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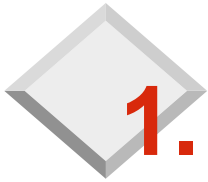
Regulating and Guaranteeing Transitions in Female and Male Life Courses in Austria Continuities, Changes and Challenges

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1. From education to employment

- **Gender-specifically segregated education**
- **Education expansion and catching up of women**
- **Translation of educational achievements into occupational positions**
- **Rising youth unemployment**



2. From starting work to ensuring a living

- **Income discrimination (job entry): 17-19%**
 - first 5 years – women: + 39%*
 - men: +37%*
 - 25 – 39 years old: no rise for women*
- **Non-standard entry jobs:**
 - limited importance of part-time work*
 - 15-19 years: girls 7%, boys 3.6%*
 - 20-24 years: women 14.6%, men 4.5%*
 - fixed-term contracts mainly apprenticeships*
 - new non-standard employment forms*
- **Weekend seniority pay**



3. Standard and non-standard employment

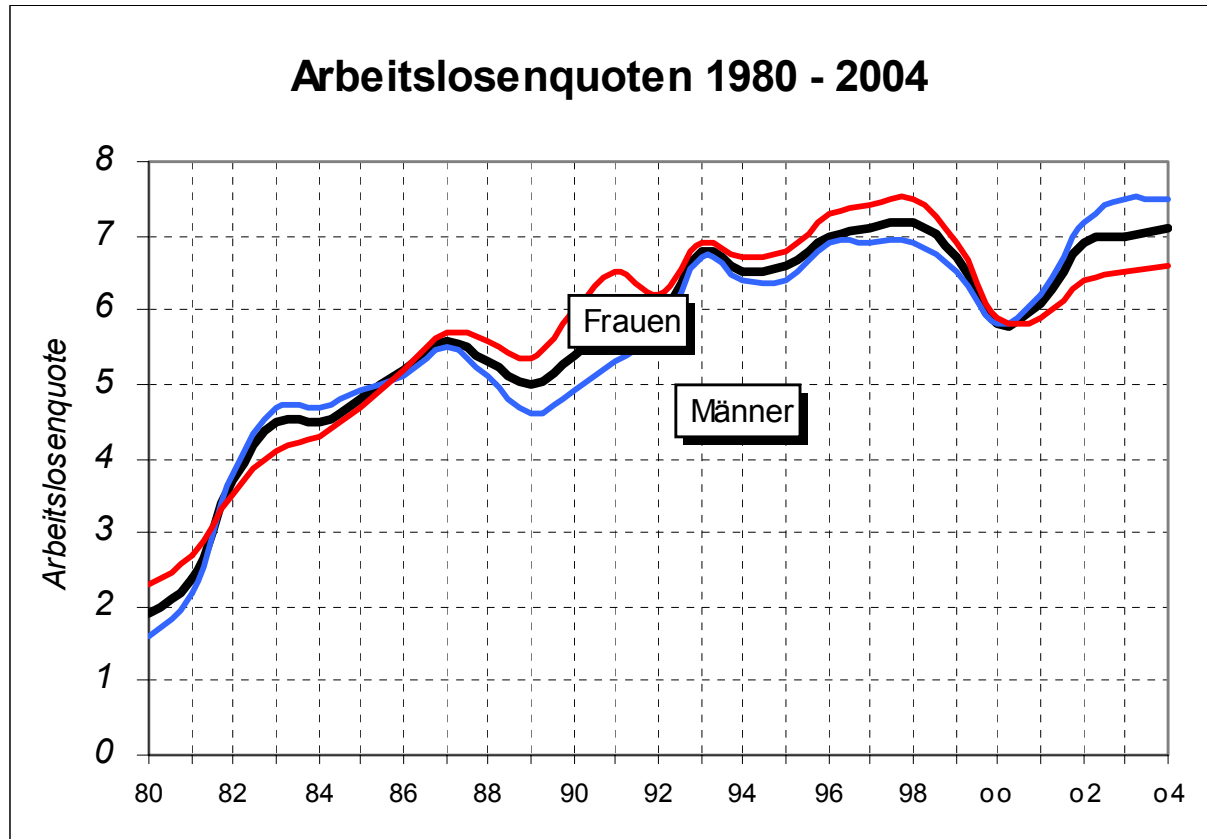
- **Non-standard employment:**
mainly part-time and marginal employment
- **Non-standard employment:**
46% of women, 14% of men
- **Part-time: 21% (2004) (85% women)**
sectoral concentration, limits to transitions
- **Social security: linked more to norm biography**



