

WORK AND WELFARE IN EUROPE

**Childbearing, Women's Employment
and Work–Life Balance Policies
in Contemporary Europe**

.....

Edited by Livia Sz. Oláh and Ewa Frątczak



Childbearing, Women's Employment and Work–Life Balance Policies in Contemporary Europe

Edited by

Livia Sz. Oláh

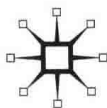
Stockholm University, Sweden

and

Ewa Frątczak

Warsaw School of Economics, Poland

palgrave
macmillan



Selection and editorial matter © Livia Sz. Oláh and Ewa Frątczak 2013
Individual chapters © Respective authors 2013

All rights reserved. No reproduction, copy or transmission of this publication may be made without written permission.

No portion of this publication may be reproduced, copied or transmitted save with written permission or in accordance with the provisions of the Copyright, Designs and Patents Act 1988, or under the terms of any licence permitting limited copying issued by the Copyright Licensing Agency, Saffron House, 6–10 Kirby Street, London EC1N 8TS.

Any person who does any unauthorized act in relation to this publication may be liable to criminal prosecution and civil claims for damages.

The authors have asserted their rights to be identified as the authors of this work in accordance with the Copyright, Designs and Patents Act 1988.

First published 2013 by
PALGRAVE MACMILLAN

Palgrave Macmillan in the UK is an imprint of Macmillan Publishers Limited, registered in England, company number 785998, of Houndmills, Basingstoke, Hampshire RG21 6XS.

Palgrave Macmillan in the US is a division of St Martin's Press LLC, 175 Fifth Avenue, New York, NY 10010.

Palgrave Macmillan is the global academic imprint of the above companies and has companies and representatives throughout the world.

Palgrave® and Macmillan® are registered trademarks in the United States, the United Kingdom, Europe and other countries.

ISBN 978–0–230–32088–8

This book is printed on paper suitable for recycling and made from fully managed and sustained forest sources. Logging, pulping and manufacturing processes are expected to conform to the environmental regulations of the country of origin.

A catalogue record for this book is available from the British Library.

A catalog record for this book is available from the Library of Congress.

Work and Welfare in Europe

Series Editors: **Denis Bouget**, University of Nantes, France, **Jochen Clasen**, University of Edinburgh, UK, **Ana Guillén Rodríguez**, University of Oviedo, Spain, **Jane Lewis**, London School of Economics and Political Science, UK, and **Bruno Palier**, Sciences-Po Paris, France

Titles include:

Sigrid Betzelt and Silke Bothfeld

ACTIVATION AND LABOUR MARKET REFORMS IN EUROPE

Challenges to Social Citizenship

Sonja Drobnic and Ana Guillén Rodríguez

WORK-LIFE BALANCE IN EUROPE

The Role of Job Quality

Colette Fagan, Maria Gonzalez Menendez and Silvia Gomez Anson

WOMEN IN MANAGEMENT

European Employment Policy

Neil Fraser, Rodolfo Gutierrez and Ramon Pena-Cassas

WORKING POVERTY IN EUROPE

Patricia Frericks and Robert Maier

THE LIFE COURSE AND THE ECONOMIC SUSTAINABILITY OF THE

WELFARE STATE

Paolo Graziano, Sophie Jacquot and Bruno Palier

THE EU AND THE DOMESTIC POLITICS OF WELFARE STATE REFORMS

Europa, Europae

Karl Hinrichs and Matteo Jessoula

LABOUR MARKET FLEXIBILITY AND PENSION REFORMS

Flexible Today, Secure Tomorrow?

Trudie Knijn

WORK, FAMILY POLICIES AND TRANSITIONS TO ADULTHOOD IN

EUROPE

Colin Lindsay and Donald Houston

DISABILITY BENEFITS, WELFARE REFORM AND EMPLOYMENT POLICY

Ive Marx and Kenneth Nelson

MINIMUM INCOME PROTECTION IN FLUX

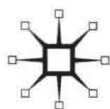
Livia Sz. Oláh and Ewa Frątczak

CHILDBEARING, WOMEN'S EMPLOYMENT AND WORK-LIFE BALANCE

POLICIES IN CONTEMPORARY EUROPE

Birgit Pfau-Effinger and Tine Rostgaard

CARE, WORK AND WELFARE IN EUROPE



Selection and editorial matter © Livia Sz. Oláh and Ewa Frątczak 2013
Individual chapters © Respective authors 2013

All rights reserved. No reproduction, copy or transmission of this publication may be made without written permission.

