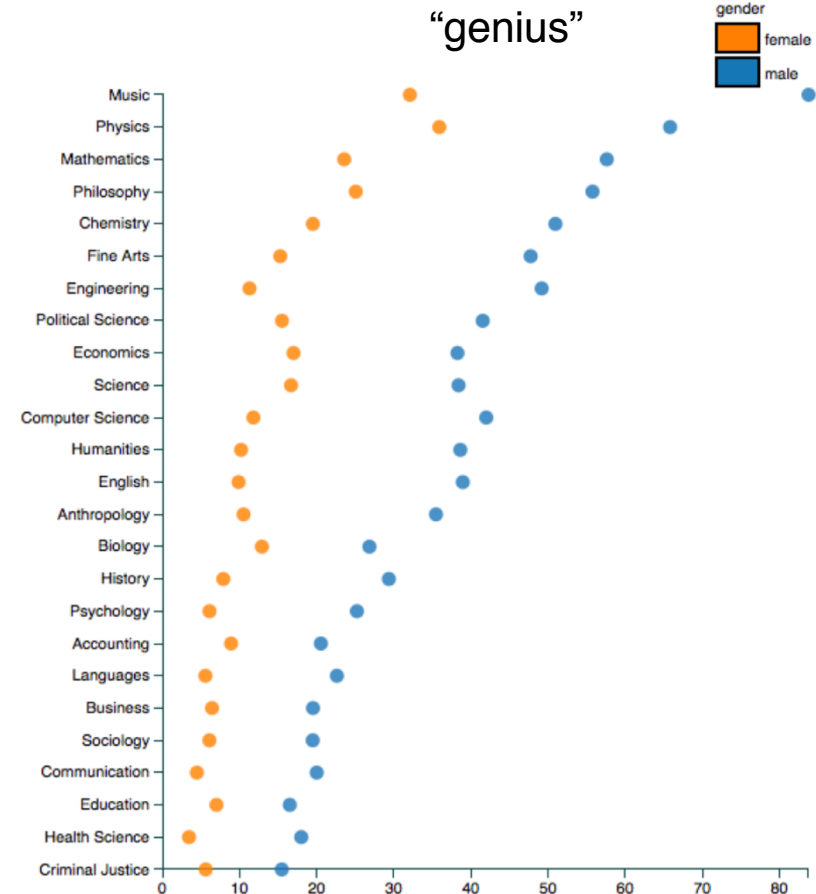## Is the Professor Bossy or Brilliant? Much Depends on Gender

By Claire Cain Miller

Feb. 6, 2015

Male professors are brilliant, awesome and knowledgeable. Women are bossy and annoying, and beautiful or ugly.

These are a few of the results from a new interactive chart that was gaining notice on social media Friday. Benjamin Schmidt, a Northeastern University history professor, says he built the chart using data from 14 million student reviews on the Rate My Professors site. It allows you to search for any word to see how often it appeared in reviews and how it broke down by gender and department.

gender: female (orange), male (blue)

Categories (top to bottom): Music, Physics, Mathematics, Philosophy, Chemistry, Fine Arts, Engineering, Political Science, Economics, Science, Computer Science, Humanities, English, Anthropology, Biology, History, Psychology, Accounting, Languages, Business, Sociology, Communication, Education, Health Science, Criminal Justice

http://benschmidt.org/profGender to see more

Ways that bias affects women's empowerment

Stereotype bias: Members of groups believed to be academically inferior — African-American and Latino students enrolled in college, or female students in math and science courses — score much lower on tests when reminded beforehand of their race or gender.

Spencer, Steele, and Quinn 1999:

- Study 1, difficult math test, women underperform compared to men.
- Study 2, this difference is eliminated when an announcement made beforehand saying, "You may have heard that women are worse in math and sciences than men. BUT this specific test is not affected by gender."

How does women's empowerment affect development?

Does empowering women change development outcomes?

Chattopadhyay and Duflo 2004, Olken 2010:
- Giving women political power (quotas) at village level in rural India and Indonesia, respectively, leads to changes in public goods
- prioritize access to clean drinking water more than men
- less funds spent on roads

Gottlieb, Grossman, Robinson 2016:
- In Africa, this gender preference disparity (roads vs. water) goes away as women become more empowered, more like to be financially independent (i.e. need roads to get to work, less likely to be the one to fetch water for the household)

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Does empowering women change development outcomes?

Muntaner and Ng 2019:
- Female politicians more likely to prioritize civil rights, social equality, and egalitarianism
- Work more collaboratively
- More women in government means more public health spending, lower mortality

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WHY? Are women biologically programmed to care more?

How does women's empowerment affect development?

Are women biologically programmed to care more?'

Cruz and Tolentino 2019:
- Study in the Philippines
- Women are assessed differently (performance bias!).
- To be viewed as politically influential, women have to participate more in the community by improve public services, cleaning up the neighborhood, volunteer, i.e. *perform better*.
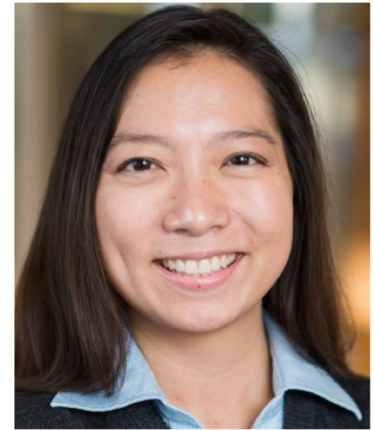
Prof. Cesi Cruz

Gender and development conclusions

- There is a two-way relationship from empowerment to development and vice versa (virtuous cycle is possible)

- Economic development alone is not enough to ensure equity. Gaps in terms of mortality, educational and employment opportunities, income, being in positions of power either in the household or in government, continue to persist.

- Why? Look to social psychology research on types of bias (even hidden bias)

- Female political leaders may have different policy preferences, may even outperform male politicians → likely attributable to reacting to performance bias and higher expectations from voters