

Family Policies and Women's Employment I

DEMO2005 Population Processes in
the Developed World

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Outline

- Recap: family policy regimes
- Cross-national patterns of female employment
- Gender occupational segregation

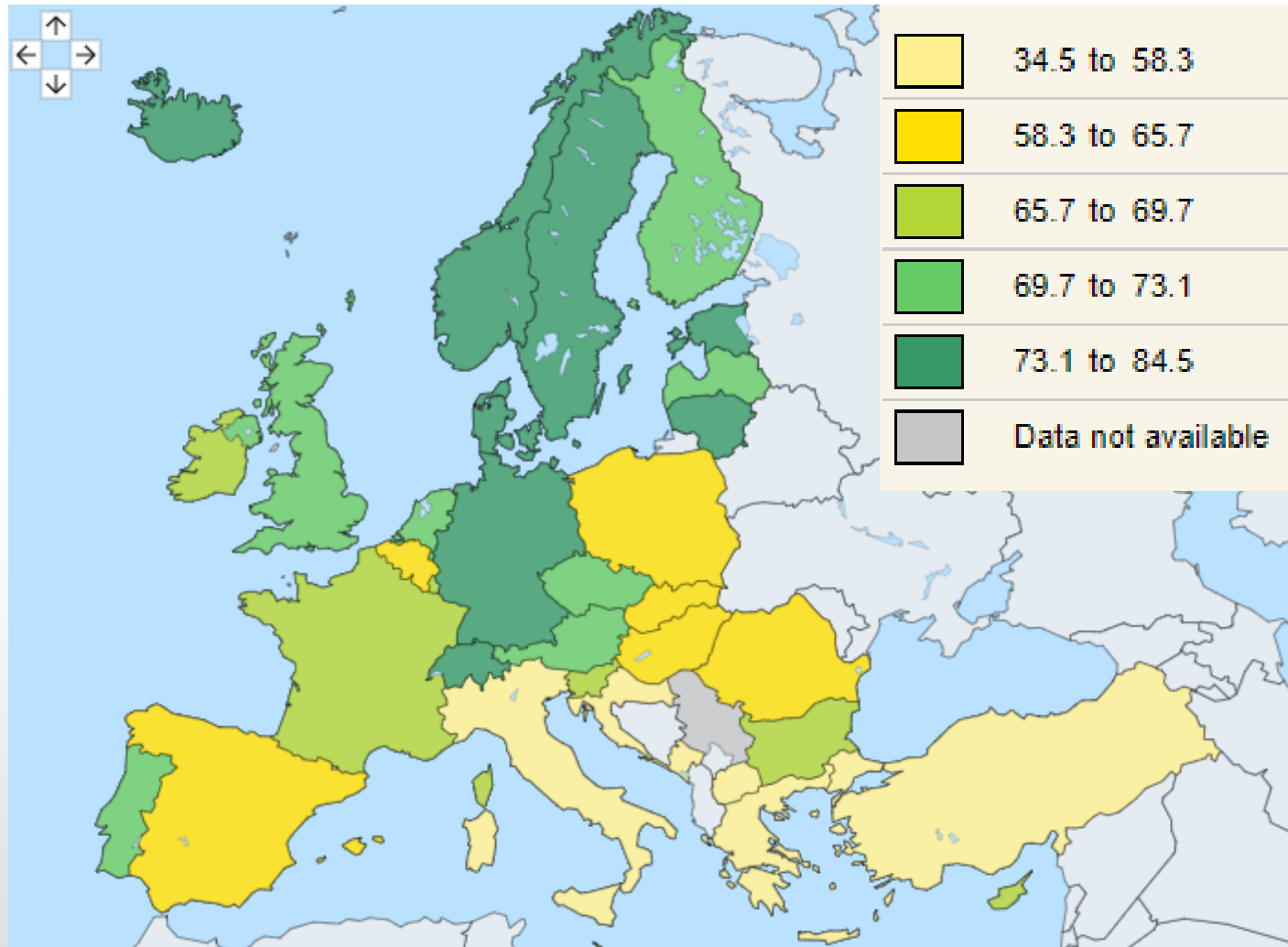


Recap: how do family policies vary across advanced economies?

