

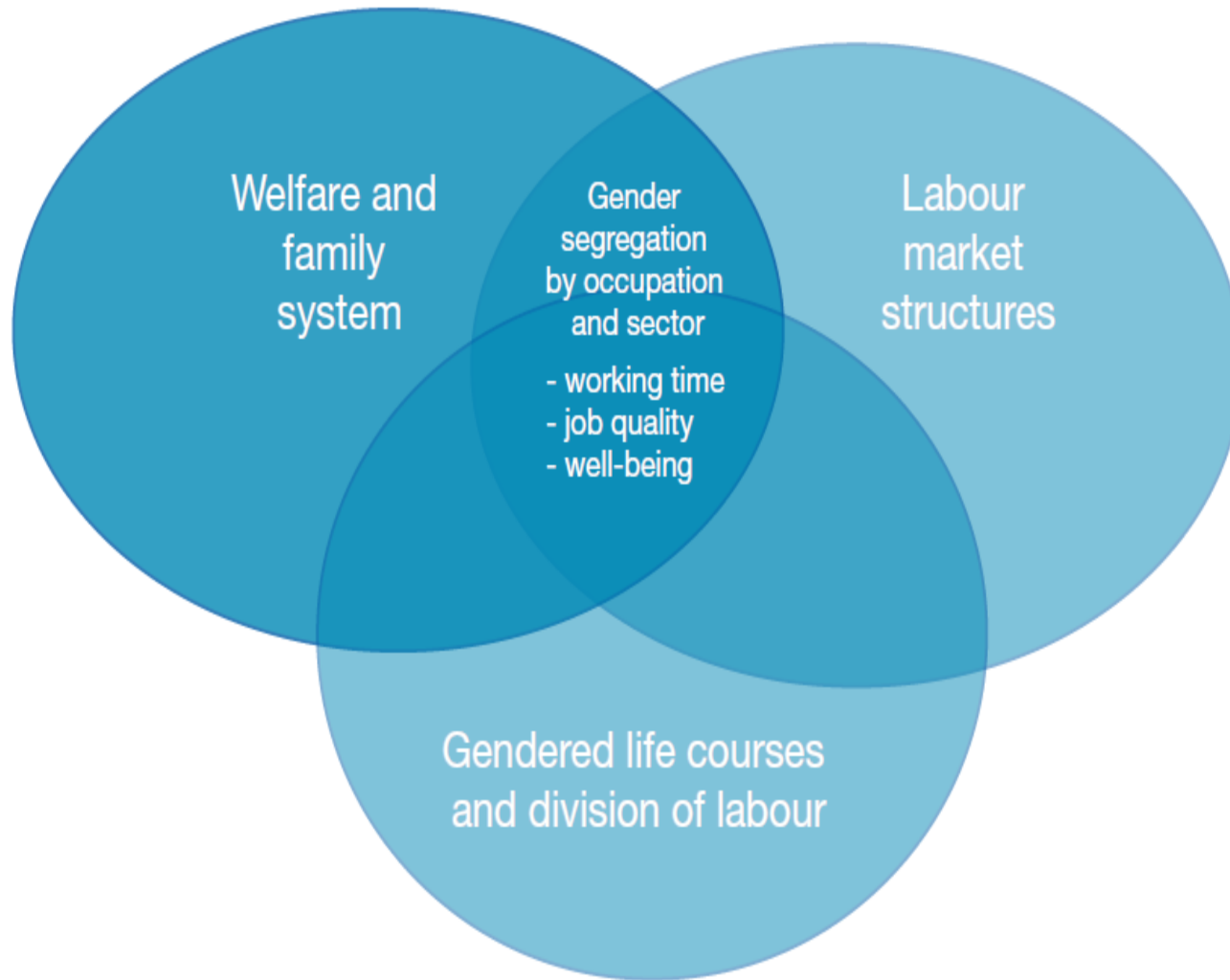
# GENDER AND WORK OVER THE LIFE COURSE - LOOKING AHEAD

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Professor Jill Rubery  
European Work and Employment Research Centre,  
University of Manchester

