



EVROPSKÁ UNIE
Evropské strukturální a investiční fondy
Operační program Výzkum, vývoj a vzdělávání

MŠMT
MINISTERSTVO ŠKOLSTVÍ,
MLÁDEŽE A TĚLOVÝCHOVY

Gender Gaps in Labor Market: Stylized Facts

Economics and Gender
LECTURE 1

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Long-term trends in
gender gaps in labor
market

Global trends in gender gaps

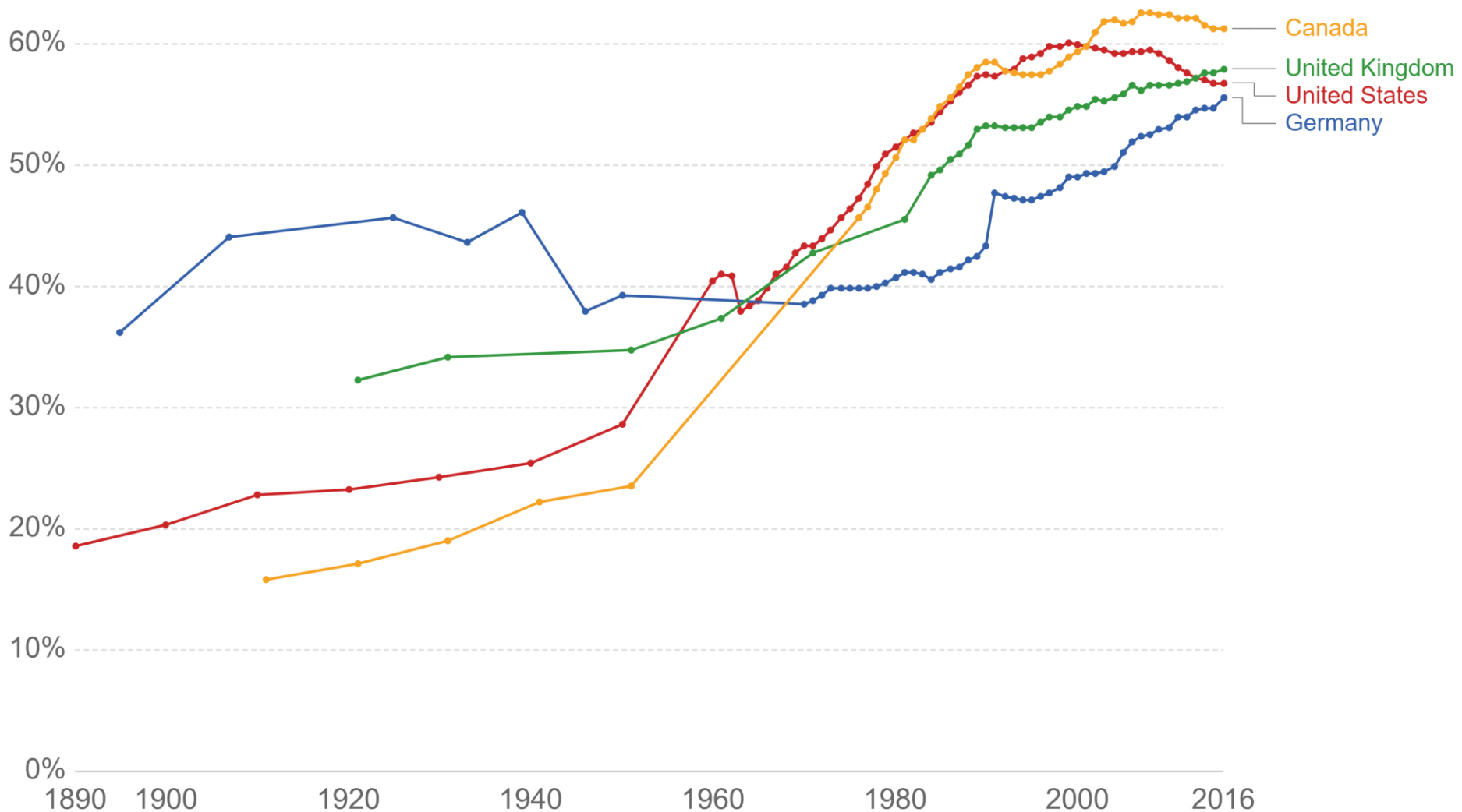
- Educational gender gaps substantially narrowed
- Far less improvement in gender employment gap – but progress
- Gender job segregation has improved, but only slightly

Labor market participation of men and women

- Long-term trends:
 - Increasing labor force participation of women, mostly among married women
 - Decreasing or stagnating hours of work among working women
- Large regional differences in the ratio of female-male labor force participation
 - These difference are very persistent

Long-run perspective on female labor force participation rates

Proportion of the female population ages 15 and over that is economically active. Data is available for OECD member countries, as well as for non-member countries publishing statistics in OECD.stats.



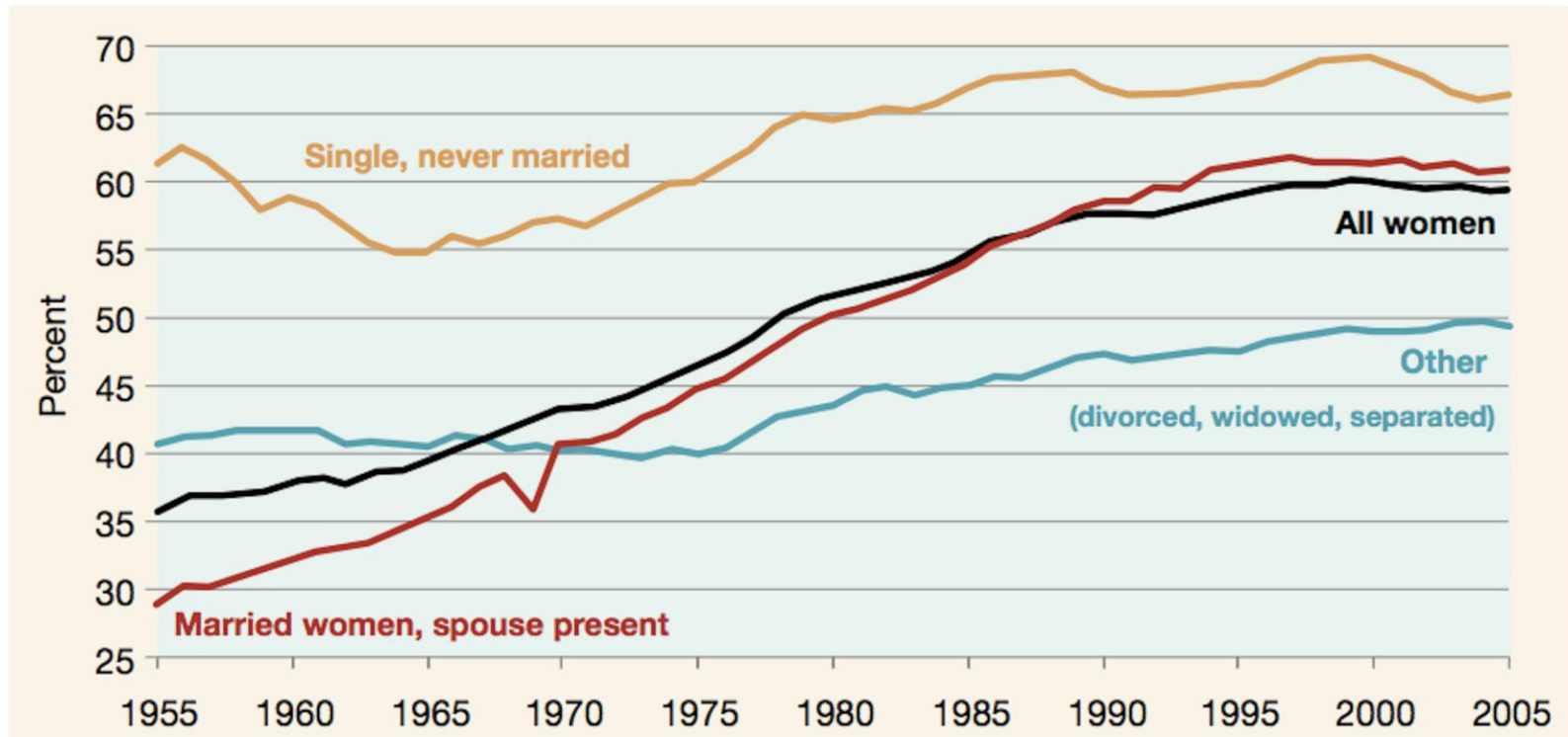
Source: Our World In Data based on OECD (2017) and Long (1958)

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Note: For some observations prior to 1960, the participation rate is taken with respect to the female population 14 and over. See sources for details.

Long-term trends in U.S. female employment by marital status

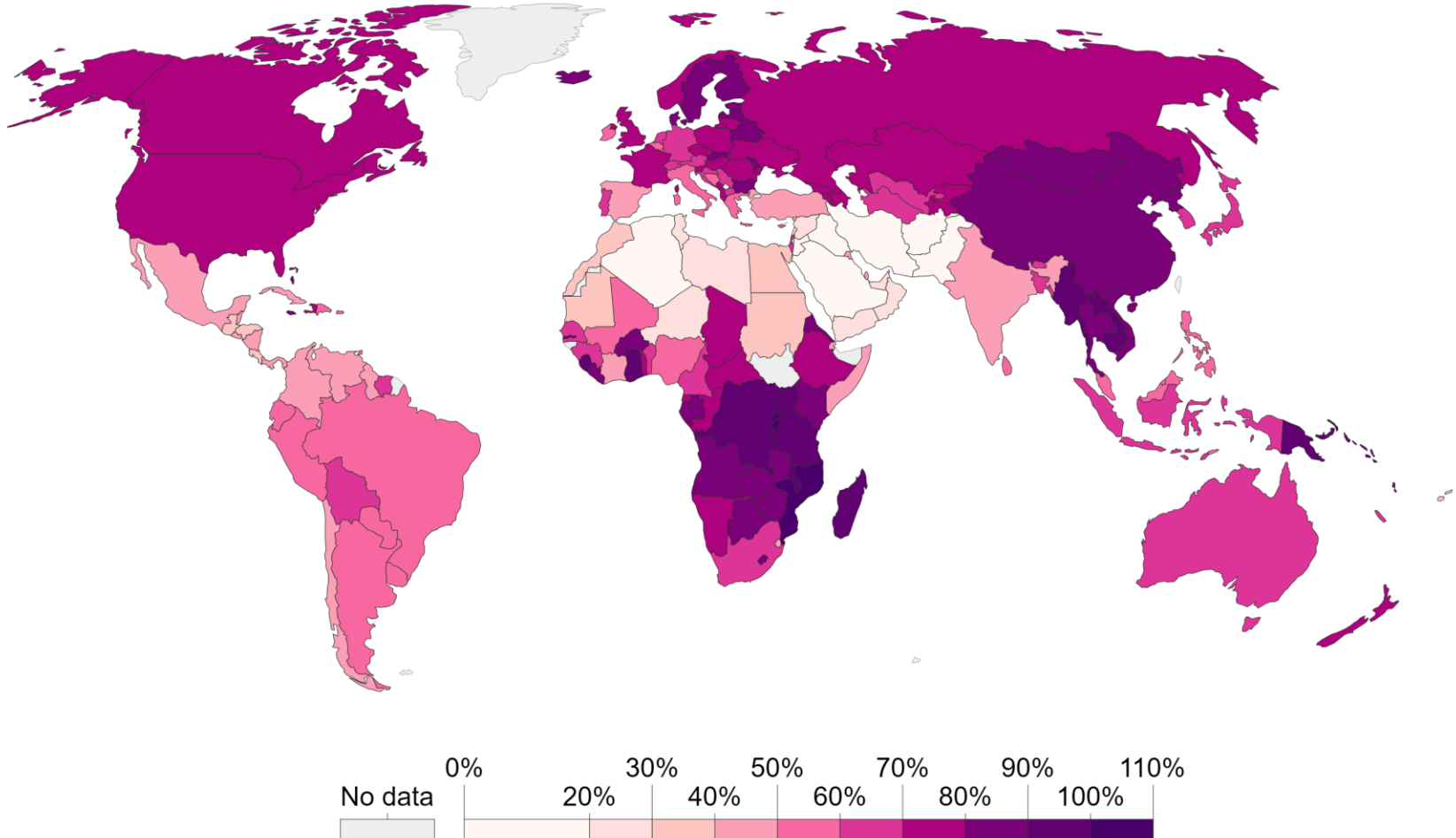
Labor Force Participation of Women in the USA, 1955-2005



