

The division of care and paid work in the Czech Republic

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Research project:

***Fatherhood and Motherhood in the Contexts of
the Labour Market and Social Policy***

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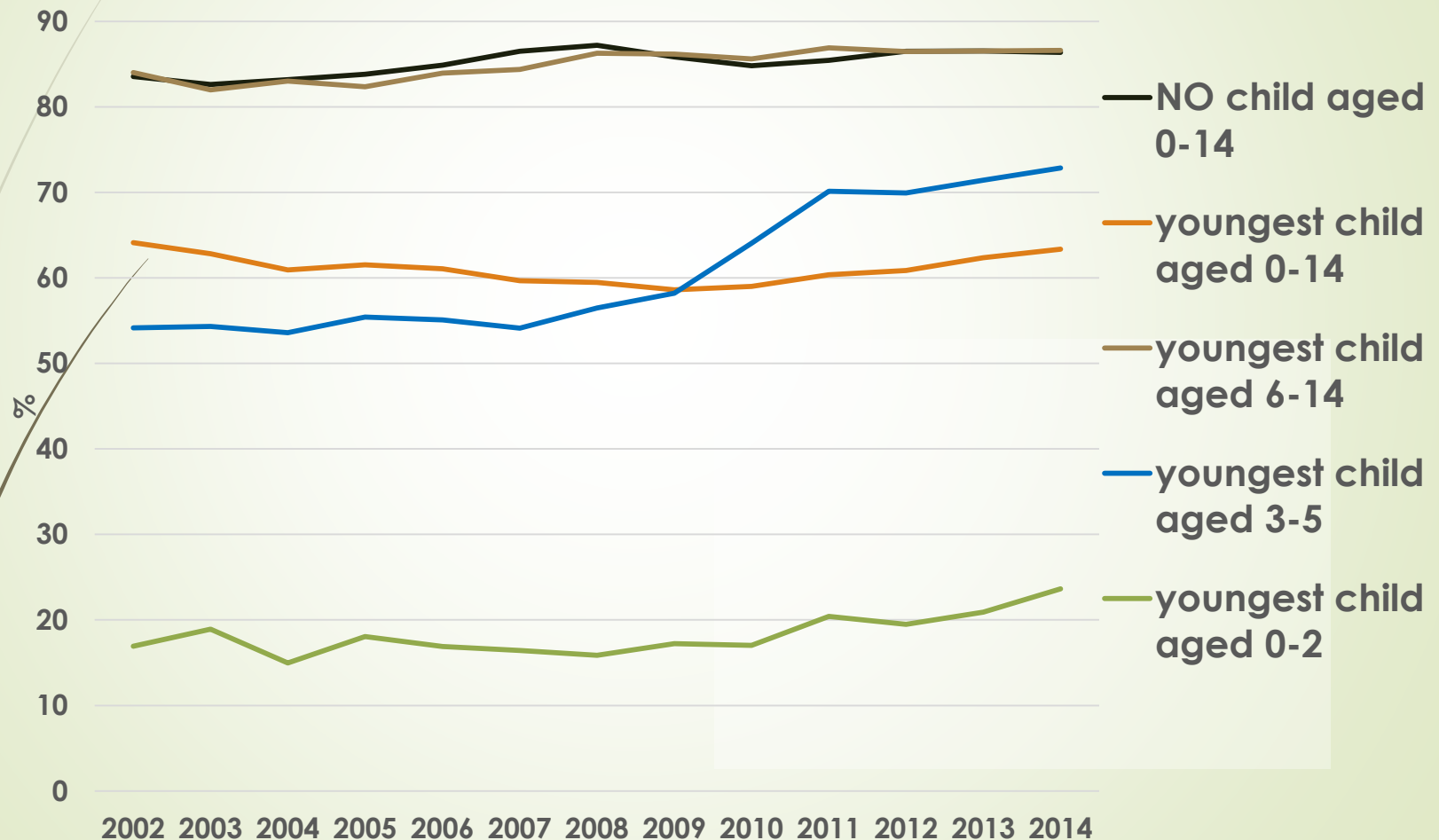


