



INSTITUT FÜR HÖHERE STUDIEN
INSTITUTE FOR ADVANCED STUDIES
Vienna

Re-entering the Labour Market after Parental Leave

Barriers and Support

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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

www.workcaresynergies.eu

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

Bearbeiten

<p>Social Quality</p> <p>Scotland (UK) </p>	<p>Flexibility in Work and Care</p> <p>Denmark </p>	<p>Elites and work-care relations</p> <p>Poland </p>	<p>What we do</p> <p>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.</p> <p>Our dissemination scheme is based on the concept of local key mediator teams, which consist of local researchers, knowledge transfer and communication specialists.</p> <p> → Leaflet (PDF) → Poster (PDF) </p> <p>learn more about us »</p>
<p>Labour Market Transitions</p> <p>United Kingdom </p>	<p>Work-Care Tensions</p> <p>Austria </p>	<p>Social cohesion</p> <p>Hungary </p>	
<p>Work-care and gender equality in private and public contexts</p> <p>Portugal </p>	<p>Social care and work-care balance</p> <p>Italy </p>	<p>Work-Life Balance</p> <p>Austria </p>	

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Join our mailing list to receive the latest news and information about "WORKCARE SYNERGIES".

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- Upcoming Events** → [register here!](#)
- | | | |
|---|------------------------------|---|
|  | 2010-12-10 Brighton | Fairness At Work Series: Intersectionality: from Idea 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 on day care? |
- [show all events »](#)

General Situation

- Women's increasing participation on LM
=> Reconciliation of work and family life ?!
- Part time, less secure/long term jobs than men
- Effect of economic crisis:
 - reduced state support ?
 - less secure jobs for women ?
 - less family formation ?
 - fewer job perspectives ?
 - lower long term security ?
- Other trends also matter!



Back to work transition

- Important transitions in early family life
= mothers of young children re-enter the labour market.
family life: re-organized around the new time-restriction
- Various welfare regimes => different adaptation, both visible within family life and in the public sphere.

Look into

- Back-to-work transition process (economic viewpoint)
- EU and detailed Austrian data



Barriers

- Gender wage gaps !
- Availability of childcare
- Onset of traditional role models with childbirth or: partner's arrangements
- Societal beliefs about what is good for child
- (Long) parental leave ?
- Influence of cash benefits ?
- Employers (want ideal workers)