Cross-national differences in family policies

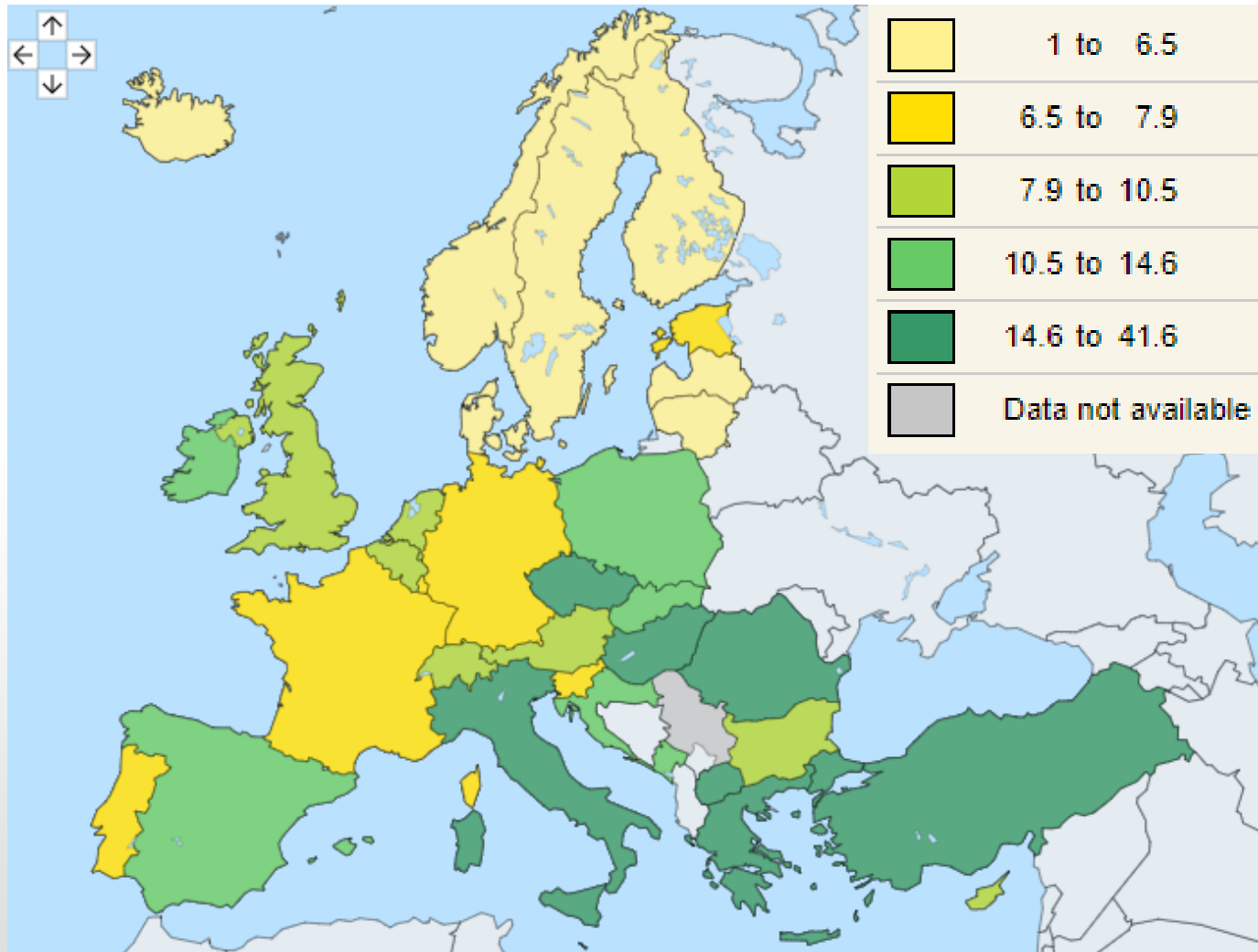
- Nordic countries – well-developed family policies, including “daddy leaves”.
- Continental countries – wide variation: Belgium and France close to Nordic model, but others still have strong male breadwinning policies (e.g. limited alternatives to home-based childcare in the form of service availability and public financial support).
- Anglo-Saxon countries – means-tested/market-based.
- Mediterranean countries – limited assistance.
- CEE – mixed picture: some developed policies (e.g. Slovenia), others promote familial care (e.g. Poland).

% of women (20-64 yrs) in employment across European countries, 2017



Source: Eurostat

Gender employment gap (20-64 yr olds) across Europe, 2017, percentage points



Source: Eurostat

% of day (24hrs) spent on unpaid work and care work by gender across selected countries, 1999-2013

	Women		Men		Difference	
	Unpaid work	Care work	Unpaid work	Care work	Unpaid work	Care work
Australia	17.3	5.3	10.5	2.2	6.8	3.0
Austria	17.3	3.2	9.4	1.5	7.9	1.7
Belgium	16.1	1.9	9.7	0.8	6.5	1.0
Canada	15.1	3.4	10.3	1.7	4.8	1.7
Finland	15.4	2.5	11.2	1.0	4.2	1.5
France	14.9	2.3	9.7	1.0	5.2	1.3
Germany	15.9	1.7	9.8	1.4	6.1	0.3
Italy	21.0	2.4	8.2	1.2	12.8	1.2
New Zealand	17.8	2.9	11.3	1.1	6.4	1.9
Norway	13.9	2.5	11.7	1.6	2.2	0.9
Poland	18.8	3.3	6.2	1.5	12.6	1.9
Slovenia	19.7	2.6	11.4	1.6	8.3	1.0
Spain	17.8	3.6	8.9	2.0	8.9	1.6
Sweden	14.0	3.0	10.0	1.8	4.0	1.2
UK	16.6	3.6	9.5	1.6	7.1	2.0
US	14.8	3.2	10.2	1.6	4.6	1.7
Average	16.6%	3.0%	9.9%	1.5%	6.8%	1.5%