OVERVIEW

- General background (statistics)
 - Parental employment
 - Childcare services
- Research results – transition to parenthood (**qualitative longitudinal research**, 3 waves of interviews 1) during pregnancy, 2) child aged 1.5 years, 3) child aged 3.5 years; 92 interviews with 16 dual-earner couples)
 - Parental norms – division of care and paid work
 - Parental practice - division of care and paid work

Women's employment and the employment rates of mothers, %, 2014

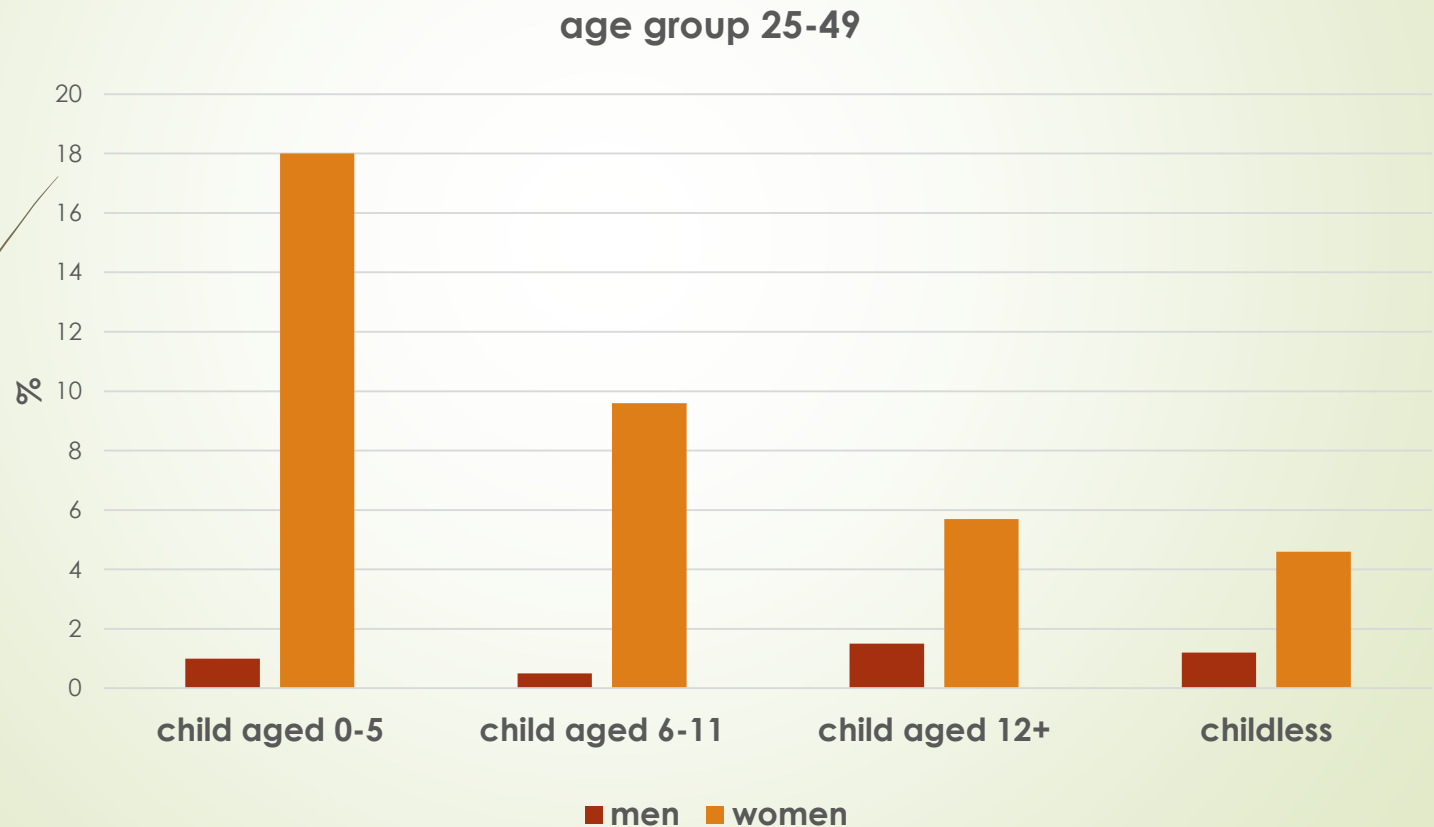
Low employment rates of mothers with youngest children (aged 0-2)



