Women in the Economy & the Labour Market

ICTU Seminar, Liberty Hall
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Research for new economic policies

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

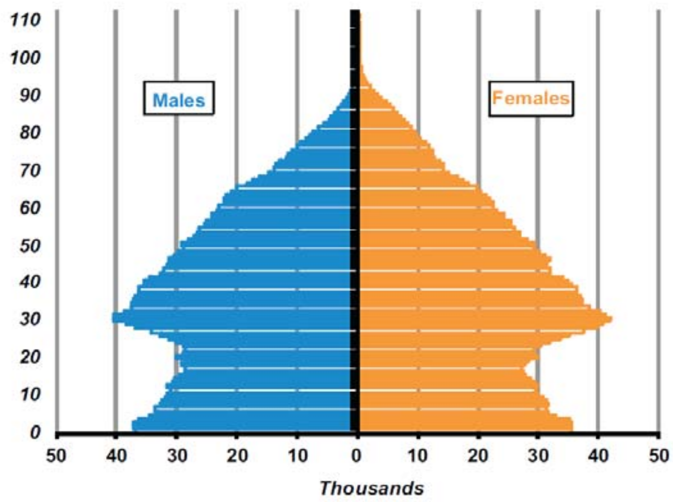
- **This morning**
  - First, a sweep of the evidence
  - North and South
  - Pull together a number of insights
  - Suggests a few questions and challenges
  - Not possible to look at everything…

2. Labour Market Trends

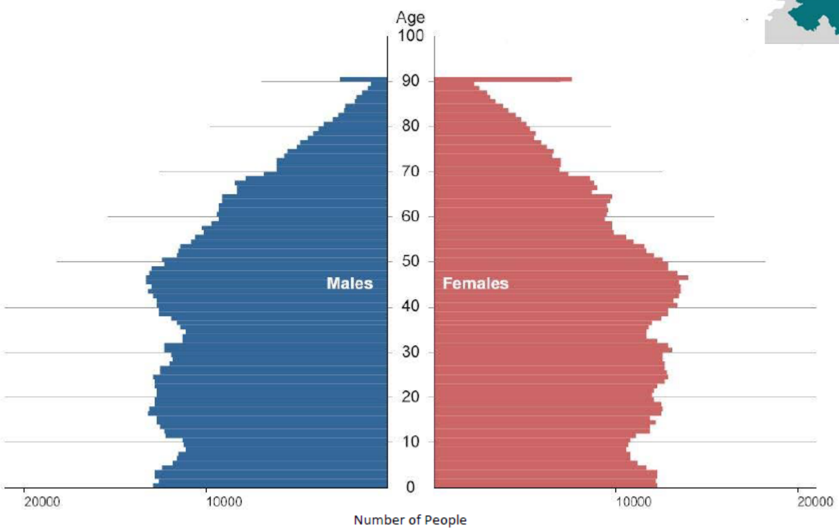
- **Starting with the Population**
  - A detailed look at every Census
  - Recent reports
  - More women than men: North and South

	Northern Ireland		Republic of Ireland	
	1911	2011	1911	2011
All	1,250,500	1,810,863	3,139,688	4,588,252
Males	-	887,323	-	2,272,699
Females	-	923,540	-	2,315,553

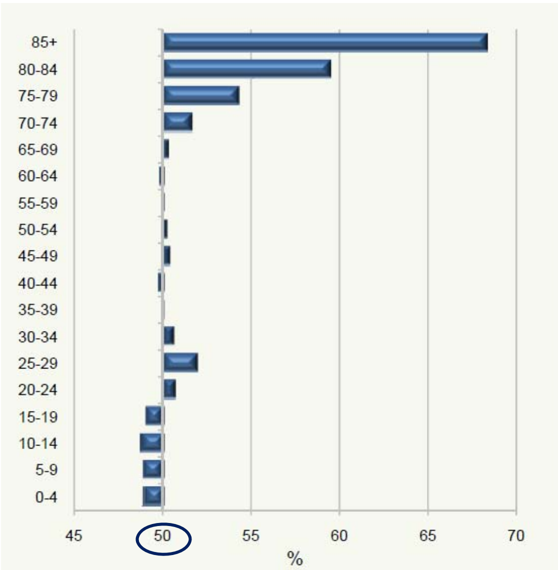
Population Pyramid – ROI (2011)