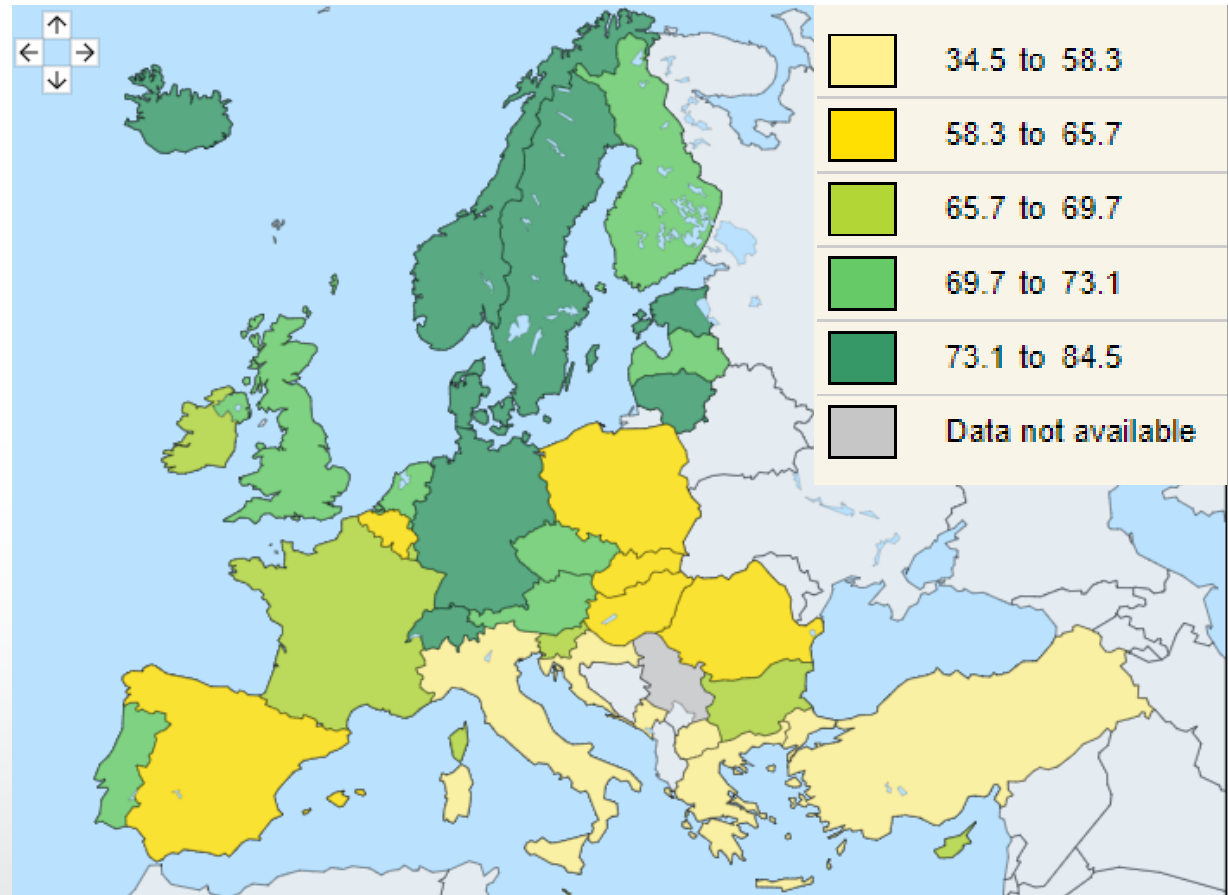
Source: OECD Family Database

Time is a finite resource; because women spend more time on care and other unpaid domestic work than men, they have less time for employment - so family policies matter.

Exercise



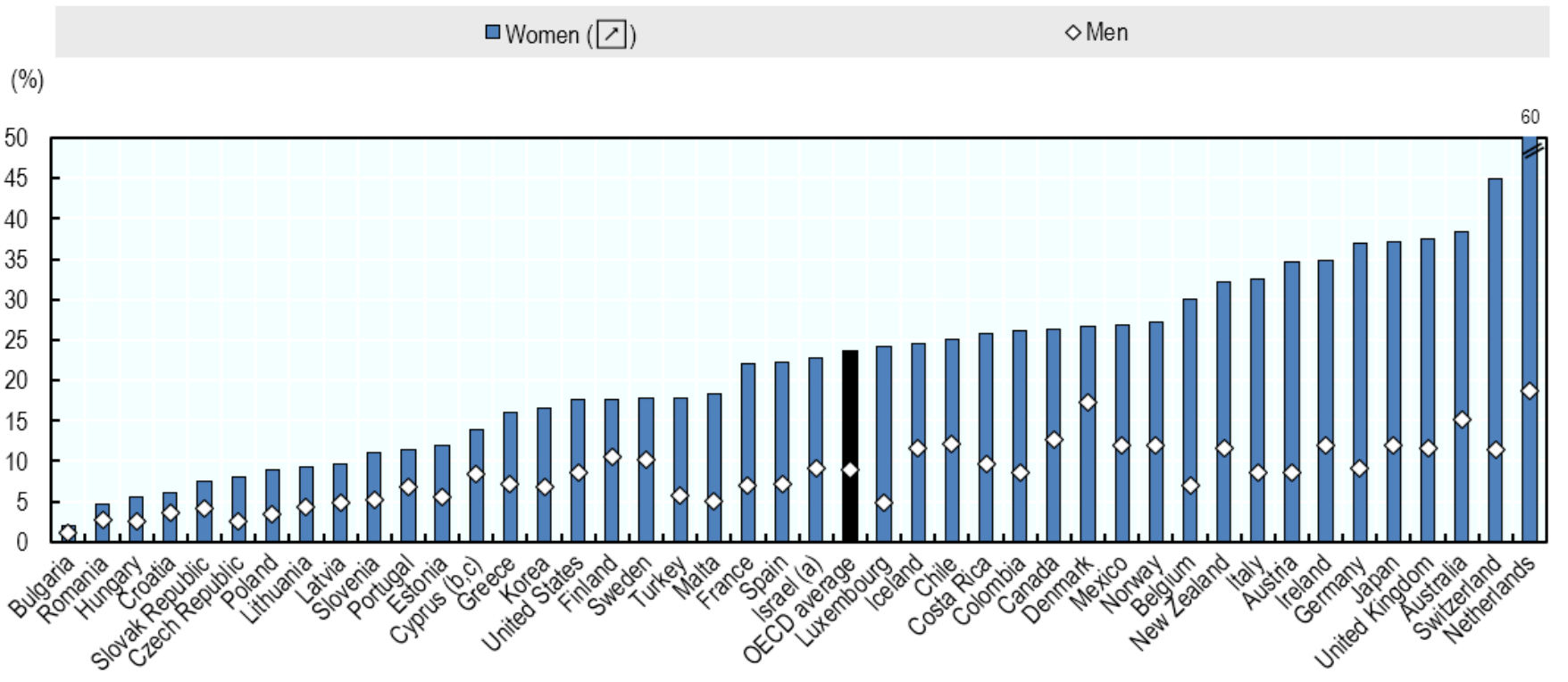
Do patterns of female employment across countries make sense in terms of family policy regimes? Are there outliers (e.g. countries with ungenerous family policies but high female employment)?



