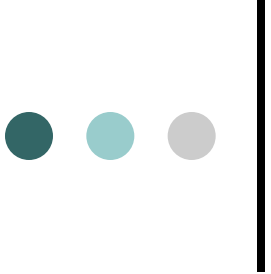




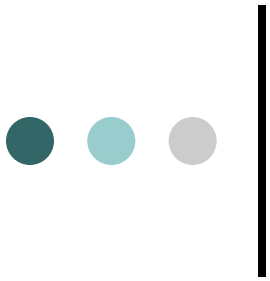
Bearing the Brunt? Women and the Recession

Laurence Bond
Head of Research
The Equality Authority



Women's position in the labour market improved significantly during the boom...

- In 1987 about one third of women of working age (15-64) were in the Irish labour market
- In 2007 it was two thirds
- Between 1998 and 2007 almost 300,000 women joined the Irish labour market.
- Factors lying behind this change include -
 - Rising levels of educational qualifications for women;
 - Demographic changes - primarily the increase in the number of women in the 25 to 34 age group, who have high participation rates;
 - Rising real wages. Increases in wages were particularly important in increasing the incentives to participate for women with lower qualifications;
 - An increase in demand for labour in the service sector and the public sector, including for many occupations that are 'female-typed' (i.e. jobs involving stereotypically female skills e.g. caring, interpersonal skills). (Russell et al (2009) *A Woman's Place* Equality Authority/ESRI)

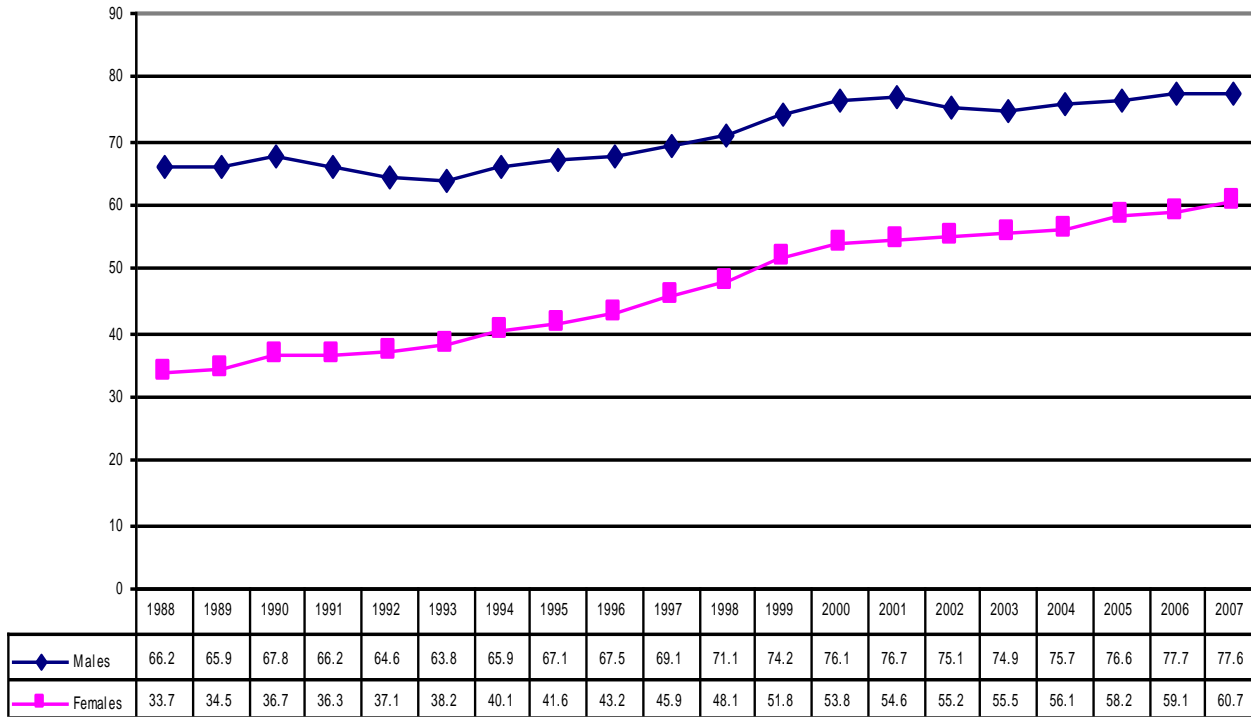


Gender inequality was
reduced.....

.....but not eliminated!




Employment Rates by Gender, 1988-2007 (% of population 15-64)





Employment gaps between men and women.....

- Are greater among older age groups - though less so over time
- Decrease as level of education increases
- Are much greater among parents



Gender pay gap....

