

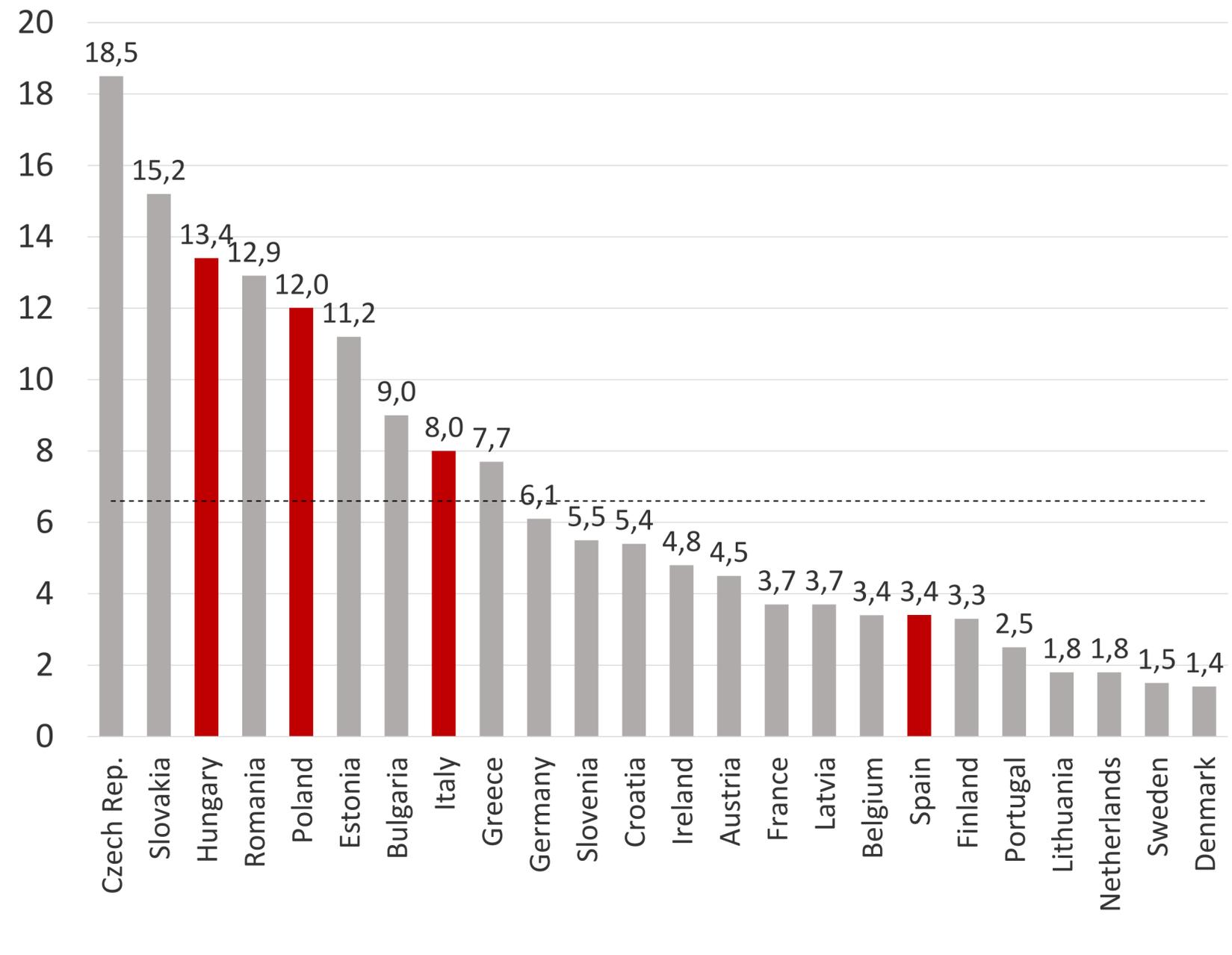
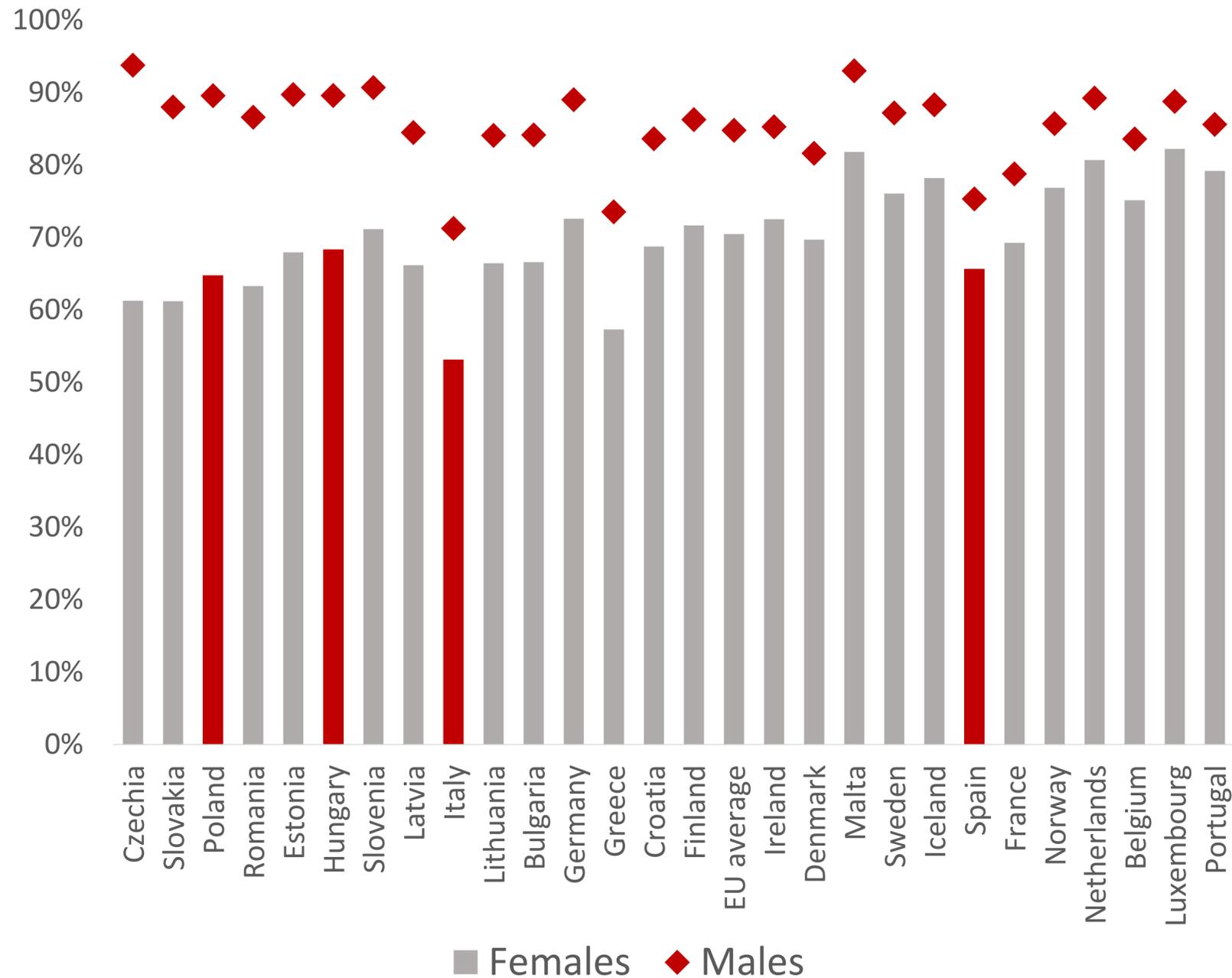
DO YOUNG WOMEN AND MEN NEED DIFFERENT EMPLOYMENT POLICIES?

