



Country-Specific Conditions for Work and Family Reconciliation: an Attempt at Quantification

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Background

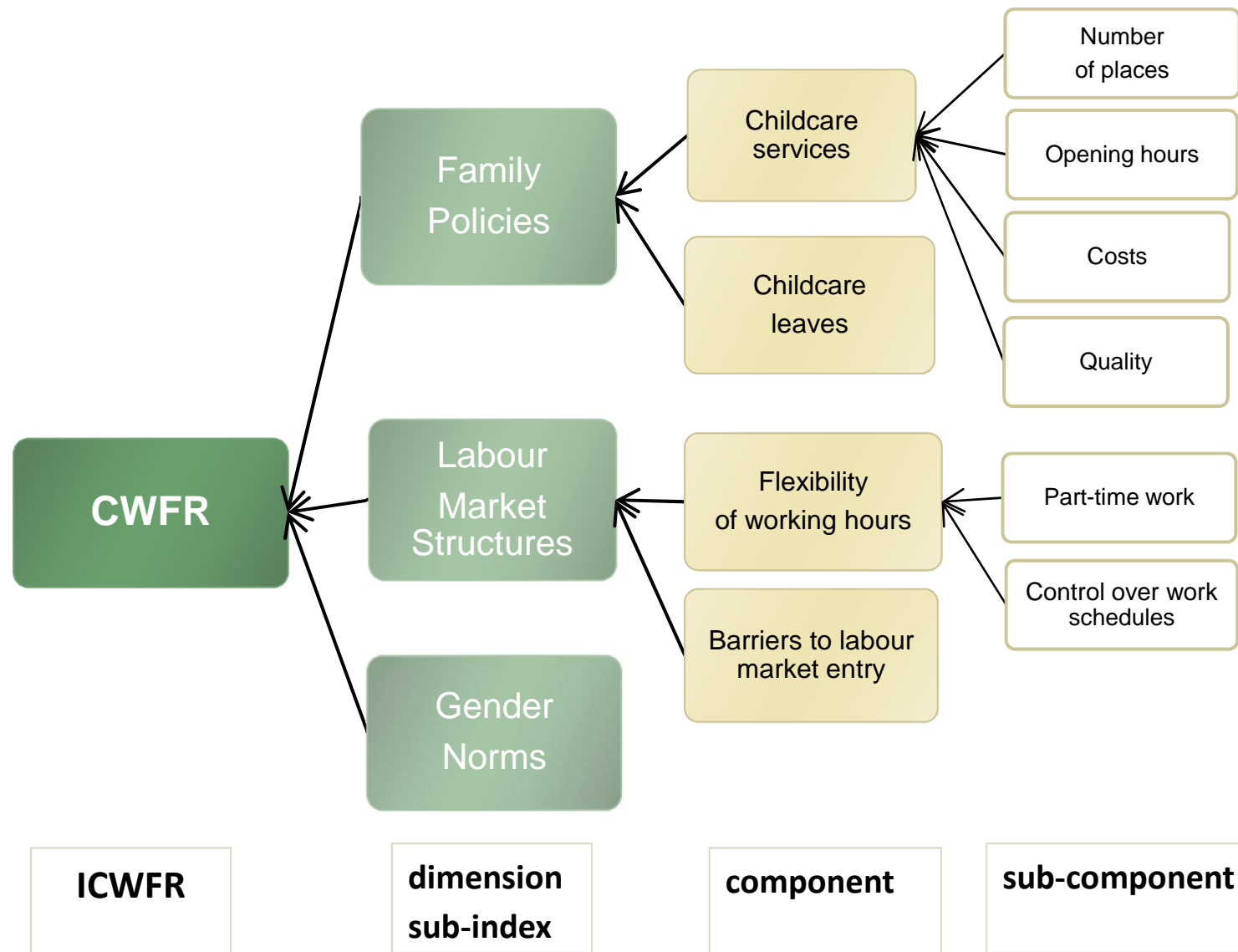
- ▶ **Country-specific conditions for work and family reconciliation (CWFR)** - an important determinant of fertility and women's employment
 - ▶ **Family policy-related**- define the extent to which mothers' work is institutionally supported (Neyer 2003, Esping Anderssen 2009, Esping Anderssen and Billari 2012, Gornick et al. 1997)
 - ▶ **Culture-related (gender norms)** - define the extent to which mothers' work is socially accepted (Liefbroer and Corijn 1999, Sevilla-Sanz 2010, Gimenez-Nadal et al. 2012)
 - ▶ **Labour market-related** (flexibility of working hours, barriers to labour market entry) - define the extent to which labour market is prepared to accommodate female labour (Adsera 2004, 2005, Aaberge et al. 2005)