(Unadjusted mean hourly earnings)

○ CSO National Employment Survey

● March 03	15.8%
● March 06	12.5%
● Oct 06	13.8%
● Oct 07	10.7%
● Oct 08	12.4%
● Oct 09	12.8%



European Comparisons

- **NES 2009 12.8%** **V** **Eurostat**
15.7%
 - Sectors excluded (therefore closer to private sector gap)
 - Firm size restriction
- **Eurostat provides consistent cross national comparisons?**
 - **EU 27 2009** **17.1%**
 - **Germany** **23.2%**
 - **UK** **20.4%**
 - **Sweden** **16.0%**
 - **Ireland** **15.7%**
 - **Belgium** **9.0%**
 - **Italy** **5.5%**



Gender segregation

○ Horizontal

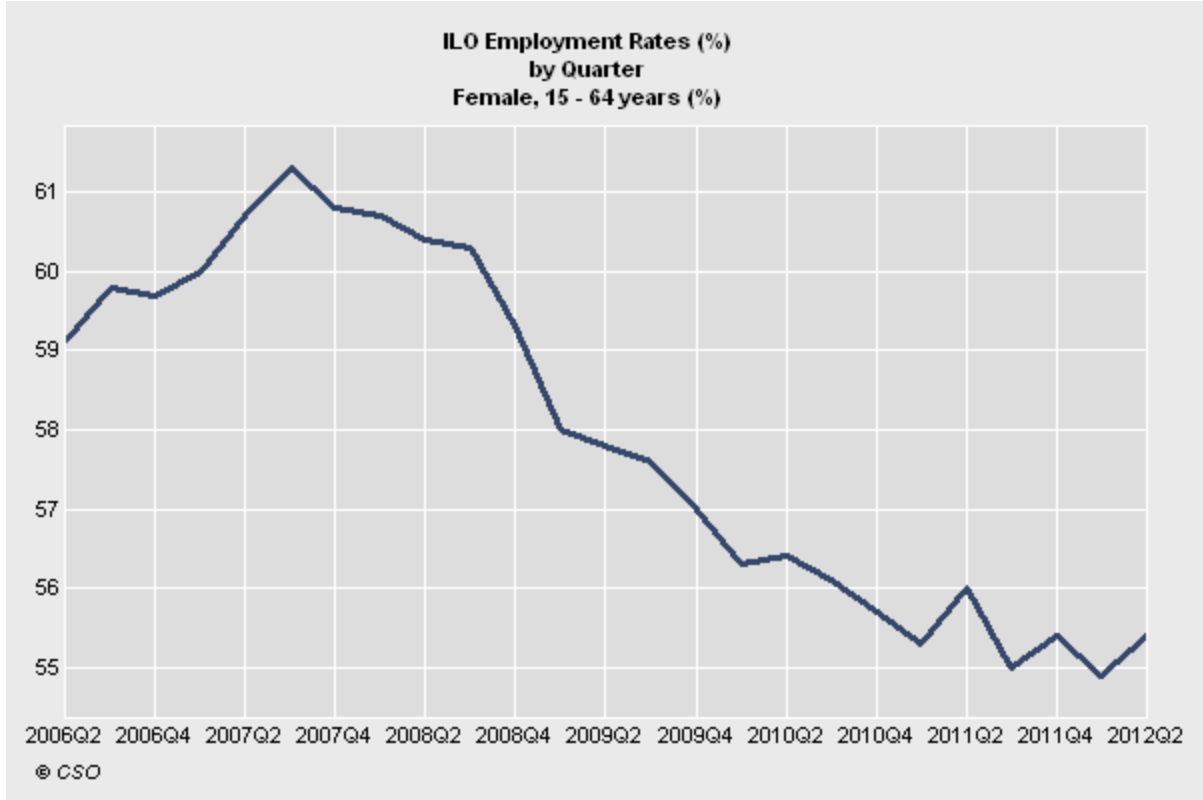
- polarisation of occupations by gender
- following a decline in the early 1990s overall indices of gender segregation in occupations remained stable between 1996 and 2006,

○ Vertical

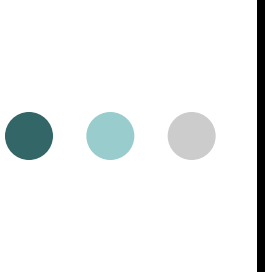
- the extent to which one gender (men) dominates more desirable or more privileged occupations
- Men twice as likely as women to occupy senior and middle management positions.



The recession has had a dramatic negative impact on women's employment...



