Changing Demographics: Changing Working Environments

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Outline

- Demographic Trends
- Labour Market Changes
- Issues for the Entry/Retention of Women
- Women’s SET Qualifications
- Good Practice
- Future Directions
Demographic Trends

- **Population growth**
  - Lower mortality rates
  - Increased life expectancy/Ageing population
  - Decreased fertility
    - Postponement of first/subsequent births
    - Rise in childlessness
    - Net in-migration

- **Greater ethnic/racial diversity**

- **More extensive life options**
  - Lower marriage rates
  - Higher levels of cohabitation
  - Increased divorce rates
  - Rising trend in births outside of marriage
Demographic Indicators 2006

- Number of births is rising to 64,237
  - Due to increase in female population of child-bearing age
- 41% of births were to first time mothers
- 33% of all births were outside marriage (>40% for first births)
- Fertility has been declining/static
  - c. 1.8 – 1.9 children compared with > 3 children in 1970s and > 2 children in 1980s
Labour Market Changes

- **Tertiarisation**
  - Growth in the Service Economy and Service Occupations
  - Decline in Manufacturing
  - Rise in ‘knowledge intensive’ jobs

- **Feminisation**
  - Decreasing Male Activity Rates
  - Rising Female Activity Rates

- **Atypical Working**
  - Decline in full-time, permanent, continuous employment
  - Increased part-time, temporary, contract etc. work
Recent Labour Market Indicators

- In 2007 women comprised
  - 43% of all those in employment
  - 99% of those engaged in ‘home duties’
- In 2000 women comprised
  - 31% of all manufacturing workers
  - 53% of Service sector workers
  - 55% of Associate professional and technical workers
- Part-time employment accounted for 33% of all women’s employment in 2000
OECD’s View on Women’s Employment in Ireland

- Ireland’s economic growth fuelled by women’s contribution
- Female participation is rising fast but from a low base (+15% between 1990-2004)
  - 76% of women 25-34 year have a job (2006)
  - 33% of women aged 55-64 have job
- Further growth will require removal of disincentives/barriers for women wishing to combine family and career
  - Childcare/Taxation
- Only 22% of women aged 24-54 with 2 or > children are in full-time employment
# Childcare/Tax Loss for 2nd Earner

<table>
<thead>
<tr>
<th>Income Level of 2nd earner (% of Average wage)</th>
<th>One-third Average wage</th>
<th>Two-thirds Average wage</th>
<th>Full Average wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Young children Aged 1-4 years</td>
<td>64%</td>
<td>82%</td>
<td>65%</td>
</tr>
<tr>
<td>School-age children</td>
<td>21%</td>
<td>65%</td>
<td>54%</td>
</tr>
</tbody>
</table>
Educational Attainment

- Ireland’s (technically) educated workforce has (and will continue) to stimulate inward investment and contribute to economic growth
- At all levels girls are out-performing boys from primary through to postgraduate levels
- “The workforce of the future is female” (John Fitzgerald, ESRI)
## SET Qualification Indicators

<table>
<thead>
<tr>
<th>3rd level Study for 2 years or &gt;</th>
<th>No. Women</th>
<th>No. Men</th>
<th>Total No.</th>
<th>Women as % of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Science/Maths</td>
<td>21,202</td>
<td>20,814</td>
<td>42,016</td>
<td>51%</td>
</tr>
<tr>
<td>Engineering</td>
<td>10,711</td>
<td>90,248</td>
<td>100,959</td>
<td>11%</td>
</tr>
<tr>
<td>Computing</td>
<td>22,855</td>
<td>32,046</td>
<td>54,901</td>
<td>42%</td>
</tr>
</tbody>
</table>
SET Skills in Labour Market

- High Demand for Physical/Life Sciences, Chemistry, Maths/Statistics
- Retention Rates (2002) vary
  - Sciences  82% for Men/74% for Women
  - Engineering 87% for Men/80% for Women
  - Computing  87% for Men/80% for Women
- Retention Gender gap of 7%-8%
The Challenge Ahead

- How to maintain the female labour force participation in SET when women move from their 20s to their 30s?
- Highly educated but the cohort that will be most affected by child-bearing (average age of mothers is 30+ years)
‘Good Practice’ for Retention of SET Skills

- Top Level Commitment to Equality/Diversity
- Corporate culture
- Procedures for Recruitment, Selection and Promotion
- Networking/Mentoring
- Promoting Work/Life Balance Initiatives
  - Flexible practices
  - Leave Arrangements
- Childcare
For the times they are changing......
EU Initiatives and Targets

- European Employment Strategy 1997-2006
  - Lisbon Targets
  - Employment rate for women has risen from 51.8% to 57.1%

- Barcelona Targets for Childcare
  - Member States must ensure that 35% of children under 3 years have childcare by 2013

- Implementation of Parental Leave Directive
Parental Leave-taking in Iceland

- Fathers take 96 days leave
- Mothers take 182 days
- 17% of fathers use some of ‘joint rights’ compared to 91% of mothers

i.e. Fathers use 3 months fathers leave; mothers use 3 months mothers leave + 3 months ‘family entitlement’