“Youth employment policy” Conference
Brussels
8 th of June 2022

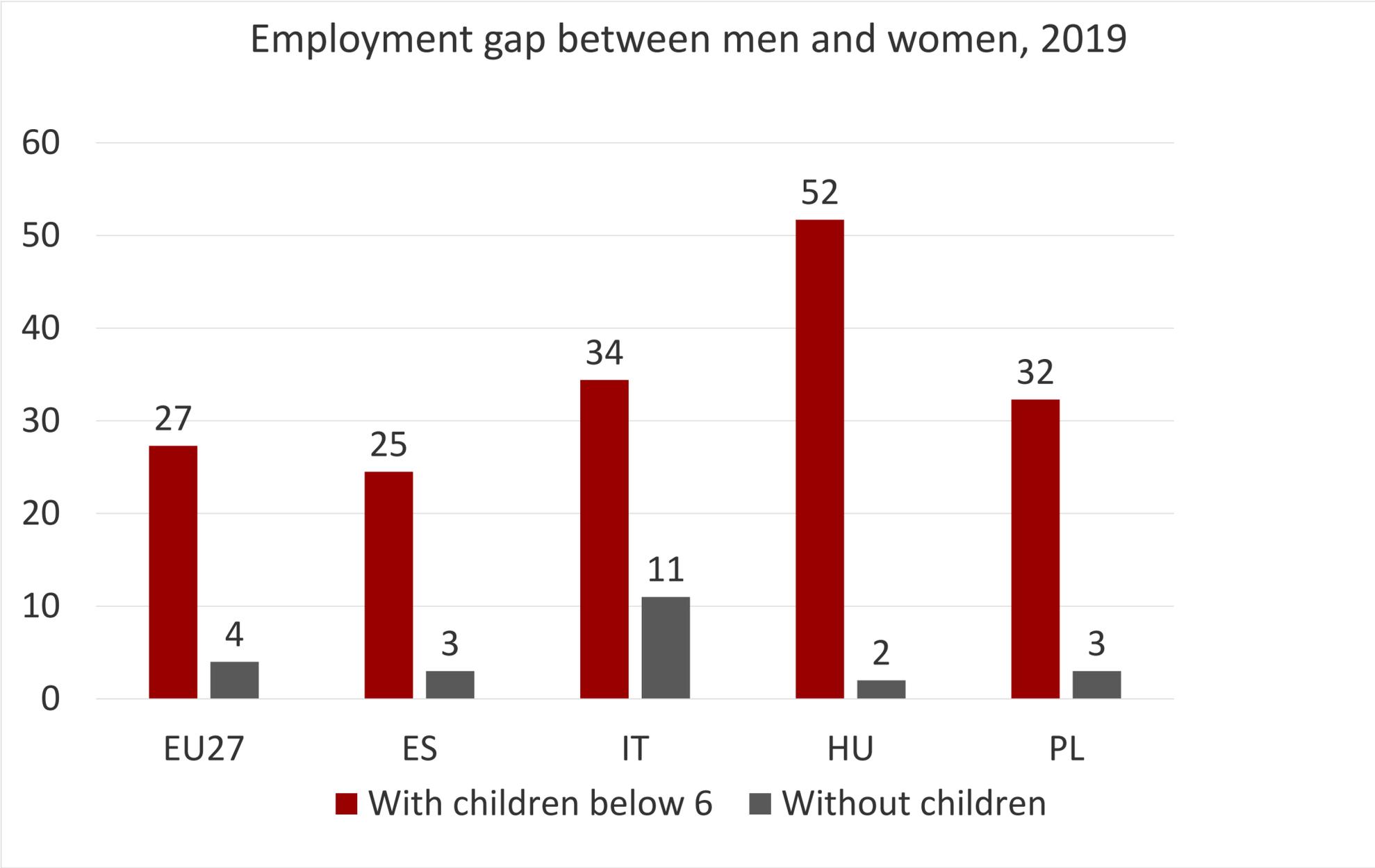
GENDER EMPLOYMENT/NEET GAP IS STILL SIGNIFICANT IN THE EU

Female and male employment rate ,20-34 year old population, 2019

Gender NEET gap, 20-34 year old population,2019



EMPLOYMENT GAP IS LARGELY EXPLAINED BY PARENTAL GAP



Source: EU LFS, age group: 20-49 years

WHY DO WOMEN WORK LESS? PREFERENCES AND BARRIERS

Different **preferences**?

