Women in the Economy & the Labour Market

ICTU Seminar, Liberty Hall
8th March 2013

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Outline
1. Introduction
2. Labour Market Trends
3. Women and the Recession
4. Women and ‘work’
5. Women and low-pay
6. Some Challenges
1. Introduction

• **NERI**
  - An all-island economic research institute
  - Trade Union funded
  - ‘to get off the treadmill’…strategic thinking about economic and public policy for Ireland

• A long-term economic model
  - Better than today!
  - Better than recent years
  - With fairness, equality and progress at is core
  - Gender issues central to any model
  - More in the period to come

• **This morning**
  - First, a sweep of the evidence
  - North and South
  - Pull together a number of insights
  - Suggests a few questions and challenges
  - Not possible to look at everything…
2. Labour Market Trends

- **Starting with the Population**
  - A detailed look at every Census
  - Recent reports
  - More women than men: North and South

<table>
<thead>
<tr>
<th></th>
<th>Northern Ireland</th>
<th>Republic of Ireland</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1911</td>
<td>2011</td>
</tr>
<tr>
<td>All</td>
<td>1,250,500</td>
<td>1,810,863</td>
</tr>
<tr>
<td>Males</td>
<td>-</td>
<td>887,323</td>
</tr>
<tr>
<td>Females</td>
<td>-</td>
<td>923,540</td>
</tr>
</tbody>
</table>

Population Pyramid – ROI (2011)
Population Pyramid – N. Irl (2011)

Women as % of the total pop. (ROI)
• Economic activity rates
  Employed + Unemployed

<table>
<thead>
<tr>
<th></th>
<th>N. Irl</th>
<th>ROI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Males</td>
<td>79%</td>
<td>80%</td>
</tr>
<tr>
<td>Females</td>
<td>66%</td>
<td>66%</td>
</tr>
<tr>
<td>Gender gap</td>
<td>-13%</td>
<td>-14%</td>
</tr>
</tbody>
</table>

Gender gap persists over time - ROI
3. Women and the Recession

- The Recession
- Domestic Demand and Women
- Women and Unemployment
- Women and Income

www.NERInstitute.net
• The Recession

Table 2.1 Some key economic trends in Ireland and the UK (2007-2011)

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Employment</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ROI</td>
<td>69.2</td>
<td>67.6</td>
<td>62.2</td>
<td>60.1</td>
<td>59.2</td>
</tr>
<tr>
<td>NI</td>
<td>68.8</td>
<td>68.2</td>
<td>64.8</td>
<td>66.0</td>
<td>67.1</td>
</tr>
<tr>
<td>UK</td>
<td>71.5</td>
<td>71.5</td>
<td>69.9</td>
<td>69.5</td>
<td>69.5</td>
</tr>
<tr>
<td><strong>Unemployment</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ROI</td>
<td>4.7</td>
<td>6.4</td>
<td>12.0</td>
<td>13.9</td>
<td>14.7</td>
</tr>
<tr>
<td>NI</td>
<td>4.1</td>
<td>4.6</td>
<td>6.3</td>
<td>6.9</td>
<td>7.3</td>
</tr>
<tr>
<td>UK</td>
<td>5.3</td>
<td>5.6</td>
<td>7.6</td>
<td>7.8</td>
<td>8.0</td>
</tr>
<tr>
<td><strong>GDP</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ROI</td>
<td>5.4</td>
<td>-2.1</td>
<td>-5.5</td>
<td>-0.8</td>
<td>1.4</td>
</tr>
<tr>
<td>NI*</td>
<td>3.0</td>
<td>-2.7</td>
<td>-5.1</td>
<td>0.4</td>
<td>n/a</td>
</tr>
<tr>
<td>UK</td>
<td>3.6</td>
<td>-1.0</td>
<td>-4.0</td>
<td>1.8</td>
<td>0.8</td>
</tr>
</tbody>
</table>