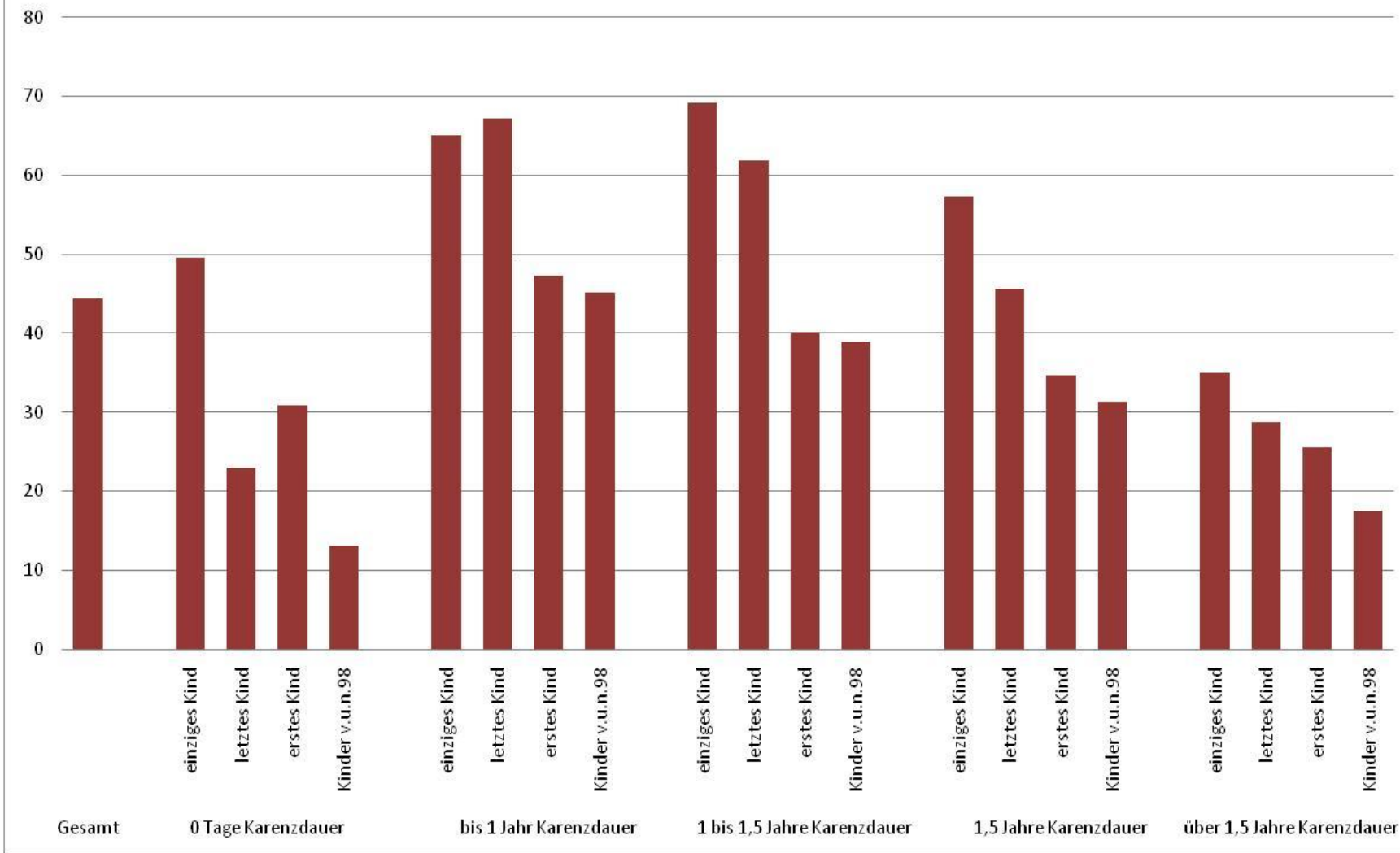
Support

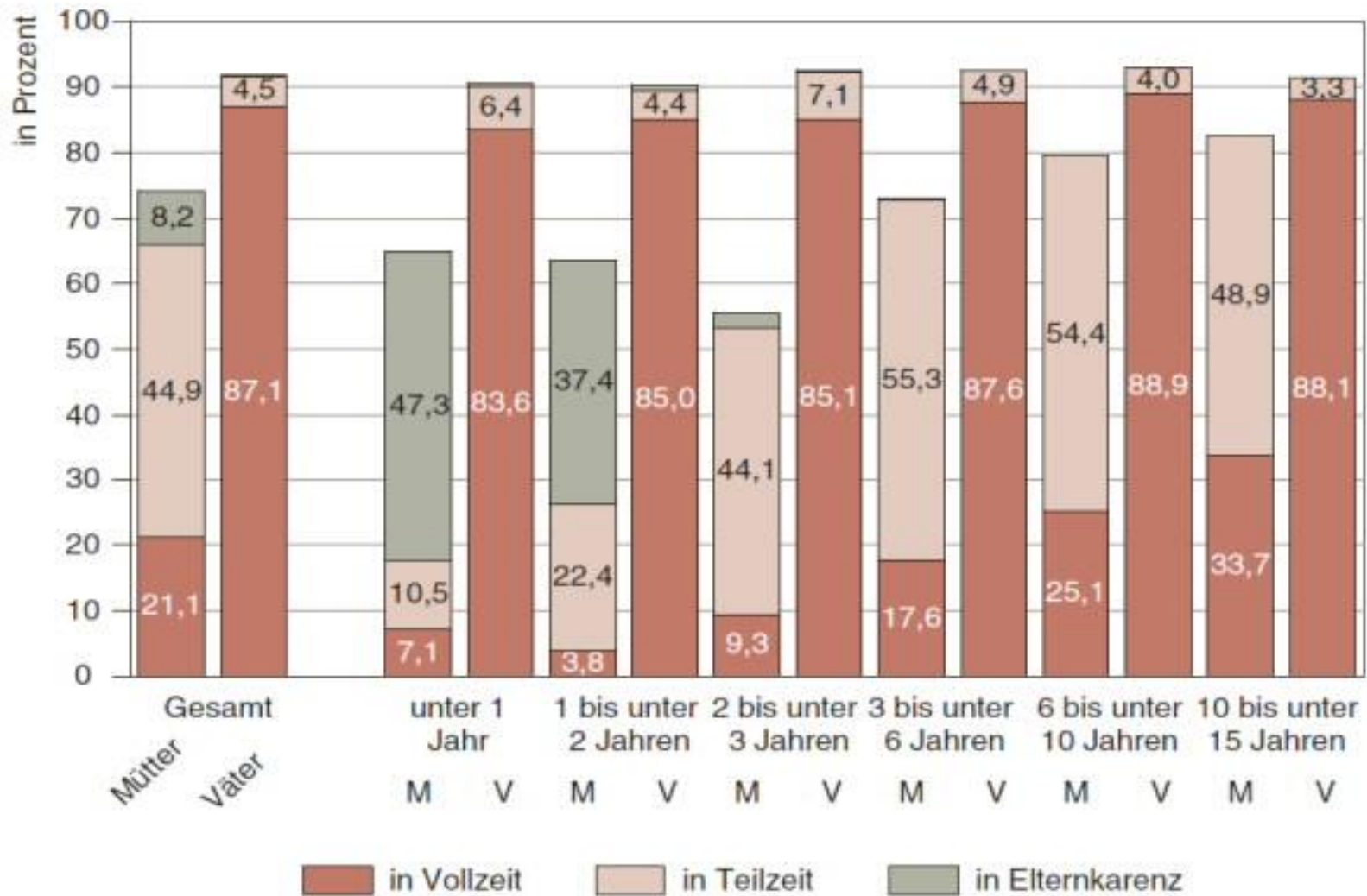
- Childcare Availability
- Grandmothers!
- „Modern“ (changing) role models / partners
- Societal beliefs about what is good for child
- Employers = family friendly
- Legal provisions
- (need for) more women on labor market
- Financial need!



