



PRESAGE

Programme de Recherche et d'Enseignement
des SAvoirs sur Le GENre



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.



I. Introduction

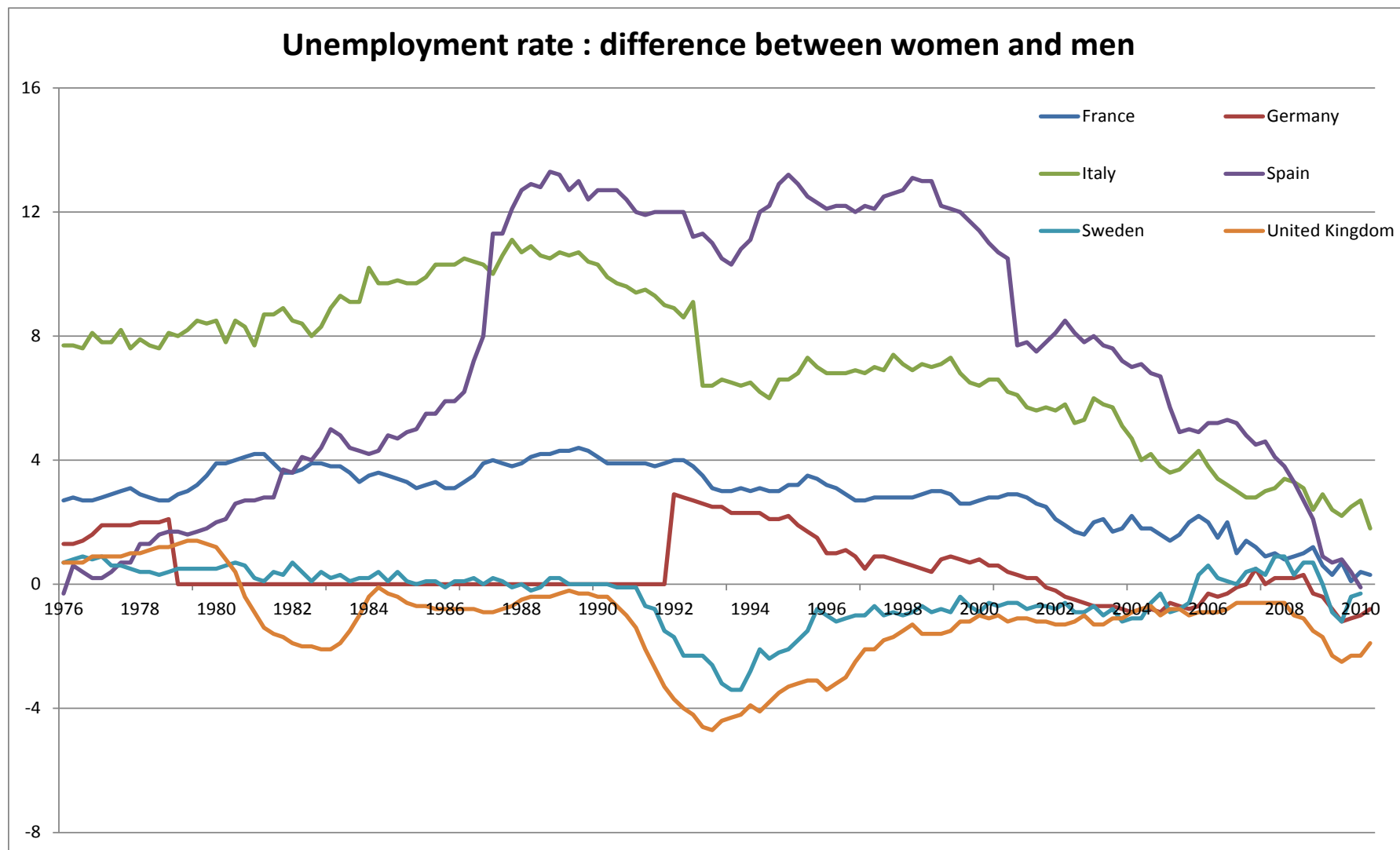
