Gender effects of the crisis on labor market in six European countries

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I. Introduction

II. Trends on labor markets

III. Analysis of the crisis by industry and occupational sex segregation

IV. Concluding Remarks
I. Introduction

• **Starting point**: Men were particularly affected by unemployment during the crisis in most developed economies

⇒ an opportunity for gender equality and for strengthen women economic empowerment?

1. Gender effects of the crisis on employment?
2. Explanation of this gender effect…

• **Researches on gender analysis of crisis are scarce**

• **Data**:
  √ Data are available until 2009 for the main indicators, until 2010Q3 for some indicators (sources: OECD, Eurostat, Insee EE, ILO)
  √ No gendered statistics concerning wages and income by now.
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Trends on labor market (1/4)

Unemployment rate: difference between women and men

- France
- Germany
- Italy
- Spain
- Sweden
- United Kingdom

Source: OCDE
Trends on labor market (2/4)

Gender gap in the labor force participation rate

- Germany
- Spain
- France
- Italy
- Sweden
- United Kingdom

Years: 1998 to 2010
Trends on labor market (3/4)

Employment growth between 2008 Q1 and 2010 Q1: contributions of the different levels of education

- Tertiary education
- Upper secondary and post-secondary non-tertiary education
- Pre-primary, primary, and lower secondary education

Source: Eurostat
male employment has been much more affected by the recession than female employment

- decrease of the gender gap unemployment rate
- increase in female graduate employment
- stability of the gender gaps in part time work
- increase in older workers labor force participation
- young workers were the most affected by the crisis (Employment outlook, 2010, OECD).
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Why a gendered impact of the crisis?

✓ Women as flexible reserve of labor force

✓ Substitution hypothesis: during crisis « cheap labor force » is searched

✓ Occupational sex segregation hypothesis

✓ The secondary worker effect: during crisis if one partner lost his job, it is an incentive for the second one to increase her participation to the labor market (extensive or intensive labor supply)
All labor markets in developed economies are characterized by a occupational sex segregation:

- Women are over represented in social, education, care industries

- Men are over represented in manufacturing and construction industries
III. Crisis and occupational sex segregation (2/10)

Percentage of women in employment in different sectors, in 2008

- Industry
- Private services
- Public services

Countries: France, Germany, Italy, Spain, Sweden, United Kingdom
All labor market in developed economies are characterized by a occupational sex segregation:

- Women are over represented in social, education, care industries
- Men are over represented in manufacturing and construction industries

The labor force participation of women is positively linked to the occupational sex segregation of labor market
III. Crisis and occupational sex segregation (4/10)

Sex segregation indicator and female labour force participation rate in 2007

Source: ILO; calculation by authors
III. Crisis and occupational sex segregation (5/10)

→ the current crisis has affected manufacturing and construction industries where:

• Men are overrepresented

• Temporary employment is widespread (flexible labor force)

• Within services industries, the crisis has affected the sub-industries where men are over-represented
Variation of employment during the crisis by industry and according to the share of women in each industry in France.

III. Crisis and occupational sex segregation (6/10)

Source: Insee
Variation of employment during the crisis in the services industry according to the share of women in each industry in France.

III. Crisis and occupational sex segregation (7/10)

Source: Insee
III. Crisis and occupational sex segregation (8/10)

→ shift and share analysis of the variation of employment in order to distinguish inside the evolution of women's employment:

1. what is due to the change in employment inside each industries,

2. of what is due to the evolution of the share of women in each industries
III. Crisis and occupational sex segregation (9/10)

Shift and share analysis of the evolution of employment during the crisis in six European countries (2008-2009)

<table>
<thead>
<tr>
<th>Country</th>
<th>Effect of employment variation</th>
<th>Effect of the variation of the share of women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Germany</td>
<td>-9.05%</td>
<td></td>
</tr>
<tr>
<td>Spain</td>
<td>-8.00%</td>
<td></td>
</tr>
<tr>
<td>France</td>
<td>-6.00%</td>
<td></td>
</tr>
<tr>
<td>Italy</td>
<td>-4.00%</td>
<td></td>
</tr>
<tr>
<td>Sweden</td>
<td>0.00%</td>
<td></td>
</tr>
<tr>
<td>Germany</td>
<td>2.00%</td>
<td></td>
</tr>
</tbody>
</table>

Source: Eurostat
Conclusions of the shift and share analysis:

- The effect of the change in the distribution of women by industries is low.

- The variation of employment by industries explains much of the variation in female employment.

→ The occupational sex segregation of the labor market explains most of the gender impact of the current crisis on employment.
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IV. Concluding remarks

✔ Male employment is more sensitive to economic shocks than women’s one

✔ Women are stuck in a second labor market

→ 2\textsuperscript{nd} round of the crisis with the austerity plan