Women have a higher share in household work and childcare



Outside options have higher value



Higher reservation wage



Lower employment rate

But young women face **barriers** if entering the labour market

- Low availability of formal childcare
- Lack of flexible work arrangement
- Attitudes in the society and employers traditional gender norms (mainly Eastern European countries)

Consequences of long stay at home

- Persistent negative impact on wage and career
- Segregation into low-paid jobs
- Higher risk of poverty

GENDER ASPECTS OF LABOUR MARKET POLICIES

Gender differences should be addressed in:

1) Outreach of male and female NEETs

- Do they need different strategies?

2) Selection of participants into labour market programmes

- How to find the most helpful programme?

3) Programme design

- Special mentoring for mothers, support in childcare, require gender equality or flexible work arrangements from participating firms, etc.

4) Need to adjust general family policies

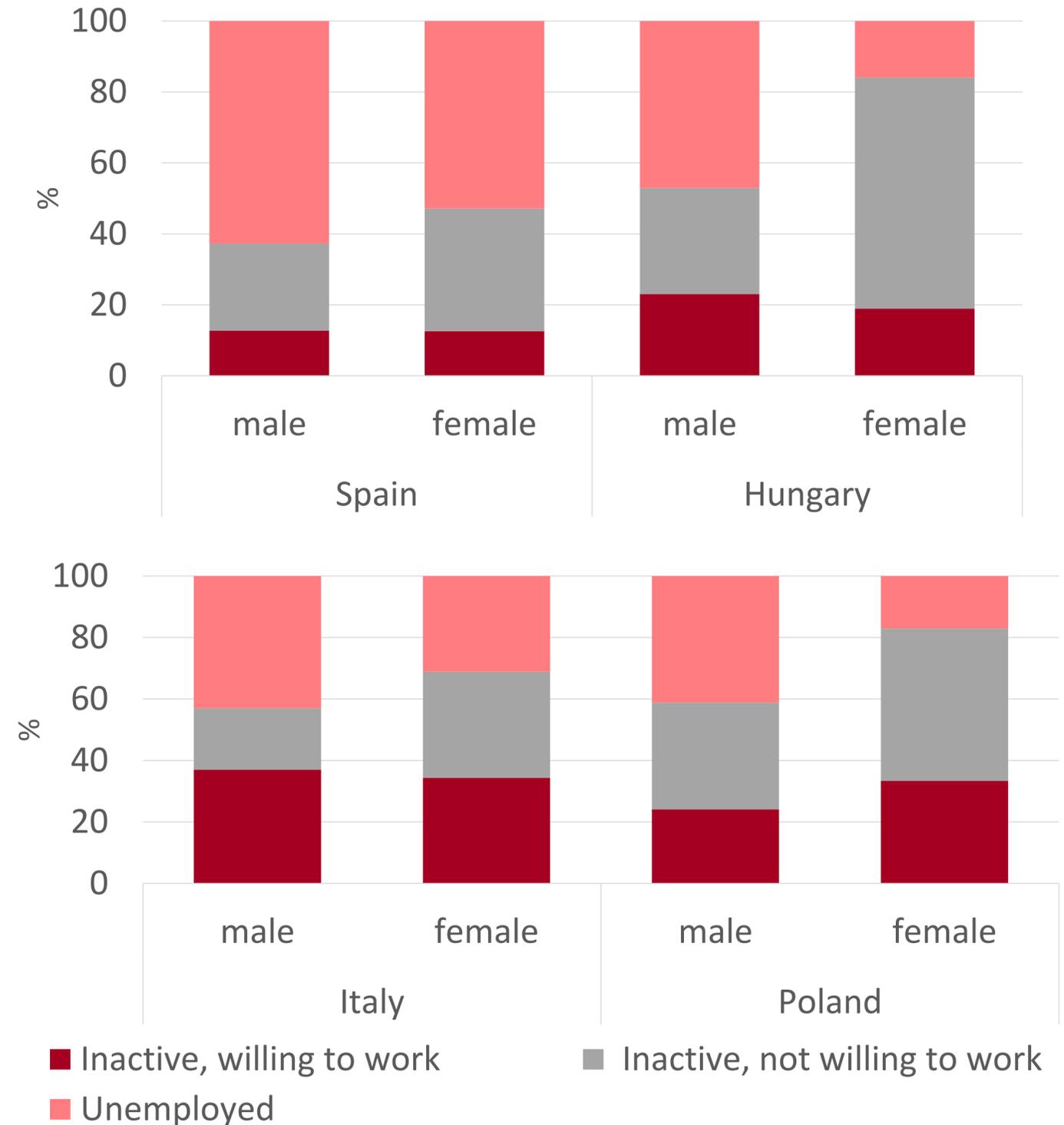
- combination of parental benefit with work, childcare eligibility rules, paternity/maternity benefits, etc.
- activities/ policies trying to address gender norms:
 - encouraging men to engage in childcare, tackle discrimination by employers

