

The changing nature of women's work

What can women's recent experience of work tell us about what we might expect for the future of work?

Joint Women's Committee Seminar
8th September 2017

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Research for new economic policies

Overview of presentation

Part One – Women and work

1. Trends and transformations in the nature of women's work - where are we at, what is changing, what is not.
2. What has been achieved & what challenges remain?
3. What factors have been driving the changing nature of women's work?

Part Two – Future of work

1. What are the key factors which will influence the future of work?
2. What might we expect for the future of women's work?
3. How might we ensure that the future of work is 'decent' for all?

Part One

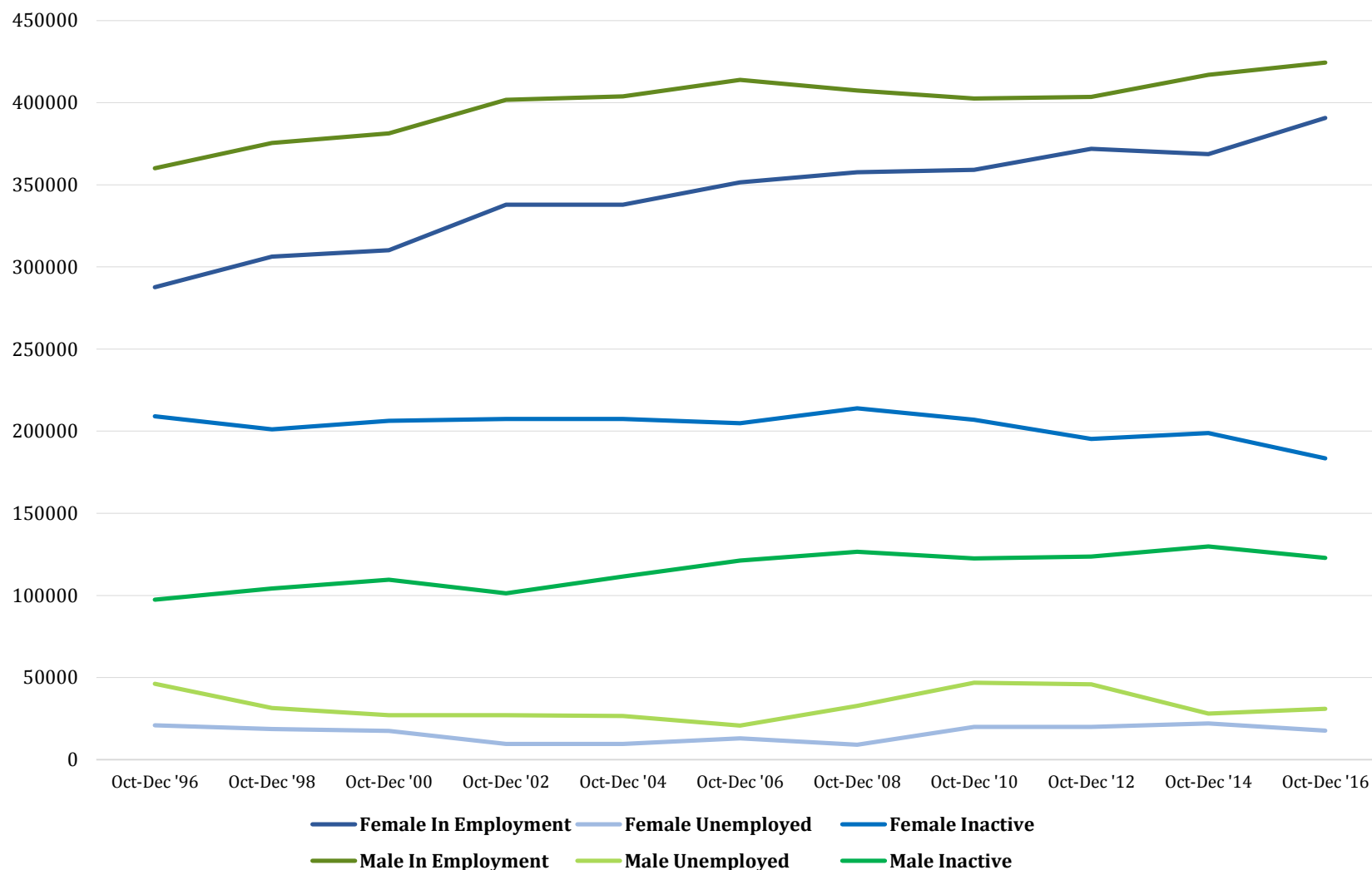
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Trends & patterns in the nature of women's paid work

