

WU

WIRTSCHAFTS
UNIVERSITÄT
WIEN VIENNA
UNIVERSITY OF
ECONOMICS
AND BUSINESS



Parental leave policies and the gender division of housework.

By Helene Dearing

On a national level...

- Several countries implemented leave schemes with the objective of raising gender equality
- E.g. fathers' quotas in Iceland, Sweden, Norway,...

On a European level...

- Tendency towards the standardization of leave legislation in a gender-egalitarian way
- Most recent council directive from 2010 suggests that at least one of the four months should be non-transferrable (Council Directive 2010/18/EU)

Previous Literature

Quantitative empirical literature studying the effects of leave on mothers' employment and fathers' family work

- The total duration of leave (Misra et al. 2011; Erhel and Guergoat-Larivière 2013; Fuwa and Cohen 2007; Hook 2010).
- The paid duration of leave (Akgunduz and Plantenga 2012; Ronsen and Sundström 2002; Pettit and Hook 2005)
- Leave reserved for fathers (Boll et al., 2014; Kotsadam and Finseraas 2011; Ekberg et al. 2013; Duvander and Johansson 2012; Schober 2014)

Literature focuses more on the analysis of **normative implications** of leave schemes

- One dimension not enough + it needs more comprehensive assessments of leave policies (Gornick and Meyers 2003; Ray et al. 2010; Javornik 2014; Haas and Rostgaard 2011; Ciccia and Verloo 2012; Dearing forthcoming)
- Development of policy indicators based on regulations, but usually do not relate these indicators to outcomes

My article

I aim at connecting these two bodies of literature a bit closer by...

- Going beyond single-dimensional measures
- But still relate leave measures to empirical outcomes on the division of work

I will use

- single and multidimensional indicators of leave policies
- relate these to micro-level data on the division of housework in 21 countries

I add

- to the literature that studies the relation between leave policies and the division of housework
- methodological contribution: studying how relation btw. leave and housework changes depending on the measure

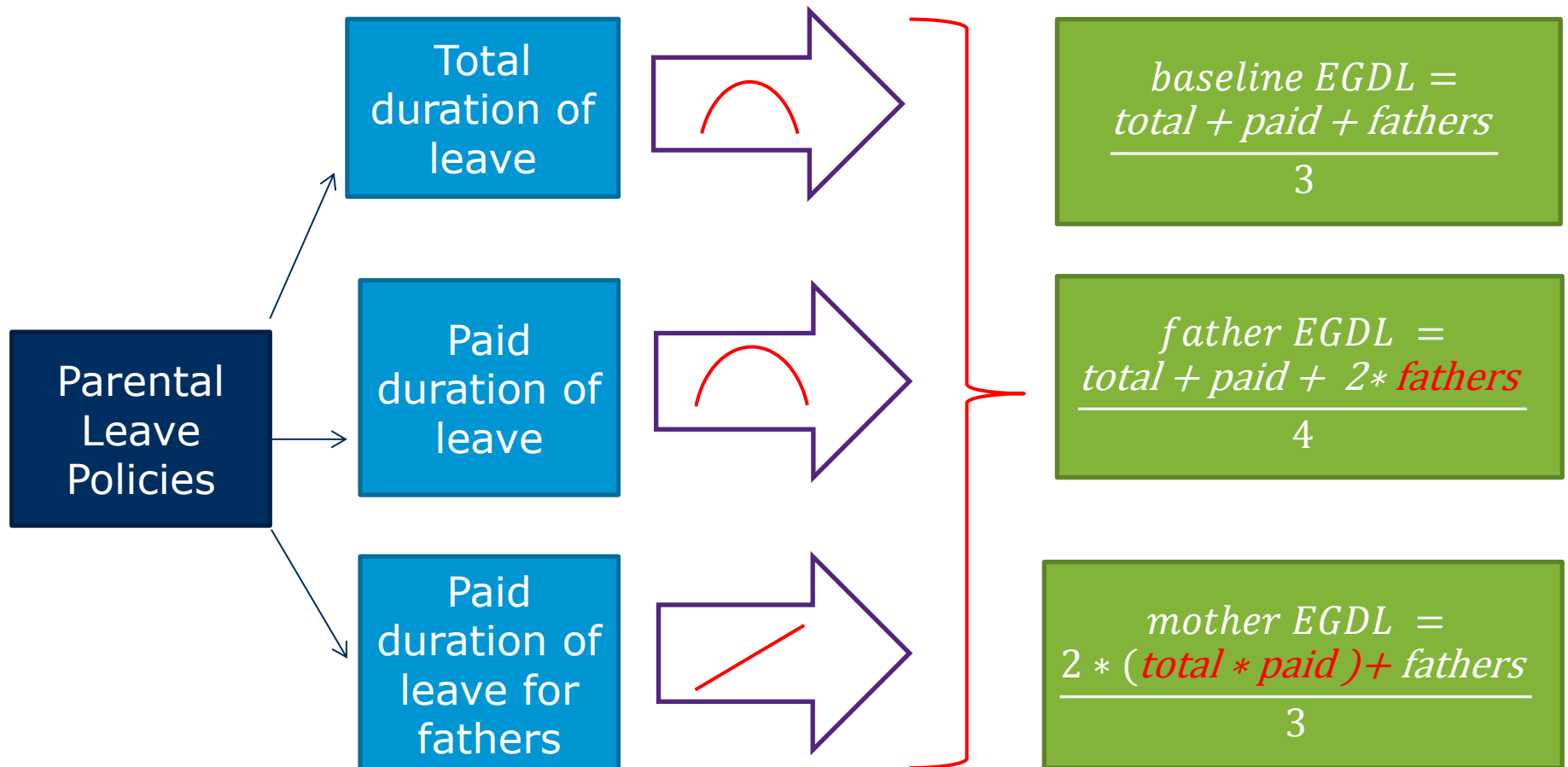
Parental leave policies

- International Review of Leave Policies and Research for 21 European countries from 2010

Housework and individual characteristics

- European Social Survey (ESS) for 2010
- Special module: weekly hours spend in housework
- Controls: education, income, employment hours, housework hours of the partner (Stier and Lewin-Epstein 2007; Cooke 2007; Bittman et al. 2003; Fuwa 2004; Fuwa and Cohen 2007)
- Sample: 4,805 parents living with a partner and children under the age of 7

Single and multidimensional leave measures (Dearing, forthcoming)

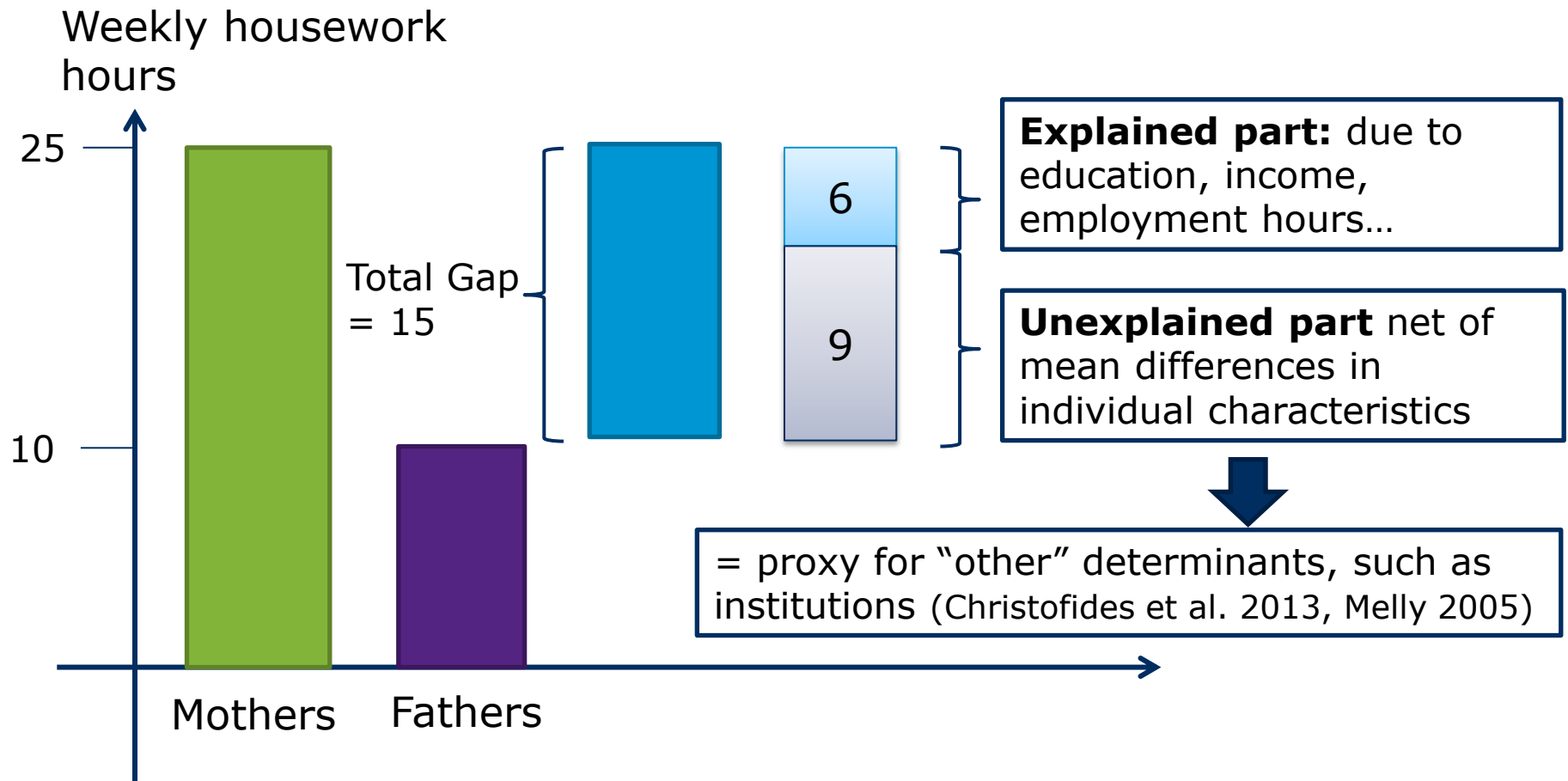


Relating leave and housework

How to relate leave policies housework data?

