



LERA 2020 Conference
San Diego, January 4th 2020

Session 6.1: Intersectionality of Labour Rights and Gender Inequality

UNION REPRESENTATION OF WOMEN IN NON-STANDARD JOBS: Evidence from advanced economies

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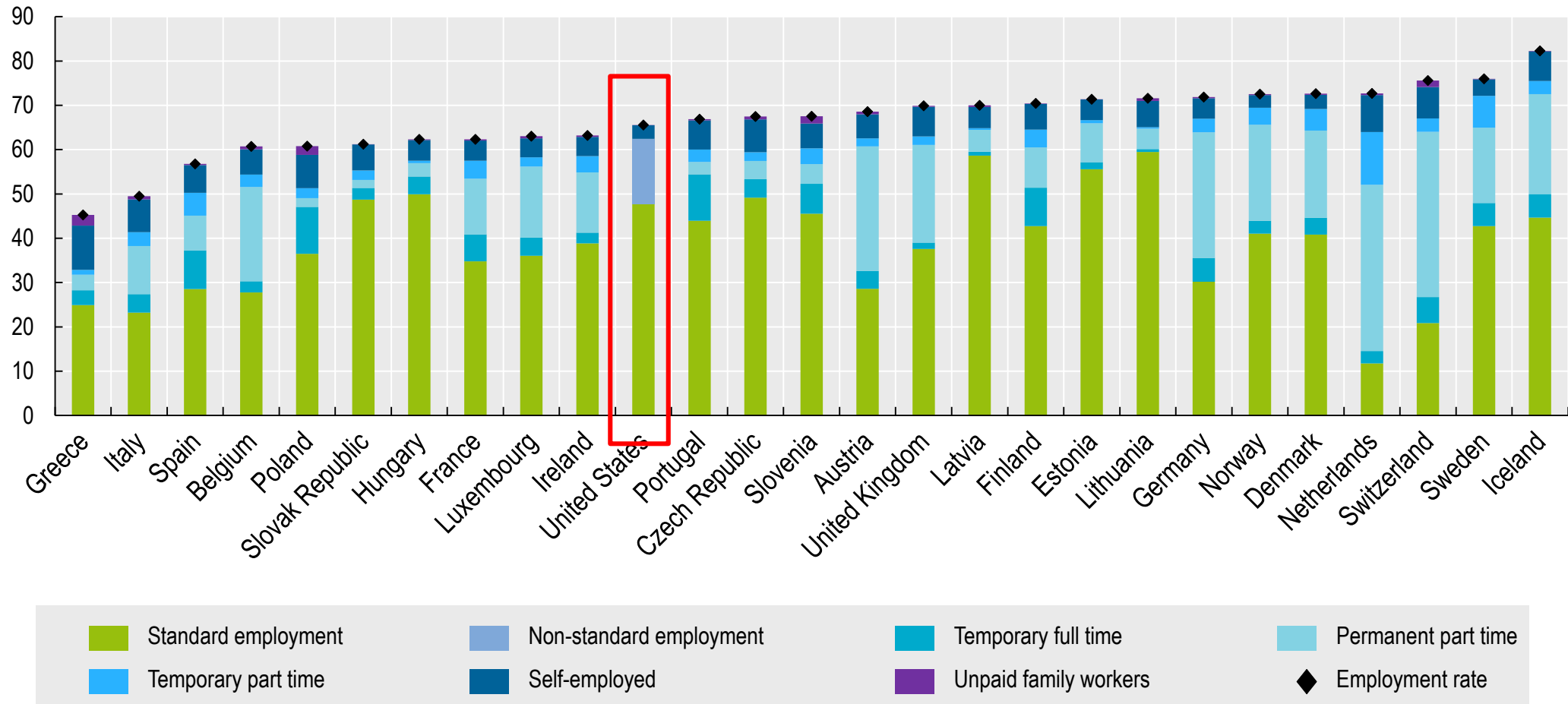


WOMEN IN NON-STANDARD JOBS ACROSS OECD COUNTRIES: TRENDS AND CHALLENGES



The incidence of non-standard work among working women is high across OECD countries

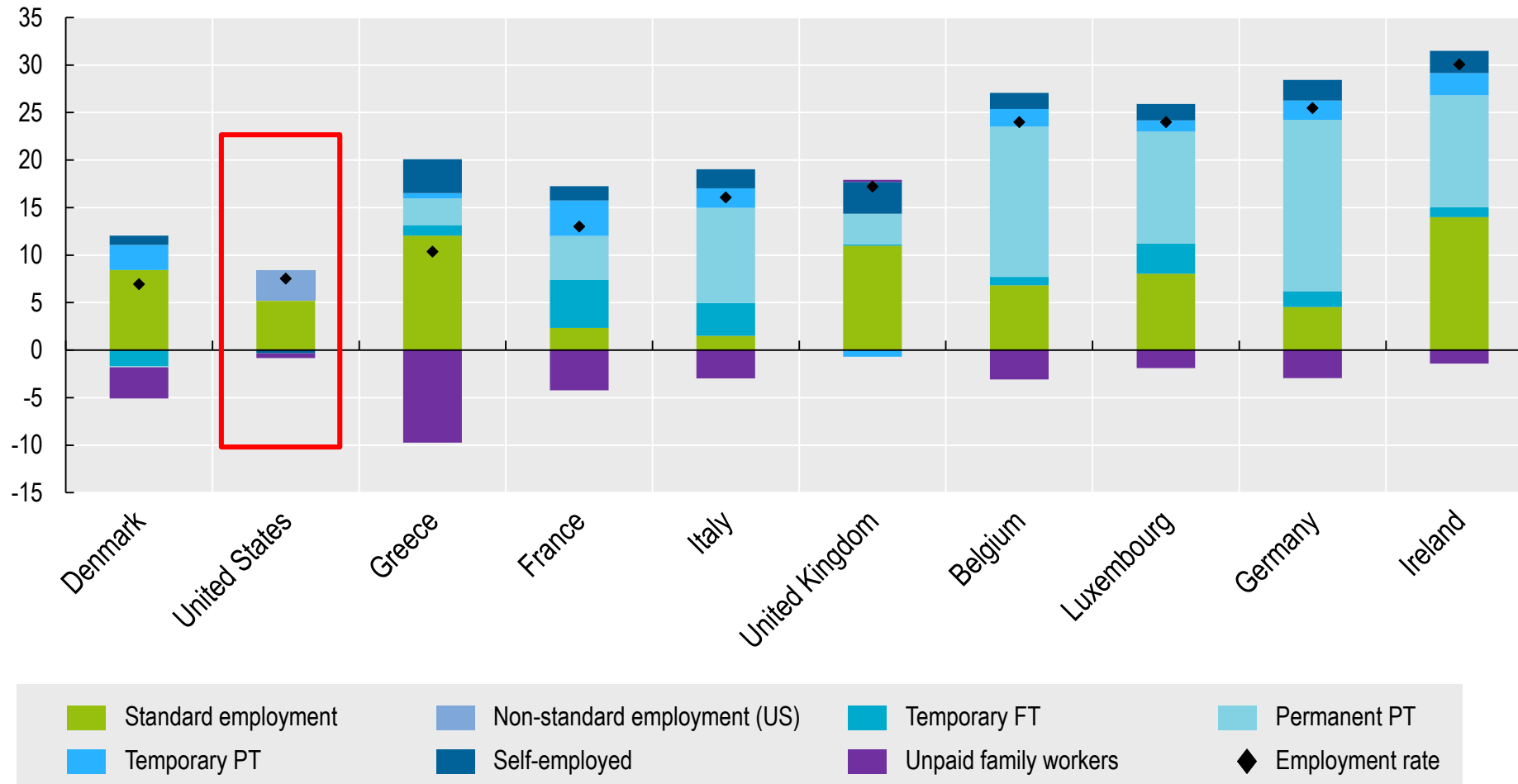
Percentage of women aged 15-64, 2018





The rise in FLFP has been largely driven by the development of female non-standard employment