II. Trends on labor markets

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

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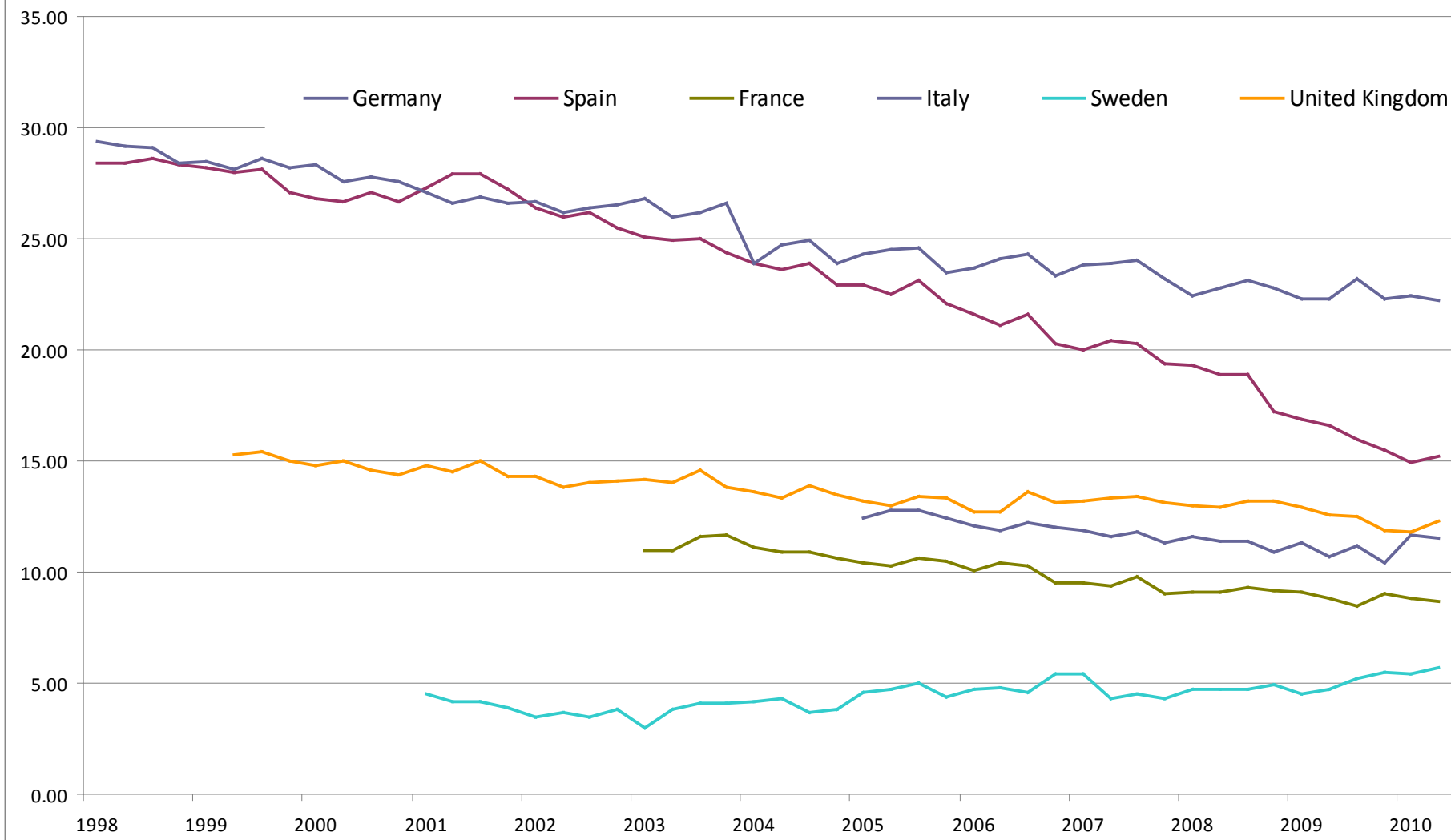
Trends on labor market (1/4)





