

The Irish labour market for young women – post-2008 financial crisis

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Outline

Data from 2008 – 2019 (Some data from 2020-2022)

Key elements examined:

- Main Labour Market indicators – LFS, CSO, Structure of Earnings SES
- Occupations (ISCO) and Education - LFS
- Full-time earnings only

Introduction

Despite increasing education levels among women, they are still dropping out of the labour market at high rates around the age of family formation.

Despite rising education levels and increased employment rates for women returns to education for female tertiary graduates at the top end of the skills section has declined relative to older groups.

Participation

Table 1											
ILO Participation Rate VALUE - %											
STATISTIC	Age	Sex	2008Q4	2012Q4	2019Q4	2020Q4	Age	2008Q4	2012Q4	2019Q4	2020Q4
ILO Participation Rate %	20 - 24	Female	78.9	70	68.6	64.3	45 - 54	67.8	67.9	74.2	73.9
		Male	88.1	76.6	72.3	64.3		89.3	86.6	90.1	88.4
	25 - 34	Female	78	78.7	78.9	77.4	55 - 59	52.3	57.8	64.4	66.6
		Male	91.6	87.5	90.7	88.3		77.2	73.7	81.5	79.9
	35 - 44	Female	70.3	71.1	77.5	75.6	60 - 64	31	34.9	48	44.5
		Male	92.1	90.3	92.1	91.1		59	53.7	64.9	64.3

Source: CSO (2020a) Labour Force Survey -Table QLF 18

Participation rate for **women** from 2008 - 2019

20-24: 78.9% - 68.6% **(-10.3%)**

25-34: 78% - 78.9% **(+0.9%)**

35-44: 70% - 75% **(+5%)**

Participation rate for **men** 2008 - 2019

20-24: 88.1% - 72.3% **(-15.8%)**

25-34: 91.6% - 90.7% **(-0.9%)**

35-44: 92.1% - 92.1% **(0%)**

Participation

Persons in the Labour Force 000										
20 - 24	Female	144.7	98.9	102.6	97.3	45 - 54	187.2	201.3	249.2	253.3
	Male	157.1	107.8	111.3	100.4		247.9	254	299.6	299.4
25 - 34	Female	302.4	293.9	246	239.1	55 - 59	60.9	72.4	94.4	99.4
	Male	356	307.2	276.2	268.2		91.2	91.7	116.2	116.1
35 - 44	Female	232.7	250.3	308	303.1	60 - 64	31.4	38.6	62.2	59.2
	Male	311.6	317.8	349.3	344.8		61.1	59.4	82.3	83.3

Source: CSO (2020a) Labour Force Survey -Table QLF 18

Employment

Table 2

ILO Employment Rate

STATISTIC	Age	Sex	2008Q4	2012Q4	2019Q4	2020Q4	Age	2008Q4	2012Q4	2019Q4	2020Q4
ILO Employment Rate %	20 - 24	Female	72	57	64.4	56.1	45 - 54	64.5	61.6	71.6	71.3
		Male	71.7	51.6	65.6	56.6		84	74.8	86.5	84.5
	25 - 34	Female	72.9	69	75.6	72.3	55 - 59	50.2	52.7	62.9	63.9
		Male	82	72.5	86.1	81		73.2	63.8	78.8	76.5
	35 - 44	Female	66.7	63.3	74.4	72.6	60 - 64	30.4	32.8	46	42.5
		Male	85.9	77.7	88.7	87.2		57.1	47.7	62.7	60.3

Source: CSO (2020a) Labour Force Survey -Table QLF 18

Employment

Persons in Employment 000										
Age	Sex	2008Q4	2012Q4	2019Q4	2020Q4	Age	2008Q4	2012Q4	2019Q4	2020Q4
20 - 24	Female	132.1	80.5	96.3	84.8	45 - 54	178.2	182.4	240.5	244.1
	Male	127.9	72.6	100.9	88.2		233.1	219.3	287.4	286.2
25 - 34	Female	282.7	257.4	235.6	223.4	55 - 59	58.4	66	92.2	95.4
	Male	318.7	254.6	262.2	246		86.6	79.4	112.4	111.3
35 - 44	Female	220.8	222.9	295.7	290.9	60 - 64	30.8	36.2	59.6	56.5
	Male	290.5	273.5	336.6	330.1		59.1	52.8	79.5	78