Data source: Data from 1955 to 1975 come from the US Census Bureau, Statistical Abstract of the United States, 2003. Data from 1976 to 2005 come from the Bureau of Labor Statistics

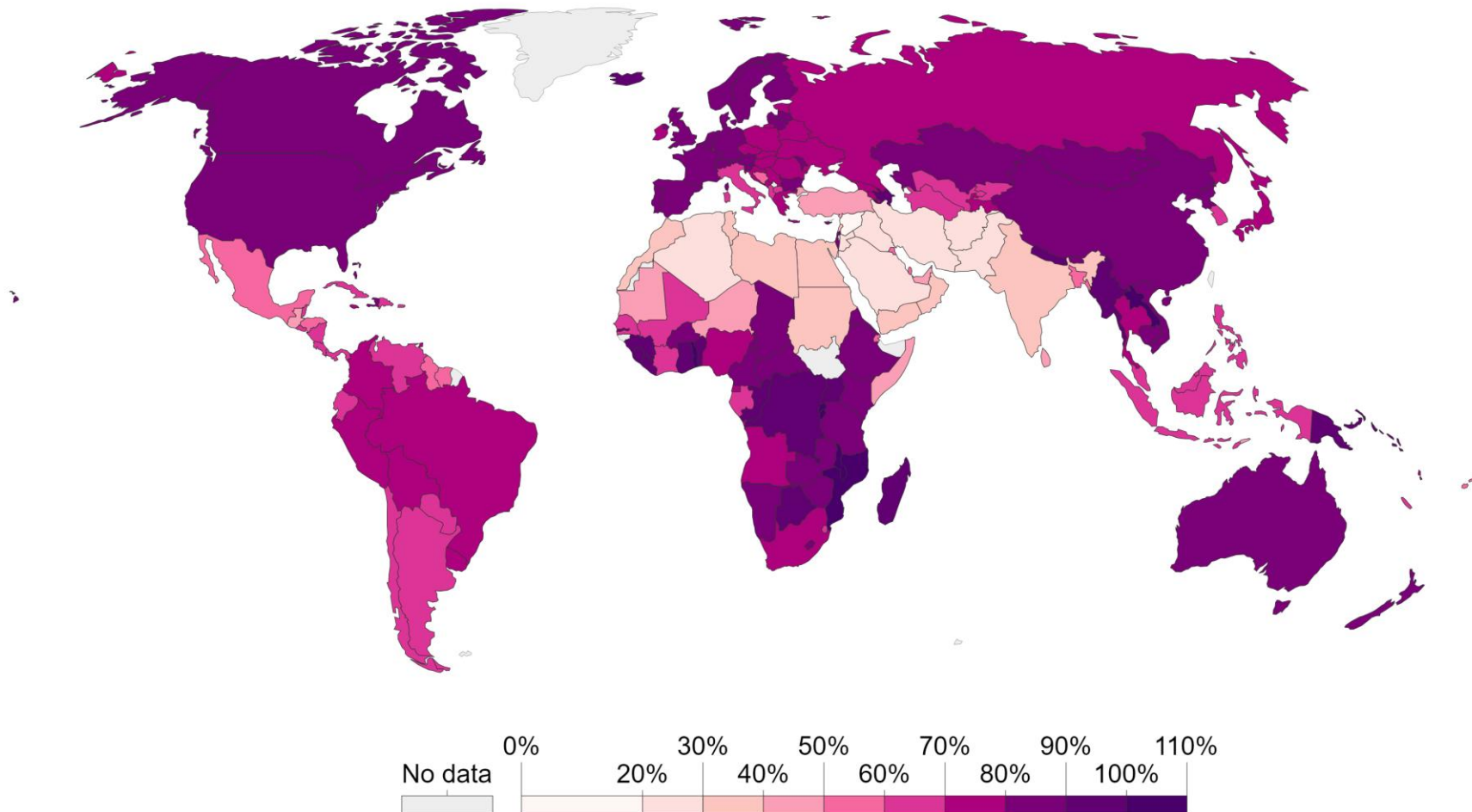
Ratio of female to male labor force participation rates (%), 1990

The female-to-male ratio of labor force participation rates is calculated by dividing the labor force participation rate among women, by the corresponding rate for men. The labor force participation rate is defined as the proportion of the population ages 15+ that is economically active. All figures correspond to 'modeled ILO estimates' (see source for details).



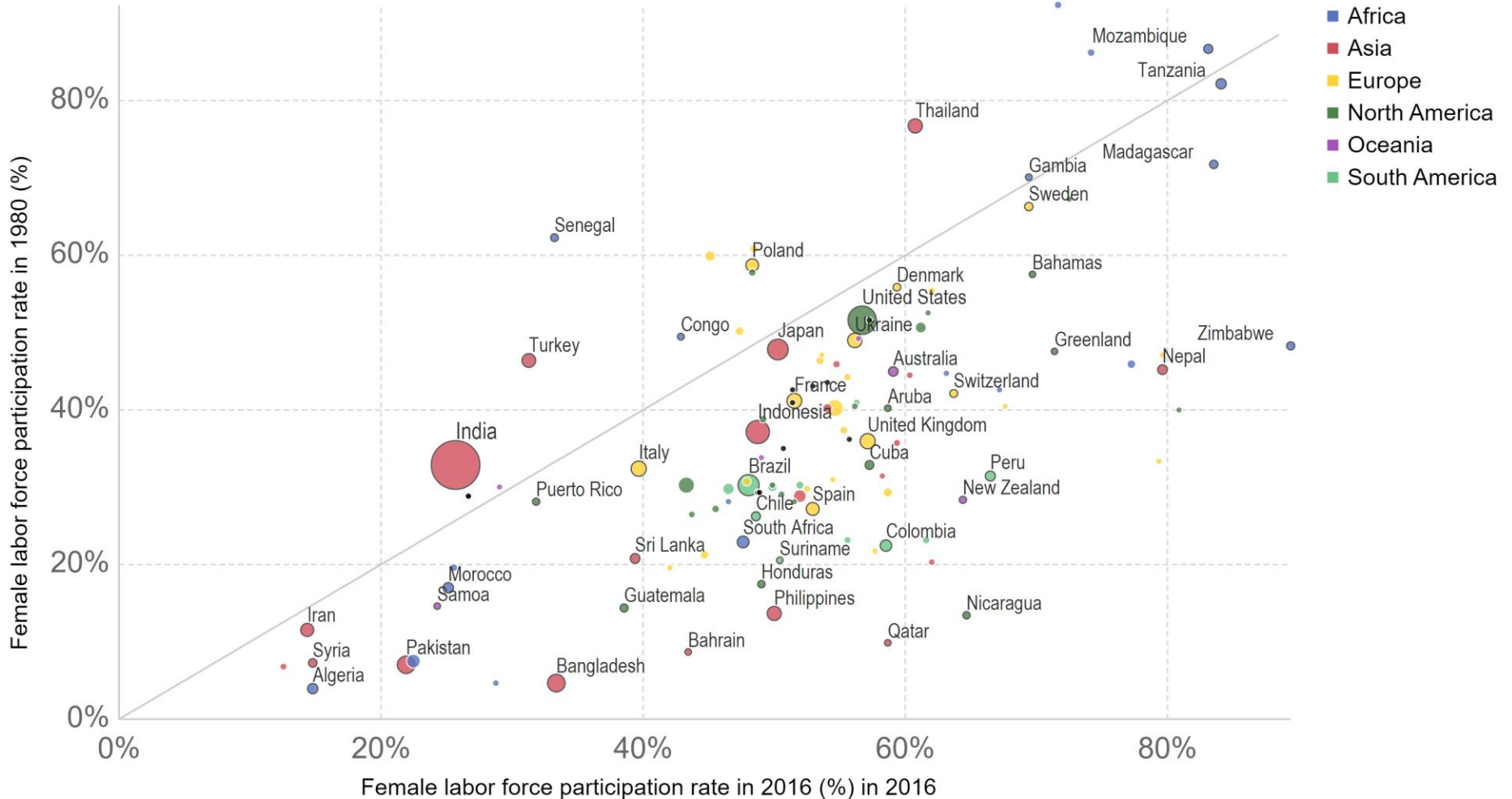
Ratio of female to male labor force participation rates (%), 2016

The female-to-male ratio of labor force participation rates is calculated by dividing the labor force participation rate among women, by the corresponding rate for men. The labor force participation rate is defined as the proportion of the population ages 15+ that is economically active. All figures correspond to 'modeled ILO estimates' (see source for details).



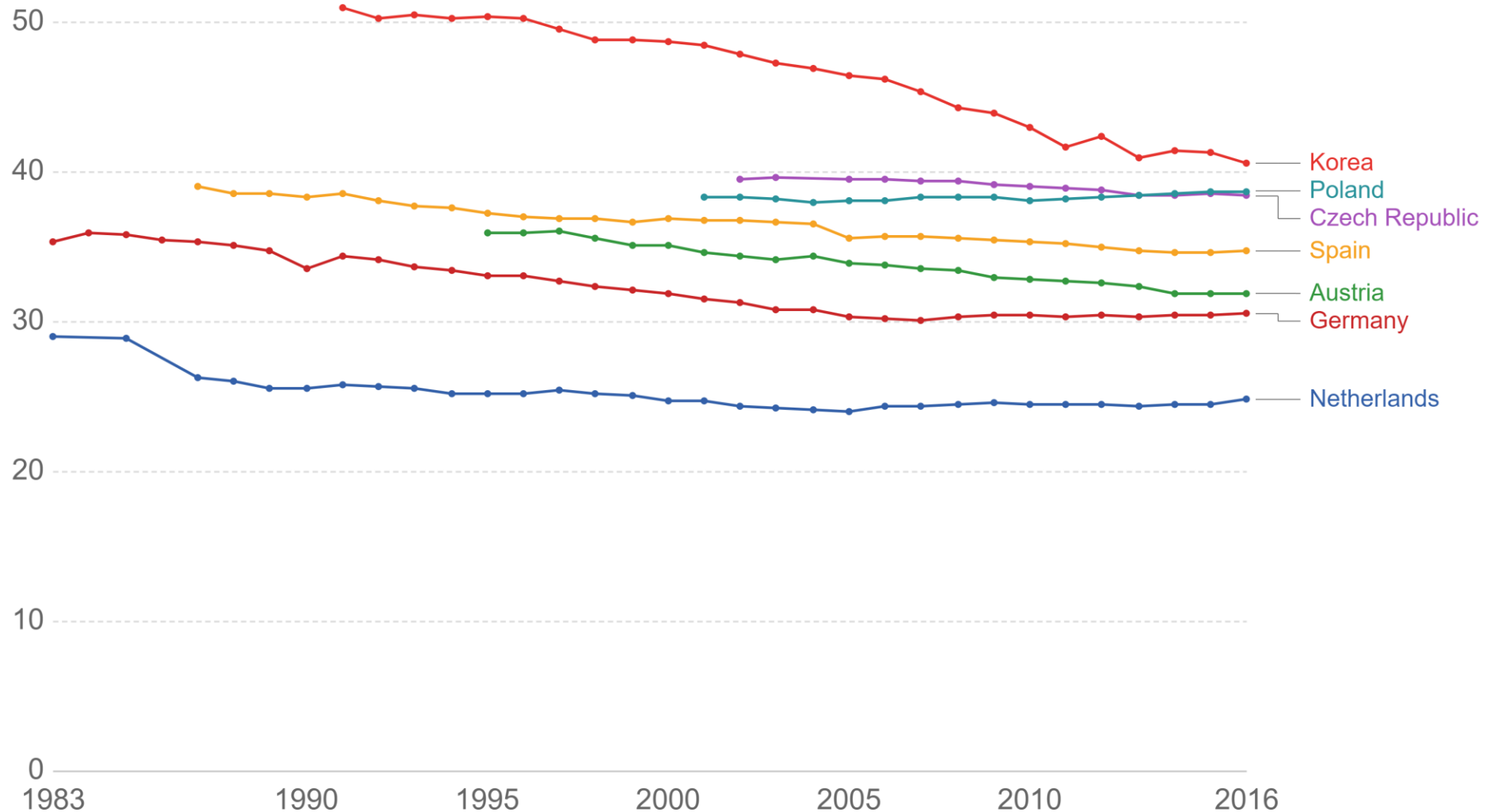
Female labor force participation rates, 2016 vs 1980

Shown is the labor force participation rate for women in 2016 (horizontal axis) and in 1980 (vertical axis). The female labor force participation rate corresponds to the proportion of the female population ages 15 and older that is economically active. All figures correspond to national estimates, without ILO corrections (see limitations and exceptions in the sources)



Average usual weekly hours worked, women 15 years and older

Average usual weekly hours worked on the main job, for women ages 15+. Estimates correspond to total declared employment. This includes part-time and full-time employment, as well as self-employment and dependent employment.



