

Gender, Employment and Recession: Trends and Impacts

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The Irish Crisis

Main features

Severe banking crisis – 2008 credit freeze, failure of Anglo Irish

Reputational crisis – increasing difficulty for borrowing on international bond markets

Sovereign Debt crisis – with bank guarantee and the slowing down of the global economy from 2008, fiscal deficit sharply increased

EU/IMF bailout was agreed in November 2010

- In terms of the public discourse attention has been focused on
 - Unemployment and emigration, particularly that of young men
 - Need for fiscal discipline, largely expenditure cuts
 - Need to send signals to international markets that Ireland is still in business, holding the line on corporate tax rate
 - Culture of overspend, the 'hangover' and the need to 'sacrifice' 'buckle-up'
 - Bloated public sector

- Absent however is what are the gender impacts of the crisis
- Some attention to the impacts of welfare cuts on women, particularly those in vulnerable groups such as lone parents, older women, etc.
- Less attention to trends in female work participation – which is fundamental to strategies by families to manage the crisis

- Focus on two questions
- How has the crisis impacted women's employment/unemployment?
- What are the implications for gender relations in households?

- In the literature on gender impacts of economic or financial crisis two possible effects for women's employment are noted
- Added worker effect – women's participation in labour force increases
- Resultant of households increasing female labor participation as a strategy for coping with declining income on one hand
- Employers preferring women workers as a way cutting costs – substitution

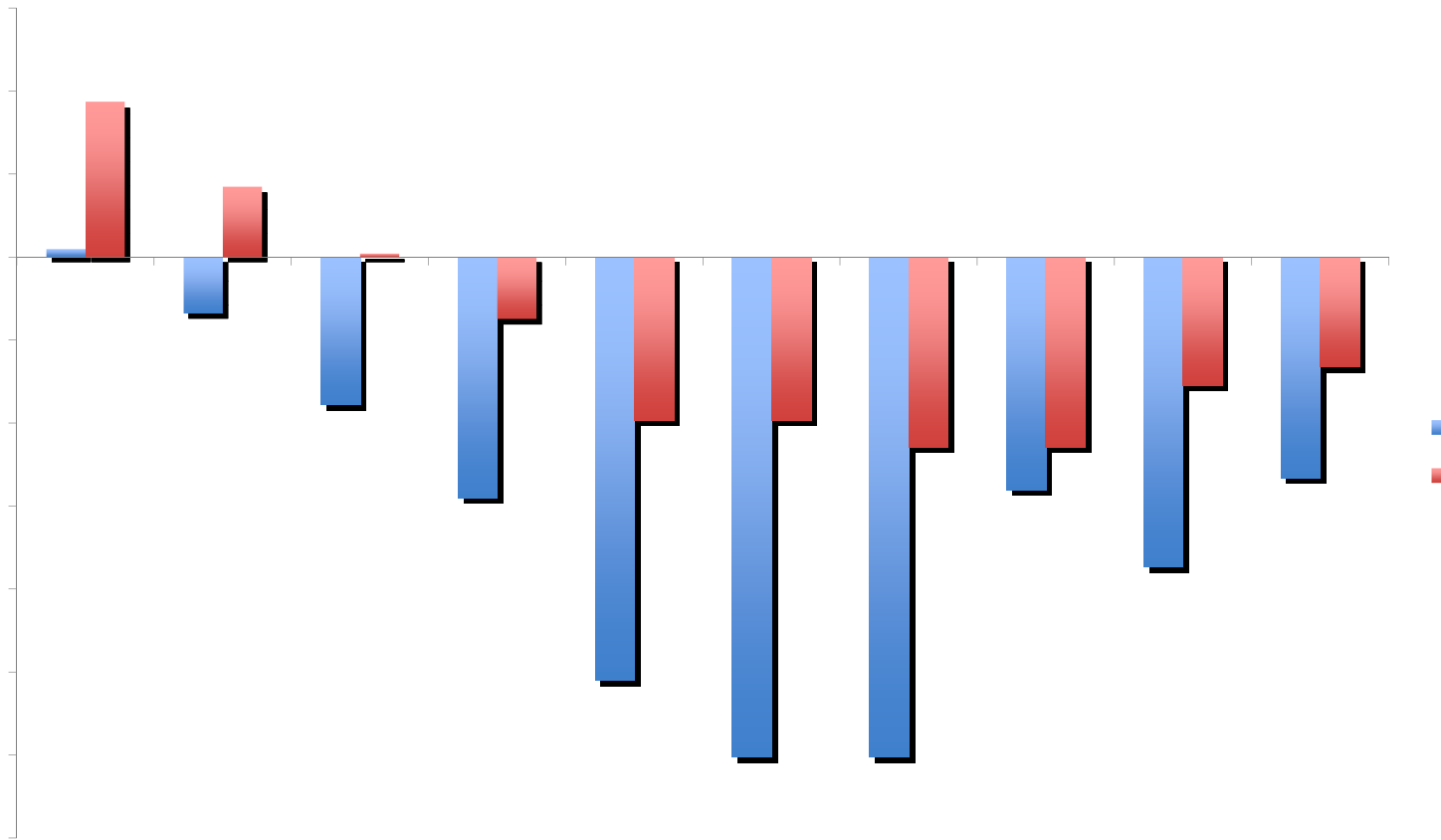
- Discouraged worker effect – women's participation declines
- Resultant of opportunity cost rising for women working with wage gap, discrimination in benefits and social costs of childcare on one hand and employers perceiving women workers as unreliable, unavailable and requiring additional costs – women a flexible buffer

