

26/11/2021

(LIS)2ER Workshop “Policies to Fight Inequality: The Case of Work-life Reconciliation and Family Policies”

Gendered labour market patterns across Europe: does family policy mitigate feminisation of Outsiders?

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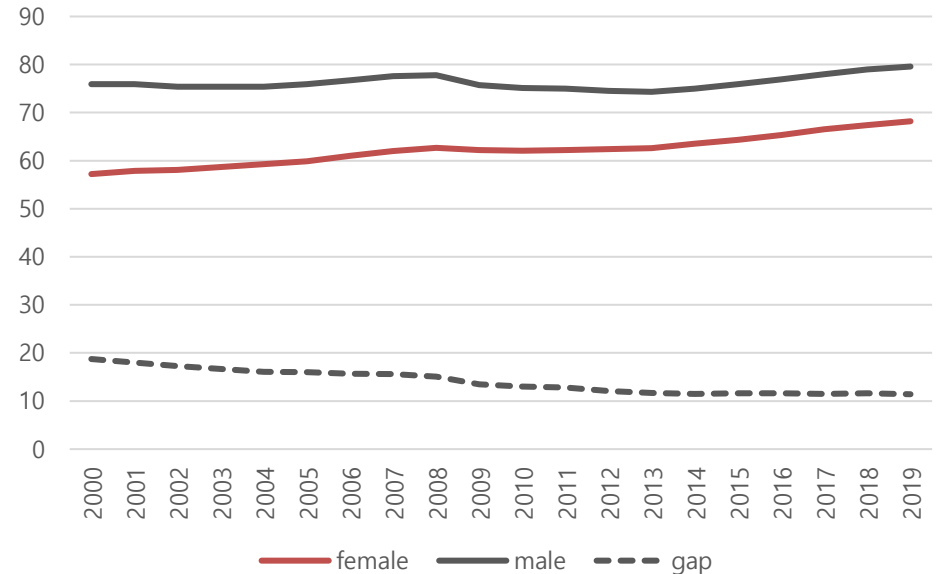
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1 Background

- **Gaps still exist, but increased participation**
- **How about the type/quality?**
- **Women more likely to be low-paid and/or atypically employed, lack of prospects...
– labour market Outsiders**
(e.g., Chou et al. 2017; ILO 2019; Levanon, England and Allison 2009; Schwander and Häusermann 2013)

Employment Rate (% total population; EU27+UK)



Source: Eurostat

How are the family policies associated with the women's higher likelihood of being Outsiders?

2 Family Policy and women's employment

➤ Family Policy important in examining gender (in)equality in the labour market

- Care responsibilities (esp. of children) major cause of career interruptions and income loss (e.g., Budig and England 2001)
- Interact with gender norms in the society (e.g., Pfau-Effinger 2017)
 - Shapes certain labour market patterns of couples (Korpi et al 2013)
 - Statistical discrimination (e.g., Anker 1997)

➤ Work-family balance policies (Budig et al 2016; Misra et al 2011)

- 1) Work-reducing policies for mothers (e.g., maternity leave)
- 2) Work-reducing policies for fathers (e.g., paternity leave)
- 3) Work-facilitating policies (e.g., public childcare services)

2 Family policy and impact on women's employment

➤ Intended outcomes

- Increased mothers' employment rate (see review in Hegewisch and Gornick 2011)
- Reduced motherhood penalty (Andersen 2018; Budig et al 2016; Gornick 1999; Lefebvre and Merrigan 2008; Misra et al 2011)
(- Reduced statistical discrimination against women, changing gender norms)

