



Beyond Borders: Exploring Gender Inequalities and Career Trajectories of Brazilian and Irish Women in Multinational Contexts



14th Annual NERI Labour Market Conference - Gabriela Lobianco

NERI Labour Market Conference May 2026

Research Problem

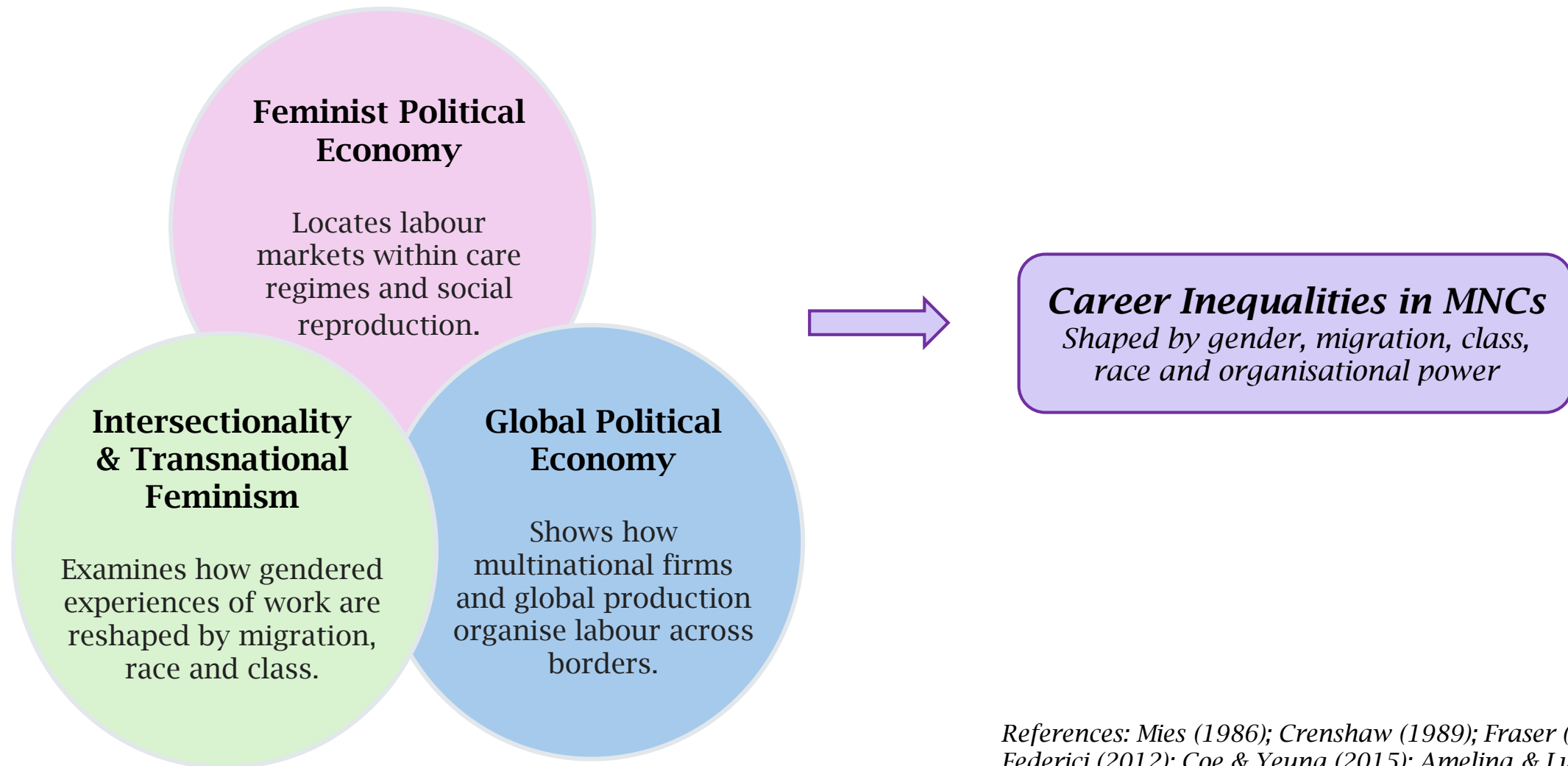
- Flexible and hybrid work are often framed as inclusive and progressive (**Williams et al., 2013; Chung, H. and van der Lippe, T. 2020; Chung, 2022**).
- Yet flexibility can also reproduce inequality and intensify labour demands (**Chung, H. and van der Lippe, T. 2020; Chung, 2022**).
- These dynamics may operate differently for migrant women across labour markets (**Amelina & Lutz, 2019**).
- Irish research rarely examines flexibility, migration and gender together in the multinational IT sector.

