



Intersectional perspective in the analysis of the impact  
of crisis on life courses in the CR:  
gender, class, age (and parenthood)

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# Focus, Definitions and Significance

- 1990s transformation of the Czech society
- Since 2004 – economic growth
- 2008 economic crisis – Impact: 1st wave 2009 – 2010, 2nd wave since 2011 until 2013
- Impact of the crisis closely connected to gender structure of the labour market (2012):
  - Gender gap in economic activity (18%)
  - Gender gap in employment rate (17%)
  - Gender pay gap (22%)
  - Employment impact of motherhood (36%)

# Framework for Analysis

- We show not only that the crisis had a different impact on employment of men and women but it also had a diverse impact on groups of women and groups of men based on age and class.
- Impact of previous economic crisis: women as a reserve labour force, women as „a buffer“ of impact of the crisis on other groups of population (men), substitution theory (women as cheaper labour force) (Rubery, Rafferty 2013; Rubery 2014; Bettio a kol. 2013)
- Current crisis showed – women not a homogenous group but age, class, race/nationality as differentiating factors
- Segmentation theory, buffer jobs, „silver lining“ for women

## 2 Key points for analysis

1) The crisis entered labour markets in their structure of inequalities:

Impact and changes start at the point of inequality

2) Austerity measures different impact on women and men and more negative on women