No portion of this publication may be reproduced, copied or transmitted save with written permission or in accordance with the provisions of the Copyright, Designs and Patents Act 1988, or under the terms of any licence permitting limited copying issued by the Copyright Licensing Agency, Saffron House, 6–10 Kirby Street, London EC1N 8TS.

Any person who does any unauthorized act in relation to this publication may be liable to criminal prosecution and civil claims for damages.

The authors have asserted their rights to be identified as the authors of this work in accordance with the Copyright, Designs and Patents Act 1988.

First published 2013 by
PALGRAVE MACMILLAN

Palgrave Macmillan in the UK is an imprint of Macmillan Publishers Limited, registered in England, company number 785998, of Houndmills, Basingstoke, Hampshire RG21 6XS.

Palgrave Macmillan in the US is a division of St Martin's Press LLC, 175 Fifth Avenue, New York, NY 10010.

Palgrave Macmillan is the global academic imprint of the above companies and has companies and representatives throughout the world.

Palgrave® and Macmillan® are registered trademarks in the United States, the United Kingdom, Europe and other countries.

ISBN 978-0-230-32088-8

This book is printed on paper suitable for recycling and made from fully managed and sustained forest sources. Logging, pulping and manufacturing processes are expected to conform to the environmental regulations of the country of origin.

A catalogue record for this book is available from the British Library.

A catalog record for this book is available from the Library of Congress.

Contributors

Editors

Livia Sz. Oláh is Associate Professor of Demography at the Department of Sociology, Stockholm University. Her main research fields include family demography in comparative perspective, the impact of public policies on fertility and on partnership dissolution, and the interplay of family patterns and societal and familial gender relations. She has published in international journals such as *Demographic Research*, *Population Research and Policy Review*, *International Journal of Law, Policy and the Family*, in addition to authoring a number of book chapters. She has been a member of the Network of Excellence RECOWE (Reconciling Work and Welfare in Europe) and co-leader of the project on fertility, female work and reconciliation policies there. She has been the initiator and coordinator of the research network Gendering European Family Dynamics, and a member of the editorial advisory board of *The Open Demography Journal* and of an international advisory panel to the Fatherhood Institute in the UK, as well as a member of reference groups for Swedish government reports on family issues.

Ewa Frątczak is Professor and Head of the Event History Analysis and Multilevel Analysis Unit at the Institute of Statistics and Demography, Warsaw School of Economics. She was also Head of the Demographic Committee of the Polish Academy of Sciences (2006–11), and a former member of the UN Commission on Population and Development, of the European Population Committee and of the European Population Network at the Council of Europe. She was Vice-President of the Polish Demographic Society (1992–2007); Vice-Editor-in-Chief of the *Polish Population Review* (1996–2007); and Secretary of the Governmental Population Council in Poland (2001–07). She has been a country representative of the Network of Excellence RECOWE, a member of the Executive Committee and the Governing Committee, and co-leader of the project on fertility, female work and reconciliation policies. She has written numerous articles as well as books on family and individual

life course, population policy, population structure and ageing, applied and advanced statistics, and event history and multilevel analyses.

Contributors

Mandy Boehnke is Director of Studies at the Bremen International Graduate School of Social Sciences (BIGSSS) at the University of Bremen and Jacobs University Bremen. She received her PhD in 2010 from the University of Bremen where she has worked as Research Associate and Lecturer at the Institute of Empirical and Applied Sociology (EMPAS) and the Institute of Sociology. Her main research interests include family sociology in a cross-cultural and interdisciplinary perspective, social inequality and political sociology. She has been a member of the Network of Excellence RECOWE in the project on fertility, female work and reconciliation policies since 2008. Her most recent work on this topic in English includes 'Gender Role Attitudes around the Globe: Egalitarian vs. Traditional Views' (*Asian Journal of Social Science*, 2011).