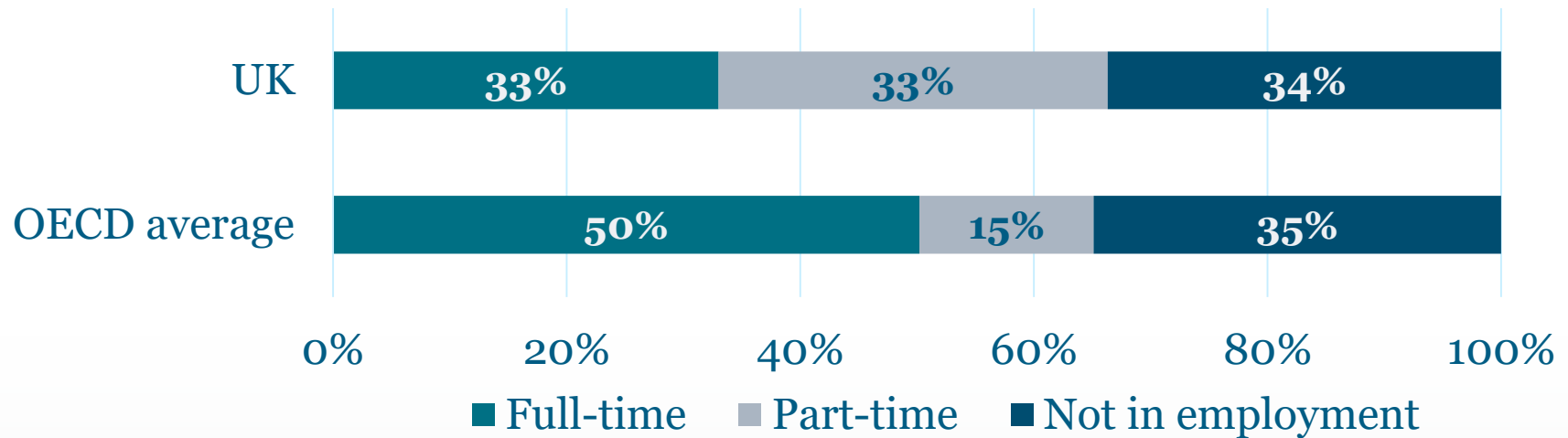
% of women (20-64 yrs) in employment across European countries, 2017

Overall employment rates mask the gender gap in hrs

Chart LMF1.6.B. **Gender differences in part-time employment**
Part-time employment as a proportion of total employment, by sex, 2016



Employment rates for mothers with ≥ 1 child aged 0-14



Source: OECD Family Database

- Short school day and patchy childcare services
- Tax/benefit incentives for secondary earners to work P/T
- Lone parent employment conditions restricted to P/T

