



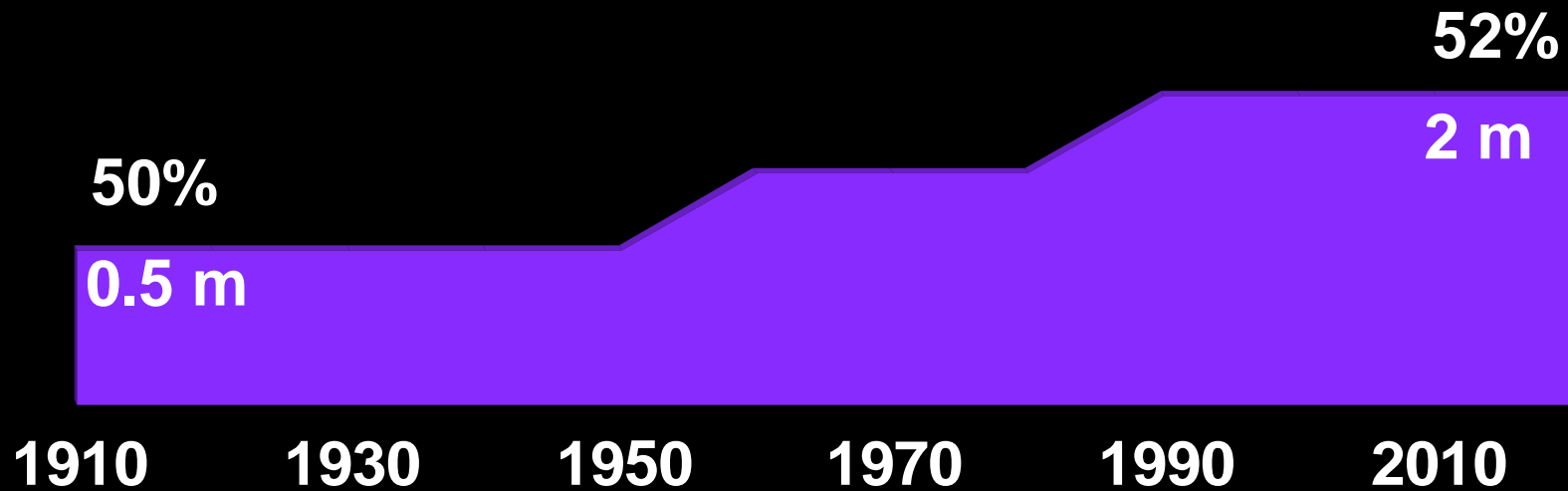
H. Calero
Consulting Group, Inc



The Female Face of Labor

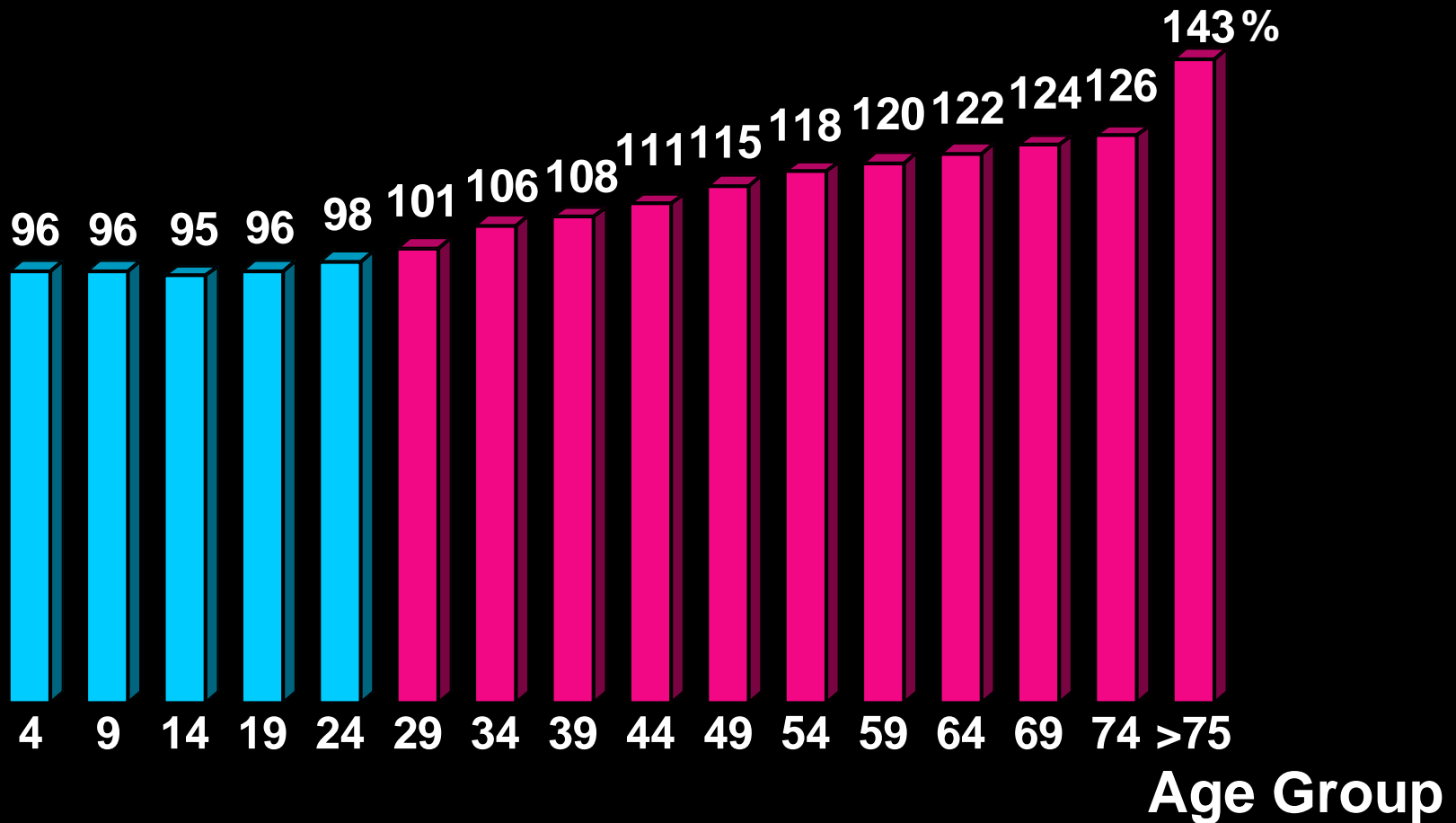
FEMINIST PO
MUJERES TRABAJA

More women in Puerto Rico's population



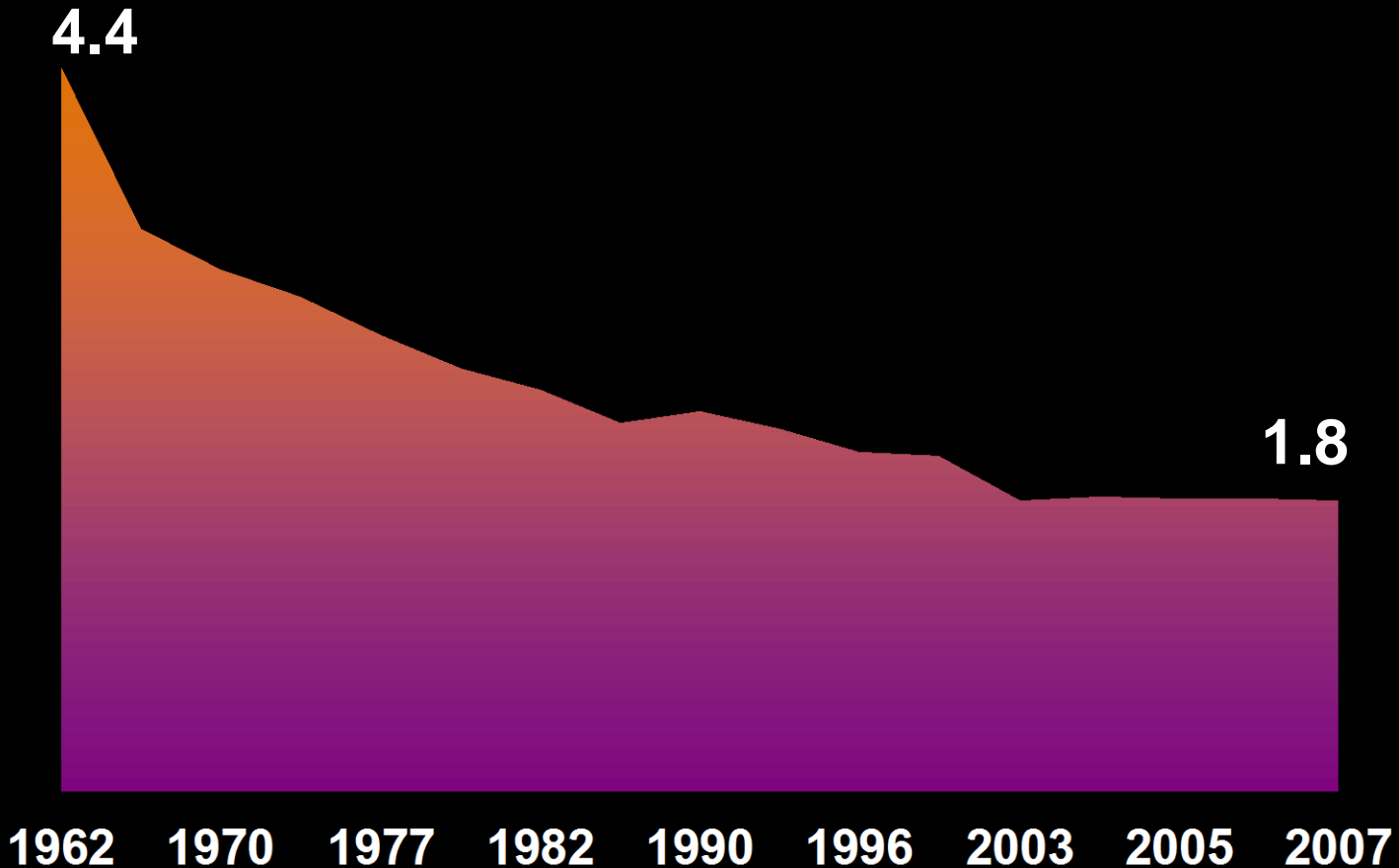