Abgang aus Karenz in Erwerbstätigkeit

Anteil des Angestelltenstatus 2002 in % (Kalenderjahr nach Ende der maximalen Karenzzeit)

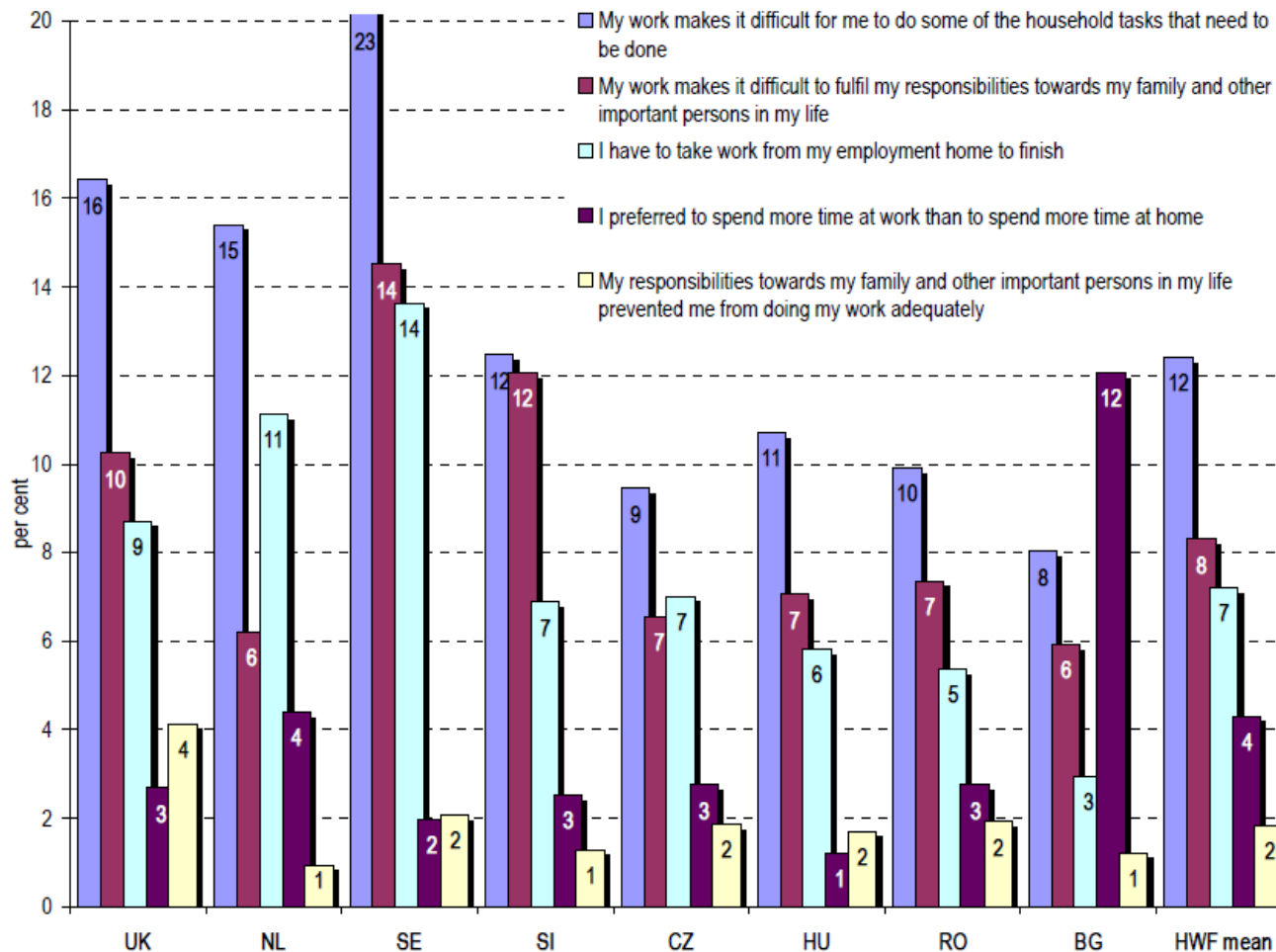




Q: STATISTIK AUSTRIA, Mikrozensus-Arbeitskräfteerhebung 2009. Nach Labour Force-Konzept. Ohne Präsenz- und Zivildienstler.



HWF (2000-3), Conflict Work and Family



Problems in reconciliation of work and family obligations, % 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;

Datasource: HWF Survey 2001 – Unified international data collection.



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WORKCARE (2006-9)

I	Spain & Italy: <i>(stable)</i>	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 <i>(varying)</i>	Similar to CEE countries, but lower childcare participation rates and female employment and medium share of young people.
III.	CEE & Portugal <i>(stable)</i>	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 <i>(stable)</i>	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 <i>(varying sub-group)</i>	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*