- We have data on two levels!
- Blinder-Oaxaca decomposition
- Used in labour economics
- Decomposes mean differences in wages based on linear regression models
- Part that is “explained” by differences in individual characteristics between men and women
- “Unexplained part” (= “other determinants”)

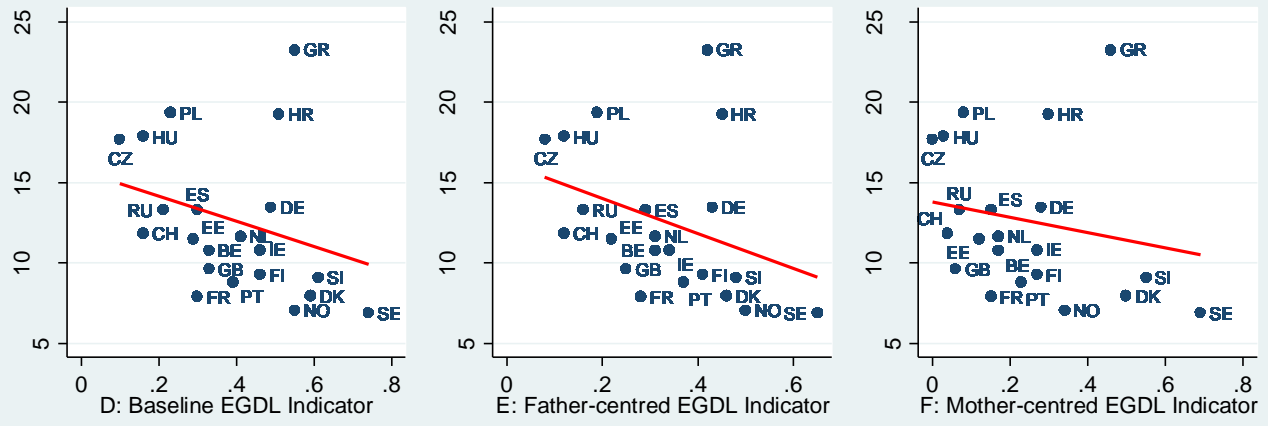
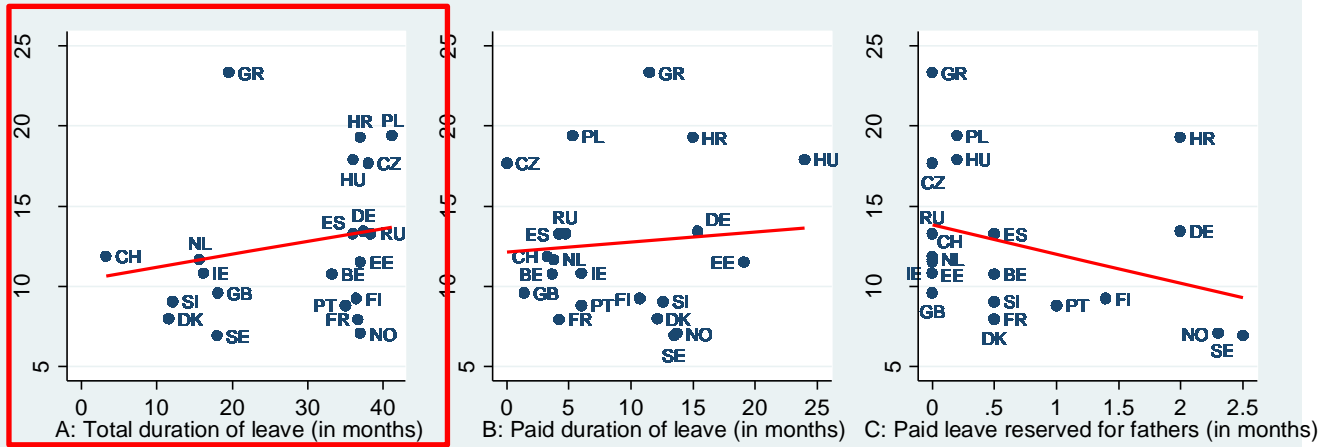
Blinder-Oaxaca decomposition



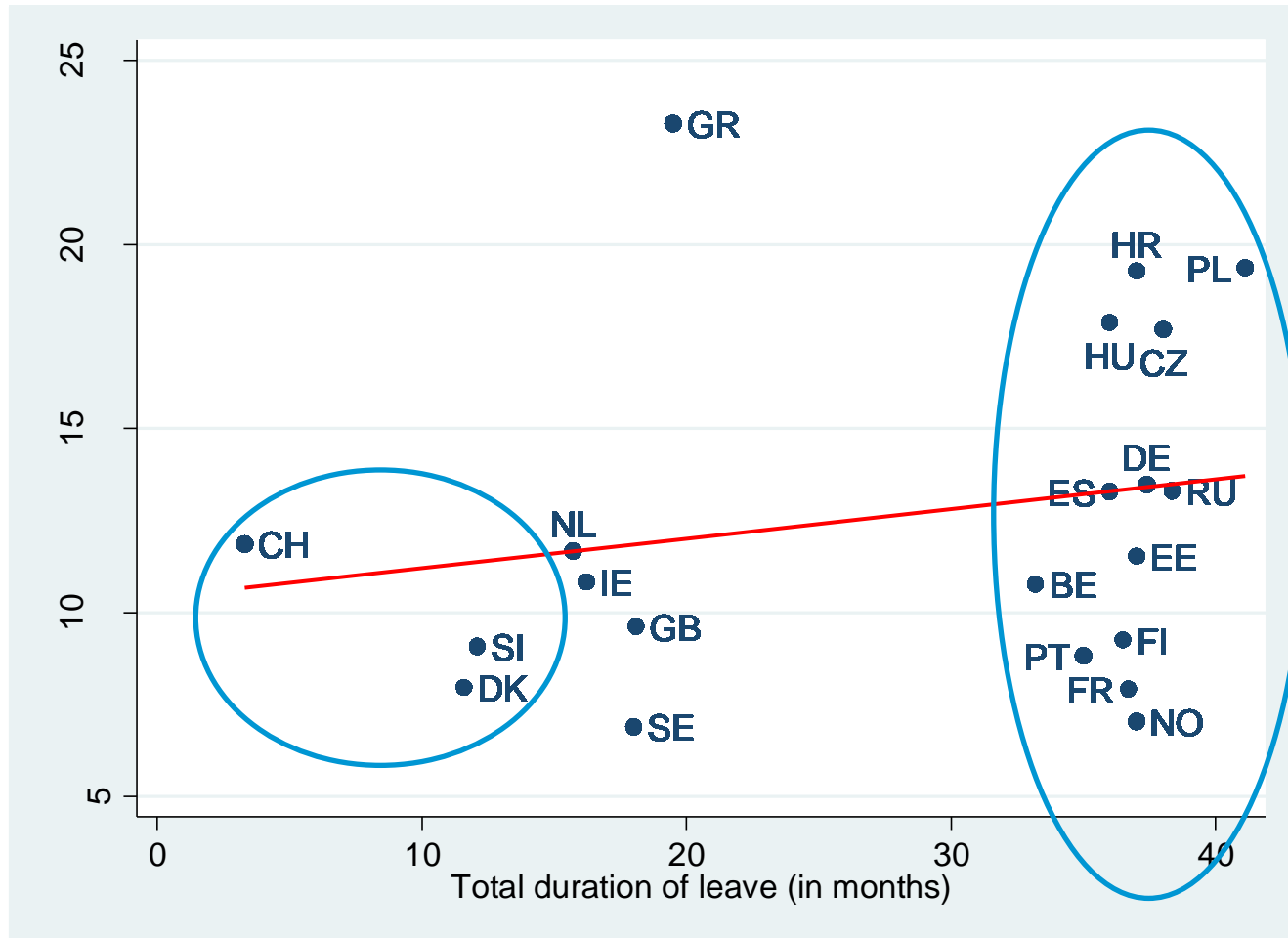
BO Decomposition for all countries

Countries	Fathers' mean housework	Mothers' mean housework	Gender Gap in Housework	Unexplained part of the Gender Gap
Belgium	8	19	-11	-8
Croatia	10	29	-19	-22
Czech Republic	10	28	-18	-12
Denmark	7	15	-8	-8
Estonia	12	24	-12	-11
Finland	9	18	-9	-8
France	6	14	-8	-7
Germany	8	21	-14	-12
Greece	8	31	-23	-23
Hungary	12	30	-18	-20
Ireland	12	23	-11	-10
Netherlands	9	20	-12	-9
Norway	8	15	-7	-8
Poland	12	32	-19	-15
Portugal	8	17	-9	-7
Russian Federation	14	28	-13	-16
Slovenia	12	21	-9	-11
Spain	8	21	-13	-12
Sweden	11	17	-7	-8
Switzerland	7	18	-12	-9
United Kingdom	8	17	-10	-7