# Gender and the life course

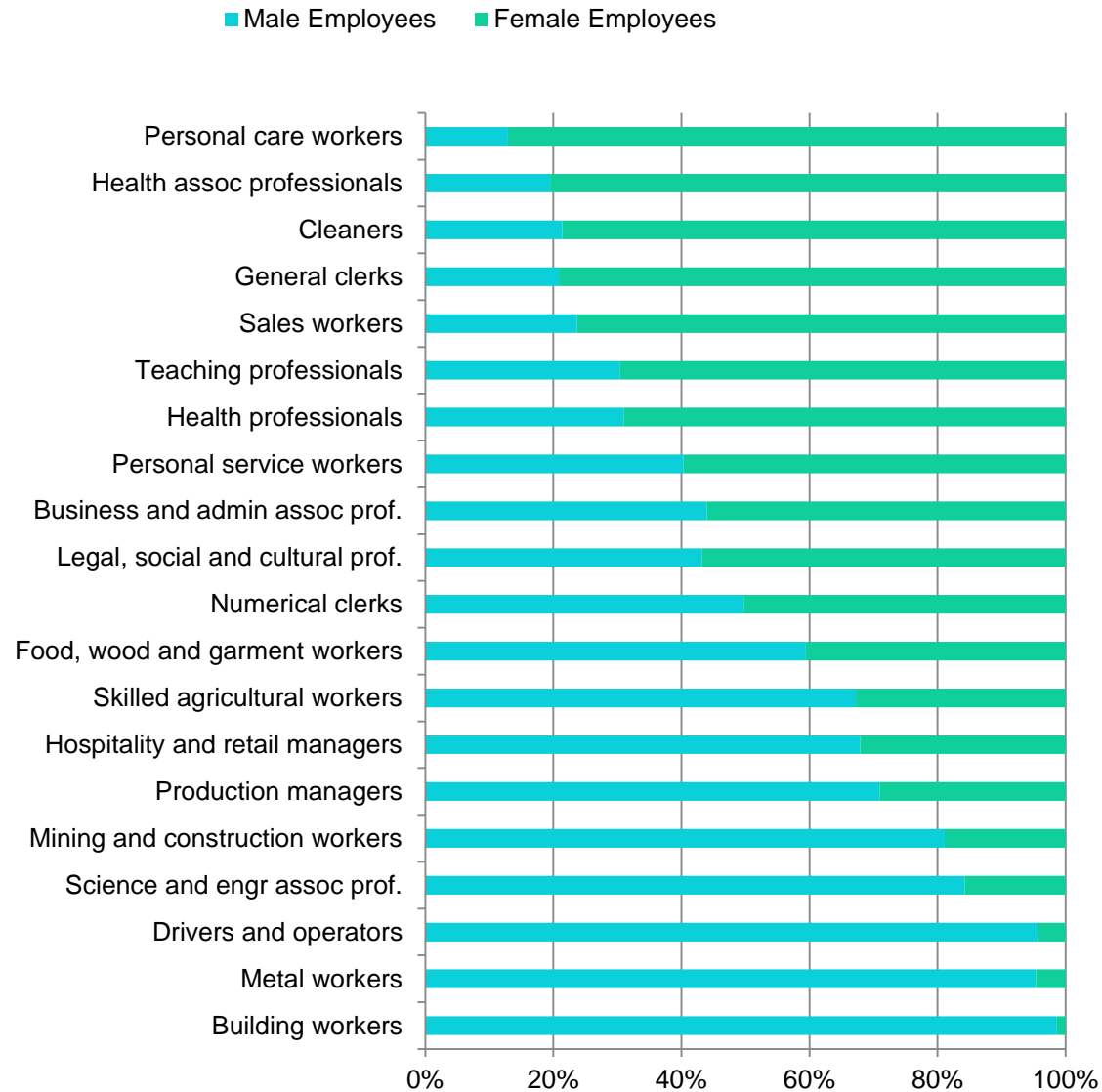
- Contribution of a gender lens
  - puts the spotlight on connections between social reproduction and labour markets
  - male breadwinner model created false notion of separation- hidden invisible support for social reproduction
- Social reproduction effects vary over the life course
  - different effects for women versus men but stronger for women
- Variations across member states
  - in the ways in which the life course is accommodated
  - in state and employer support for the lifestage
- Important not to look for a universal gender effect
  - gender relations are socially constructed and can and do vary across countries
  - some universality in women's higher responsibility for social reproduction but variations in impact on employment over the life course by education, country, sector of employment etc..



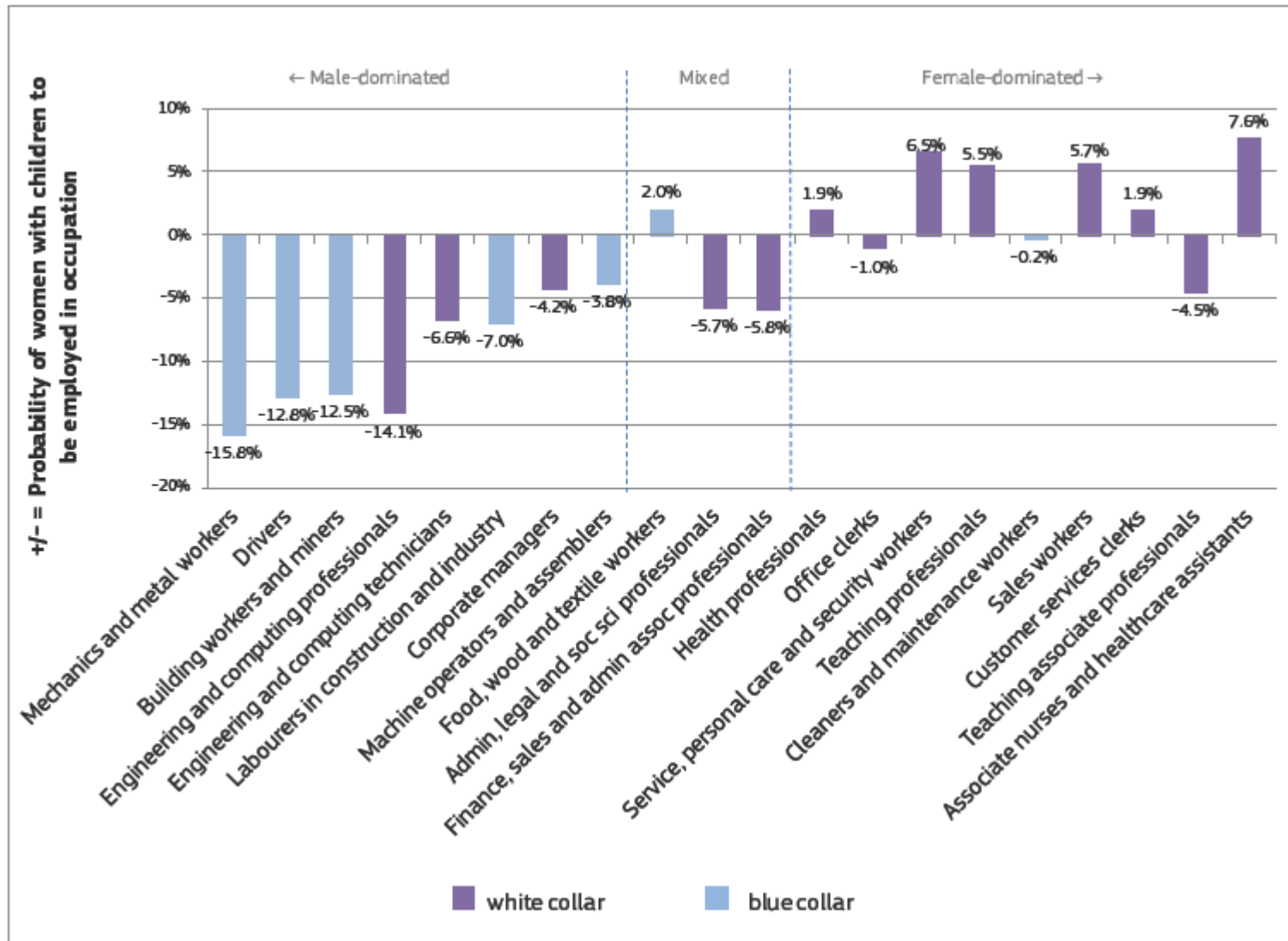
# Gender segregation and the life course