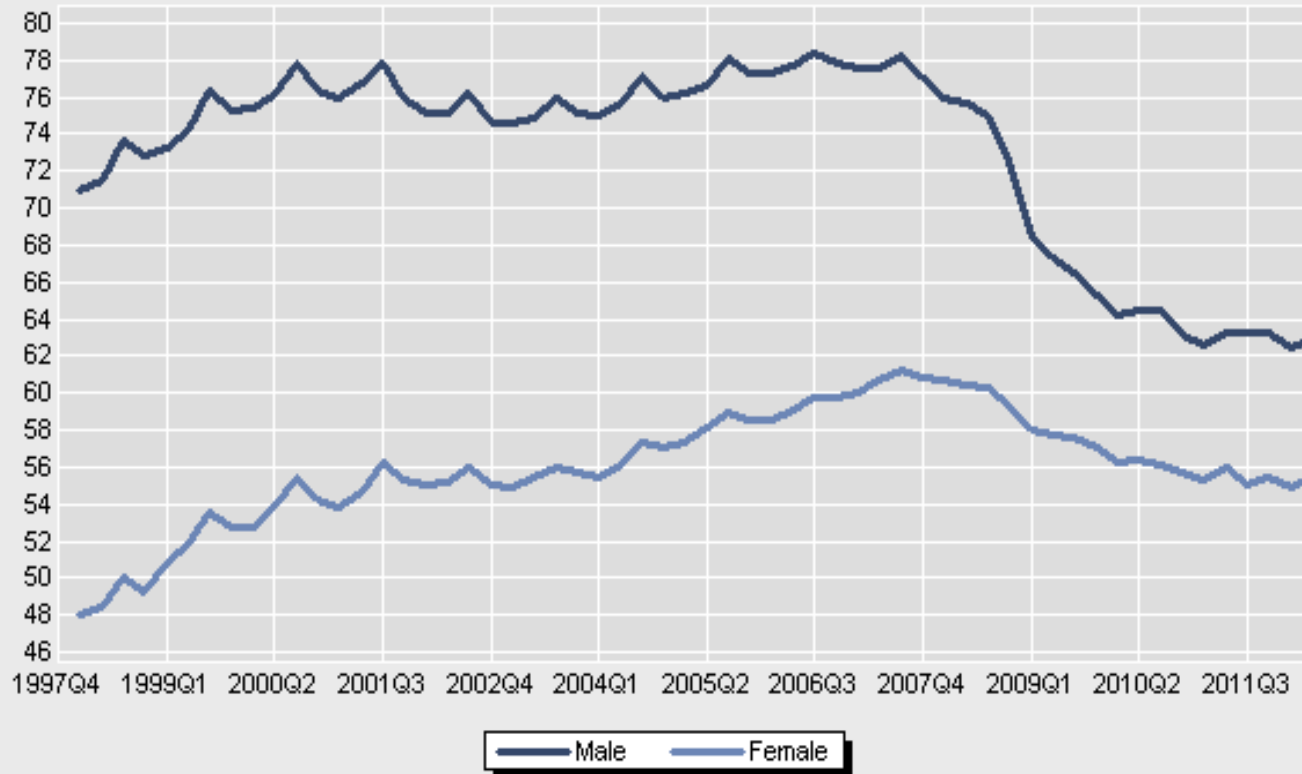




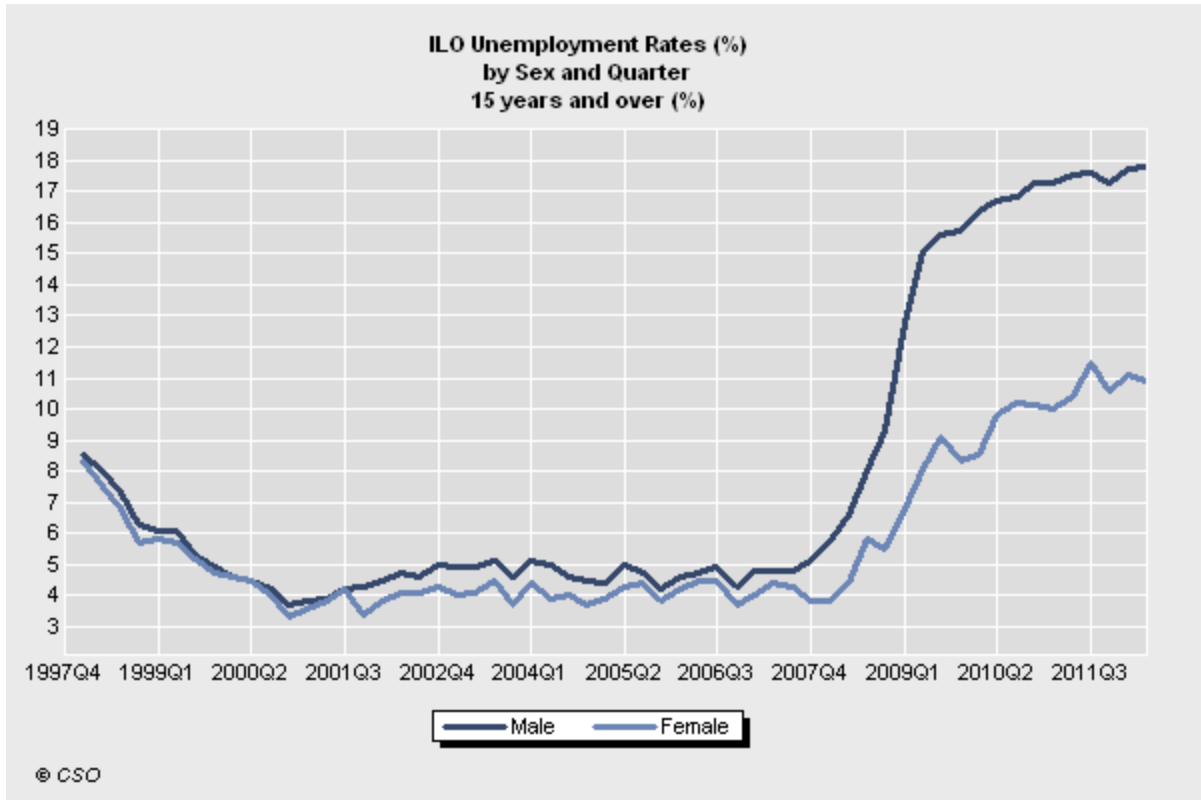
... and a (more) dramatic
negative impact on men's
employment...