Population Pyramid – N. Irl (2011)



Women as % of the total pop. (ROI)

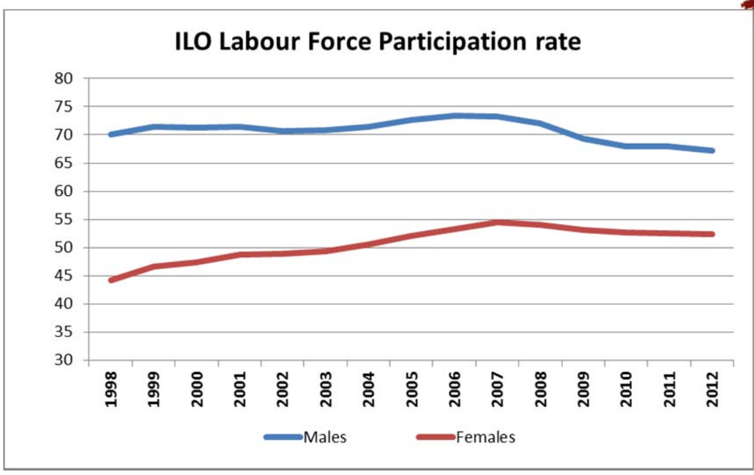


- **Economic activity rates**

  Employed + Unemployed

	N. Irl	ROI
Males	79%	80%
Females	66%	66%
Gender gap	**-13%**	**-14%**

Gender gap persists over time - ROI



3. Women and the Recession

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

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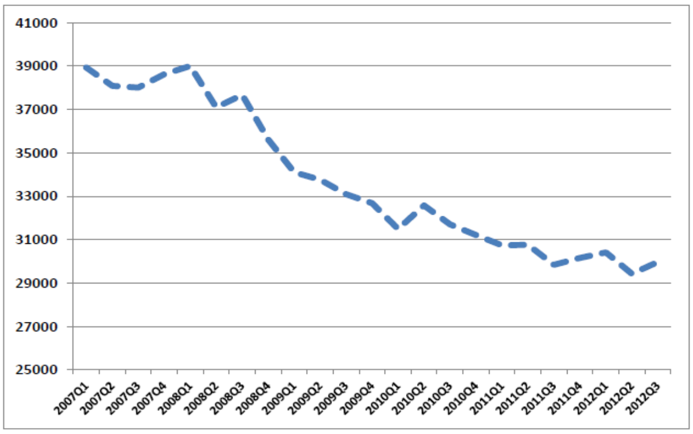
- **The Recession**

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

		2007	2008	2009	2010	2011
Total Employment	ROI	69.2	67.6	62.2	60.1	59.2
(% of Working Age Population)	NI	68.8	68.2	64.8	66.0	67.1
	UK	71.5	71.5	69.9	69.5	69.5
Unemployment	ROI	4.7	6.4	12.0	13.9	14.7
(% of labour force)	NI	4.1	4.6	6.3	6.9	7.3
	UK	5.3	5.6	7.6	7.8	8.0
GDP	ROI	5.4	-2.1	-5.5	-0. 8	1.4
(% volume change for each year)	NI*	3.0	-2.7	-5.1	0.4	n/a
	UK	3.6	-1.0	-4.0	1.8	0.8

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**
  - Household spending on day-to-day costs
  - Households investing
  - Government spending on day-to-day costs
  - Government investing
  - Companies spending on day-to-day costs
  - Companies investing
  - Tourism*

- **Domestic Demand North and South**
  - Household spending on day-to-day costs ↓ ↓
  - Households investing ↓ ↓
  - Government spending on day-to-day costs ↓ ↓
  - Government investing ↓ ↓
  - Companies spending on day-to-day costs ↓ ↓
  - Companies investing ↓ ↓
  - Tourism* ? ?