Decline in domestic demand

Chart 2.1 Trends in the real value of domestic demand (Republic of Ireland) - seasonally adjusted quarterly data 2007-2012 (€m)
• **Domestic Demand North and South**
  o Household spending on day-to-day costs
  o Households investing
  o Government spending on day-to-day costs
  o Government investing
  o Companies spending on day-to-day costs
  o Companies investing
  o Tourism*  

• **Domestic Demand North and South**
  o Household spending on day-to-day costs ↓ ↓
  o Households investing ↓ ↓
  o Government spending on day-to-day costs ↓ ↓
  o Government investing ↓ ↓
  o Companies spending on day-to-day costs ↓ ↓
  o Companies investing ↓ ↓
  o Tourism* ??
  o Driven by austerity and real adjustments
  o ongoing…
• **Domestic Demand and Women**
  
  o Initial impact = males
  
  o Subsequent impact on women
    
    • Reduced demand in domestic sectors of the economy where female participation is higher
    
    • e.g. Accommodation and food; Retail
    
    • in many cases the second income that had come along during previous years

  o Shift to part-time employment
    
    • gender implications…hidden impact
    
    • + increases in underemployment
Table 2: Distribution of those Employed by hours worked, 2007-2012 (000s of individuals)

<table>
<thead>
<tr>
<th>Hours per week</th>
<th>2007 Q1</th>
<th>2012 Q1</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-9</td>
<td>35.6</td>
<td>40.8</td>
<td>+5.2</td>
</tr>
<tr>
<td>10-19</td>
<td>110.8</td>
<td>129.8</td>
<td>+19.0</td>
</tr>
<tr>
<td>20-29</td>
<td>223.7</td>
<td>242.8</td>
<td>+19.1</td>
</tr>
<tr>
<td>30-34</td>
<td>82.6</td>
<td>95.0</td>
<td>+12.4</td>
</tr>
<tr>
<td>35-39</td>
<td>773.9</td>
<td>553.3</td>
<td>-220.6</td>
</tr>
<tr>
<td>40-44</td>
<td>410.1</td>
<td>357.4</td>
<td>-52.7</td>
</tr>
<tr>
<td>45+</td>
<td>227.3</td>
<td>184.8</td>
<td>-42.5</td>
</tr>
<tr>
<td>Variable</td>
<td>224.5</td>
<td>182.1</td>
<td>-42.4</td>
</tr>
<tr>
<td>Total</td>
<td>2,088.5</td>
<td>1,786.0</td>
<td>-302.5</td>
</tr>
</tbody>
</table>

Source: CSO Quarterly National Household Survey online database.
Note: Small differences in row and column totals are due to data rounding.
Full-time/Part-time split of Employees, April - June 2012
Figure 12

- Males
- Females

Percentage

- Full-time
- Part-time

Reason for Female Employees working part-time, April - June 2012
Figure 13

- Other reasons
- Couldn't find F-T work
- Didn't want F-T work
• **Women and Unemployment**
  
  o Unemployment = the lasting scare of this recession
  o The big impact has been on low-skilled males and those in the construction sector
  o But, some issues to note regarding women:
Figure 8: Unemployment Rates by Education Attainment and Gender, Q1 2012 (%)

Source: CSO Quarterly National Household Survey online database.
Notes: ** = non-honours degree / H degree ++ = honours degree or above

Table 6: Unemployment Rates by Education Attainment and Gender, Q1 2007 and Q1 2012 (%)

<table>
<thead>
<tr>
<th></th>
<th>Q1 2007</th>
<th>Q1 2012</th>
<th>Change in percentage points</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M</td>
<td>F</td>
<td>All</td>
</tr>
<tr>
<td>Early School Leavers aged 18-24</td>
<td>19</td>
<td>11</td>
<td>30</td>
</tr>
<tr>
<td>Other persons aged 18-24</td>
<td>5</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Early School Leavers aged 25-65</td>
<td>5</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Other persons aged 25-65</td>
<td>3</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>