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Why Ireland's Multinational IT Sector?

- Ireland is shaped by multinational capital and migration (**O'Riain, 2004**).
- The IT sector is a key site for studying flexibility and inequality (**O'Riain, 2004; Privalko et al., 2023**).
- Irish research shows migrant labour-market inequalities, but rarely examines flexibility, gender, and migration together (**Cross & Turner, 2023; Privalko et al., 2023**).
- Irish research using national survey data shows that non-Irish nationals are differently positioned in the Irish labour market (**Cross & Turner, 2023**).

Theoretical Framework



References: Mies (1986); Crenshaw (1989); Fraser (2013); Federici (2012); Coe & Yeung (2015); Amelina & Lutz (2019)

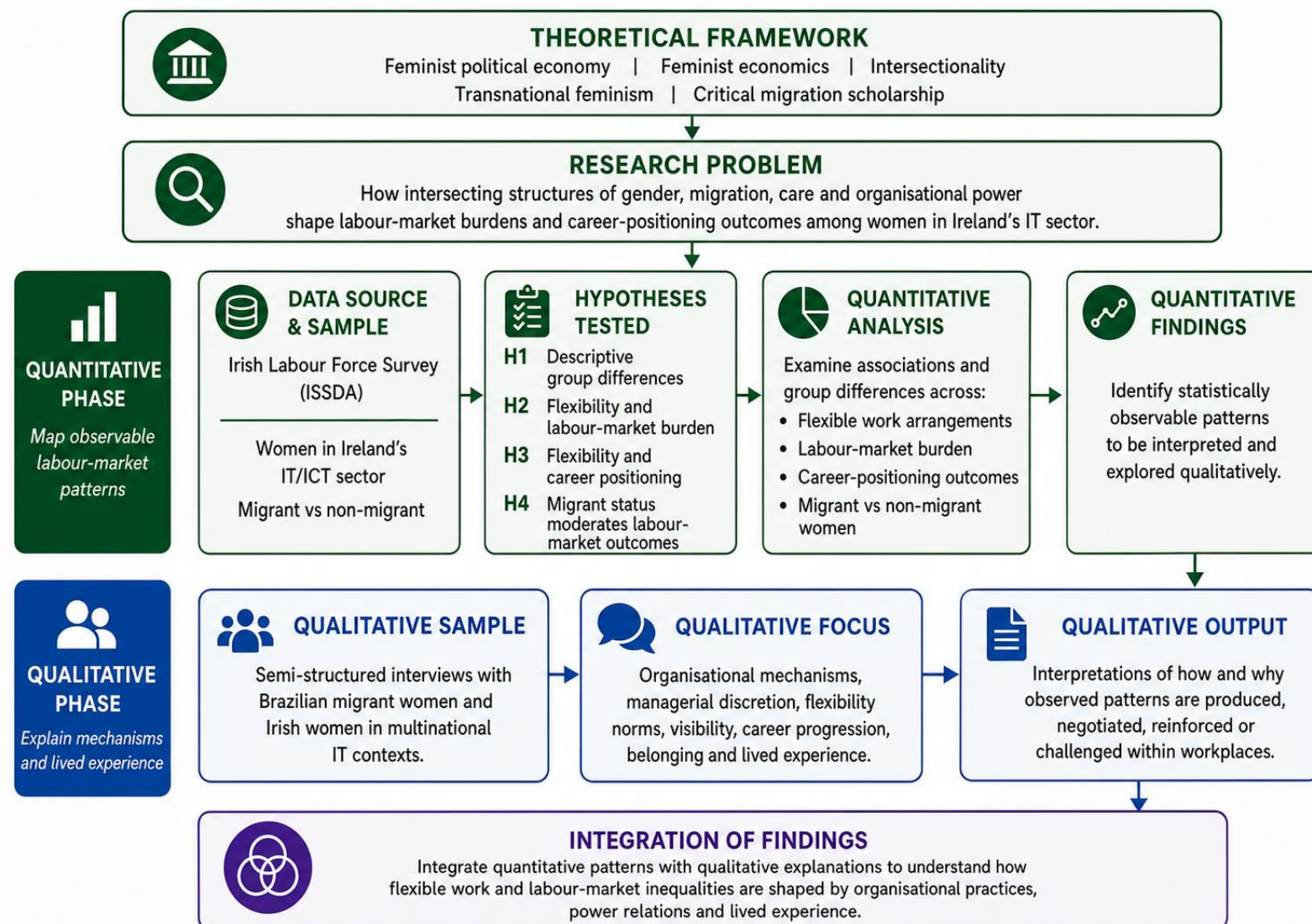
Flexible Work and unequal Labour Market Outcomes