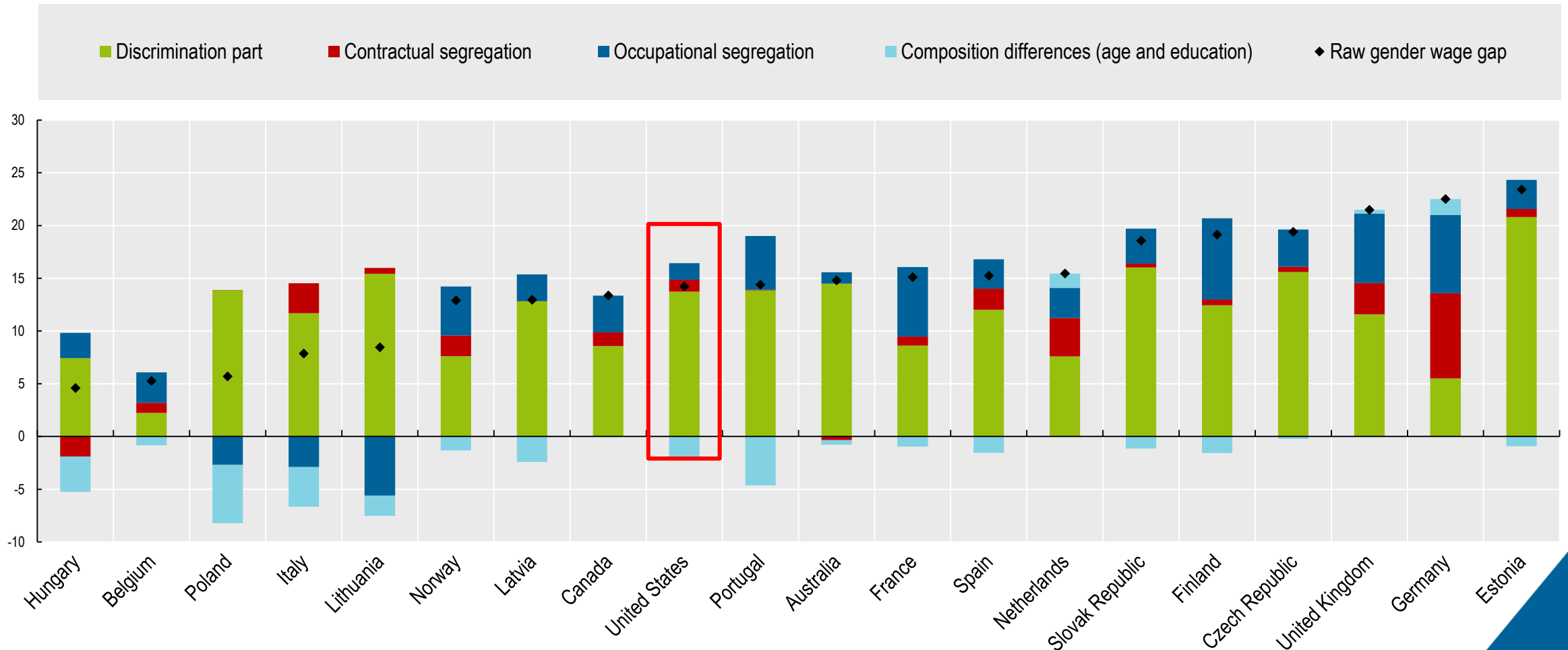
Percentage-point change in female employment rate and the contribution of its components, 1994-2018





The higher non-standardisation of women contributes to the gender wage gap in some countries

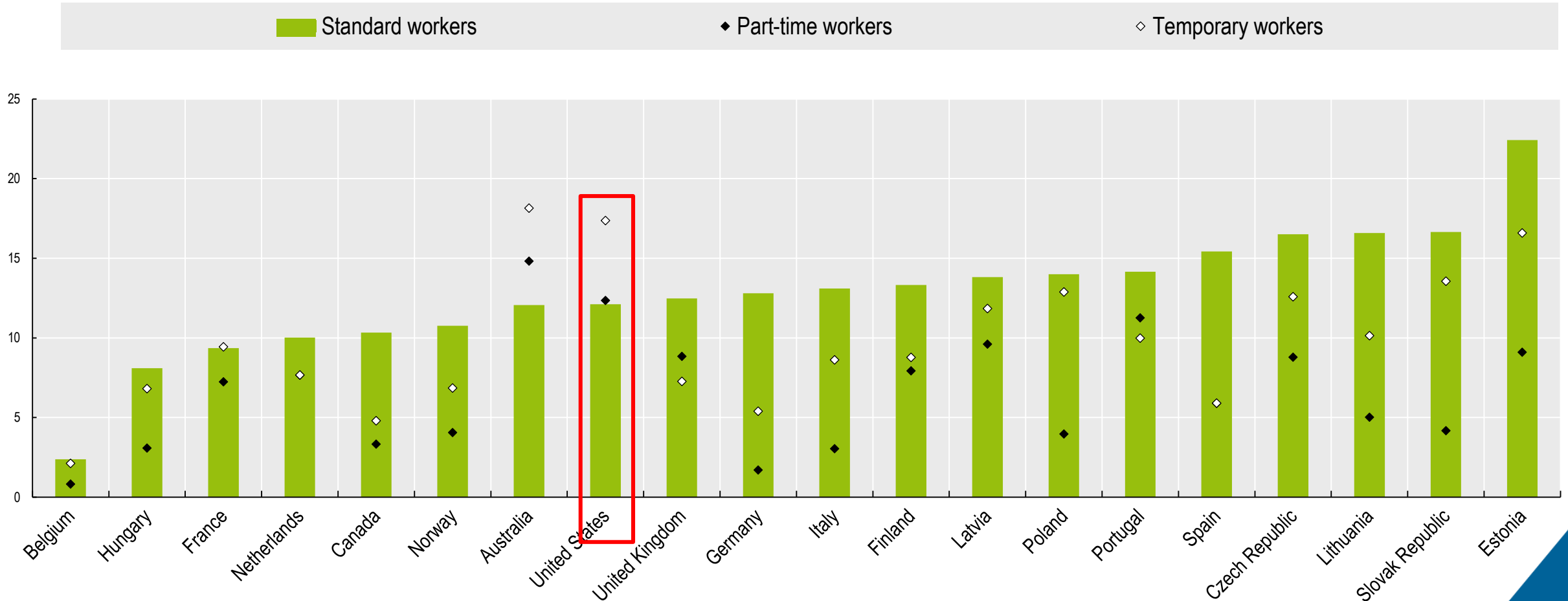
Composition of the mean gender wage gap (hourly earnings), 2018 or latest (%)





And women in non-standard jobs also face pay discrimination

Discrimination part of the mean gender wage gap, by forms of work, 2018 or most recent (%)





Women in non-standard jobs also : 1) face working environment of lower quality ...