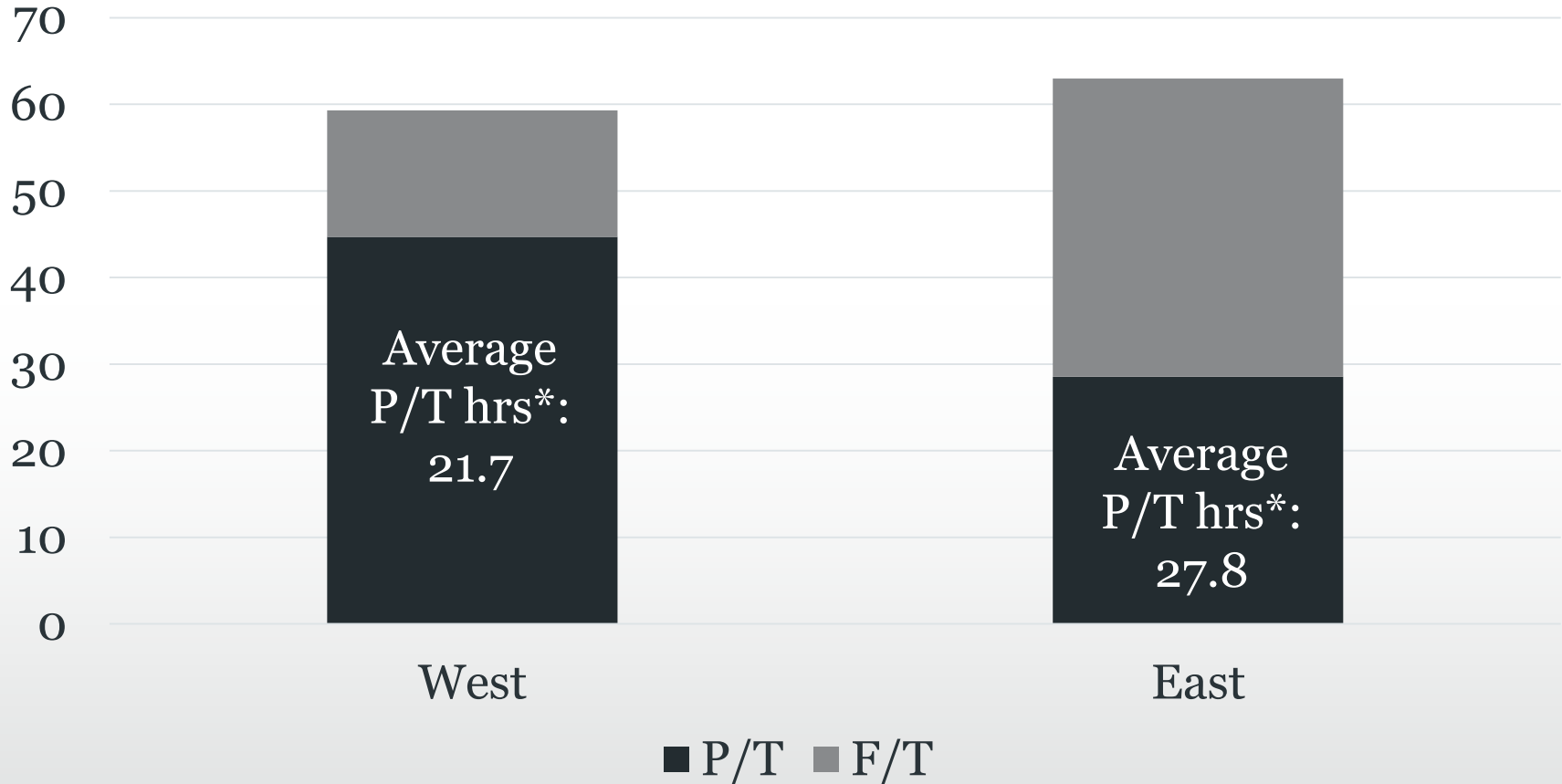
Germany: East vs. West

	Before reunification (mid- to late-1980s)		After reunification (mid-1990s to present)	
	East	West	East	West
Gendered policies and institutions				
Provision of public child care	High	Low	Medium/high	Medium
Benefit level of leave during year after birth	High	Medium	Medium	Medium
Regulation of women's working time	Encouraged long hours	Encouraged part-time work	Encourages part-time work	Encourages part-time work
Prevalence of public employment	High	Medium	Medium/high	Medium
Wage setting	Set by the state	Market + collective agreements	Market + collective agreements	Market + collective agreements
Gendered work outcomes				
Participation	High	Medium	Medium/high	Medium
Employment	High	Medium	Medium	Medium
Unemployment	None	Medium	High	Medium
Part-time work	Medium prevalence (mostly among elderly women)	Medium prevalence (mostly among mothers)	Medium prevalence (mostly among mothers)	High prevalence (mostly among mothers)
Gender wage gap	Medium	Medium	Low	Medium
Occupational segregation	High	High	High	High
Women's share of unpaid work at home	Moderate/low	Moderate	Moderate	Moderate

³High, medium, and low are designated relative to Western and Northern Europe as a whole. This assessment of women's share of unpaid work at home before reunification is an estimate based on data from shortly after reunification.

Germany: East vs. West

Employment rate (% of all mothers)



*2013

Weinkopf, C. (2014) 'Women's Employment in Germany: Robust in Crisis but Vulnerable in Job Quality', *Revue de l'OFCE*, 2 (133): 189-214; Holst, E. and Wieber, A. (2014) 'Eastern Germany Ahead in Employment of Women', *DIW Economic Bulletin*, 4 (11): 33-41.

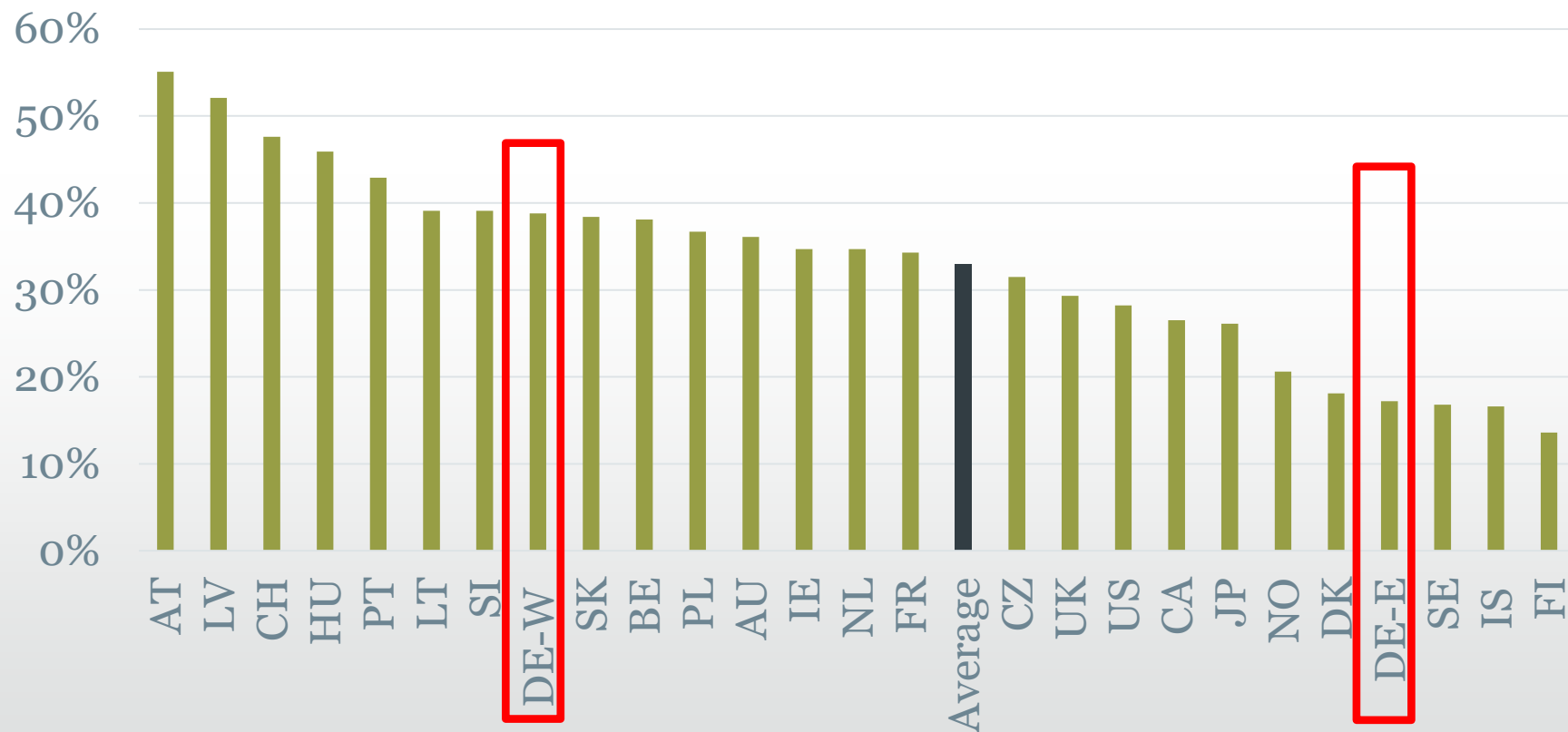
Economic explanations for persistent differences in female employment