Source: OECD Labor Force Statistics (2017)

What drives these labor market changes?

- Changing family structures
 - Fewer marriages, more divorces
 - More childless adults (men and women, mostly highly educated)
 - More single-parent families, overwhelmingly headed by women
 - Big decreases in average family size
 - Increase in average age at marriage and average age at first child (for the highly educated)

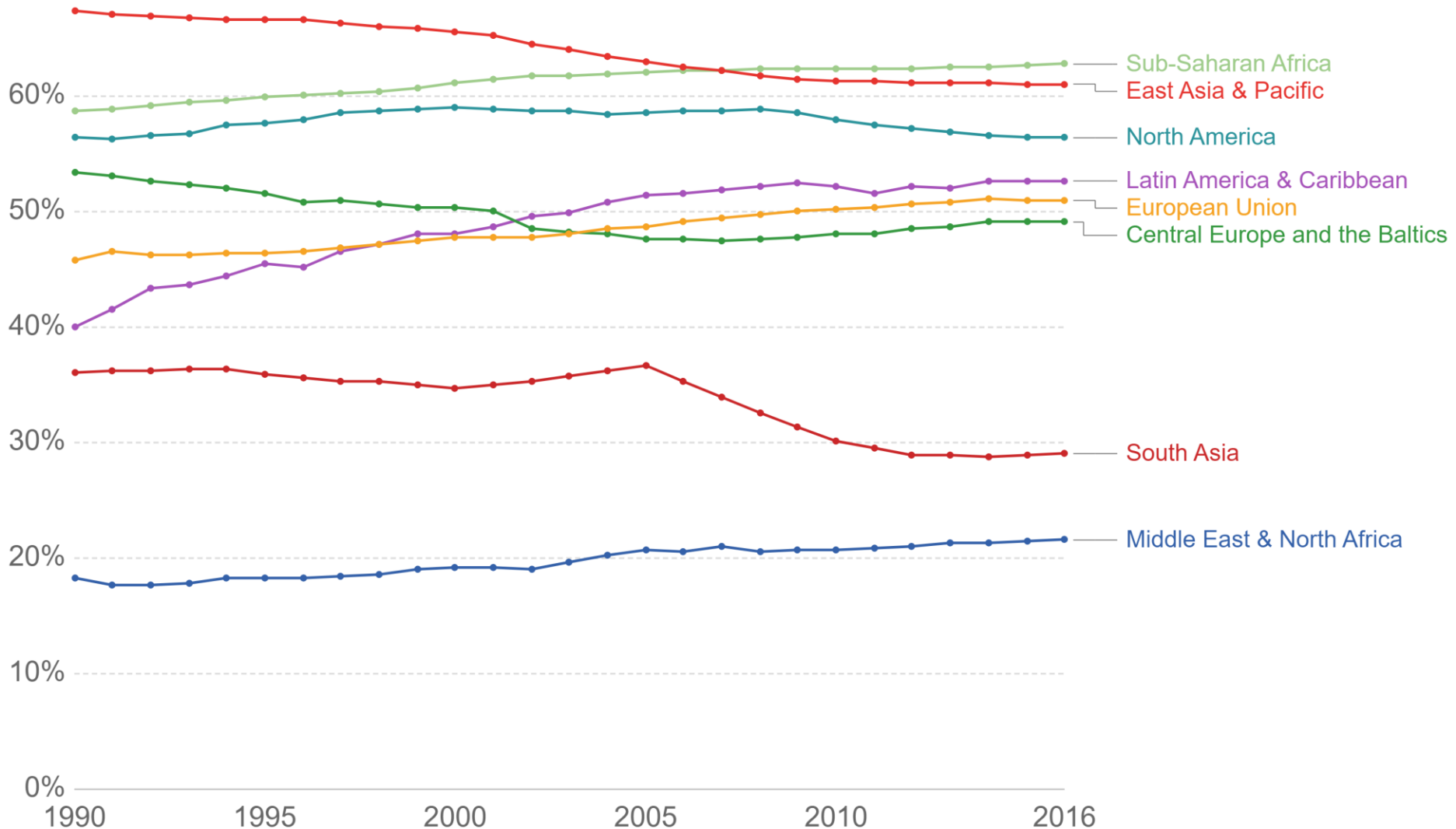
Recent development in
the labor market

Recent development in the labor market

- In advanced economies of Southern/Western Europe
 - Major increases in female labour market participation (most striking for married women, upper and upper-middle income women, older women)
 - Labor force participation (slightly) decreasing for men
 - Huge increase in part-time employment among women (mostly those with children)
- In transition economies of Eastern and Central Europe
 - Decrease in female labor force participation with some improvement in the last decade
 - Very low share of part time jobs, not increasing over time

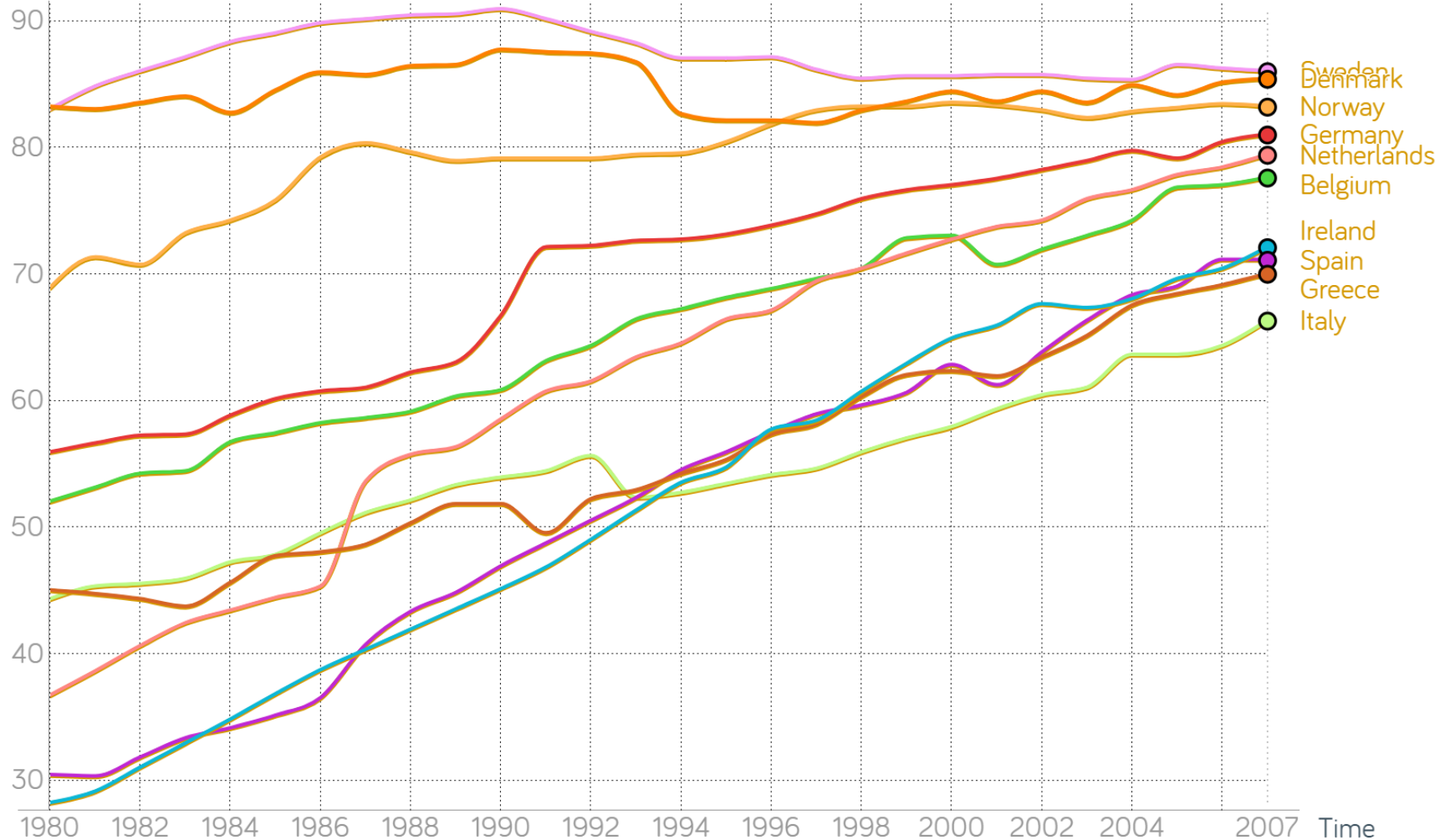
Female labor force participation rates

Labor force participation rate is the proportion of the population ages 15 and older that is economically active. All figures correspond to 'modeled ILO estimates' (see source for details).



Evolution in Europe: Advanced economies

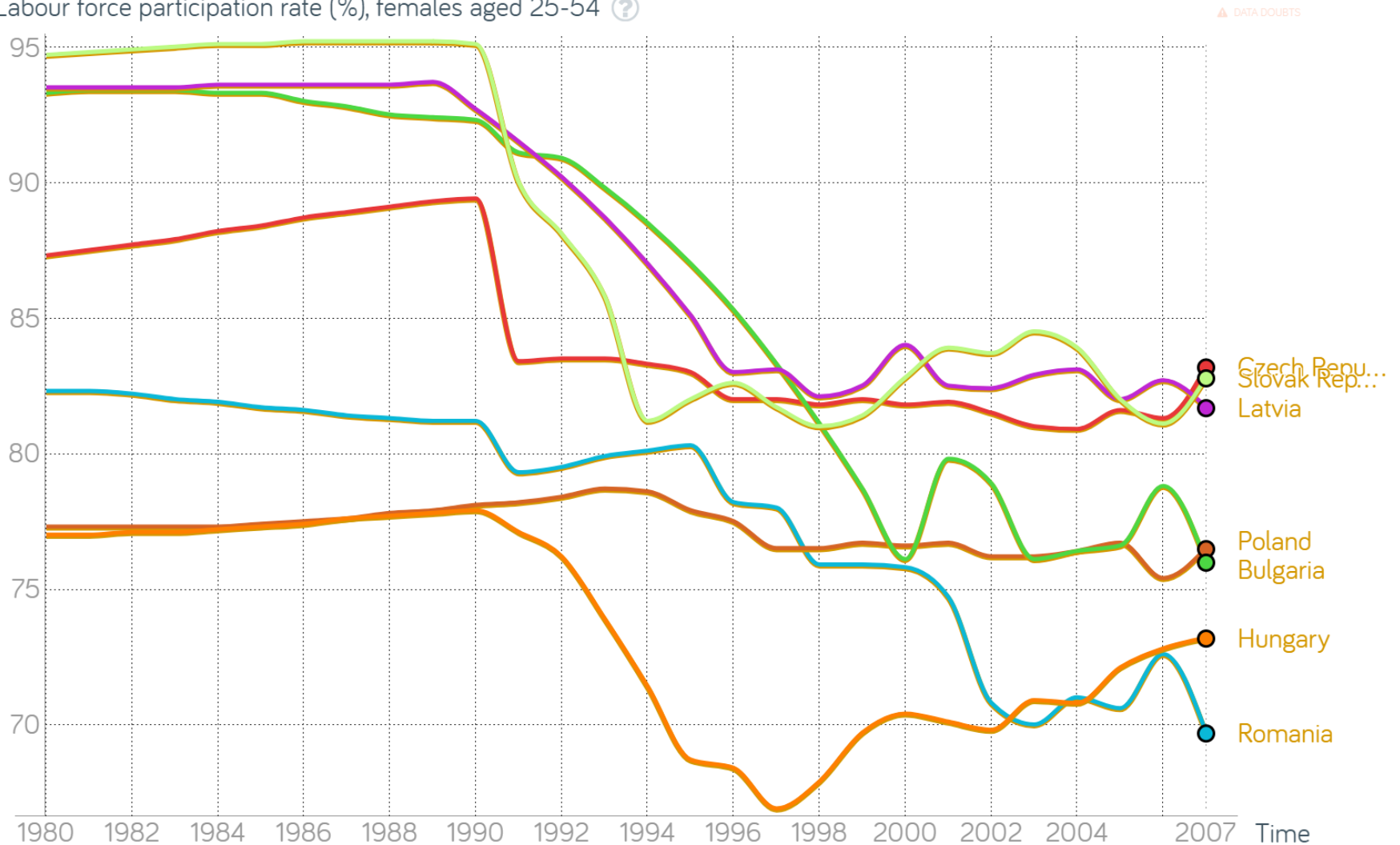
Labour force participation rate (%), females aged 25-54 