- Labour market still highly segregated- only 15% men/18% women work in mixed occupations ( 40-60%)- most men and women are in single sex dominated occupations (59% men in male dominated, 69% women in female dominated).
- More men (26%) in female-dominated than vice versa (14% women in male-dominated)
- Concentrations in female-dominated occupations increase for women with young children
- But not explained solely by working time patterns- female-dominated jobs often do not provide good working time arrangements for work life balance

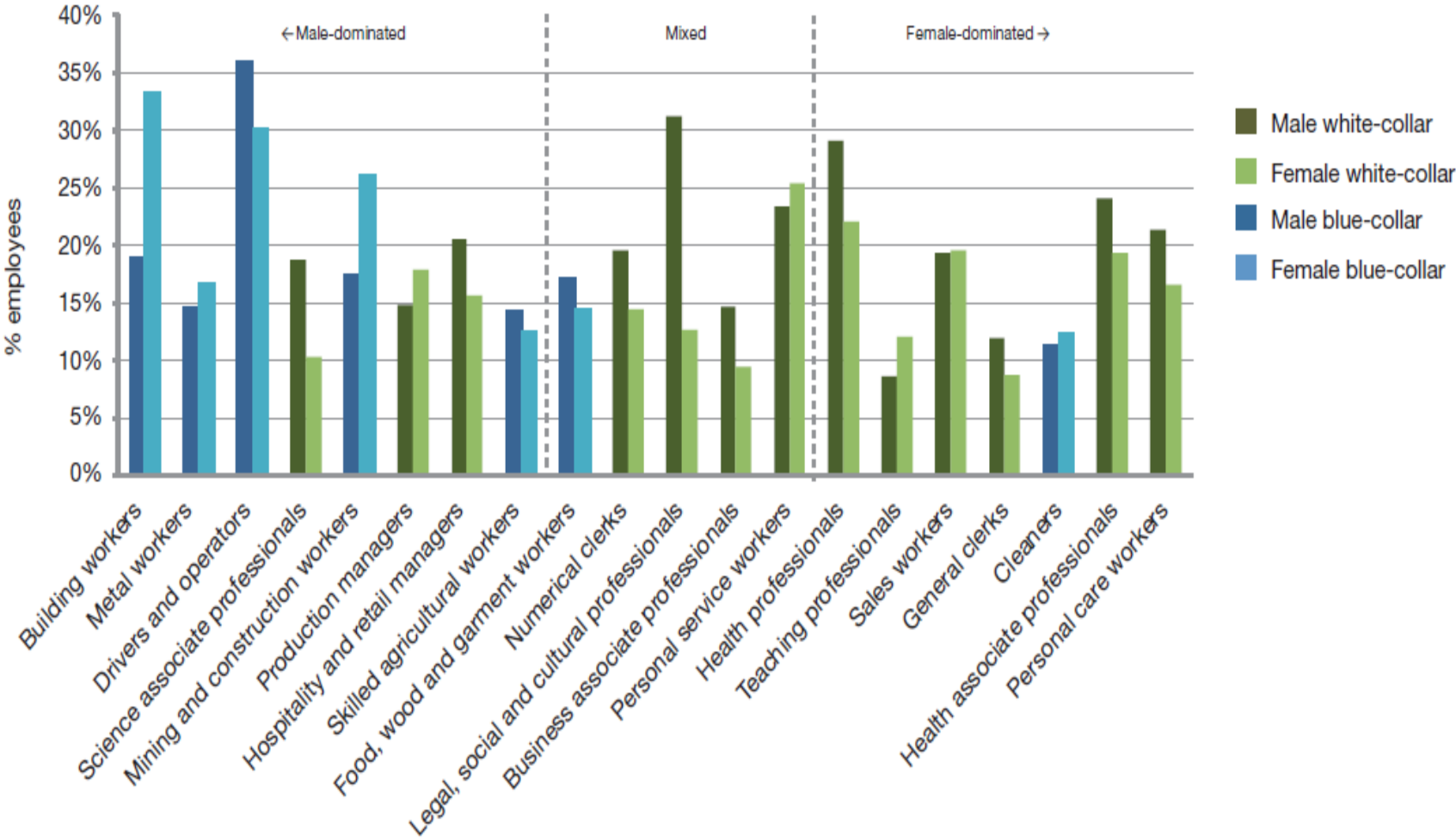
# The 20 largest occupations ranked by percentage of men (male-dominated to female-dominated),



## Over and under-representation of women living with a child under 15 years of age by occupation – EU-26, 2010



# Working hours that do not fit well with non-working life, by occupation



# Job quality, well-being and the life course

- Variations in job quality and well being over the life course
  - Income gap widens (in favour of men)
  - Working time quality gap widens ( in favour of women but short hours considered positive in measures so quality not clear cut)
  - Women's advantage in intrinsic job quality narrows/disappears
  - Men's advantage in well-being widens over the life course-
- But effects not the same in all countries
  - Where working time quality improves over the life course income gap widens more than when limited change.
  - Variations among countries in well-being gap- sometimes even reversed.
  - Well-being of those who exit the labour market lower in all groupings of countries but size of gap varies.