- Unification → economic dislocation for the East
1989: 9.6 million people unemployed in E Germany
- Economic need is greater in E Germany



Cultural explanations

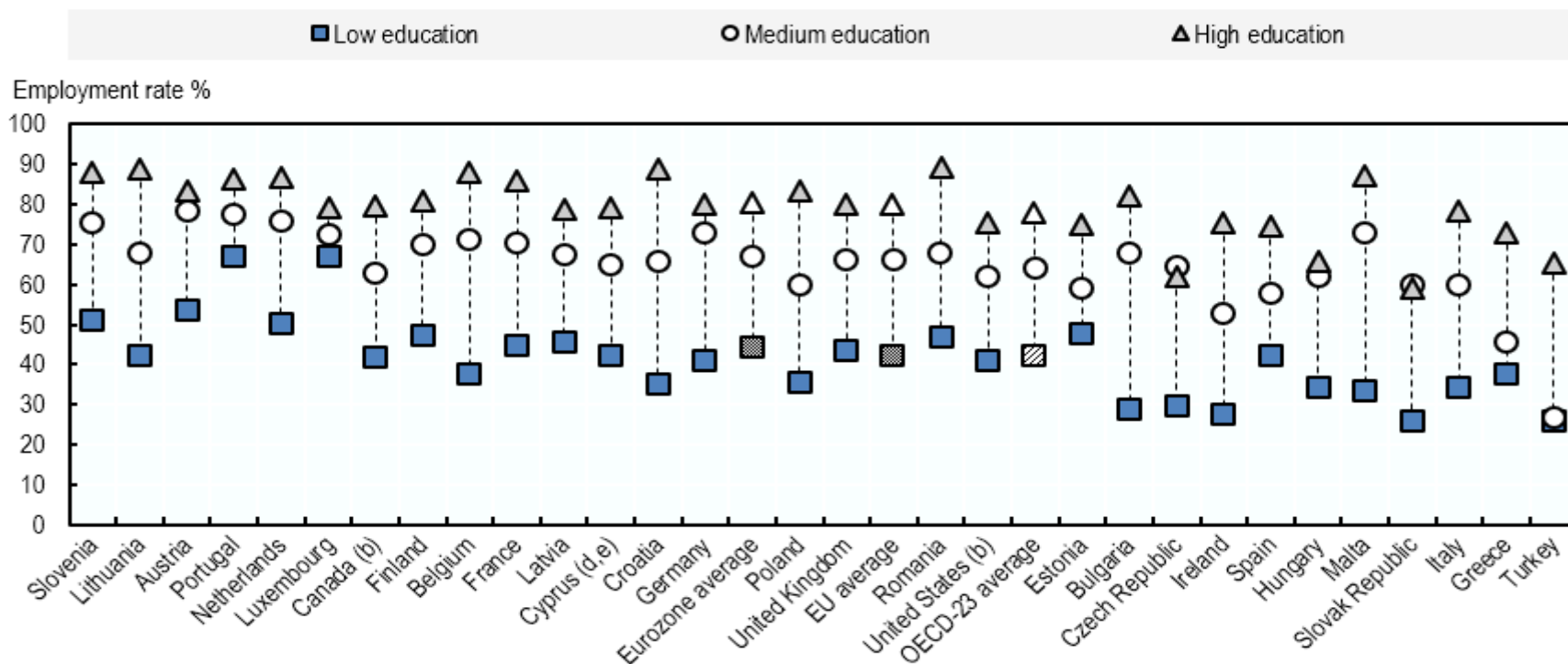
% of people agreeing/strongly agreeing that family life suffers when the woman has a full-time job, 2012



Class differences linked to family policy regimes

Chart LMF1.2.E. **Maternal employment rates by level of education, 2014 or latest available year**

Employment rates (%) for women (15-64 years old) with children (aged 0-14^b) by level of education^c



Exercise

Why might women's lower employment rates and greater concentration in part-time employment be a problem for gender equality? Are there upsides to part-time employment?