Unemployment Rate and GDP Growth



- One trend noted in the literature is that women's employment is protected in the initial stages as they are often in sectors less prone to cyclical fluctuations
- However as the crisis spreads and deepens then more likely that women lose jobs at a faster rate
- What has happened in the present crisis

Change in Employment by Quarter



Change in Employment by Sector

Sector	(percent)									
	Dec 07/08		Dec 08/09		Dec 09/Jn 10		Dec 07/Jn 10		Change in Absolute Number	
	M	F	M	F	M	F	M	F	M	F
Industry	-3.2	-1.1	-11.4	-9.2	-2.8	-4.3	-20.7	-14.1	-45220	-10968
Construction	-18.5	-9.9	-38.1	-16.5	-6.6	-2.2	-53.4	-26.4	-134199	-3578
Wholesale and retail trade; repair of motor vehicles and motorcycles	-9.9	-4.4	-7.9	-9.0	3.8	-1.7	-11.4	-14.4	-17250	-22740
Transportation and storage	-6.7	-9.8	2.1	8.2	-3.5	-4.2	-2.5	-6.5	-1923	-1167
Accommodation and food service activities	-8.4	-14.7	11.8	-0.7	-3.1	0.0	-2.5	-15.4	-1397	-12071
Information and communication	-4.2	1.8	7.2	3.0	1.5	-1.1	9.7	3.7	4508	784
Financial, insurance and real estate activities	8.3	1.6	6.7	-9.3	1.6	-3.5	16.4	-11.1	7026	-6637
Professional, scientific and technical activities	2.9	-7.8	-6.9	-7.5	-3.1	-0.1	-10.4	-14.8	-6969	-7151
Administrative and support service activities	-14.4	-20.7	-13.9	1.6	-1.1	-5.3	-23.5	-23.7	-9335	-9548
Public admin and defense	1.8	3.6	3.8	-2.1	2.4	-0.7	8.4	0.7	4327	345
Education	12.1	8.1	-6.6	-3.0	1.9	1.7	6.1	6.7	2233	6782
Human health and social work activities	3.3	3.6	7.5	0.7	1.3	1.5	9.5	5.9	3681	10844
Other NACE activities	5.5	0.7	-1.2	-4.0	-1.3	-1.1	5.0	-4.4	1939	-2719