Susanne Fahlén is a post-doctoral researcher at the Department of Sociology, Stockholm University. She has a multidisciplinary background in cultural anthropology, demography and political science. Her doctoral project concerned gender and social politics in a European perspective with a special focus on parental work-life balance, childbearing intentions and realised fertility. She has been a member of the Network of Excellence RECOWE, has published articles in *Social Politics* and *The ANNALS of the American Academy of Political and Social Science* and has co-authored a chapter in *Regulating Family Responsibilities* (eds J. Bridgeman, H. Keating and C. Lind) and in *Family, Ties and Care* (eds H. Bertram and N. Ehlert) with Professor Barbara Hobson.

Johannes Huinink is Full Professor for Sociology at the University of Bremen. His main research interests lie in the research fields of social structure analysis, sociology of the life course (especially family and migration) as well as research methods. He is co-initiator of the 'Panel Analysis of Intimate Relationships and Family Dynamics' (pairfam) sponsored by the Deutsche Forschungsgesellschaft (German Research Foundation). The panel is a representative, multidisciplinary, longitudinal study for researching partner and family dynamics in Germany. He has published several monographs, edited volumes and

articles in leading German and international journals, such as *Kölner Zeitschrift für Soziologie und Sozialpsychologie*, *Zeitschrift für Soziologie*, *American Journal of Sociology*, *Social Science Research* and *International Sociology*.

Katharina Lutz is a post-doctoral researcher at the Department of Social Sciences, University of Frankfurt. The chapter in this book was developed during her time at the University of Bremen, where she received her PhD in 2011 and where she was part of the Priority Programme 'Intimate Relationships and Family Dynamics' funded by the German Research Foundation. She has been a member of the Network of Excellence RECOWE, taking part in the project on fertility, female work and reconciliation policies since 2008. Her doctoral thesis examined the influence of occupational characteristics on fertility decisions. Her research interests lie in the fields of the sociology of the life course, social structure and the family.

Ariane Pailhé is a senior researcher at the French National Demographic Institute (INED), Paris, and a lecturer in demography at the Paris School of Economics. Her main research fields are work-family conflict, gender and ethnic discrimination within the labour market, working conditions and time allocation between spouses. She co-designed and co-coordinated the French national representative survey on 'Families and Employers' (2004–05). She has been involved in the project on fertility, female work and reconciliation policies for the Network of Excellence RECOWE and is a member of the management committee of the European research group 'Labour Market and Gender in Europe'. She has published in high-quality international journals, such as *Demographic Research*, *Feminist Economics*, *Population*, *Annales d'économie et de statistique*, *Review of Economics of the Household* and *European Journal of Population*.

Aneta Ptak-Chmielewska is Associate Professor at the Institute of Statistics and Demography, Warsaw School of Economics. Her main research fields include demography and applied demography, study of competitive careers with event history methods and models, multivariate statistics and advanced statistics application in economy and life sciences. She has been a member of the Network of Excellence RECOWE. She is co-author of recent books (2011) on cohort fertility in Poland: *Fertility in Poland – Cohort Analysis: Birth Cohorts 1911–86* and *Fertility and Nuptiality in Poland: Birth Cohorts 1911–86*. She was Secretary of the

Demographic Committee of the Polish Academy of Sciences between 2007 and 2011.

Anne Solaz is a researcher at the French National Demographic Research Institute (INED), where she is leader of the demographic economic team. Her main fields of interest are fertility, divorce and stepfamily, work–family balance, time allocation between spouses and gender inequalities in the labour market. She co-designed and co-coordinated the French national representative survey on ‘Families and Employers’ (2004–05). She has been involved in the project on fertility, female work and reconciliation policies for the Network of Excellence RECOWOE. She has published in leading international journals, such as *Journal of Population Economics*, *Feminist Economics*, *Population*, *Review of Economics of the Household* and *European Journal of Population*.

Judit Takács currently works as Head of Department of Research on Theory and Methodology at the Institute of Sociology, Centre for Social Sciences, Hungarian Academy of Sciences. She has been a country representative of the Network of Excellence RECOWOE. Her research has been focused on gender issues and family practices, social exclusion/inclusion of LGBT people, AIDS prevention, anti-discrimination and equal treatment policies. She has authored and co-authored several books and journal articles, including the book *How to Put Equality into Practice?* (2007), the book chapter ‘Differential Modernization in Hungary’ (in *Families and Family Policies in Europe*, eds L. Appleton and L. Hantrais, 2003) and the article ‘Agency and Capabilities to Achieve Work–Life Balance’ (with B. Hobson and S. Fahlén, *Social Politics*, 2011).