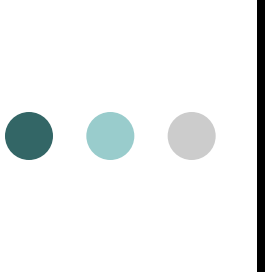


**ILO Employment Rates (%)
by Sex and Quarter
15 - 64 years (%)**



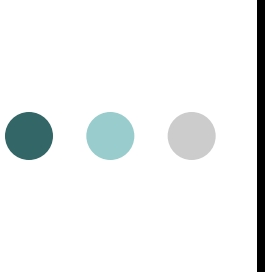
© CSO



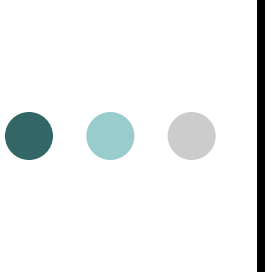


The gender employment gap
has narrowed as a result

- But not the wage gap
- And probably not overall gender segregation in the labour market



The recession and austerity
has negatively impacted on
living standards..

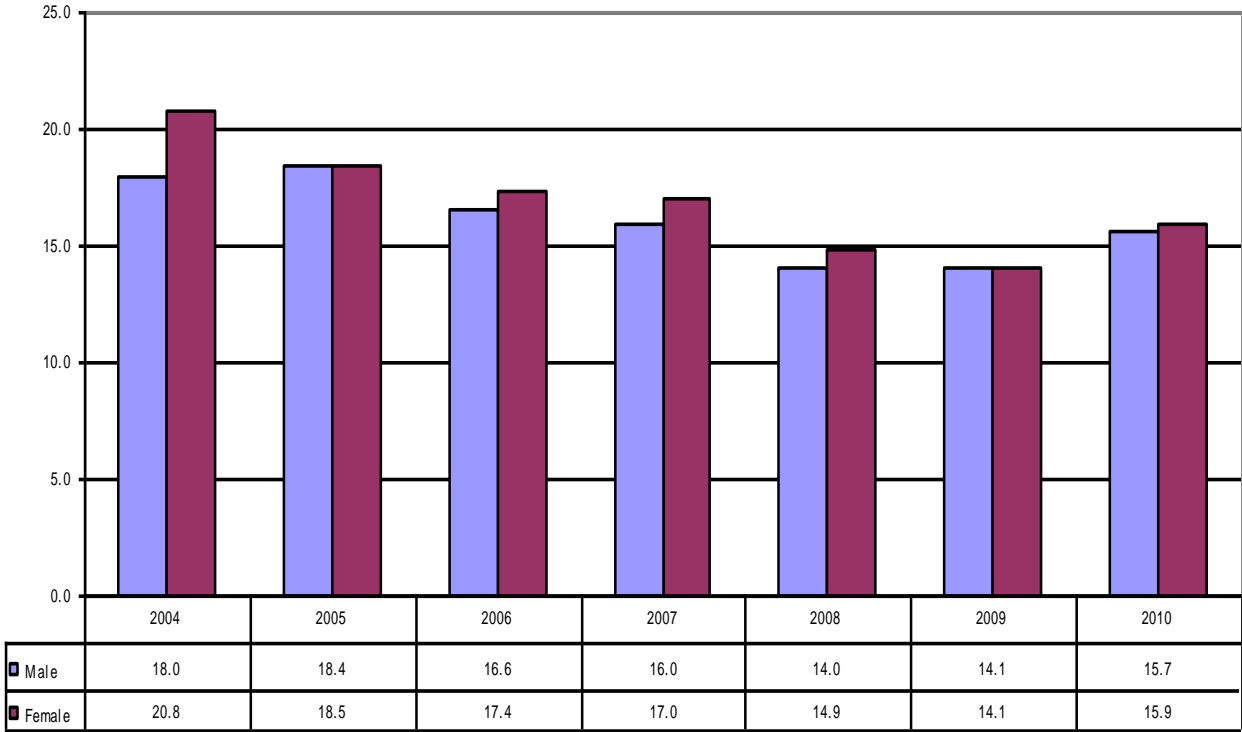


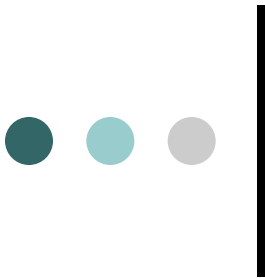
Recession and austerity has negatively impacted on living standards..