  - Driven by austerity and real adjustments
  - 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

NERI Working Paper Series

Responding to the Unemployment Crisis:
What Role for Active Labour Market Policies?

Micheál L. Collins

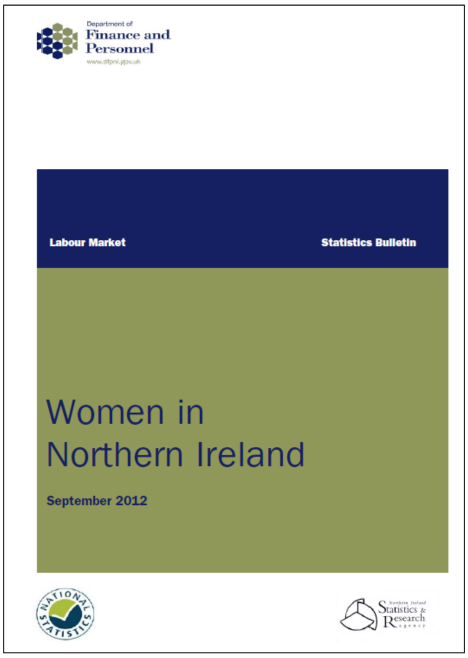
November 2012

NERI WP 2012/No 5

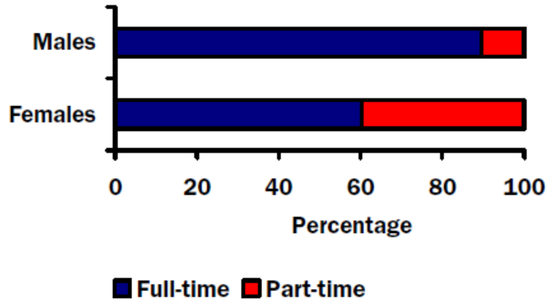
Table 2: Distribution of those Employed by hours worked, 2007-2012 (000s of individuals)

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

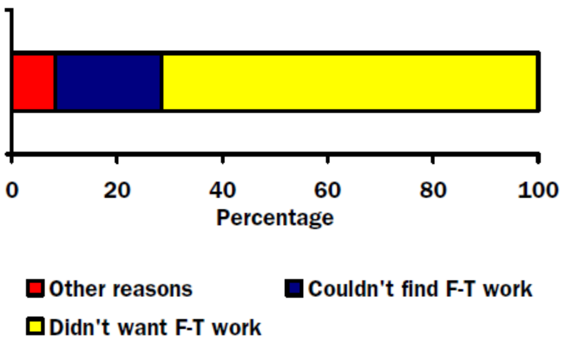
Source: CSO Quarterly National Household Survey online database.
Note: Small differences in row and column totals are due to data rounding



Full-time/Part-time split of Employees, April - June 2012
Figure 12



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



- **Women and Unemployment**
  - Unemployment = the lasting scare of this recession
  - The big impact has been on low-skilled males and those in the construction sector
  - But, some issues to note regarding women:

Figure 1: Ireland's U-Shaped Unemployment Curve, 1988-2012

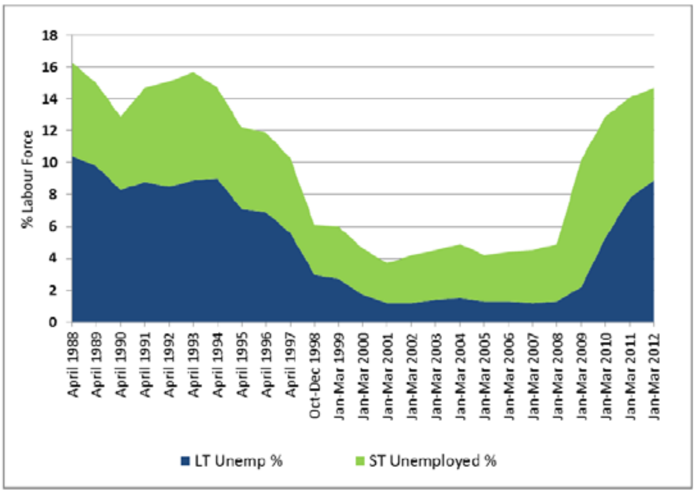
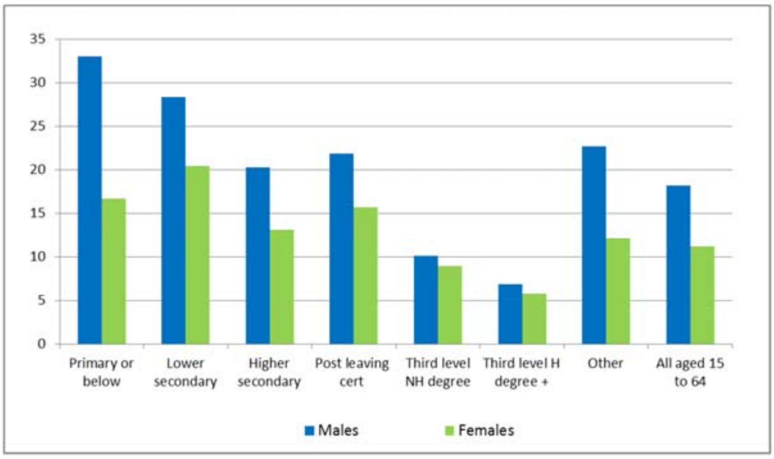


Figure 8: Unemployment Rates by Education Attainment and Gender, Q1 2012 (%)



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

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

	Q1 2007			Q1 2012			Change in percentage points		
	M	F	All	M	F	All	M	F	All
Early School Leavers aged 18-24	19	11	16	53	30	43	+34	+19	+27
Other persons aged 18-24	5	4	4	16	10	13	+11	+6	+9
Early School Leavers aged 25-65	5	3	4	20	6	14	+15	+3	+10
Other persons aged 25-65	3	2	2	12	7	9	+9	+5	+7

Source: CSO Quarterly National Household Survey online database (table S9b)
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

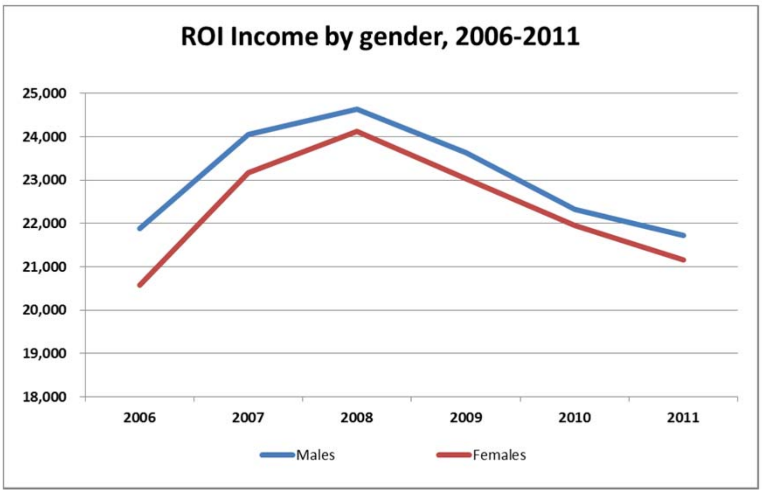


Table: Average Disposable Income for Males and Females, ROI 2006-2011

Year	Males	Females
2006	€21,882	€20,577
2007	€24,046	€23,172
2008	€24,640	€24,121
2009	€23,627	€23,029
2010	€22,324	€21,955
2011	€21,718	€21,167