CAN POLICIES EQUALLY REACH FEMALE AND MALE NEETS?

CONCLUSIONS FROM YEP PROJECT

- Registration rate is generally lower for female than for male NEETs
- Why?
 - Higher share of women NEETs are inactive
 - Mainly because of childcare and family responsibilities
- **BUT:** PES programmes could help to prepare for a future job and prevent long-term unemployment or inactivity

Source: EU LFS



CAN ALMPs LOWER GENDER GAPS IN ACCESS TO LABOUR MARKET?

CONCLUSIONS FROM YEP PROJECT

- Bulk of the literature: women profit more from ALMP-s than men
 - (e.g. Bergemann and Bulk, 2006, Kluve,2017, Kluve,Card,Weber 2015, Lechner - Wiehler,2011)
- Because of their greater distance to the labour market and more outside options
- Evaluations of the YEP project yielded mixed results:

Poland (Madon et al, 2021) :

- For women, wage subsidies are more effective than classroom training
- Classroom training is mainly targeted at lower educated
- But registered unemployed women are more educated than men
- Under-representation of women among classroom training participants

CAN ALMPs LOWER GENDER GAPS IN ACCESS TO LABOUR MARKET?

CONCLUSIONS FROM YEP PROJECT

Spain (de la Rica and Górrjon, 2021):

- Female internship participants have a lower probability to end up in unemployment, but also in permanent contract than males

Poland (Kunze et al, 2022):

- Female participants in wage subsidies are more likely to be out of unemployment registers throughout 3 years after the programme, no or negative impact on males
- But being out of PES register can imply both employment or inactivity

Italy (Trentini, 2022):

- Registered unemployed woman are more likely to find a job via PES than men
- Maybe because they are more educated

CAN ALMPs LOWER GENDER GAPS IN ACCESS TO LABOR MARKET?

CONCLUSIONS FROM YEP PROJECT

Italy (Deidda et al, 2021):

- The hiring incentives for firms affected (aged 15-34) females less than males

Hungary (Csillag et al, 2021):

- The employment effect of job trial is weaker for females than for males compared to public works
- Maybe because they are even closer to the labour market ?
 - Female participants are even more selected from pool of registered women than men
 - More educated, have shorter unemployment and NEET history
 - Maternity reduces the chance of participation in all Youth Guarantee programmes

POLICY IMPLICATIONS FROM OR PROJECT

- Different characteristics of women NEETs call for different outreach strategies
- Selection of programme, policy design, and implementation should address women's labour market barriers and preferences
- Need for further studies on ALMP by gender, especially on 'unobservables'

GENDER ASPECT OF EMPLOYMENT POLICIES IS ESPECIALLY RELEVANT TODAY

- Covid-19 affected women more than man – persistent impact on female NEET rate
- Large inflow of Ukrainian women to European labour markets, they need effective support in job search

Thank you for your attention!