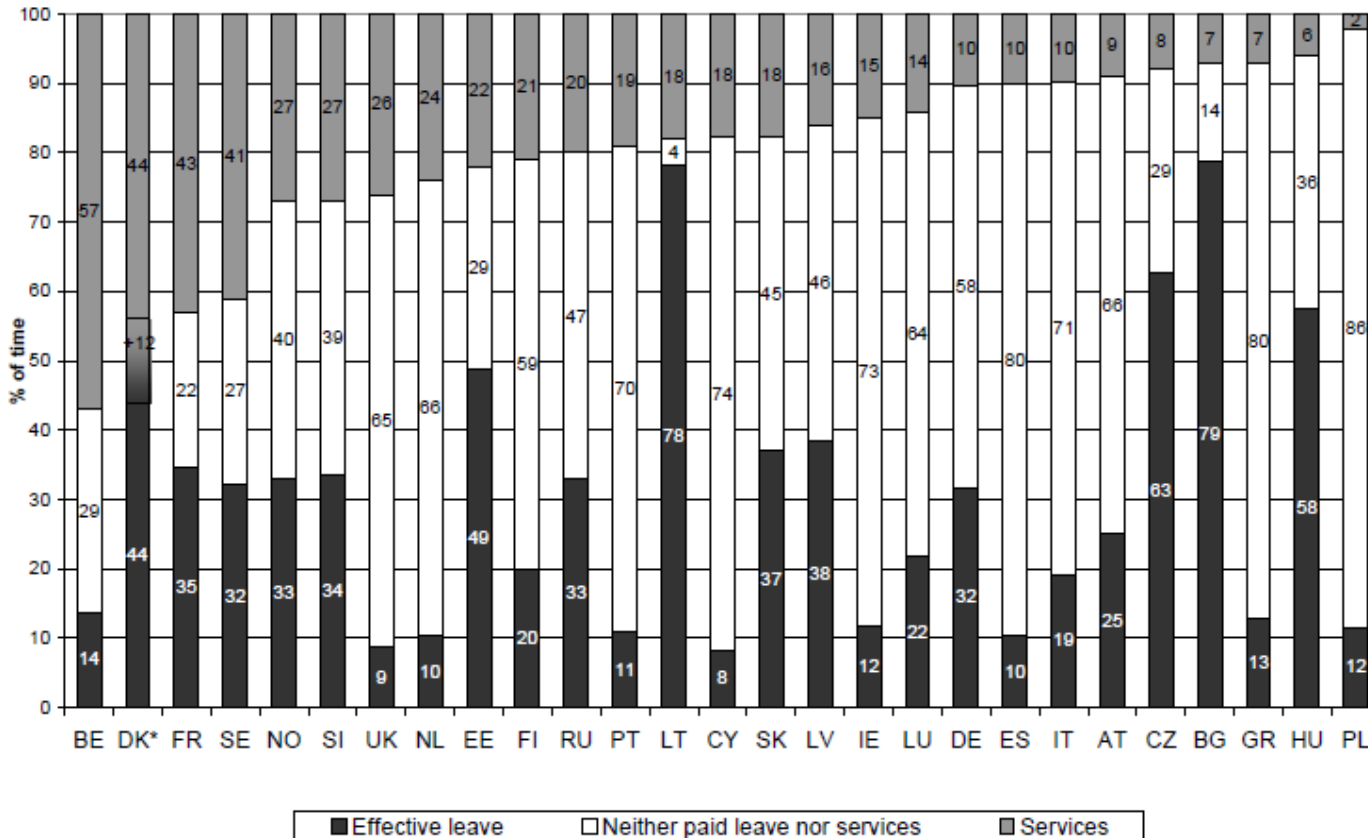
North/Central Europe

• *AT and DE*

Sub-group with lower fertility & child care participation rates



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



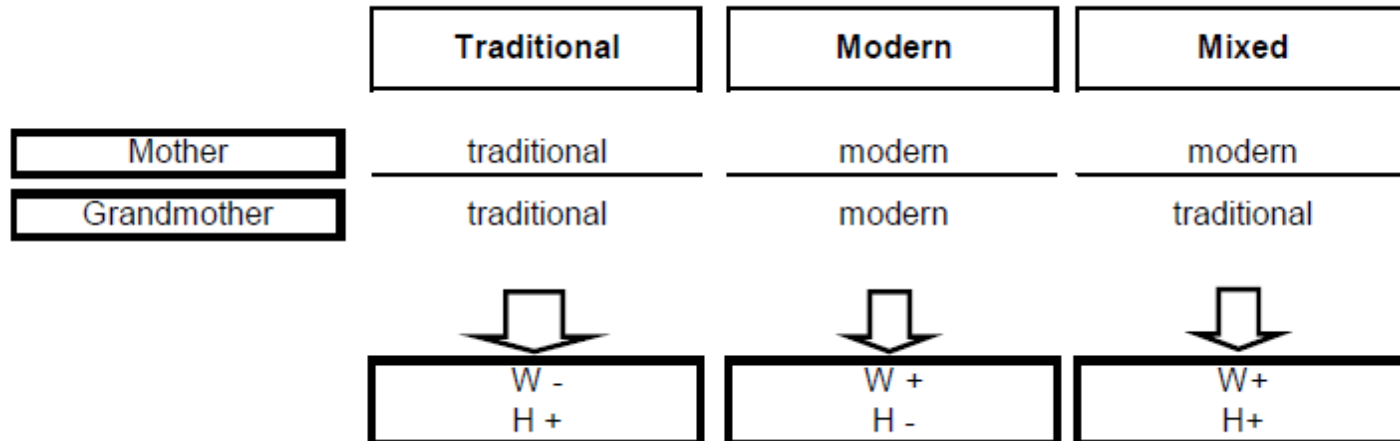
(1) Maternity and parental “effective leaves” (= duration adjusted on the basis of compensation, measured against the average wage) and (2) publicly funded childcare services for children under three. The rest is (3) the period not covered (“care gap”) – left to families and through them also to the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



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

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



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.



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?



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

- Changing *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).



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*“.



Results of Men's 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?