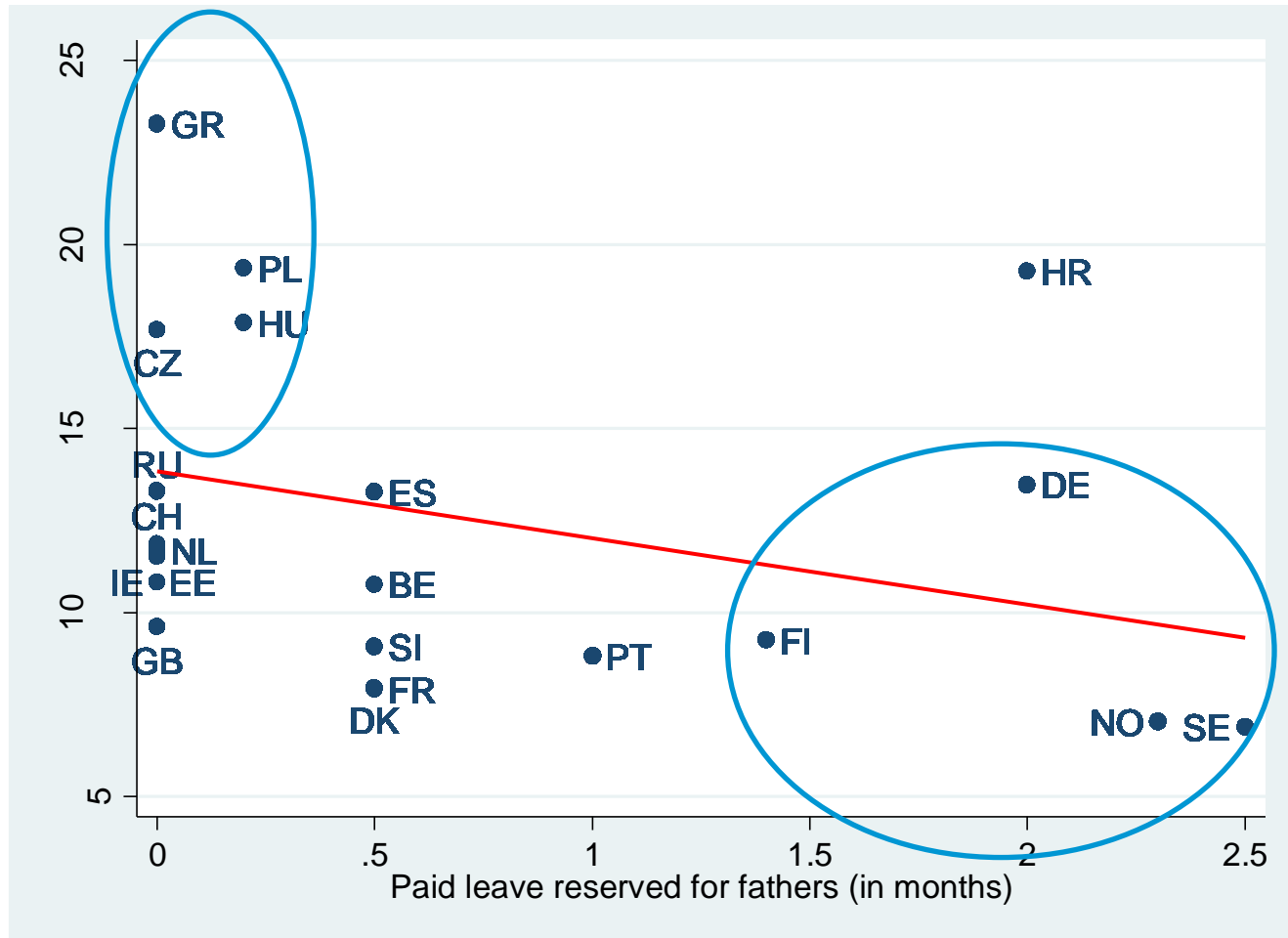
Total Gender Gap in Housework



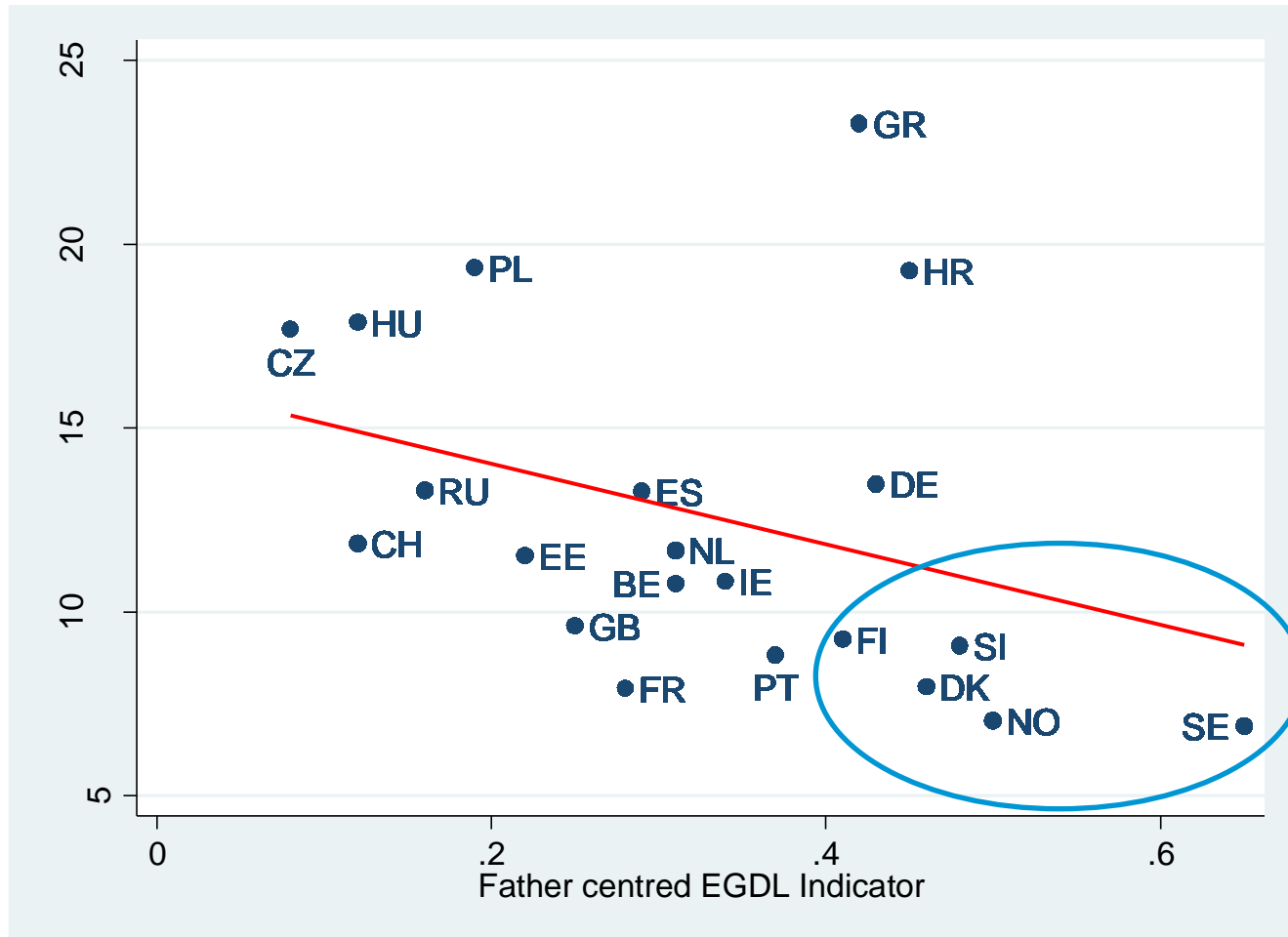
Total Gender Gap in Housework and total duration



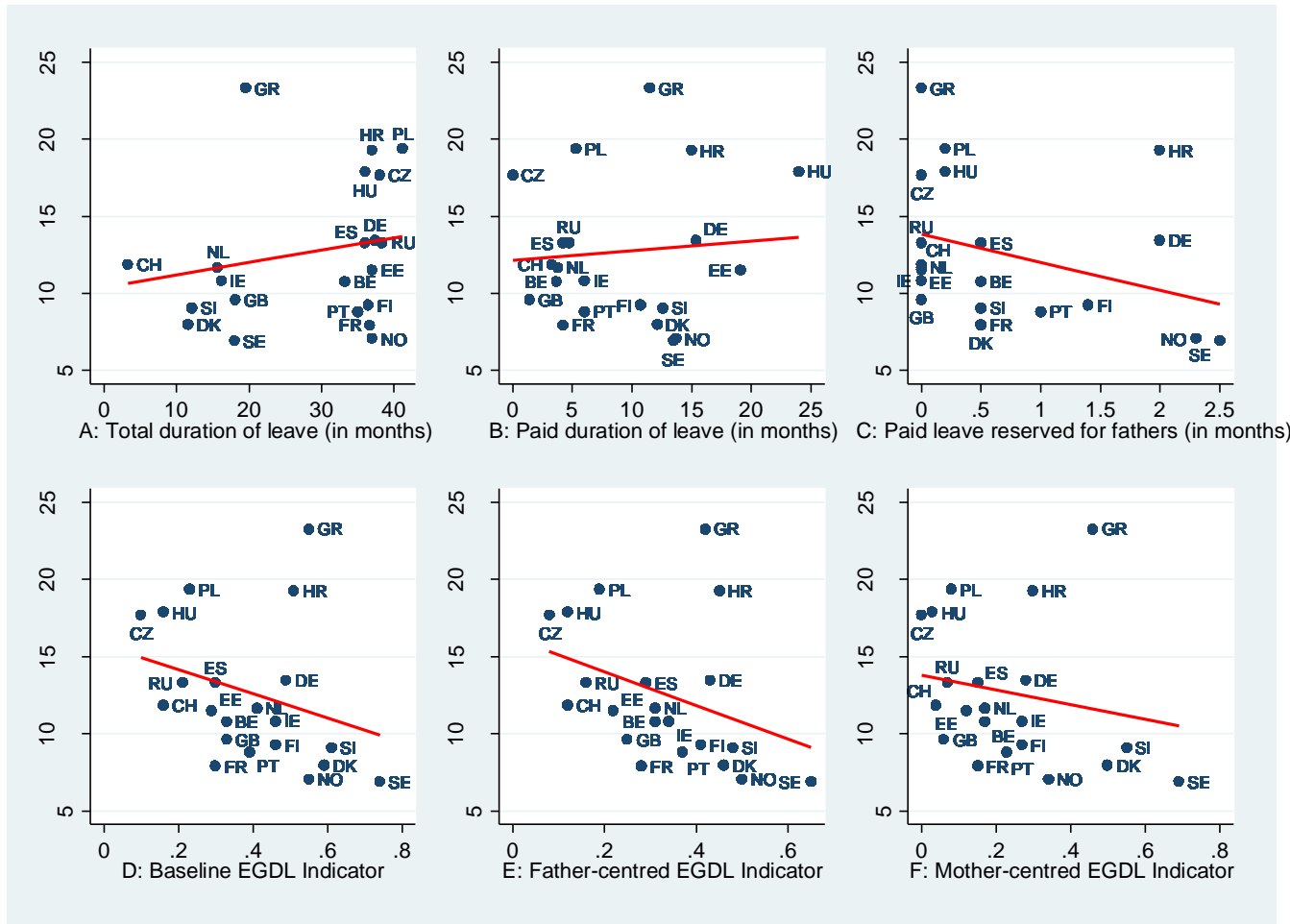
Total Gender Gap in Housework and fathers' leave