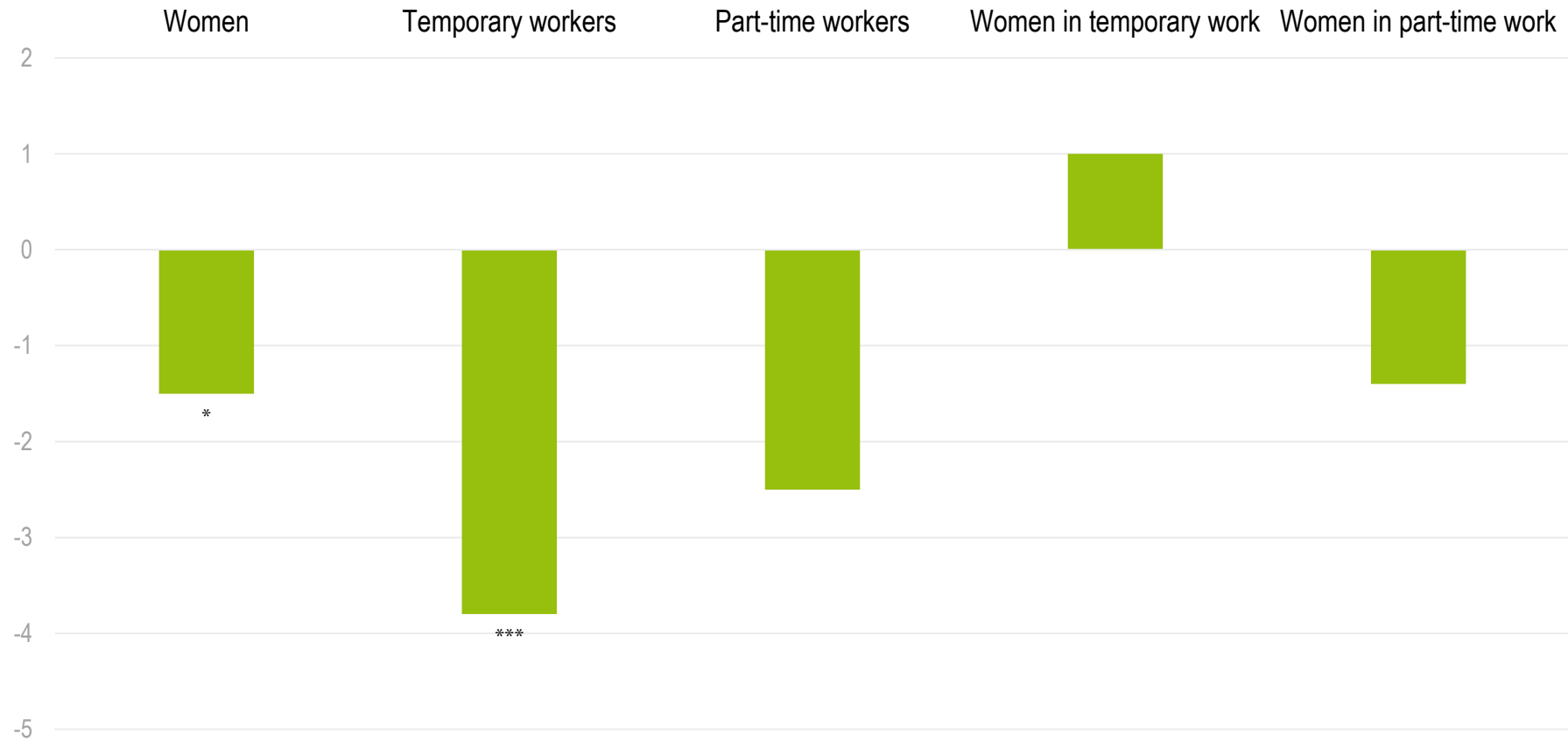
Percent deviation from the average number of job demands and resources





... 2) have less access to training ...

Percent deviation from the average likelihood to access training

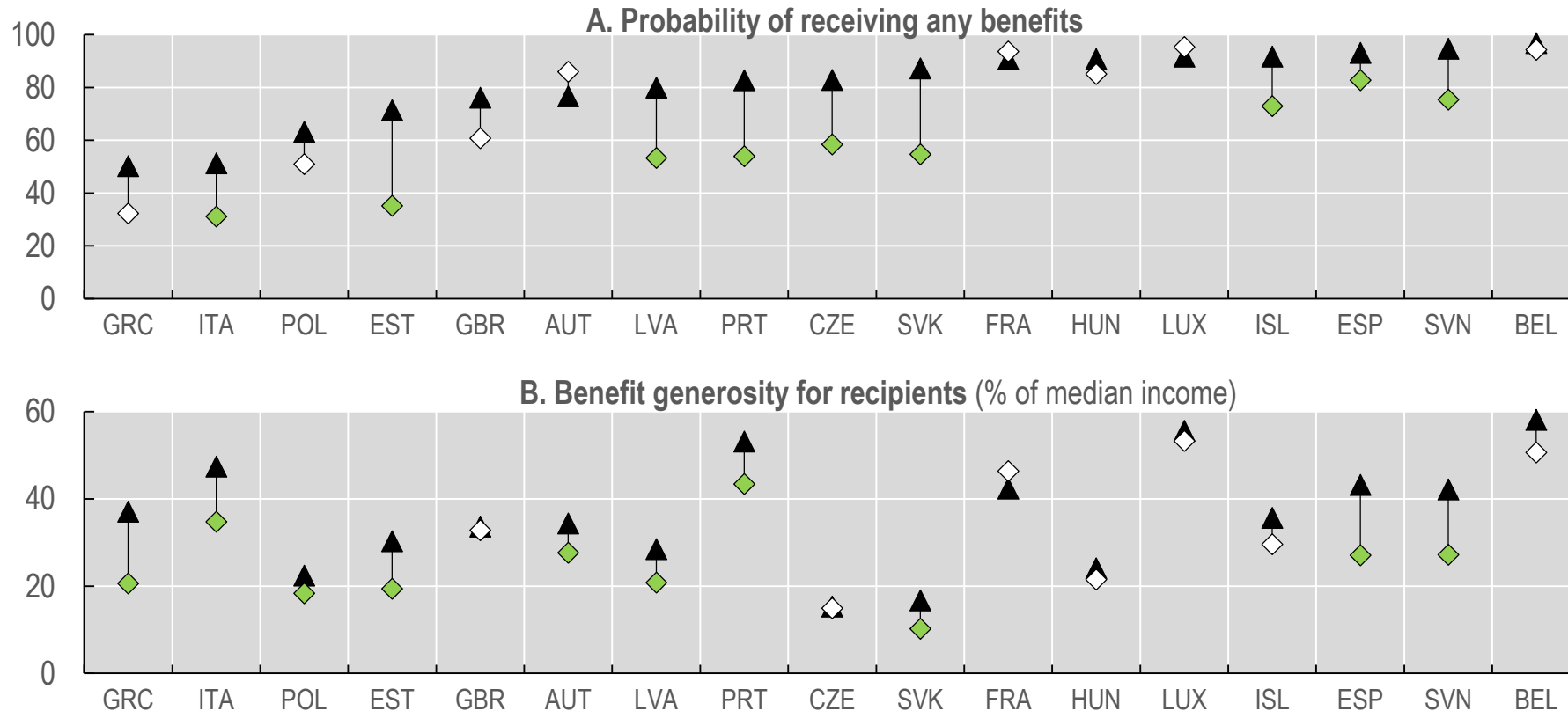




... and less access to social protection

Overall out-of-work support among women, 2014-2015

▲ Baseline: past standard work ◆ Past non-standard (significant gap) ◇ Past non-standard (non-significant gap)



