Women, men and working conditions in Europe

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ETUI

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Understanding gender differences in working conditions

- EWCS 2010

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- The case for a gender-sensitive analysis of employment patterns and trends on European labour markets
- Gender segregation → gender gaps
- Initial impact of the crisis and austerity
Men and women are still working in different occupations, workplaces, and industries, are employed on different employment contracts, and are still rewarded differently even after adjusting for skills and education.

Under the impact of the crisis **closing gender gaps** in key labour market indicators, such as employment and unemployment rates and pay levels; however, instead of this reflecting improvements in the position of women, it has been the expression of deteriorating conditions for men.

**Outline:**
1. Layers of gender segregation
2. Segregation and differences in job quality / working conditions
3. Conclusions
Layers of gender segregation: occupations

Female-dominated →
- Personal care workers
- Health assoc professionals
- Cleaners
- General clerks
- Sales workers
- Teaching professionals
- Health professionals

Mixed
- Personal service workers
- Business and admin assoc prof.
- Legal, social and cultural prof.
- Numerical clerks
- Food, wood and garment workers
- Skilled agricultural workers
- Hospitality and retail managers

Male-dominated ←
- Production managers
- Mining and construction workers
- Science and engr assoc prof.
- Drivers and operators
- Metal workers
- Building workers

% of women

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## Layers of gender segregation: workplaces

<table>
<thead>
<tr>
<th>Largest occupational groups</th>
<th>Same-sex workplace</th>
<th>Mixed-sex workplace</th>
<th>Opposite-sex workplace</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>men</td>
<td>women</td>
<td>men</td>
</tr>
<tr>
<td>Building workers</td>
<td>95.1</td>
<td>-</td>
<td>1.6</td>
</tr>
<tr>
<td>Metal workers</td>
<td>91.8</td>
<td>35.0</td>
<td>3.8</td>
</tr>
<tr>
<td>Drivers and operators</td>
<td>88.6</td>
<td>23.0</td>
<td>6.6</td>
</tr>
<tr>
<td>Science associate professionals</td>
<td>78.5</td>
<td>42.3</td>
<td>13.1</td>
</tr>
<tr>
<td>Mining and construction workers</td>
<td>81.9</td>
<td>53.0</td>
<td>11.7</td>
</tr>
<tr>
<td>Production managers</td>
<td>56.6</td>
<td>42.0</td>
<td>14.8</td>
</tr>
<tr>
<td>Hospitality and retail managers</td>
<td>34.4</td>
<td>37.8</td>
<td>22.0</td>
</tr>
<tr>
<td>Skilled agricultural workers</td>
<td>65.0</td>
<td>35.5</td>
<td>21.4</td>
</tr>
<tr>
<td>Food, wood and garment workers</td>
<td>75.2</td>
<td>68.7</td>
<td>15.4</td>
</tr>
<tr>
<td>Numerical clerks</td>
<td>60.7</td>
<td>47.7</td>
<td>24.1</td>
</tr>
<tr>
<td>Legal, social and cultural professionals</td>
<td>26.9</td>
<td>54.6</td>
<td>40.7</td>
</tr>
<tr>
<td>Business associate professionals</td>
<td>46.7</td>
<td>46.7</td>
<td>31.5</td>
</tr>
<tr>
<td>Personal service workers</td>
<td>44.1</td>
<td>62.4</td>
<td>31.1</td>
</tr>
<tr>
<td>Health professionals</td>
<td>25.3</td>
<td>72.8</td>
<td>35.5</td>
</tr>
<tr>
<td>Teaching professionals</td>
<td>16.2</td>
<td>76.1</td>
<td>37.6</td>
</tr>
<tr>
<td>Sales workers</td>
<td>46.4</td>
<td>69.2</td>
<td>35.4</td>
</tr>
<tr>
<td>General clerks</td>
<td>34.0</td>
<td>45.0</td>
<td>42.5</td>
</tr>
<tr>
<td>Cleaners</td>
<td>50.7</td>
<td>63.6</td>
<td>25.1</td>
</tr>
<tr>
<td>Health associate professionals</td>
<td>38.4</td>
<td>77.4</td>
<td>26.0</td>
</tr>
<tr>
<td>Personal care workers</td>
<td>10.8</td>
<td>73.5</td>
<td>36.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>64.7</strong></td>
<td><strong>62.7</strong></td>
<td><strong>18.8</strong></td>
</tr>
</tbody>
</table>
Proportion of workers in the public sector