Background

- ▶ The assessment of CWFR is highly qualitative and often focused on one dimension of CWFR only
- ▶ Result: typologies of family policy models or gender role attitudinal regimes
 - ▶ Useful for understanding the general ideology underpinning the family policy or attitudinal regimes
 - ▶ Do not inform us about the absolute magnitude of the barriers experienced by parents in combining work and family in a given country,
 - ▶ Nor about the relative standing of the country in the area of work-family reconciliation.
- ▶ **A need of an index which assesses the CWFR quantitatively**

Conceptual scheme of CWFR





Conceptual scheme of CWFR - assumptions

1. Assumption on non-full compensability:

implementing work-family reconciliation policies in a country with traditional gender norms may not have the same effects as in a country with egalitarian gender norms

2. Assumption on non-linear relationship between CWFR and its elements

a change in a dimension, component, or subcomponent has a larger impact on CWFR in a country where the barriers to work and family reconciliation are stronger

3. Assumption on equal importance of the elements of the CWFR



Data: family policies

Component	Description	Time period	Source
Childcare services	Coverage rate for children under 3 years old	2004	Multilinks
	Guaranteed entitlement to childcare services for children under 3 years old	2004	Multilinks
	Coverage rate for children aged 3-5	2004	Multilinks
	Guaranteed entitlement to childcare services for children aged 3-5	2004	Multilinks
	Average hours of attendance to childcare per week (children aged 0-2)	2008	OECD
	Opening hours for pre-primary education	2004	Multilinks
	Childcare fees per 2-year old in % of average wage, 2004	2004	OECD
Childcare leaves	Maternity and parental leave in full-time equivalents	2004	Multilinks
	Paternity and parental leave reserved for fathers in full-time equivalents	2004	Multilinks



Data: labour market structures

Component	Description	Time period	Source
Flexibility of working hours	% of people who cannot take whole days off for family reasons without using the leave among women aged 25-49	2005	Eurostat
	% of people who cannot vary start/end of working day for family reasons among women aged 25-49	2005	Eurostat
	Part-time employment as percentage of the total employment of women aged 25-49 (%)	2005	Eurostat
Barriers to labor market entry	Indicator of overall employment protection legislation	2003	OECD



Data: gender norms

Description	Time period	Source
% of people who agree or strongly agree with the statement that a working mother can establish just as warm and secure a relationship with her child as a mother who does not work	2008	European Value Study
% of people who disagree or strongly disagree with the statement that a pre-school child is likely to suffer if his or her mother works		
% of people who disagree or strongly disagree with the statement that a job is all right, but most women really want a home and children		
% of people who agree or strongly agree with the statement that, in general, fathers are as well-suited to look after their children as mothers		
% of people who agree or strongly agree with the statement that men should take as much responsibility as women for the home and children		



Method

1. Operationalisation of our conceptual scheme of CWFR:

verification / exploration of our data structure by PCA or Non-linear PCA within each dimension of CWFR