Source: Gapminder, data by ILO, <https://www.gapminder.org/data/>

Evolution in Europe: Transition economies

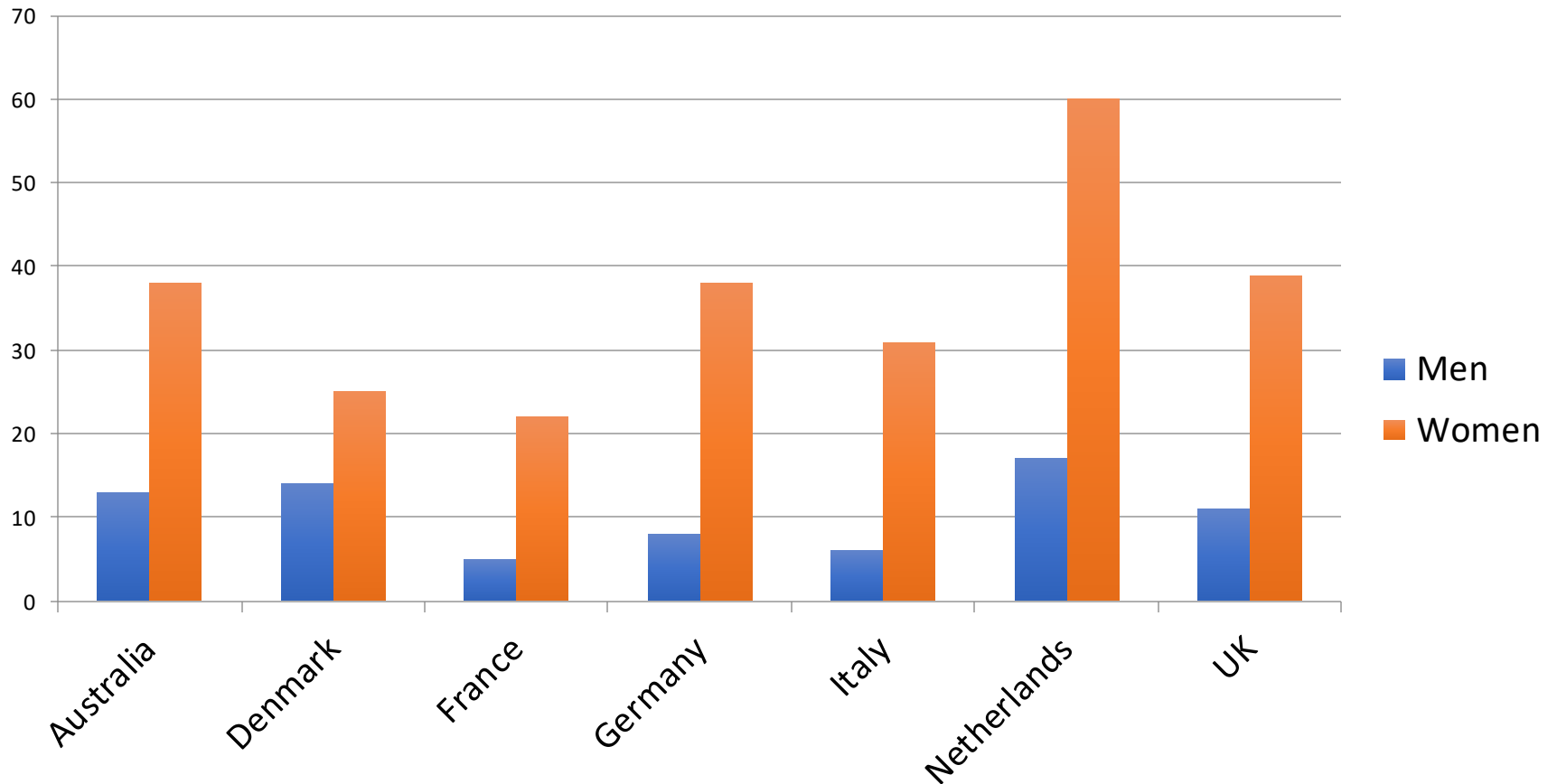
Labour force participation rate (%), females aged 25-54 



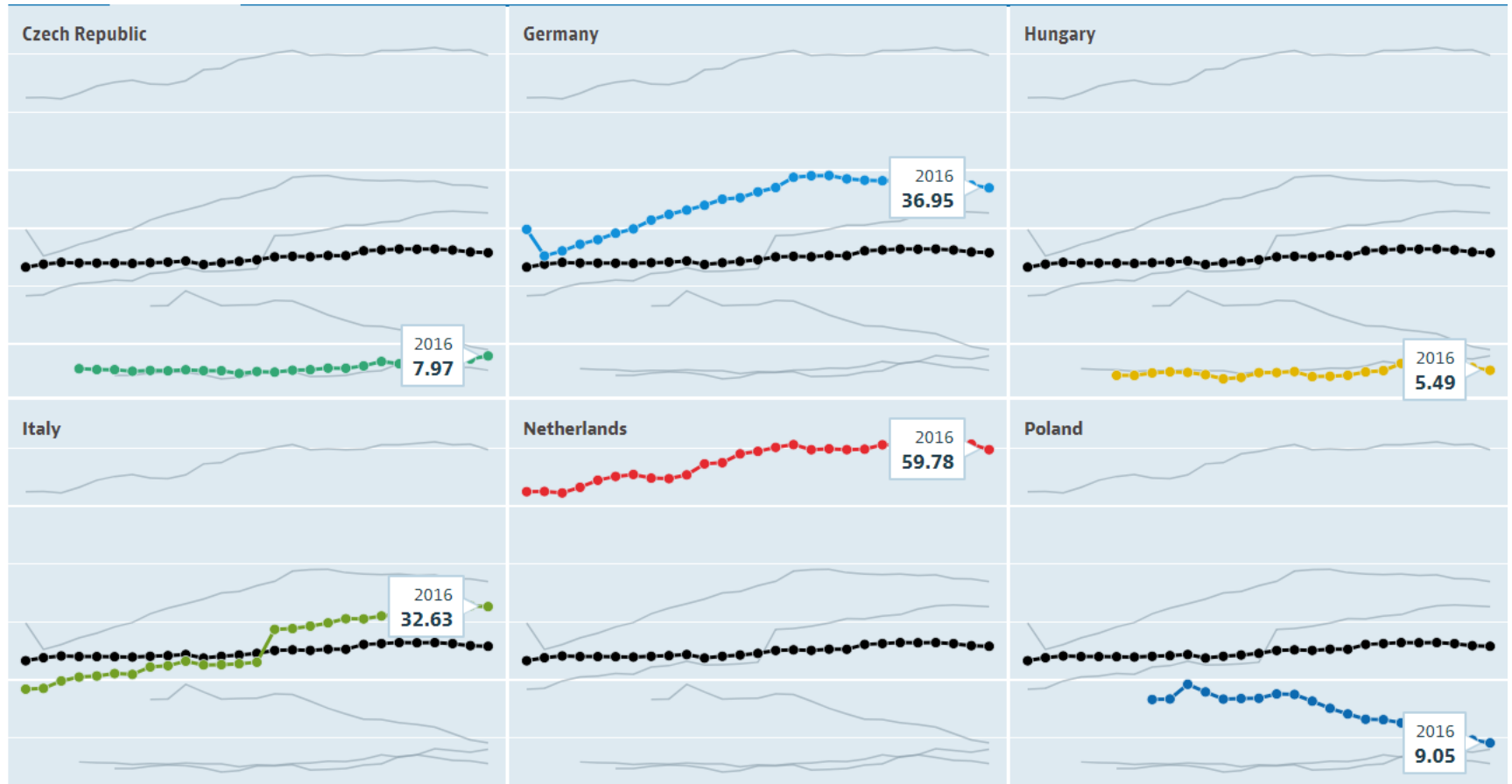
Source: Gapminder, data by ILO, <https://www.gapminder.org/data/>

Female part-timers in advanced countries

% employed adults working part-time 2009



Evolution of share of women working part-time in selected EU countries

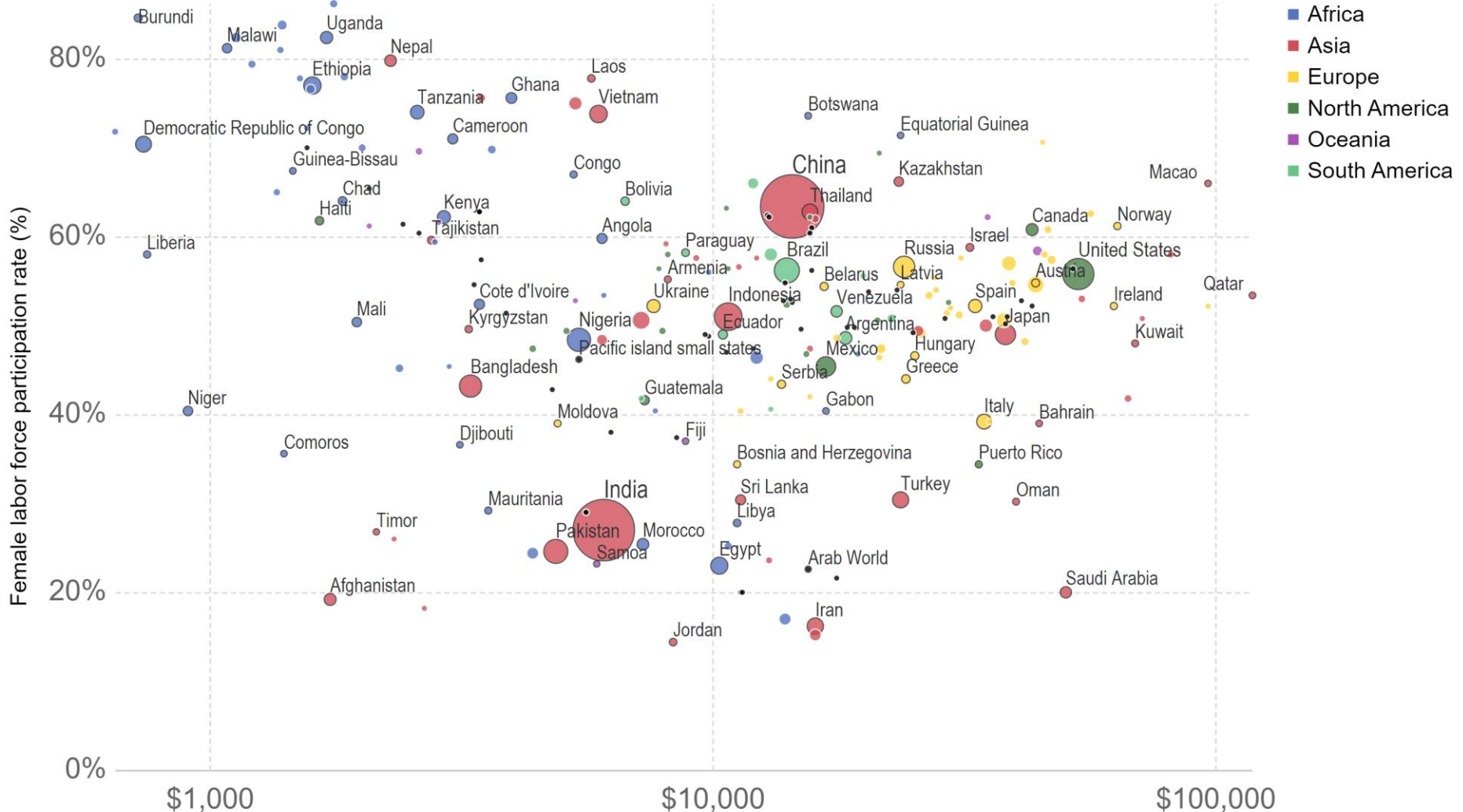


What drives the large cross-country differences in female labor force participation?

- No clear relationship between income and female labor force participation
 - If anything, we can see an U-shaped relationship
 - Women tend to work more in very poor and very rich countries
 - Likely reasons?
- What hinders female labor force participation?
 - Childcare and housework!