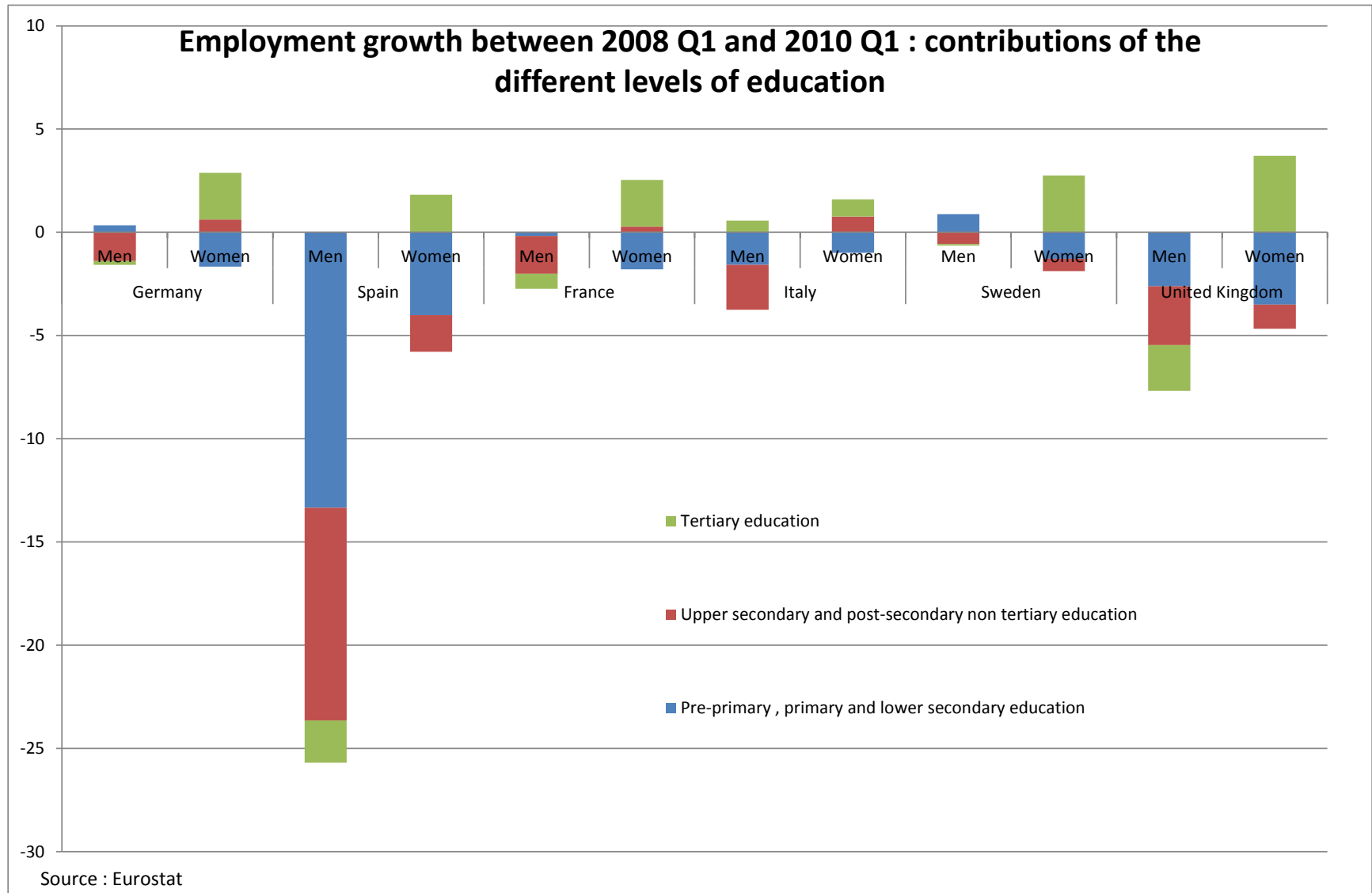
Trends on labor market (2/4)

Gender gap in the labor force participation rate





Trends on labor market (3/4)





II. Trends on labor market (4/4)

- 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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III. Crisis and occupational sex segregation (1/2)

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 partners lost his job, it is an incentive for the second one to increase her participation to the labor market (extensive or intensive labor supply)



