Gender, Then and Now Conference, Swansea University

The employment position of women in Wales - now and in the future!

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Welsh Economy

Wales demonstrates a lower proportion of economic activity in the private sector, a higher proportion of jobs requiring low qualifications, more prevalent gender segregation, and lower average earnings compared to other parts of the UK (Felstead et al, 2013).
An Anatomy of Inequality in Wales
(Davies et.al. 2011)

- A fifth of the Welsh population lived in poverty (measured after housing costs)
- Young people, people of Pakistani and Bangladeshi heritage, disabled people and those living in rented accommodation were on the lowest incomes.
- Pupils in receipt of Free School Meals x 2.5 less likely to get 5 good GCSEs.
- Adults defined as disabled under the Equality Act and who have a work limiting condition x 3 likely to have no qualifications
- 74% of these adults were not in employment.
- With the exception of educational outcomes, women had a higher incidence of disadvantage across employment, earnings, income and wealth within all the population groups
Employment, then, now and ?

- 1970s/1980s – women’s increased entry to labour market – services/PT
- Economic activity rate – 1994 -2014 from 62% to 71%
- Economic inactivity – 1992 – 2010 - from 18- 10%
- Tourism, retail, wholesale, business and public administration: composition 2004/2014 - 89%/ 91% women
- 2004/2014 – women 70% of public admin employees
- 2004: 21.500 Science and APT jobs - men held 80%
- 2014: 25,600, Science and APT jobs - men held 78%
- 43% of women work PT, hardly changed since 1970s
- 75% of women professionals in Ed and Health
- Women’s greater educational gains have closed GPG along with falling wage rises for men BUT stall in fall – women not receiving economic returns to education level (Wass and Jones, 2017)
Working Patterns in Wales: Gender Occupations and Pay (Parken et.al. 2014)

• Gendered Jobs: Only 25% of jobs in Wales gender balanced
• Working Patterns:
  • Men hold nearly 2/3rds of all full time jobs in Wales
  • Women hold 80% of all part time jobs in Wales
  • 43% of women work PT - an issue of low pay £7,847 (annual median)
• Vertical Segregation: FT remains correlated to higher graded jobs/progression
• Horizontal Segregation: 75% of women in professional occupations work in Health and Education (Parken et.al. 2014)
• ‘Finance/ Biz vertical segregation within gender balanced sector
Employment futures?

• Sectors by 2020 – Manuf/utilities, public sector falling
• Trade/Acccom, Business Services – growing
• Rise of precarious employment across whole of UK but greatest in Wales – 36% of workers (Davies and Parken, 2017)*
• Men in precarious employment up 3% to 27.5%, women’s higher incidence of precarious employment steady over the period at 46% (Davies and Parken, 2017)
• Educational opportunity bargain (Brown et.al 2014)

* Precarious work: Part time, casual, agency, zero hours, involuntary self-employed
Your voice: What we can do for next generations

• Support Public Sector Duties – e.g. pay differences
• Citizen engagement - The Well-being of Future Generations Act 2015
• Ask questions:
• Public Sector Duties Review
• WG Economic Strategy/ Foundational Economy/Brexit
• City Region Deals
• EU Transitional Funds???