



Dissemination-Events on

Work-Care Tensions

in families

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WORKCARE SYNERGIES ...

- *EU Support Action*
- *Aim: Dissemination and lokal Discussion* of research findings of EU Framework Programme projects
- *Theme: Combining Work and Care*
- *Where?* Austria, United Kingdom, Denmark, Hungary, Poland, Italy and Portugal
- => Feedback for the EC

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<http://workcaresynergies.eu/work-care-tensions/>

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Social Quality
Scotland (UK)

Flexibility in Work and Care
Denmark

Elites and work-care relations
Poland

Labour Market Transitions
United Kingdom

Work-Care Tensions
Austria

Social cohesion
Hungary

Work-care and gender equality in private and public contexts
Portugal

Social care and work-care balance
Italy

Work-Life Balance
Austria

What we do
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. Our dissemination scheme is based on the concept of local key mediator teams, which consist of local researchers, knowledge transfer and communication specialists.
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Upcoming Events

2010-12-10 Brighton Fairness At Work Series: Interactionality: from Ideas to Implementation
2010-12-10 Vienna Role of men in Work-Care Tensions (man's discussion)
2010-12-13 Copenhagen Consequences of cutbacks in welfare provision: do they differ?
show all events >

Project Coordinator: Institut für Höhere Studien, Institut für Arbeitswissenschaft
Project Funding: European Union
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findings from EU research

In today's discussion ...

1. Selected results from previous EU FP7 research
2. Films about combining work and care in Austria
3. Discussion with local experts

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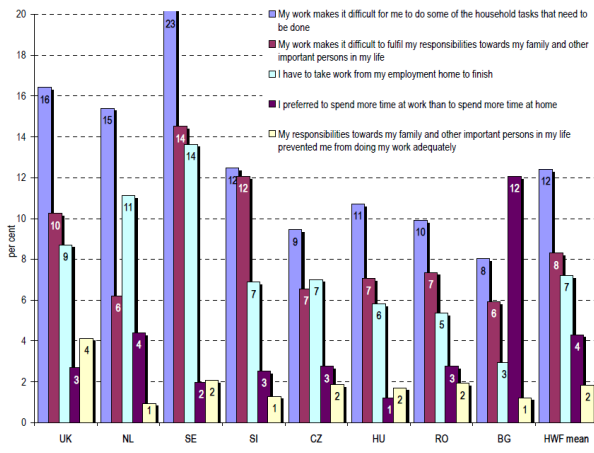


Selected research results

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HWF (2000-3), Conflict: Work and Family



Problems of reconciliation of Work and family obligations, percent per country (always and often)

Source: HWF, Final Scientific Report, S. 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').

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HWF (2000-3), Integration of Family and Work: Who is responsible for ...?

	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".

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

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HWF

- **Expectations** of work and cultures of care as well as the meaning of flexibility *vary* in different EU countries. So do policy responses.
- (*Worktime-*)*Flexibility* is potentially a way of balancing the different demands of work and family; **women/mothers** often „choose“ to work **part time**.
- **Men** feel work-care tensions worst.
- In countries with *egalitarian gender policies* (as Sweden and Slovenia), women are more likely to work full time and men do more of the household work.

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HWF

- **Child care** in Western countries is mainly the provenance of the *nuclear family* (CEE countries: *extended family*).
- In countries with the *strongest egalitarian principles* (Sweden) most family-work conflicts were experienced.
- ... the road towards gender equality lies not in the labour market or in social policies, but in the *relations within the household*.

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I	Spain & Italy: (stable)	Combine low female employment, medium female part-time employment with high childcare participation but with low fertility and share of young people.
II.	Poland & Croatia (varying)	Similar to CEE countries, but lower childcare participation rates and female employment and medium share of young people.
III.	CEE & Portugal (stable)	Combine high full-time female employment with medium to high childcare participation rates and low 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 (stable)	Combine high female total and part-time employment with mainly high childcare participation rates and rather high fertility and share of young people.
	Austria & Germany (varying sub-group)	Differ from other Central European countries by lower childcare participation rates, fertility and share of young people.
VI.	'Outliers'	Netherlands (very high female part-time employment), Turkey (very traditional gender roles), Ireland & Malta (different by several indicators)

⇒

- **High work-care pressures & lower fertilities**
- **Reconciliation of work and care & higher fertility**
- **North/Central Europe**
- **AT and DE**
- **Sub-group with lower fertility & child care participation rates**

Source: Macro work-care country grouping for the enlarged EU, in: IHS, WORKCARE Report, WP2, p.106.



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- **Governments** need to invest in supporting families.
- A *gender lens* must be used in evaluating all policy proposals and all subject to a **gender impact analysis**.
- *Flexicurity* is a key aspect of European policy => ensure flexibility and security for **men and women**, not: flexibility and security for men and flexibility *without* security for women.
- We need **gender equality in the workplace and labour market**, and measures **to reduce** the **gender-pay gap**.

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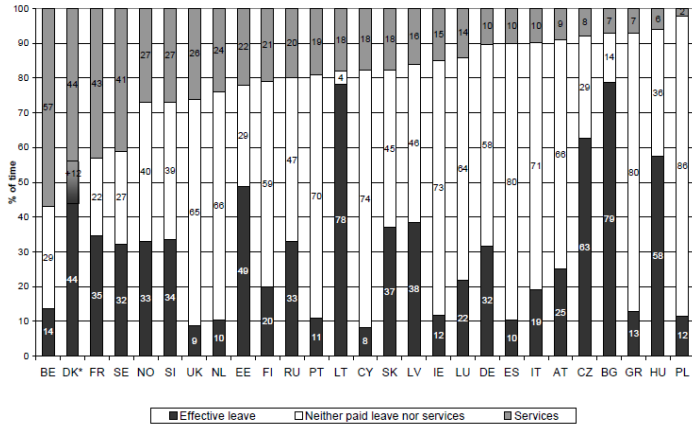
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- **Employers** must be encouraged to introduce family friendly policies, and men and women should be supported in taking their entitlement.
- Public policies must inform on **life course perspectives**, i.e. consequences of periods outside the labour market. (income, career, entitlement to benefits; for men and women)
- Policies must recognise that **reliance on informal care is precarious**. It may cause difficulties for parents & employers.