III. Crisis and occupational sex segregation (1/10)

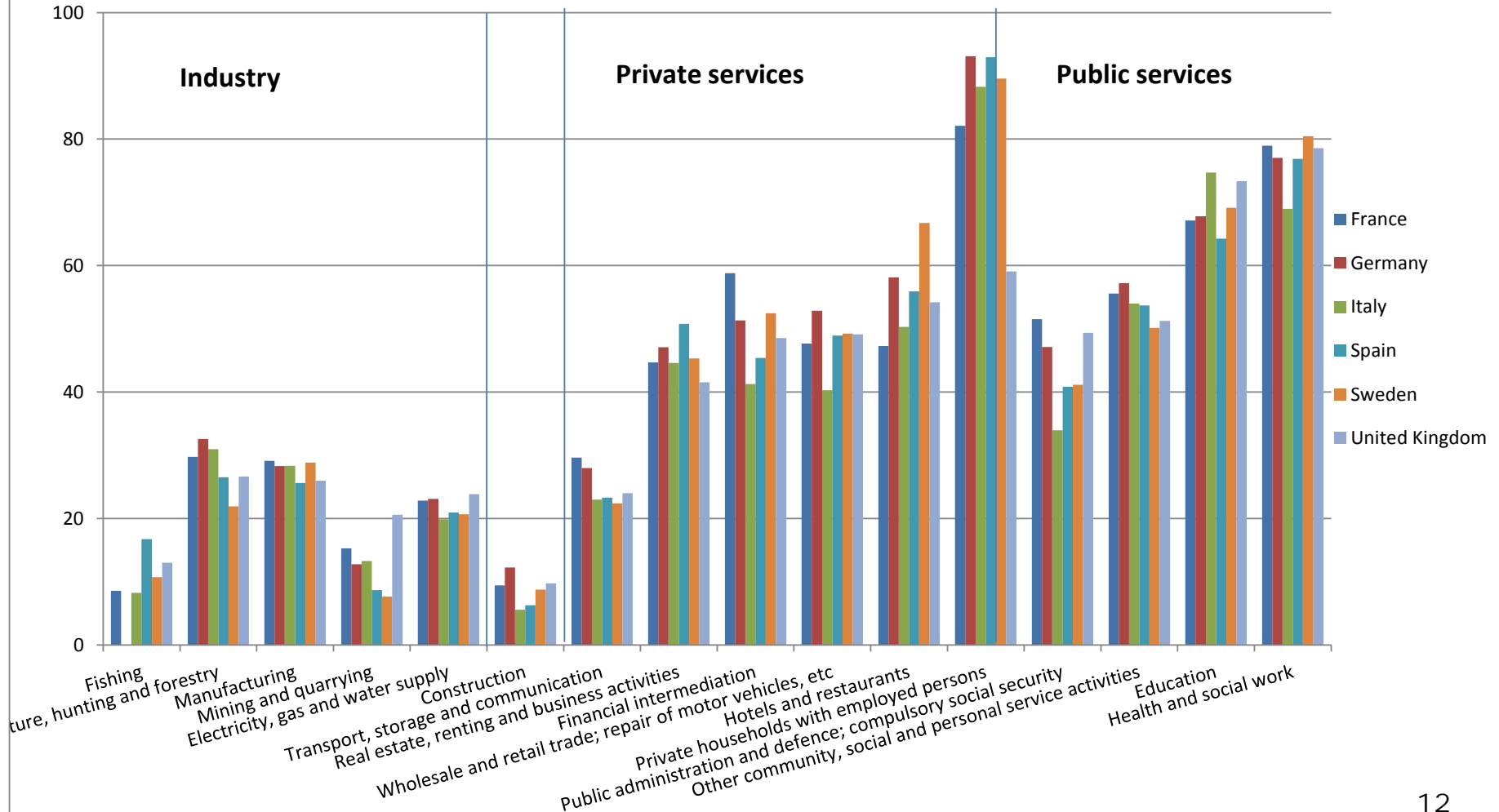
All labor markets in developed economies are characterized by a occupational sex segregation :

- 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





III. Crisis and occupational sex segregation (3/10)

→ All labor market in developed economies are characterized by a occupational sex segregation :