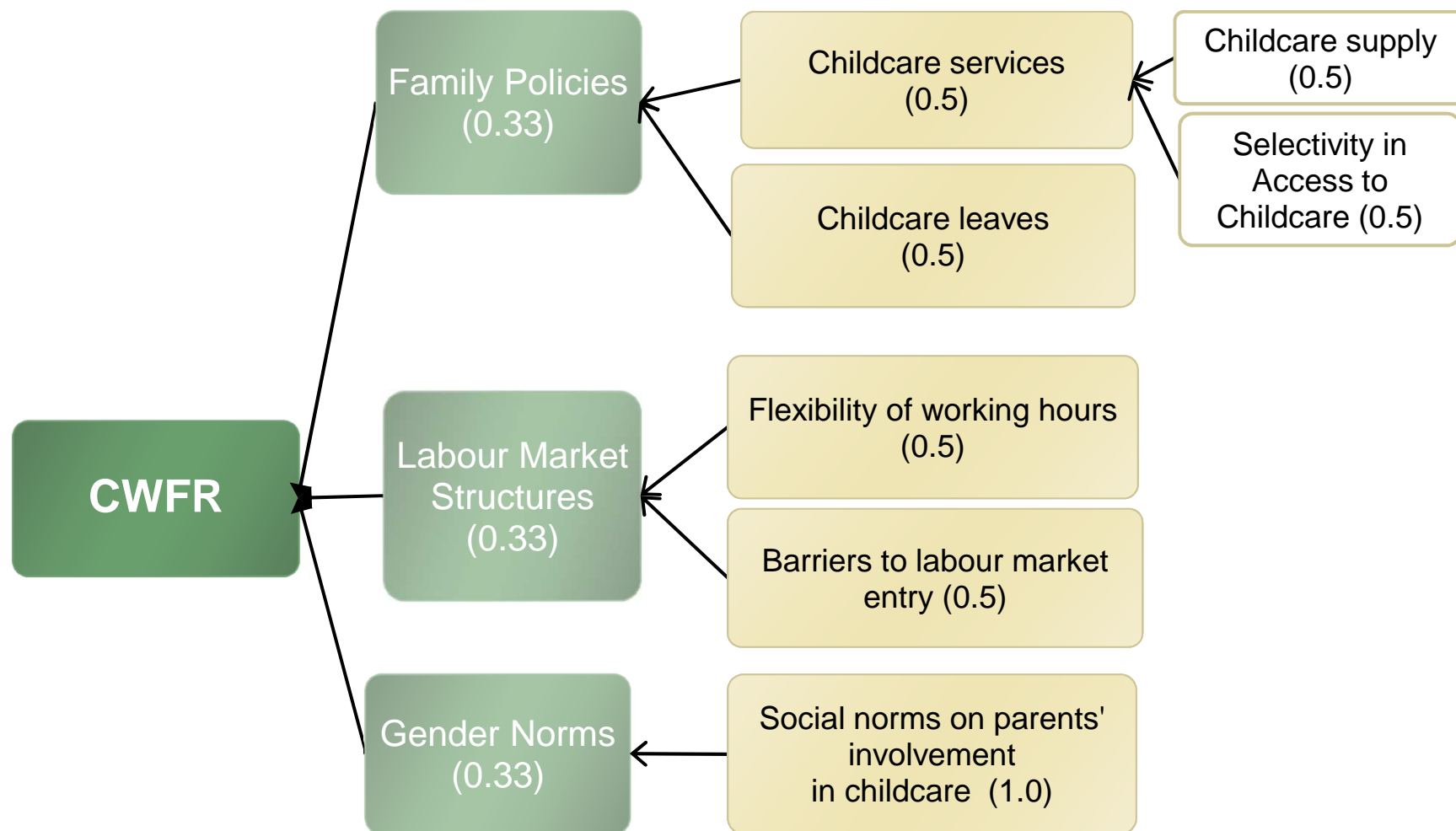
2. Aggregation

- ▶ on population standardized variables
- ▶ using a generalized mean with power $q=0.5$
- ▶ equal weighting scheme

3. Uncertainty & sensitivity analysis

- ▶ the power of the generalized mean allowed to range $\langle 0.2; 1 \rangle$
- ▶ weights at the sub-index and the component levels allowed to range $\pm 20\%$ of the reference weight