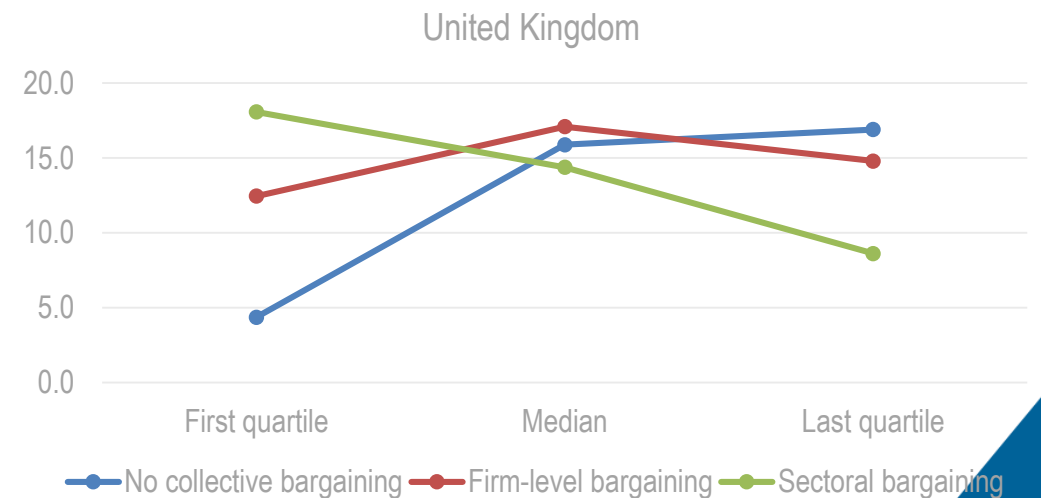
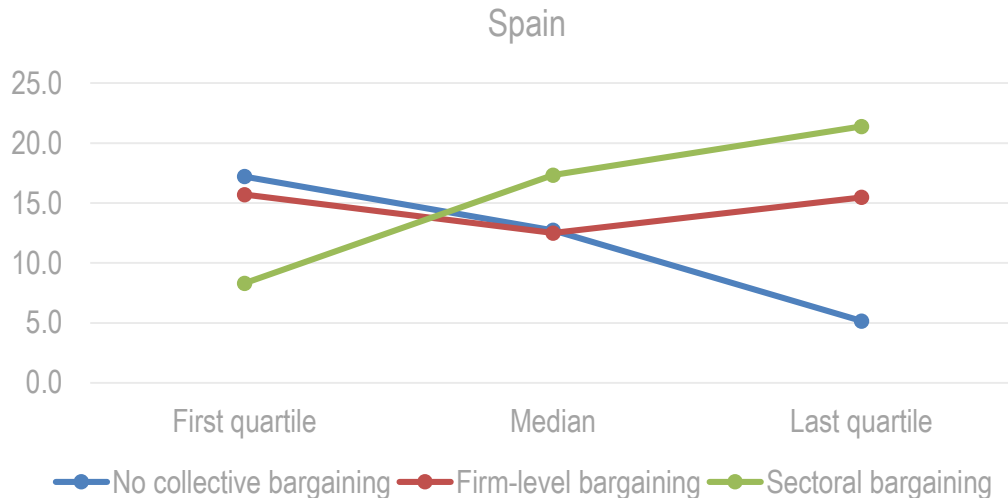
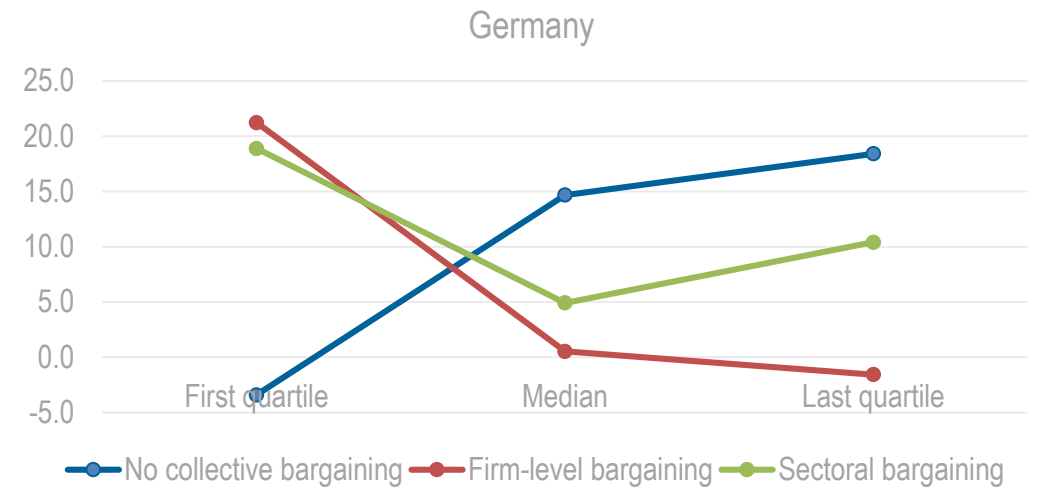
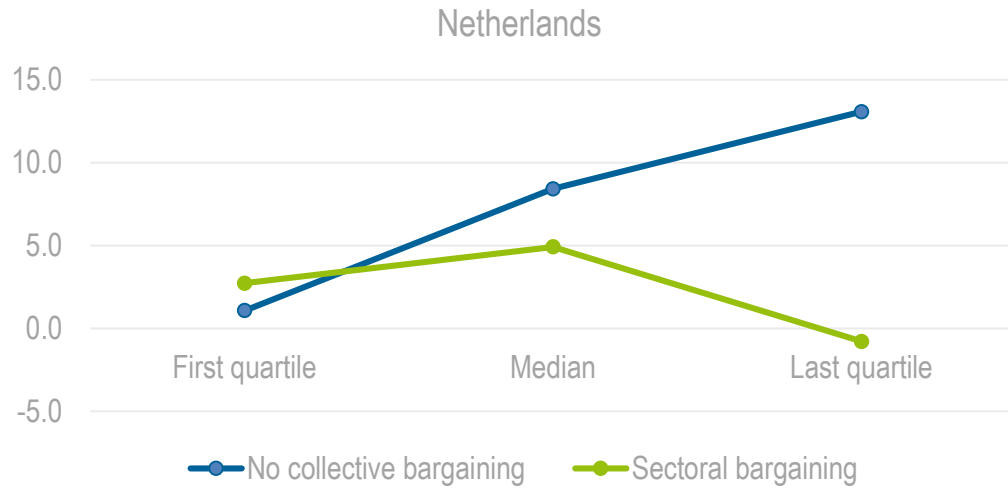


CAN COLLECTIVE BARGAINING HELP WOMEN IN NON-STANDARD JOBS?



Can collective bargaining help to reduce the gender pay gap? 1/2

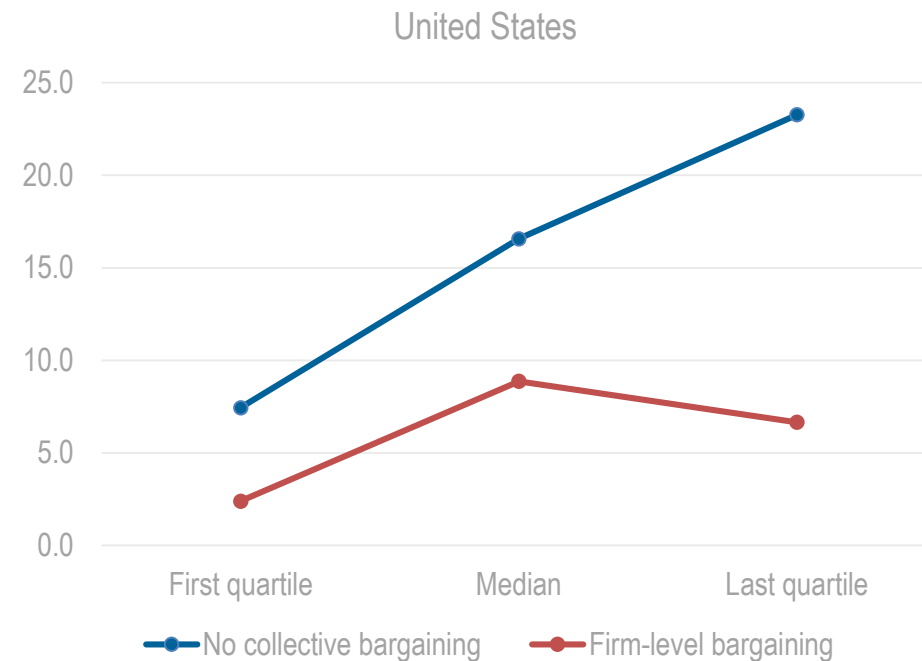
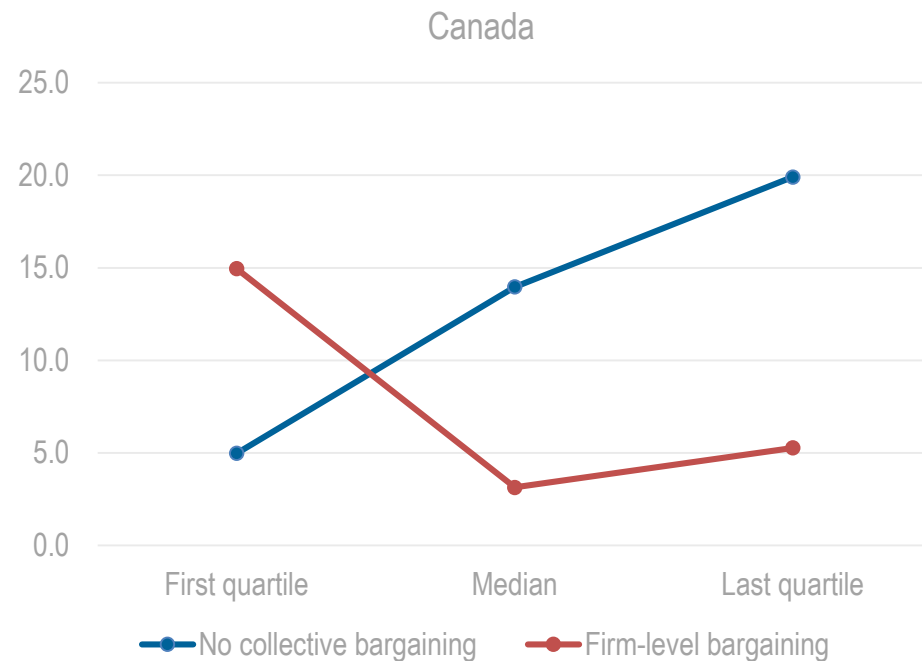
Raw gender wage gap of temporary workers by type of collective bargaining, 2018 or most recent (%)





