

# Gender, Then and Now Conference, Swansea University

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

Dr Alison Parken

7<sup>th</sup> June 2017

# 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???

