

Abstract

Changing Industrial Structure and Employment of Women

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This study investigated the laborforce of women in industries. We focused on the longterm trends and relative changes of women, and analyzed various aspects of changes of labor market and sectors. Data utilized in this study include ‘Economically Active Population Survey 2000–2020’, ‘Census on Establishments’, ‘Wage Structure Statistical Survey’, ‘Survey on Labor Conditions by Employment Type’.

We found that women in several women dominated industries such as wholesale and restaurant decreased but increased in health and social welfare, public administration, science and technology services, and business services during 2004–2020. Married women were concentrating to health and social welfare due to the increasing demand of carework. Due to aging society and policy changes made low skilled women to move from wholesale and restaurant to health and

social welfare. At the same time, science and technology services and telecommunications were expanding in terms of the number of women and the women's share in industries. Digital transformation drove more jobs for higher skilled workers, and it is friendly to women's labor market.

We examined the quantity and quality changes in women's labor market using several estimations. The elasticity of labor demand in same industry was different from men and women. Mostly labor demand for women shows more fluctuation than men's. Gender wage gap decreased in most industries but health and social welfare and real estate. Finance, manufacturing, education, and wholesale which were called women friendly industries did not show the improvement in women's employment during last two decades. Changes in industry structure makes changes in labor market, and it does not the same to groups of employees.

Research areas: Labor·Employment

Keywords: Change of industry, Women employment, labor market, wage, relative demand.