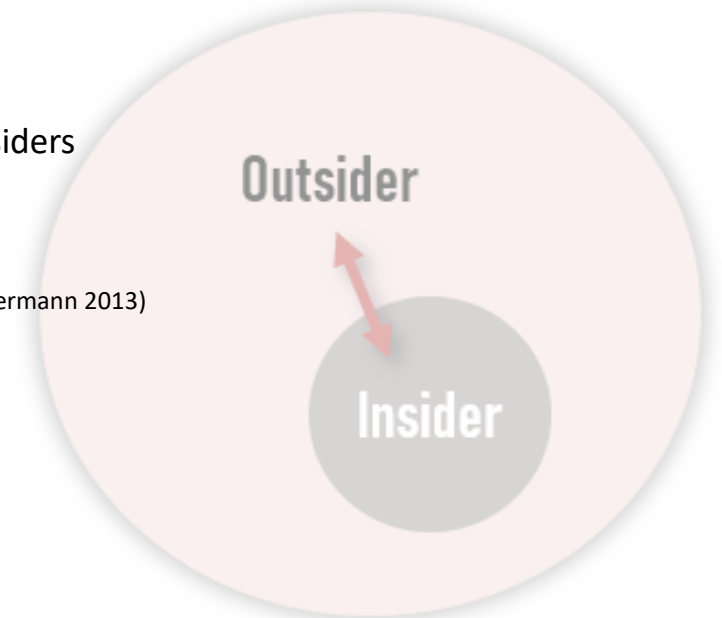
➤ Un-intended outcomes

- Length of (effective) leave matters – *Family Policy Trade-offs?*
 - Moderate length (parental leave) → reducing motherhood penalty (Budig et al 2016; Misra et al 2011)
 - Short leave → inactivity of mothers; long leave → unemployment of mothers (Morosow 2019)
- Welfare State Paradox (e.g., Mandel and Semyonov 2006)
 - Generous family policy may create “female-type” jobs limited from reaching the top (e.g., public sector care jobs)
 - Still benefits lower-end jobs (Korpi et al 2013)

➤ Women's relative likelihood of being Outsiders – Mitigate? (intended) Enhance? (unintended)

2 Gendered labour market patterns

- **Insider-Outsider divide** (e.g., Emmenegger et al 2012, Palier & Thelen 2010)
 - Insiders: protected 'core' workers
 - Outsiders: flexibilised 'periphery'; deviating from the security of Insiders
- **Gendered Labour Market Patterns**
 - Women's overrepresentation in the Outsider jobs (Schwander and Häusermann 2013)
 - Different Outsider risks by women and men
(Biegert 2014; Booth, Francesconi and Frank 2002; Gash and McGinnity 2007)



3 Research Question

*How does family policy impact/shape the **gendered labour market patterns**?*

*Do countries with **more “generous”** family policy show **less** women in the Outsider jobs?*

4 Data and Methodology

➤ Methodology

- **Two-level Multi-level random slopes modeling** (random slopes for gender)

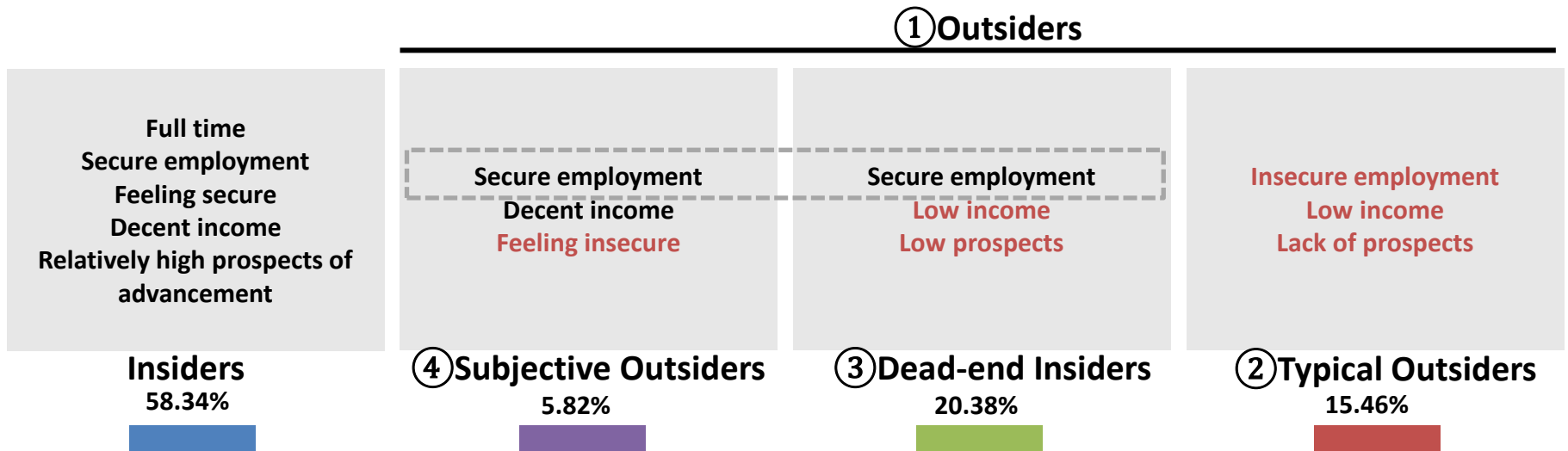
➤ Data

- **Individual Level: European Working Conditions Survey 2015 (EWCS)**
 - 30 countries: EU28 (of 2015) + Norway and Switzerland
- **National Level: Multilinks Dataset (2009), OECD Family Dataset (2015 if not closest), Eurostat (2015)**

