



## DISCUSSION MATERIAL for Work Care Tension Events (AT)

### The Project

WORKCARE SYNERGIES is a support action with the aim of disseminating research findings of previous EU Framework Programme projects in the field of work-care in the following EU countries: Austria, UK, Denmark, Hungary, Poland, Italy and Portugal.

For details about events and contents visit our project homepage:

**Project-Homepage:** [www.workcaresynergies.eu](http://www.workcaresynergies.eu) as well as our

**IHS-AT country page:** <http://workcaresynergies.eu/work-care-tensions/>

### Project Objective

WORKCARE SYNERIGES deals with “translating” (i.e. collect, summarize, make understandable and accessible) existing research findings for interested actors at local level.

It addresses local NGOs, policy makers, trade unions, labor representatives, regional organizations and services, companies as well as other local actors and interested parties.

Local dissemination events will present selected findings and initiate their discussion in a local context.

### Local Objective

**What?** The Austrian team will “translate” findings from existing research projects within the EU Framework Programmes and initiate their discussion in a local context. Main topics are:

Topic 1: Breadwinner to Dual Earner

Topic 2: Childcare and Parental Leave

**Why?** To support the current local policy debate on

1. Higher labour market participation of women with children vs. the strong Austrian tradition of caring for children at home
2. How to handle/balance childcare and work/professional career with children of different ages?
3. Extensive female parental leave vs. life course concepts of work (and social security)

### Purpose of Events

**To inform about and discuss findings with local community, with the aim to feed back policy recommendations to the EC.**

**Austrian IHS  
Workshops and  
Discussions**

In our Austrian IHS workshops/discussion rounds on work-care tensions we present and discuss exiting research findings related to the role of flexibility in solving work-care tensions (HWF), changing relationships and patterns of work and care (WORKCARE), the division of childcare responsibilities and the role of grandmothers and fathers (MULTILINKS), empowering young women through learning for technical professions and science (IFAC) and existing barriers (Meta-Analysis of Gender and Science Research) and the rationale of motherhood choices, influence of employment conditions and public policies (MOCHO).

**Project**

**Household, Work and Flexibility (HWF, 2000-2003)**

The HWF project looked at income-, time- place- and contract flexibility. It involved a representative sample survey of individuals between 18 and 65 years (N=10123) in the UK, Sweden, the Netherlands and some at that time candidate countries: Slovenia, Czech Republic, Hungary, Romania and Bulgaria. The project considered patterns of flexibility and work-family combinations along with the *role that flexibility played in balancing work and family life*. HWF tried to develop an understanding of the contrasting cultures of work, care and social policies enabling or preventing the balance of family and work.

**Selected Findings**

- **Flexibility means different things in different countries.** (We want to focus on the flexibility to combine work and care responsibilities). With different expectations and cultures, there is *not one road* to flexibility.
- **Expectations of work vary between different countries:** Whilst in the Netherlands the part time work of women is seen as an alternative to their full time residence at home to look after families, in Sweden there is an expectation that everyone will work for most of their careers (with protected and subsidized breaks for looking after children). In the UK it is also increasingly the case that both men and women expect to work in the labour market. In the Candidate countries (at that time: SL, CZ, HU, RO and BG), the tradition of two full time workers in the labour market is reinforced by the need to earn money and make ends meet during the transition crisis. Thus, interest in reducing hours is low.
- **Cultures of care vary:** In the Netherlands and the UK, part-time work is a response to the expectation that women will look after families – they have to develop “do it yourself” solutions for child care. In Sweden, the state is seen to be important for the care of children. In the Candidate countries, extensive support provided by the socialist states for women with children has been eroded and the extended family is now the most common solution for care of children on the basis of a strong solidarity between the generations. In Slovenia, however, extensive state support continues because of the relative affluence of this country in comparison to other post-socialist countries.

- **Policy responses in terms of (work) flexibilisation** in different EU countries range along the following continuum:
  1. pro-active (NL, SE): espousing flexibility to enhance job opportunities
  2. de-regulatory (UK; also adopted to some extent in candidate countries)
  3. resistance with relatively strong economies enabling resistance to the introduction of what are seen as negative trends (CZ, SL);
  4. partial formal flexibilisation (HU) and
  5. default flexibilisation which takes place without any active policies but in response to labour market crisis (RO and BG).