Women outnumber men with age

Females as % of males, 2010

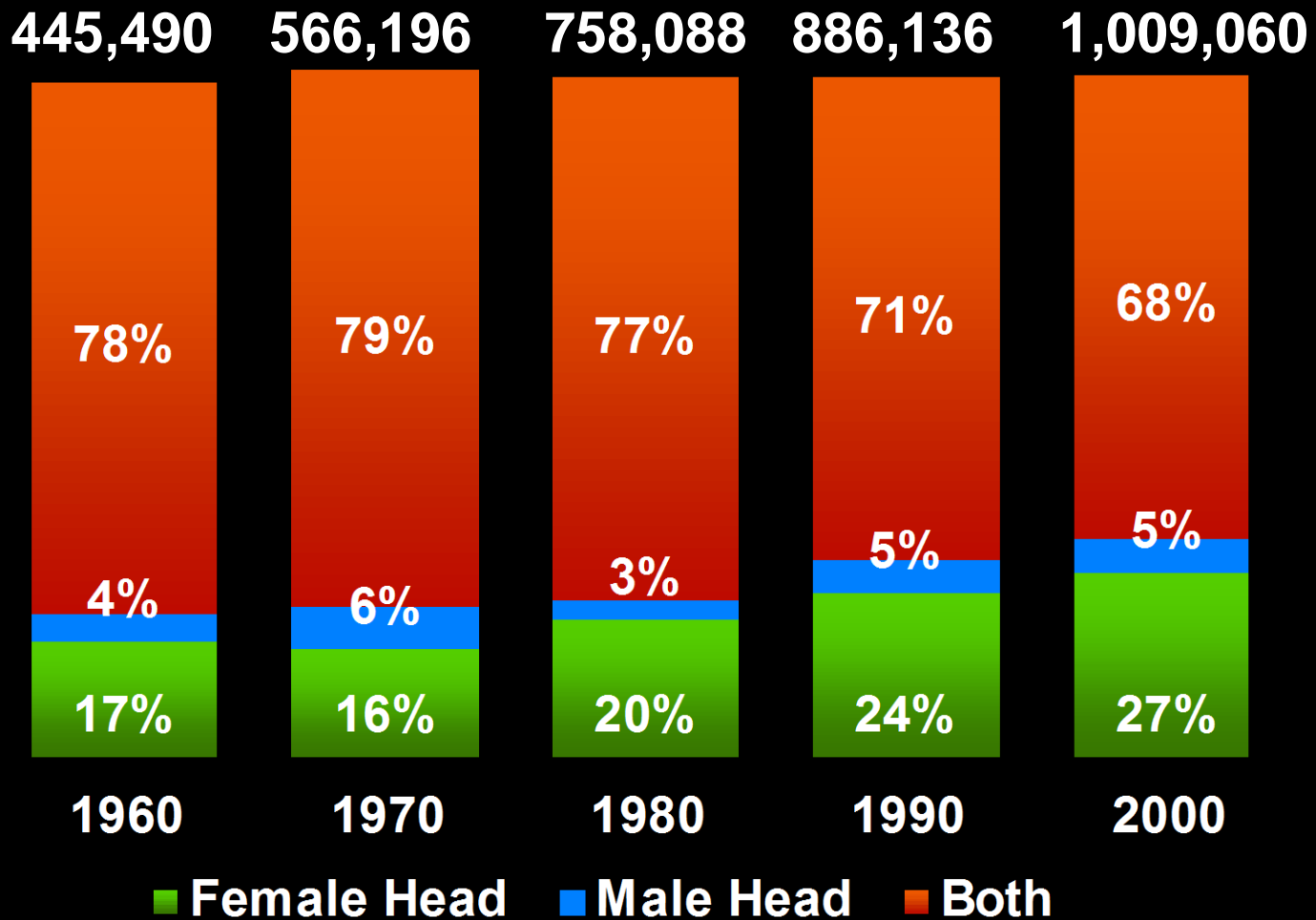


They have less babies

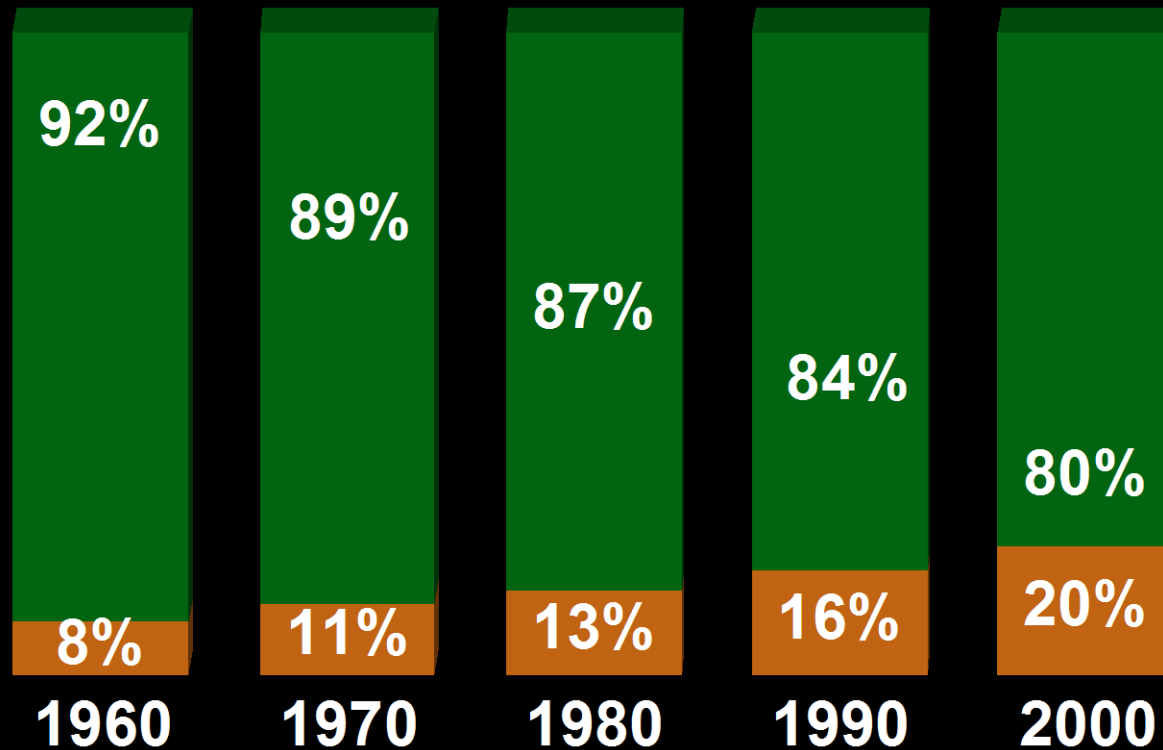
Births per woman



Female heads of families on the rise



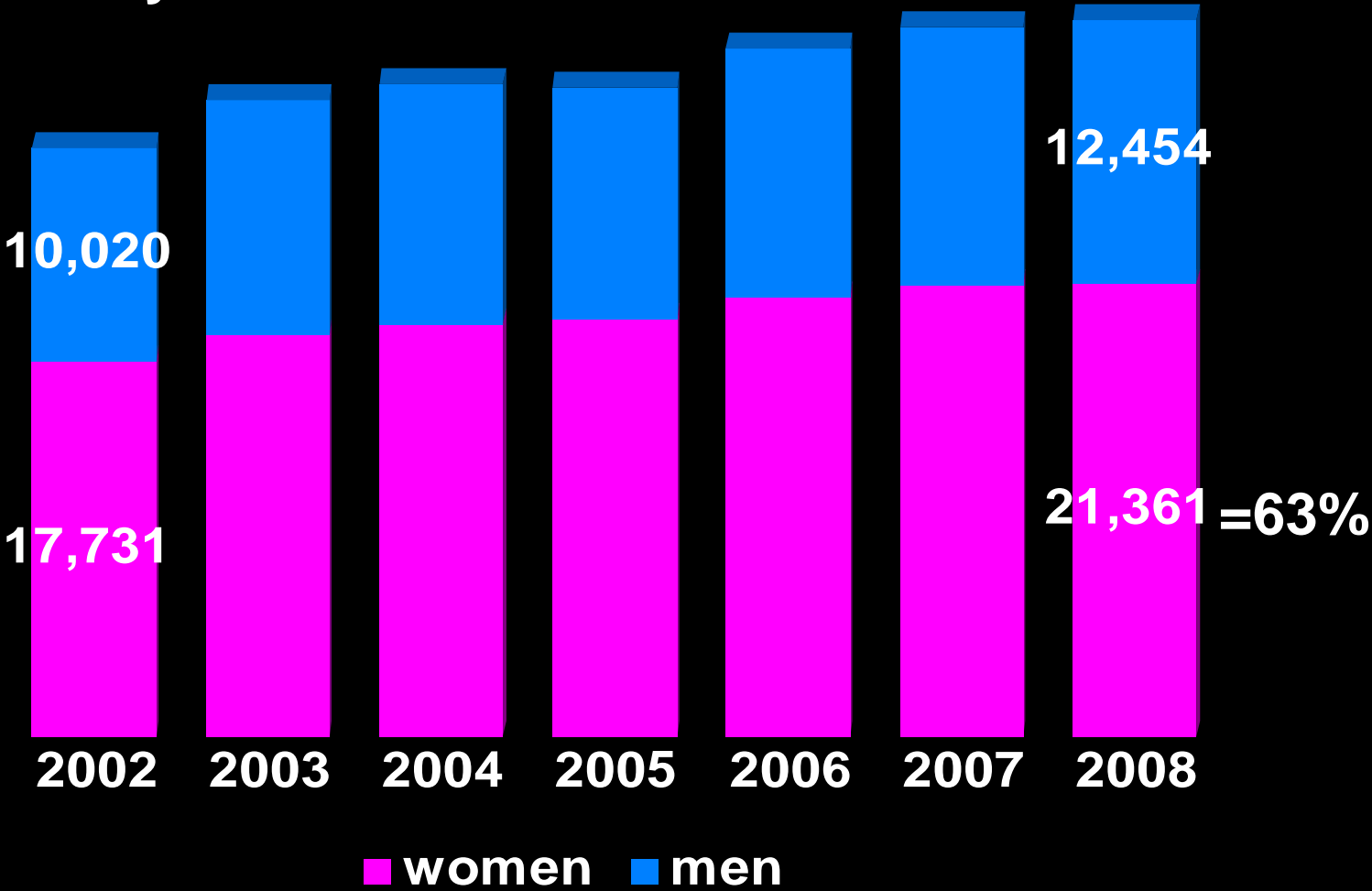