4 Data and Methodology

► Dependent Variables: *being Outsider(s)*

- Outsider, Typical Outsider, Dead-end Insider and Subjective Outsider (ref: Insider)
- 4 dichotomous variables derived from Latent Class Analysis
- using 5 indicators of labour market Outsiders:
 - part-time work, insecure employment, low income, subjective insecurity, lack of job prospects



4 Data and Methodology

➤ Gender (0=man, 1=woman)

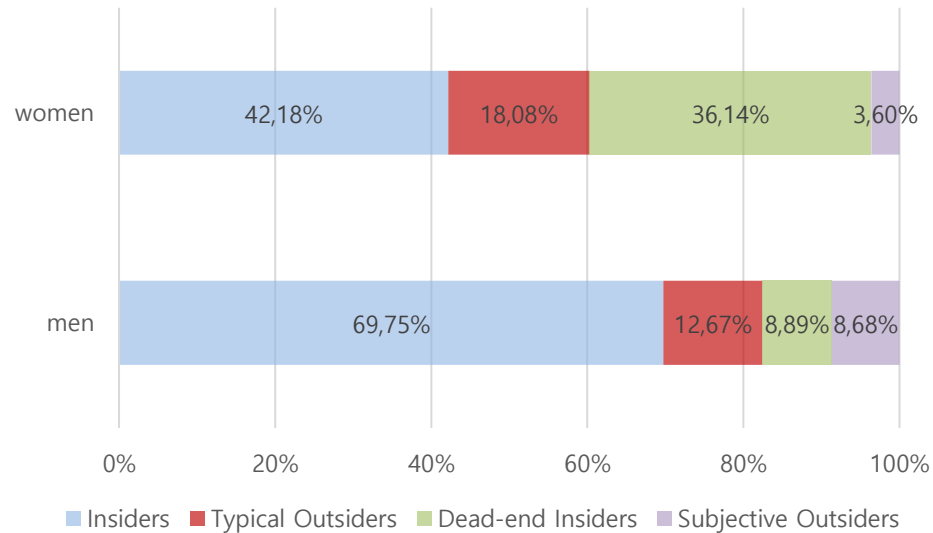
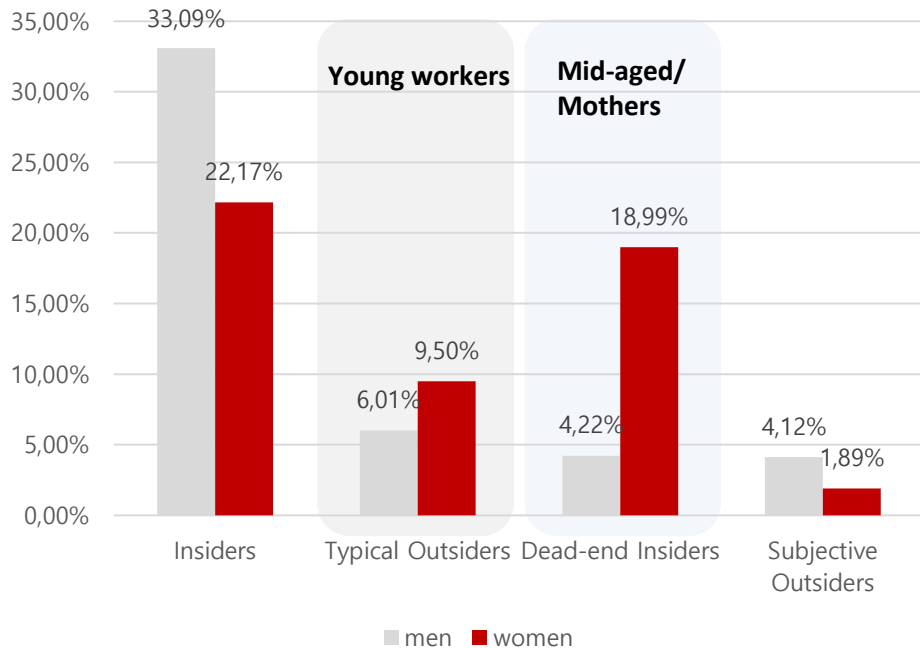
➤ National level context variables

- **Family policy expenditure (per GDP) (2015)**
- **work-reducing family policy (leave policies)**
 - effective maternity, parental and paternity leave (duration*benefit) (2009); daddy quota (2009); total paid leave available for mothers, fathers (2015)
- **work-facilitating family policy (public childcare service)**
 - all and full-time coverage of childcare services under age 3 (2009 and 2015)