**In general, HWF offers the following work-care relevant findings:**

- *Flexibility* is potentially a way of balancing the demands of work and family. In this respect, it has been a policy strategy in Sweden, the Netherlands and (more recently) in the UK. However, in East and Central European countries, this aspect of work is missing from discussions.
- *Conflicts* between work and family are associated with *role strain* and *time strain*. Parents were the ones most likely to experience conflicts.
- *Modernisation* produces increased expectations and rising quality of life. This creates more time pressure and stress, resulting in a “*combination pressure*” of integrating work and family.
- Surprisingly, the HWF data found that it was mainly *men* who felt the conflict worst. Middle-aged people (most probably with children) are most likely to experience this conflict and those with better education and incomes (although income differentials did not make so much difference in ECE countries).
- Whilst *part time work* is often seen as an option for women in Western countries to balance work and care responsibilities, it is not well developed in Eastern countries where mothers who do work tend to *work much longer hours* than in the West. However, many ECE countries offer very *long periods of maternity leave* (up to four years and subsidized).
- Child care in the Western countries is mainly the provenance of the *nuclear family*, whilst in ECE countries parents were much more likely to use the services of the *extended family*.
- *Fathers* are most likely to share child rearing in Sweden and least likely in Hungary. In the UK, the Netherlands and Slovenia, about one quarter of parents *share childcare equally* and this rises to 40% in the UK for families with two full time earners.
- *Sharing of other domestic tasks* is also most prevalent in Sweden, with half of fathers undertaking cleaning, shopping and one third claiming to do the cooking.
- In countries with most egalitarian gender policies, such as Sweden and

Slovenia, women were more likely to work full time and men do more of the household work. Although the division of labour was not equal between the sexes, there did seem to be some impact on behavior in terms of the domestic division of labour.

### Family-Work Integration: Who is mainly responsible for ...

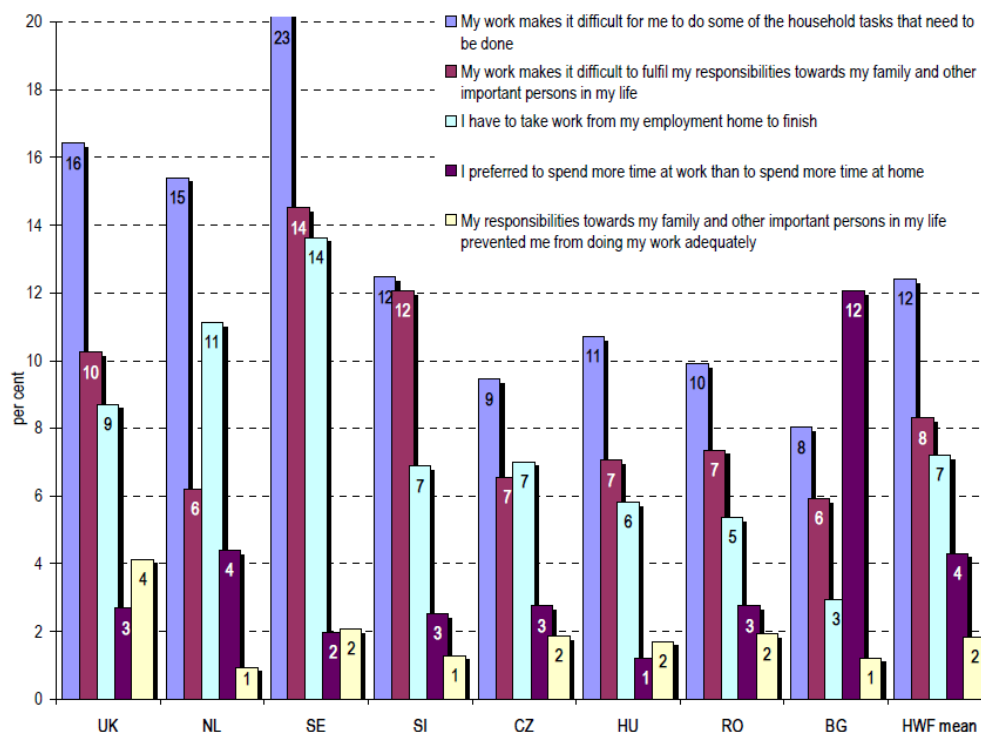
Source: HWF, Final Scientific Report, p. 78ff, Table 17; data source: HWF Survey 2001 – Unified international data collection.)

	Male	Female	Shared	Other	Paid help
Routine maintenance and repair of the dwelling	64.0	12.2	7.7	7.6	8.5
Cooking	10.5	75.4	9.7	4.2	0.2
Cleaning the house	9.2	70.0	14.6	4.7	1.5
Washing the laundry	8.5	80.3	6.6	4.4	0.3
Daily shopping	19.4	58.5	17.5	4.5	0.1
Taking daily care of the child/children	7.4	64.1	17.9	10.3	0.3
Taking care of a sick child	6.5	69.0	14.0	10.3	0.2
Taking care of a sick friend or relative	11.0	57.9	19.7	11.1	0.4
Working on the agricultural plot or garden	37.2	27.6	26.1	8.1	0.9

In this table sons, grandsons, fathers, grand fathers, daughters, granddaughters, mothers, and grandmothers are considered as "Other".