More single households



■ single ■ family

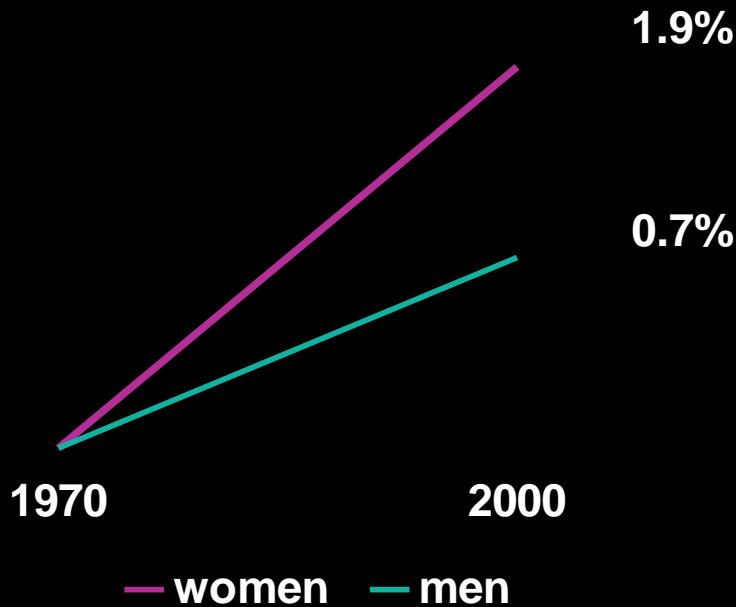
More females finish High School

Graduates by sex

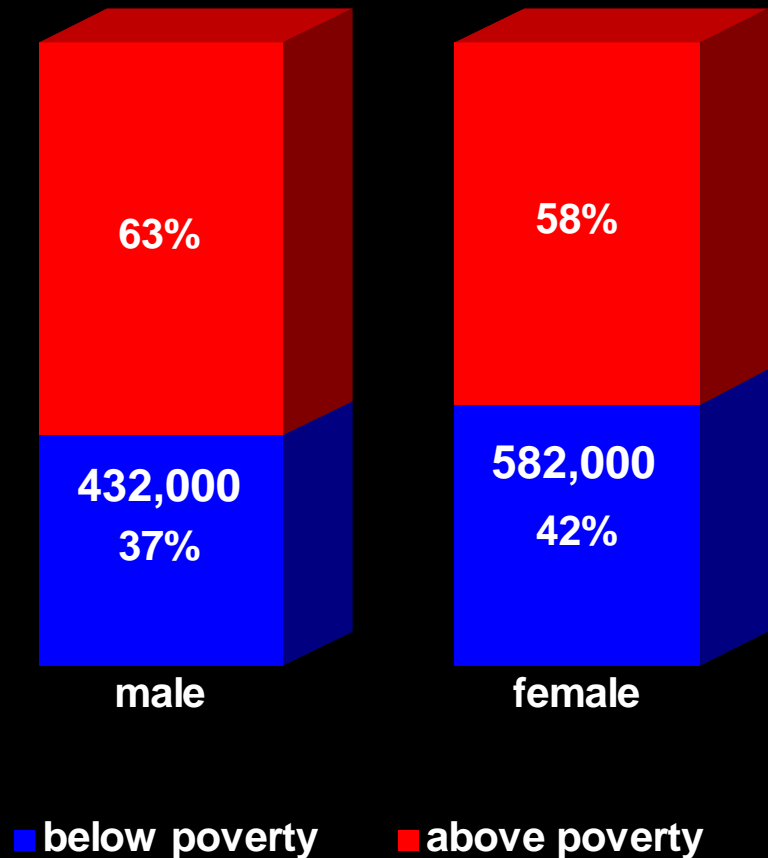


Poverty hits female households

Household heads below poverty level, annual growth (%)

