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*What do we learn about women's and men's
work-life conflict by differentiating between
welfare regimes and countries?*

Comparing families: does international perspective help?
Warsaw, 17.-18.12.2013

Starting point: work-life reconciliation and conflict

Work-life reconciliation:

- ▶ Integration of women into the labour market
- ▶ Increase of fertility levels
- ▶ Precondition for gender equality

Work-life conflict:

“simultaneous pressures from both work and family which are mutually incompatible” (Greenhaus, Beutell, 1985)

Focus: The repercussions of the financial crisis

Why the financial crisis should matter for work-life conflict

- ▶ **employment uncertainty**

⇒ Higher strain-based conflict (Voydanoff, 2008) and higher time-based conflicts, due to increased job search activities or the necessity to have second jobs (Steiber, 2009)

- ▶ **Lower working hours (short-termed work) / lower wages**

⇒ Declining ability to secure individual or household income

Mediating function of welfare and labour market policies

- ▶ **Labour market policies:** mediate employment uncertainties; e.g. by reintegration policies/ALMP
- ▶ **Welfare policies:** ‘buffer’ the financial impact of labour market uncertainties through transfers
 - ▶ Lower pay and lower working hours
 - ⇒ less severe in social-democratic and conservative countries
 - ⇒ strong effects in liberal and eastern European countries
 - ▶ Lower job security
 - ⇒ less severe in social-democratic countries
 - ⇒ Strong effects in eastern European countries

Outline

1. Effects of crisis indicators for work-life conflict
2. Effects vary depending on welfare state and labour market policies
3. Welfare regimes include heterogeneous countries => country specific effects

Mediating function of welfare and labour market policies - hypotheses

- ▶ Lower pay and lower working hours
 - ⇒ less severe in social-democratic and conservative countries
 - ⇒ strong effects in liberal and eastern European countries
- ▶ Lower job security
 - ⇒ less severe in social-democratic countries
 - ⇒ Strong effects in eastern European countries

	Social-democratic	Liberal	Conservative	Southern	Eastern
Family policies	+	+	=	-	-
LM policies	+	(+)	+ =	- / =	-
Welfare policies	+	-	+	- / =	-

Data and Method

European Social Survey (ESS), Wave 5, 2010 *Module on 'Family, work and well-being'*

Sample:

26 countries

individuals aged 15-64 years

cohabiting with partner and children under 18 years



Data and Method: dependent variable

Work-to-family conflict:

5-point-scale: 'never' (1), 'hardly ever' (2), 'sometimes' (3), 'often' (4) or 'always' (5)

- (i) keep **worrying about work problems** when not working,
- (ii) feel **too tired after work to enjoy things** one would like to do at home
- (iii) **job prevents** from giving the **time to partner or family**

Composite index: (i + ii + iii) / 3

Metric variable ► **linear regression**
(multilevel, random intercept)

Data and Method: independent variables

Control variables

- Age (15-34, 35-44, 45+)
- Education (ISCED)
- Labour Force Status (self-employed, employed)
- Sector
- Working time: hours (respondent, partner)
- current job security

Data and Method: independent variables

“Crisis variables”

(special module → experience in last 3 years=2008-2010)

Individual level

- ▶ Had lower pay
- ▶ Had less working hours
- ▶ Had less security in your job

Data and Method: stepwise models

1. **Model: all 26 countries**
2. **Model: 5 welfare regimes**
3. **Model: single countries**

Regimes	Countries
Social-democratic	D/SE/FI/NO
Conservative	DE/FR/NL/BE
Liberal	CH/IE/UK
Southern	CY/ES/GR/PT
Eastern	BG/CZ/EE/HR/HU/PL/RU/SI/SK/UA

Results – all countries

	<i>Men</i>	<i>Women</i>
Lower pay	0,156***	0,113**
Lower working hours	0,099*	0,083*
Lower job security	0,231***	0,244***

Controlled for Age, Education, Labour Force Status, Sector, Working time: hours (respondent, partner), current job security

- ▶ Worsened conditions in all three dimension (pay, job security, working hours) appear to increase the conflict for both men and women
- ▶ Especially the effects of lower job security and lower pay significantly increase VLC
- ▶ There are no pronounced gender differences, both signs and significance of effects are similar

Results – regimes

	Social-democratic		Liberal		Conservative		Southern European		Eastern European	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
pay	0,166*	0,141+	0,245***	0,527***	0,214**	-0,026	0,157+	-0,035	0,169**	0,245***
working hours	0,059	0,221*	0,099	0,209	0,025	-0,039	0,077	-0,03	0,123+	0,041
job security	0,203**	0,191**	0,305**	0,662***	0,216**	-0,006	0,094	0,218*	0,288***	0,297***

Controlled for Age, Education, Labour Force Status, Sector, Working time: hours (respondent, partner), current job security

- ▶ Clear gender differences especially in the conservative countries: dominant male breadwinner, women's work characteristics are less important for households
- ▶ Lower pay is more significant in liberal and eastern European countries; less significant in social-democratic countries -> buffering welfare policies
- ▶ Lower job security has strong effects in eastern european countries because of lacking labour market policies and in liberal countries due to low employment protection BUT ALSO in social-democratic countries (?)

Results – single countries

	Belgium		Germany		France		The Netherlands	
(Case numbers)	Men (150)	Women (134)	Men (229)	Women (139)	Men (134)	Women (131)	Men (150)	Women (122)
pay	0,312	0,077	0,451***	-0,018	-0,021	0,370+	-0,022	0,233
working hours	0,049	0,079	0,234	-0,088	0,142	-0,055	0,363+	-0,315*
job security	0,127	-0,161	0,358**	-0,011	0,563**	0,057	-0,045	0,055

	Denmark		Finland		Norway		Sweden	
(Case numbers)	Men (164)	Women (150)	Men (154)	Women (114)	Men (192)	Women (148)	Men (139)	Women (137)
pay	0,174	0,25	0,226+	0,296+	0,286+	-0,279+	-0,015	0,260
working hours	0,271	0,372+	0,204	0,198	0,071	0,128	0,118	0,339+
job security	0,310*	0,400*	0,227+	0,059	0,340**	-0,063	0,045	0,442+

Controlled for Age, Education, Labour Force Status, Sector, Working time: hours (respondent, partner), current job security

Conclusions

Regime comparisons		Country comparisons	
advantage	disadvantage	advantage	disadvantage
General picture can be seen without sample size problems	Generalization over heterogeneous countries	More accurate picture of institutional effects	Sample size problems

- Lower pay more significant in liberal and eastern European countries; less significant in social-democratic countries -> buffering welfare policies
- Lower job security has strong effects in eastern European countries and in liberal countries -> lacking labour market policies

- Unexpected effect for lower pay for conservative men -> mainly driven by Germany, where the male breadwinner model is still more dominant than e.g. in France

Thank you for your attention



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