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MULTILINKS (2008-11), Responsibilities for childcare < 3 years



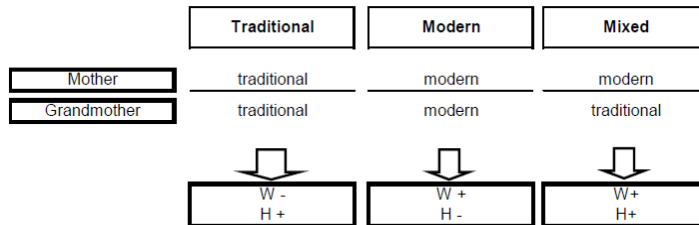
(1) Maternity and parental "effective leaves" (= duration adjusted on the basis of compensation, measured against the average wage) and (2) publicly funded childcare services for children under three. The rest is (3) the period not covered ("care gap") – left to families and through them also to the market.

Division of childcare responsibilities for children under three years between supported familisation, defamilisation, familisation by default (EU 2003-2007); * Dänemark = is the only country with an overlap between childcare provision and effective leave; Source: Saraceno, C., Keck, W., & Dykstra, P.A. (2009)

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MULTILINKS, family forms



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

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MULTILINKS

- *Generous* “defamilialism” policies (= providing resources for families) **do not crowd out intergenerational solidarity**. Forced solidarity (for lack of alternatives) may cause intra-family conflict, emotional burnout, and also difficulties and delays in family formation.
- *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. 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.

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MULTILINKS

- The process of familisation/defamilisation reflects important aspects in the transition from breadwinner to **dual earner**.
- *Child care services* help parents (mothers) to remain in the labour market and provide children with important resources for their cognitive development.
- **Intergenerational responsibilities** throughout one’s working life should be taken as the norm. Working time policies should incorporate this dimension. Men should not be discouraged from taking parental leaves.
- Focus on *intergenerational regimes* regarding obligations for care and financial needs of children and elderly.

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Further interesting Projects ...

- **MOCHO (2001-2004)** – a project on the rationale of motherhood choices, the influence of employment conditions and public policies.
- **IFAC (2006-2008)** aims to aid towards higher female participation in Science, Engineering and Technology; analyses the young women's reasons for not choosing studies in SET; administers Homepage. Target groups: young women (career path decisions), career counselors, higher education institutions, scientists, interest groups and policy makers.
- **Meta-Analysis of Gender and Science Research (2008-2010)** – Summary of existing research projects on *segregation in research careers* (1980 - 2008, EU27+).

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Film(s)


<http://workcaresynergies.eu/wp-content/uploads/2010/11/ihsmovie/index.html>

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Results of the Discussions

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Results of Local Discussion ...

The local discussion rounds quickly revealed

- that reconciliation of work and family life is not only related to issues such as job, flexibility and division of responsibilities
- but also to a broader spectrum of other themes: current role models, childcare, school, education, equal opportunities, etc.
- Not unexpectedly, viewpoints of people differ.

The following topics cover the main outcome of the local discussion events.

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Results of Local Discussion on Interrelations between Labour Market and Family:

- Work-family reconciliation requires *flexibility on all sides*, that of the employer, employee, state (or local community), family.
- *Support from employers* and the *provision of public childcare* facilitates reconciliation - especially for women today.
- High (er *female*) *employment rates* are good for the economy; part time work, flexibility and family-friendly provisions enable participation in both spheres of life.
- Does the reality in local companies reflect current legal regulations concerning „reconciliation“? Can men take leave? Can parents work part-time or flexi-time?

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Results of Local Discussion on Role models and sharing of family work(1)

- *Changeing role models, higher labour market activity and new attitudes* are observed in both men and women.
- Although women are mainly in charge, combining work and family life has also become an issue for fathers. New role models are created – what role do the media play?
- Family decisions are taken *jointly*, although within existing social and financial (!) frameworks: Existing gender pay gaps often determine the division of family tasks.
- While young couples promote gender equality, the onset of family life (childbirth) mostly results in the resurfacing of traditional patterns, (with some differences by educational level and job).

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Results of Local Discussion on Role models and sharing of family work (2)

- (New) Role of *grandparents* – (*new*) *strong* intergenerational support. What will the future bring? Who will replace working grandmothers as family helpers?
- Availability, cost and quality of *childcare* is essential.
- (Parental) care and support is not only restricted to the early family phase (toddler) but continues throughout family life, during *school and education times* (e.g. *help with homework*) .
- *Having children in a society should have some value for all – reconsider!* At the same time, combat „*Rabenmutter-Image*“.

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Results of Male Discussion Round

- While male identity is mostly defined by job, women have more than one interest (family, job: only second place?)
Man: fear job failure; women: want power at home/childcare.
- Divergent attitudes towards working mothers – what is optimal for the family? Separate ideology from real problems!
- Evaluating participation in family life should cover both work (income contribution) and childcare and household work.
- Change in attitude towards family life: Is „without children“ optimal? Media influence expectations. What is „cool“?
- Do female/male superiors show different behaviour towards (family) reconciliation?

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Discussion

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