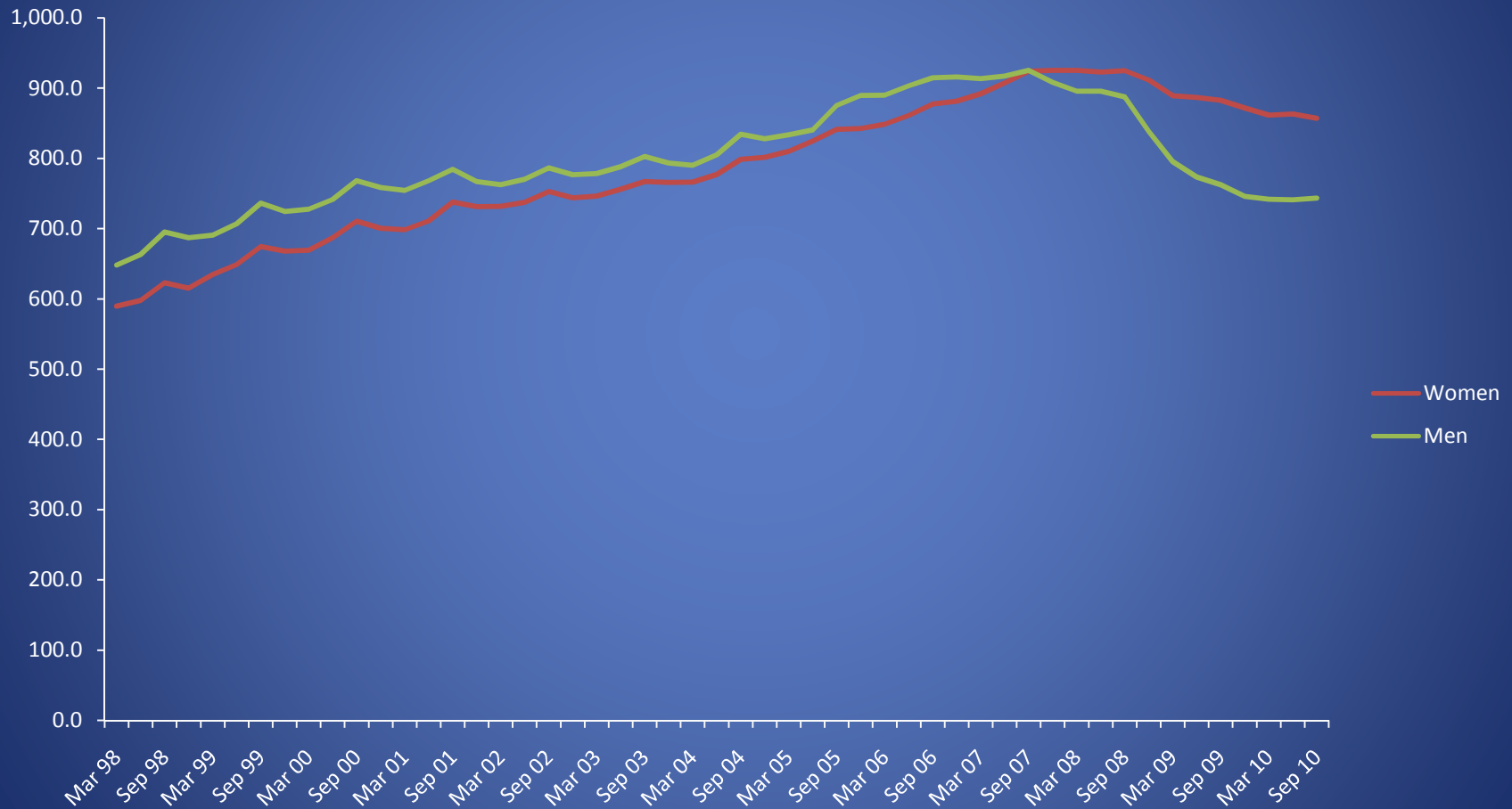
Source: Calculated from Quarterly National Household Survey, Table 3