# Simulating the life course

Single 18-35,  
living with  
parents

Single 45  
or younger,  
no children

Couple with  
no children,  
woman 45  
or younger

Couple with  
children  
under 7 years

Couple with  
children  
7-12

Couple with  
children  
13-18

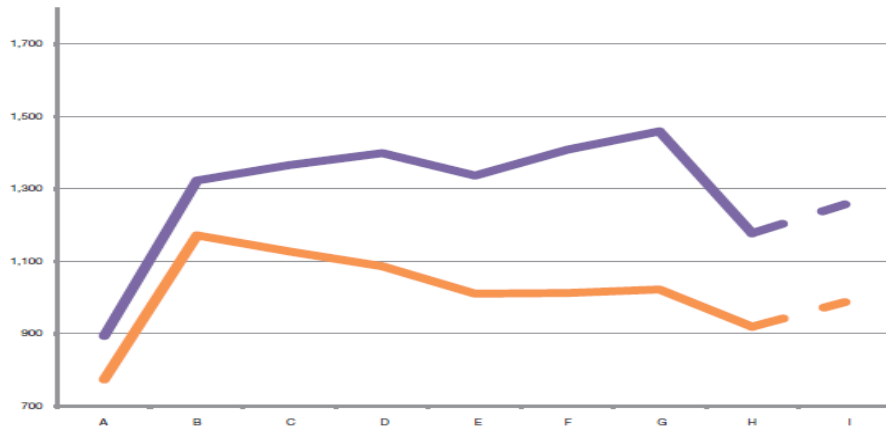
Couple with  
no children,  
woman  
46-59

Couple with  
no children,  
both 60  
or older

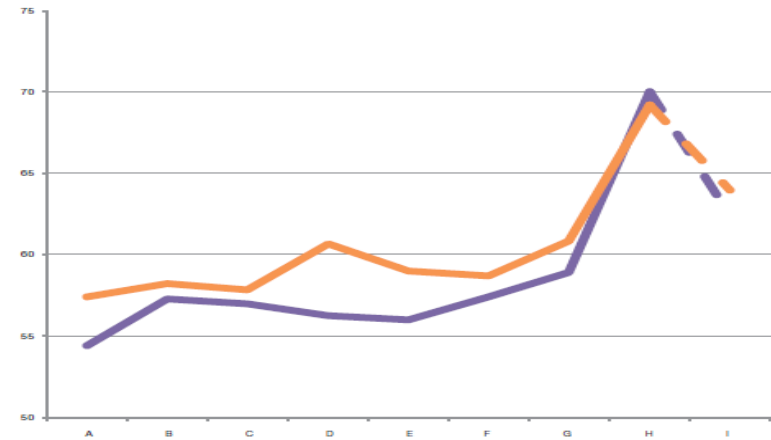
Single 50  
or older,  
no children

# Job quality across life stages

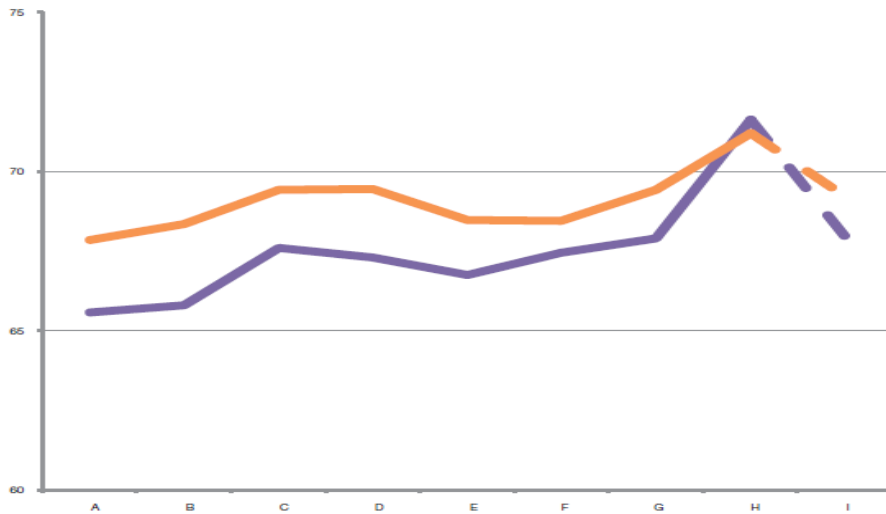
a. Income (€)



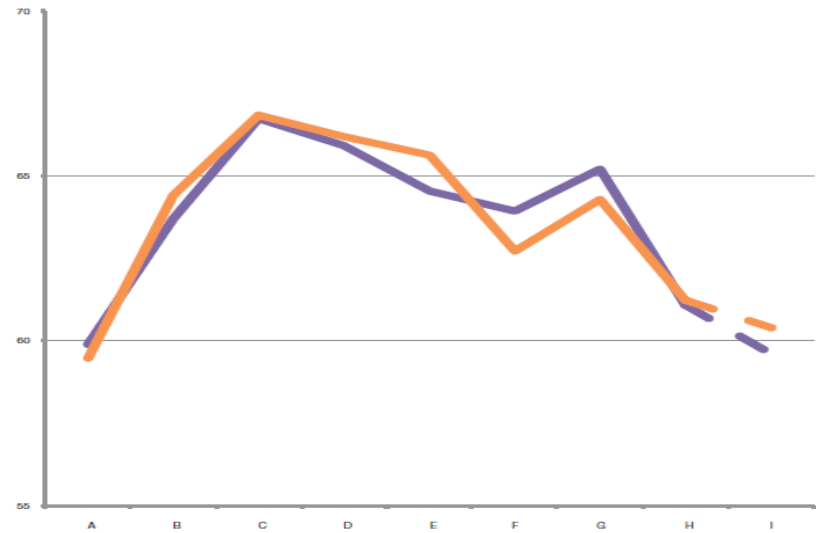
b. Working time quality (%)



c. Intrinsic job quality (%)



d. Prospects (%)