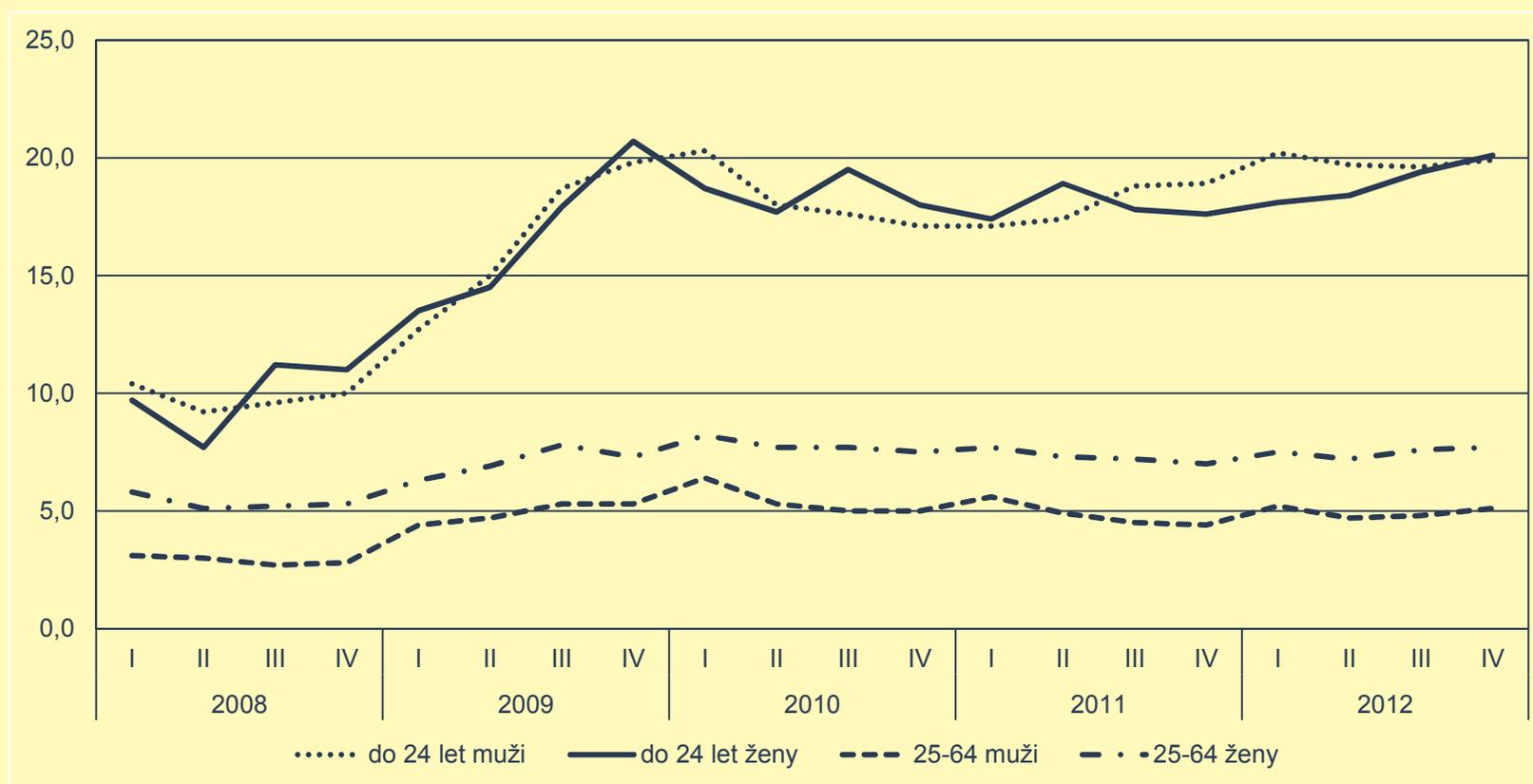
# Intersectional perspective

Theoretical – methodological framework for analysis of inequalities

- Lines of inequalities (gender, class, age, race/ethnicity...) are experienced together in lived reality – they function as complementary – are intersecting (Yuval-Davis 2012)
- Sources of inequalities as dependent and in interaction (Brah, Phoenix 2004; Crenshaw 1991; McCall 2005; Shields 2008; S. Walby 2007)
- We offer structural analysis of the impact of the crisis on employment at the intersection of gender, class and age.
- Inter-group approach enables us to focus not only on the disadvantaged but also on advantaged groups of population
- Data:
  - Labour force survey 2008 – 2012
  - Life courses 2010 – event history analysis

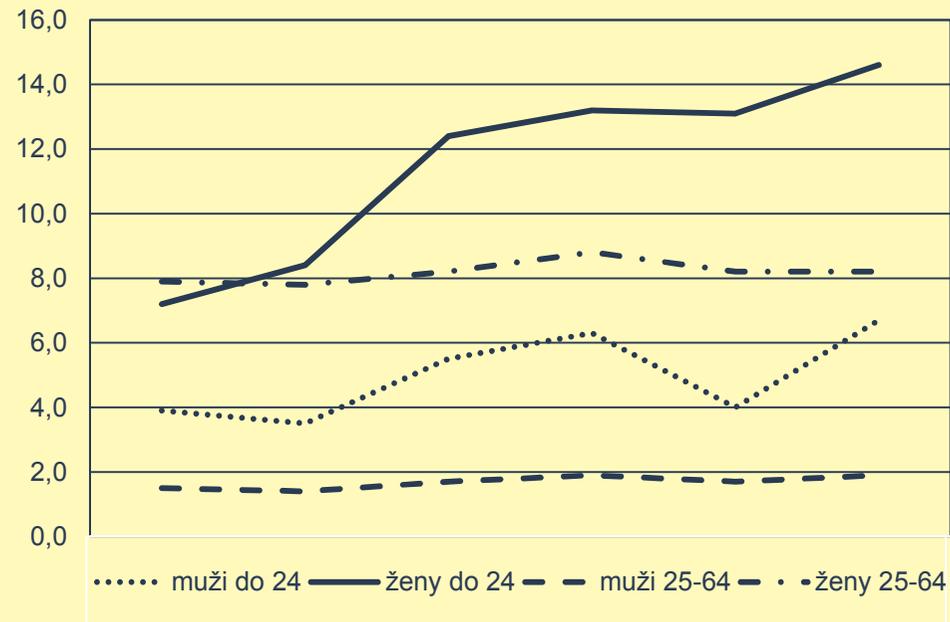
# Gender and age: Fragile starts in the labour market

Unemployment rate by age and sex 2008 – 2012 (in %)