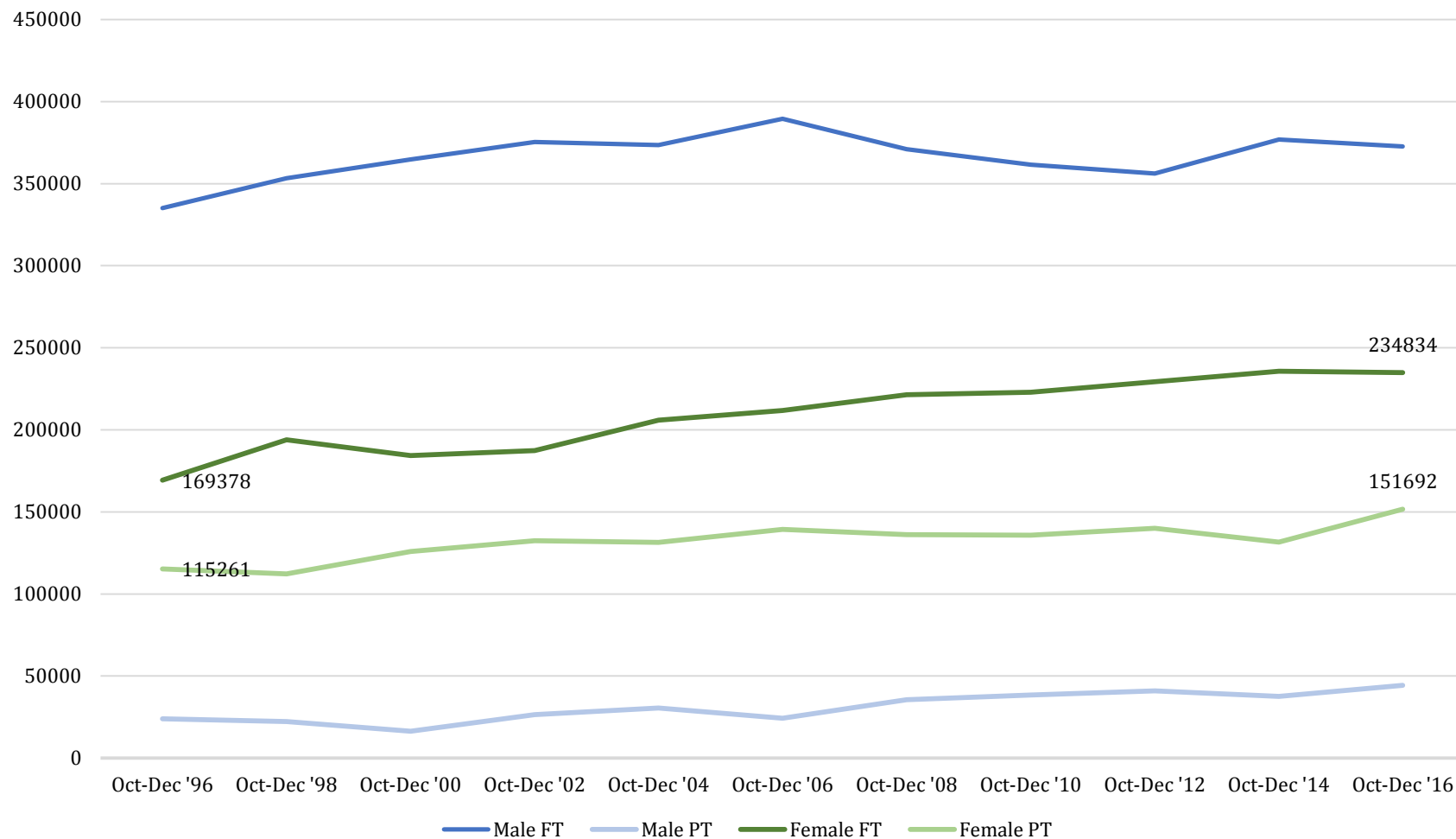
- Participation in labour market
- Working arrangements
- Types of work
- Conditions at work