### Family-Work Conflict: Problems with combining work and domestic obligations, percentages per country (always and often)

Source: HWF, Final Scientific Report, p. 82, Figure 27



Note: HWF Questionnaire: Q 3.01 "How often have you experienced the following in the last three months?" (Five statements, scale of agreement, only the highest positive answers "always" and "often").

**Starting Points  
for Discussion**

**Selected key messages from HWF:**

- Policy consideration should be given on how to enable *fathers* to spend more time with their children.
- One paradoxical conclusion was that in western countries (especially Sweden) with the *strongest egalitarian principles* concerning gender, *most family-work conflicts* were experienced. It seems that in countries with no/less aspirations to gender equality, there is also less experience of conflict.
- Where the actual division of labour is unequal, but the gender role ideology tends towards equality, there will be role conflict. This suggests that the road towards gender equality lies not in the labour market or in social policies, but in the *relations within the household*.

**Local Relevance,  
Policy  
recommendations**

To be discussed in event

**Project**

**WORKCARE (2006-2009), a project on the social quality and changing relationships between work, care and welfare in Europe**

Research within the WORKCARE project was carried out between 2005 and 2009 through (1) the analysis of cross-European data sets to provide the “big picture” of European patterns of work and care, (2) the analysis of childcare, flexibility and workplace policies at both national and European level and (3) in-depth interviews with a cross-section of countries having contrasting traditions of work and care: Denmark, the UK, Poland, Hungary, Austria, Portugal and Italy.

The objectives of the WORKCARE project were to (a) use a variety of methods and sources, (b) develop and apply a social quality perspective, enabling a synthesis of macro and micro levels of analysis, (c) understand nature and impact of EU-level policies for work and care, (d) explain the transitions between work and care on a comparative basis, (e) understand how households make decisions about work and care and (f) determine how employment and social policies have impacted upon the organisation of work and care.

**Selected Findings**

**Work-care country grouping for the enlarged EU in 2005.**

Based on a selection of macro-economic indicators, WORKCARE developed a macro-outcome mapping showing Europe-wide patterns of work and care. The indicators used for the clustering were:

- Female employment rates (25-54 yrs.)
- Gender gaps in employment (absolute difference, M - F, 25-54 yrs.)

- Female part-time rates (female part-time workers as percentage of total employment of women)
- Gender gaps in part-time employment (absolute difference in the share of part-time workers in total employment, female minus male)
- Childcare participation rates for 3, 4 and 5 year olds
- Total Fertility Rates
- Shares of young population (0-14 yrs.)

The mapping resulted in below main country groups and showed interesting variations regarding above indicators and work-care patterns:

**Summary of 2005 macro work-care country grouping for the enlarged EU**

I	Spain & Italy: <i>(stable)</i>	Combine <b>low</b> female employment, <b>medium</b> female part-time employment with <b>high</b> childcare participation but with <b>low</b> fertility and share of young people.
II.	Poland & Croatia <i>(varying)</i>	Similar to CEE countries, but <b>lower</b> childcare participation rates and female employment and <b>medium</b> share of young people.
III.	CEE & Portugal <i>(stable)</i>	Combine <b>high</b> full-time female employment with <b>medium to high</b> childcare participation rates and <b>low</b> fertility and share of young people.
IV.	‘Countries in between’	Lithuania & Cyprus: similar to CEE; Greece: similar to Spain & Italy; Finland: similarities to North European countries
V.	North/Central Europe <i>(stable)</i>	Combine <b>high</b> female total and part-time employment with mainly <b>high</b> childcare participation rates and rather <b>high</b> fertility and share of young people.
	Austria & Germany <i>(varying sub-group)</i>	Differ from other Central European countries by <b>lower</b> childcare participation rates, fertility and share of young people.
VI.	‘Outliers’	<b>Netherlands</b> (very high female <b>part-time</b> employment), <b>Turkey</b> (very <b>traditional</b> gender roles), Ireland & Malta (different by several indicators)

Source: IHS, WP2, p.106

- **High work-care pressures & lower fertilities** were found in the New Member States from Eastern Europe & Portugal where female (full time) employment was at high level and with shortages in childcare services. Poland and Croatia were similar to the CEE, but the lower female employment & childcare participation revealed a further accentuation of work-care pressures. In Spain and Italy, there was relatively low female employment and high childcare participation for children above 3 years – revealing the existence of a work-care dilemma. **Reconciliation of work and**