Can collective bargaining help to reduce the gender pay gap? 2/2

Raw gender wage gap of temporary workers by type of collective bargaining, 2018 or most recent





Can union representation help secure progress for women in non-standard jobs?

1. **Beyond pay, collective agreements** can secure concrete progress on issues such as:
 - Healthcare
 - Flexible **working time** and **childcare** arrangements
 - **Gender equality** and **violence** at work
2. Unions can also secure progress for women in NS jobs through **lobbying and advocacy**
3. **Local union initiatives** for women and for non-standard workers also exist

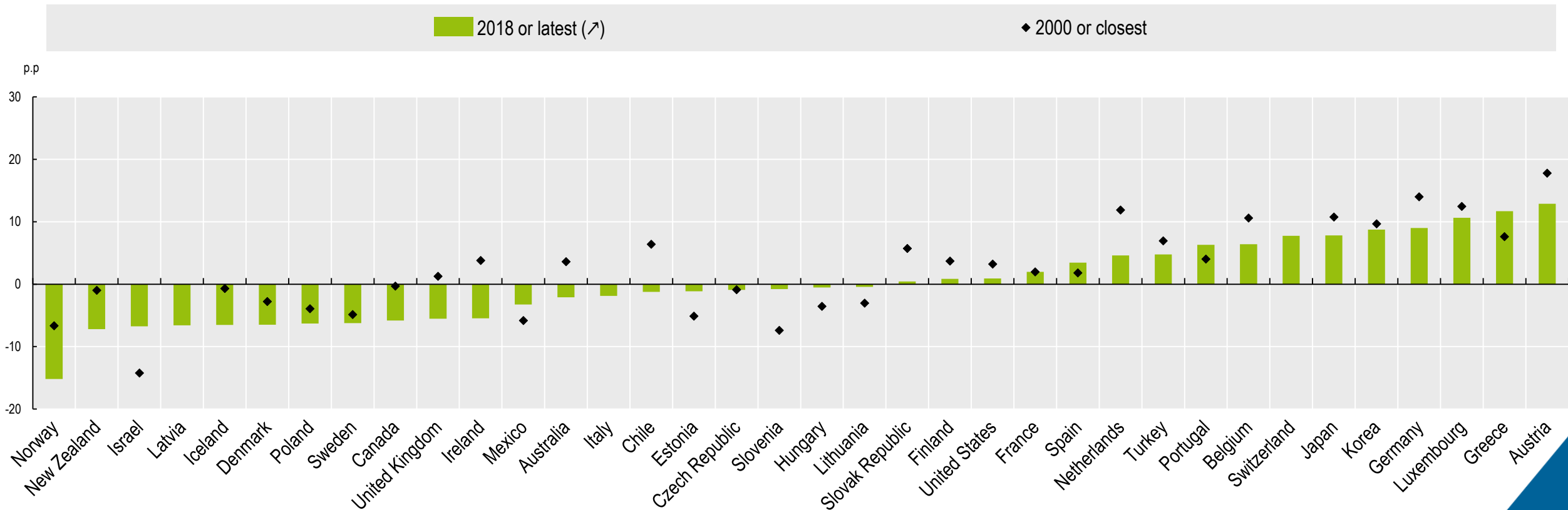


REPRESENTING WOMEN IN NON-STANDARD JOBS: CHALLENGES FOR UNIONS



The gender gap in unionisation is closing...

Percentage point difference between male and female in trade union density in OECD countries, 2000 or closest & 2018 or latest

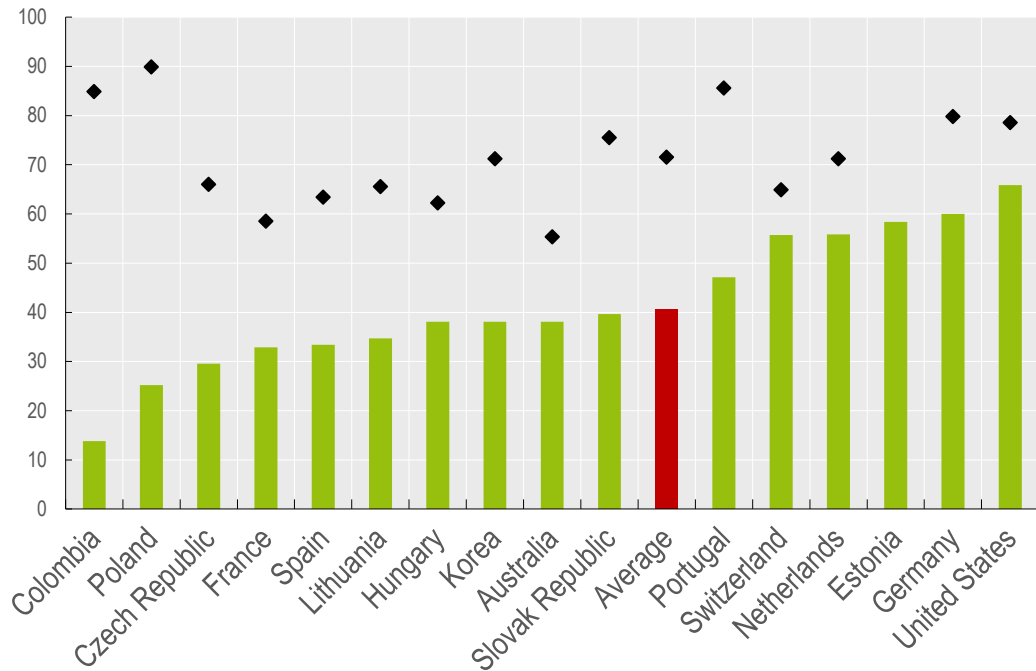




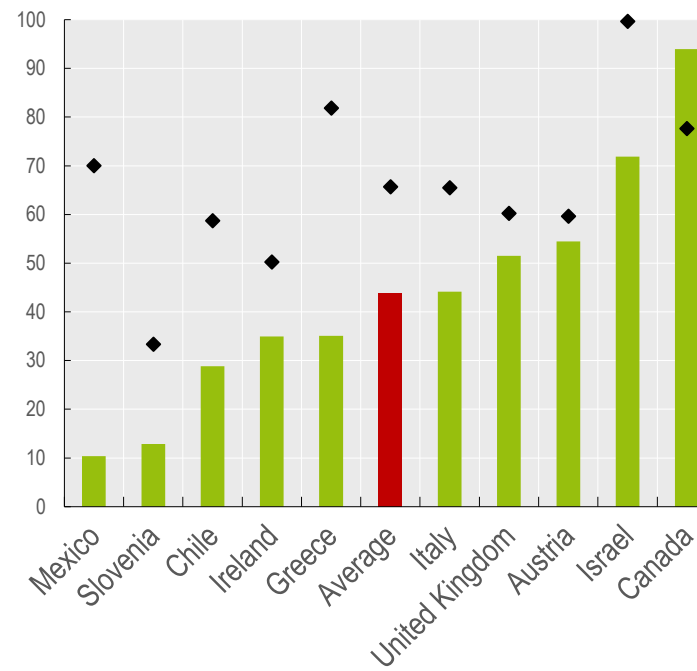
...but non-standard workers are still 50 % less likely than standard ones to be unionised on average...