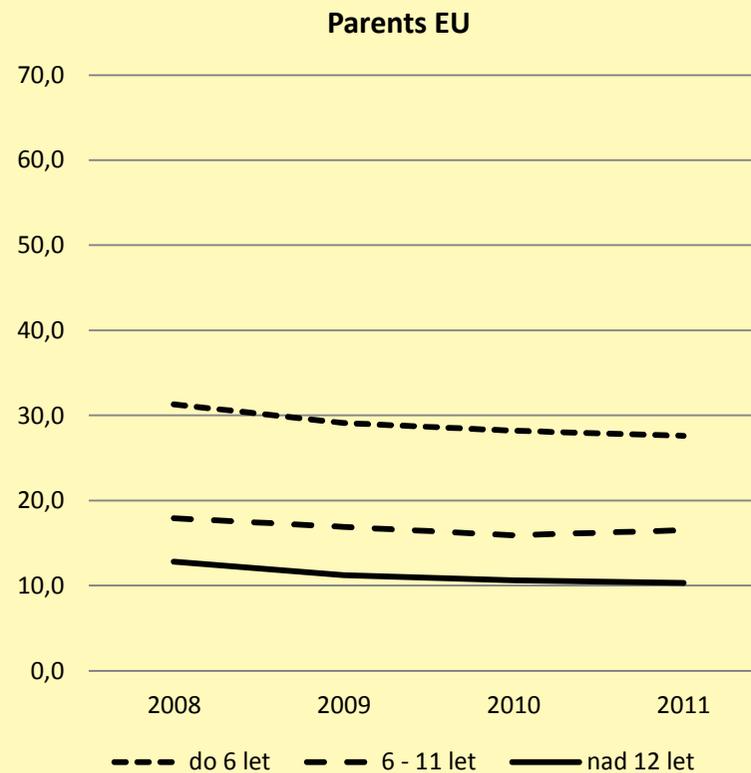
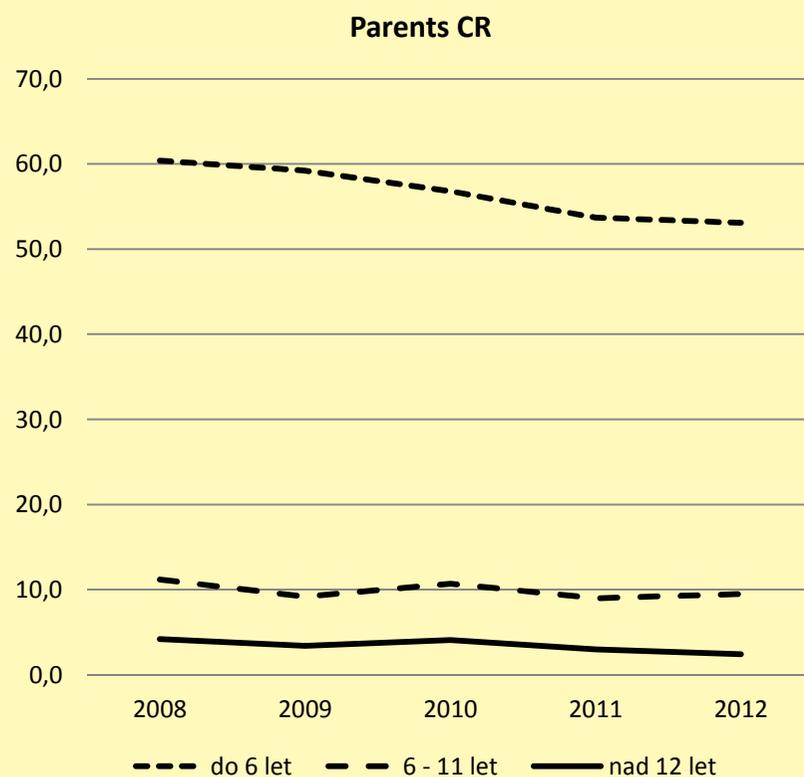
# Gender and age: Fragile starts in the labour market

Part-time work by age and sex 2008 – 2012 (in %)