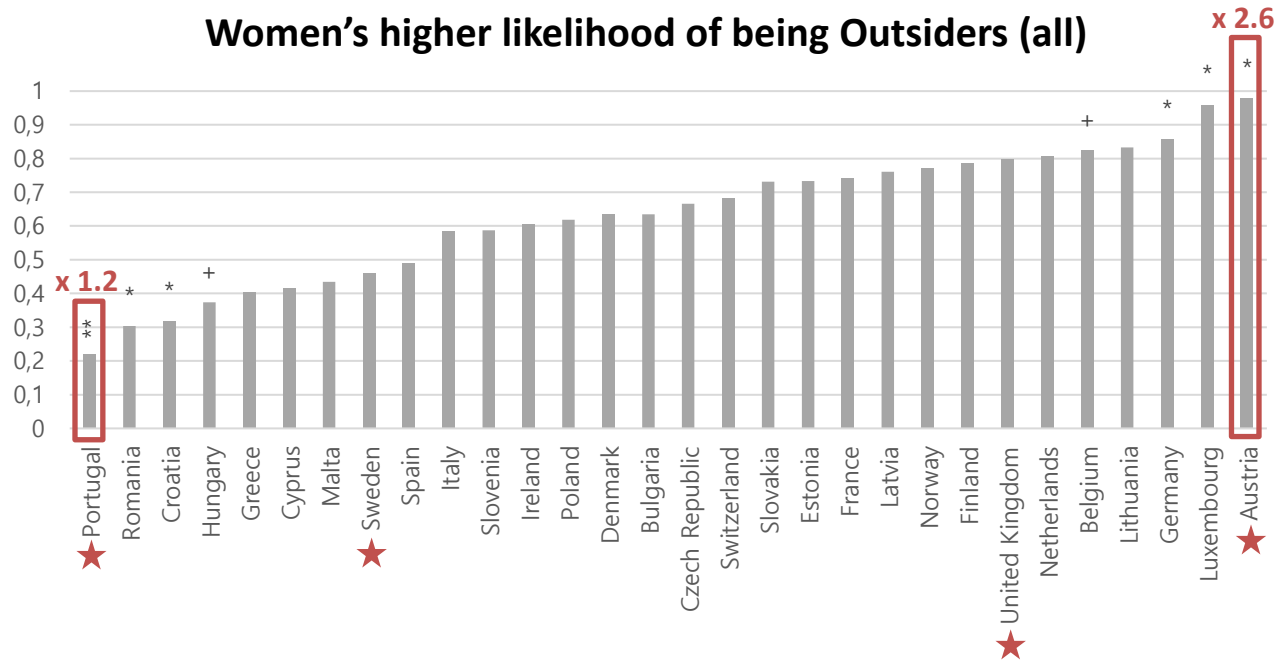
➤ Individual level control variables

- age, education level, whether or not they live with a partner, whether or not they are breadwinners, parental status, occupational skills, public/private firm, industrial sector, whether or not they have unions in workplace, firm size, recent decrease in workforce

5 Results: Gendered labour market patterns



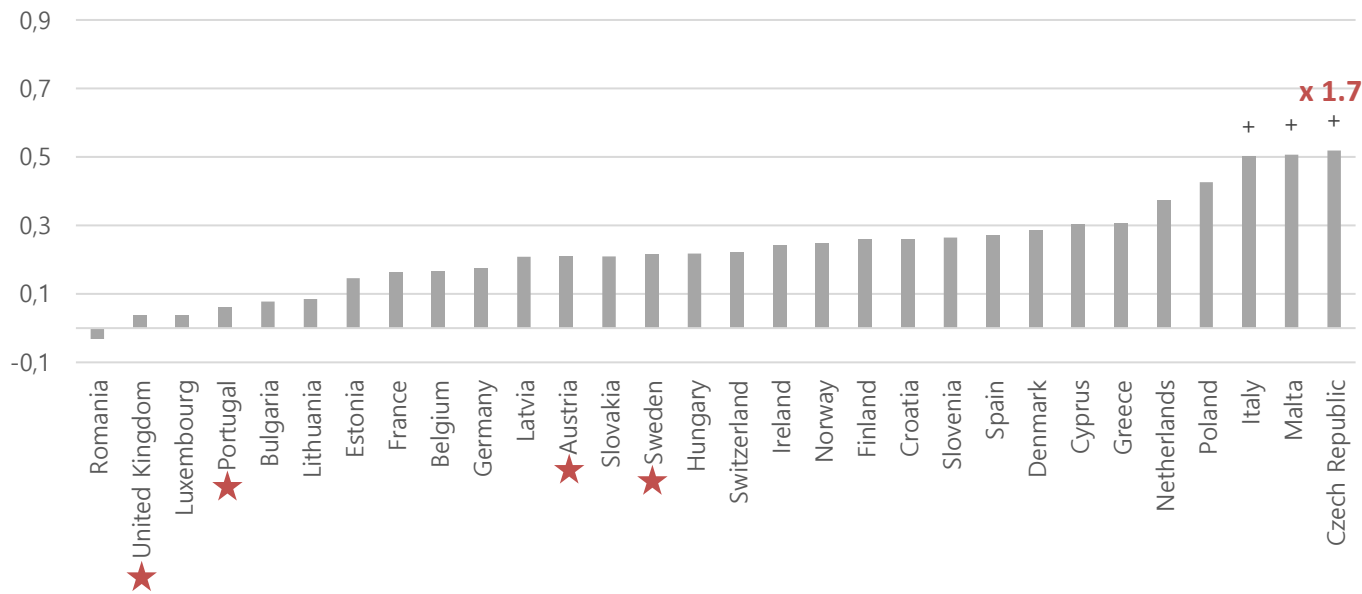
5 Results: Multi-level Analysis: individual level