For migrant women, these relationships may operate differently across organisational and labour-market contexts.

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Mixed-Methods Research Design



References: Bowleg (2008); Hesse-Biber (2010); Hughes & Cohen (2013); Creswell & Plano Clark (2018)
Figure: Diagram visualisation developed with AI-assisted design support.

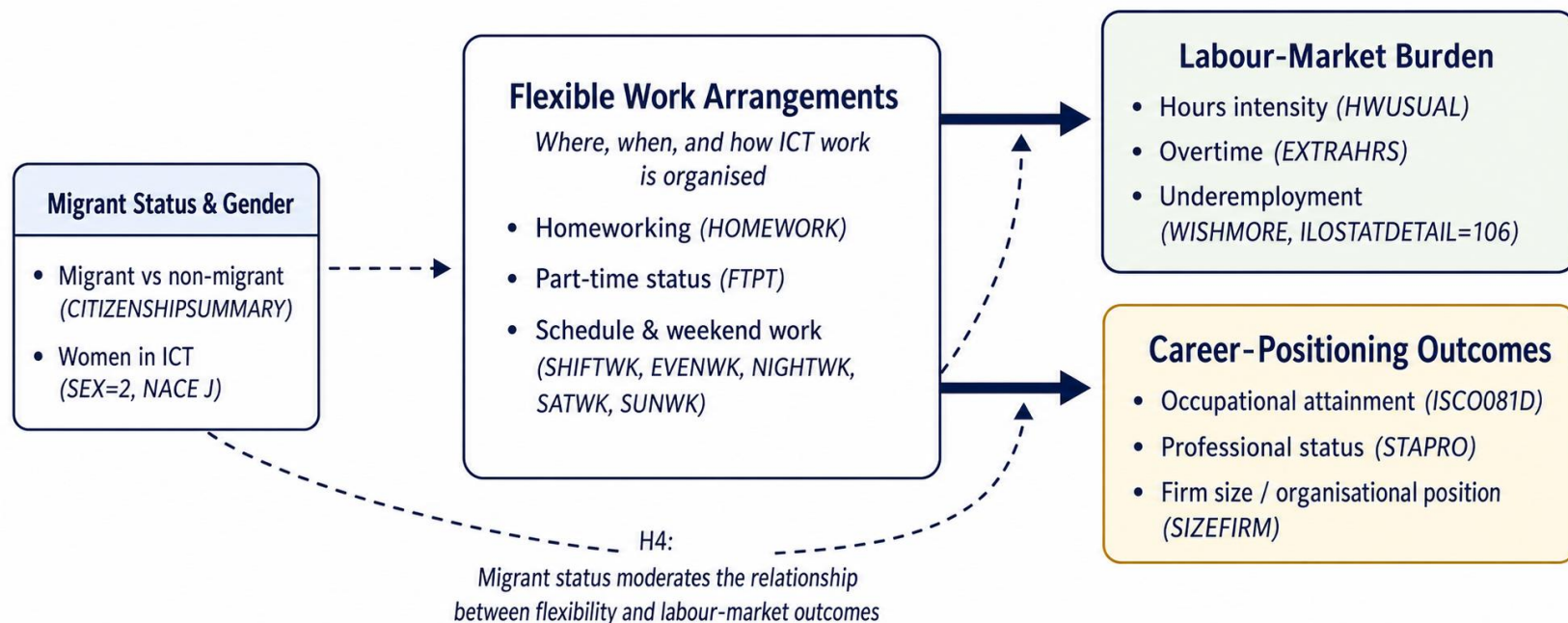
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Quantitative Data and Sample