Source: CSO (2020a) Labour Force Survey -Table QLF 18

Unemployment

ILO Unemployment Rates %

Age	Sex	2008Q4	2012Q4	2019Q4	2020Q4	Age	2008Q4	2012Q4	2019Q4	2020Q4
20 - 24	Female	8.7	18.5	6.2	12.8	45 - 54	4.8	9.4	3.5	3.6
	Male	18.6	32.7	9.3	12.1		5.9	13.6	4.1	4.4
25 - 34	Female	6.5	12.4	4.2	6.5	55 - 59	4.1	8.8	2.3	4.1
	Male	10.5	17.1	5.1	8.3		5.1	13.4	3.3	4.2
35 - 44	Female	5.1	11	4	4	60 - 64	2	6.2	4.1	4.5
	Male	6.8	13.9	3.6	4.3		3.1	11.1	3.4	6.3

Source: CSO (2020a) Labour Force Survey -Table QLF 18

Unemployment

Unemployed Persons 000											
20 - 24	Female	12.6	18.3	6.3	12.5	45 - 54	9	18.9	8.6	9.2	
	Male	29.2	35.3	10.3	12.1		14.7	34.7	12.2	13.1	
25 - 34	Female	19.7	36.5	10.3	15.6	55 - 59	2.5	6.4	0	0	
	Male	37.4	52.7	14	22.1		4.6	12.3	0	0	
35 - 44	Female	11.9	27.4	12.4	12.2	60 - 64	0	0	0	0	
	Male	21.1	44.3	12.7	14.7		1.9	6.6	0	5.3	

Source: CSO (2020a) Labour Force Survey -Table QLF 18

Education

Population by educational attainment level, sex and age (%) [edat_lfs_9903]

ISCED11	Tertiary education (levels 5-8)											
Sex & Age	Total From 18 to 64				Females 25-35				Males 25-34			
GEO/TIME	2008	2012	2019	2020	2008	2012	2019	2020	2008	2012	2019	2020
EU28	22.2	25.6	30.9	:	34.7	40.2	46.1	:	27.1	30.8	35.7	:
Belgium	30.1	33.0	38.0	39.7	48.5	50.1	54.6	56.2	36.1	35.9	39.9	40.8
Germany	22.5	25.4	27.1	28.4	24.8	31.0	34.4	36.4	23.0	26.8	32.1	33.9
Ireland	33.0	37.7	43.4	45.6	53.6	56.3	59.3	62.2	39.7	43.8	51.5	54.5
Spain	27.8	30.8	36.2	37.2	45.4	46.0	52.4	53.5	35.0	34.9	40.6	41.3
France	26.2	29.3	36.0	37.6	44.9	47.0	52.3	52.8	36.1	38.1	43.8	45.9
Italy	13.3	14.5	18.2	18.7	24.4	27.4	33.9	35.0	15.4	17.5	21.8	22.9
Netherlands	27.8	30.2	36.8	38.7	41.0	45.0	54.0	57.1	35.6	37.7	44.3	47.5
UK	29.9	35.9	41.9	:	40.2	47.4	52.8	:	37.0	42.8	45.9	:

Population by educational attainment level, sex and age (%) (online datacode: EDAT_LFS_9903)
Source of data: Eurostat

Occupations ISCO

Occupations (25-39) %	2008		2012		2019		2020	
Sex	Male	Female	Male	Female	Male	Female	Male	Female
Managers	7.1	5.5	8.8	5.6	7.8	6.2	7.0	6.7
Professionals	19.8	31.7	23.8	33.7	25.5	33.5	28.2	36.0
Technicians and associate professionals	11.0	11.9	13.1	12.1	13.5	11.6	13.6	11.9
Clerical support workers	3.6	18.0	4.5	15.4	5.2	12.4	4.9	13.4
Service and sales workers	9.6	22.0	11.0	23.5	11.0	25.9	11.4	23.7
Skilled agricultural, forestry and fishery workers	4.1	0.4	3.4	0.2	2.7	0.1	2.4	0.1
Craft and related trades workers	21.6	1.3	16.9	1.8	16.5	1.8	15.7	1.6
Plant and machine operators, and assemblers	10.3	1.9	7.9	1.9	8.5	2.1	8.1	1.6
Elementary occupations	12.9	7.3	10.8	5.8	9.3	6.4	8.7	5.0