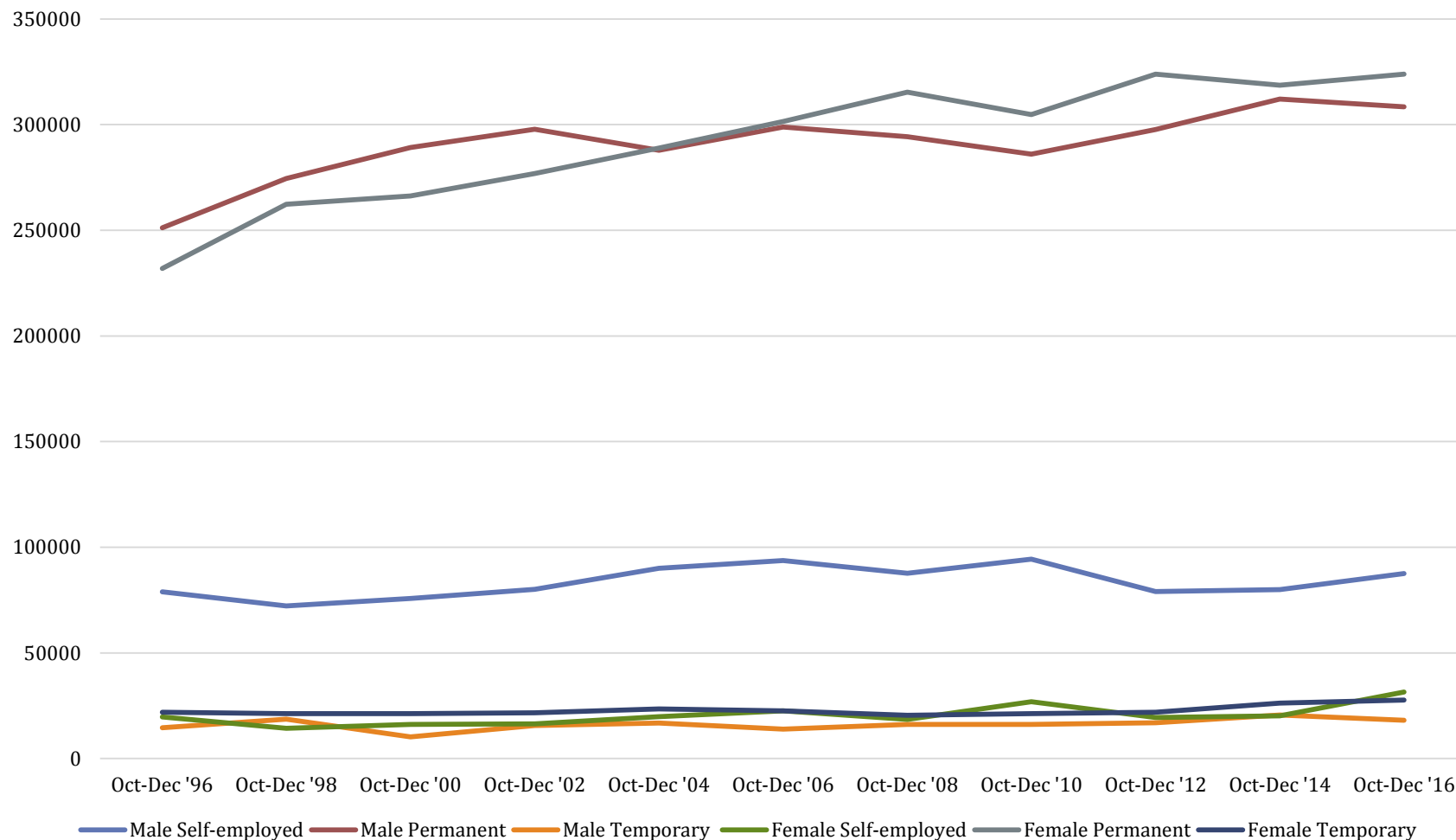
Participation in labour market



Working Arrangements

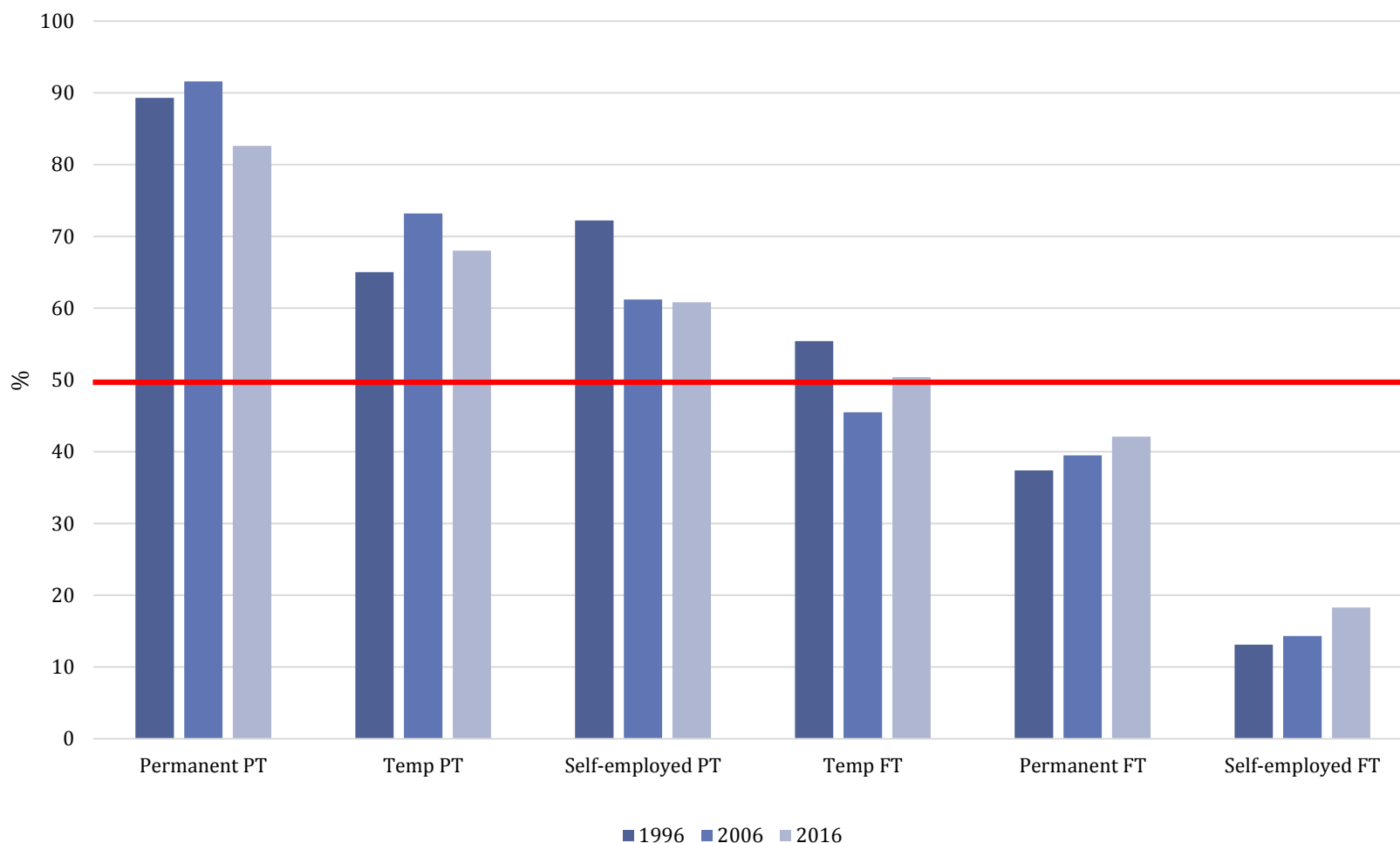