Results: operationalisation scheme



ICWFR

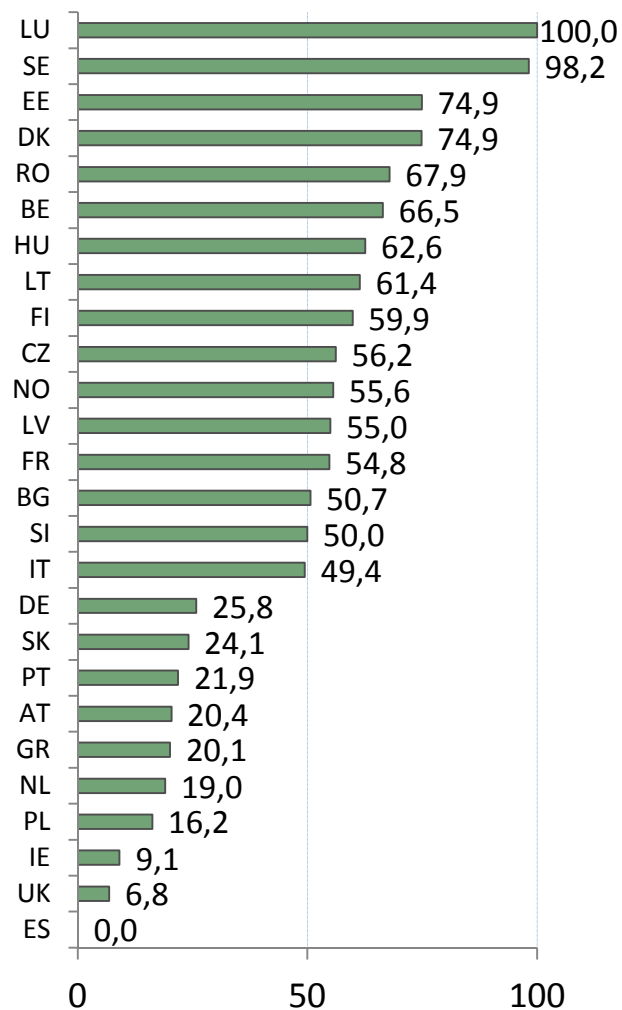
sub-index
dimension

component