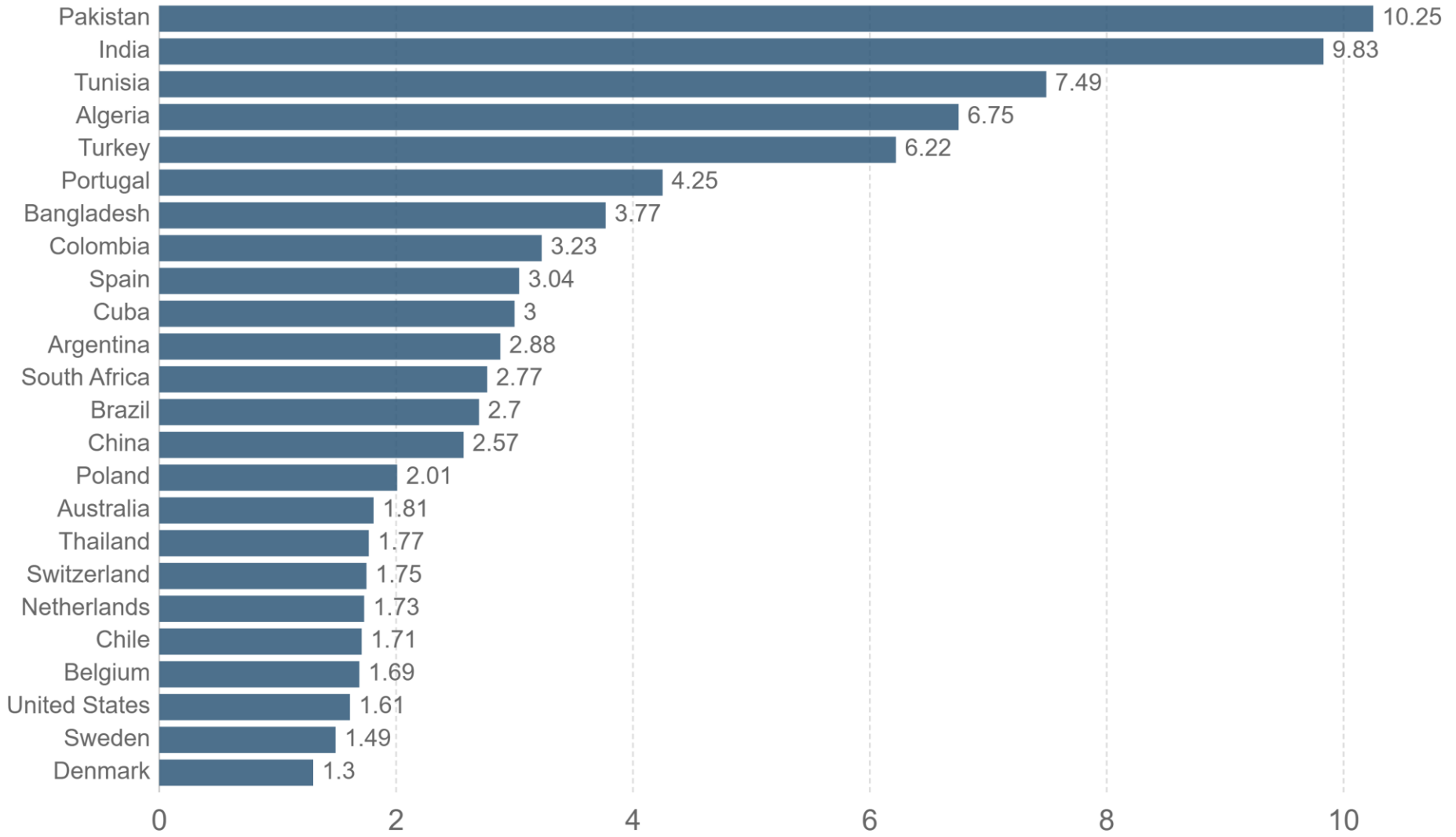
Female labor force participation rates by national per capita income, 2016

The labor force participation rate corresponds to the proportion of the population ages 15 and older that is economically active. National income levels correspond to GDP per capita in constant 2011 international dollars. This means figures are adjusted for inflation and cross-country price differences.



Female-to-male ratio of time devoted to unpaid care work, 2014

Female to male ratio of time devoted to unpaid care work. Unpaid care work refers to all unpaid services provided within a household for its members, including care of persons, housework and voluntary community work.



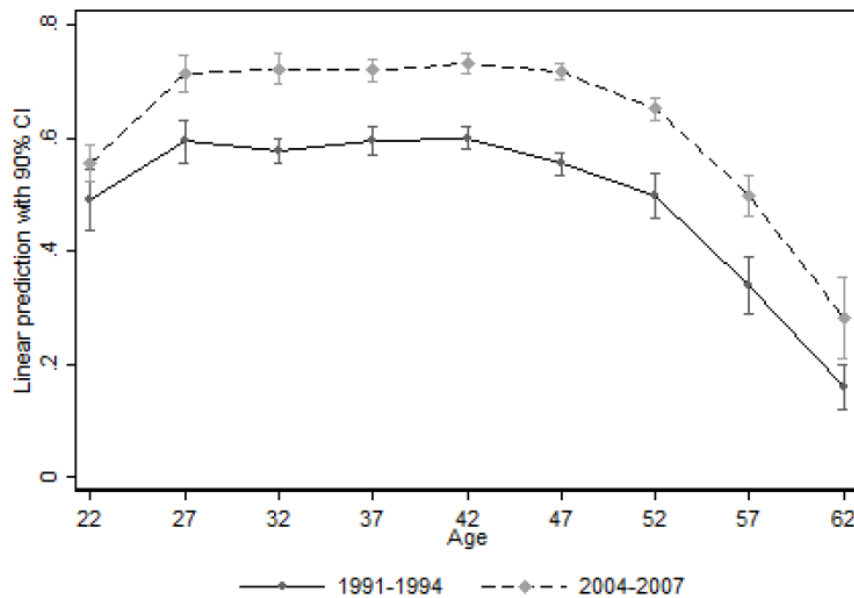
Gender differences in
employment by age

Gender differences in labor market are age-specific

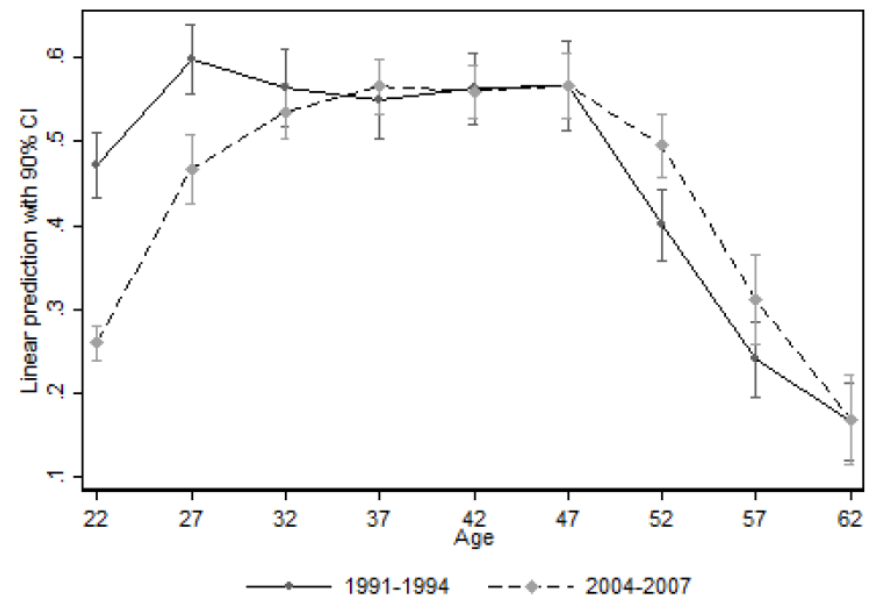
- Age profiles of employment
 - Look at how employment rates evolve with age
- Large drop in female employment in childbearing age in transition countries, but not in advanced countries
 - The drop is even more pronounced in recent years
- Increase in female employment among older women in both groups of countries