Working Arrangements

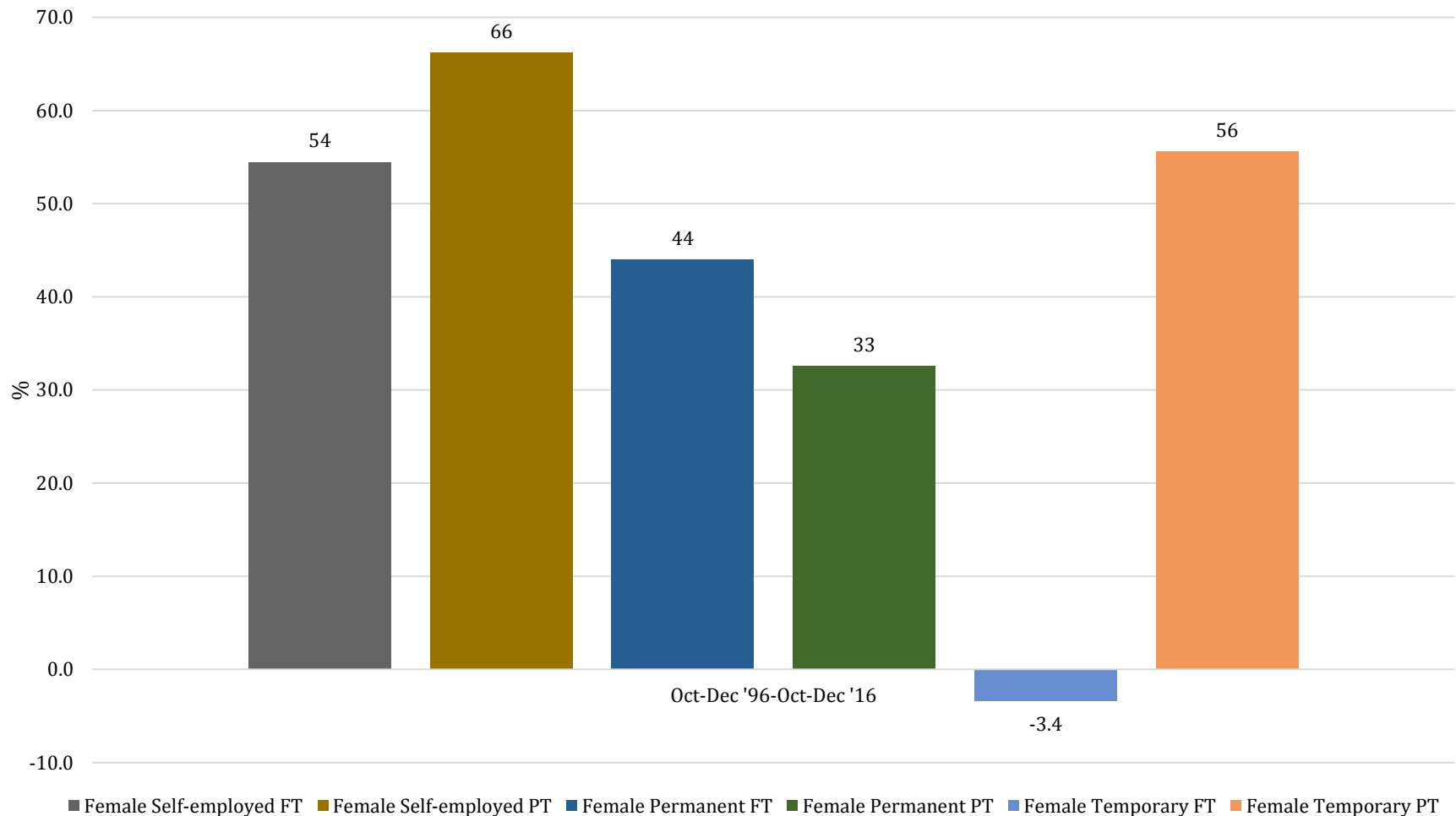


Working Arrangements: Percentage

in each employment arrangement who are female