Significance of the random slopes coefficient is presented as: *** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$, + $p < 0.1$

5 Results: Multi-level Analysis: individual level

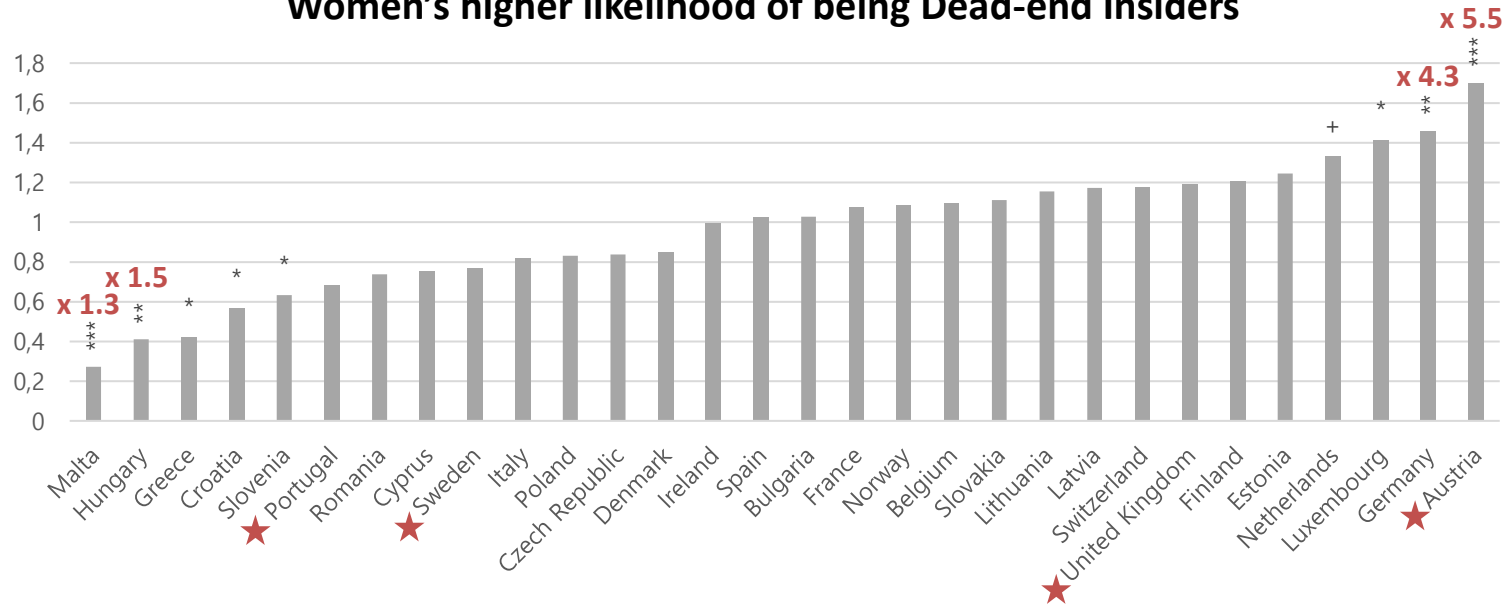
Women's higher likelihood of being Typical Outsiders



Significance of the random slopes coefficient is presented as: *** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$, + $p < 0.1$