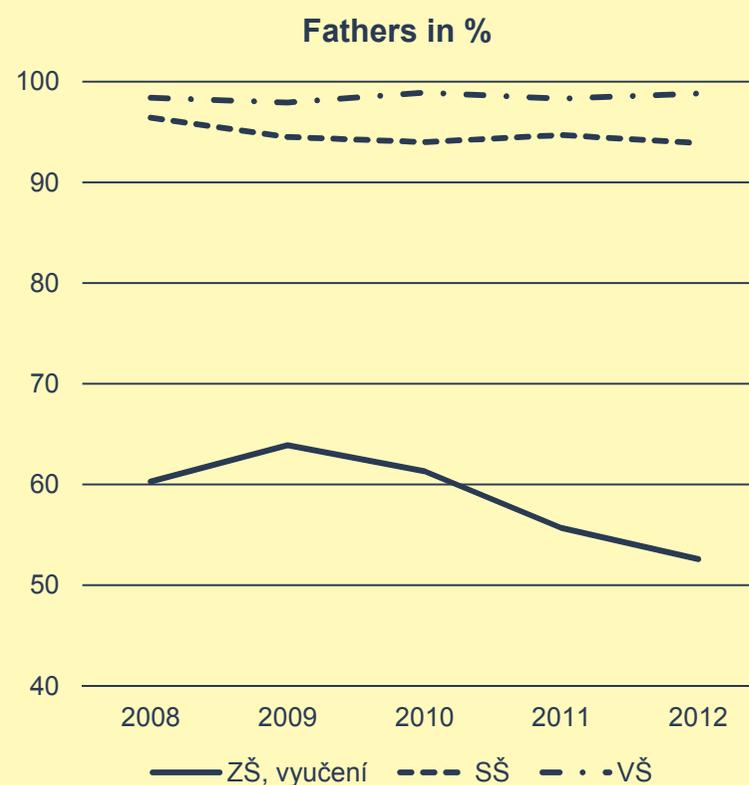
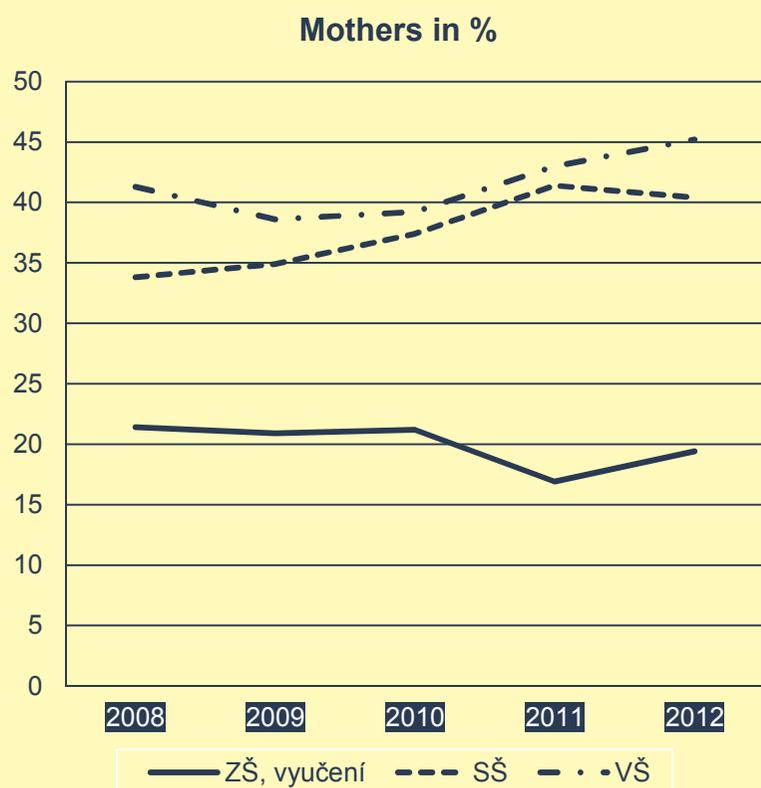
# Gender, age and parenthood

Difference in employment rate (in percentage points) of mothers and fathers in CR and EU 2008 - 2012