Silke Tophoven is a researcher at the Institute for Employment Research (IAB) in the project ‘IidA – German Cohort Study on Work, Age and Health’. Her main research interests include labour force participation over the life course, the relationship between work and health, and gender inequalities. She received her BA in social sciences from the Heinrich Heine University Düsseldorf in 2006 and her MA in sociology and social research from the University of Bremen in 2009. As a student research assistant in Bremen she was involved in the project on fertility, female work and reconciliation policies of the Network of Excellence RECOWOE.

Funding

This book has been published thanks to the European research project RECOWWE (Reconciling Work and Welfare in Europe), 2006–11, co-funded by the European Commission, under the 6th Framework Programme for Research – Socio-economic Sciences and Humanities (contract nr 028339–2) in the Directorate-General for Research.

The information and views set out in this book are those of the authors and do not necessarily reflect the official opinion of the European Union. Neither the European Union institutions and bodies nor any person acting on their behalf may be held responsible for the use which may be made of the information contained therein.

Printed and bound by CPI Group (UK) Ltd, Croydon, CR0 4YY

Contents

<i>List of Figures</i>	vii
<i>List of Tables</i>	ix
<i>Notes on Contributors</i>	xii
<i>Funding</i>	xvi
1 Introduction: Aspirations and Uncertainties. Childbearing Choices and Work–Life Realities in Europe <i>Livia Sz. Oláh and Susanne Fahlén</i>	1
2 Work and Childbearing Intentions from a Capability Perspective: Young Adult Women in Sweden <i>Susanne Fahlén and Livia Sz. Oláh</i>	28
3 Employment Instability and Childbearing Plans in a Child-Oriented Country: Evidence from France <i>Ariane Pailhé and Anne Solaz</i>	65
4 Female Employment, Reconciliation Policies and Childbearing Intentions in East and West Germany <i>Katharina Lutz, Mandy Boehnke, Johannes Huinink and Silke Tophoven</i>	97
5 The Interplay of Fertility Intentions, Female Employment and Work–Life Balance Policies in Contemporary Poland: Can Gender Equity, Preference and Social Capital Theories Provide a Better Insight? <i>Ewa Frątczak and Aneta Ptak-Chmielewska</i>	135
6 Unattainable Desires? Childbearing Capabilities in Early 21st-Century Hungary <i>Judit Takács</i>	179

7	Concluding Thoughts on Childbearing, Women's Work and Work-Life Balance Policy Nexus in Europe in the Dawn of the 21st Century	207
	<i>Livia Sz. Oláh and Susanne Fahlén</i>	

	<i>Index</i>	218
--	--------------	-----

Figures

1.1	Total fertility rates in five European countries, 1960–2010	9
1.2	Ideal family size (women aged 20–49 years), total fertility rate in 2006 and adjusted total fertility rate 2005–07 in five European countries	11
1.3	Female labour force participation rates in five European countries, 1975–2010 (women aged 25–54 years)	11
1.4	Women's usual work hours a week (h/w) in five European countries in 2007	12
1.5	Part-time employment (% of total employment) in five European countries, 1997–2010 (women aged 25–49 years)	13
1.6	Maternal and female employment rates in five European countries in 2007	14
1.7	Attitudes towards working mothers in five European countries. Proportion who disagree/strongly disagree with the statement 'A pre-school child is likely to suffer if his or her mother works' (age 18–65 years)	15
1.8	Unemployment rates in five European countries, 1997–2010 (women aged 25–49 years)	16
1.9	Temporary employment (% of total number of employees) in five European countries, 1997–2010 (women aged 25–49 years)	16
2.1	Theoretical model: capability set and childbearing intentions	33
2.2	Actual weekly work hours for women and men aged 20–24 years and 25–49 years, Sweden	35
2.3	Childbearing intention probabilities to have the first child, and to have it within five years, by labour force attachment, education and income: Sweden (26-year-old women in co-residential partnership)	47
2.4	Childbearing intention probabilities to have the first child within five years by weekly work hours, education, income and partner's labour force attachment: Sweden (26-year-old women in co-residential partnership)	53