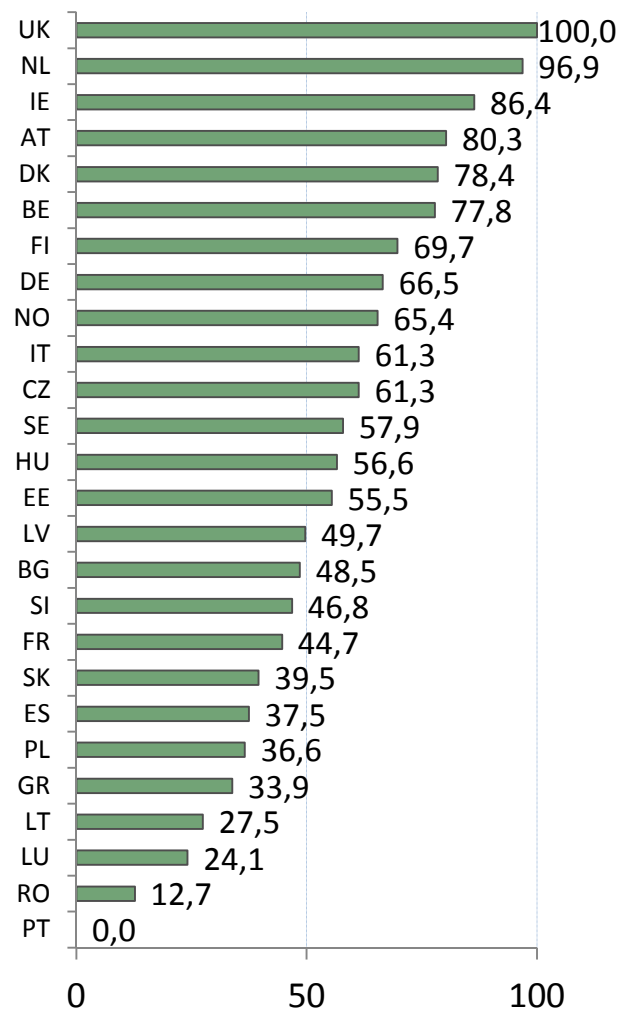
sub-component

Results: sub-indices

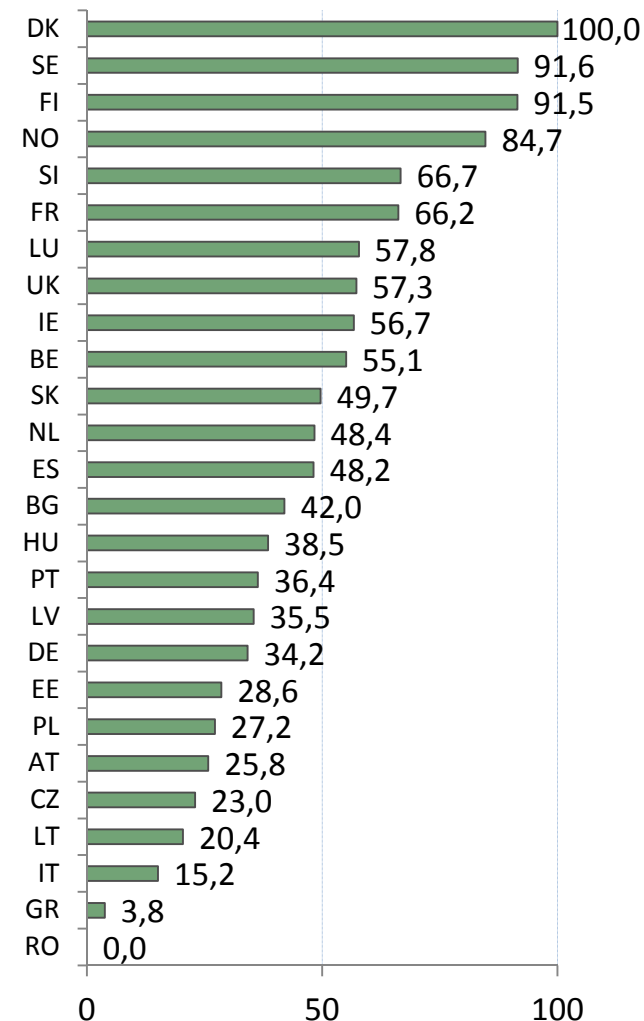
Family Policies Index (FPI)