4. Alternation between employment and unemployment

- **Rising female employment rate:**
59.6% (1999) → 61.7% (2003); in FTE: 51% → 51.7%
- **Rising unemployment (→)**
- **Re-commodification of labour, workfare**
 - *unemployment benefit: 55% of previous net income (unemployment assistance: 50%)*
 - *unemployment payment: 85% of women and 50% of men below poverty line*
 - *rules tightened on 'reasonable jobs'*

Unemployment rates 1980 - 2004





5. Employment and parenthood

- A ,women's problem':

97% of fathers continue full-time careers but only 35% of mothers

1% of fathers take parental leave

- **Negative impact on women's earning careers:**

	<i>Month</i>	<i>Life course</i>
<i>1 child (<19):</i>	<i>- 540€</i>	<i>- 106,600€</i>
<i>2 children (<19):</i>	<i>- 690€</i>	<i>- 130,000 €</i>



5. Employment and motherhood and fatherhood

- **‘Sequential’ (instead of ‘simultaneous’) reconciliation of work and family**

Strong incentive to drop out from the labour market (childcare benefit)

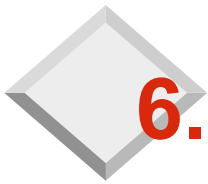
- **Shortage of childcare facilities, lack of after-school care**
- **Reforms - ever longer career breaks for women**

Since 2002 employment ratio of women at 33 months after the birth has fallen by 7%; unemployment rate has increased by 40%



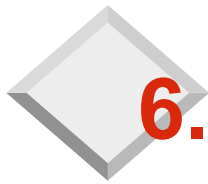
5. Employment and motherhood and fatherhood

- **After career breaks: part-time work as reconciliation strategy (but part-time jobs do not meet the level of qualifications)**
- **Limited right to part-time for parents**
- **Women are having fewer children and ever later in life**



6. Gainful employment and care of relatives

- **Again: A ,women's problem'**
 - 50% of care provided by working women*
 - 87% of employed family carers are women*
 - 28% care for more than 15 hours per week*
 - 40% spend more than 35 hours in their paid jobs*
- **Bigger challenge than childcare:**
 - 50% of care recipients need care for more than 3 years*



6. Gainful employment and care of relatives

- **Again strong incentive to drop-out from the labour market (,sequential‘ instead of ,simultaneous‘ reconciliation)**

Long-term care benefit: cash benefit instead of in-kind benefit

Favourable pension entitlements for non-employed family carers

- **Even bigger re-entry problems**



7. From gainful employment to retirement

- **Lower benefit levels through the strengthening of the insurance principle**
- **Despite different official retirement ages for men and women (65 and 60), rather similar defacto retirement ages (58.5 and 56.9)**
- **Low employment rates of older workers: among the lowest in the EU**
- **Abolition of early retirement pensions as labour market instrument: increasing unemployment among older workers**



Unemployment rates among older workers

	1998	1999	2000	2001	2002	2003	2004	2005
Overall (55 to 60)	11.8	12.7	11.4	10.5	11.2	11.1	9.8	9.0
Women (55 to 60)	8.9	9.9	9.5	10.6	12.6	12.3	10.5	9.1
Men (55 to 60)	12.7	13.6	12.0	10.4	10.6	10.4	9.4	9.0
Overall (60 to 65)	6.5	7.2	8.0	11.7	13	13.5	13.6	12.5
Women (60 to 65)	5.2	5.3	5.2	4.9	4.8	4.7	4.1	4.1
Men (60 to 65)	7.1	7.8	9.1	13.9	15.3	15.9	16.0	14.6

Source: AMS Austria (BALI database, July 2006)



Conclusions

- **Labour Market: increasing risks at all stages**

youth unemployment and precariousness as new developments

Lack of jobs; increasing unemployment especially among younger and older workers

- **Welfare: re-commodification of labour**

Lower benefits, reasonableness of jobs

benefits increasingly dependent on uninterrupted careers

some universal aspects, but with conservative welfare effects