.... but has the impact differed significantly by gender?

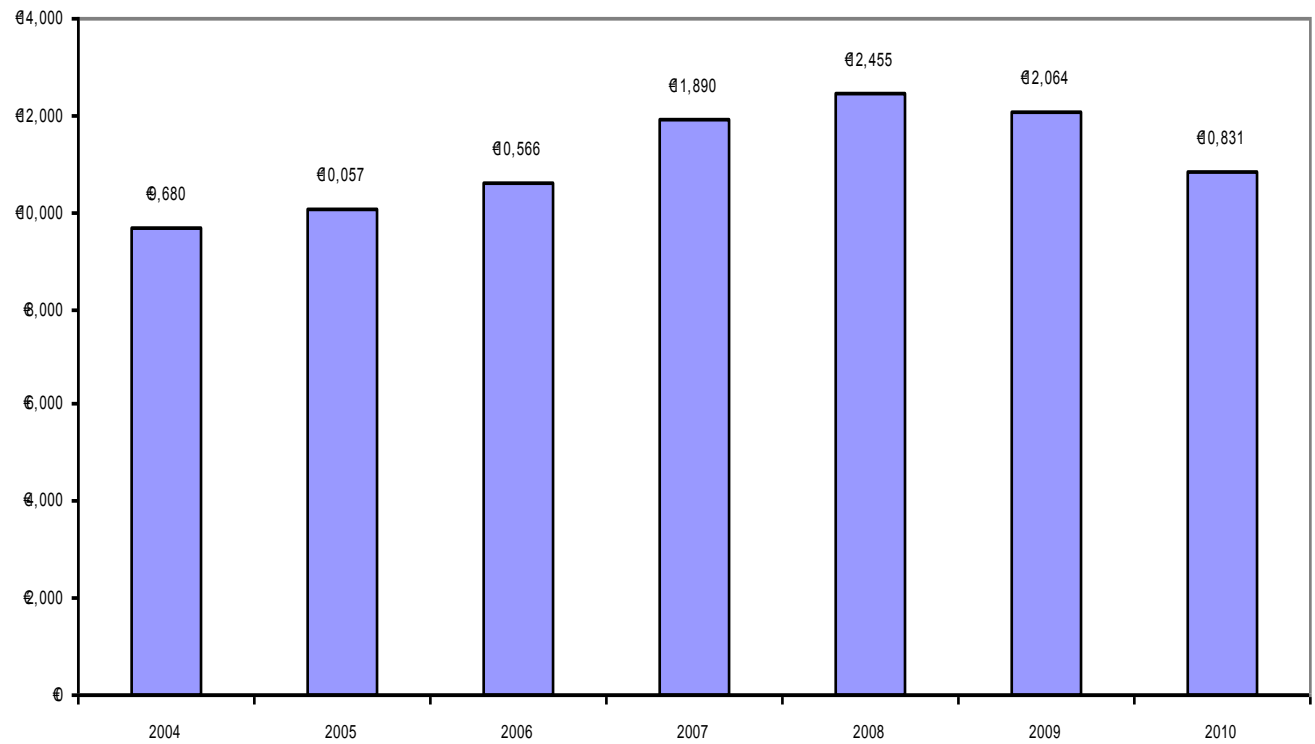


At Risk of Poverty Rate (%), by Gender, 2004-2010



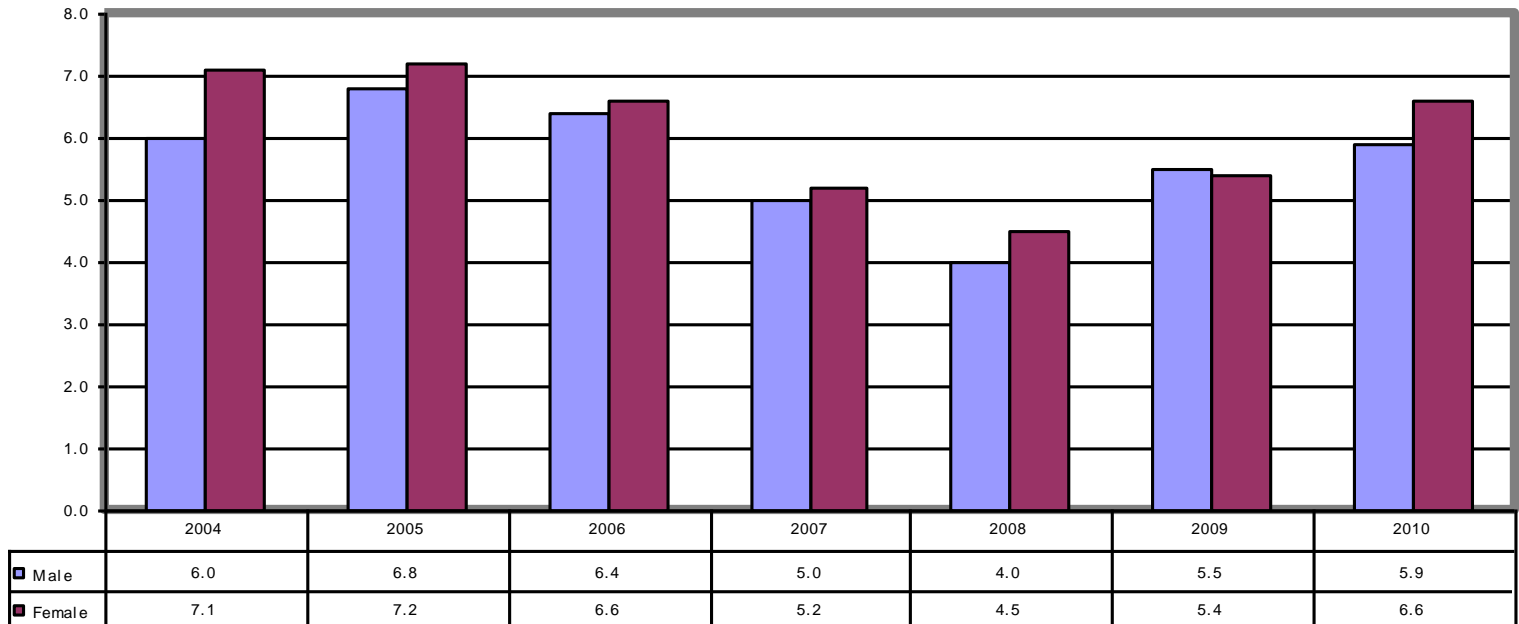


At Risk of Poverty Threshold, 2004-2010