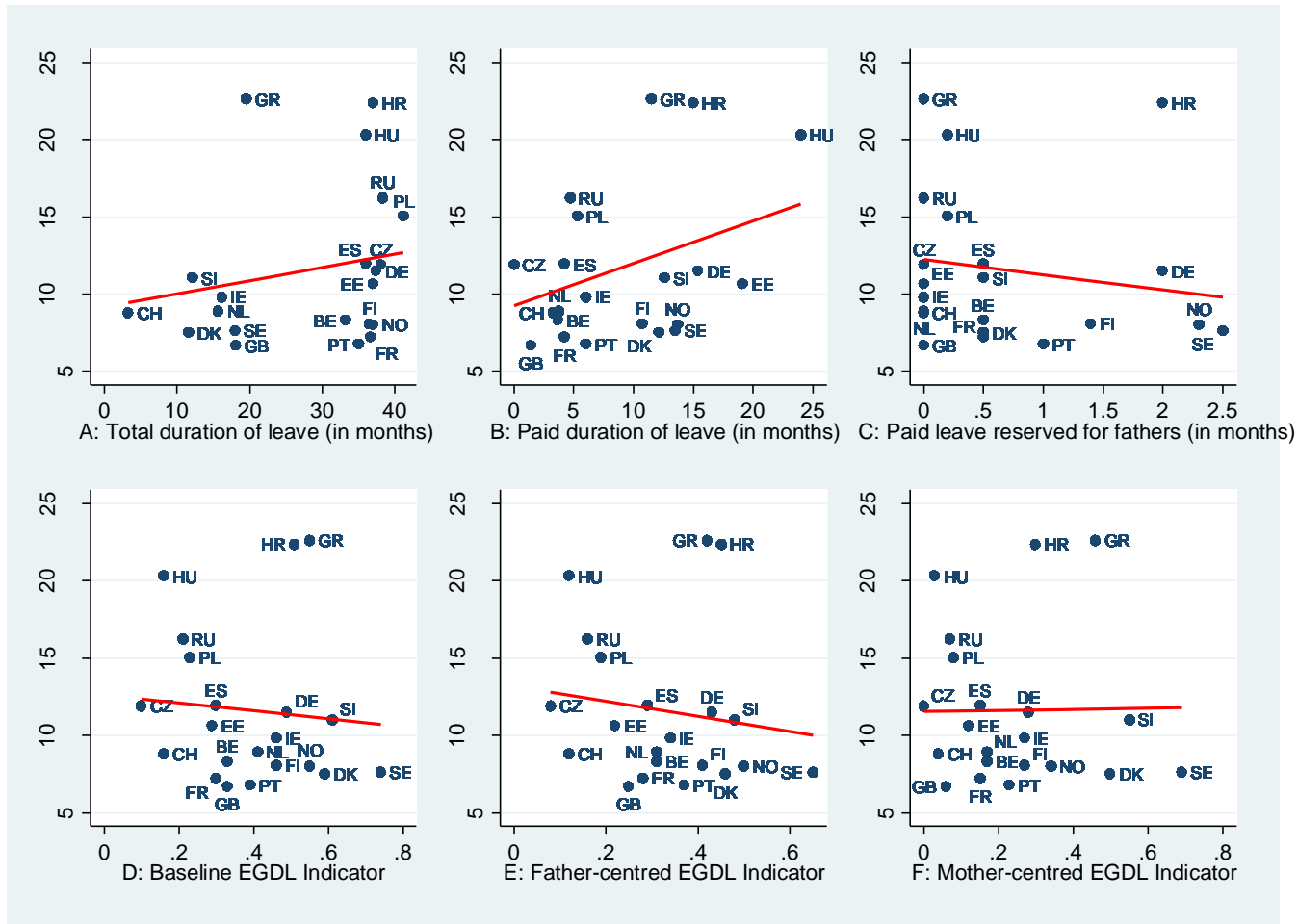
Total Gender Gap in Housework and father EGDL