Source: CSO Quarterly National Household Survey online database (table 59b)
Notes: M = Male and F = Female
Early school leavers are defined as those whose highest level of education attained is lower secondary or below and have not received education (either formal or non-formal) in the four weeks prior to the survey.
• **Women and Income**
  - Two planned NERI outputs to mention at the outset:
    - ‘Income in the Republic of Ireland’ (Collins, 2013)
    - ‘Income in Northern Ireland’ (Collins and McFlynn, 2013)
  - Both new and will include a gender analysis
    - First, all income
    - Then earnings
Table: Average Disposable Income for Males and Females, ROI 2006-2011

<table>
<thead>
<tr>
<th>Year</th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>€21,882</td>
<td>€20,577</td>
</tr>
<tr>
<td>2007</td>
<td>€24,046</td>
<td>€23,172</td>
</tr>
<tr>
<td>2008</td>
<td>€24,640</td>
<td>€24,121</td>
</tr>
<tr>
<td>2009</td>
<td>€23,627</td>
<td>€23,029</td>
</tr>
<tr>
<td>2010</td>
<td>€22,324</td>
<td>€21,955</td>
</tr>
<tr>
<td>2011</td>
<td>€21,718</td>
<td>€21,167</td>
</tr>
</tbody>
</table>

- **The Gender Pay Gap**
  - Recent OECD Report (Dec 2012)
  - For countries
  - ROI first, NI to follow
  - Overall and then with children
Ireland's Gender Pay Gap, 2003-2010 (%)

Map of the gender pay gap in EU-27

Across the EU economy women earn on average around 16% less than men.
‘The High Price of Motherhood’
- Gender pay gap by presence of children
- for 25 - 44 years old women
- Ireland = 14%
Women and Work

• OECD (2012) insight
  o Re the earnings gap:
    *Such gender differences exist to a large extent because women still bear the burden of the unpaid, but unavoidable, tasks of daily domestic life, such as childcare and housework.*
  o Putting numbers on this:
2 adult 2 child urban household

1FT work ⇒ 1FT +1PT work

↑ €96.52 per week

Single parent urban household (1 child)

OPFP ⇒ FT work

↑ €276.24 per week
5. Women and Low Pay

- Women = large presence in low-paid sectors
  - Wholesale and Retail
  - Hotel and Restaurant
  - Business Services
  - Other Services

  - Often low union density
  - Challenge of low-pay
  - Underlying distribution of earnings is highly unequal
  - Relevance of a Living Wage

- UK MIS work lead to development of a living wage campaign
- Employers should pay their employees a wage that gives them a decent living standard
  - not what the market will bear
  - what an employee needs for a decent living standard
- Good for all… broad support
- Research in Ireland emerging…
• **Research has found:**
  
  **Good for Business**
  
  • in London > 80% of employers believe that the Living Wage had enhanced the quality of the work of their staff
  • absenteeism had fallen by approximately 25%
  • 66% of employers reported a significant impact on recruitment and retention within their organisation.
  • Following the adoption of the Living Wage PwC found turnover of contractors fell from 4% to 1%.
  • 70% of employers felt that the Living Wage had increased consumer awareness of their organisation’s commitment to be an ethical employer.
Good for the Individual

• 75% of employees reported increases in work quality as a result of receiving the Living Wage.
• 50% of employees felt that the Living Wage had made them more willing to implement changes in their working practices; enabled them to require fewer concessions to effect change; and made them more likely to adopt changes more quickly.

Good for Society

• Over 45,000 families have been lifted out of working poverty as a direct result of the Living Wage.

London study:

Jane Willis, University of London
NERI Research Seminar
April 24th 4pm
In Ireland:

- Potential impact of a Living Wage on low income households is very large:
  - e.g. €1 per hour
  - €38 per week
  - €1,976 per year
  - well above any possible changes to taxes and welfare

6. Some Challenges

- Points of interest and issues rather than answers
- Suggests some challenges, of these a few:
  - Increasing participation
  - Precarious employment
  - Childcare etc (from 0-12 years)
  - Low pay and women
  - Addressing the Gender-Pay gap
  - Growth, Development, GDP and ‘work’
  - Women live longer…implications
  - Recession’s impact on women
  - The recovery and women
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Research for new economic policies