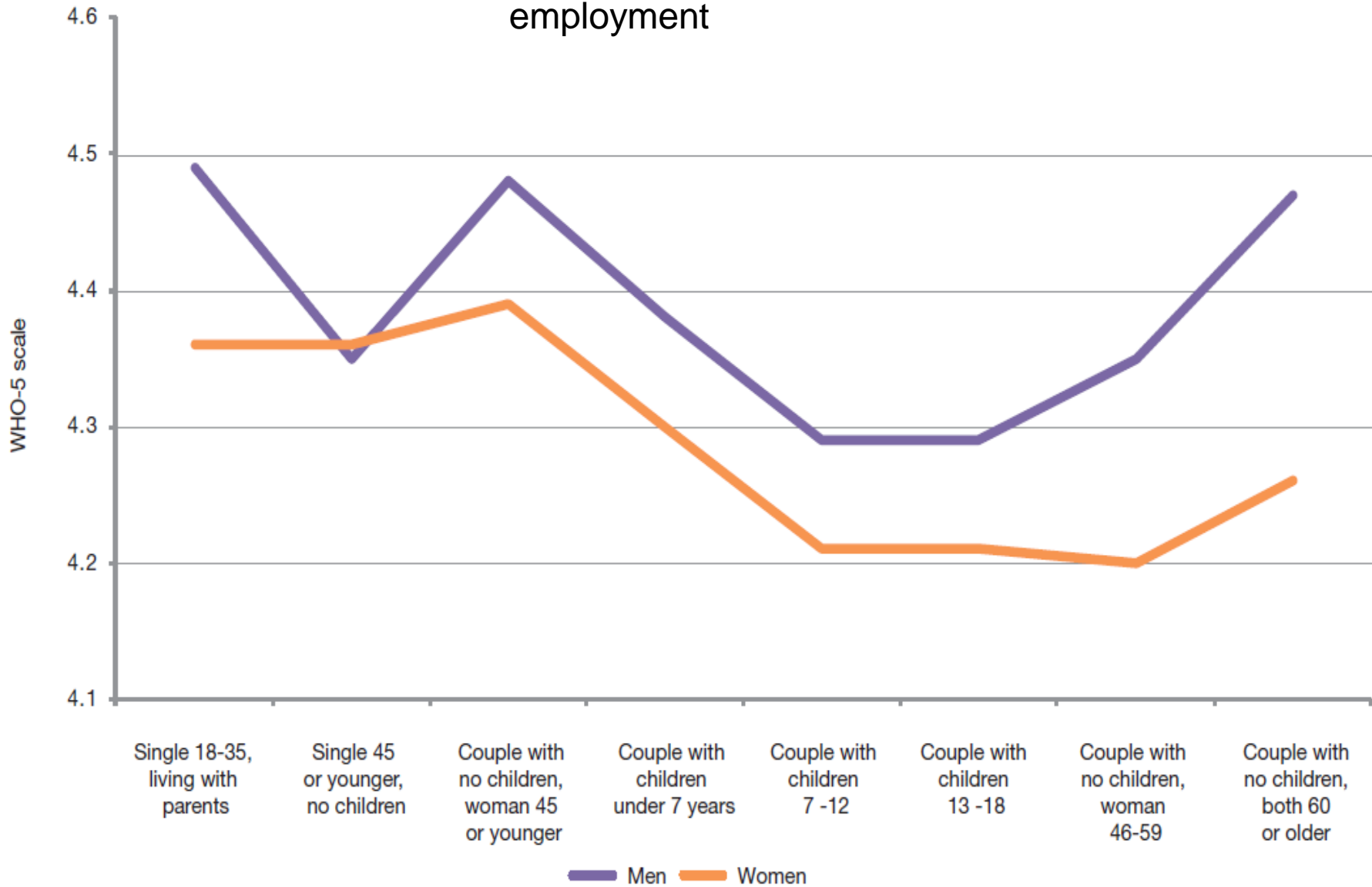
A = Single 18-35, living with parents  
 D = Couple with children under 7 years  
 G = Couple with no children, woman 46-59

B = Single 45 or younger, no children  
 E = Couple with children 7 - 12  
 H = Couple with no children, both 60 or older

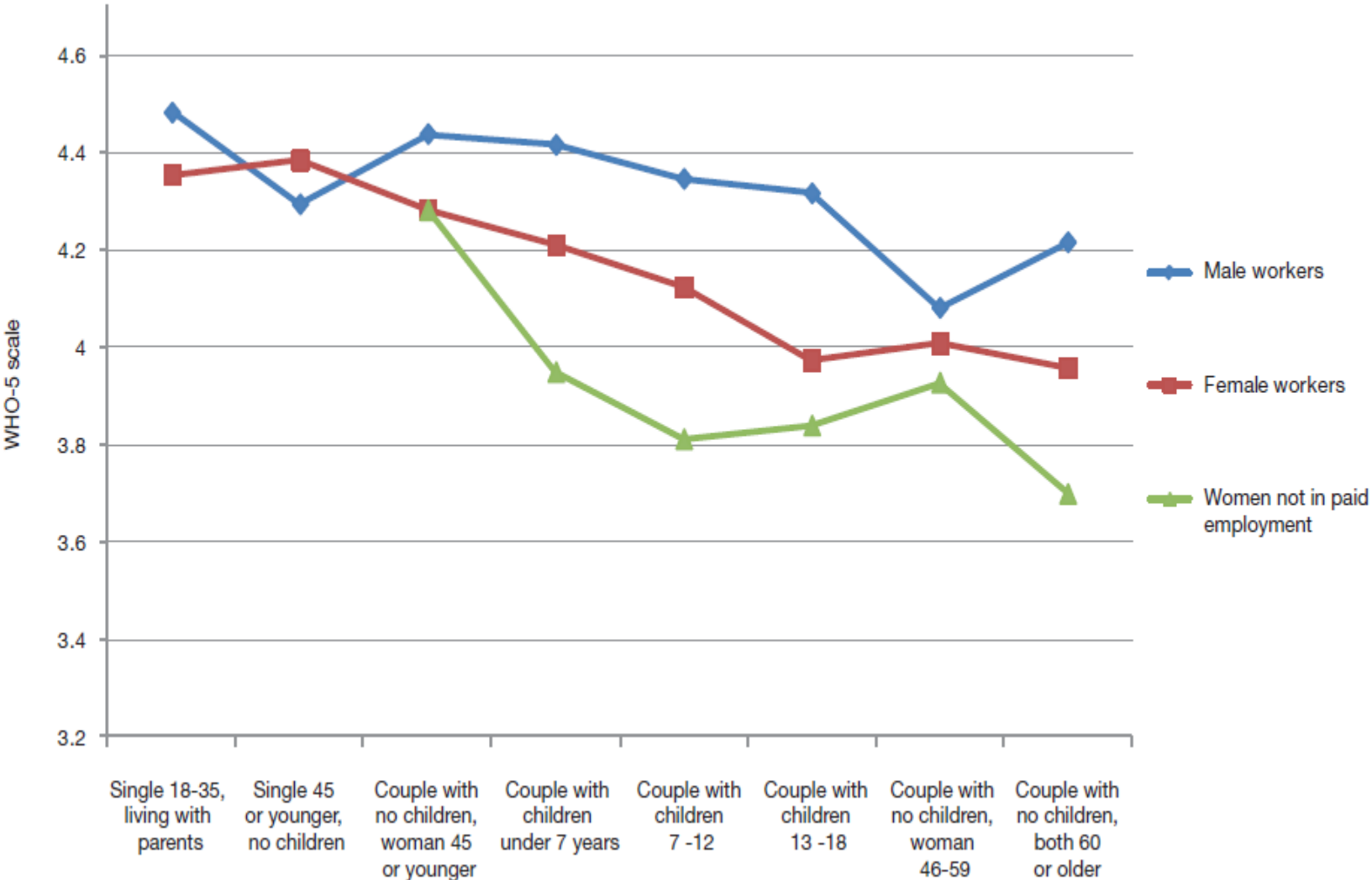
C = Couple with no children, woman 45 or younger  
 F = Couple with children 13 - 18  
 I = Single 50 or older, no children