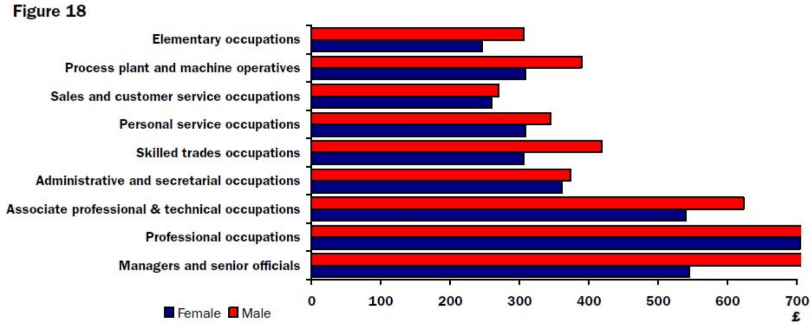
- ***The Gender Pay Gap***
  - Recent OECD Report (Dec 2012)
  - For countries
  - ROI first, NI to follow
  - Overall and then with children

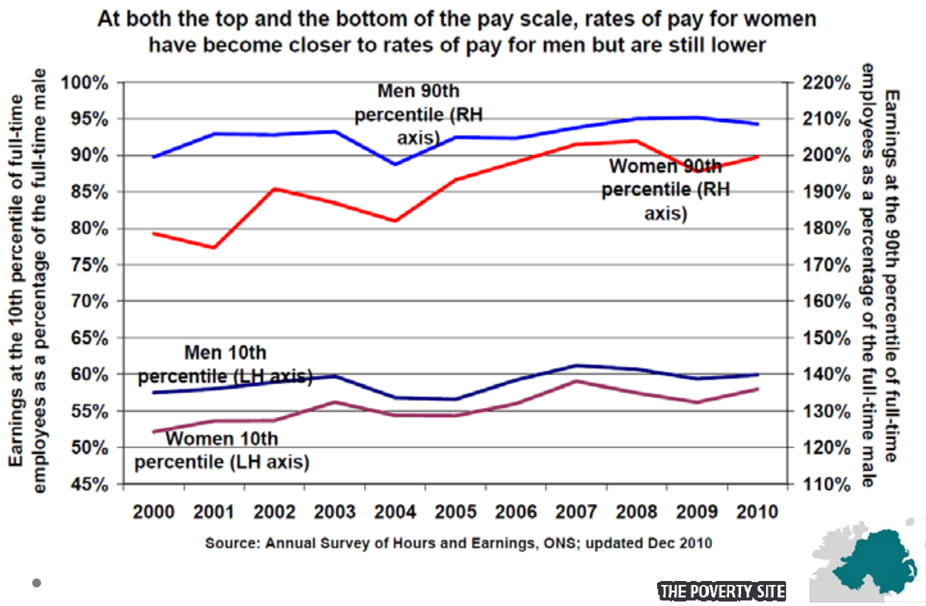
European Commission

- ‘***The High Price of Motherhood***’
  - o Gender pay gap by presence of children
  - o for 25 - 44 years old women
  - o Ireland = 14%

Median Gross Weekly Pay by Occupation

Average Full Time Gross weekly Earnings by Occupational group in NI, April 2011
Figure 18

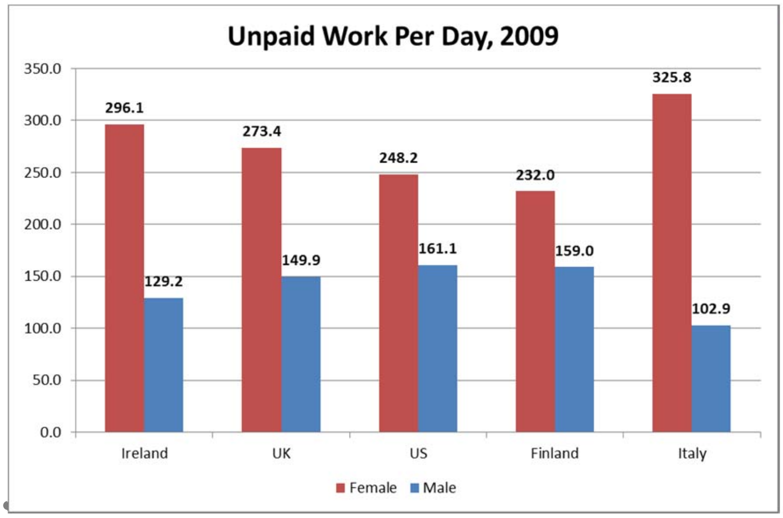




4. Women and Work

- OECD (2012) insight
  - 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.
  - Putting numbers on this:



NERI Working Paper Series

The Cost of Work:
Insights from Minimum Income Standards Research for Ireland

Micheál L. Collins, Bernadette Mac Mahon, Gráinne Weld and Robert Thornton.