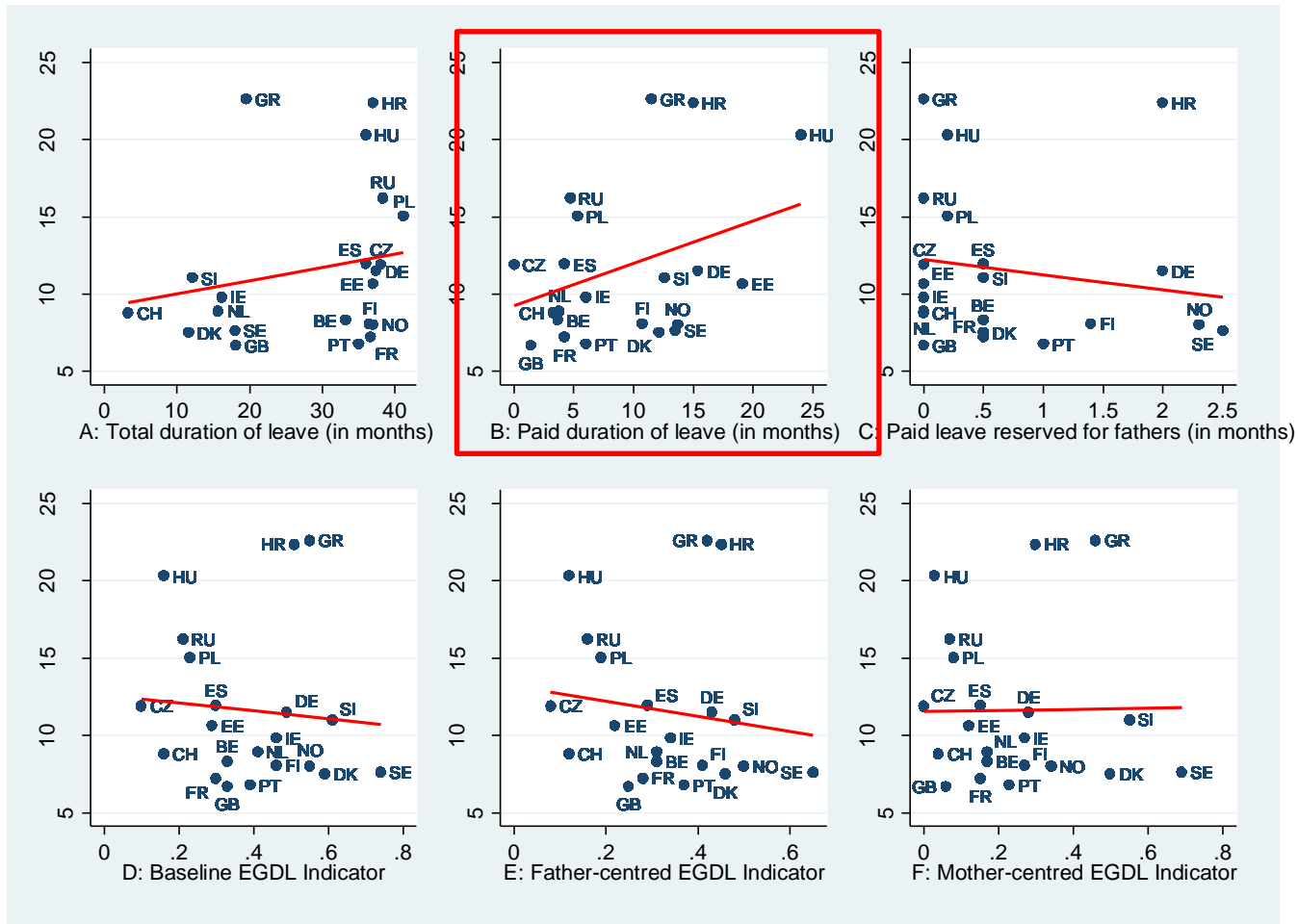
Total Gender Gap in Housework



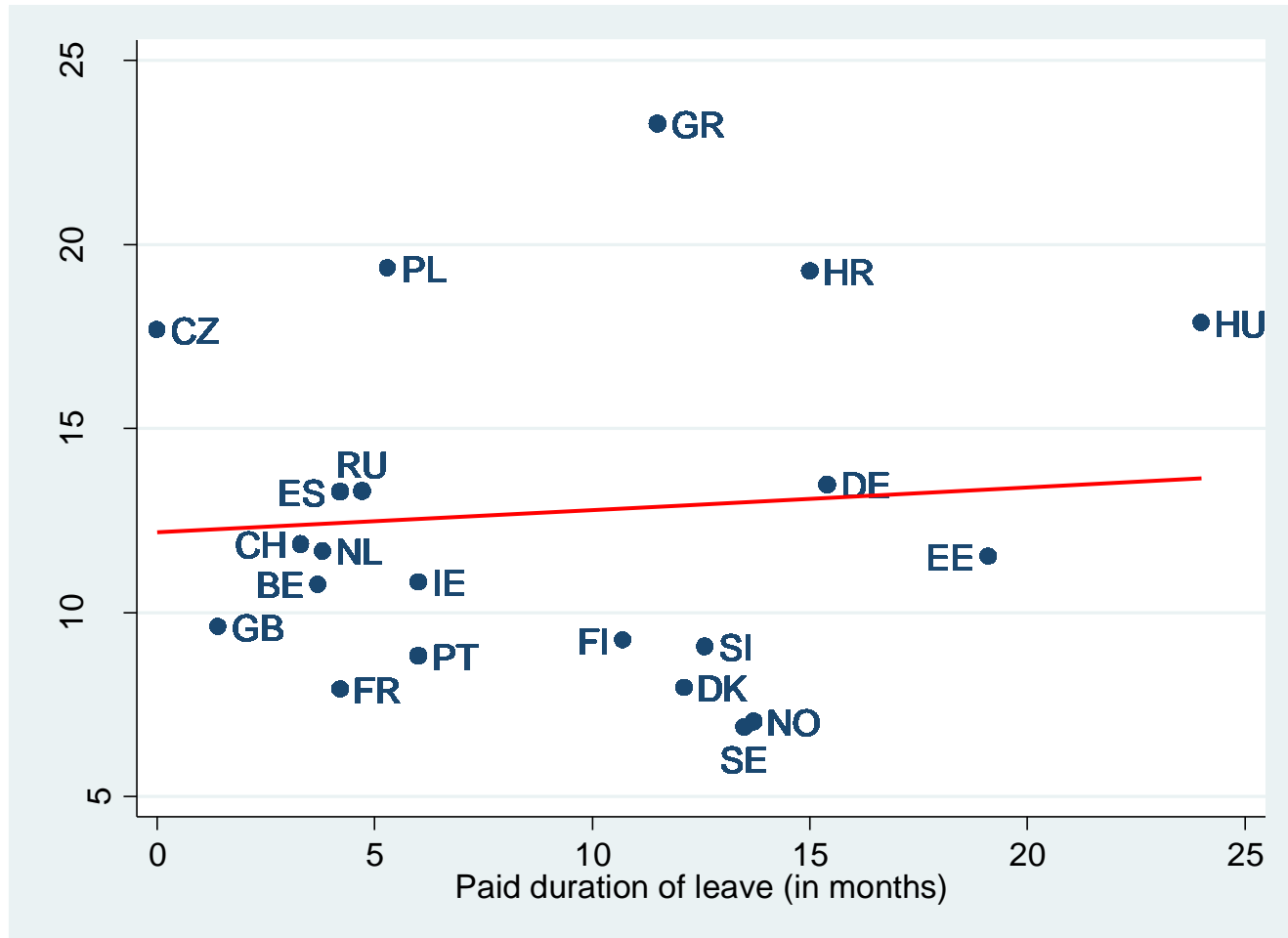
Unexplained Gender Gap in Housework



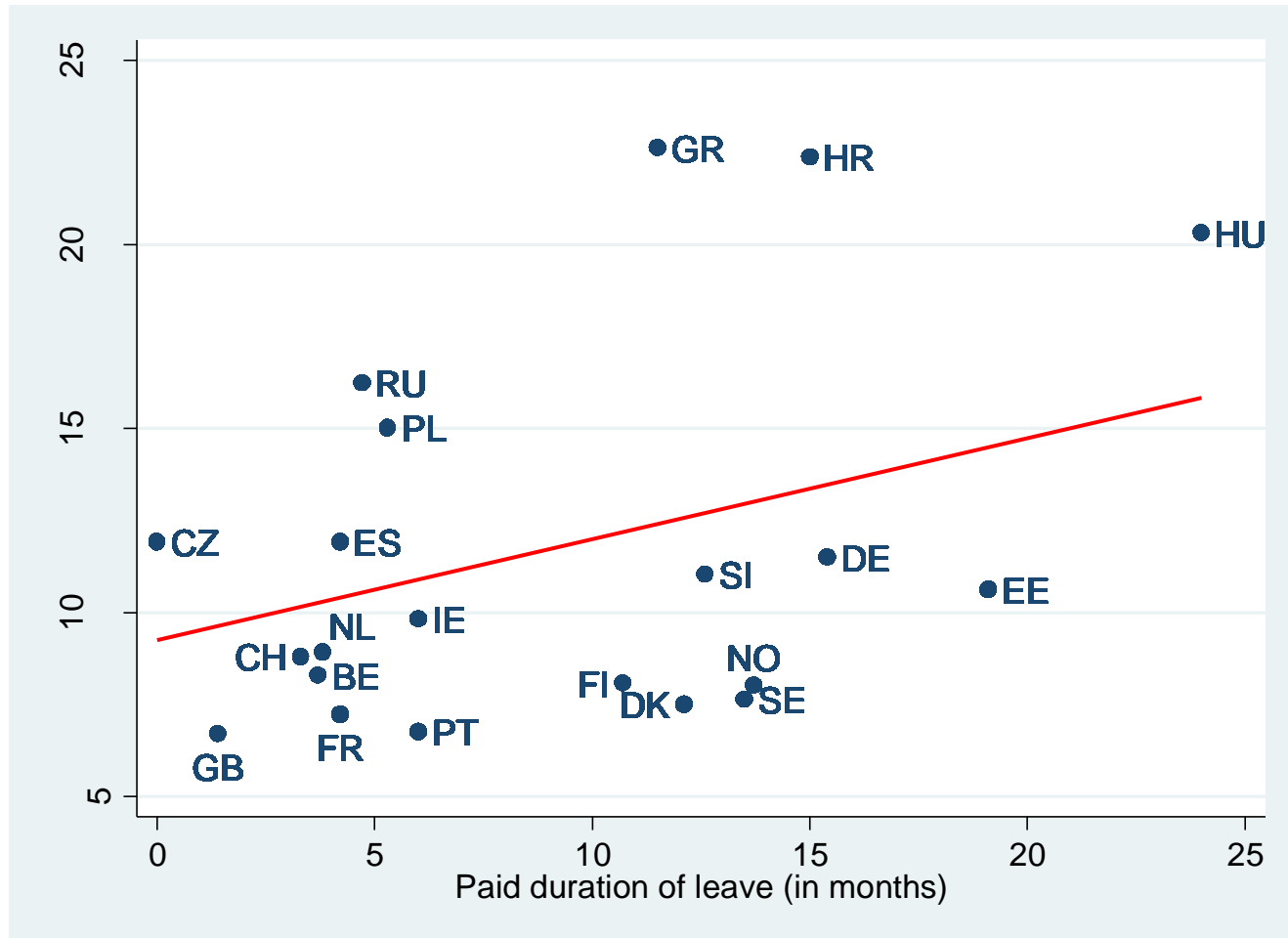
Unexplained Gender Gap in Housework



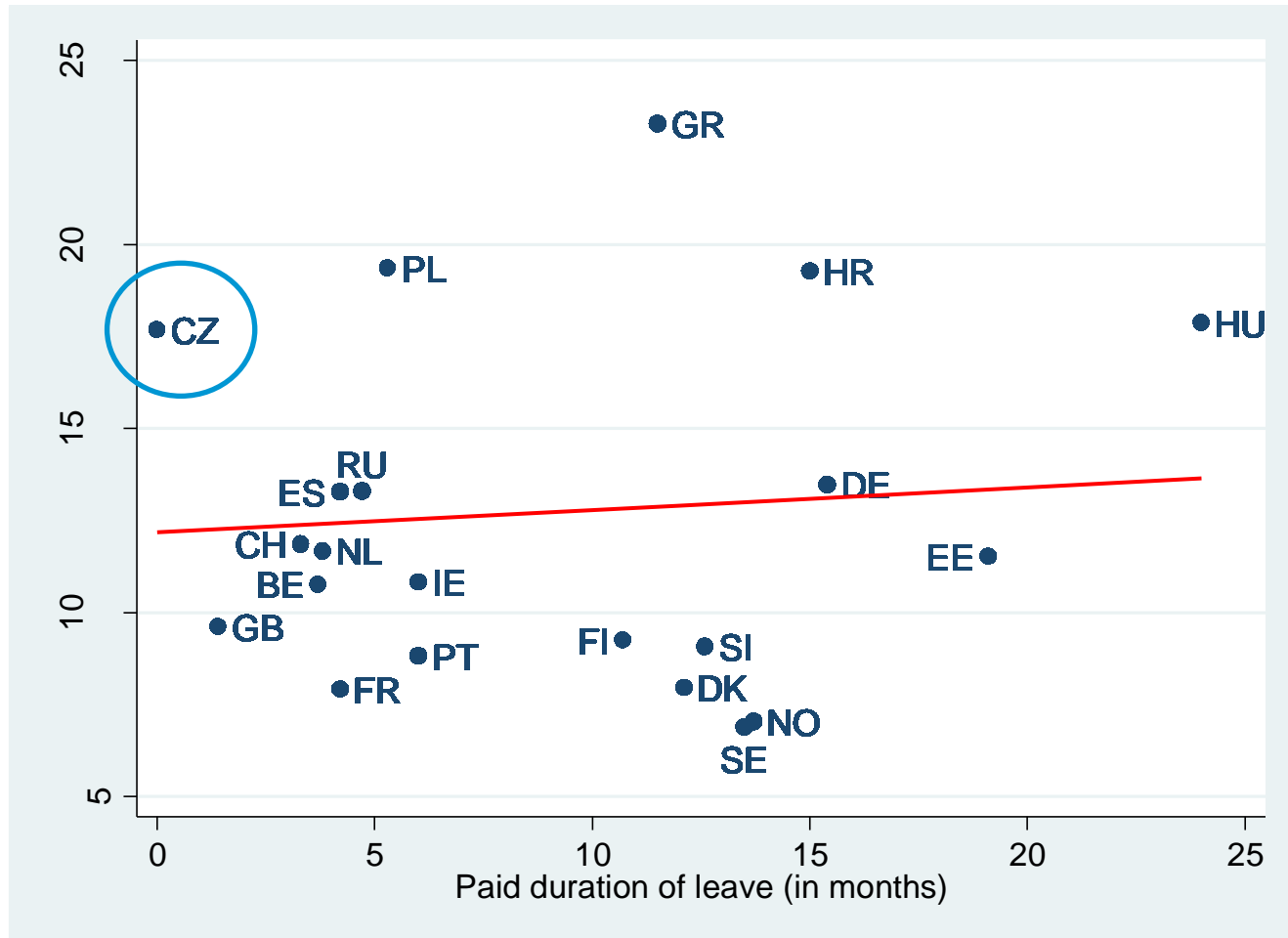
Total Gender Gap in Housework and paid leave



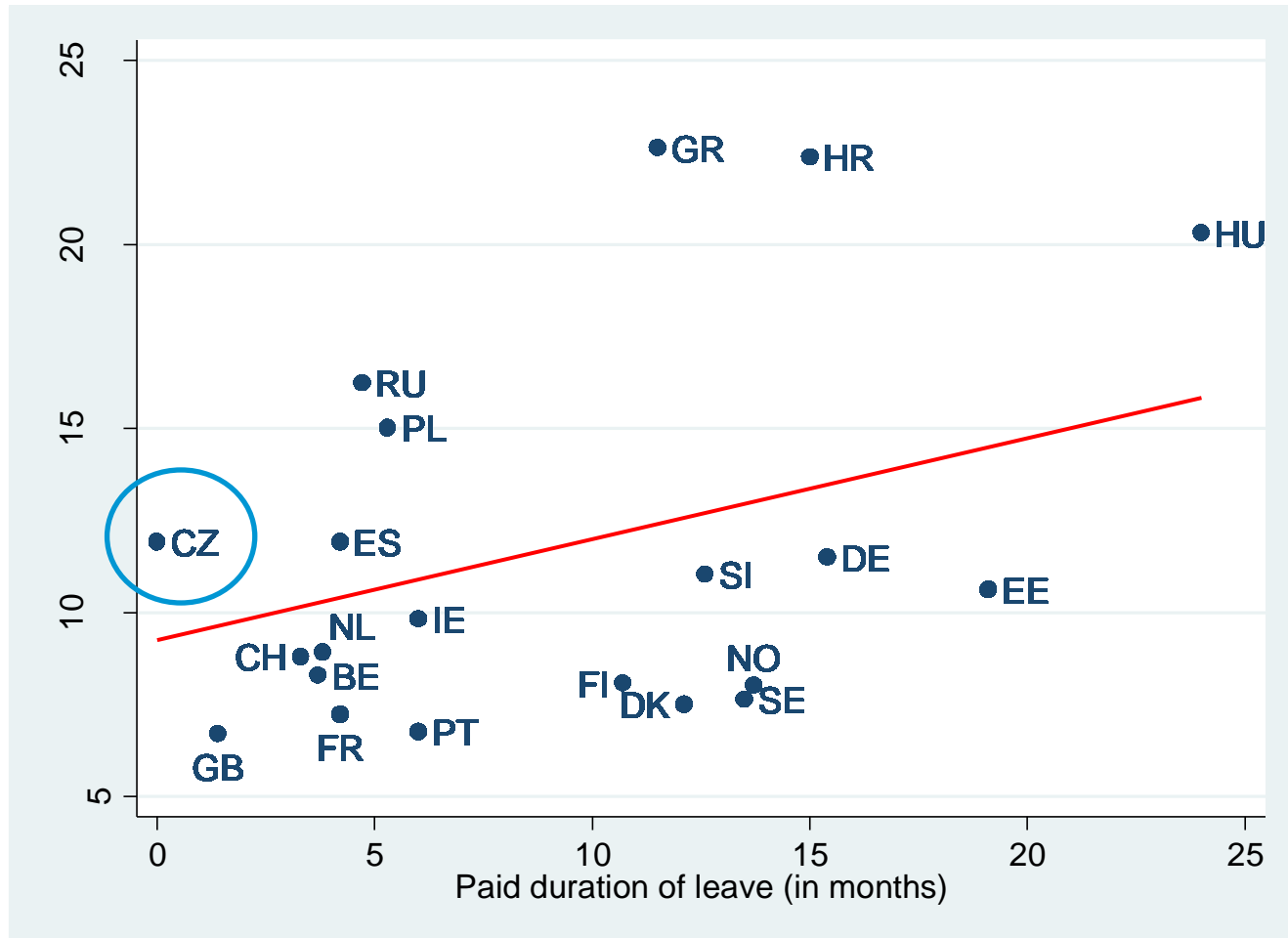
Unexplained Gender Gap in Housework and paid leave