5 Results: Multi-level Analysis: individual level

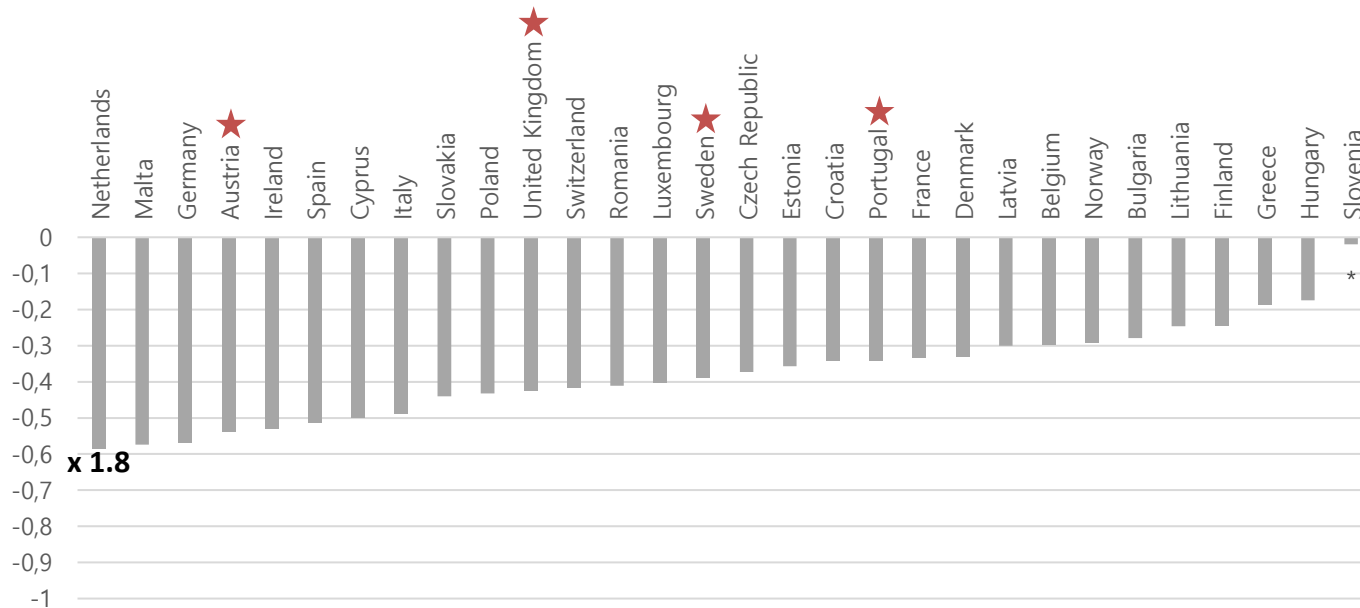
Women's higher likelihood of being Dead-end Insiders



Significance of the random slopes coefficient is presented as: *** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$, + $p < 0.1$

5 Results: Multi-level Analysis: individual level

Women's higher likelihood of being Subjective Outsiders

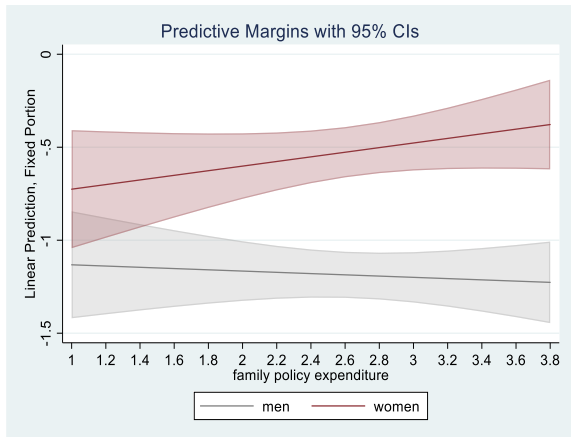


Significance of the random slopes coefficient is presented as: *** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$, + $p < 0.1$

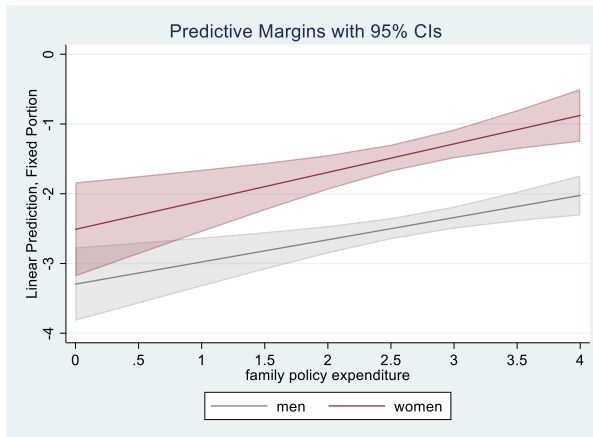
5 Results: Multi-level Analysis: family policy expenditure

*Do countries with **more generous** family policy show **less** women in the Outsider jobs?*