Discuss with your neighbour(s).



The picture so far

Women have lower employment rates and higher concentration in P/T employment than men. However, we see significant cross-national variation due to family policy, cultural, and economic differences.

But what about the kinds of jobs and sectors that women work in (gender occupational segregation)?

Horizontal segregation

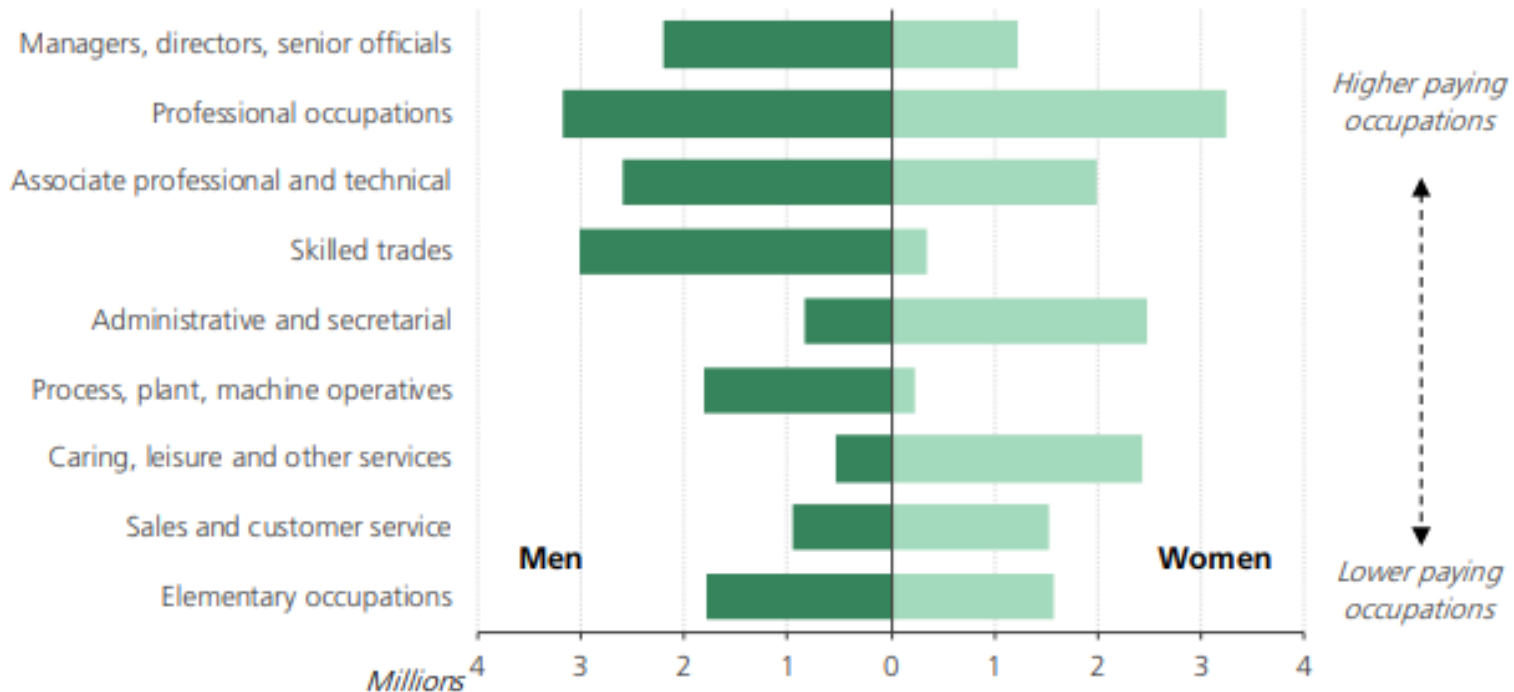
Men and women are concentrated in different professions and sectors of the economy; e.g.

- Women dominate the 'five Cs' (clerical, cashiering, cleaning, catering, caring)
- In 2017, just 11% of the engineering workforce in the UK was female
(<https://www.wisecampaign.org.uk/resources/2017/10/women-in-stem-workforce-2017>)
- Women are overrepresented in the public sector

Vertical segregation

Women are underrepresented at the top of the labour market and overrepresented at the bottom.

Employment by occupation: all people in employment, Q2 2017



Note: occupations ranked based on median hourly pay (excluding overtime) for employees in that occupation at April 2017

Source: ONS *UK Labour Market, August 2017*, Table EMP04 and ONS *Annual Survey of Hours and Earnings*

So what?