Age profiles of employment: Advanced vs. transition countries

Figure 3: Age patterns of female employment rate – selected cohorts

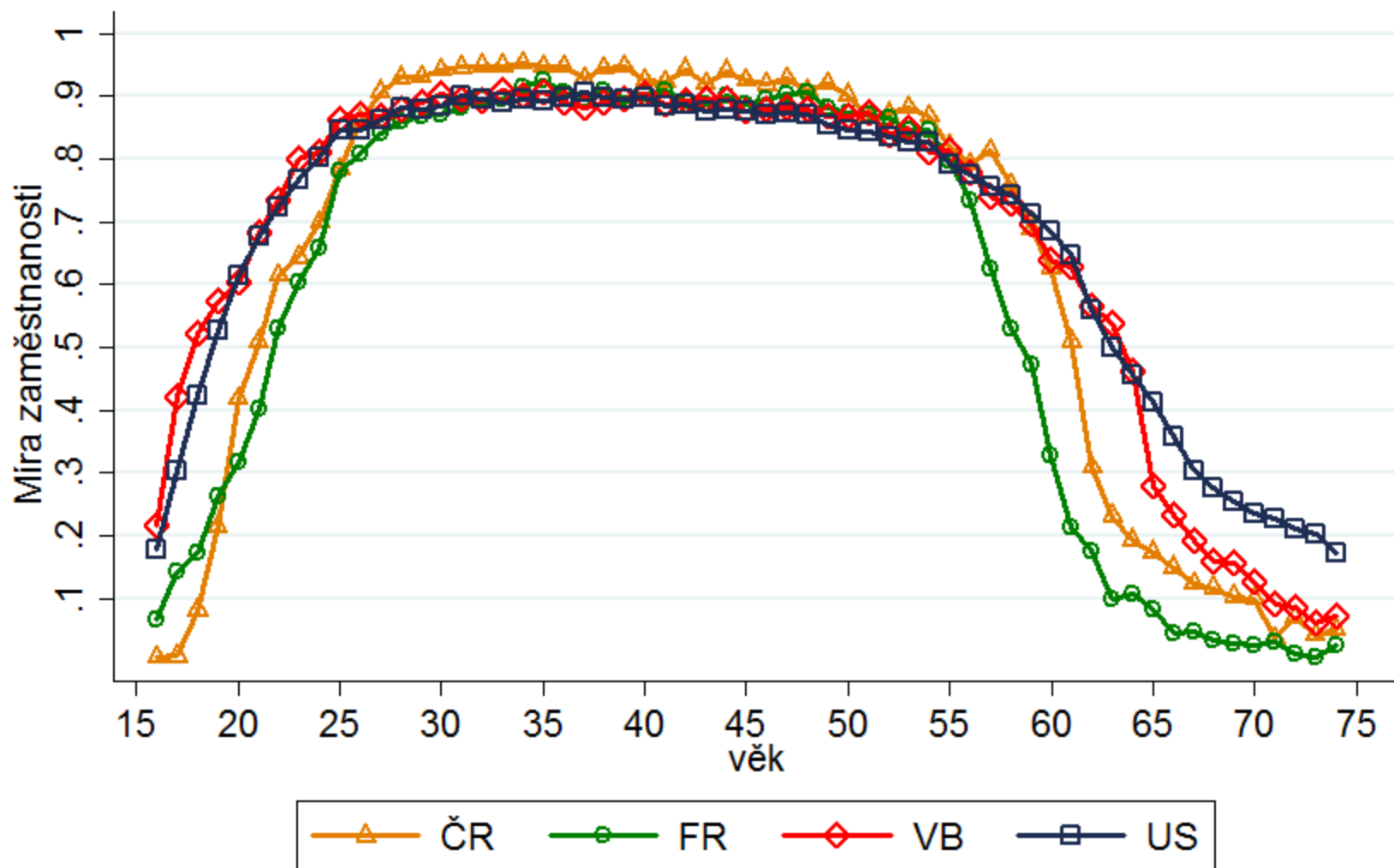


(a) Advanced economies

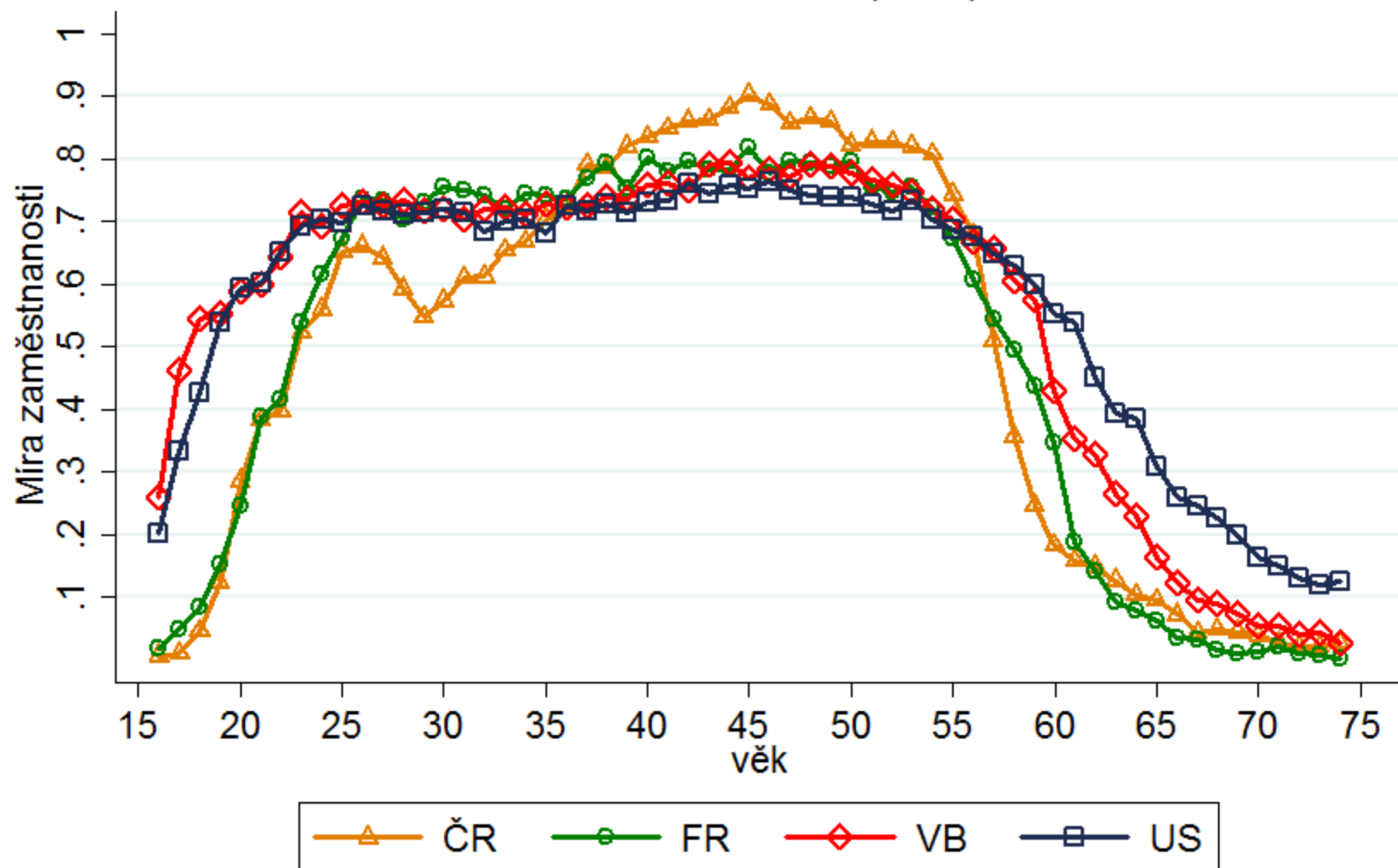


(b) Transition countries – all

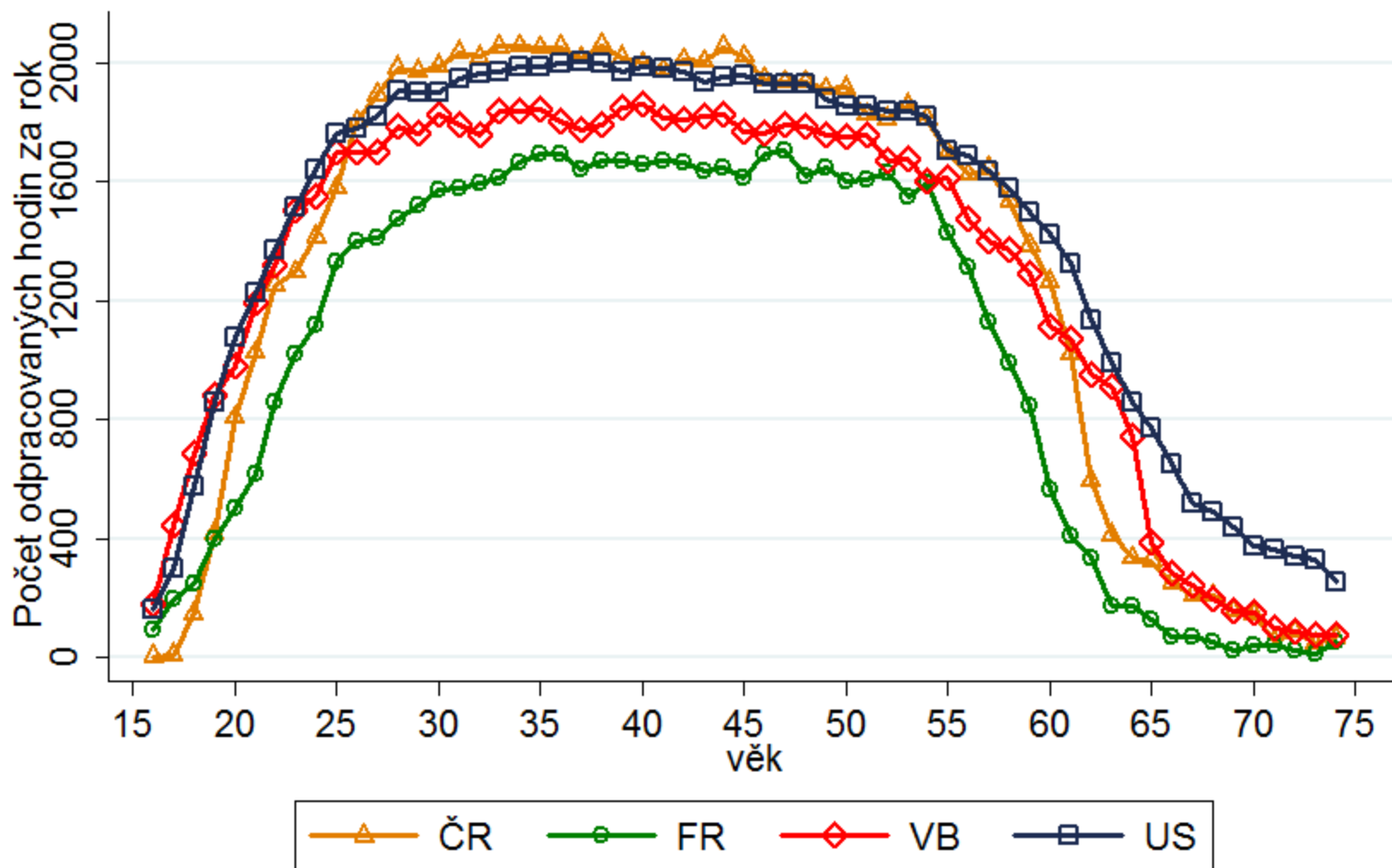
Míra zaměstnanosti podle věku: muži 2007



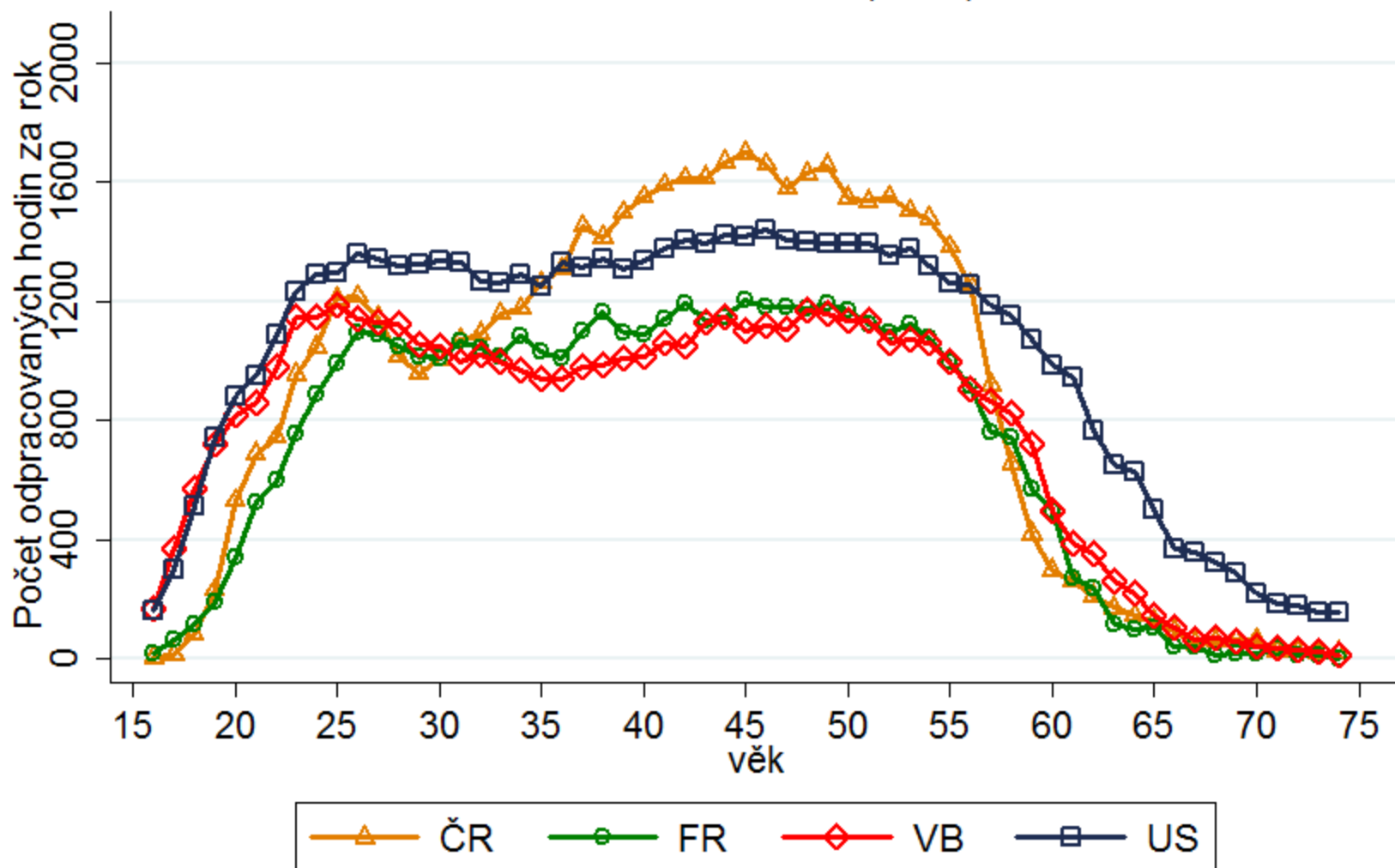
Míra zaměstnanosti podle věku: ženy ČR, FR, VB a US (2007)