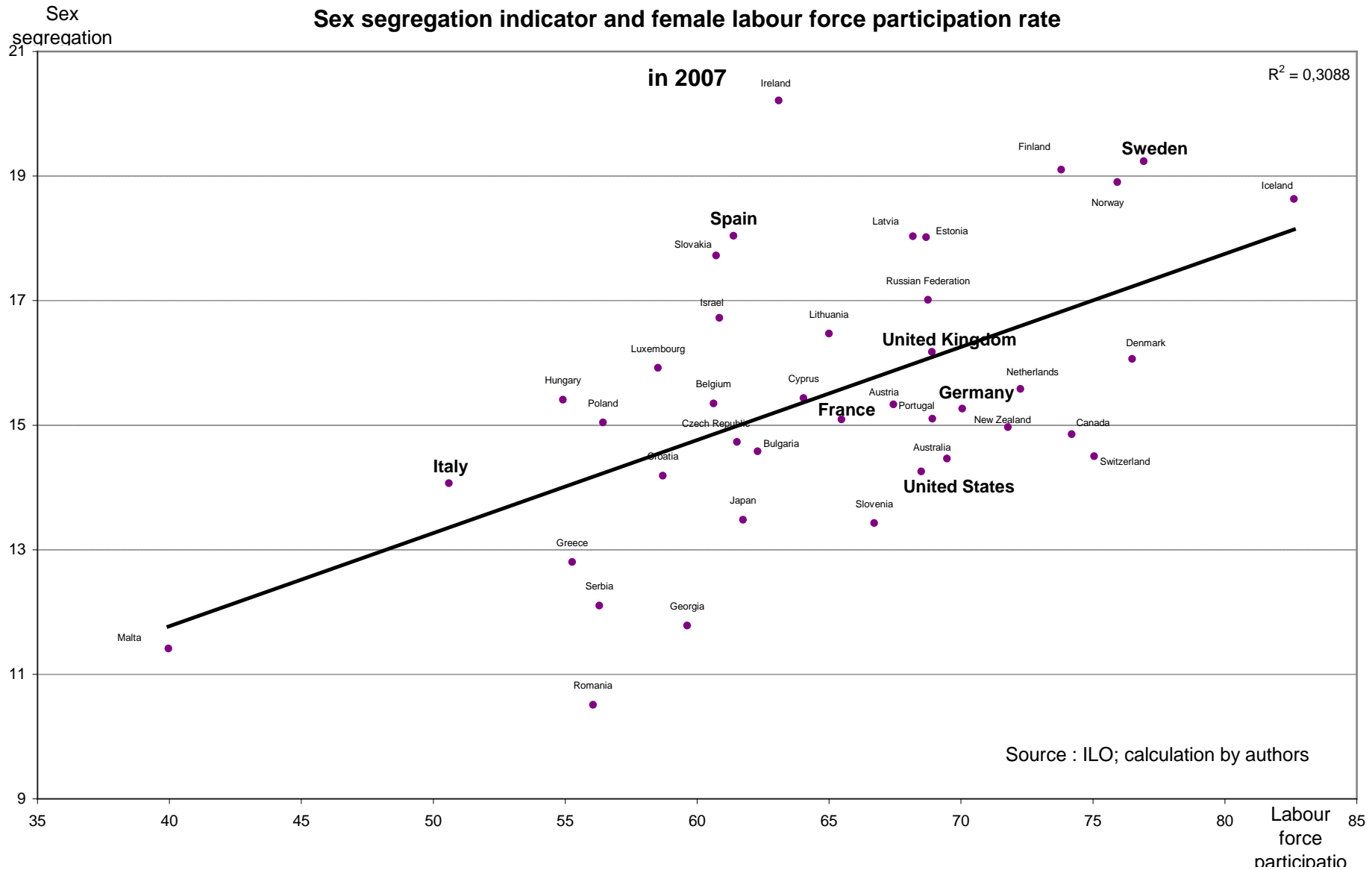
- Women are over represented in social, education, care industries
- Men are over represented in manufacturing and construction industries