Source: CSO (2020a) Labour Force Survey -Table QLF 29

Occupations ISCO

Occupations (40-64)	2008		2012		2019		2020	
Sex	Male	Female	Male	Female	Male	Female	Male	Female
Managers	11.1	5.9	13.3	7.2	13.1	7.8	13.3	7.8
Professionals	17.1	25.2	19.5	27.2	20.6	27.5	21.6	28.5
Technicians and associate professionals	9.1	10.9	10.4	10.8	10.2	13.3	10.6	13.6
Clerical support workers	2.6	18.5	3.0	17.2	2.8	16.5	3.7	17.7
Service and sales workers	8.1	25.1	9.1	24.7	10.0	23.5	9.6	22.0
Skilled agricultural, forestry and fishery workers	12.8	1.9	13.0	1.7	9.2	1.1	8.6	1.0
Craft and related trades workers	16.3	1.5	12.4	1.5	14.7	1.4	14.1	1.5
Plant and machine operators, and assemblers	11.9	1.8	10.3	2.0	11.3	1.7	10.6	1.6
Elementary occupations	10.9	9.2	9.0	7.6	8.2	7.1	8.0	6.3

Source: CSO (2020a) Labour Force Survey -Table QLF 29



Average Earnings 2018		
Annual Earnings	Female Annual Earnings	%
€49,790	€44,739	89%
Male Annual Earnings	Female Annual Earnings	
€53,887	€44,739	83%
Annual Earnings	Female Under <u>30 Years</u>	
€49,790	€29,479	59%
Male Under 30 Years	Female Under <u>30 Years</u>	
€34,087	€29,479	86%

Source: Structure of earnings survey: annual earnings [earn_ses_annual], Eurostat.

Managers

Managers (Full-time)				
Mean under 30/Mean	2006	2010	2014	2018
European Union - 28 countries	62.5%	56.4%	57.2%	58.1%
Belgium	53.9%	58.2%	56.2%	35.0%
Germany	47.3%	58.3%	52.0%	53.1%
Ireland	60.8%	53.2%	48.8%	49.9%
Spain	60.8%	66.1%	60.2%	68.2%
France	64.4%	62.3%	65.8%	61.6%
Italy	-	31.6%	41.1%	43.2%
Netherlands	53.4%	49.3%	50.0%	46.0%
Portugal	47.9%	35.3%	29.3%	39.4%
United Kingdom	62.4%	56.5%	56.2%	60.0%

Source: Structure of earnings survey: hourly earnings [earn_ses_hourly], Eurostat.

Managers

Managers (Full-time)				
Mean under 30 (female)/Mean	2006	2010	2014	2018
European Union - 28 countries	59.9%	52.1%	52.8%	53.5%
Belgium	51.8%	56.3%	50.9%	35.2%
Germany	45.4%	52.0%	49.5%	45.5%
Ireland	53.2%	52.5%	48.7%	42.9%
Spain	54.5%	-	58.6%	62.3%
France	65.4%	59.3%	59.7%	59.0%
Italy	27.6%	29.1%	27.5%	33.7%
Netherlands	51.9%	47.4%	46.5%	42.6%
Portugal	45.0%	36.6%	27.8%	31.7%
United Kingdom	58.1%	51.1%	52.5%	56.5%

Source: Structure of earnings survey: hourly earnings [earn_ses_hourly], Eurostat.