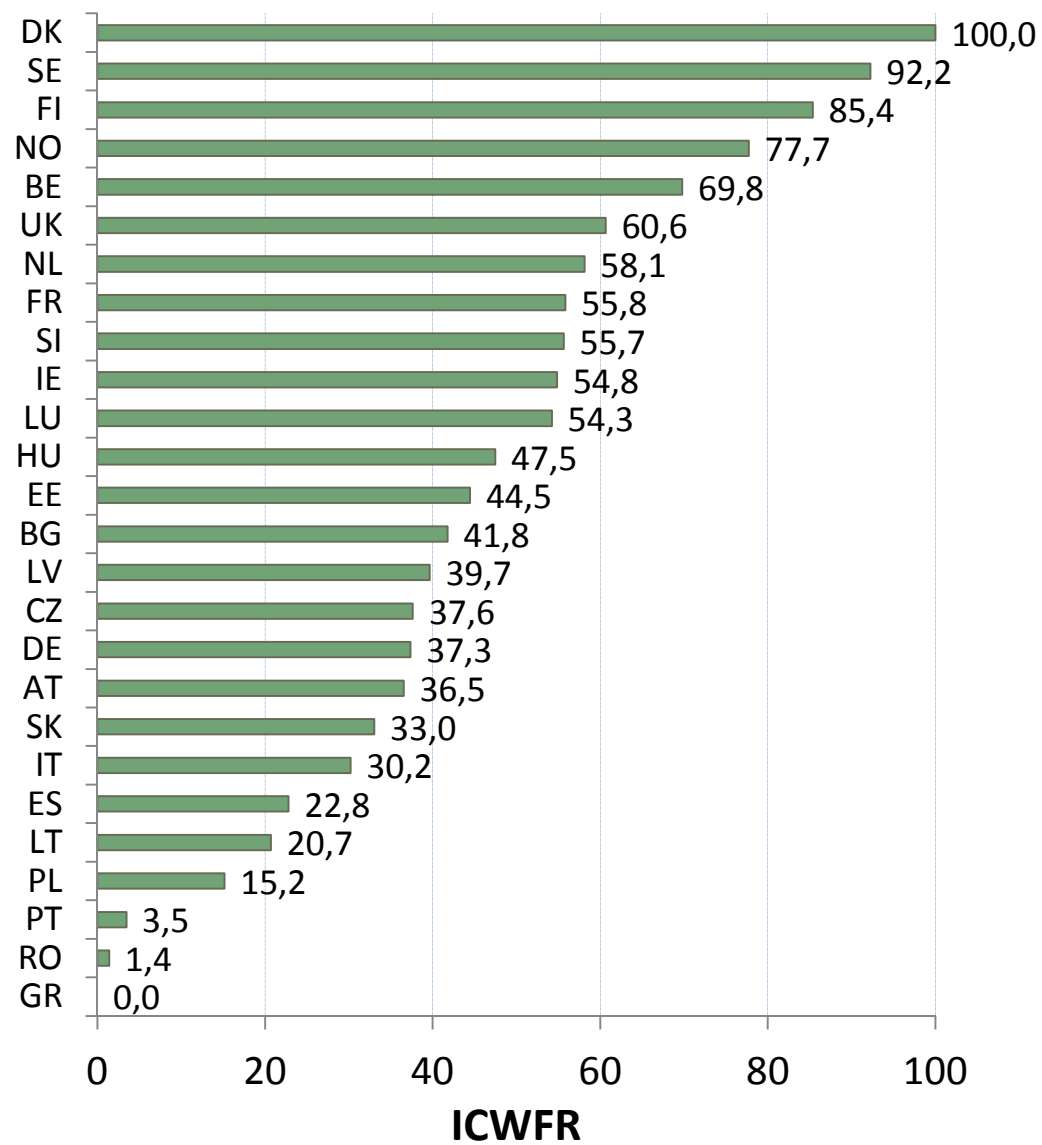
Labour Market Structures Index (LMSI)



Gender Norms Index (GNI)