Change in Employment by Occupation

Occupation	(percent)									
	Dec 07/08		Dec 08/09		Dec 09/Jn 10		Dec 07/Jn 10		Change in Absolute Number (07/10)	
	M	F	M	F	M	F	M	F	M	F
Managers and administrators	2.48	4.06	-4.88	0.10	-2.35	0.47	-4.81	4.65	-10500	4700
Professional	6.02	7.98	-2.33	-2.62	-0.16	4.11	3.38	9.48	4100	11400
Asso Professional and technical	1.38	3.29	3.10	-6.37	-2.89	1.34	1.51	-1.99	1200	-2300
Clerical and secretarial	-3.88	-1.81	0.50	-3.48	2.34	-1.26	-1.13	-6.43	-700	-12400
Craft and related	-13.05	-9.38	-27.41	-20.69	-4.36	6.52	-39.63	-23.44	-113900	-3000
Personal and protective service	-1.82	-4.68	0.00	-0.78	1.86	-5.54	0.00	-10.66	0	-17100
Sales	-3.24	-5.21	-7.54	-8.47	-0.91	-5.81	-11.35	-18.27	-8400	-21400
Plant and machine operatives	-8.26	0.00	-16.36	-17.86	-3.42	2.42	-25.88	-15.87	-39500	-4000
Other	-21.02	-16.21	-18.61	-7.05	-3.67	-0.48	-38.08	-22.49	-50000	-17900
TOTAL	-5.79	-1.49	-11.12	-4.35	-1.98	-0.99	-17.93	-6.70	-217600	-62000

Source: Calculated from Quarterly National Household Survey, Table 4

Trend in Employees, 1998 to 2010



Increase in Part-time Employment

	PERCENTAGE OF PART-TIME (1-29 HOURS)		
	Women	Men	WOMEN'S SHARE
2007	32.40	6.05	80.13
2008	32.58	6.81	78.92
2009	34.42	9.18	76.08
2010	35.46	9.82	75.73

Rising Vulnerable Employment

	Share of Vulnerable Employment			
	Men	Share	Women	Share
Q1 2007	194.60	16.26	58.20	6.53
Q2 2007	197.50	16.37	62.20	6.86
Q3 2007	205.60	16.77	65.40	7.08
Q4 2007	209.70	17.28	71.20	7.70
Q1 2008	209.70	17.49	71.90	7.77
Q2 2008	205.30	17.25	69.40	7.52
Q3 2008	203.90	17.24	68.20	7.38
Q4 2008	215.60	18.86	73.10	8.02
Q3 2009	201.30	18.70	70.00	7.87
Q2 2009	199.50	18.96	67.00	7.56
Q3 2009	199.90	19.22	70.80	8.02
Q4 2009	196.50	19.34	72.00	8.26
Q1 2010	185.40	18.61	71.80	8.34
Q2 2010	185.70	18.64	72.20	8.37
Q3 2010	185.30	18.63	69.70	8.13

- The more intriguing story was how these shifts in limited employment opportunities over the crisis period actually affected household negotiations in the labour market and their long-term implications