→ 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





III. Crisis and occupational sex segregation (5/10)

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

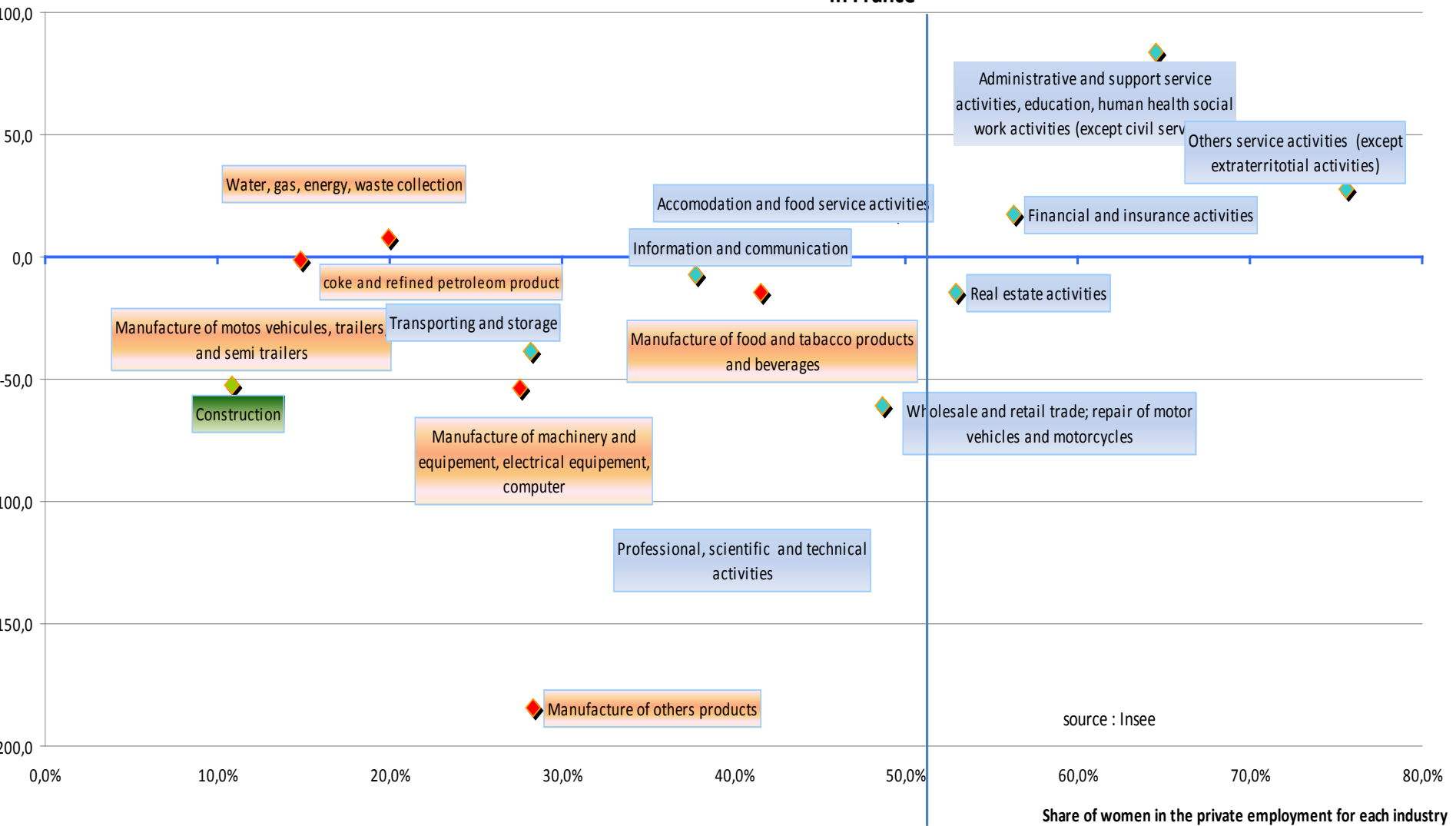
- Men are overrepresented
- Temporary employment is widespread (flexible labor force)
- Within services industries, the crisis has affected the sub-industries where men are over-represented