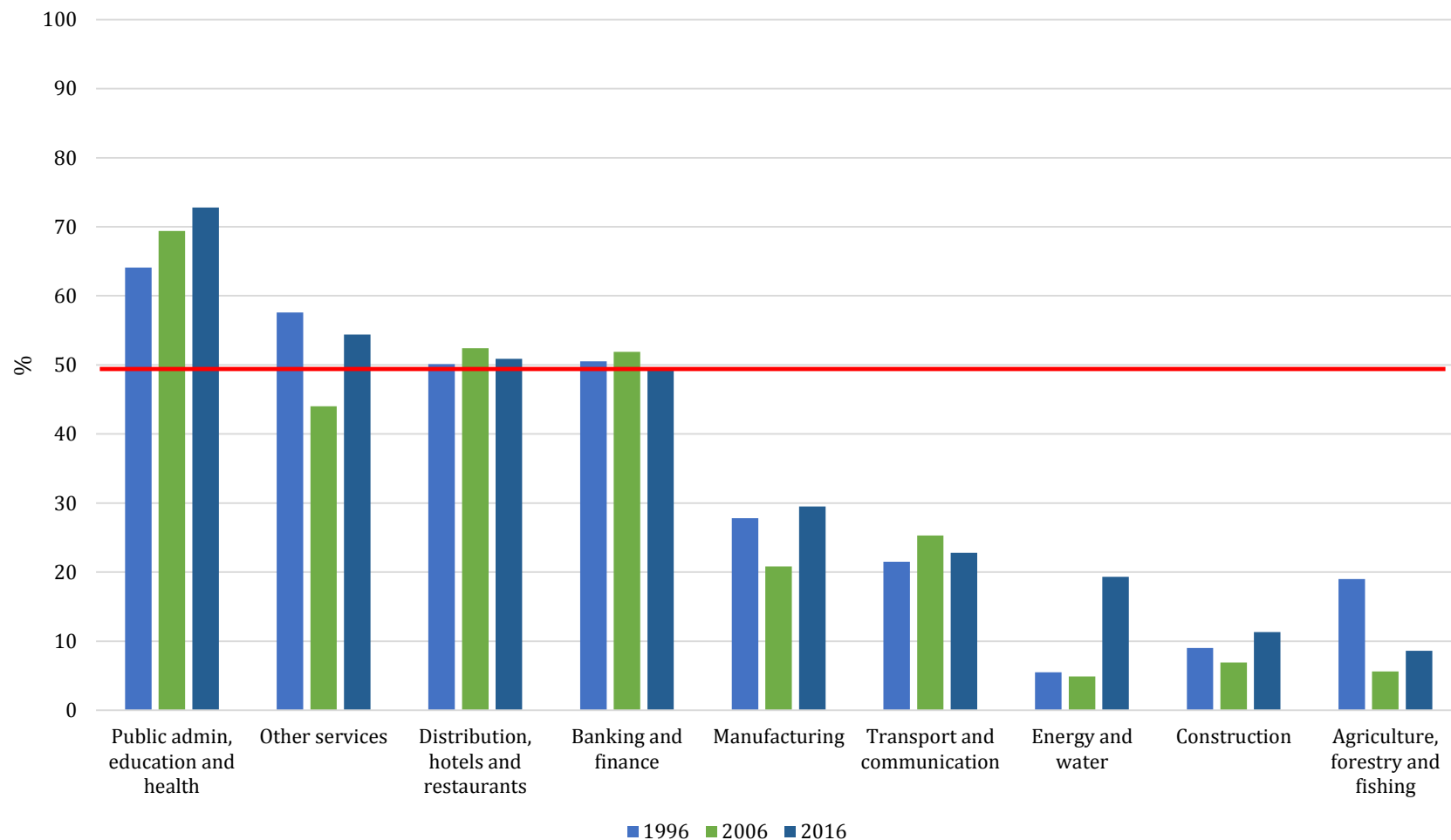


Overall percentage change in employment arrangements

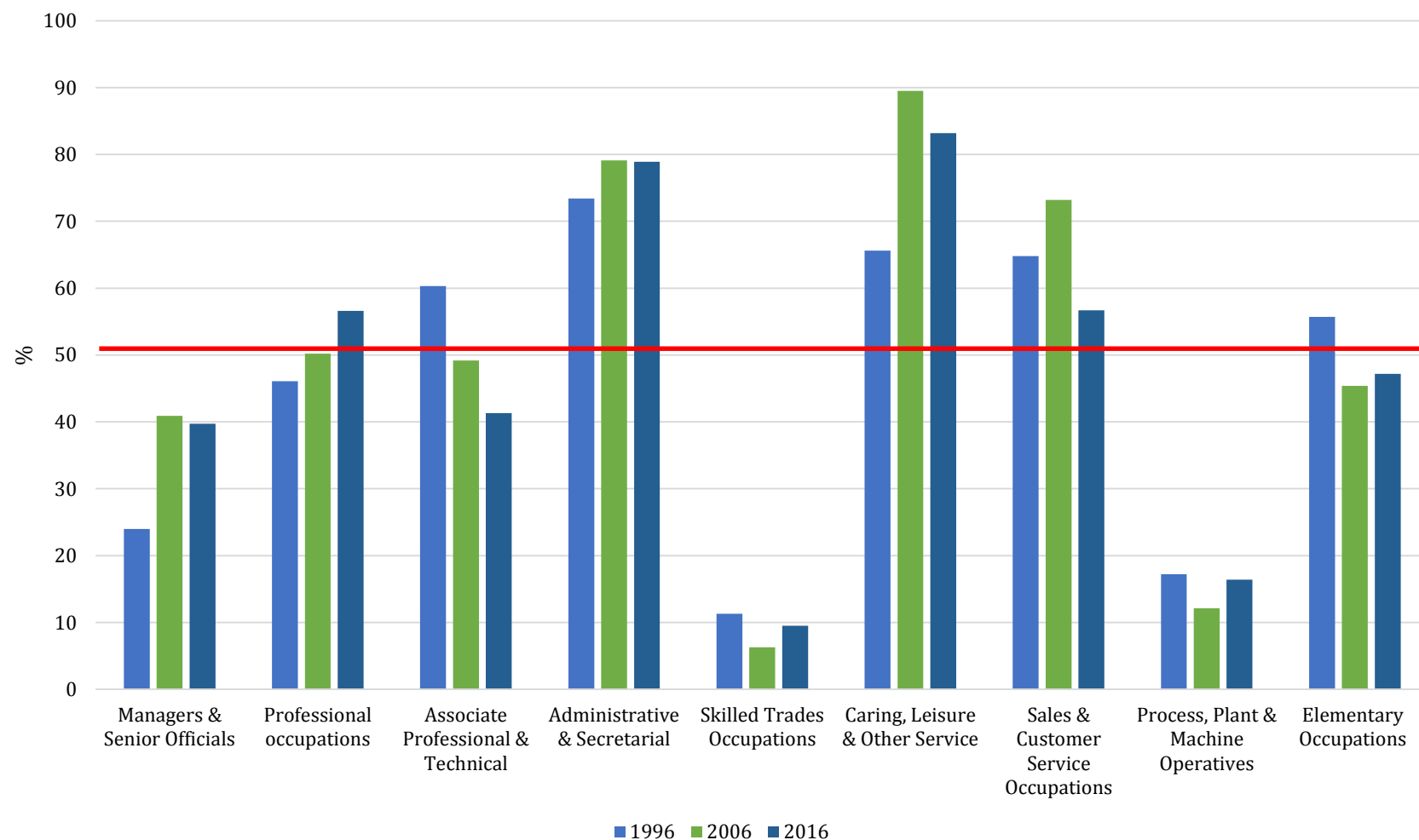


Type of work:

Percent female in each sector

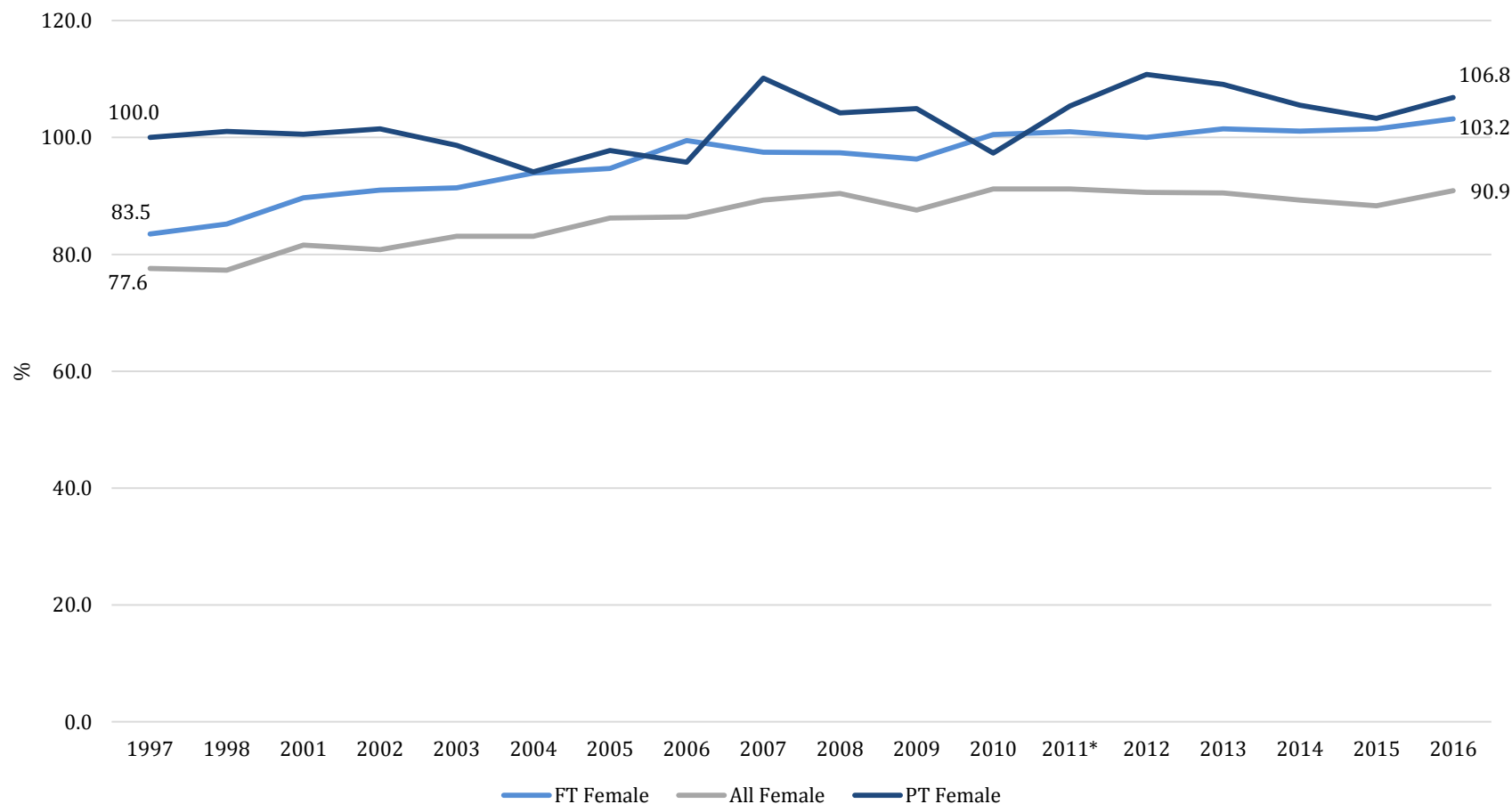


Type of work: Occupation

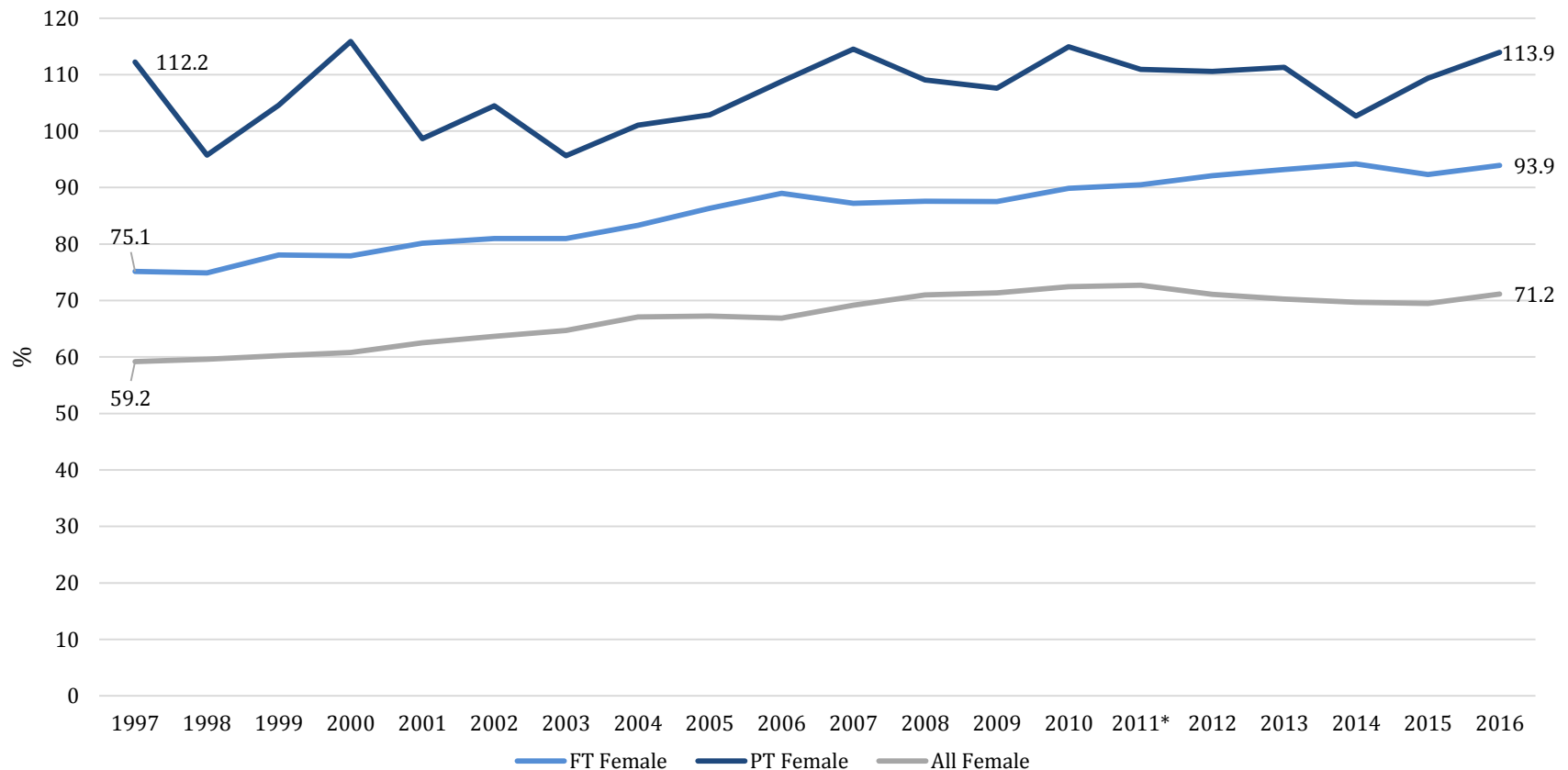


Conditions at work:

Median female hourly earnings excl. overtime as a percentage of male earnings



Median female weekly earnings excl. overtime as a percentage of male earnings



Conditions at work: Occupation

Low paid to High Paid occupations	Gender pay gap	Proportion Female
Sales occupations	3.2	0.6
Elementary administration and service occupations	3.0	0.2
Elementary trades and related occupations	6.9	-
Customer service occupations	-9.1	0.5
Leisure, travel and related personal service occupations	31.7	0.8
Textiles, printing and other skilled trades	2.4	0.4
Caring personal service occupations	7.6	0.9
Process, plant and machine operatives	19.9	0.2
Secretarial and related occupations	-9.3	-
Transport and mobile machine drivers and operatives	-	-
Administrative occupations	-5.1	0.7
Skilled construction and building trades	-	-
Health and social care associate professionals	-10.9	0.7
Science, engineering and technology associate professionals	4.7	0.2
Skilled metal, electrical and electronic trades	-	-
Other managers and proprietors	13.8	0.5
Culture, media and sports occupations	-	-
Business and public service associate professionals	6.2	0.5
Science, research, engineering and technology professionals	4.7	0.2
Health professionals	16.5	0.8
Business, media and public service professionals	6.9	0.4
Protective service occupations	-2.0	0.2
Corporate managers and directors	9.6	0.3
Teaching and educational professionals	4.5	0.7

work

- 'Exogenous shock' of WWII which increased participation of women.
- Legislative 'wins' e.g. rights of married women to access work, right to equal pay, right to maternity leave, right not to be discriminated on basis of gender etc.
- Demographic changes.
- Decline male breadwinner model.
- Increased access/participation of women in education.
- Rise of mass production & growth of consumerism.
- Technology.
- Growth of services sector.
- Rise in non-standard employment.
- Government policies to increase economic activity/grow economy
 - recognition that women were a large untapped labour force. •

Summing up: Achievements

- Increased participation of women in the labour market.
- Increase in percentage of permanent full-time employment comprised of women.
- Increase in women in higher paid occupations i.e. managerial & professional.
- Closing gender pay gap.
- ‘Double/Triple shift’ becoming more equally split between men and women.



Summing up: Challenges

- Participation.
- Working arrangements - insecure work.
- Horizontal segregation.
- Vertical segregation.
- Conditions:
 - Dominance in low paid jobs.
 - Gender pay gap.



"A ceiling? All this time I thought it was a floor."

Constraints/barriers to addressing challenges

- Women continue to take primary responsibility for care and domestic tasks i.e. ‘Double/Triple shift’.
- Attitudes/Value given to care work - both paid and unpaid.
- Availability of childcare & social care.
- Poorer quality of non-standard employment.
- Lack of attention given to job quality and rise of ‘bad’ jobs.
- Social security & taxation system.



Lack of value given to unpaid

family/caring work

- Economists long used term work as synonymous with paid work.
- *'everyone 'knows' that pay and work imply each other'*

- **Unpaid work**

- Traditionally/Continues to be ignored/undervalued.
- Lack of value given to unpaid work clear in 2 fundamental ways:
 - Unpaid work excluded from official measures of production & economic activity such as GDP/GVA.
 - Those who do not combine unpaid work such as looking after the family or home with paid work are categorised as 'economically inactive'.

Lack of value given to unpaid family/caring work

Department for Employment and Learning, 2015
“Enabling Success”: A Strategy to tackle economic inactivity in Northern Ireland

‘some forms of economic inactivity are not problematic. Northern Ireland, for example, has a higher proportion of students contributing to our inactive total than any other region of the United Kingdom. This can be viewed as a benign form of inactivity where the investment in education and skills is highly likely to repay dividends to the individuals and wider economy in the future.’

It goes onto say that by engaging in paid work those who are currently looking after their family or home will be able to ***‘better provide for [their] families and make a fuller contribution to society.’***

Part Two

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Factors shaping the nature of the future of work

Focus has been on:

- Technology, Artificial Intelligence, Robots & Automation of work.

But the following will also be key:

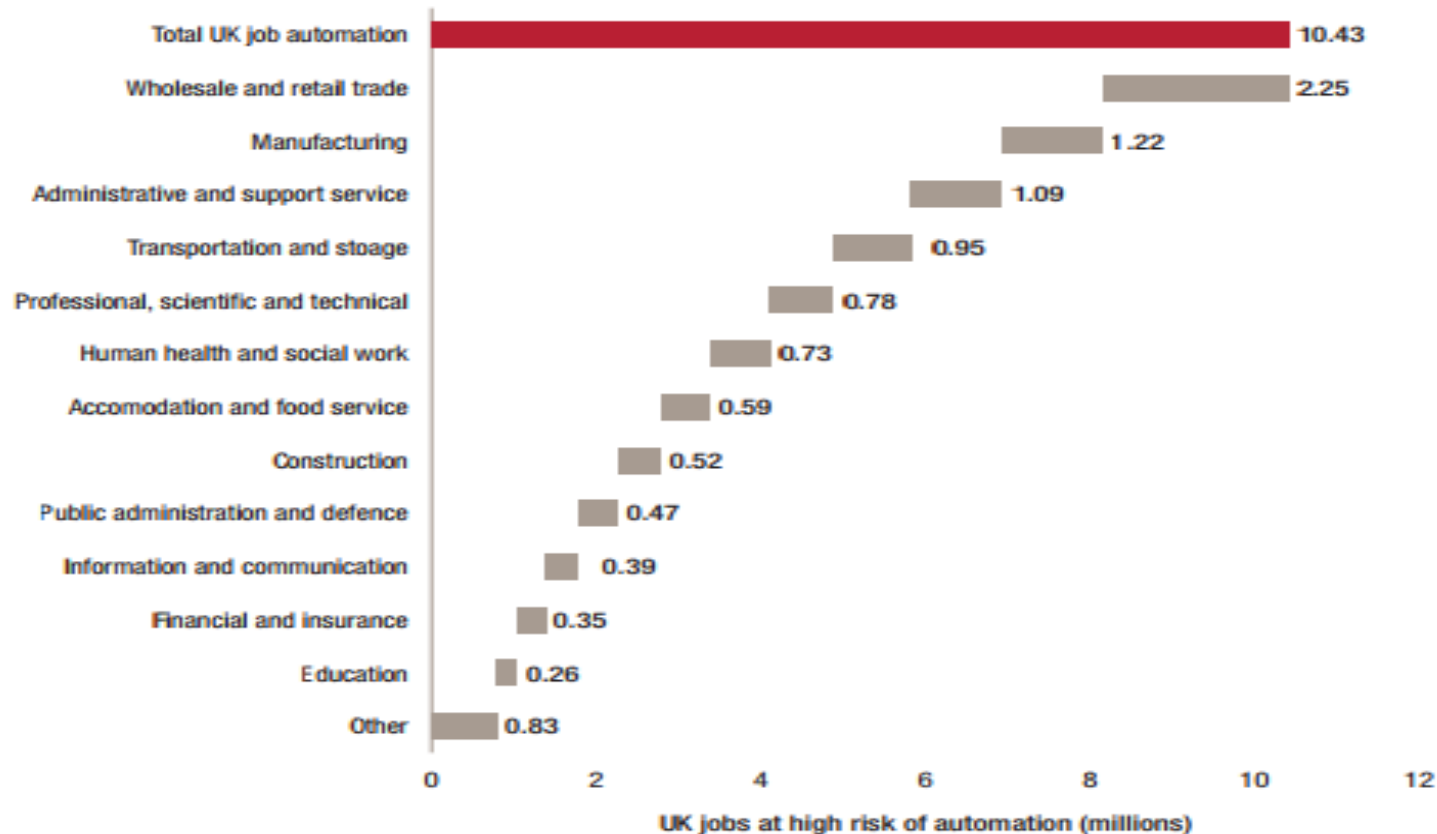
- Continued growth of services sector.
- Ageing population and increased care needs.
- Trend towards employment being insecure/poorer quality.
- Value of unpaid work.