Female-dominated

- Personal care workers
- Health assoc professionals
- Cleaners
- General clerks
- Sales workers
- Teaching professionals
- Health professionals
- Personal service workers
- Business and admin assoc prof.
- Legal, social and cultural prof.
- Numerical clerks
- Food, wood and garment workers
- Skilled agricultural workers
- Hospitality and retail managers
- Production managers
- Mining and construction workers
- Science and engr assoc prof.
- Drivers and operators
- Metal workers
- Building workers

Mixed

- Women white collar
- Men white collar
- Women blue collar
- Men blue collar

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## Gender and job quality

<table>
<thead>
<tr>
<th>Index</th>
<th>Brief description of content</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td>Net monthly earnings</td>
</tr>
<tr>
<td><strong>Prospects</strong></td>
<td>Job security, career progression, contract quality</td>
</tr>
<tr>
<td><strong>Intrinsic job quality</strong></td>
<td>Skills and discretion (0.25): skills and autonomy</td>
</tr>
<tr>
<td></td>
<td>Good social environment (0.25): social support, absence of abuse</td>
</tr>
<tr>
<td></td>
<td>Good physical environment (0.25): low level of physical and posture-related hazards</td>
</tr>
<tr>
<td></td>
<td>Work intensity (0.25): pace of work, work pressures, and emotional/value conflict demands</td>
</tr>
<tr>
<td><strong>Working time quality</strong></td>
<td>Duration, scheduling, discretion, and short-term flexibility over working time</td>
</tr>
</tbody>
</table>

Source: Eurofound 2012b.
Gender and job quality

- Job prospects
- Intrinsic job quality
- Working time quality
- Monthly income (right scale)

- Gender: Men vs. Women
Monthly earnings

- Personal care workers
- Health assoc professionals
- Cleaners
- General clerks
- Sales workers
- Teaching professionals
- Health professionals
- Personal service workers
- Business and admin assoc prof.
- Legal, social and cultural prof.
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- Women white collar
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Working conditions

Dealing with people

% of men within each occupation

Handling angry clients

% of men within each occupation

Men

Women

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Potential to improve physical working conditions?

Employee participation and physical work environment, by gender and education, EU27, 2010

Working time quality: long and short hours

← Male-dominated  

Female-dominated →
Workplace segregation: gender of boss and job quality

- Male boss
- Female boss

Job prospects
- Men: 67
- Women: 65

Intrinsic job quality
- Men: 69
- Women: 67

Working time quality
- Men: 56
- Women: 60

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Workplace segregation: gender of boss and well-being

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The role of public sector employment

Skills and Discretion
Absence of work pressures
Good Social Environment
Good Physical Environment

Male | Female
--- | ---
private | public
private | public
private | public
private | public
private | public

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Conclusions

- Continuing importance of gender for understanding labour market and working conditions:
  - persistently high level of sectoral, occupational and workplace segregation;
  - complex links between horizontal and vertical segregation (including gender of supervisors);
  - patterns of association between gender segregation and dimensions of working conditions revealed in the analysis.

- Importance of the public sector in enhancing overall job quality
  - particularly for women due to their over-representation in that sector
  - men also experience higher job quality in the public sector, although this affects a smaller proportion of the male workforce
Policy pointers

- On-going relevance of gender-sensitive monitoring of the labour market
- Positive job quality and well-being effects from limiting gender segregation:
  - open up jobs for women in male-dominated areas and for men in female-dominated occupations.
  - open up supervisory positions for women across the workplace, sector and occupation hierarchies
- More closely monitor and assess poor physical environments in order to prevent poor job quality and increase well-being in male-dominated sectors and occupations, particularly in terms of work intensity, and long hours
- Gender gaps: positive or negative convergence over the crisis?
  - Impact of the public expenditure-related austerity measures on labour markets and gender relations, if better quality jobs for women decline within the public sector
  - More men engaged in temporary or part-time employment