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

Variation of employment between Q1-2008 and Q2-2010 (in thousand)

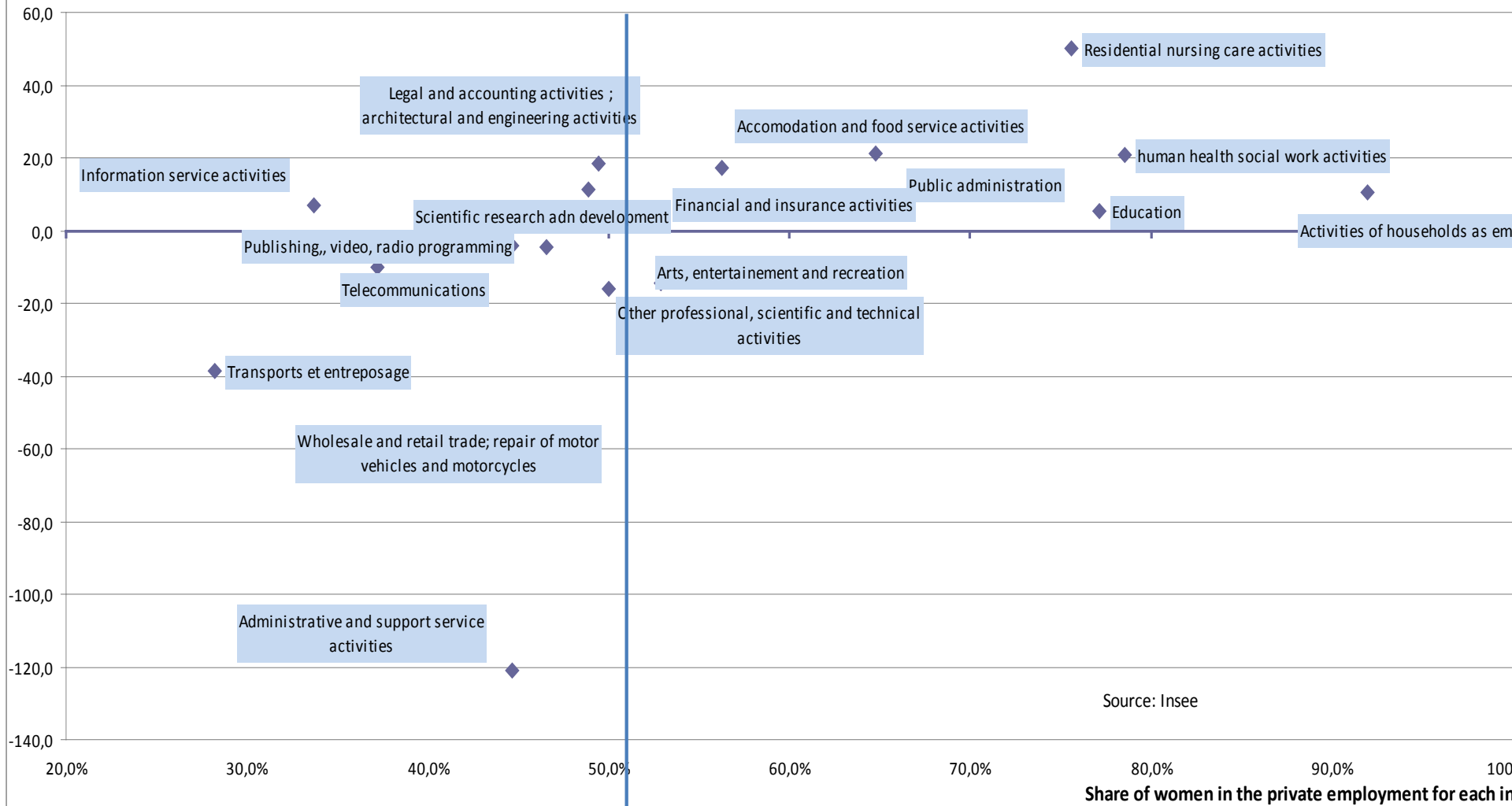
Variation of employment during the crisis by industry et according to the share of women in each industry in France