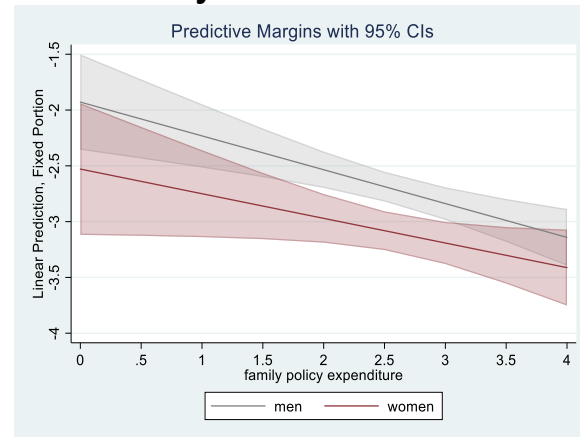
Outsider



Dead-end Insider



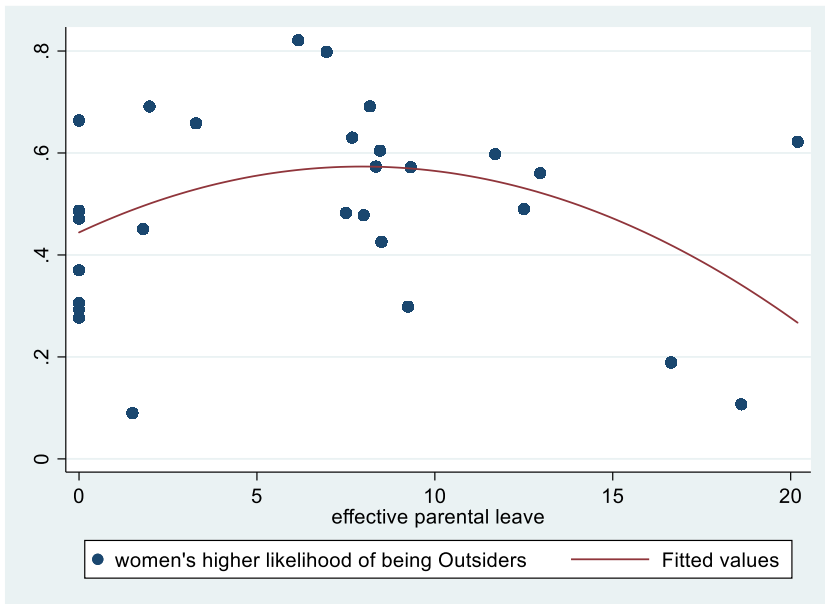
Subjective Outsider



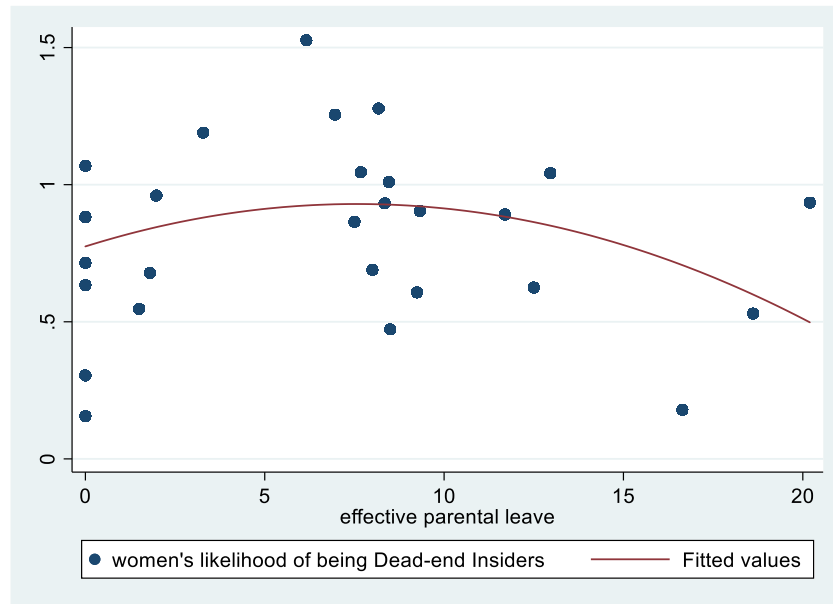
5 Results: Multi-level Analysis: work-reducing policies

Do countries with *more generous* family policy show *less* women in the Outsider jobs?