**care and higher fertility:**

North/Central Europe was characterised by high female total/part-time employment due to the existence of flexible options and high childcare participation promoting work-care balance;

- **Austria** (together with Germany) was part of the North/Central European group. However, due to their relatively lower total fertility rates and childcare participation for the 3 year-olds, Austria and Germany formed a (distinctive) sub-group within this cluster.

and showed below main **challenges** for policy:

- Insufficiencies in the supply of childcare facilities for children up to 3 years in several EU countries, particularly in Spain, Italy, Ireland, Greece, Luxembourg, the UK, Germany, **Austria** and some CEE countries.
- Low fertility rates and few young people in countries such as CEE countries, Spain, Italy, **Austria** and Germany
- As women choose part-time employment to combine work and care – flexible options have to be provided to match childcare needs and working aspirations of women. (The inclusion of father – not looked at here – is important too).
- In all countries of Europe, there is a tendency towards the ageing of population and the dissolution of the traditional family. Therefore policy mixes may need to take different forms in different regions in order to tackle these challenges in their relation to work-care tensions.

**In general, WORKCARE offers the following key policy recommendations:**

- *Governments need to invest in supporting families* to enable them to combine their responsibilities for care and ensure that men and women are able to exercise their rights to secure and flexible employment.
- A *gender lens* must be used in evaluating all policy proposals and all subject to a gender impact analysis.
- *Flexicurity* is seen as a key aspect of European policy, but these policies must ensure flexibility and security for men and women. Not flexibility and security for men and flexibility without security for women.
- *Gender equality in the workplace and labour market* must be progressed and attention paid to measures to *reduce the gender-pay gap*.
- *Employers* must be encouraged to introduce family friendly policies and men and women should feel supported in taking their entitlement.
- Policies must be informed by a *life course perspective*, for example the consequences for career, entitlement to social security benefits and so on for women and men of taking periods outside the labour market to care.
- Policies must recognise that *reliance on informal care is precarious* and

may cause difficulties for parents and employers. An unintended consequence of encouraging older women to enter the labour market is likely to reduce the availability of *grandmothers* to provide care, something they do in all countries at least in emergencies.

- *Well-paid adequate maternity and maternity leave* are essential to support families. *Men* must be encouraged and supported in taking paternity leave which should get ‘lost’ if it is not taken by the man
- *Well-paid flexible parental leave* including ‘*daddy*’ leave should be available to enable parents to combine their caring responsibilities with paid employment.
- *Substitute Care* – child minders, nurseries, pre-school classes, school, after school and out of school provision should be affordable, professional, of high quality, adequate to meet the demands of all parents who want to access the services and the opening hours should be compatible with full-time employment.
- Support should be provided to *support informal careers* meeting the needs, including the cognitive development needs of the child(ren) they care for.

**Local Relevance, Policy recommendations** To be discussed in event

## Project

**MULTILINKS (2008-2011), a project on how demographic changes shape intergenerational solidarity, well-being and social integration.**

The objective of MULTILINKS is to investigate how changing social contexts (from macro-societal to micro-interpersonal) affect social integration, well-being and intergenerational solidarity across different European nations. Debates on ageing societies predominantly focus on the circumstances of the old. The project will develop a dataset containing information on policies in new Member States related to support for families and elderly care. The project will also design new indicators of intergenerational care regimes.

## Selected Findings

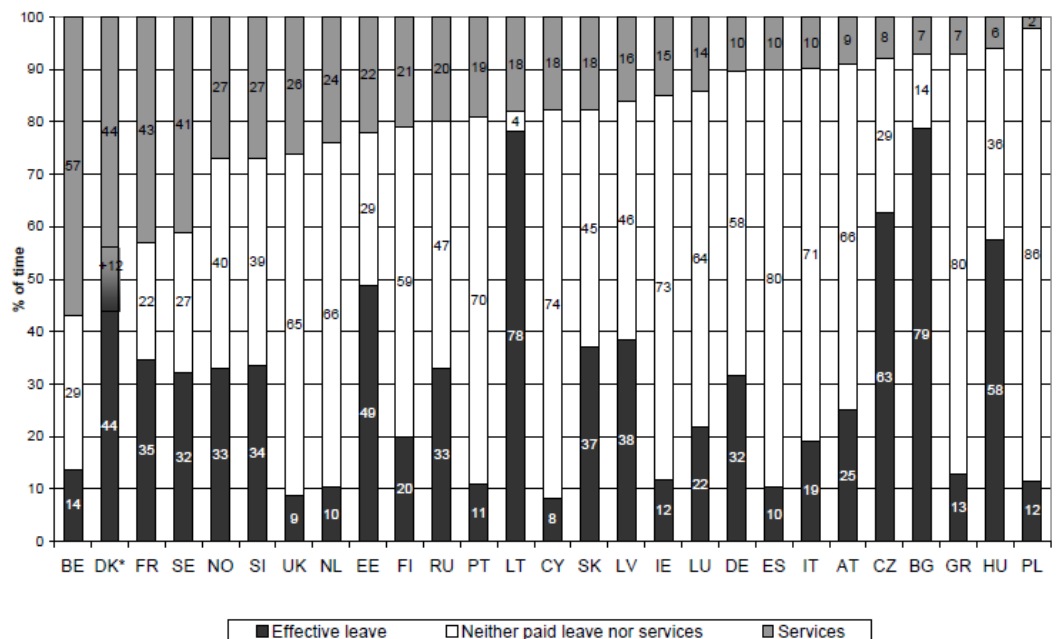
MULTILINKS categorized social policies along a **continuum of familialisation - defamilialisation** and according to their gender assumptions. While familialisation refers to situations where responsibility to provide care and financial support is assigned to the family, defamilialisation refers to situations where financial and care needs are totally or partly satisfied through public provision. Thus, four patterns are distinguished:

1. *familialism by default*: no publicly provided alternatives to family care and financial support;

2. *supported familism*: policies, usually through financial transfers, support families in keeping up their financial and caring responsibilities;
3. *optional familism*: some kind of option is given between being paid to provide care to a family member and using publicly supported care; and
4. *defamilialisation*: needs are partly answered through public provision (services, basic income).

Applied to childcare, below graphical overview of the various combinations across the EU shows the **division of childcare responsibilities** between supported familisation, defamilisation and familisation by default. It measures the degree of child care coverage offered respectively by (1) maternity and parental “effective leaves” (= duration adjusted on the basis of compensation, measured against the average wage), (2) publicly funded childcare services for children under three as well (3) the period not covered (“care gap”) – left to families and through them also to the market.

**Division of childcare responsibilities between supported familisation, defamilisation and familisation by default (EU 2003-2007)**



Note: Effective leave is calculated as number of weeks paid at the average level; service coverage is calculated as the number of weeks per child available on the total number of children 0-2  
 \* Denmark is the only country with an overlap between childcare provision and effective leave.  
 Source: Report for WP1, Saraceno, C., Keck, W., & Dykstra, P. A. (2009): The institutional framework of intergenerational family obligations in Europe: A conceptual and methodological overview, p. 38/87, Figure 5

What can be seen from the above chart is the following:

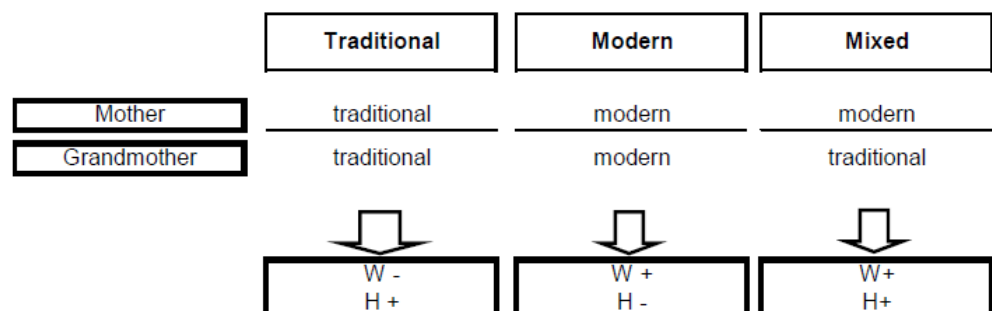
- *Countries differ* not only in the *overall support* offered to parents in dealing with the care needs of their children, but also in the *way* they provide it, and therefore in the implicit expectations they have with regard

to parental behavior.

- Considering child-related income transfers (an indicator of supported familialism), we observe that, with regard to responsibilities towards children:
  - countries such as *Denmark*, have high levels of support in all forms of supported familialism as well as in defamilialisation via services;
  - others such as *Bulgaria*, the *Czech Republic*, *Latvia* and *Slovakia*, have consistently high levels of supported familialism and low levels of defamilialisation;
  - others such as the *UK* show the reverse picture.
  - countries like *Germany*, have an overall high level of both supported familialism and defamilialisation (the latter only for children above three).
  - countries, such as *Poland* or *Greece*, have very low levels of support in any form.
- Generally, the countries where supported familialism prevails as a form of public support leave a greater space for familialism by default, but also, as a consequence, to social inequalities.