Actual and adjusted ratio of trade union density among non-standard workers relative to standard workers (%), latest available year

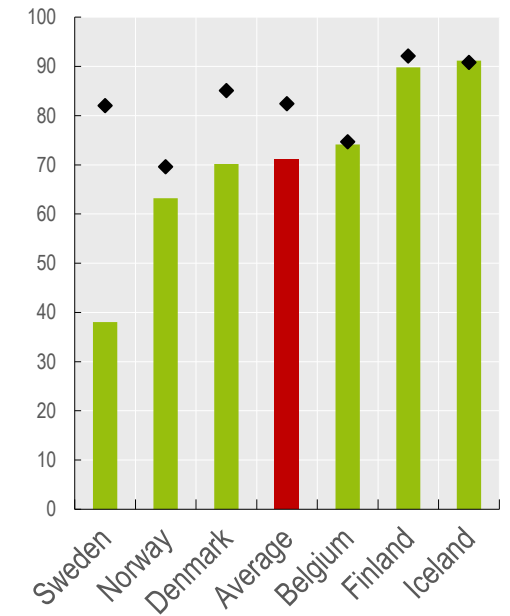
A. Low union density among standard workers (less than 20%)



B. Intermediate union density among standard workers (20 to 50%)



C. High union density among standard workers (50% or more)



Actual ratio (↑)

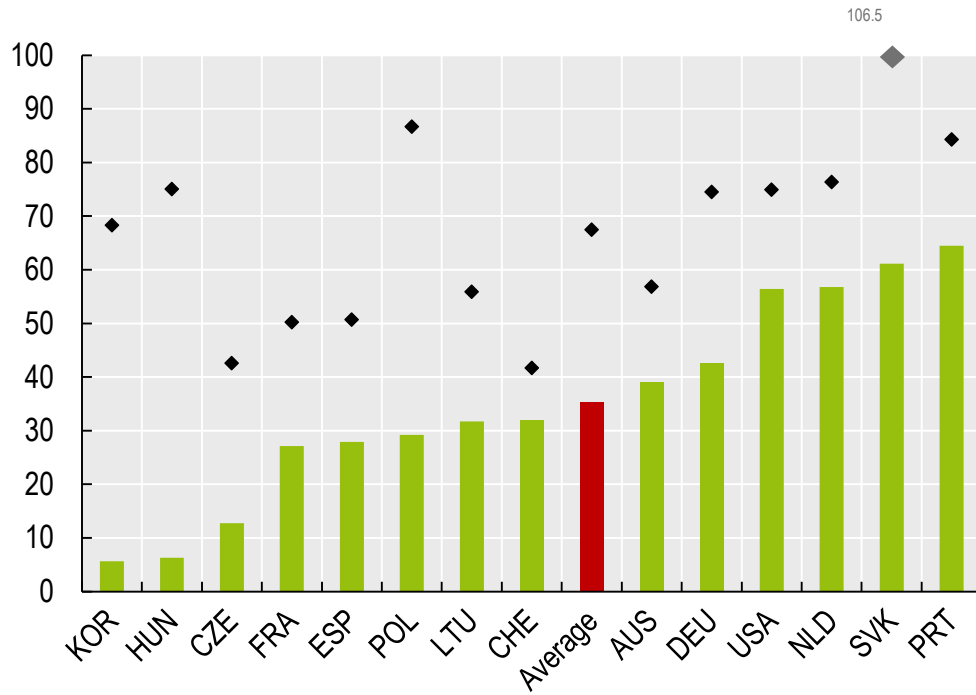
Ratio adjusted for individual characteristics



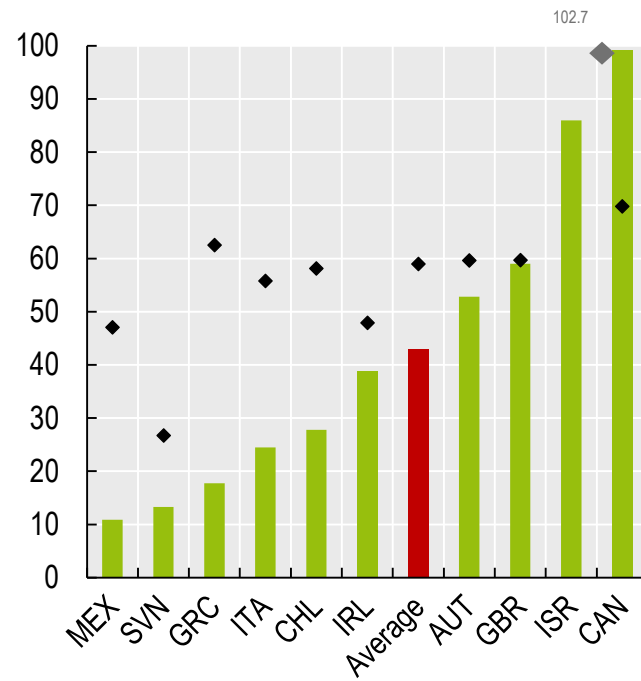
... and unionisation among women in non-standard jobs is even lower

Actual and adjusted ratio of trade union density among non-standard female workers relative to standard workers (%), latest available year

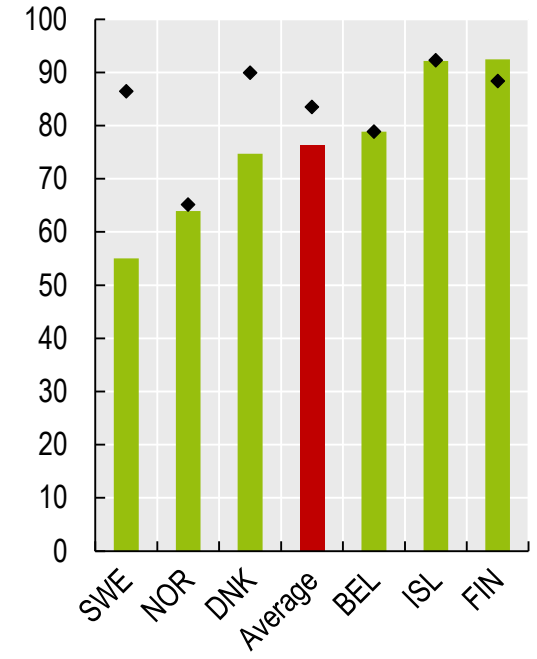
A. Low union density among standard workers (less than 20%)



B. Intermediate union density among standard workers (20 to 50%)



C. High union density among standard workers (50% or more)



Actual ratio (↑)

Ratio adjusted for individual characteristics



Organising women in non-standard jobs: challenges and potential way forward

1. **Organising** women in non-standard jobs comes with **particular challenges**:
 1. **Male leadership** and the **union premium gap**
 2. Organising **without a workplace**, and the issue of **counterpart identification**
 3. Organising **devalued labour**: the case of **domestic workers**

2. **Alternative structures** have emerged to organize women in non-standard work, with mixed results
 1. **Intersectionality** as an organisational **resource**?