May 2012

NERI WP 2012/No 3

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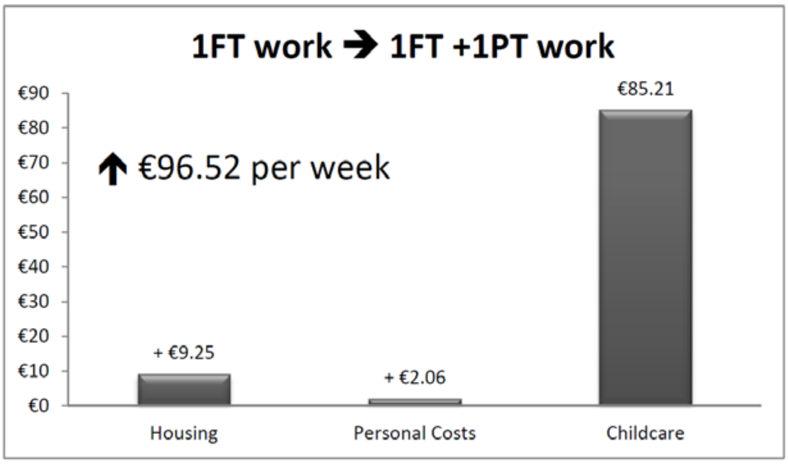
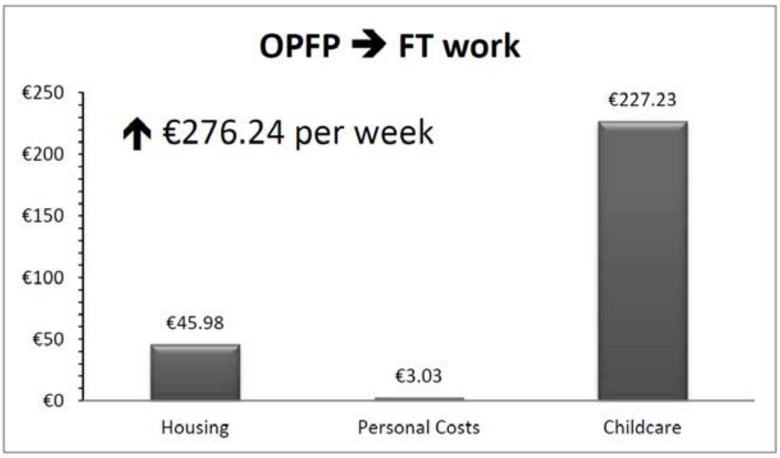
2 adult 2 child urban household



Single parent urban household (1 child)



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…

Current Living Wage

London £8.55

UK £7.45

Current minimum wage

UK £6.19

- **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

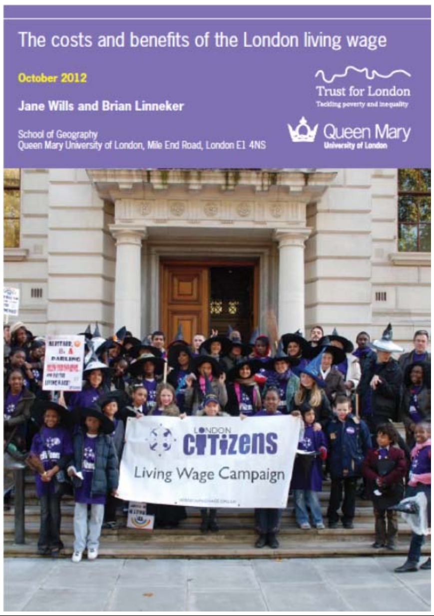
- Over 45,000 families have been lifted out of working poverty as a direct result of the Living Wage.

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 0-12years)
  - 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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