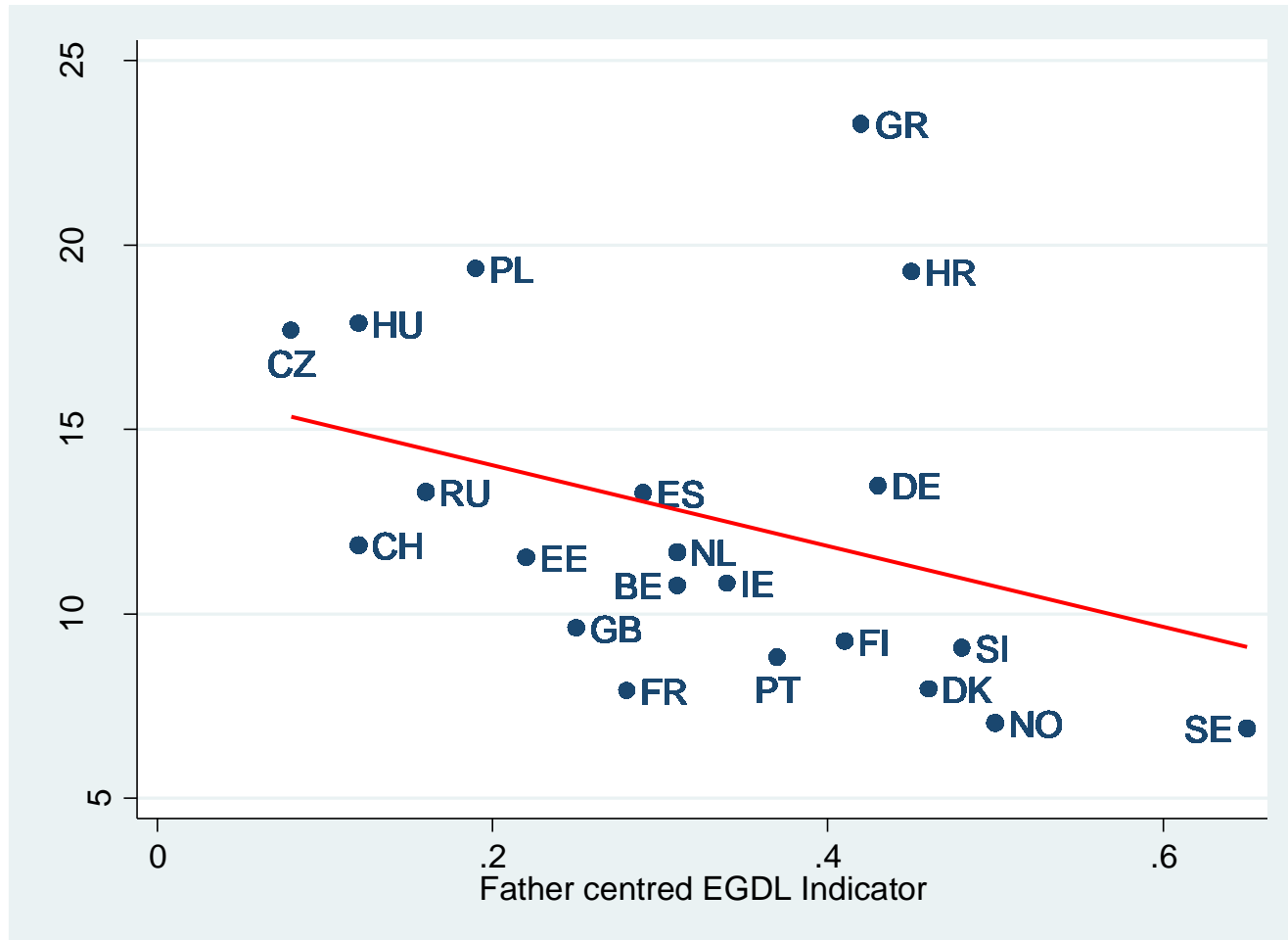
Total Gender Gap in Housework and paid leave



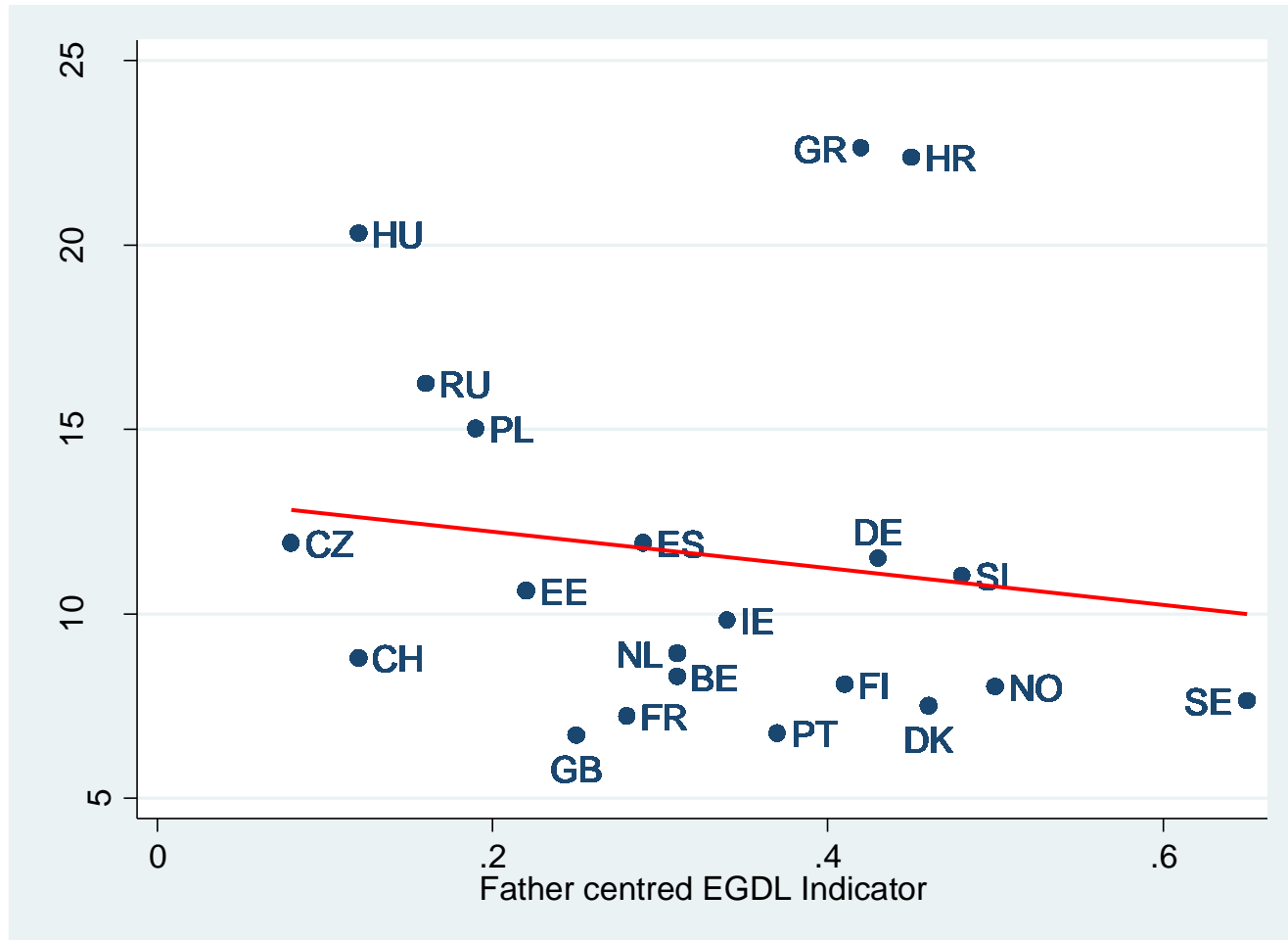
Unexplained Gender Gap in Housework and paid leave