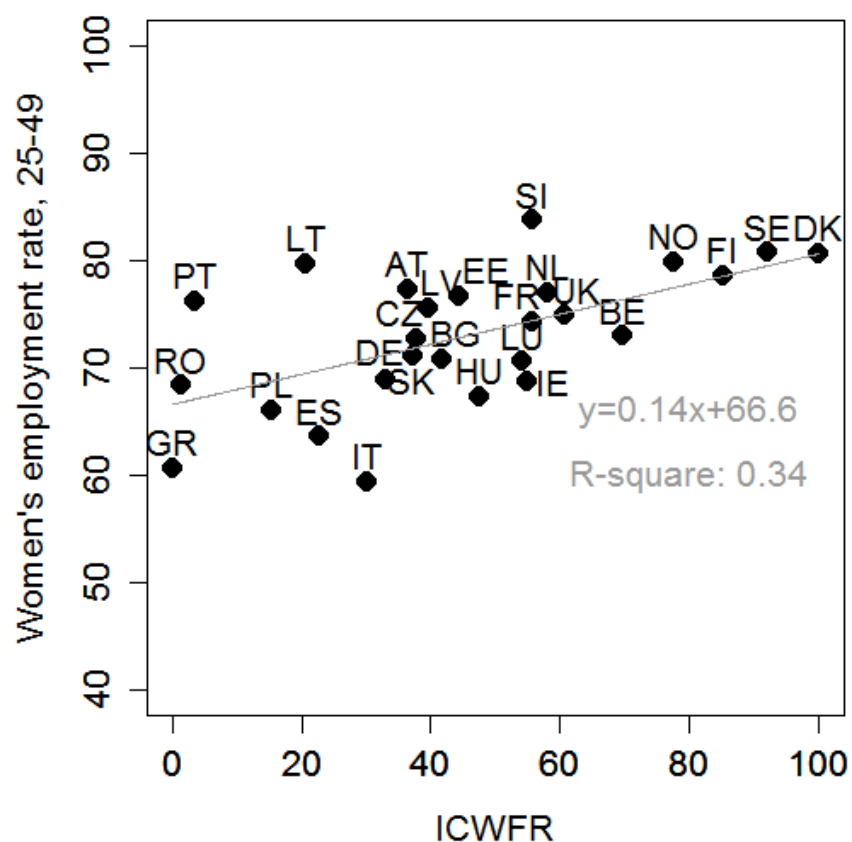


Results: ICWFR

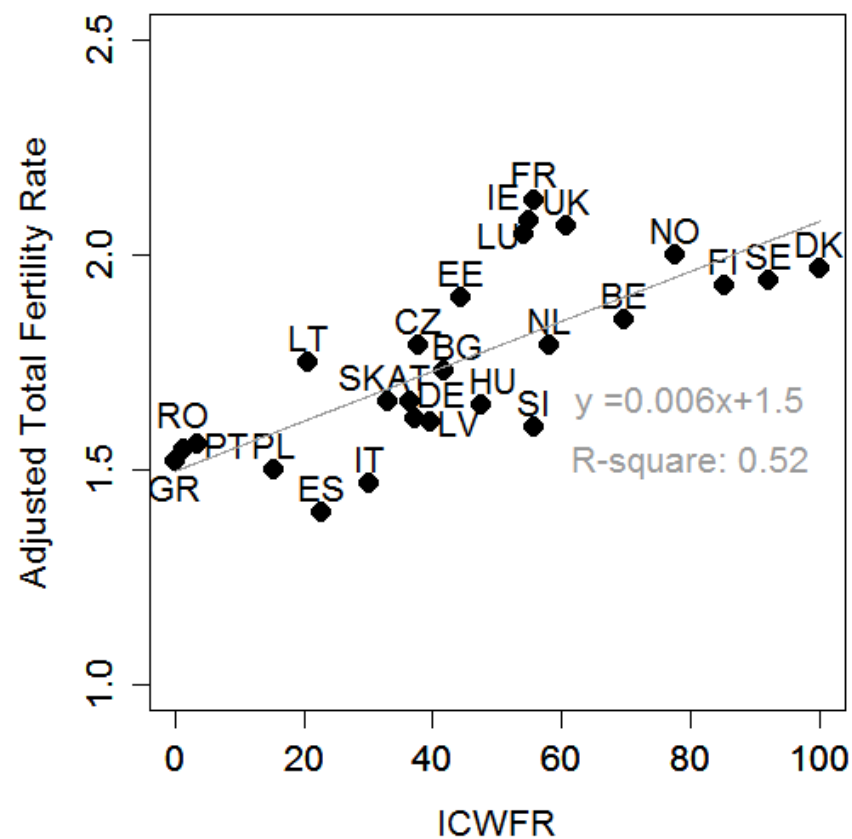


Results: criterion validity

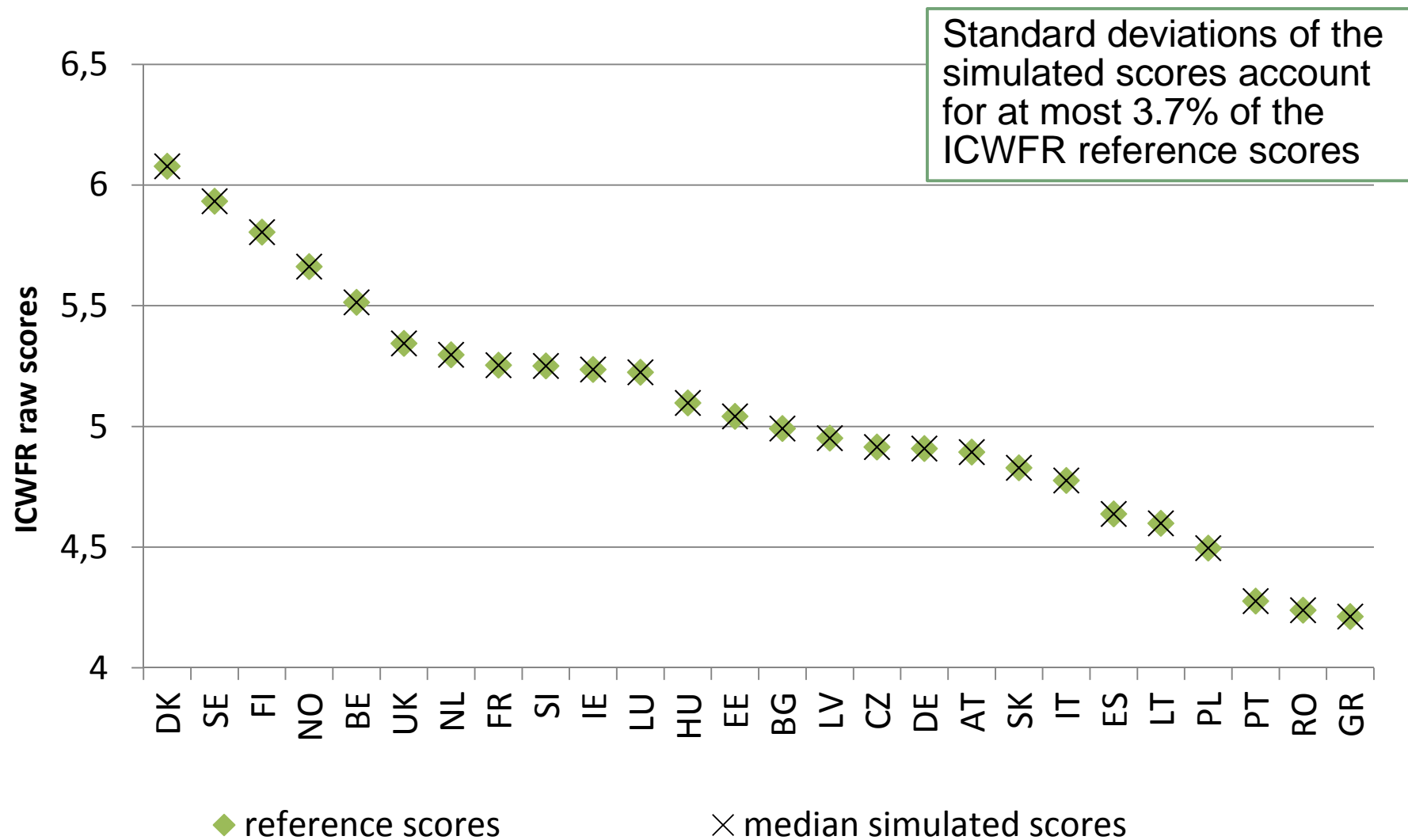
Cross-country correlation between ICWFR and Women's Employment Rate



Cross-country correlation between ICWFR and Adjusted Total Fertility Rate



Results: uncertainty analysis



Results: sensitivity analysis

Input factor		ICWFR	
		First-order effect (S_i)	Total effect (S_{Ti})
Power of generalized mean		0.00	0.10
Weight attributed to:	childcare services	0.00	0.01
	parental leave	0.00	0.01
	flexibility of working hours	0.00	0.01
	barriers to labor market entry	0.00	0.01
	family policies	0.09	0.44
	labour market structures	0.17	0.53
	gender norms	0.13	0.49
SUM		0.40	-

Conclusions

- ⇒ ICWFR allows quantitative assessment of the country-specific conditions for work and family reconciliation and to rank the countries in that respect
- ⇒ Quite robust to the assumptions on non-full compensability and equal weighting
- ⇒ Future analyses could incorporate the indicators developed into multi-level models, explaining fertility and employment choices
- ⇒ Improvement in the availability of time series on policy indicators would allow to assess the dynamics of the country context relevant to work and fertility choices
- ⇒ Indication for future research: more knowledge on relative importance of CWFR elements needed