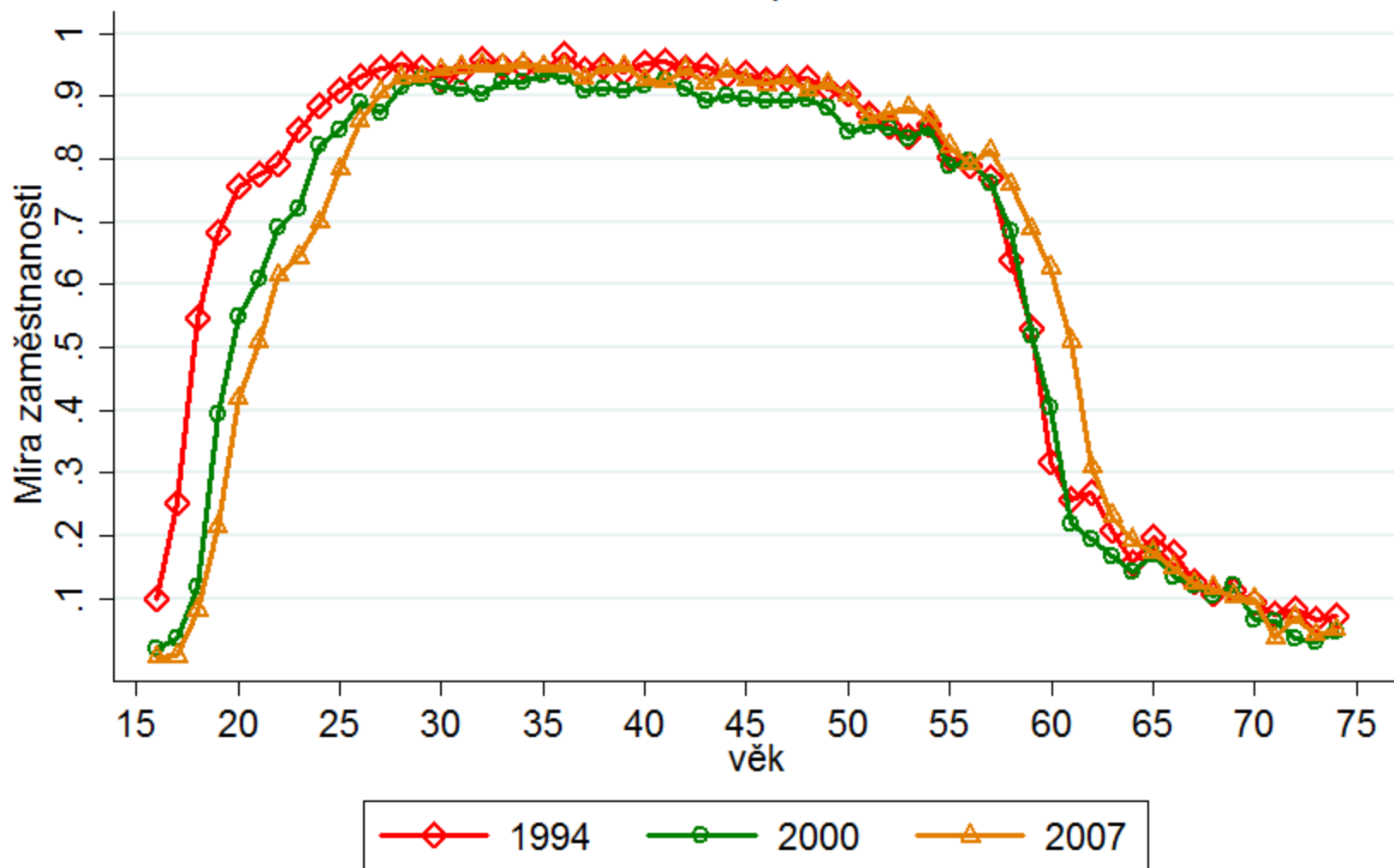
Průměrný počet odpracovaných hodin podle věku: muži 2007



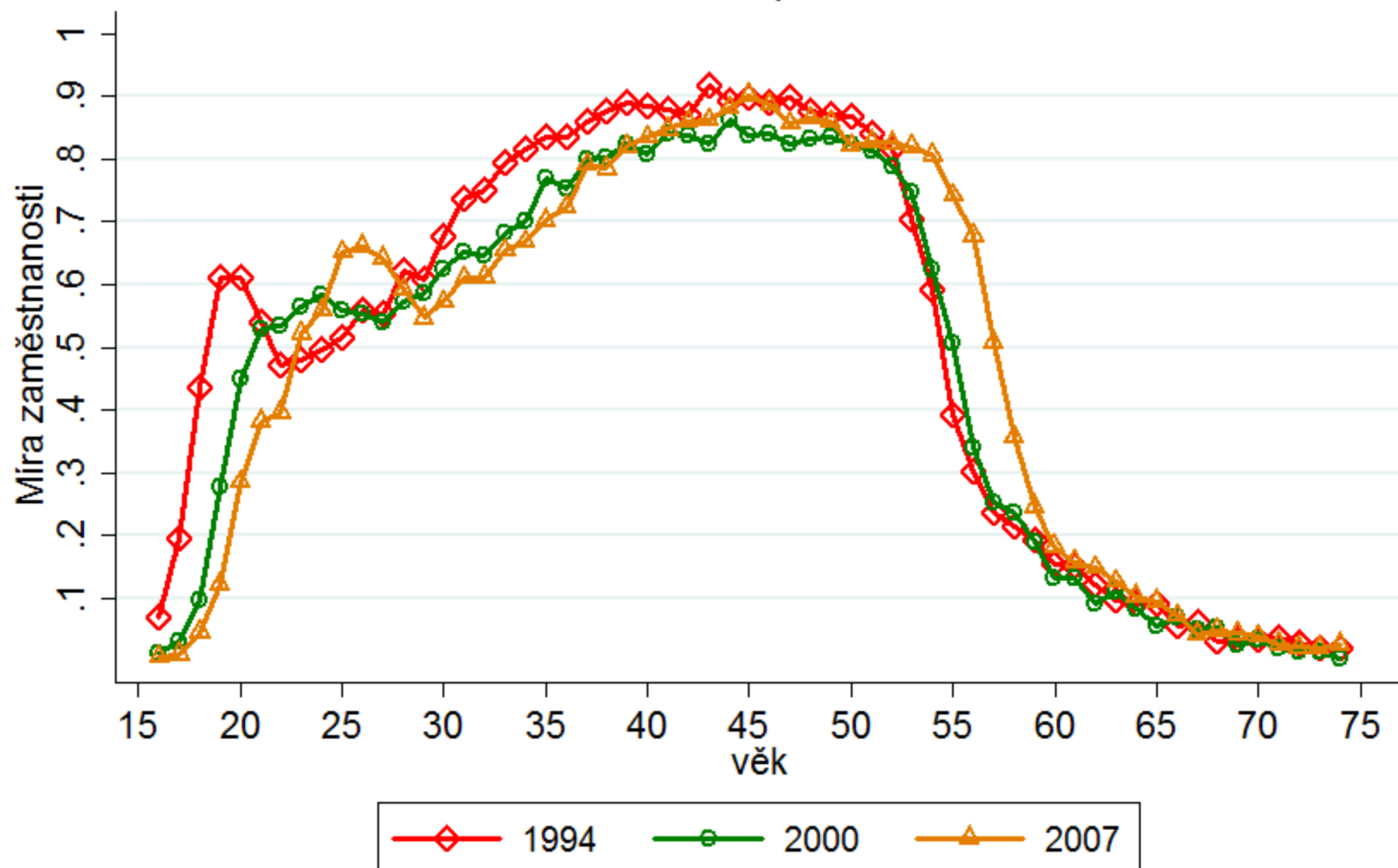
Průměrný počet odpracovaných hodin podle věku: ženy ČR, FR, VB a US (2007)



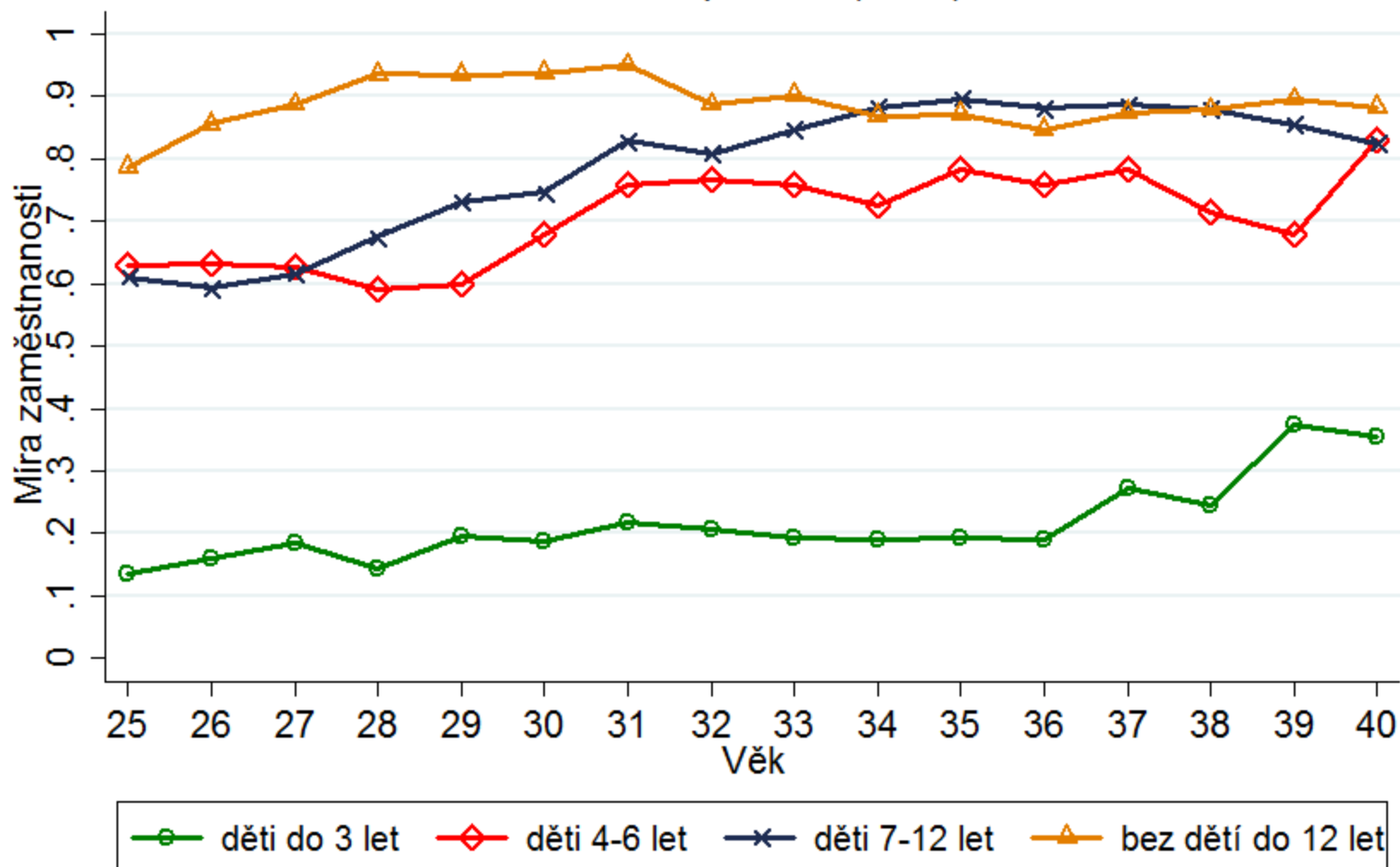
Míra zaměstnanosti podle věku: muži Česká republika



Míra zaměstnanosti podle věku: ženy Česká republika



Míra zaměstnanosti žen podle věku nejmladšího dítěte Česká republika (2007)