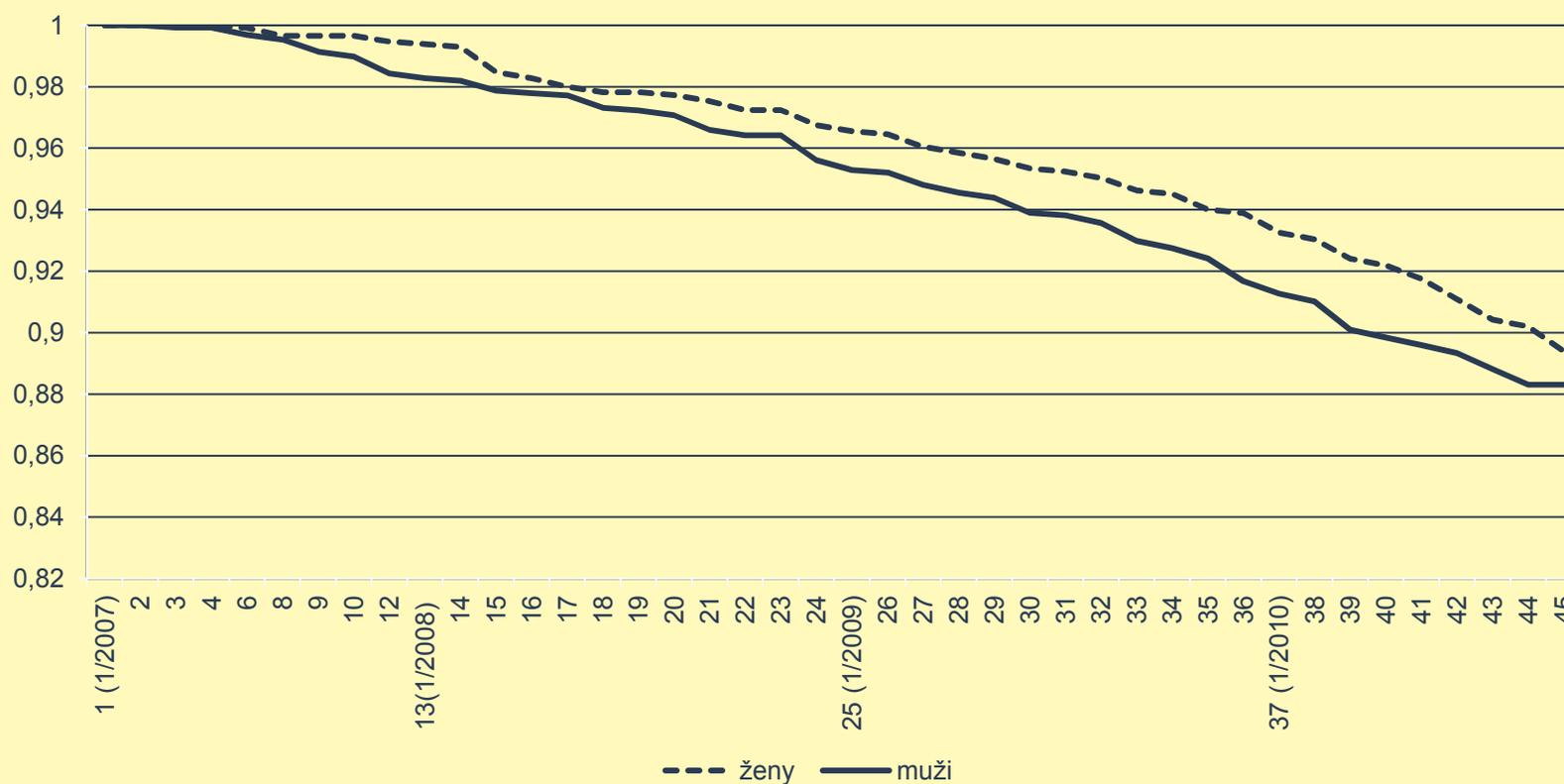


# Gender, age, parenthood and class

Employment rate of parents of children under 6 years of age  
by sex and education 2008 - 2012



## Lines of inequalities with impact on risk of fall into unemployment during crisis



## Results of regression model: risk of unemployment

	<i>Relative risk of unemployment (exp (B))</i>			
<i>Explanatory variables</i>		Men	Women	All
<b>Education</b>	Primary	2,99***	3,59***	3,33***
	Secondary/vocational traiving	1,67*	2,14***	1,9***
	Regular secondary	1	1	1
	Tertiary	0,94	0,34*	0,6
<b>Age</b>	25-29	1	1	1
	30-39	0,53**	0,51*	0,54**
	40-49	0,73	0,54	0,67
	50-60	0,64	0,59	0,64*
<b>Period of the crisis</b>	until 12/2008	1	1	1
	1/2009 to 10/2010	3,95***	2,1*	2,99***
<b>Family status</b>	single	1	1	1
	married	0,56*	1,23	0,83
	divorced	2,11**	1,74	1,86**
	widoved	0,56	0,65	0,61
<b>Age of the youngest child</b>	childless	1	1	1
	Child under 3	1,21	1,28	1,26
	Child 3+	1,36	1,48	1,07
<b>The length of the current employment</b>	Less than 2	1,79*	1,29	1,55*
	2 - 4 years	1,12	1,44	1,27
	5 - 9 years	1	1	1
	10+	0,85	0,85	0,85

# Conclusions I.

- Intersection of gender, age, class and parenthood as a challenge for stratification research
- Economic crisis brought increase in differentiation of inequalities for groups of population
- Intersections with most negative impact of crisis:
  - Men with low education (especially young)
  - Women under 35 years with low education (mothers)
- Parenthood:
  - Fathers still generally higher employment rate than non-fathers
  - Differentiation of mothers (child < 6)
    - decrease in empl. of m. with low education
    - increase in empl. of m. with high education

# Conclusions II.

- Not only increase in unemployment but worsening of working conditions – increase in part-time jobs for young women
- In the intersection of the factors, it is the low cultural capital that matters and age which increased the risk of unemployment in the time of crisis.
- The combination of two different datasets and two different types of analysis – the regression model shows which factors have dominant influence on unemployment and also the time perspective.



Thank you for your attention!

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