In another work package, MULTILINKS discusses an interesting **categorization of “families”** based on the combination of modern or traditional mothers and grandmothers. As illustrated in below chart, families may have the following characteristics and preferences:

- **Modern family (modern woman with modern parents):** characterized by highly motivated working women; weaker family ties; grandmothers work; preferences for formal childcare.
- **Traditional family (traditional woman with traditional parents):** less women work; stronger family ties; positive preferences for family childcare and against formal childcare.
- **Mixed family (modern woman with traditional parents):** women highly motivated to work; grandmothers are available to help because they belong to a generation with low participation rates; mismatch across generations; stronger family ties.



where “W” signifies work and “H” signifies receiving help (i.e. childcare from grandparents). Source: WP5, Arnstein Aassve, Bruno Arpino and Alice Goisis, Report on the comparative study on intergenerational transfers and women’s labour force participation, Sept. 2009, p.19, Figure 2.

It was therefore concluded that

- When studying the dynamics behind female labour force participation and fertility, it becomes of outmost importance to consider the provision of *intergenerational transfers, informal provision of childcare and the institutional setting* characterizing each country.
- *Childcare* is a crucial variable in this setting since it is one of the key instruments to reconcile work and family.

**In general, MULTILINKS offers the following key policy recommendations:**

- Generous “defamilialim” policies, i.e. policies which provide resources outside the family, *do not crowd out intergenerational solidarity*. Forced solidarity (for lack of alternatives) may cause close targeting to the neediest within families, reducing the range of exchanges, causing intra-family conflict and even emotional burnout. It may also cause difficulties and delays in family formation for the younger generations.
- *Norms and policies are neutral neither with regard to gender arrangements nor to social class inequalities*. Long parental leaves may strengthen the gendered nature of family care, given the prevalent gender division of care and the differential wages of men and women. They might also further polarise women of different social classes and income resources because women who opt for extensive leaves tend to have poorer labour market prospects. But *generously paid leaves, with a reserved father’s quota*, may respond to the desire for own care and at the same time partly de-gender it.
- *Childcare services* are not only a conciliation measure, i.e. a means to help parents (mothers) to remain in the labour market. Good quality services are also a resource for children themselves, helping them to widen their relationship with other children and other adults in an aging society, and to overcome the impact of social inequalities on cognitive development. The issue therefore is not long leaves versus services, but rather the balance between the two together with flexibility in the use of leaves.
- The presence of – not only financial – *intergenerational responsibilities* throughout one’s working life should be taken as the norm, not an exception. Working time policies should incorporate this dimension. Furthermore, men should not be discouraged from taking parental leaves.
- Focus on *intergenerational regimes* regarding obligations for care and financial needs of children and elderly which are allocated between the family (parents, adult children) and the collectivity. The process of familisation and defamilisation reflects important aspects in the transition from breadwinner to dual earner.

**Local Relevance, Policy recommendations** To be discussed in event.

**Project**

**MOCHO - Combining work and motherhood (2001-2004)**

MOCHO was a project on the rationale of motherhood choices, the influence of employment conditions and public policies.

It set out to discover factors influencing motherhood choices: What is the influence of social policies on parenthood choices? Do public policies facilitate the combination of employment and motherhood? What is the impact of education on motherhood, as increasingly young women in all European countries educate themselves for a lifelong labour market career? What is the influence of maternity leave, parental breaks, and employers' attitudes towards motherhood on women's careers and earnings prospects, and, as a consequence, the decision to postpone motherhood or refrain from having children altogether?

**Selected Findings**

- Women's labour supply and employment in Europe have increased while *fertility rates decreased*. Public policies regarding children and motherhood have developed in *contradictory* ways, often combining measures encouraging to stay at home with those to take up paid jobs..
- The presence of *children reduces women's employment rates*, while it tends to raise those of men.
- Women continue to do the bulk of childcare and domestic chores despite fathers saying they want to participate more.
- The presence of children, and especially of more than one child, has a *negative effect on mothers' pay*. Reasons: career and training interruption, less mobile, accept unfavourable terms and conditions to balance family and work; more likely in 'atypical' jobs (e.g., part-time or self-employed).
- *Education* postpones motherhood in all the countries studied.
- The *gender pay gap is greater in countries where more women work*, whereas it is smaller in countries with the greatest gender differences in labour force participation rates.
- There is a *high correlation between the availability of part-time jobs and the participation rates of women*, particularly married women with children.
- *Poor educational levels* have a stronger negative effect on women's employment than the presence of children.
- *Yet, expectations of high and persistent unemployment* (particularly in southern Europe) may encourage mothers to stay in the labour market to protect household income and their labour market prospects.