Gender differences in occupations

Words for People



checker



teacher



elevator operator



typist



waitress

Words for People



policeman



milkman



mailman



salesman



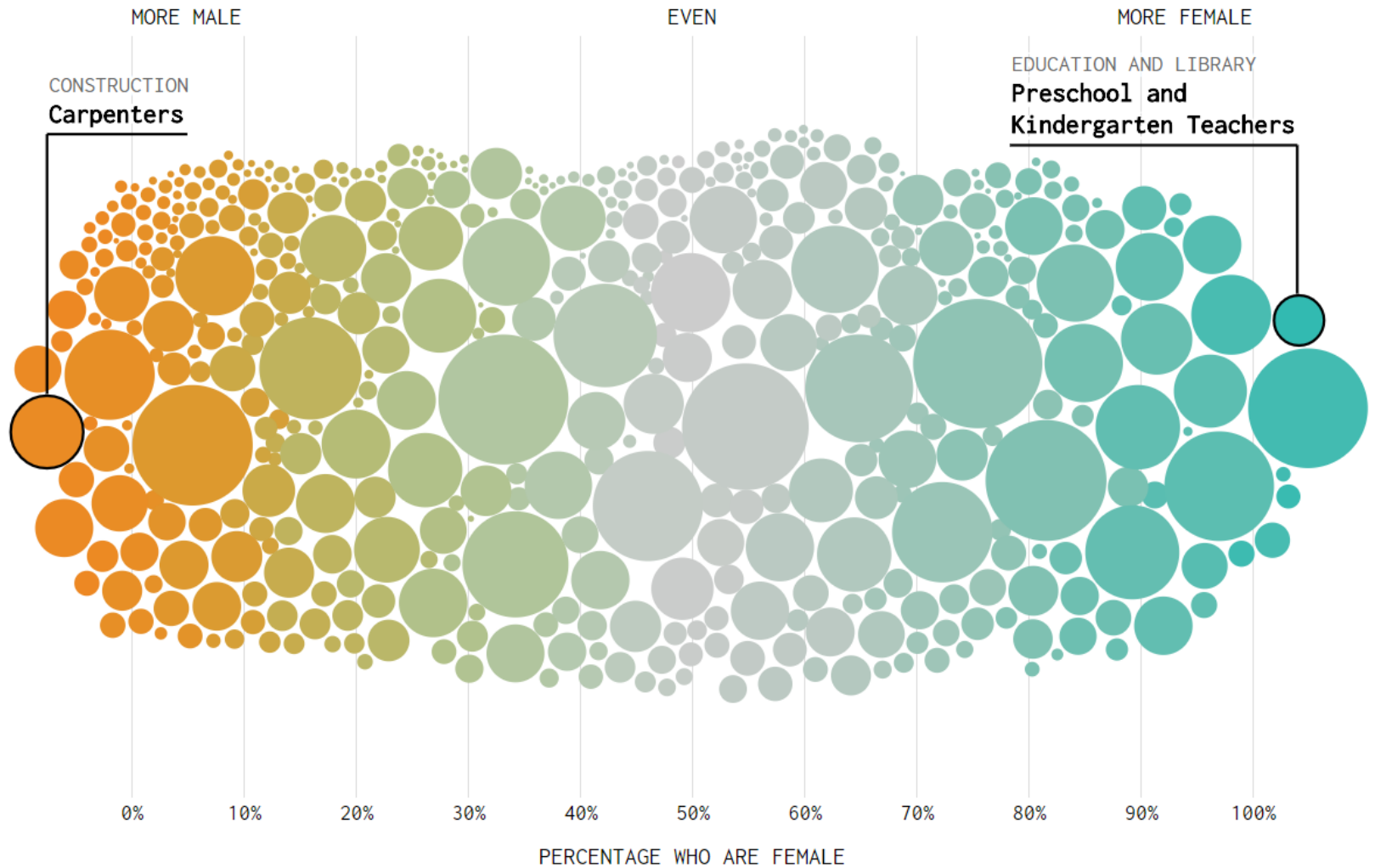
fireman

Occupation segregation

- The extent to which women are disproportionately represented in “women’s jobs” and men in “men’s jobs.”
- What jobs the newly working women do?
- Gender occupational segregation declined over time, but is still large

MALE AND FEMALE OCCUPATIONS IN 2015

Larger circles represent more common jobs.



Evolution of gender occupational segregation

- Gender occupational segregation declined over time in the US, but at a diminishing pace over the period
- Mechanism: entry of new cohorts of women (more educated, facing less discrimination)
- Higher decrease in segregation for more educated women (high school dropouts experienced no improvement)
 - Blau, Brummund, Liu (2013). Trends in Occupational Segregation by Gender 1970–2009: Adjusting for the Impact of Changes in the Occupational Coding System. *Demography*, 50:471-492

Changes in gender composition of selected male occupations

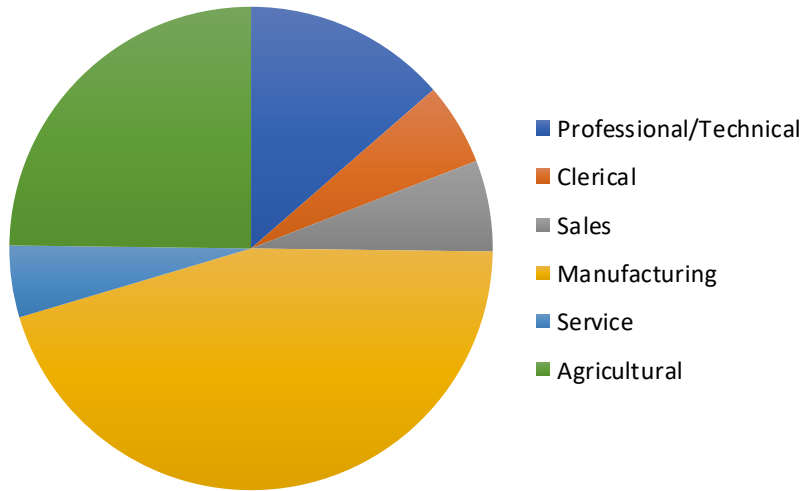
Table 5 Changes in percentage female in heavily male (≤ 20 % female) occupations between 1970 and 2009 across major occupation categories, 2000 occupation codes

Major Occupation	Change in % Female
Management, Business, and Financial	7.655** (1.044)
Professional and Related	6.504** (1.153)
Service	3.195* (1.286)
Sales and Related	11.145** (1.207)
Office and Admin. Support	7.110* (2.609)
Farming	-9.159** (2.780)
Construction and Extraction	-9.758** (1.095)
Installation, Maintenance, and Repair	-8.869** (1.308)
Transportation and Material Moving	-5.368** (1.072)

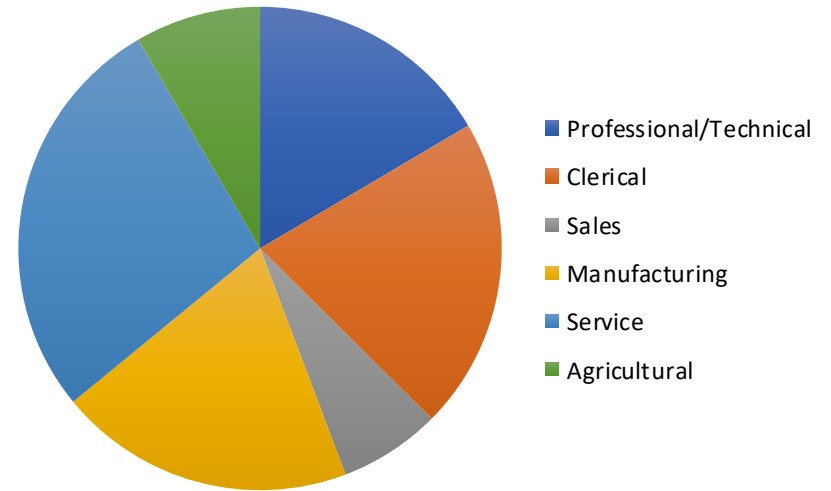
Source: Blau, Brummund, Liu (2013).

Male and female jobs: UK 1930

Men 1930

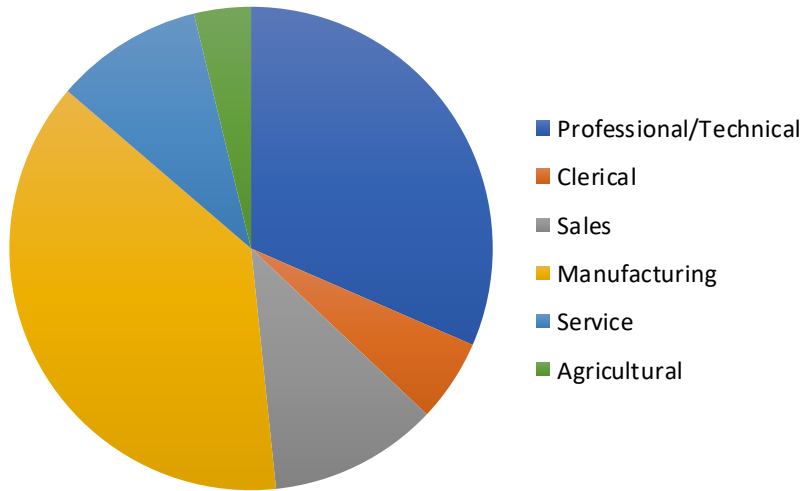


Women 1930

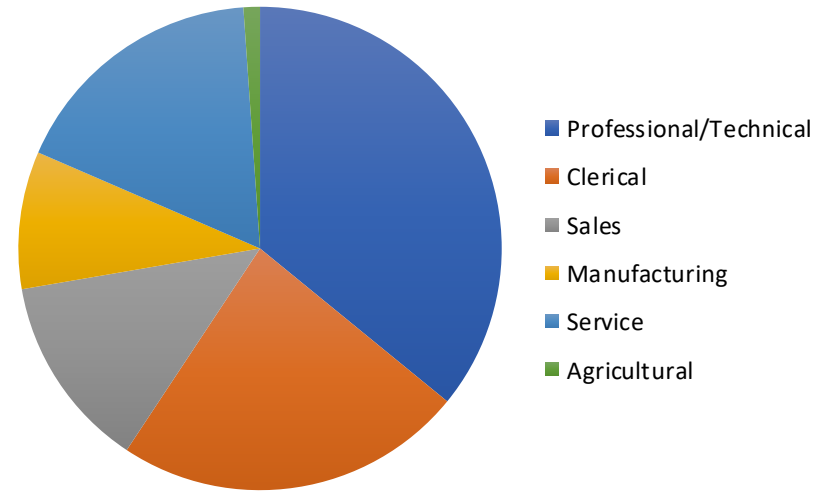


Male and female jobs UK 1999

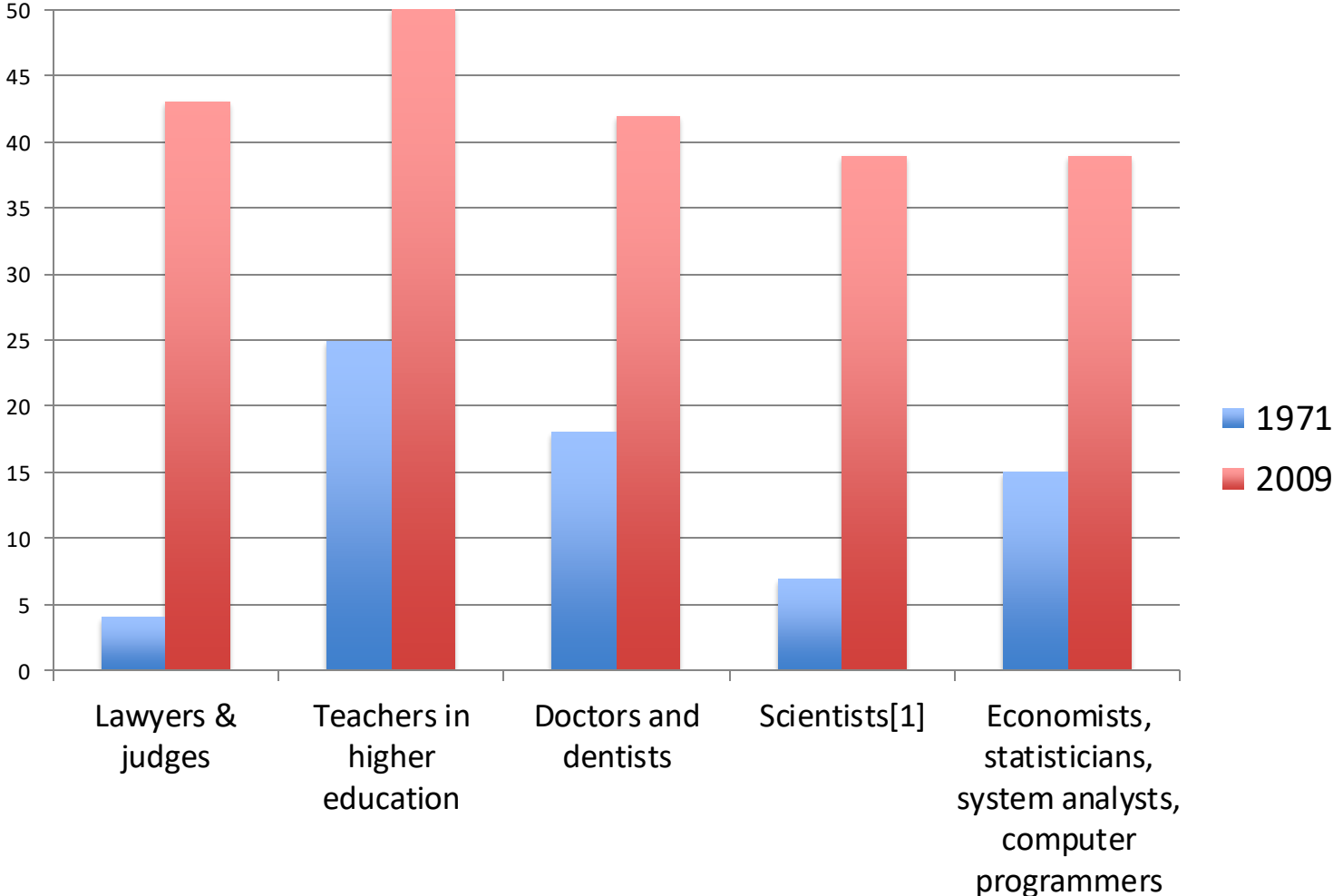
Men 1999



Women 1999



Share of female workers in selected professions in the UK



Discussion

- Is occupation segregation a bad thing? If so, why?
- What can be done to decrease the segregation?



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