3.1	Fertility plans in France by number of children	77
3.2	Fertility plans in France by age, all parity together	78
3.3	Fertility plans in France by employment status	80
4.1	Total period fertility rate in East and West Germany, 1960–2008	100
4.2	Attendance in childcare according to age, Germany, 2007	111
4.3	Intentions to have a first child in Germany	120
4.4	Intentions to have a second child in Germany	121
5.1a	Fertility patterns in Poland, 1990–2009, selected years	140
5.1b	Fertility patterns, Poland – EU 27, 2008	141
5.1c	Fertility patterns, Poland, cohorts, 1970–79	142
5.2a	Unemployment rate in Poland, total, males and females aged 15–34 years, 2003–09	145
5.2b	Activity rate in Poland, total, males and females aged 15–34 years, 2003–09	146
5.2c	Family model and labour division in Poland, 2005, 2007, 2009	147
5.3	Number of nurseries and places in nurseries in Poland, 1990–2008	151
5.4	Late fertility diagnosis – panel survey scheme, Poland	156
6.1	Total fertility rates in nine Central and Eastern European capitals (2003)	180
7.1	Proportion of men and women aged 20–60 years, in five European countries, who find it important/very important to be able to combine work and family life when choosing a job	208

Tables

2.1	Logistic regression results. Labour force attachment and childbearing intentions among women in Sweden (odds ratios)	42
2.2	Logistic regression results. Labour force attachment and short-term childbearing intentions (that is planning to have a child within five years) among women in Sweden (odds ratios)	46
2.3	Logistic regression results. Work hours and childbearing intentions among women in paid work, living with a partner in Sweden (odds ratios)	49
2.4	Logistic regression results. Work hours and short-term childbearing intentions (that is planning to have a child within five years) among women in paid work, living with a partner in Sweden (odds ratios)	52
2.A.1	Descriptive statistics by parity (%). Sample for analysis on labour force attachment and childbearing intentions among women in Sweden (see Tables 2.1 and 2.2)	57
2.A.2	Descriptive statistics by parity, selected variables (%). Sample for analysis on work hours; women in Sweden (see Tables 2.3 and 2.4)	58
3.1	Proportion (%) declaring their timing linked to their professional situation in France	81
3.2	Timing and partners' professional situation (%) in France	82
3.3	Determinants of fertility plans in France (logistic regression models). Relative odds of intention to have a(nother) child within three years	83
3.A.1	Distribution of independent variables (%): France	92
4.1	Labour force participation of women, aged 25–40 years, in Germany, 2001 (%)	103
4.2	Logistic regression model on women's intentions to have a first and second child within the next two years in Germany (odds ratios)	122

4.3	Logistic regression model on the intentions to have a first and second child within the next two years among women in partnerships in Germany (odds ratios)	124
4.4	Logistic regression model on the intentions to have a first and second child within the next two years in Germany, including interaction effects (odds ratios)	125
4.A.1	Distribution of independent variables: Germany	128
5.1	Lifestyle/family model preferences among young Polish women in the early 2000s (classification in line with the preference theory)	158
5.2	Logistic regression results for lifestyle preferences. Intentions to have a first child and intentions to have a subsequent child in Poland (odds ratios)	160
5.3	Logistic regression results for gender equity. Intentions to have a first child and intentions to have a subsequent child in Poland (odds ratios)	162
5.4	Logistic regression results for social capital. Intentions to have a first child and intentions to have a subsequent child in Poland (odds ratios)	164
5.5	Summary conclusion, Poland: gender equality model for fertility intentions – testing H1 and social capital model for fertility intentions – testing H2 (variables with significant impact on fertility intentions are marked by ‘+’)	167
5.A.1	Distributions of answers to these questions: a) Questions summing up woman’s satisfaction with her current situation b) How do you evaluate your and your husband’s/partner’s time commitment to household duties? c) How do you evaluate your and your husband’s/partner’s time commitment to taking care of your children? d) Questions concerning housing support, regular monetary support and regular non-monetary support according to intentions to have a child (%)	170
5.A.2	Size of a network – summary statistics: Poland	172
6.1	Mean actual, ideal and latest age at the birth of the first child in Hungary (2006)	186
6.2	Mean general and personal ideal number of children in Hungary (2006)	191