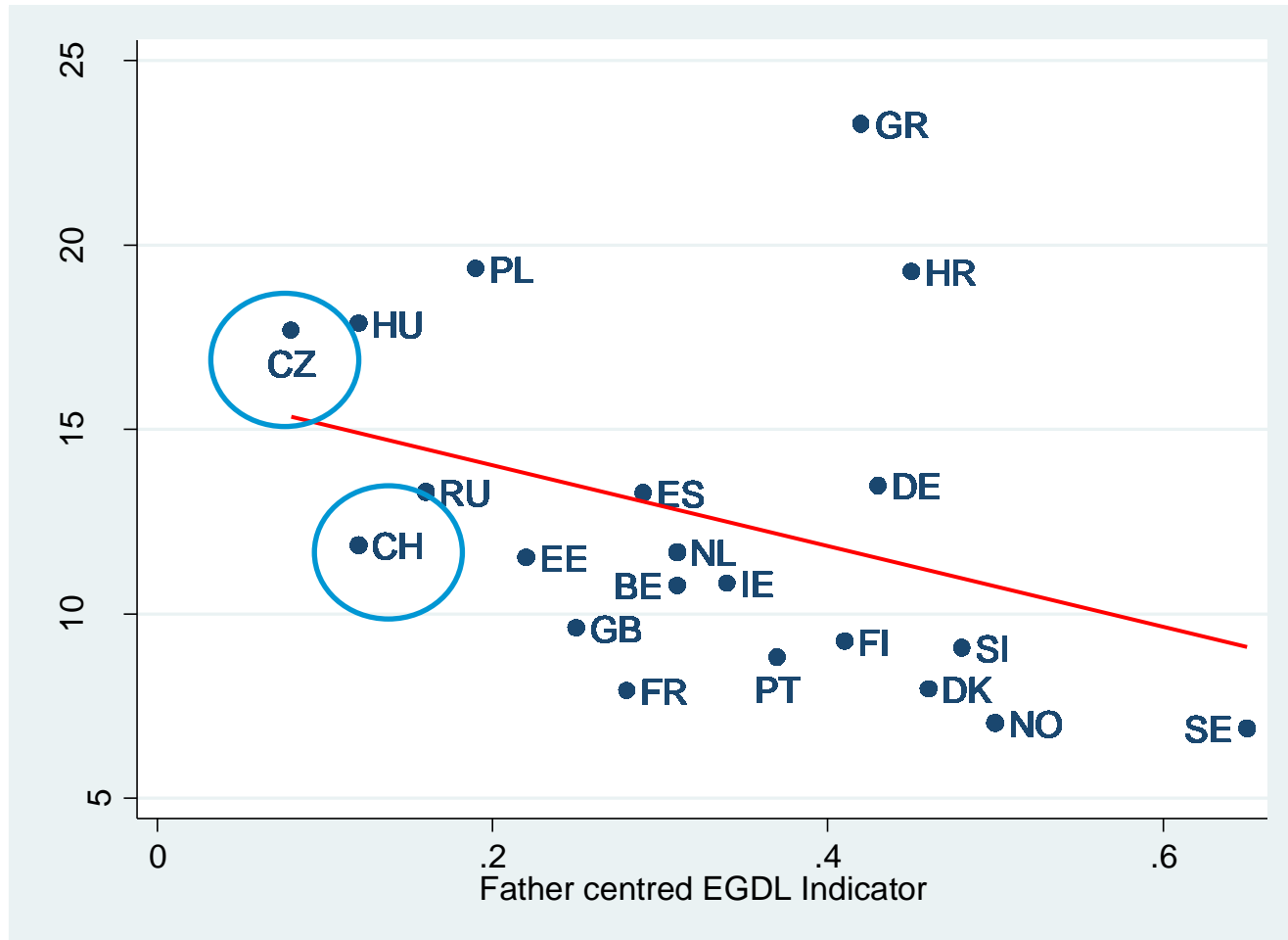
Total Gender Gap in Housework and Father EGDL



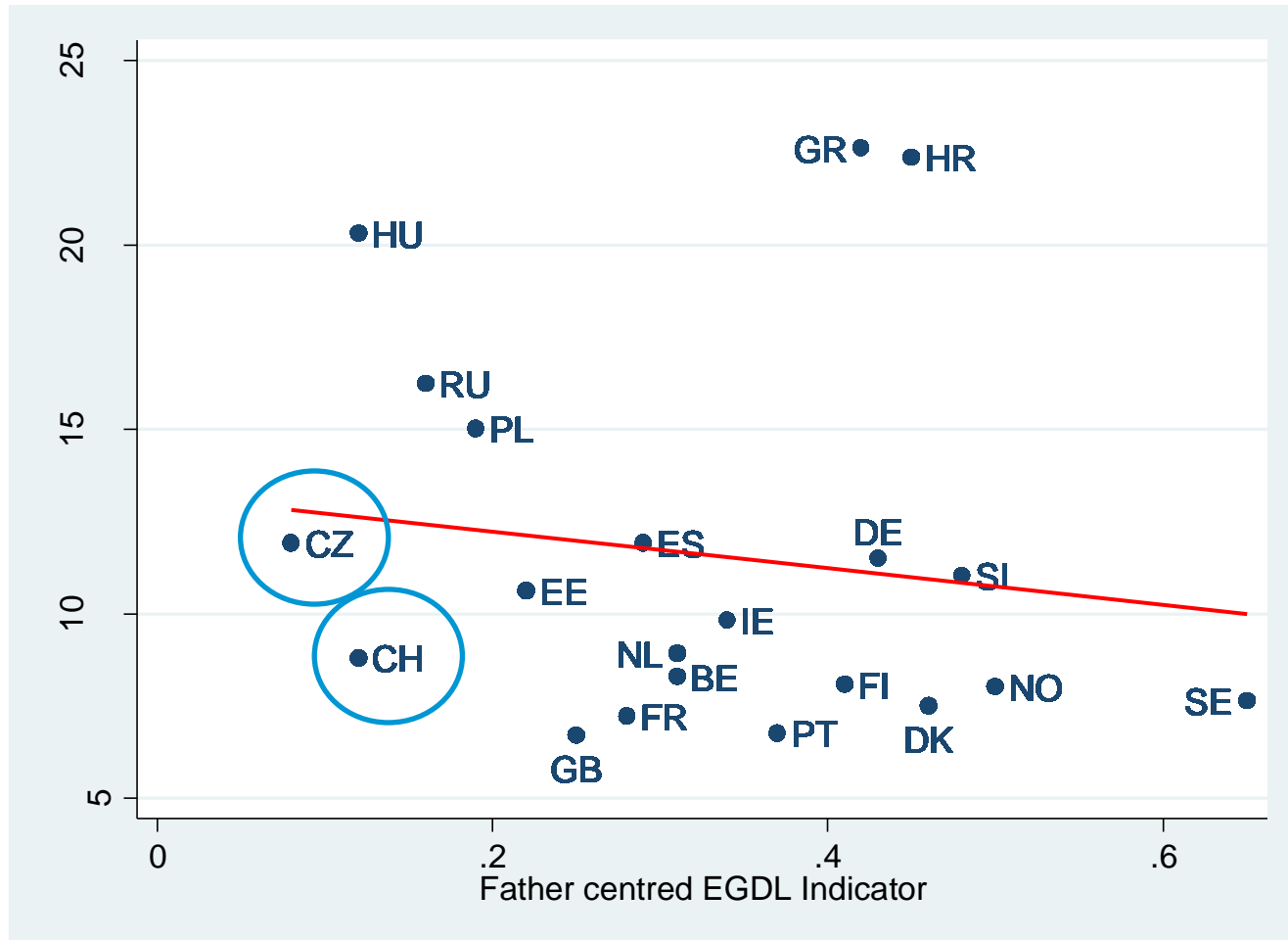
Unexplained Gender Gap in Housework and Father EGDL



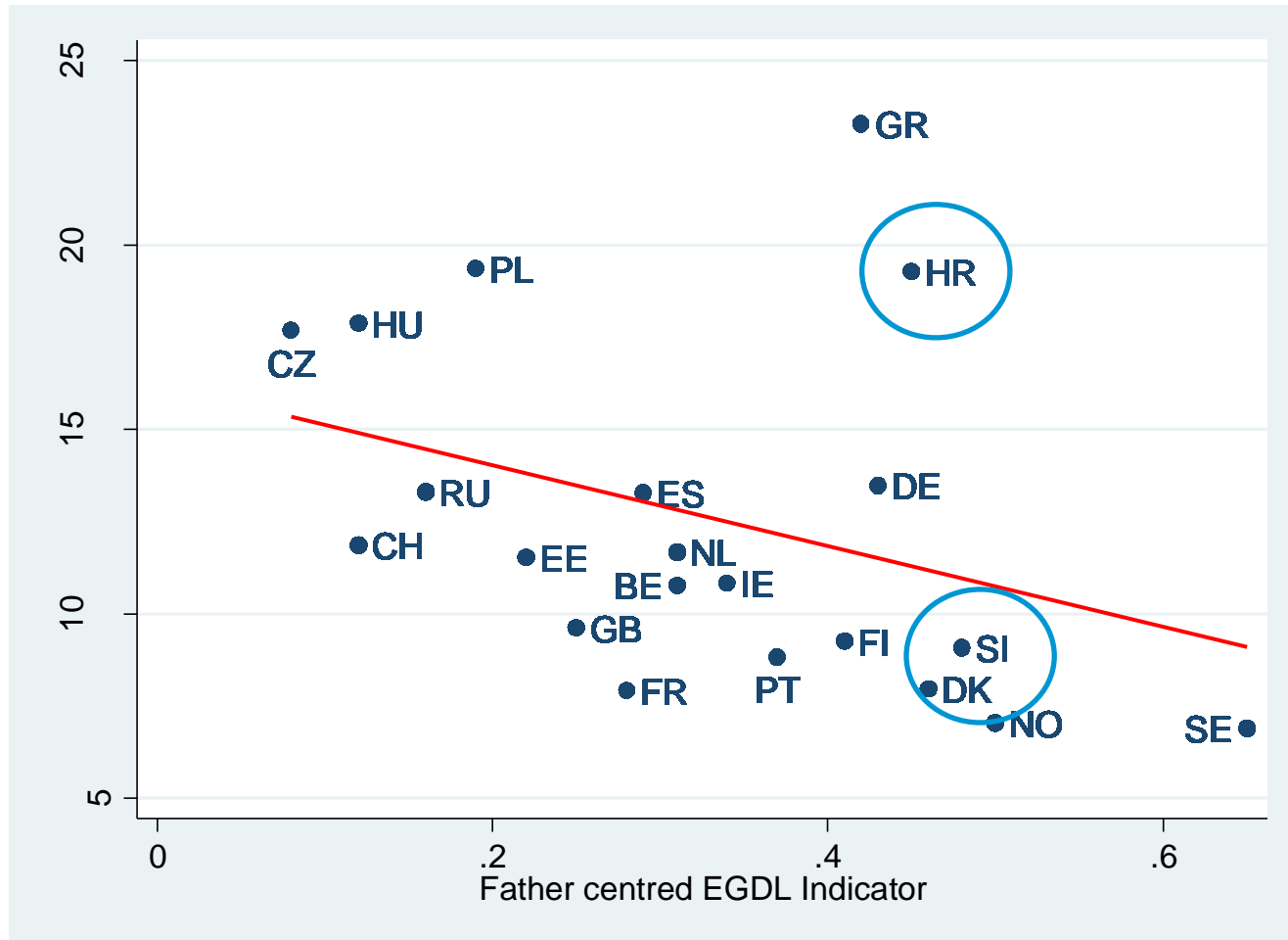
Total Gender Gap in Housework and Father EGDL