- Irish Labour Force Survey (**CSO Labour Force Survey, ISSDA, 2021–2025**)
- Uses national survey data to compare migrant and non-migrant women's labour-market positioning (**Cross & Turner, 2023; Privalko et al., 2023**)
- Examines statistical associations between flexible work, labour-market burden, and career-positioning outcomes (**Chung, 2022; Goldin, 2014**).
- Associations rather than causal effects (**Bryman, 2016; Creswell & Plano Clark, 2018**).

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Hypothesis Diagram



References: Crenshaw (1989); Bowleg (2008); Fraser (2013); Williams et al. (2013); Chung (2022)
Figure: Diagram visualisation developed with AI-assisted design support.

LFS Variable Framework for Quantitative Analysis

1

FLEXIBLE & NON-STANDARD WORK ARRANGEMENTS



Capture where, when and under what temporal conditions work is organised.

Variable (LFS Name)	What it Captures
HOMEWORK	Where work is organised (at home / somewhere else / never at home)
FTPT	Part-time status (full-time vs part-time)
SHIFTWK	Schedule flexibility (shift / evening / night work)
SATWK	Weekend work (Saturday / Sunday work)

2

LABOUR-MARKET BURDEN OUTCOMES



Measure work intensity, underemployment and employment insecurity.

Variable (LFS Name)	What it Captures
HWUSUAL	Usual hours of work (hours intensity)
EXTRAHRS	Overtime or extra hours worked (overtime intensity)
WISHMORE	Want to work more hours than current (number underemployed)
TEMP	Temporary or permanent job
TEMPAGCY	Temporary employment agency

3

CAREER-POSITIONING OUTCOMES



Proxy indicators of labour-market advantage at the time of survey.

Variable (LFS Name)	What it Captures
ISCO081D	Occupation coded to ISCO-08 major group (1-digit)
STAPRO	Professional status in main employment
SIZEFIRM	Number of persons working at the local unit
ICT sector restriction	Sector restriction to ICT sector (NACE Rev.2)

4

MODERATOR / KEY STRATIFIER



Test associations with outcomes across migrant groups.

Variable (LFS Name)	What it Captures
CITIZENSHIPSUMMARY	Migrant status (primary – country of citizenship)
COUNTRYBSUMMARY	Migrant status (proxy – country of birth)
SEX	Gender of respondent (gender stratification)

5

CONTROL VARIABLES



Background factors to reduce confounding.

Variable (LFS Name)	What it Captures
AGECLASS	Age of respondent (grouped bands)
HATLEVEL	Highest level of education completed
HATFIELD	Field of education (ISCED F 2013)
REGION	NUTS2 region of usual residence
SURVEYQTR	Reference quarter and year of interview
OCCCLASS	Occupational classification (detailed)

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Contribution and Significance

- Examines flexibility, migration and gender together within Ireland's ICT sector.
- Reframes flexible work as shaped by inequality, visibility and labour governance.
- Combines labour-market analysis with migrant women's lived experiences of flexibility and career progression.

Who benefits from flexibility — and under what conditions?

- Flexibility does not operate equally across workers.
- Organisational power, migration and gender shape labour-market outcomes.
- Flexible work may produce both career opportunities and labour-market burdens.
- The project examines how these inequalities are structured within multinational IT contexts in Ireland.

Thank you!

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Q & A

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