	Trend in Employment 2007-2010			
	2007	2008	2009	2010
				(000s)
Economically Active	2224.1	2241.0	2187.3	2145.3
Male	1272.8	1273.0	1227.8	1194.5
Female	951.3	968.0	959.5	950.8
% female	42.77	43.19	43.87	44.32
Economically Inactive	1252.2	1283.6	1338.4	1368.4
Male	455.4	472.4	510.4	531.6
Female	796.8	811.1	828.0	836.8
% female	63.63	63.19	61.86	61.15
LFPR	64.0	63.6	62.0	61.0
Male	73.6	72.9	70.6	69.2
Female	54.4	54.4	53.7	53.2
Employed	2122.7	2099.7	1928.6	1856.1
Male	1210.7	1178.7	1046.2	995.6
Female	912.0	921.0	882.4	860.5
% female	42.96	43.86	45.75	46.36
Unemployed	101.4	141.3	258.7	289.3
Male	62.1	94.3	181.6	198.8
Female	39.3	47.0	77.1	90.4
% female	38.73	33.28	29.81	31.26
Unemployment Rate	4.6	7.6	11.8	13.5
Male	4.9	7.4	14.8	16.6
Female	4.1	4.9	8.0	9.5

Crisis has differential impact

- Age is a significant factor – unemployment is highest for young men, followed by young women
- Education as proxy for socio-economic status – higher unemployment rates among those with primary education, followed by HS and then tertiary. Women with tertiary education have the lowest unemployment rates and slowest increase as crisis spread

- Among families with children, women lone parents have the highest unemployment, followed by married men and then married women
- Unemployment rates are highest for young families with children below 15

Unemployment Rate by Marital Status and Age of Children

(percent)

	Children below 15			Children including >15		
	Married Male	Married Female	Woman Lone Parent	Married Male	Married Female	Woman Lone Parent
Q4 2007	3.69	2.85	10.03	3.00	1.94	7.54
Q1 2008	4.73	3.26	10.90	4.46	2.08	4.67
Q2 2008	4.44	2.89	9.51	3.21	2.48	5.54
Q3 2008	5.76	4.02	10.57	4.50	3.43	6.13
Q4 2008	7.84	3.80	10.47	5.45	3.78	6.38
Q1 2009	10.97	6.19	11.85	8.00	4.14	7.55
Q2 2009	12.20	7.19	14.29	8.91	4.13	7.14
Q3 2009	12.78	8.16	16.28	10.28	5.32	10.76
Q4 2009	15.53	7.17	14.86	10.49	4.60	11.76
Q1 2010	14.43	7.98	17.57	11.64	4.83	10.04
Q2 2010	14.00	8.18	19.54	11.99	5.26	11.61

Source: Authors' own calculation based on Quarterly National Household Survey, Table 24

- What is happening then in terms of household strategies?
- Is there an added worker effect or discouraged worker effect over all?