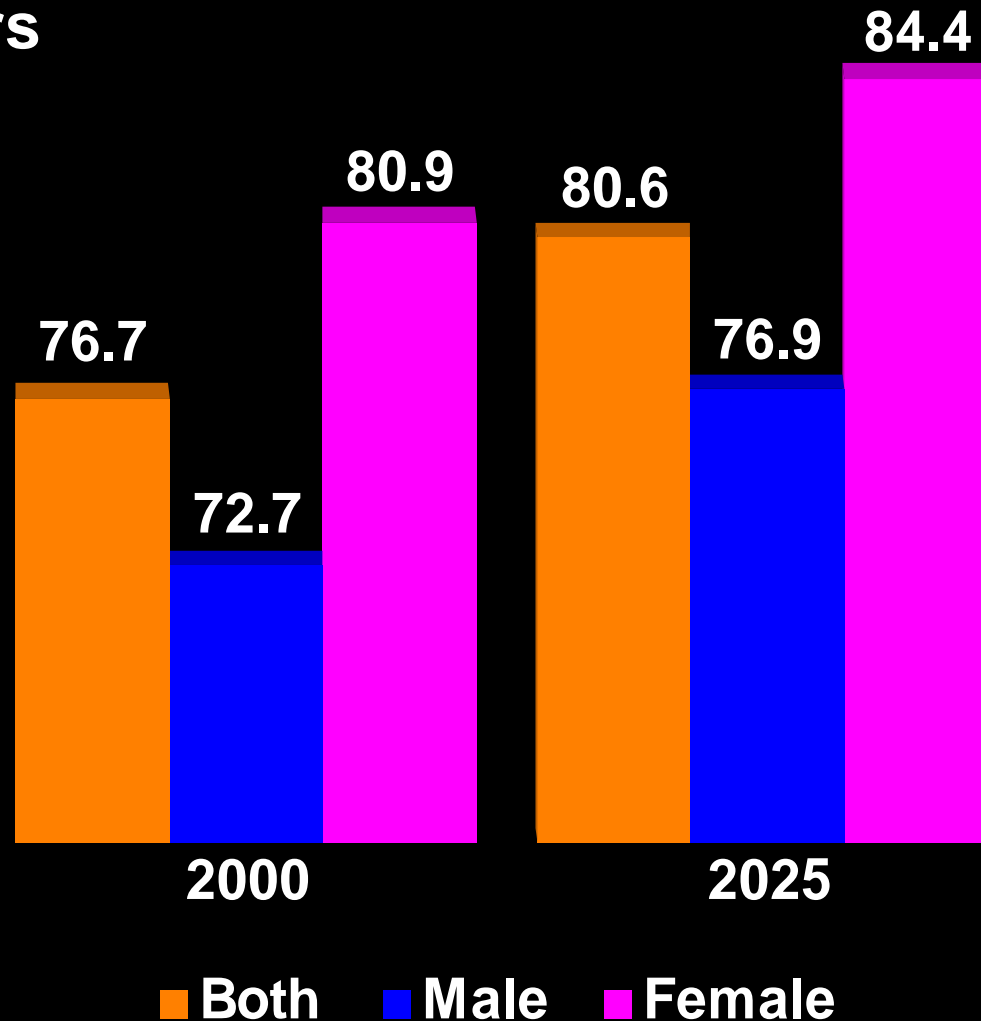


Population older than 25 years, 2008



Women live longer, 2000 & 2025

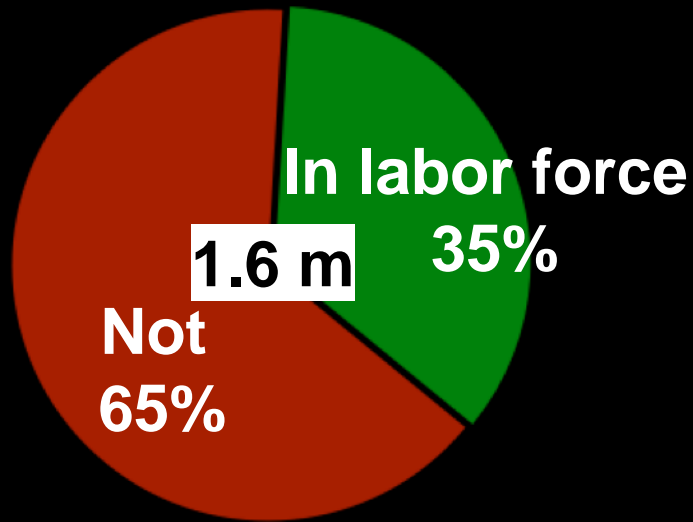
Age in years



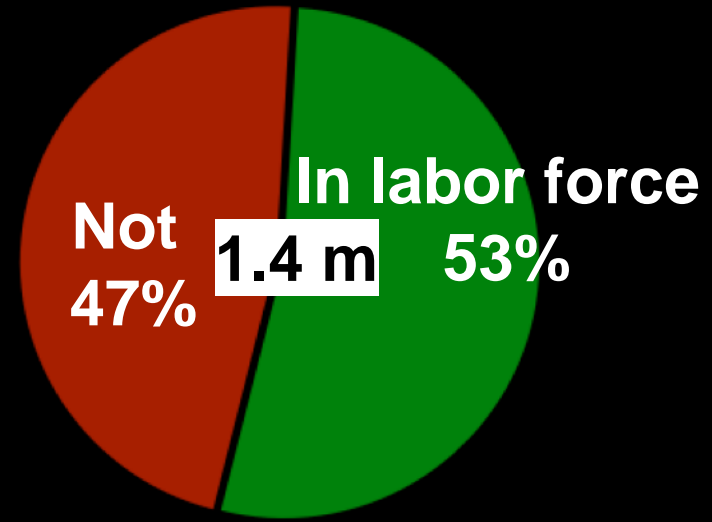
Are women active in the labor market?

Working age population (16+ years old)

