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 (%)

<table>
<thead>
<tr>
<th>Country</th>
<th>Standard workers</th>
<th>Part-time workers</th>
<th>Temporary workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belgium</td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hungary</td>
<td>10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>France</td>
<td>15</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Netherlands</td>
<td>20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Canada</td>
<td>25</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Norway</td>
<td>30</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Australia</td>
<td>35</td>
<td></td>
<td></td>
</tr>
<tr>
<td>United States</td>
<td>40</td>
<td></td>
<td></td>
</tr>
<tr>
<td>United Kingdom</td>
<td>45</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Germany</td>
<td>50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Italy</td>
<td>55</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finland</td>
<td>60</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Latvia</td>
<td>65</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Poland</td>
<td>70</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Portugal</td>
<td>75</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spain</td>
<td>80</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Czech Republic</td>
<td>85</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lithuania</td>
<td>90</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Slovak Republic</td>
<td>95</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Estonia</td>
<td>100</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Women in non-standard jobs also:

1) face working environment of lower quality …
… 2) have less access to training …

Percent deviation from the average likelihood to access training

<table>
<thead>
<tr>
<th>Category</th>
<th>Percent Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>-2</td>
</tr>
<tr>
<td>Temporary workers</td>
<td>-4</td>
</tr>
<tr>
<td>Part-time workers</td>
<td>-3</td>
</tr>
<tr>
<td>Women in temporary work</td>
<td>-1</td>
</tr>
<tr>
<td>Women in part-time work</td>
<td>0</td>
</tr>
</tbody>
</table>
… and less access to social protection

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

A. Probability of receiving any benefits

B. Benefit generosity for recipients (% of median income)
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
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: Chloe.TOUZET@oecd.org

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Read more about our work: http://www.oecd.org/employment/collective-bargaining.htm
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