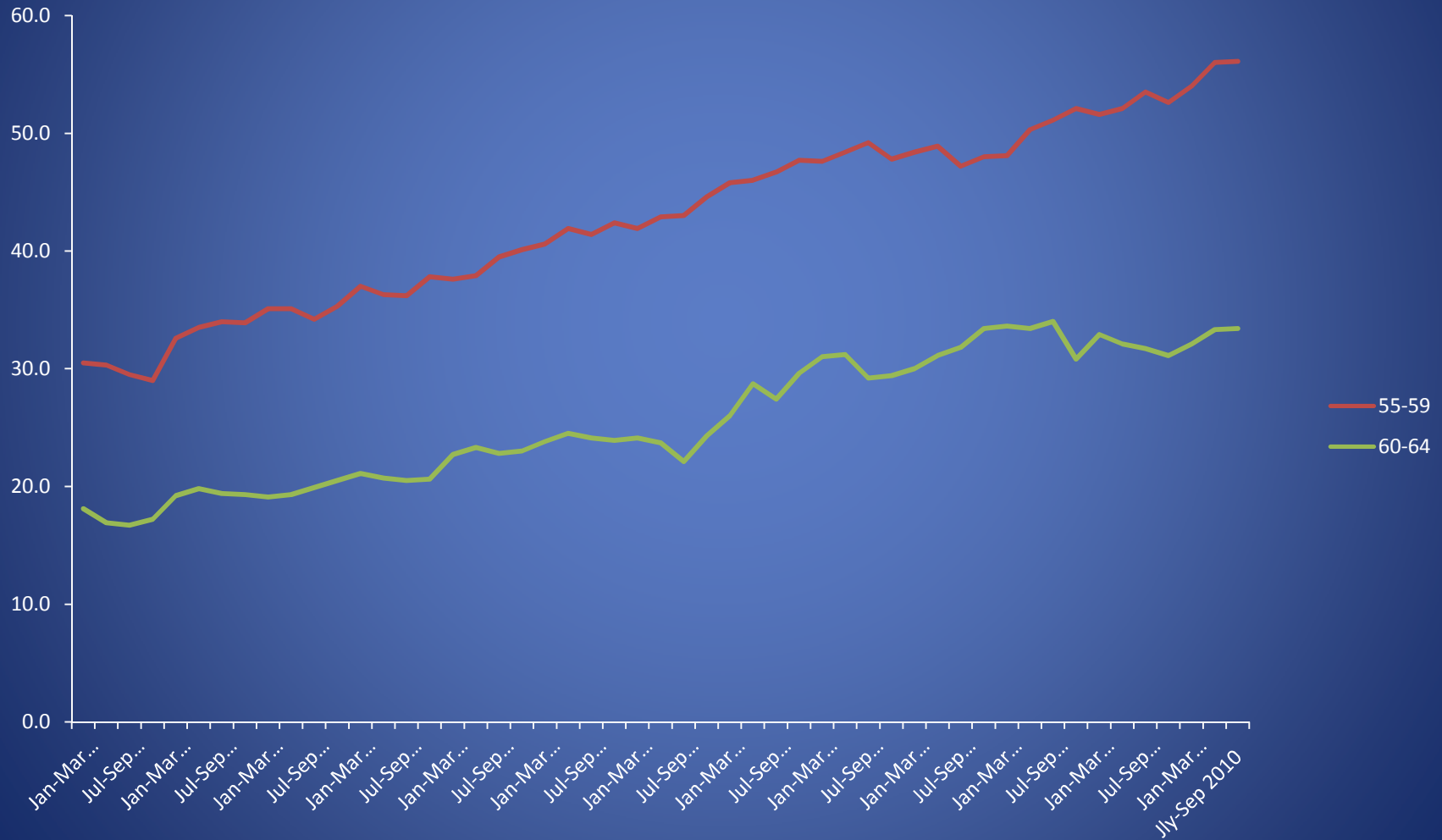
LFPR by Age, Men

	2010	2009	2008
15-19	18.4	23.2	25.6
20-24	71.3	76.4	79.0
25-34	90.6	91.6	92.2
35-44	91.7	92.4	92.8
45-54	86.9	87.6	89.2
55-59	74.2	76.5	75.4
60-64	55.2	57.2	60.3
65 & over	14	14.9	16.3

LFPR by Age, Women

	2010	2009	2008
15-19	15.9	20.8	23.0
20-24	66.6	70.9	70.4
25-34	77.7	77.9	77.6
35-44	68.9	69.0	69.1
45-54	68.3	66.7	67.0
55-59	56.0	52.1	49.9
60-64	33.3	32.1	33.9
65 & over	4.6	4.3	4.5

LFPR of Older Women 1998 to 2010



Who is leaving?

Women with Children Outside the Labour Force

Age composition of children	2007	2008	2009	2010
One child <5 & none over 15	709800	76100	79180	78930
All 5-14	28850	29050	28580	30670
None <5 , one 5-14 and one >15	43530	42430	42330	42370
All over 15	96880	90230	86750	87130
Lone parent	87180	88800	951300	96770
All >15	43380	45400	44350	45370

- The exit of younger women with children has grave implications
 - Reproducing the interrupted work history of their mothers
 - Not the marriage bar but the crisis that will undermine their pension provision in the future
- Entry of older women at low wages and minimal pension provision means that households will oscillate around poverty rate and even fall into deeper poverty