Outsider

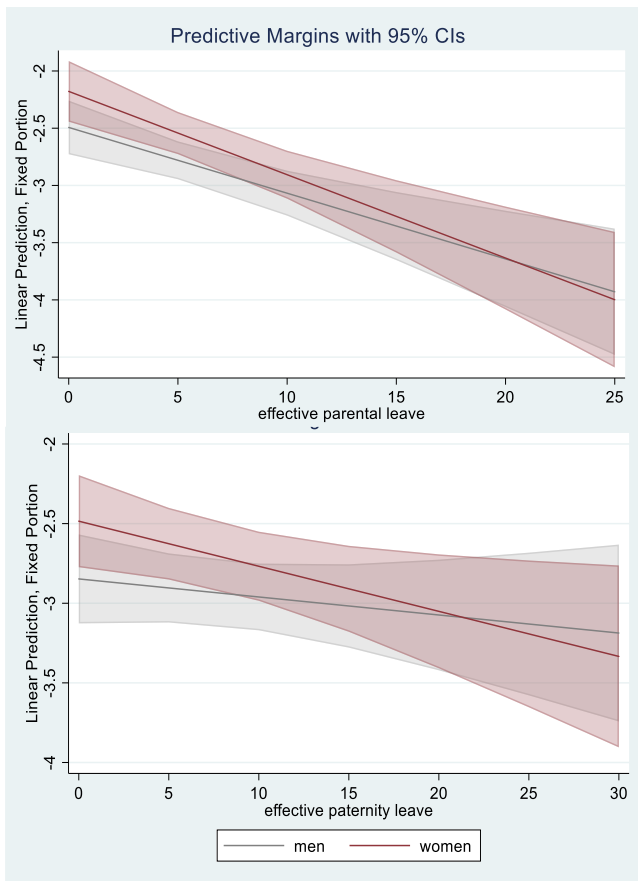


Dead-end Insider

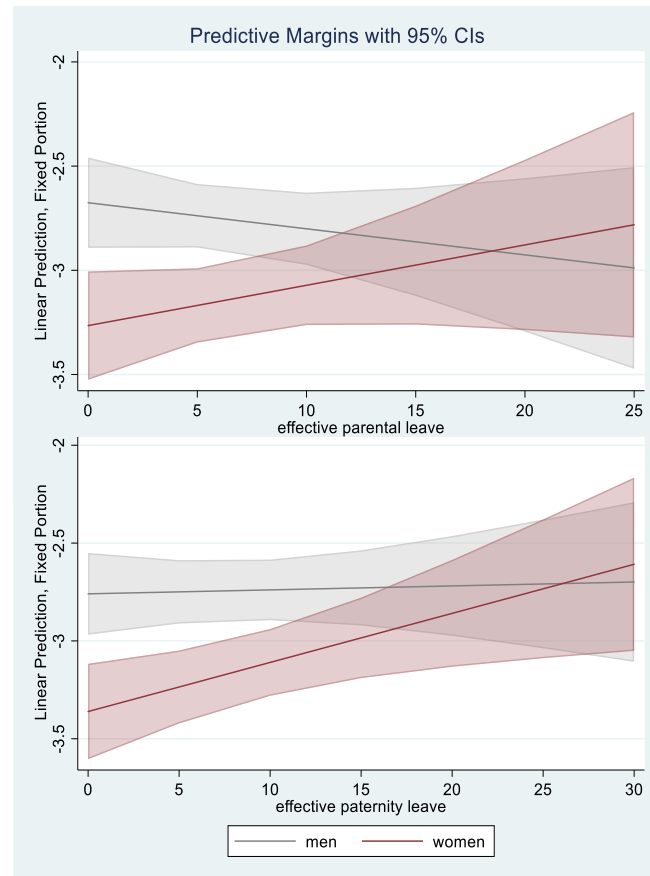


5 Results: Multi-level Analysis: work-reducing policies

**Typical
Outsider**



**Subjective
Outsider**



6 Discussion and Conclusion: *unintended consequences..?*

- “Generous” family policy has been associated with women’s *higher* likelihood of being Outsiders
- Where they are likely to remain employed, they are in *dead-end jobs*
- Childcare services not significantly associated
- Longer effective parental and paternity leave → less Typical Outsiders, especially women
 - Not getting any jobs (for mothers)
 - less typical Outsider jobs (insecure employment)
 - Changing gender norms and reduced statistical discrimination? (paternity leave)
- Longer effective parental and paternity leave → more subjective insecurity for women
 - Career breaks? Stigma?

6 Discussion and Conclusion : Policy Implications

Unintended? unexpected? Where are we heading?

- Family policy is important, but we need more emphasis on the *quality of jobs*
- Dead-end jobs only option for work-family balance?
Inclusion into Outsider jobs
- Policies not disrupting existing gender norms *may only enhance it*

- Policies that can change gender norms
 - Increase fathers' role in care
- Making work-family balance a norm
 - Short working hours
 - All carer model
- Gender gap in the quality of jobs
 - Motherhood is crucial, but gender-equality policies need to look beyond it
 - Re-valuation of “feminine” work

Thank You

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