Zdroj: Höhne, 2017 and OECD, 2016

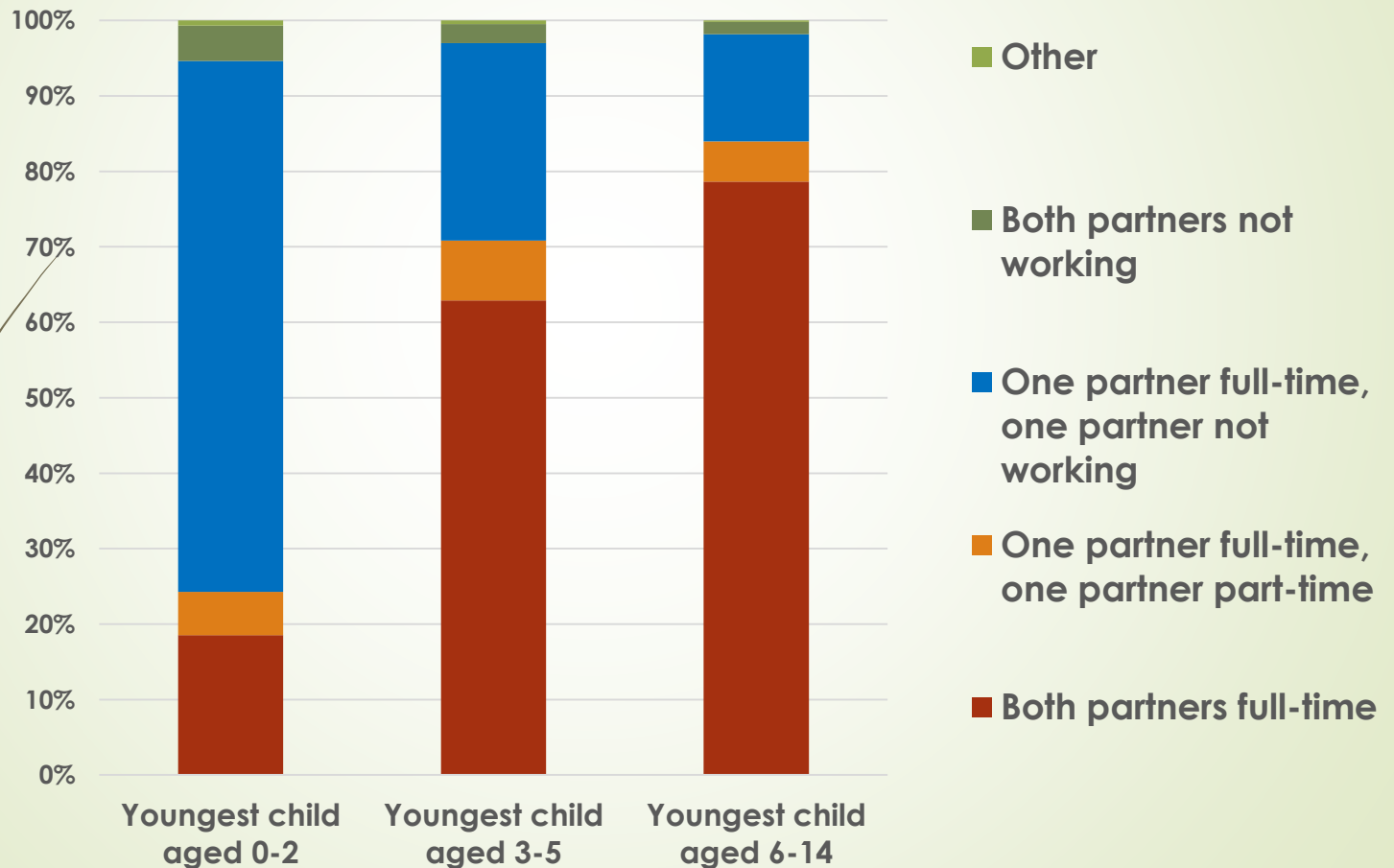
Part-time employment, %, 2016

Percentage of part-time employment by gender and age of the youngest child



Source: Eurostat, 2016

Employment patterns in couples with children - by age of the youngest child, 2014



Source: OECD Family Database 2016, Labour Force Survey.