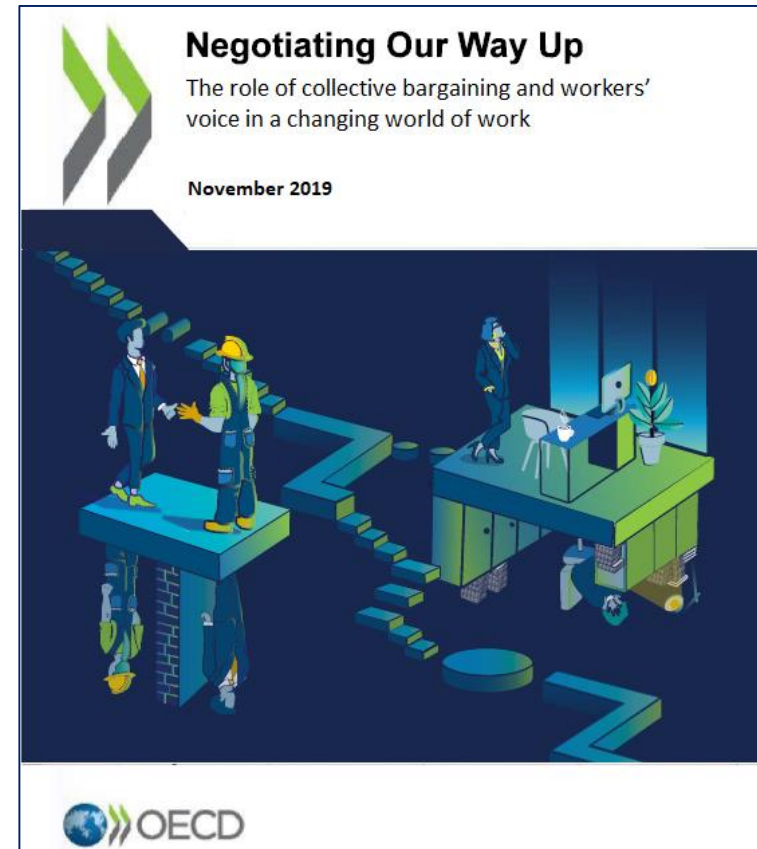


Thank you for your attention!

For more information, contact:
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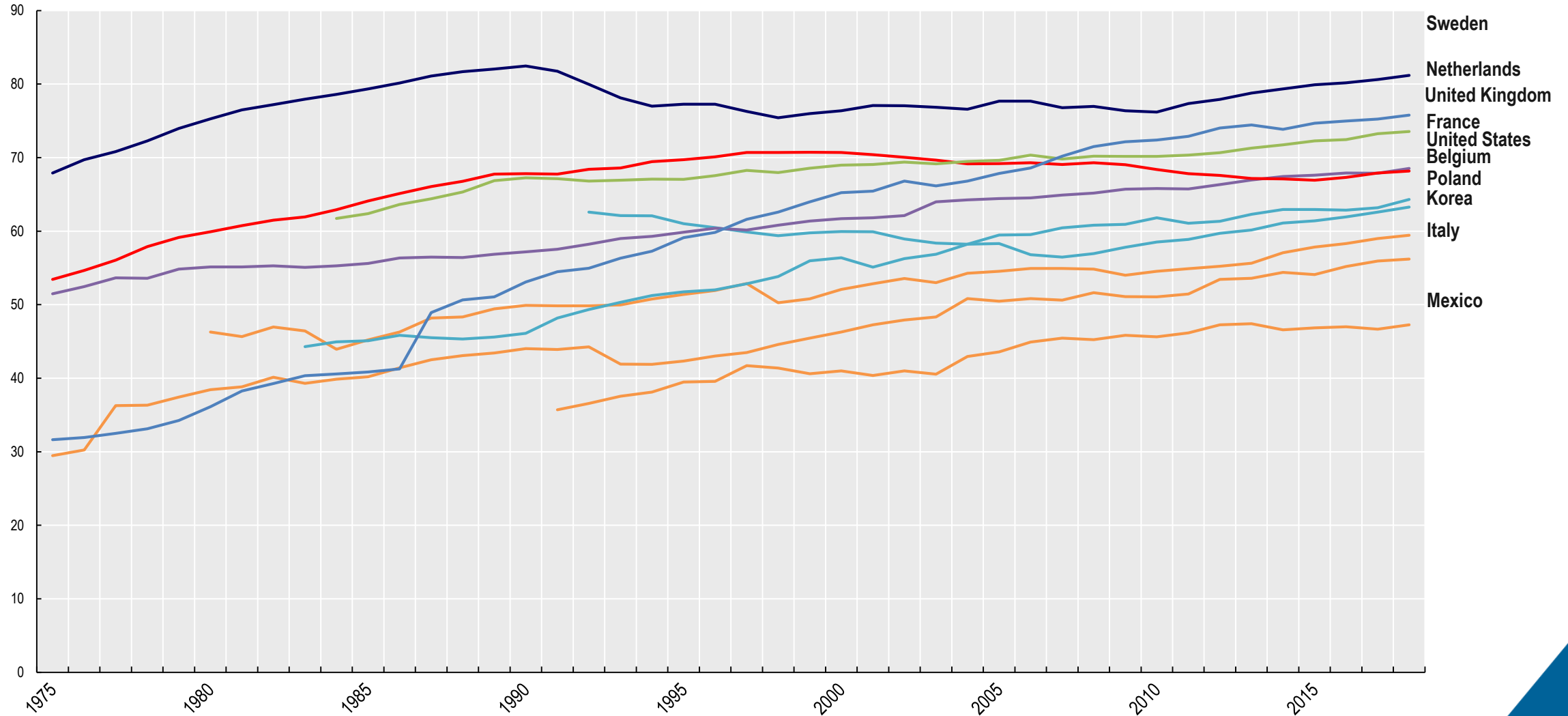


ADDITIONAL SLIDES



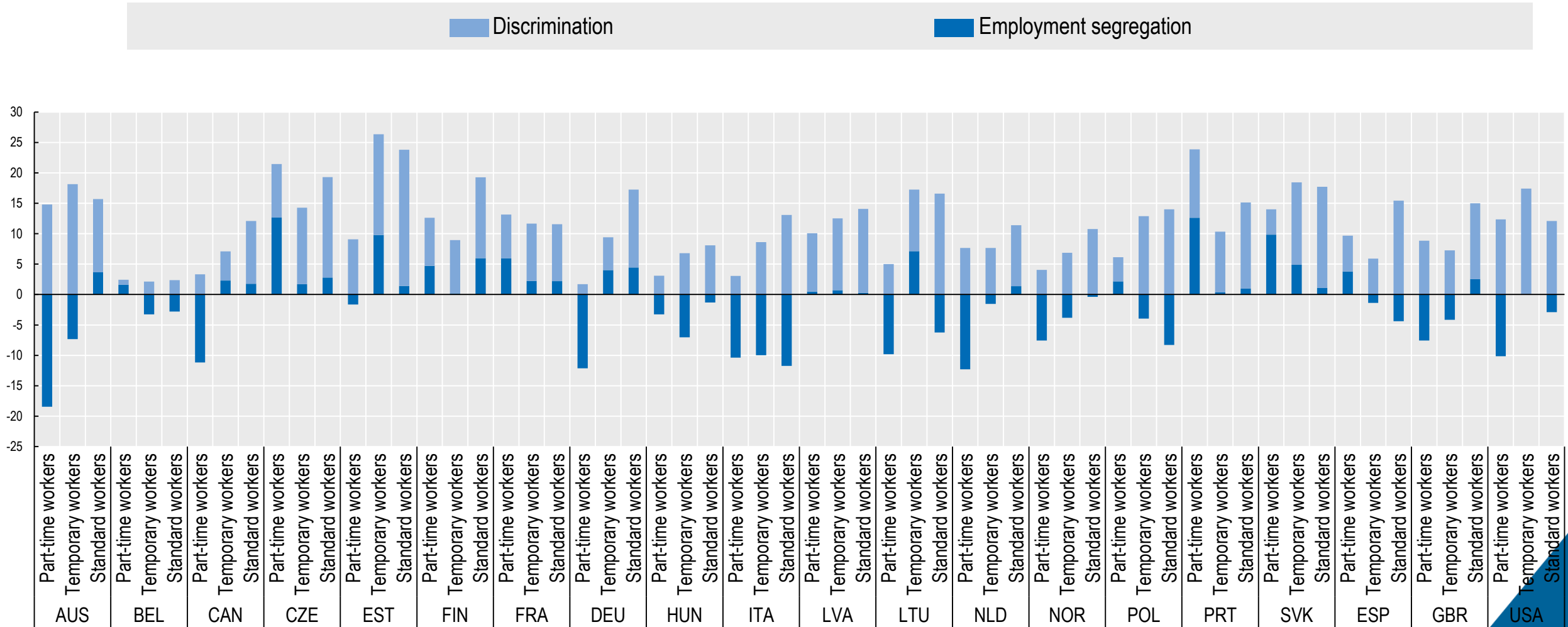
Female labour market participation has been rising steadily since 1975 across OECD countries