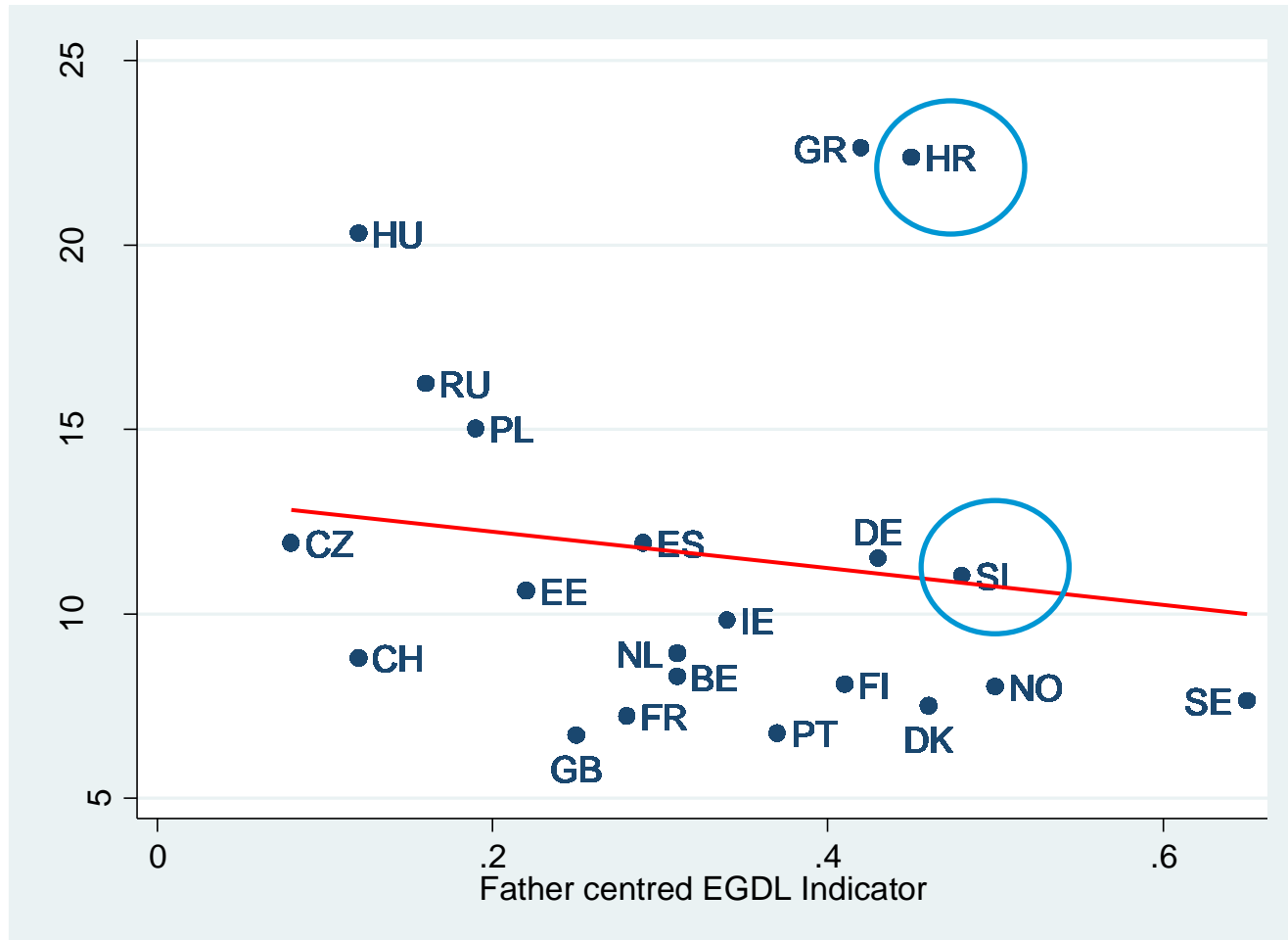
Unexplained Gender Gap in Housework and Father EGDL



Total Gender Gap in Housework and Father EGDL



Unexplained Gender Gap in Housework and Father EGDL



Conclusions

- There is a systematic relation between leave policies and the division of housework: negative relation for the baseline and father EGDL-measure & fathers' leave
- I find a positive relation btw. paid leave and housework
- There is no systematic relation between the total duration of leave and mother-centred EGDL indicator
- So, at least when looking at housework, it matters what indicator is used when aggregating leave policies
- Multidimensional measures accounting for fathers leave might be the stronger indicators if we intent to aggregate leave policies with regard to their gendered structures.
- Considering the distribution of individual characteristics changes the results, it is important to account for them!



VIENNA UNIVERSITY OF
ECONOMICS AND BUSINESS

DEPARTMENT SOCIOECONOMICS

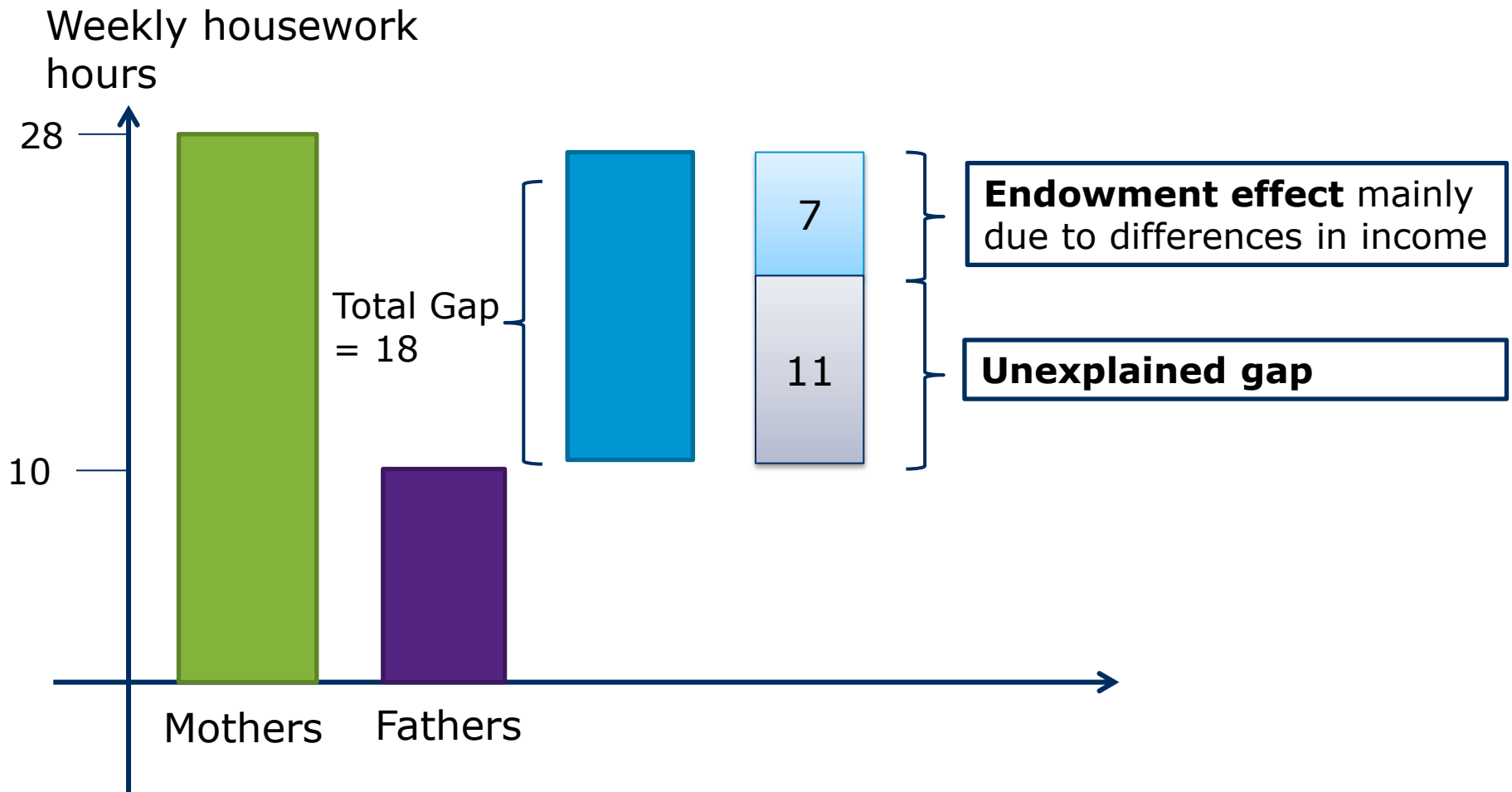
Institute for Social Policy
Welthandelsplatz 1, 1020 Vienna, Austria

HELENE DEARING

T +43-1-313 36-4189
Helene.Dearing@wu.ac.at

www.wu.ac.at

BO Decomposition: The Czech Republic



BO Decomposition for all countries

Countries	Fathers' mean housework	Mothers' mean housework	Gender Gap in Housework	Unexplained part of the Gender Gap
Belgium	8	19	-11	-8
Croatia	10	29	-19	-22
Czech Republic	10	28	-18	-12
Denmark	7	15	-8	-8
Estonia	12	24	-12	-11
Finland	9	18	-9	-8
France	6	14	-8	-7
Germany	8	21	-14	-12
Greece	8	31	-23	-23
Hungary	12	30	-18	-20
Ireland	12	23	-11	-10
Netherlands	9	20	-12	-9
Norway	8	15	-7	-8
Poland	12	32	-19	-15
Portugal	8	17	-9	-7
Russian Federation	14	28	-13	-16
Slovenia	12	21	-9	-11
Spain	8	21	-13	-12
Sweden	11	17	-7	-8
Switzerland	7	18	-12	-9
United Kingdom	8	17	-10	-7

BO Decomposition: Slovenia