October 2009



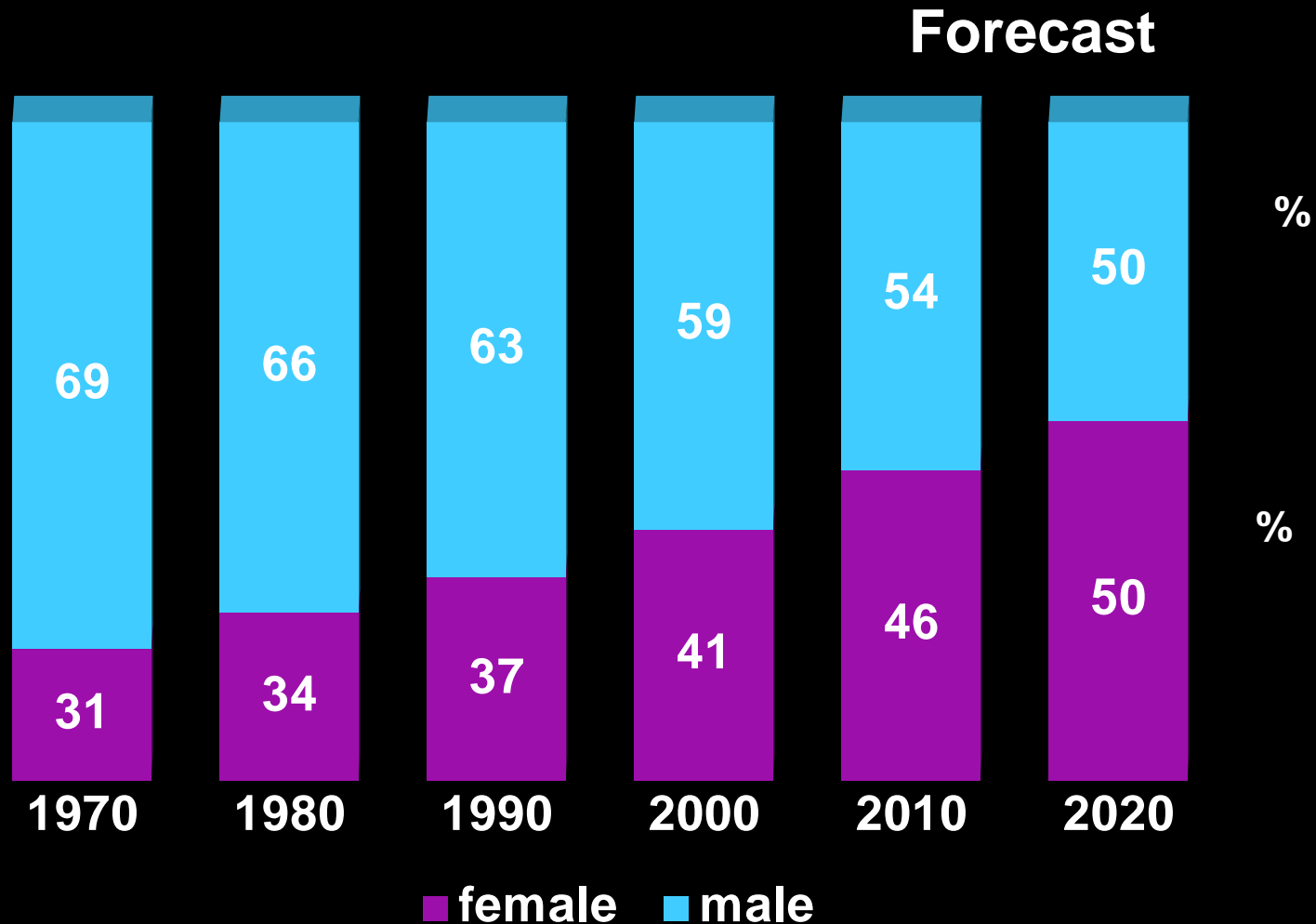
Women



Men

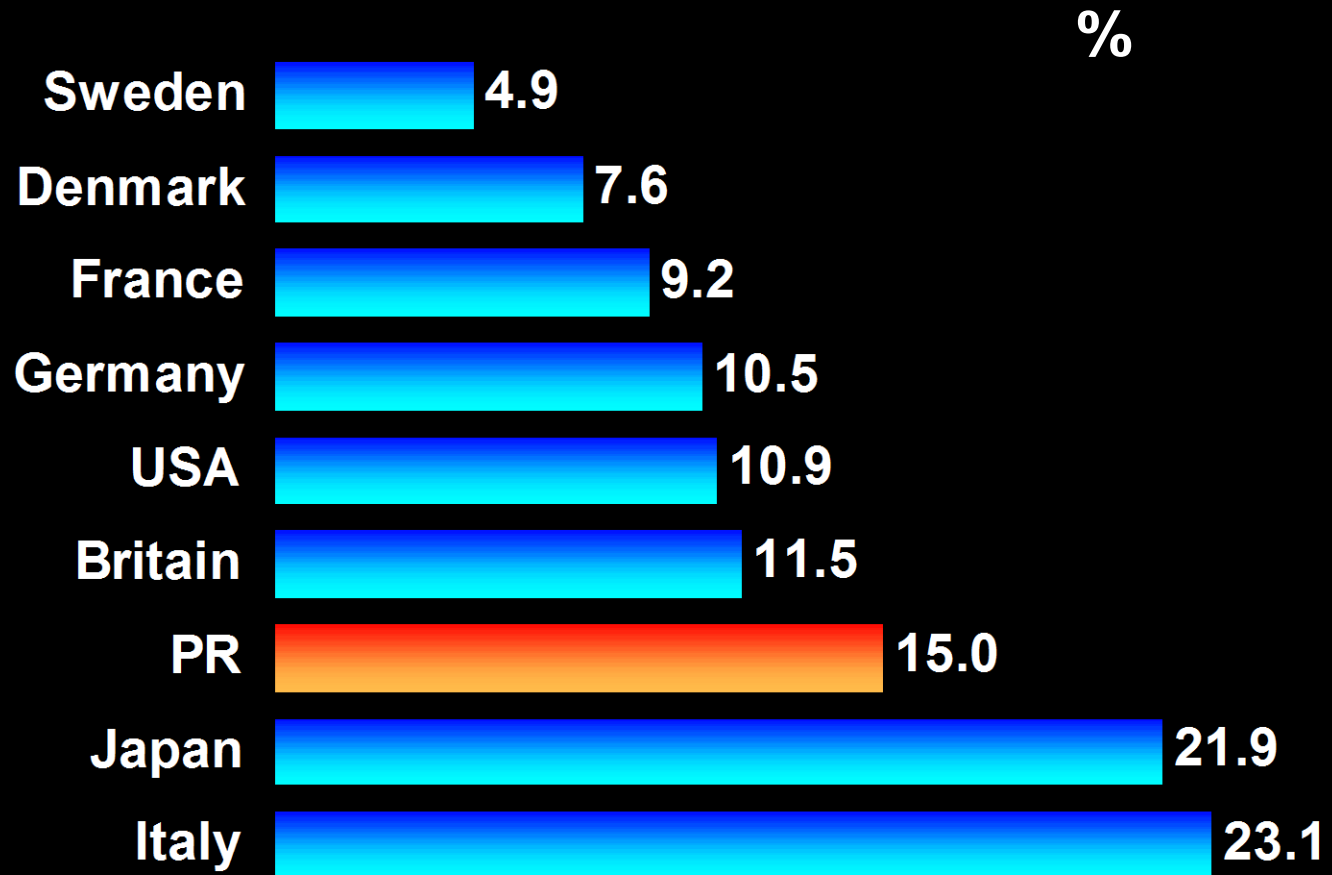
More women participating

Distribution (%) by gender in labor force



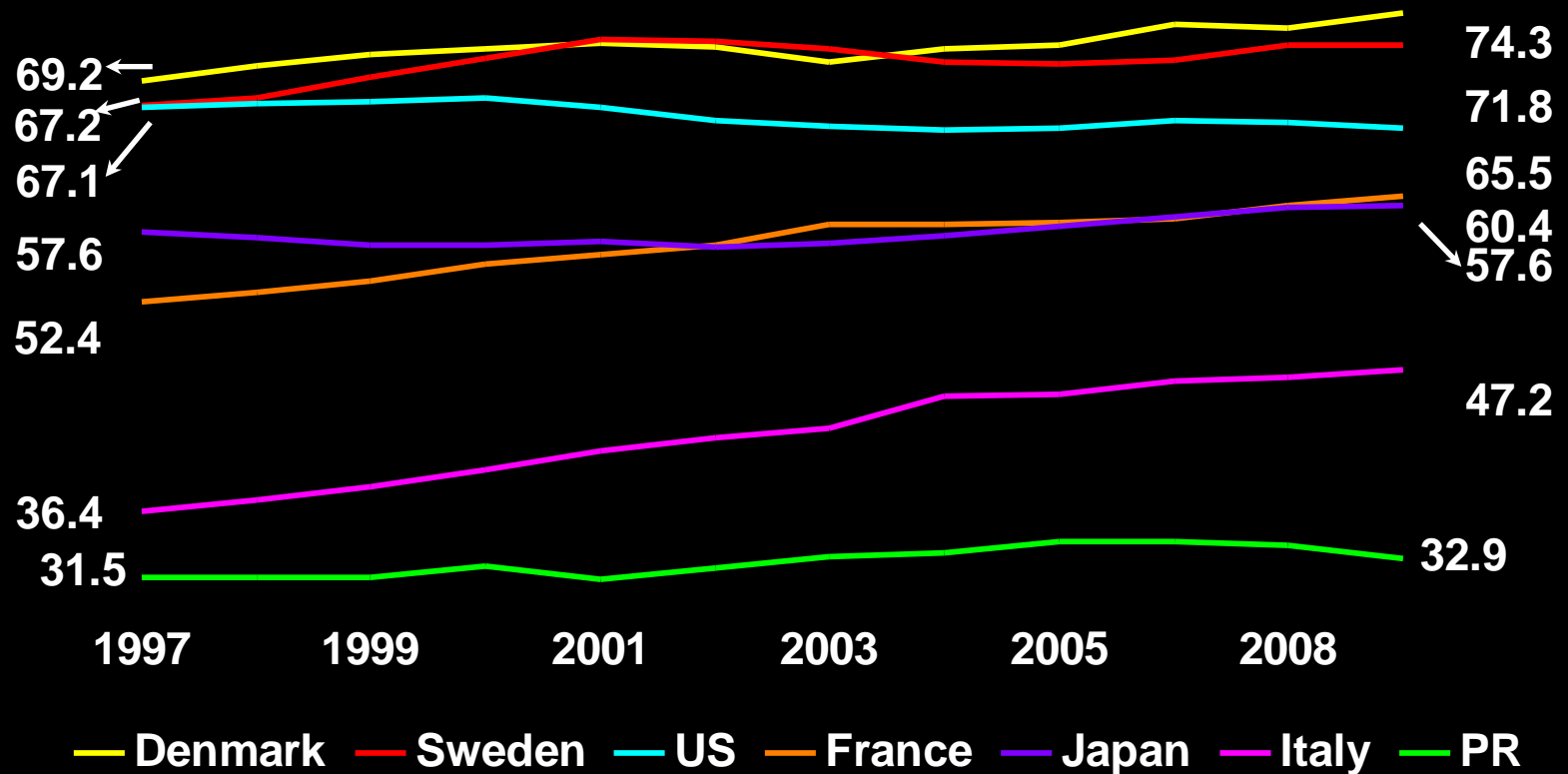
The swedish work ethic

Difference between male and female employment rates, 2008

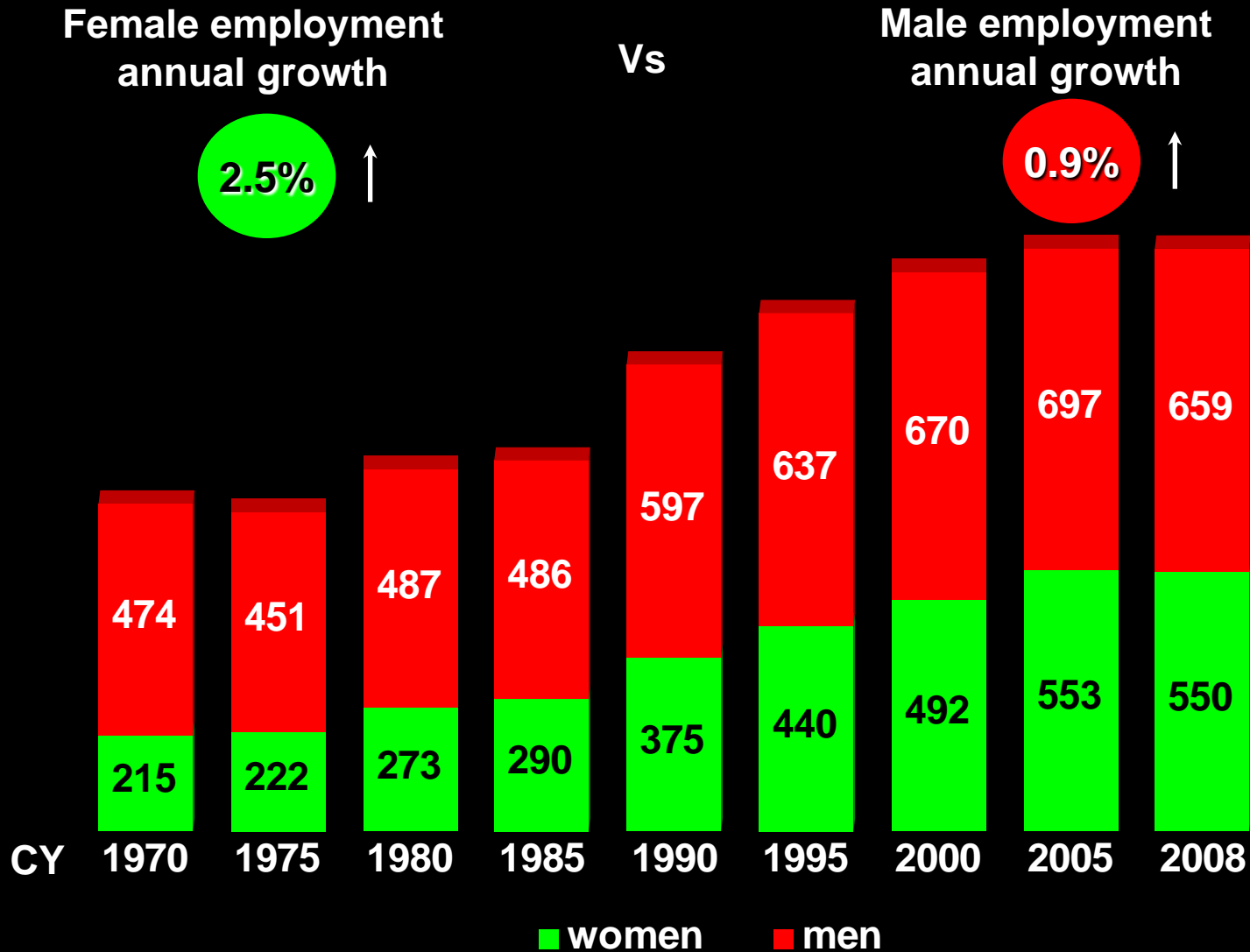


Rising force

Female employment rate, %



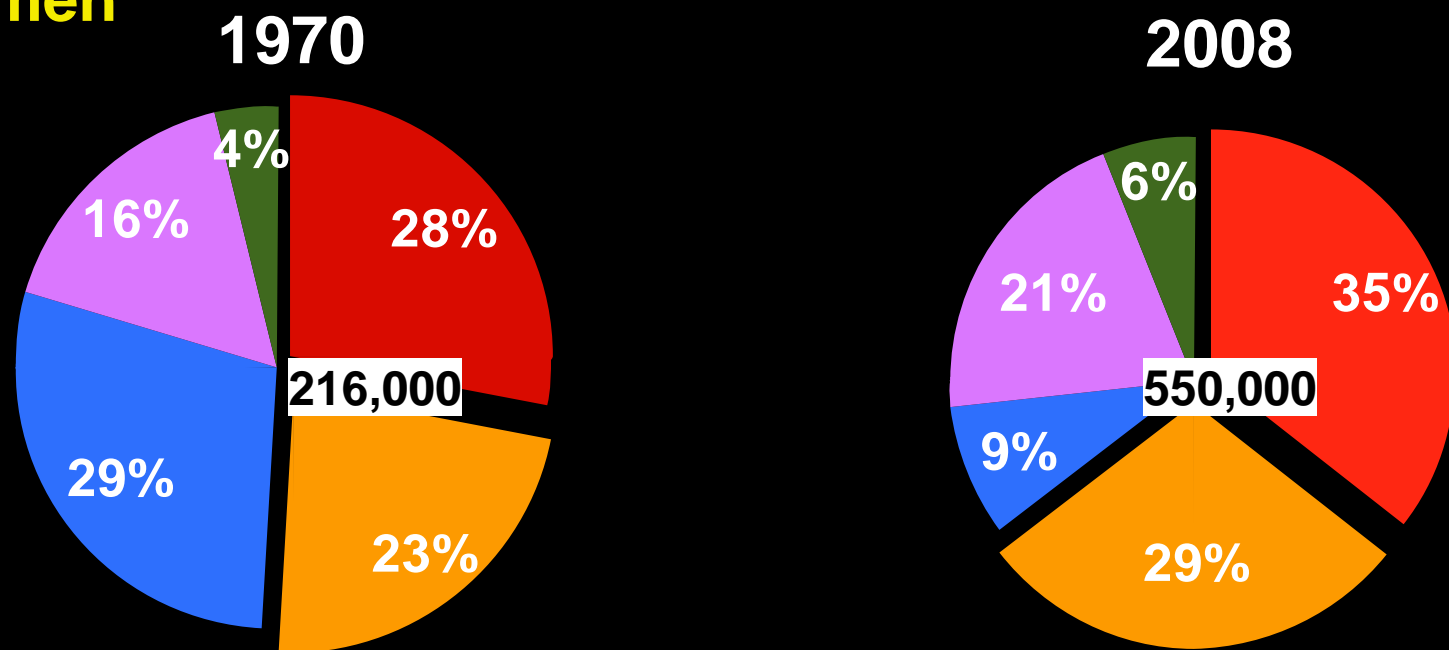
Transformation of employment



Services & government reshape the market