Men Women

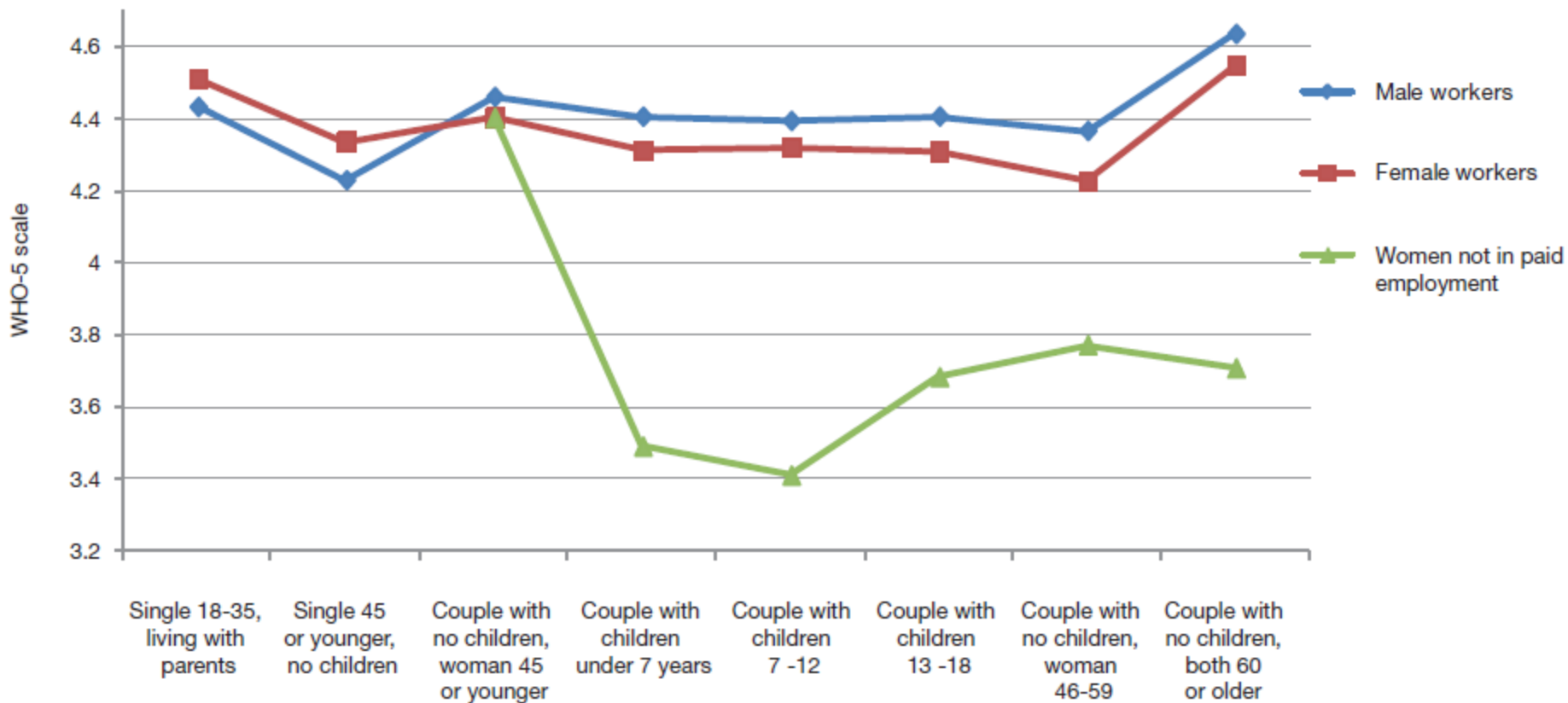
# Well-being across life stages, by gender for all in employment