- MOCHO analysed *national policies* that were likely to affect women's fertility decisions and ranked the EU15 in three groups according to their '*generosity*' in public childcare, parental leave entitlements, and child tax and cash benefits. The Nordic countries, France, Belgium, Luxembourg and Austria came out top. Germany, Italy, the Netherlands and Portugal were in the second group. The United Kingdom, Ireland, Spain and Greece were in a third group, united by limited public policies towards children.
- The researchers warned that without policy changes helping to combine work and motherhood, a further increase in women's labour market participation could have a *negative effect on fertility*.
- Labour market policies should *encourage women's participation* by reducing the costs of working, while social policies should help women to reconcile work and motherhood better. Also: more flexible labour markets, more husbands sharing domestic responsibilities, public policies to increase childcare services and improve parental leave arrangements.

It also made (selected) specific recommendations:

- On *childcare*, each child of working parents should be guaranteed a place in outside care as soon as maternity leave ends, with opening hours in tune with full-time work, adequate staff/child ratios and low or no cost.
- On *cash and tax benefits*: a generous system of universal non-means tested child cash benefits (treated as individual right of each child), to encourage women to have a first/second child while pursuing their careers. In addition, MOCHO preferred direct cash benefits and individualised tax and social security support rather than family tax benefits.
- It said the *ideal maternity leave* is an 18-week period which is 100% compensated. Paternity leave should be exactly the same as maternity leave to allow for a better sharing of family responsibilities.

**Local Relevance,  
Policy  
recommendations**

To be discussed in event.

**Project**

**IFAC (2006-2008) is a project on empowering young women through learning for technical professions and science**

- Based on the facts that women graduates are significantly *under-represented* in Science, Engineering and Technology (SET) and
- low levels of female participation in SET careers are a continuing concern for public authorities in Europe since they imply a serious *waste of female talent* for societies,

the IFAC project and website aim to aid towards higher female participation in Science, Engineering and Technology. Target groups are young women in high

school during their career path decisions, career counselors, higher education institutions, scientists, interest groups and policy makers.

The core question of the IFAC project is: *What are young women's reasons for not choosing studies in SET?* It investigates role model careers of young women and debates findings on *pervasive gender stereotypes* and the *lack of accurate information*. It proposes promoting factors for reducing the gender bias in SET and provides a summary of lessons learnt during years of research and political action on this matter. An *information booklet for career counselors* describes competence and skills needed to equally assist boys and girls. An investigation of suitable *best practices* provides recommendations and options for transferring gained experience to other countries.

**Selected Findings** IFAC recommends that the EU should

- intensify its actions for the *elimination of gender stereotypes in education, training and culture* since they continue to transmit gender stereotypes. Many young people continue to follow traditional education and training trajectories which tend to lead into less valued and remunerated occupations.
  - combat gender stereotypes from an early age and
  - encourage young women/men, to explore non-traditional educational paths.
- pay more attention to the *role of the media* in combating gender stereotypes since media have a crucial role to play in presenting a realistic picture of the skills and potential of both young women and young men in modern society.
- stimulate more research on the use of *interactive virtual communication* among the younger generation with reference to how they acquire information and make decisions, and how gender stereotypes are communicated. Interactive websites have become “standard practice” of many women’s organizations which represent female interests in different SET professions.
- promote the *mainstreaming of the widely recognized “outreach activities”* of higher education institutions, companies and organizations of women scientists that provide young women with a realistic picture of SET careers and encourage them to follow SET-related courses of study.

**Local Relevance, Policy recommendations** To be discussed in event.

**Project**

**Meta-Analysis of Gender and Science Research (2008- 2010)**

Meta-Analysis of Gender and Science Research is a project studying *research* on segregation in research careers. The study covers the EU 27 as well as Norway, Iceland, Israel, Switzerland, Turkey and Croatia and revised research produced in all European languages from 1980 to 2008.

- Selected Findings** The study collected and analysed gender and science research on:
- *Horizontal segregation in research careers*: this covers choices of scientific subjects by girls and occupational choices by women, the perception and attractiveness of science, engineering and technology, the causes underlying these choices (e.g. stereotypes, influence of family and role models, etc.), the causes of success and failure at university level, etc.
  - *Vertical segregation in research careers*: this covers barriers for women to reach top scientific positions ("glass ceiling" or "sticky floor"), mentoring/tutoring initiatives, etc.
  - *The underlying causes and effects* of these two aspects, including work-life balance issues, pay gap, mobility-related obstacles, dual careers, evidence of discrimination, working culture, stereotypes, gender bias in research contents, etc.

The objective of the study was to:

- provide an exhaustive overview and analysis of all research carried out on gender and science at European, national and regional levels.
- make the study results accessible to researchers and policy-makers via publishable reports and an informed bibliography available in a database (the Gender and Science Database, GSD).
- steer future policy-making on gender and science and define future research priorities, in particular through good practice examples and gap analysis in the various research topics.