Professionals

Professionals (Full-time)				
Mean under 30/Mean	2006	2010	2014	2018
European Union - 28 countries	70.7%	69.7%	71.9%	72.6%
Belgium	69.6%	70.4%	70.4%	72.6%
Germany	63.4%	65.7%	64.1%	66.3%
Ireland	67.3%	68.8%	76.2%	61.6%
Spain	70.3%	69.6%	69.3%	68.4%
France	68.9%	63.5%	66.4%	65.3%
Italy	51.2%	56.0%	49.4%	55.5%
Netherlands	67.6%	67.1%	63.5%	65.5%
Portugal	61.3%	59.5%	59.3%	63.4%
United Kingdom	75.6%	74.0%	75.2%	74.8%

Source: Structure of earnings survey: hourly earnings [earn_ses_annual], Eurostat.

Professionals

Professionals (Full-time)				
Mean under 30 (female)/Mean	2006	2010	2014	2018
European Union - 28 countries	66.7%	67.1%	68.7%	68.6%
Belgium	72.7%	71.9%	71.6%	71.8%
Germany	57.2%	60.5%	58.9%	61.2%
Ireland	66.8%	71.9%	76.3%	59.6%
Spain	69.3%	68.3%	68.0%	67.0%
France	63.1%	60.0%	62.3%	61.5%
Italy	53.2%	58.6%	52.0%	57.1%
Netherlands	66.0%	67.8%	65.4%	66.0%
Portugal	60.8%	58.6%	58.1%	61.2%
United Kingdom	74.2%	74.0%	74.2%	72.6%

Source: Structure of earnings survey: hourly earnings [earn_ses_hourly],
Eurostat.

Associate Professionals and Technicians

Associate Professionals and Technicians (Full-time)				
Mean under 30/Mean	2006	2010	2014	2018
European Union - 28	74.4%	70.7%	73.4%	75.2%
Belgium	79.1%	75.0%	71.6%	72.0%
Germany	57.7%	59.0%	63.5%	65.0%
Ireland	78.3%	68.5%	71.3%	73.2%
Spain	70.4%	73.3%	69.5%	71.9%
France	79.7%	81.1%	79.2%	81.4%
Italy	73.0%	71.6%	80.3%	76.6%
Netherlands	71.9%	71.9%	68.1%	69.1%
Portugal	68.0%	86.6%	64.3%	71.8%
United Kingdom	81.1%	75.0%	77.9%	80.1%

Source: Structure of earnings survey: hourly earnings [earn_ses_hourly], Eurostat.

Associate Professionals and Technicians

Associate Professionals and Technicians (Full-time)				
Mean under 30 (f)/Mean	2006	2010	2014	2018
European Union - 28	71.0%	66.2%	69.1%	70.9%
Belgium	78.0%	74.5%	72.7%	72.0%
Germany	54.4%	51.8%	58.9%	59.7%
Ireland	77.8%	70.0%	69.0%	70.8%
Spain	65.8%	69.7%	66.9%	68.7%
France	78.2%	77.6%	76.1%	76.9%
Italy	70.5%	72.7%	68.8%	67.3%
Netherlands	68.9%	69.9%	65.7%	68.3%
Portugal	67.7%	64.4%	64.5%	66.3%
United Kingdom	77.4%	72.6%	76.1%	78.7%

Source: Structure of earnings survey: hourly earnings [earn_ses_hourly], Eurostat.

Conclusions

Despite increasing education levels among women, they are still dropping out of the labour market at high rates around the age of family formation.

Despite rising education levels and increased employment rates for women returns to education for female tertiary graduates at the top end of the skills section has declined relative to older groups and even more so when compared to young men.

- Covid - the trends over the past 24 months

QLF18 - VALUE %		Quarter		
STATISTIC	Sex	2019Q3	2020Q3	2021Q3
ILO Participation Rates (15 years and over) (Seasonally Adjusted)	Both sexes	62.5	61	65.2
	Female	56.3	55.1	60.1
	Male	68.5	66.7	69.8
ILO Unemployment Rates (15 - 74 years) (Seasonally Adjusted)	Both sexes	5.1	7.2	5.5
	Female	4.6	7.4	5.4
	Male	5.3	6.8	5.5

QLF 18 - CSO.

Questions

- Thank you!