## TABLE OF CONTENTS

I. INTRODUCTION ..... 9
II. TRENDS IN THE LABOUR FORCE: EMPLOYMENT AND UNEMPLOYMENT BY SEX ..... 13
III. GROWTH OF THE FEMALE LABOUR SUPPLY ..... 17

1. Trends in Female Labour Force Participation ..... 17
2. Reasons behind Rising Female Participation ..... 20
i) Demographic factors ..... 20
ii) Educational factors ..... 41
iii) Economic factors ..... 41
iv) Social factors ..... 45
IV. THE RISING DEMAND FOR FEMALE LABOUR ..... 47
3. Growth of the Service Sector ..... 47
4. The Public Sector and Female Employment ..... 49
5. Part-time Work ..... 50
6. Short-term and Casual Employment ..... 53
7. Office Automation and Female Employment ..... 54
8. Male/Female Earnings Differentials ..... 56
V. FEMALE UNEMPLOYMENT TRENDS ..... 58
9. Male and Female Unemployment Rates ..... 58
10. Special Reasons for Higher Female Rates ..... 62
i) Behavioural and educational characteristics. ..... 62
ii) High share of labour force entrants and re-entrants among women workers ..... 63
iii) The age factor: youth unemployment ..... 64
iv) The unemployment of part-time workers ..... 66
VI. CYCLICAL MOVEMENTS IN MALE AND FEMALE UNEMPLOYMENT ..... 68
11. The Lower Cyclical Sensitivity of Female Unemployment ..... 68
12. Cyclical Labour Market Fluctuations in Individual. Countriec ..... 71
13. Unemployment and the Family Situation ..... 75
VII. CONCLUSION ..... 78
NOTES AND REFERENCES ..... 82
Annex ..... 88
LIST OF TABLES
I. Unemployment rates by sex, in groups of OECD countries, 1960-1981 ..... 9
II. Trends and structure of labour force changes by sex in OECD countries, 1950-1980 ..... 11
III. Average annual rates of change of labour force, employment and unemployment in OECD countries, 1960-1981 ..... 15
IV. Percentage of total fertility occurring to mothers over 30 years of age, in selected OECD countries, 1979/80 ..... 21
V. Decline in the share of fertility occurring to mothers over 30, between the early 1950 s and 1979/80, in some European countries ..... 22
VI. Australia: Labour force participation rates of all women and of women responsible for children under age 12, by number and age of children, 1969, 1973 and 1977 ..... 33
VII. Austria: Labour force participation rates of women by the presence of children under 15 years of age, marital status and age in 1981 ..... 34
VIII. France: Labour force participation rates of married women by five-year age groups, number of children and age of youngest child, in 1975. ..... 35
IX. Great Britain: Women's labour force participation rates by number of dependent children, age, and full-time or part-time status, in 1976 ..... 36
X. Norway: Labour force participation rates of married women by number of children, age of youngest child and age of mother in 1979 and 1981 ..... 37
XI. Sweden: Labour force participation rates by sex,age and presence of children under 7, 1963-198238
XII. United States: Labour force participation rates of currently married and ever-married women, by presence and age of children, 1970-1980. ..... 39
XIII. Labour force participation rates by level of education and by sex in five OECD countries ..... 43
XIV. France: Married women's labour force partici- pation rates by social and professional category of head of household in 1975 ..... 44
XV. United States: Percentage of wives with own earnings in total number of husband-wife families by level of husband's earnings, in 1981 ..... 44
XVI. Overall size and structure of part-time employ- ment in OECD countries, 1973-1981 ..... 51
XVII. Contributions of full-time and part-time employ- ment to employment changes, 1973-1981 ..... 52
XVIII. Trends in total and "equivalent full-time" employment ..... 53
XIX. Trends in male and female unemployment rates, 1950-1982. ..... 60
XX. Male and female unemployment rates by age ..... 65
XXI. Relation of changes in female unemployment levels to changes in male unemployment levels, 1970-1981 ..... 72
XXII. Net changes in main labour market aggregates by sex, 1970-1982 ..... 73
XXIII. Contributions of males and females to net unemployment changes, 1970-82 ..... 74