What might we expect for the future of work for women?

- Many of the challenges will be those that women currently face.
- In terms of influence of technology & automation – women both at low risk and high risk.
- The other factors shaping the future of work are just as important/more important in terms of what the future of work, at least in the medium term, will be like for women.

Which industry sectors could be at the greatest potential risk of automation ?

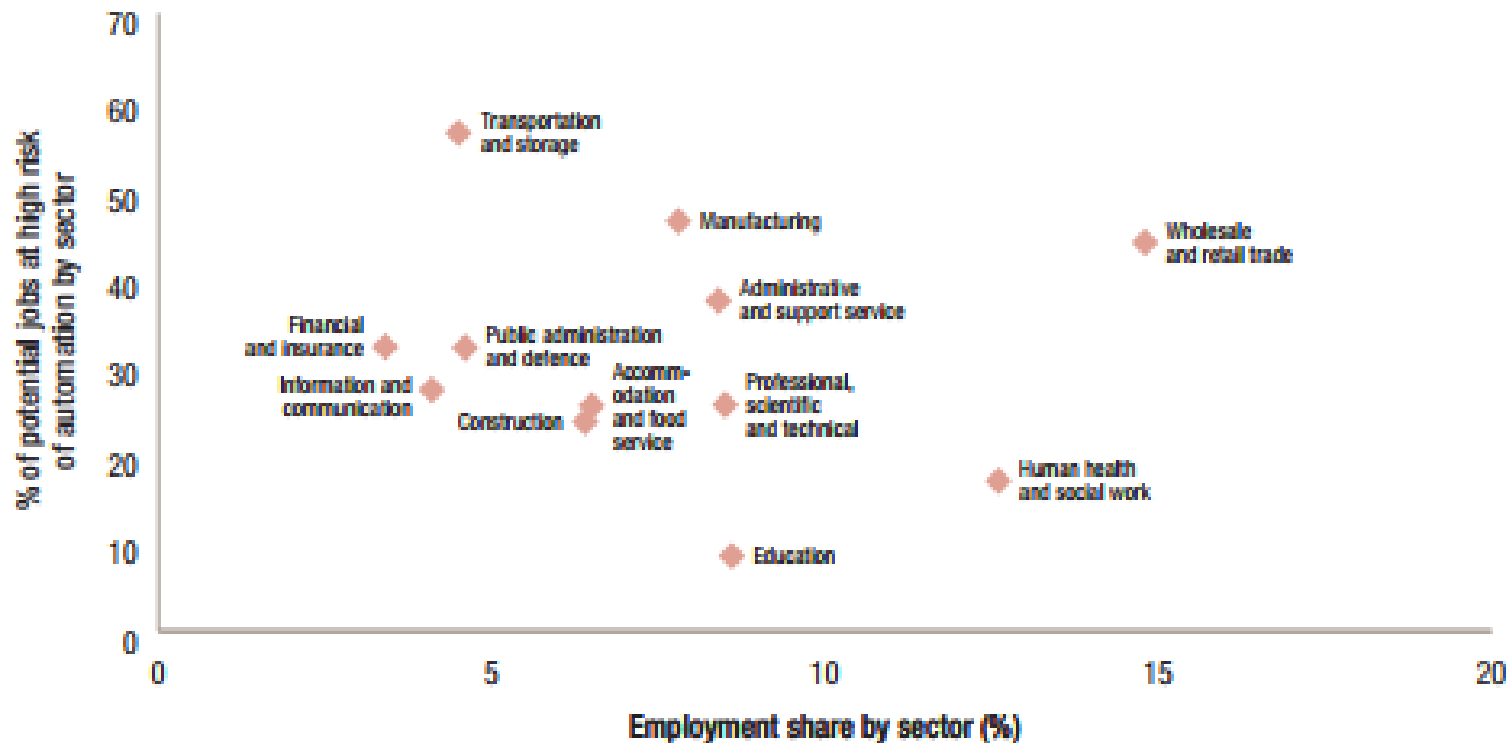
Figure 4.3 – Potential jobs at high risk of automation by UK industry sector



Sources: ONS; PIAAC data; PwC analysis

Which industry sectors could be at the greatest potential risk of automation ?

Figure 4.4 – Potential impact of job automation by UK industry sector



Sources: ONS; PIAAC data; PwC analysis

Making the future of work

‘decent’?

- Need to value *feminised* labour - paid AND unpaid.
- Focus on closing gender gap in STEM - both in education & employment.
- Improve quality of ‘bad’ jobs.
- Focus on reducing effect of jobs polarisation via creative labour adjustments. i.e. upskilling, training etc.
- Focus on ensuring women aren’t any more affected by jobs polarisation than men.
- Make secure flexible work.
- Robust social protections.
- Key role of unions & collective bargaining.