Employment by industrial group and sex

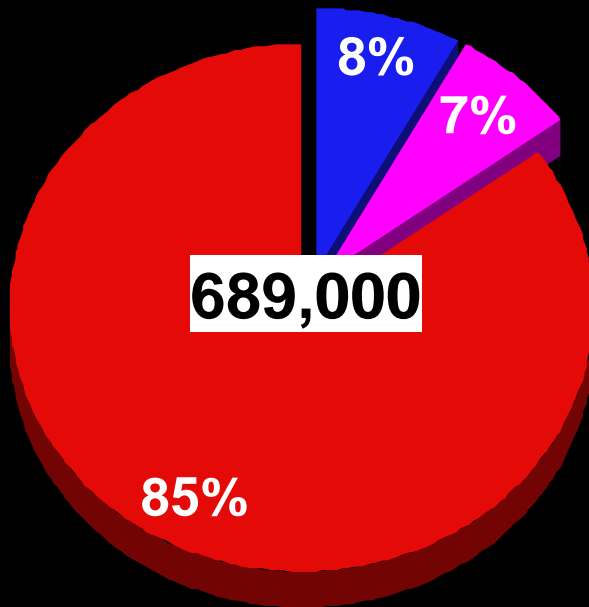
Women



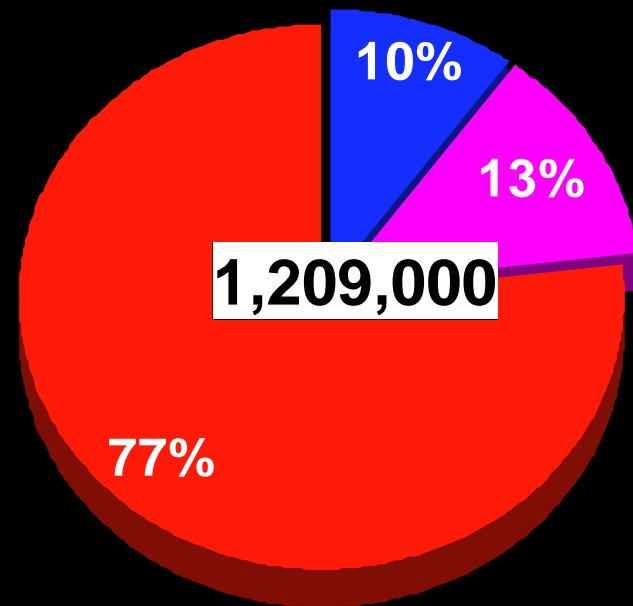
■ Serv ■ Govt ■ Mfg ■ Trade ■ other

More women working in government

Total employment 1970



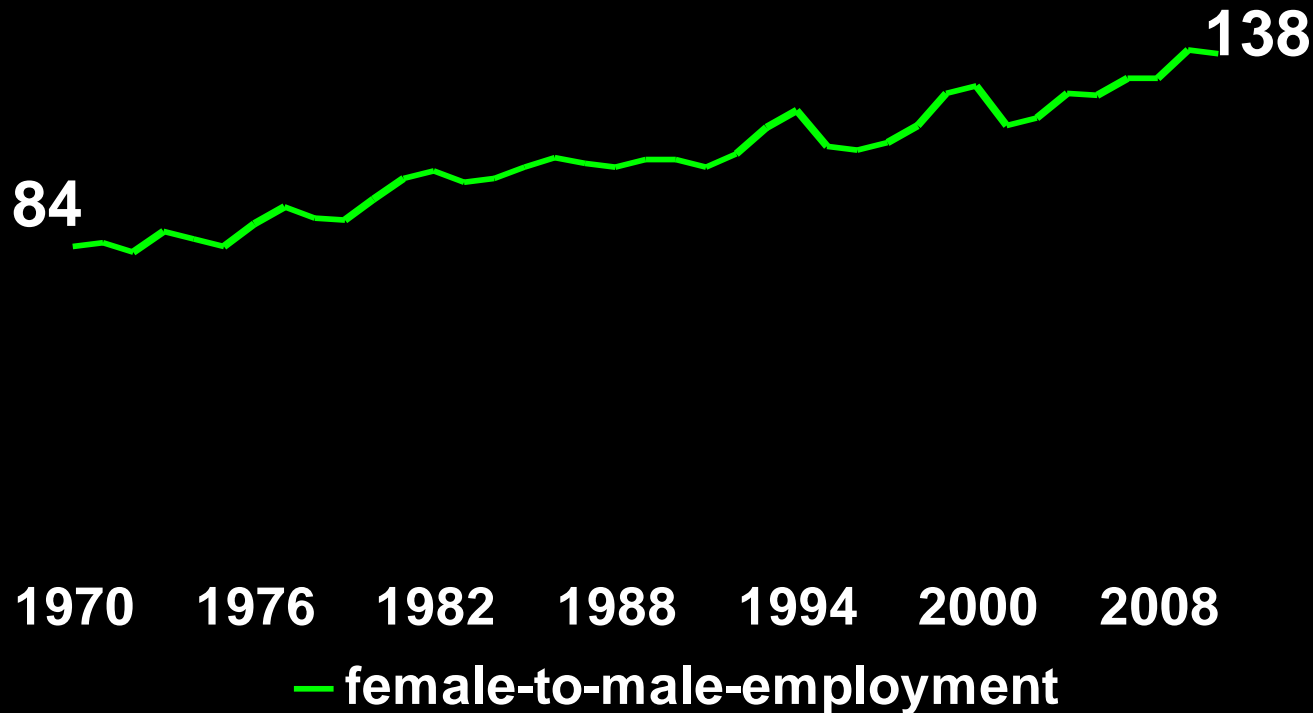
Total employment 2008



■ men ■ women ■ other sectors

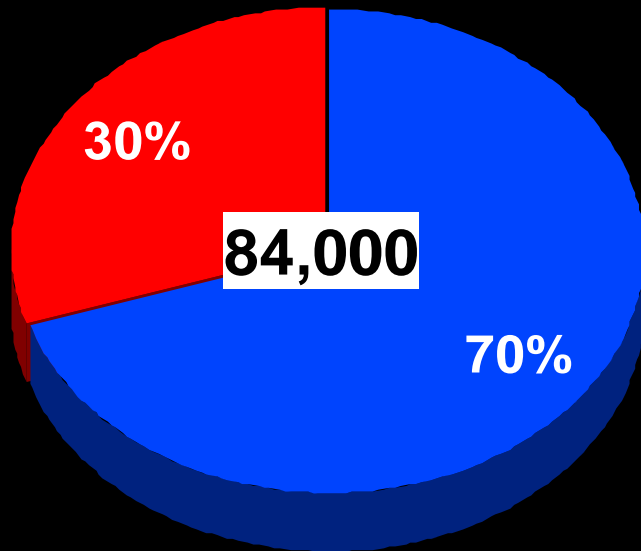
Government layoffs will hit women

For every 100 men **employed** in govt, there were 138 women in 2008