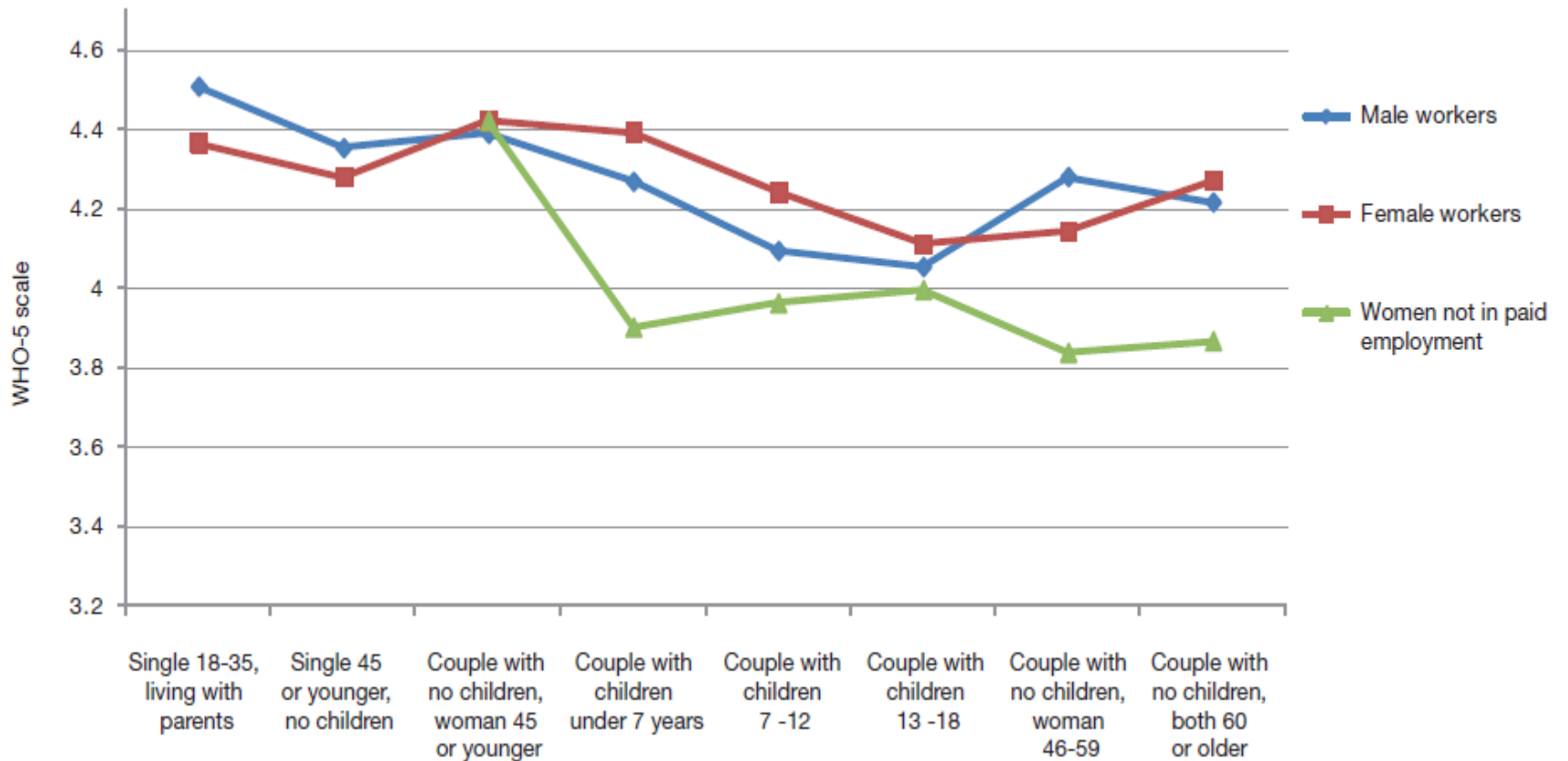
Men's well-being much higher than women's (F- group)



Men's well-being slightly higher than women's (F-- group)



No difference or women's well-being higher than men's (F+ group)