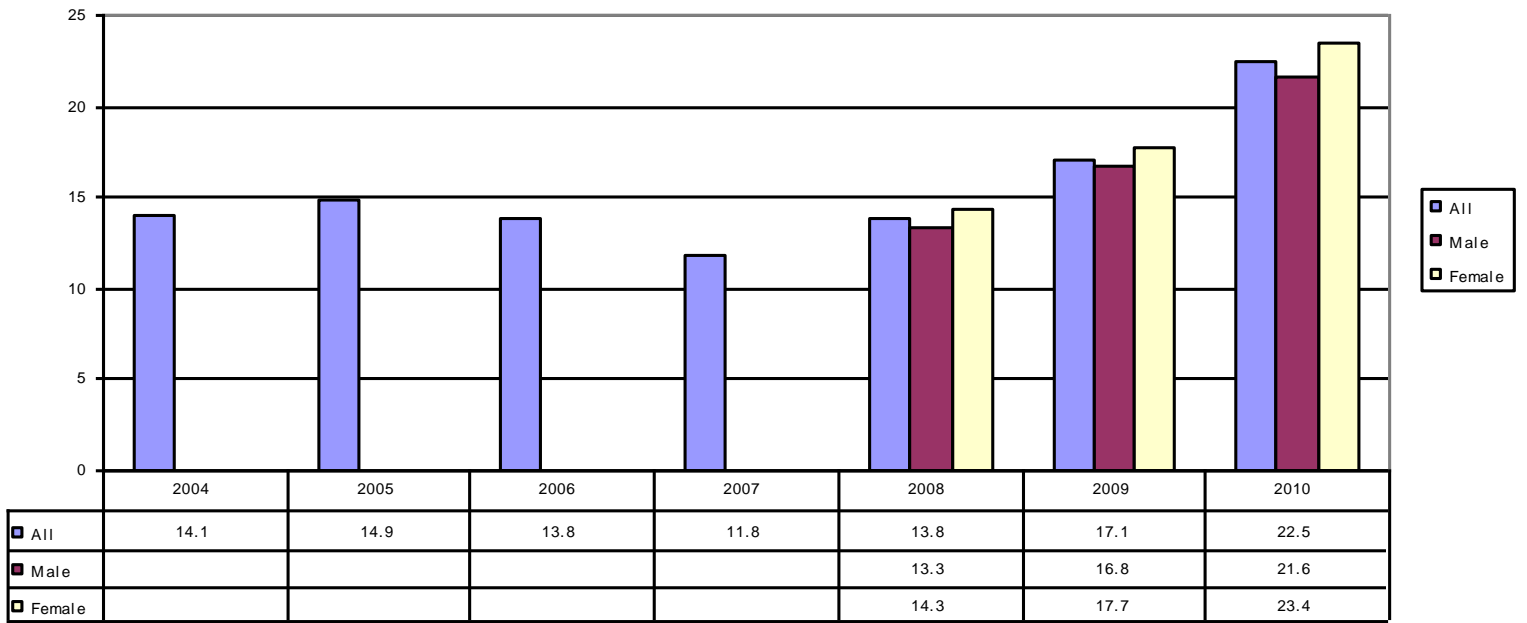


Consistent Poverty Rate (%), by Gender, 2004-2010



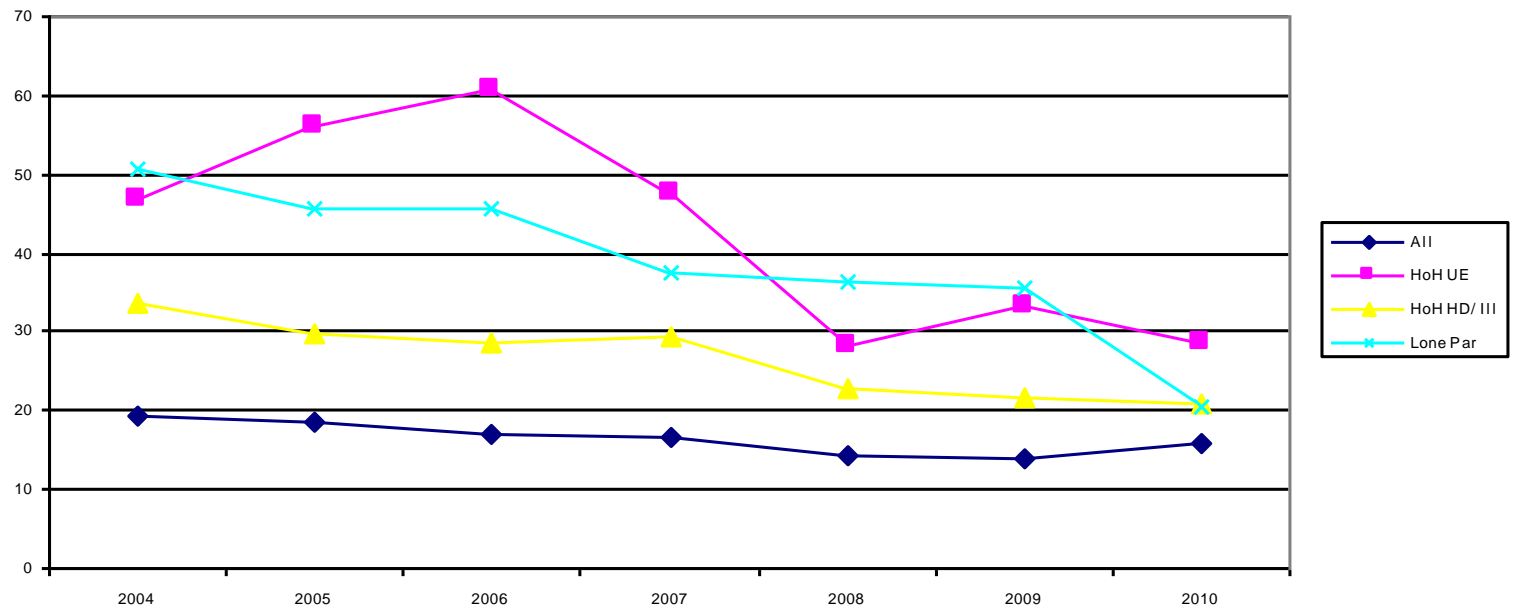


Deprivation Rate (%) by Gender



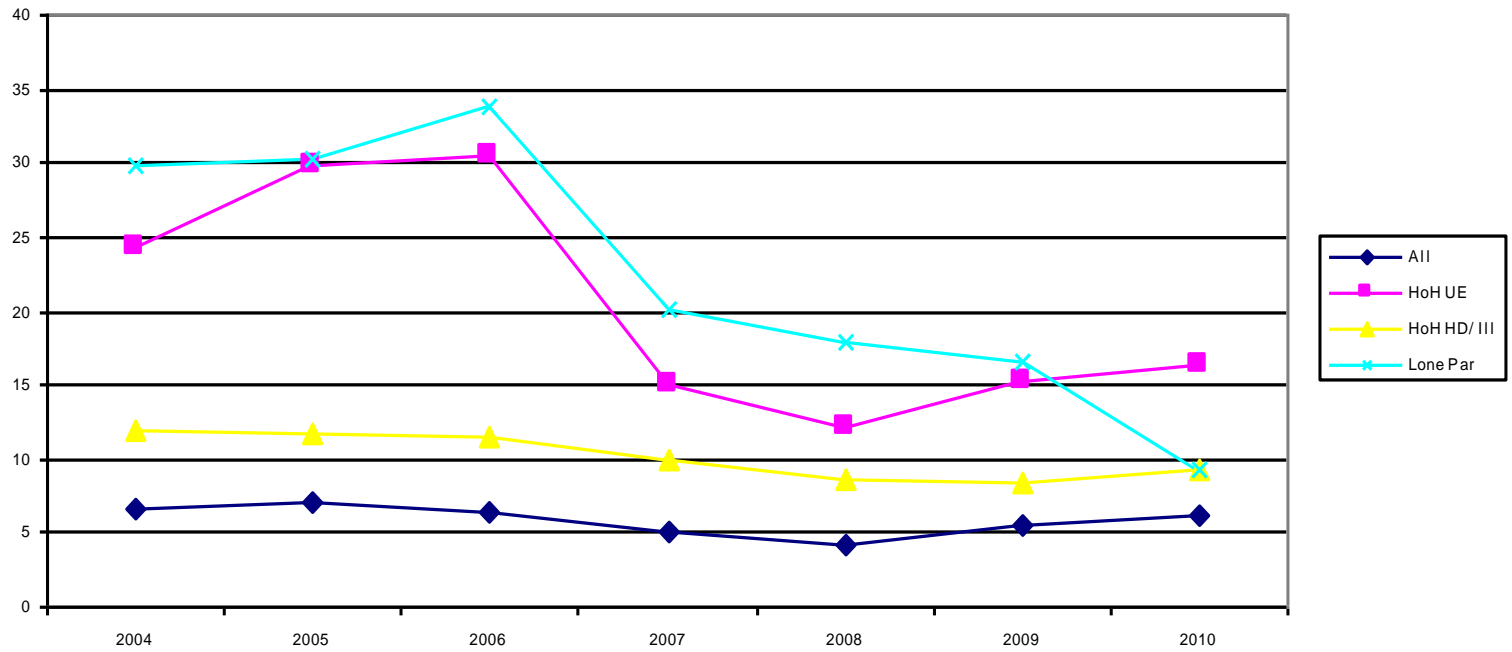


Risk of Poverty, Selected Groups, 2004-2010