The Austrian country report offers insights on the state of gender and science research in Austria for the interested reader, in: Leitner A, A. Wroblewski (2009) Country report Austria, FP7 Meta-analysis of gender and science research [http://www.genderandscience.org/doc/CReport\\_Austria.pdf](http://www.genderandscience.org/doc/CReport_Austria.pdf)

**Local Relevance,  
Policy  
recommendations** To be discussed in event.

**NOTES**



**Further Reading**

In our Austrian discussion rounds and workshops, we present selected research findings from the following EU Framework Programme projects (see below links for further reading and information):

1. WORKCARE (2006-2009), a project on the social quality and changing relationships between work, care and welfare in Europe.  
[http://ec.europa.eu/research/social-sciences/projects/232\\_en.html](http://ec.europa.eu/research/social-sciences/projects/232_en.html);  
<http://www.abdn.ac.uk/socsci/research/nec/workcare/>
2. HWF (2000-2003), a project on households, work and flexibility.  
[http://ec.europa.eu/research/social-sciences/projects/057\\_en.html](http://ec.europa.eu/research/social-sciences/projects/057_en.html);  
<http://www.hwf.at>
3. MULTILINKS (2008-2011), a project on how demographic changes shape intergenerational solidarity, well-being and social integration.  
[http://ec.europa.eu/research/social-sciences/projects/417\\_en.html](http://ec.europa.eu/research/social-sciences/projects/417_en.html);  
<http://www.multilinks-project.eu/info/workpackages>;  
<http://multilinks-project.eu/info/papers>
4. MOCHO (2001-2004), a project on the rationale of motherhood choices, the influence of employment conditions and public policies.  
[http://ec.europa.eu/research/social-sciences/projects/075\\_en.html](http://ec.europa.eu/research/social-sciences/projects/075_en.html)
5. IFAC (2006-2008), a project on empowering young women through learning for technical professions and science.  
<http://www.ifac-project.eu/>;  
[http://cordis.europa.eu/fetch?CALLER=FP6\\_PROJ&ACTION=D&DOC=1&CAT=PROJ&QUERY=012467c16d03:55ec:05ce7a3e&RCN=81260](http://cordis.europa.eu/fetch?CALLER=FP6_PROJ&ACTION=D&DOC=1&CAT=PROJ&QUERY=012467c16d03:55ec:05ce7a3e&RCN=81260)
6. Meta-Analysis of Gender and Science Research (2008- ), a project studying segregation in research careers.  
<http://www.genderandscience.org/web/index.php>;  
Austrian country report:  
Leitner A, A. Wroblewski (2009) Country report Austria, FP7 Meta-analysis of gender and science research  
[http://www.genderandscience.org/doc/CReport\\_Austria.pdf](http://www.genderandscience.org/doc/CReport_Austria.pdf)

**Family Platform  
(data collection)**

7. Family Platform, (2010-), [www.FamilyPlatform.eu](http://www.FamilyPlatform.eu)

NOTE: Not all themes/projects will be dealt with in each event.

## WORKCARE SYNERGIES PROJECT IDENTITY

<b>Project</b>	WORKCARE SYNERGIES – Dissemination of Synthesized Framework Programme Research Findings
<b>Coordinator</b>	Institute for Advanced Studies (IHS), Austria
<b>Consortium</b>	University of Aberdeen (UNIABDN), Scotland, UK Roskilde University (UNIRUC), Denmark Vienna University of Economics and Business (WU-Wien), Austria TARKI Social Research Institute (TARKI), Hungary University of Warsaw (UWAR), Poland University of Florence (UNIFI), Italy CIES-ISCTE (CIES-ISCTE), Portugal University of Brighton (UoB), UK
<b>European Commission</b>	Marc Goffart, DG Research
<b>Duration</b>	January 2010 – December 2011
<b>Budget</b>	600 000 €
<b>Funding scheme</b>	Seventh Framework Programme Theme 8, Socio-economic sciences and humanities (SSH), 8.1 Measures to support dissemination of research results
<b>Website</b>	<a href="http://www.workcaresynergies.eu">www.workcaresynergies.eu</a>
<b>Further information</b>	Further information about local dissemination events and materials, the underlying FP research projects, newsletters, short films, policy briefs, etc. can be accessed through our project website.
<b>Contact (Coordinator)</b>	Michaela Gstrein, <a href="mailto:gstrein@ihs.ac.at">gstrein@ihs.ac.at</a> Liliana Mateeva, <a href="mailto:mateeva@ihs.ac.at">mateeva@ihs.ac.at</a>
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