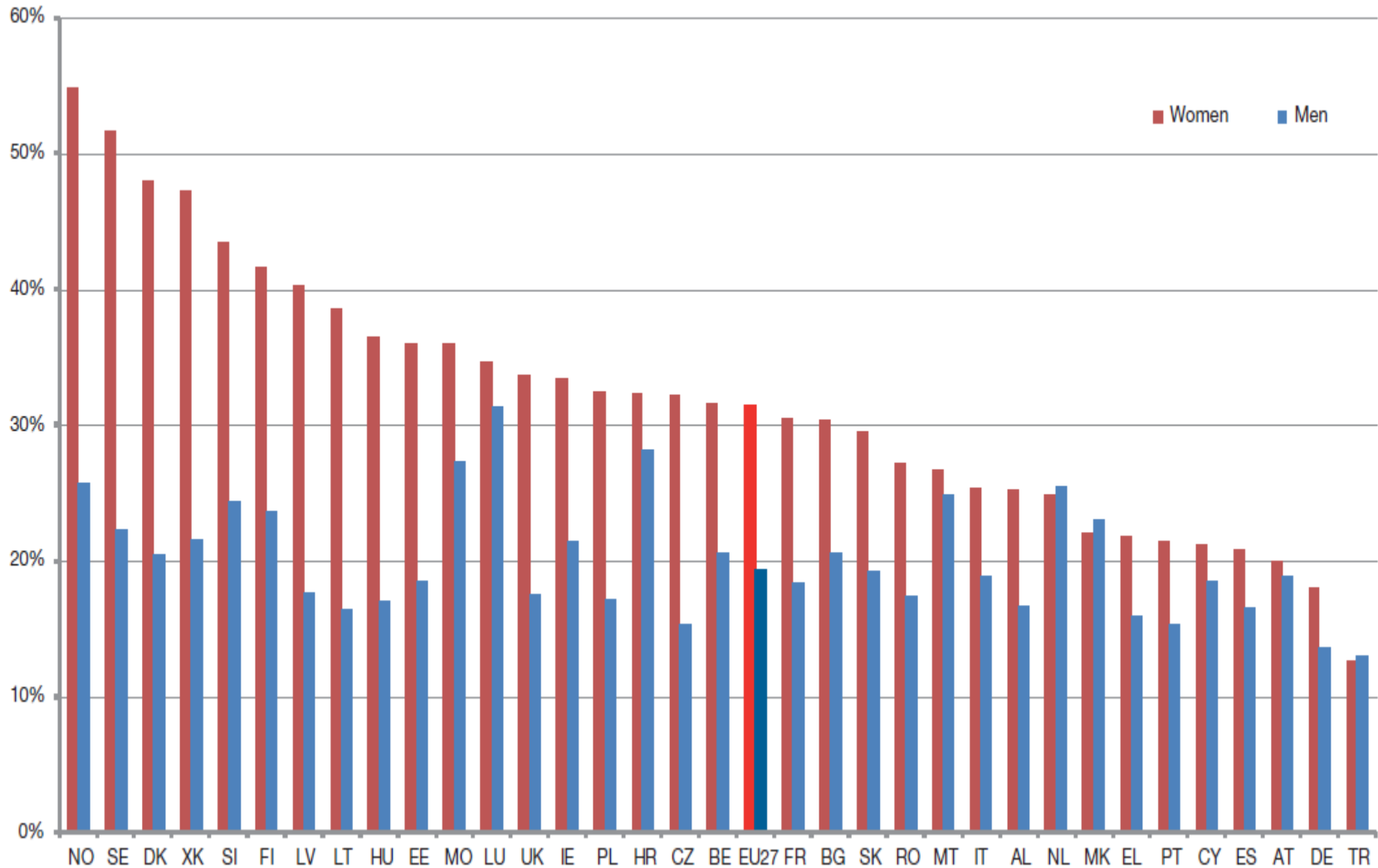


# Public services, gender equality and the life course

Support for the lifecourse important for gender equality in two senses

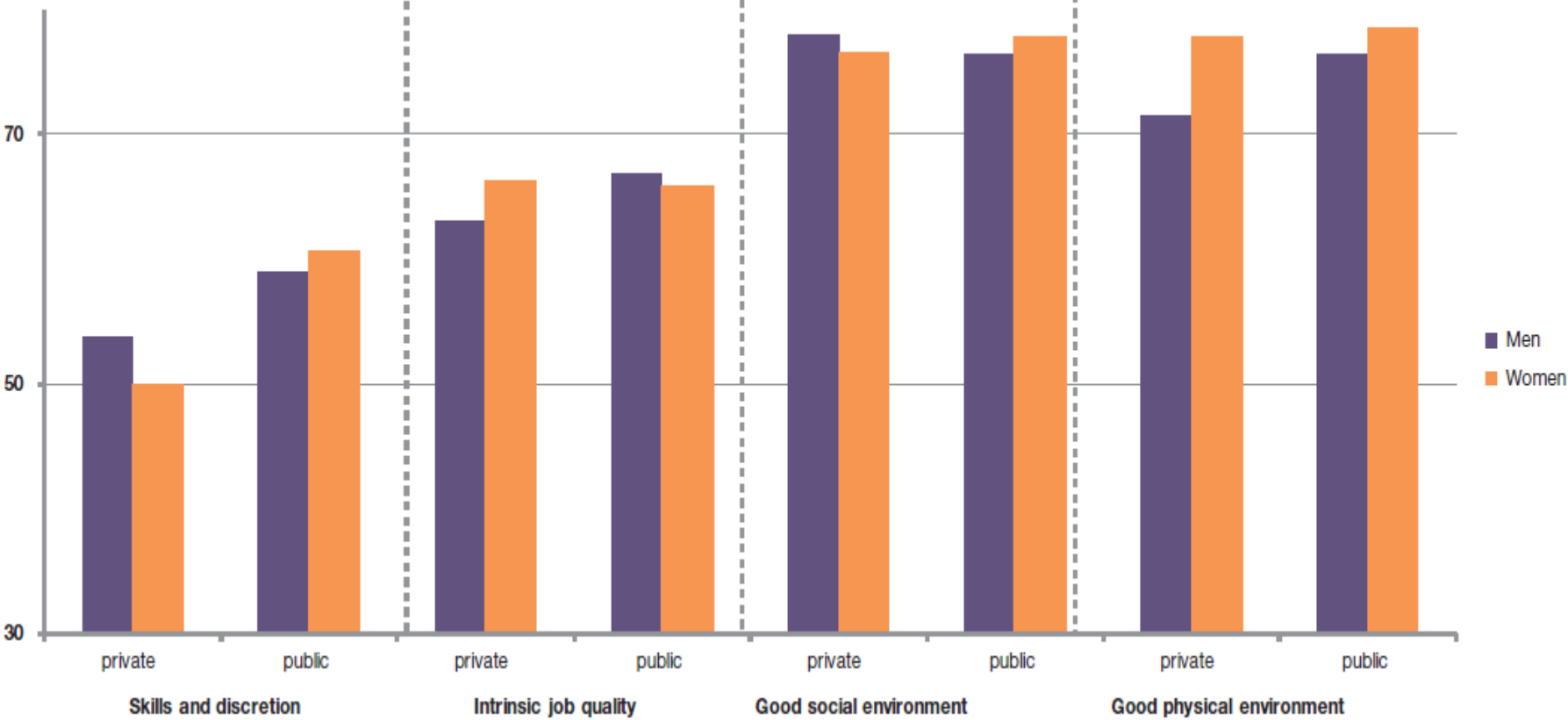
- New social reproductive bargain needed to ensure that
  - wage work does not lead to a double shift
  - high share of earnings does not have to be used to provide substitute for domestic labour
  - work pays particularly at key stages so women don't feel obliged to exit, with all the impacts that has on lifetime careers
- Public services an important source of demand for female labour and potential site for greater gender equality
  - Concentration of women in public services (40.3% women 17.8% men) but particularly high for women with higher education (57.4% of women, 32.1% of men with higher education)

## Concentration of workers in the public sector





Intrinsic job quality by private and public sector and by gender (%)



# Looking ahead- to 'austerity without end' or 'post austerity' Europe?

- With a smaller welfare state and/or more privatised public services- what are the prospects for gender equality?
- Equality traditionally measured by gender gaps- but increasingly inappropriate as men's employment also subject to risk of downgrading of job quality
- Prospects vary by social class
  - potential downgrading for lower skilled men and women, with outcome could be some convergence
  - for higher educated women prospects within public sector are critical- not taken into account in austerity measures- may increase divergence

## Policy priorities

- Reinforcement of need for both partners to work even at a time of reduced or indefinitely postponed development of public services- risk of a care deficit.
- Raise the labour market floor to a living wage- link back to social reproduction issues
- Recognise cannot achieve gender equality without protection for public services- concerns about women on boards a distraction when at the same time encouraging cuts to pay and conditions for teachers, nurses etc. and in minimum wages.

## Relative well-being of working parents

Men's well-being much higher than women's (F-- group)	Men's well-being slightly higher than women's (F- group)	No difference or women's well-being higher than men's (F+ group)
Croatia	Belgium	Albania
Cyprus	Bulgaria	Austria
France	Czech Republic	Estonia
former Yugoslav Republic of Macedonia	Denmark	Finland
Ireland	Germany	Greece
Italy	Kosovo	Hungary
Latvia	Netherlands	Malta
Lithuania	Norway	Montenegro
Luxembourg	Poland	Slovakia
Netherlands	Sweden	Slovenia
Portugal	Turkey	Spain
Romania		
UK		