Variation of employment between Q1-2008 and Q2-2010 (in thousand)

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 (8/10)

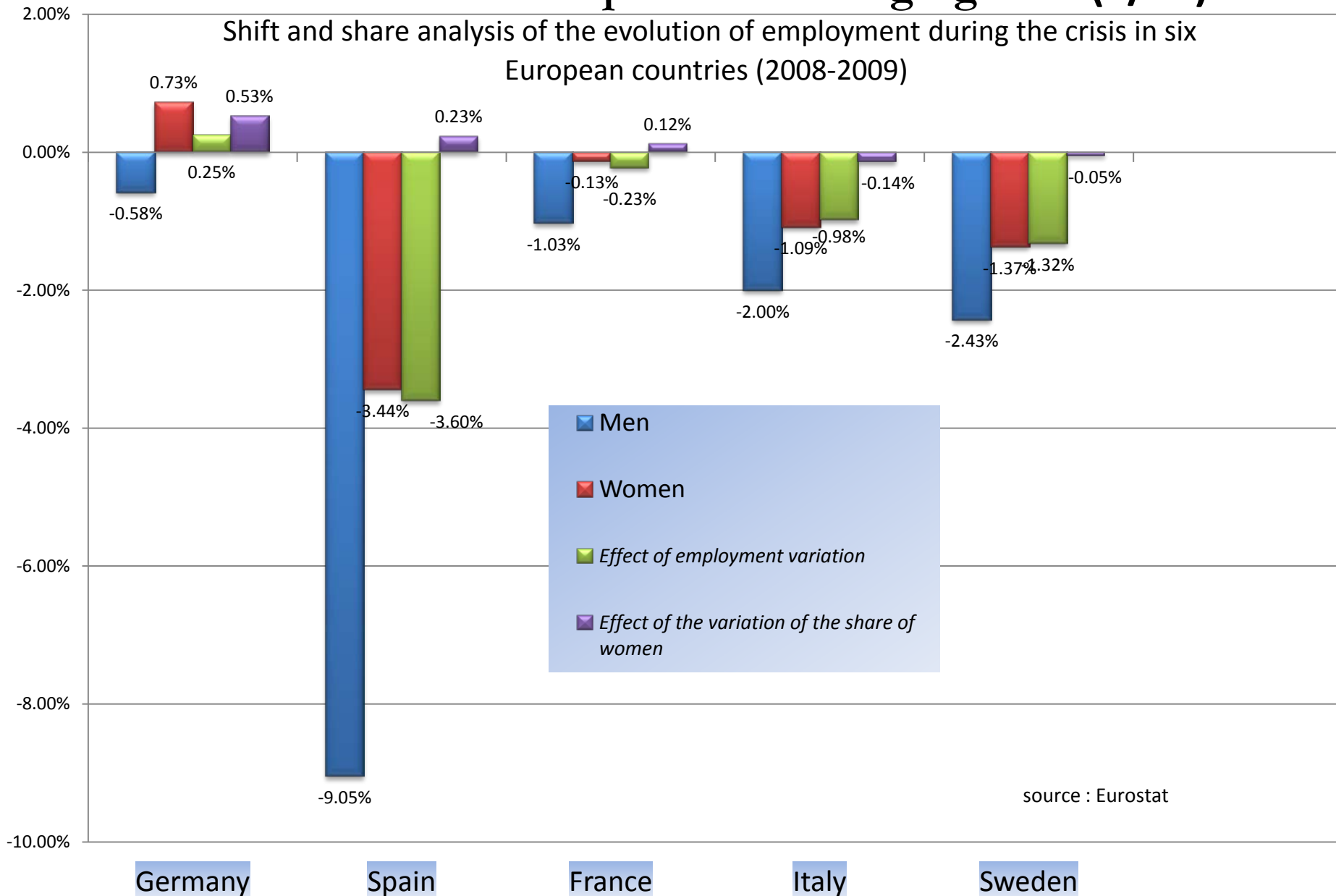
→ shift and share analysis of the variation of employment in order to distinguish inside the evolution of women's employment :

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)



source : Eurostat



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

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
 - 2nd round of the crisis with the austerity plan