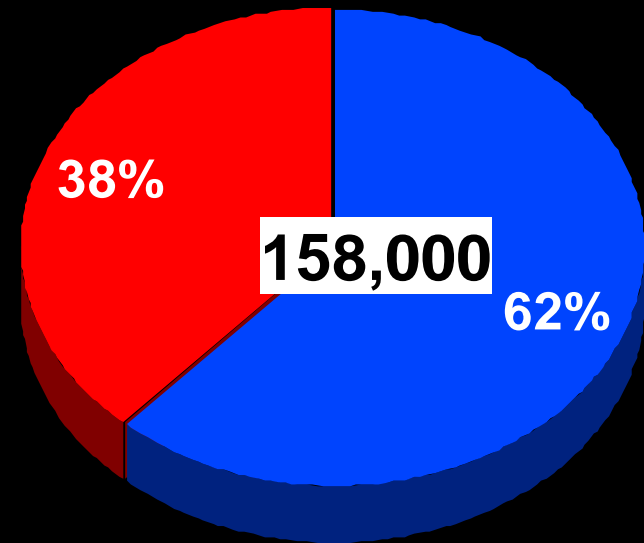


A shrinking labor market

Total unemployment 1970



Total unemployment 2008

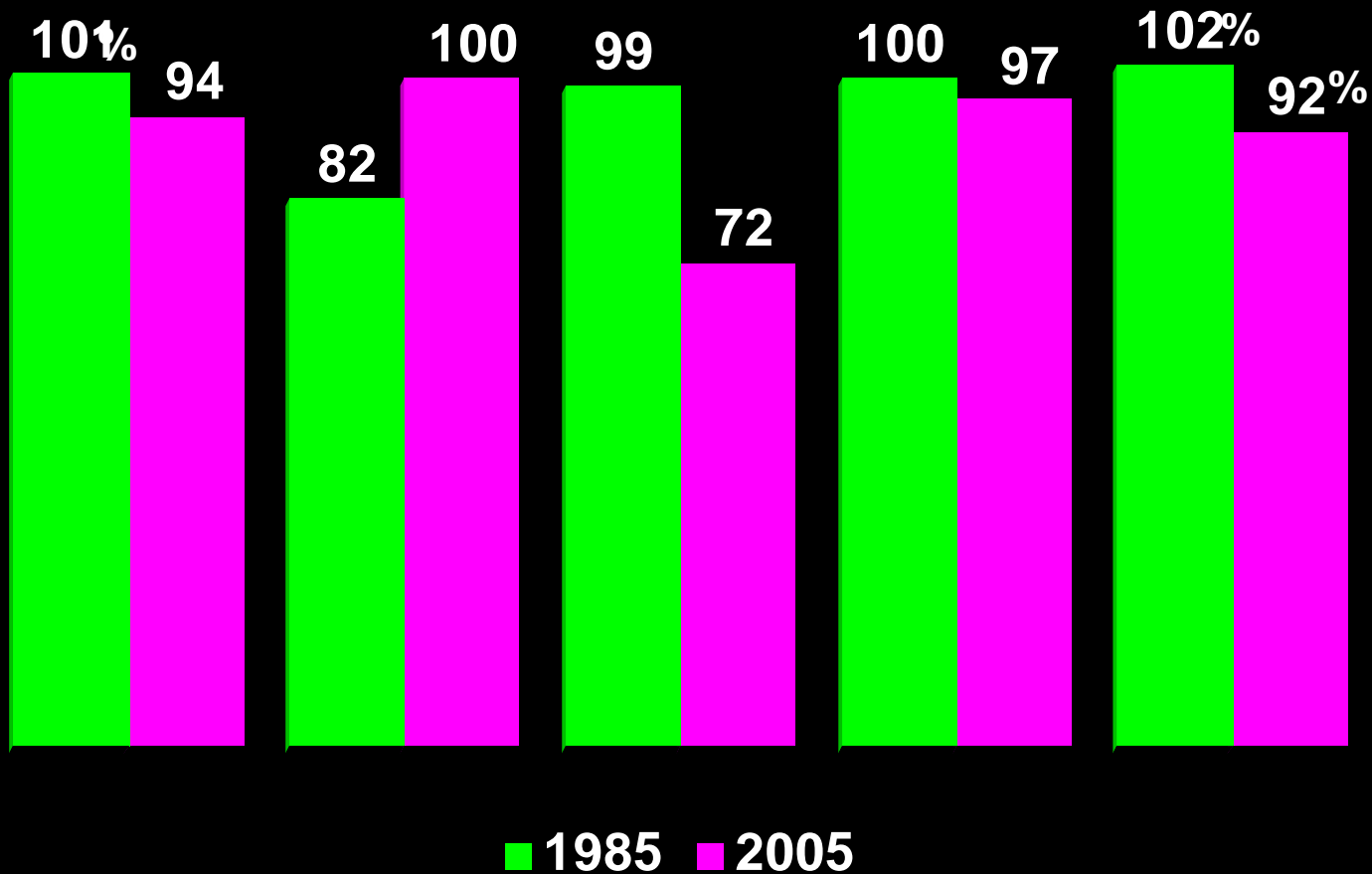


■ men

■ women

A wage gap continues

as % of male compensation



Evolution of female occupations

Occupation	1996	2008	Change
Professionals	33%	36%	+
Sales	39%	38%	-
Administrators	1%	1%	
Operatives	12%	6%	-
Services	15%	17%	+
Other	1%	2%	+

Trend in female compensation

As % of male compensation



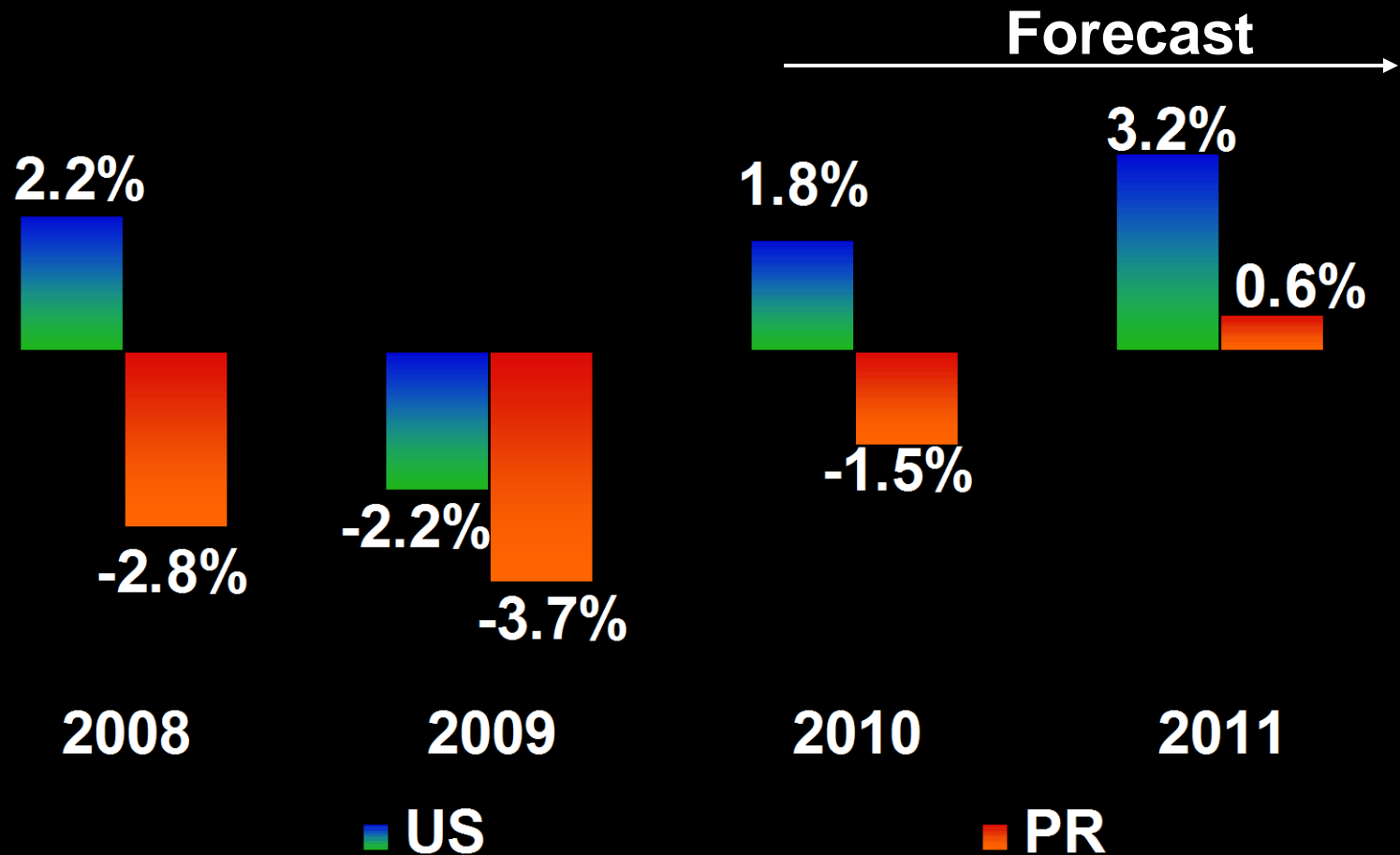
...despite female higher educational levels

Employed persons by gender and education 2008 ('000)



Full recovery will take time...

Forecast of US and PR real GNP growth



The future

- **More women in total population**
- **Transformation of traditional family**
- **Women outnumber men with age**
- **More women in labor force**
- **Increased female jobs in services**
- **Compensation gap is still there**
- **Government layoffs will hit women**
- **A shrinking labor market for everybody**