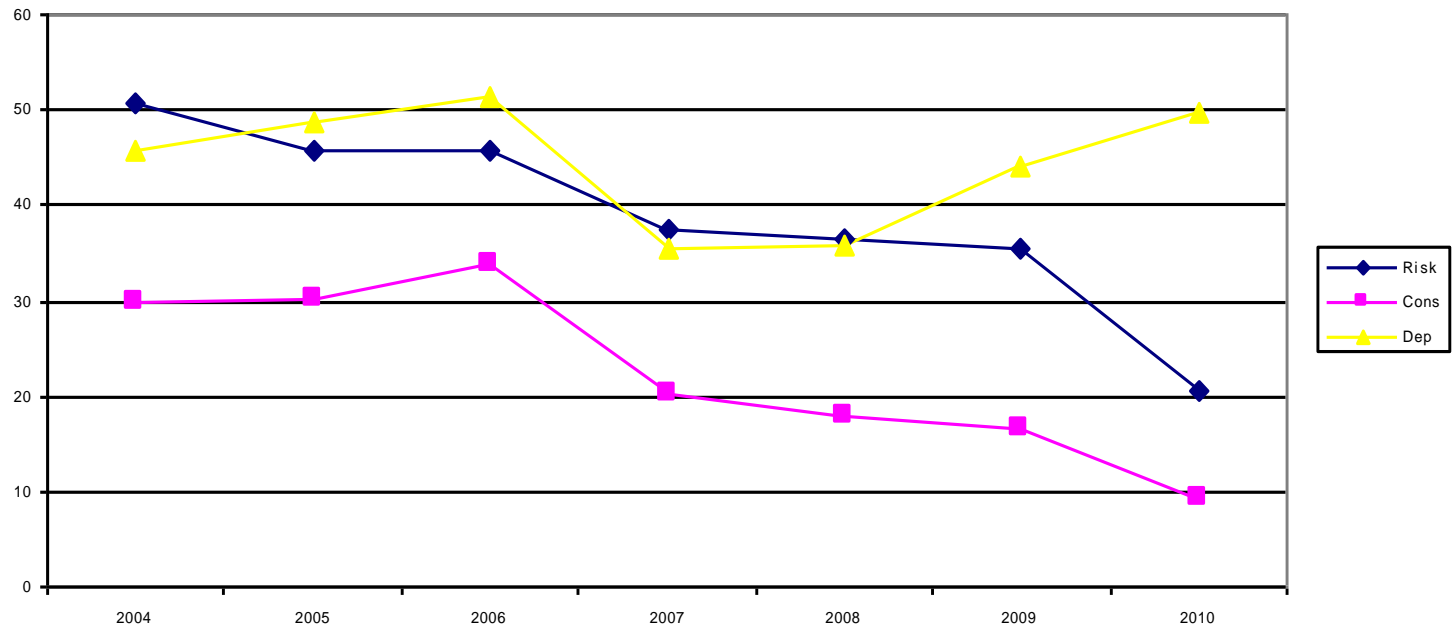


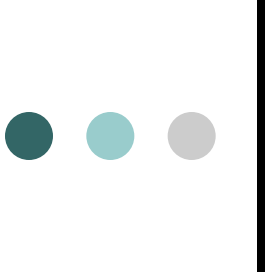
Consistent Poverty, Selected Groups, 2004-2010





Lone Parent Poverty Rates 2004-2010



- 
- The recession has been very bad for women
 - But not more so than for men
 - In the main the gender inequalities that existed prior to the recession – largely still exist
 - The groups of women that were marginalised before the recession – are largely still marginalised
 - In addition now there is mass unemployment among women