Childcare services and usage

- ▶ Lack of childcare services for children younger than 3 years of age
- ▶ **Children in formal childcare**
 - ▶ Children aged 0-2: 5.6%
 - ▶ Children aged 3-5: 77%
- ▶ High rates of **children in the sole care of parents/mothers** (without using any other formal or informal childcare option)
 - ▶ Children aged 0-2: 64%
 - ▶ Children aged 3-5: 12%
- ▶ **Informal childcare** (by grandparents/grandmothers or friends) is very important
 - ▶ Children aged 0-2: 38%
 - ▶ Children aged 3-5: 46%

Source: OECD Family database 2014; Grandparenting in Europe 2013.

Results of the longitudinal qualitative research of parental couples (2011-2016)

PARENTAL NORMS – DIVISION OF CARE AND PAID WORK

Constructed on the basis of interviews with parents-to-be (during pregnancy)

- ❑ **Mother** is the main carer
- ❑ **Father** is the main breadwinner for three years
- ❑ **Mother** can work during parental leave (first three years of motherhood) on the condition that she is also able to provide childcare (or arrange for childcare by a family member – grandmother/father)
- ❑ **Non-family childcare** for children younger than three (two, four) years of age was considered inappropriate or was not available



REALITY OF PARENTHOOD

- Transition to parenthood:
 - **Distinct** transition for **mothers** – huge life changes
 - **Hazy** transition for **fathers** – small life changes

Explanation: differing experiences and everyday reality, differing identity formation (motherhood central to women's identity x fatherhood not central to men's identity)

First three-and-a-half years of parenthood - **CHILDCARE**

- On a daily basis provided by mothers for 3 years; fathers help when they come home from work (not all) and during weekends
- **Formal childcare services** for children under 3 years of age (nurseries, baby centres, nannies) **rarely used** (3 couples out of 16 used such services) – many couples did not even consider this option; fathers more reluctant to use such services
- Private childcare services for children under 3 years of age are much more expensive (10 times) than public kindergartens (for children aged 3-6; average price € 27 per month)
- **Formal childcare services – kindergartens** – at the age of **3-and-a-half years most** couples (13 out of 15) used such services
- **Informal childcare – grandmothers** (grandfathers, sisters, aunts, great grandmothers) - at the age of **3-and-a-half years** most couples (11 out of 15) used this option

First three-and-a-half years of parenthood - **PAID WORK**

FATHERS - All worked full-time (with one exception – a short period of unemployment following childbirth)

MOTHERS - women anticipated returning to work before the child's third birthday (when pregnant, 7 planned to return within 1 year) → only some fulfilled their plans

Incentives to a quick return to paid work (mothers)

- **Concerns about not losing a good employment position**
- **Work enjoyment**
- **Flexible work arrangements (including part-time work)**
- **Financial reasons**
- **Self-employment**

Constraints to a return to paid work (mothers)

- **Lack of childcare or unwillingness to use it**
- **Norm of intensive motherhood and caring mother (for three years)**
- **Idea of the working mother was not supported by the father**
- **Lack of flexible working conditions and refusal on side of employer**

CONCLUSION

Division of care and paid work between parents:

Cultural norm for the first 3 (or 2 years) of parenthood:

**COMPLEMENTARY PARENTAL ROLES –
MOTHER CARER AND FATHER BREADWINNER**

After 3 years – informal childcare is needed to support formal childcare services and maternal childcare – paternal help, grandparental help is essential (on a complementary or substitutive basis)

Nešporová, O. (2016). The initial years of motherhood and fatherhood as perceived by expectant parents: The division of care and paid work. *Social Studies*, 13 (4): 9-25.

http://socstudia.fss.muni.cz/sites/default/files/02_The_Initial_Years_Nesporova.pdf

Nešporová, O. & Horňáková Stuchlá, R. (2016). Constructions of parenthood in the Czech Republic: Maternal care and paternal help. In Grunow, D. & Evertsson, M. *Couples' transitions to parenthood. Analysing gender and work in Europe*. Cheltenham: Edward Elgar, s. 243-265.

Comparative study of 8 countries: Germany, Italy, the Netherlands, Spain, Sweden, Switzerland, Poland and the Czech Republic

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Couples' Transitions to Parenthood

Analysing Gender
and Work in Europe