Percentage of women aged 15-64, 1975-2018





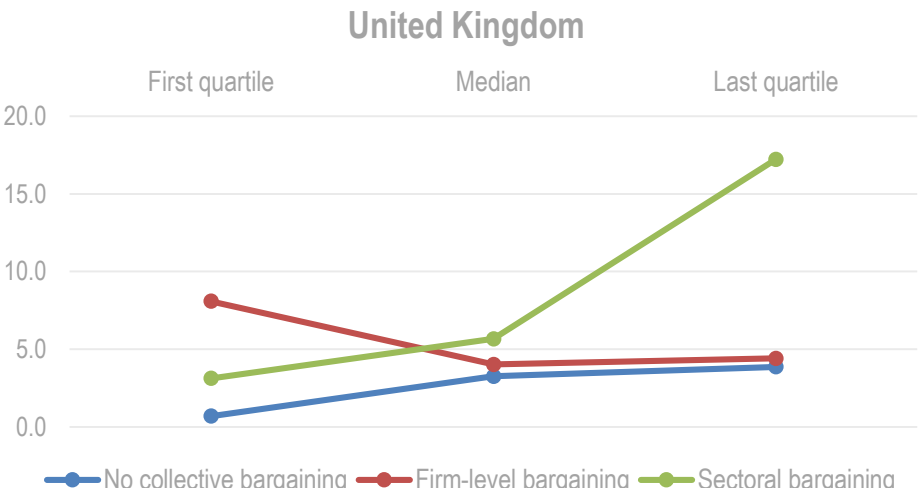
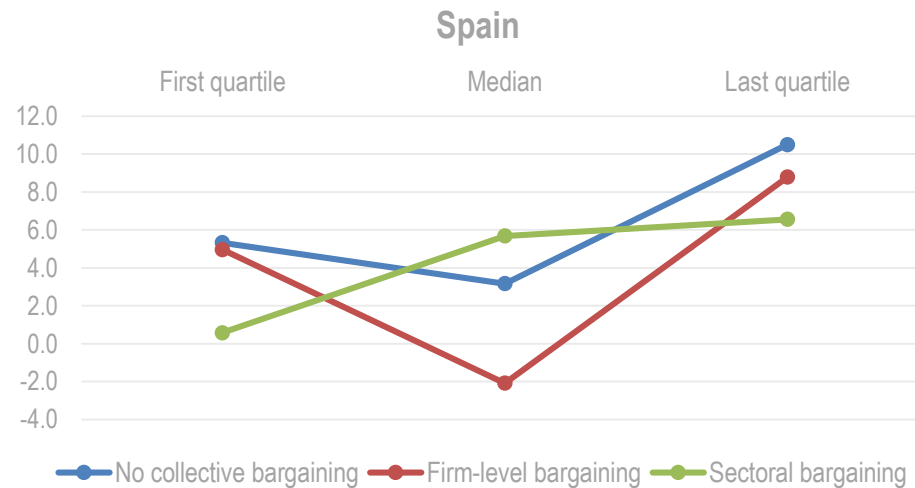
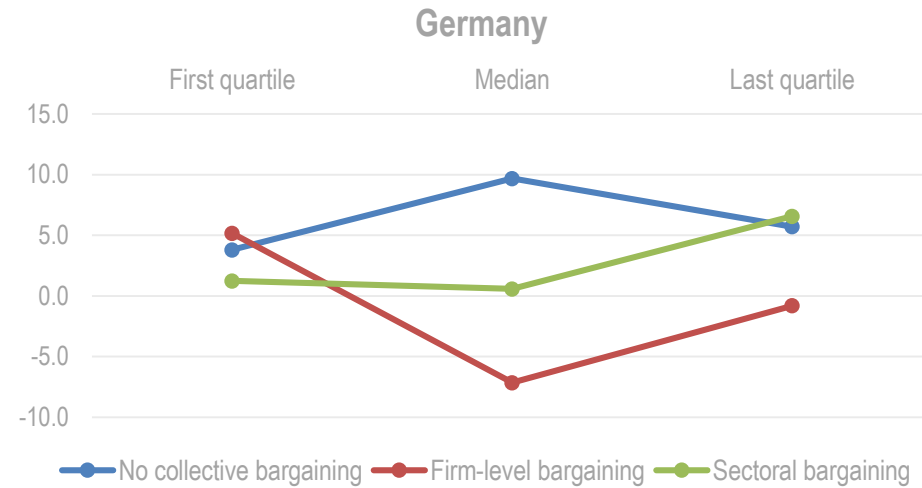
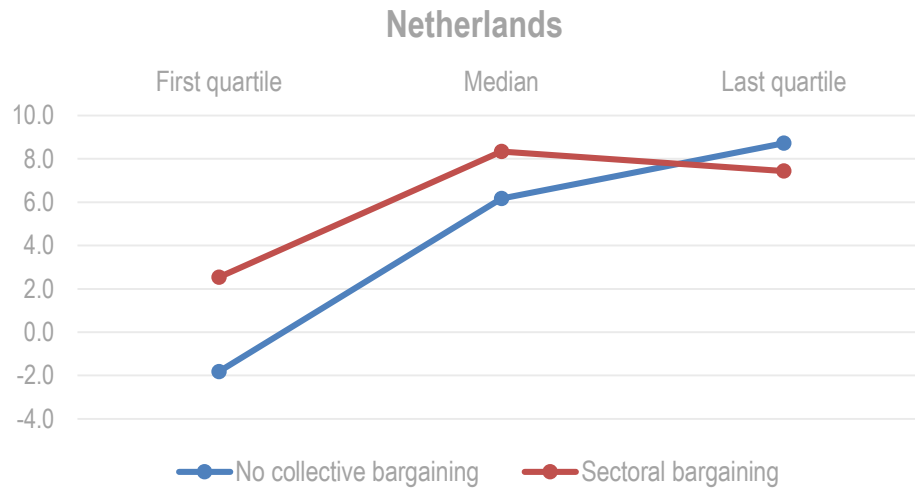
Employment segregation and discrimination by type of contract





Can collective bargaining help to reduce the discrimination part of the gender pay gap? 1/2

Adjusted gender wage gap of temporary workers by type of collective bargaining, 2018 or most recent





Can collective bargaining help to reduce the discrimination part of the gender pay gap? 2/2

Adjusted gender wage gap of temporary workers by type of collective bargaining, 2018 or most recent