Maintains the gendered division of labour

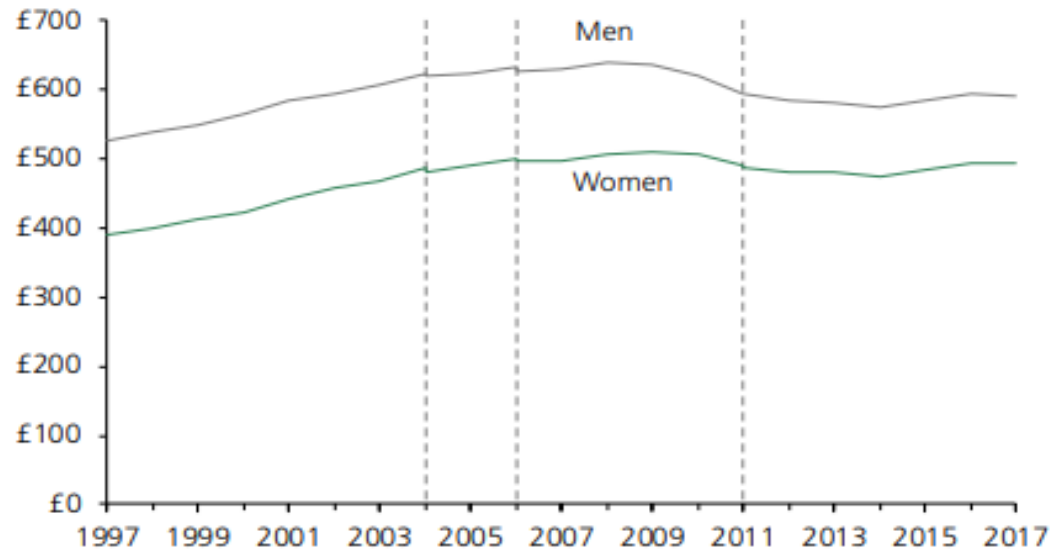
People cannot realise their full potential

Preserves male dominance

Contributes to the gender pay gap – **although this varies cross-nationally**

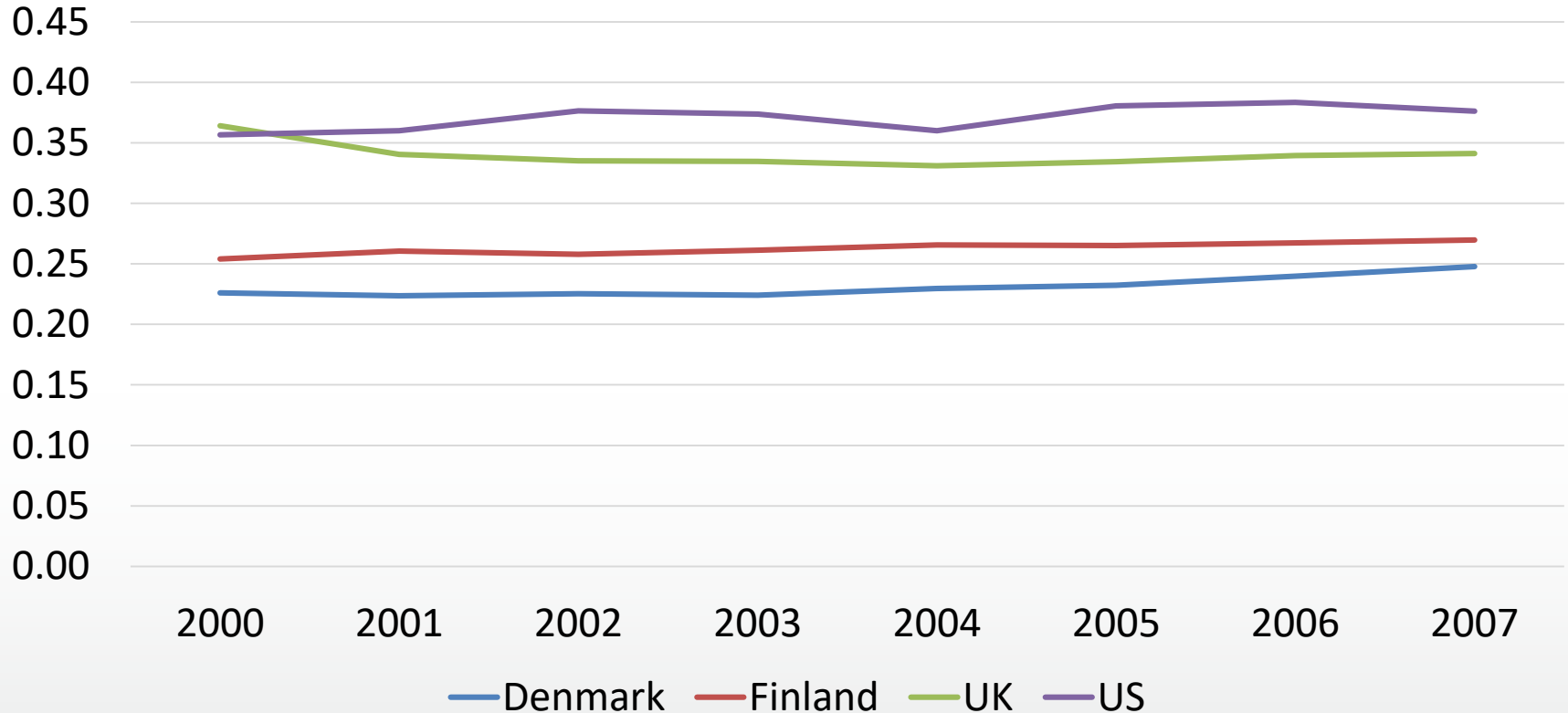
Real median weekly earnings for full-time employees, 1997-2017

April 2017 prices (adjusted for CPI inflation)



Source: ONS *Annual Survey of Hours and Earnings*. Dashed lines indicate breaks in series.

Gini coefficients of income inequality (0 = complete equality, 1 = complete inequality)



Denmark and Finland have lower income inequality; therefore, gender occupational segregation doesn't produce as big gender wage gaps as in the UK and US where disparities between top earners and bottom earners are larger.

Summary

- Women have lower employment rates and higher concentration in P/T employment than men. However, we see significant cross-national variation due to family policy, cultural, and economic differences.
- Women are concentrated in certain occupations/sectors (horizontal segregation) and are underrepresented in the top jobs (vertical segregation).

We'll talk in more depth about the causes of horizontal and vertical segregation tomorrow.