

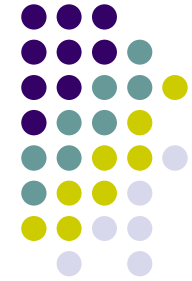
Gendered Work and its Impact on Labour Force Participation

Michael Bittman
University of New England

Labour Force Participation and Economic Growth Workshop
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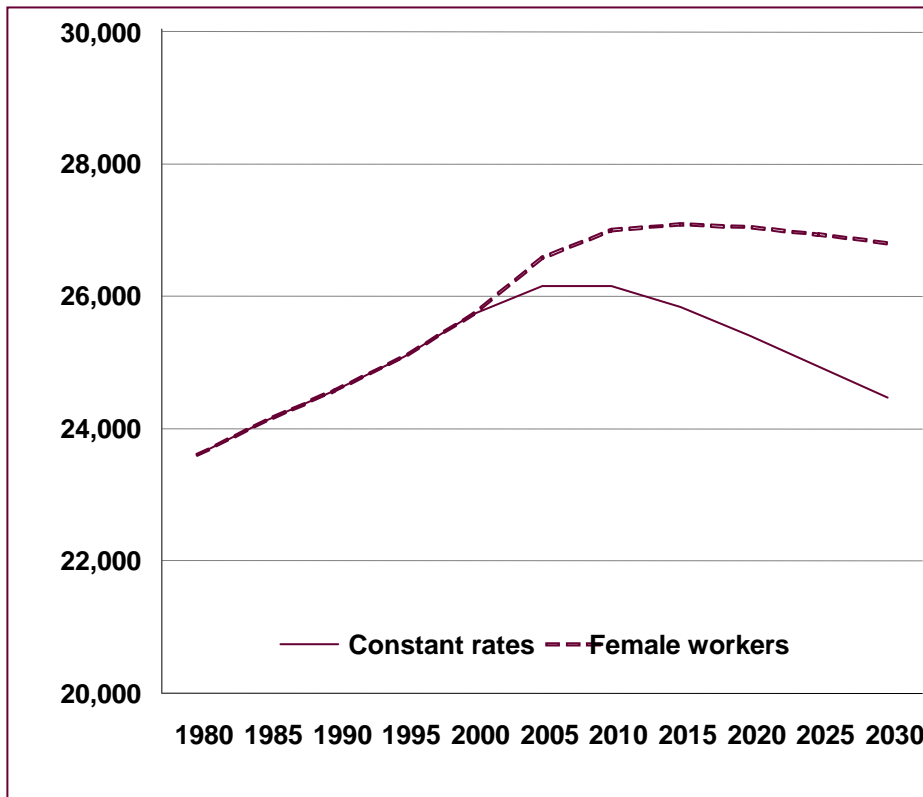


OECD: Increases in female employment can prevent drastic shrinking of the labour force

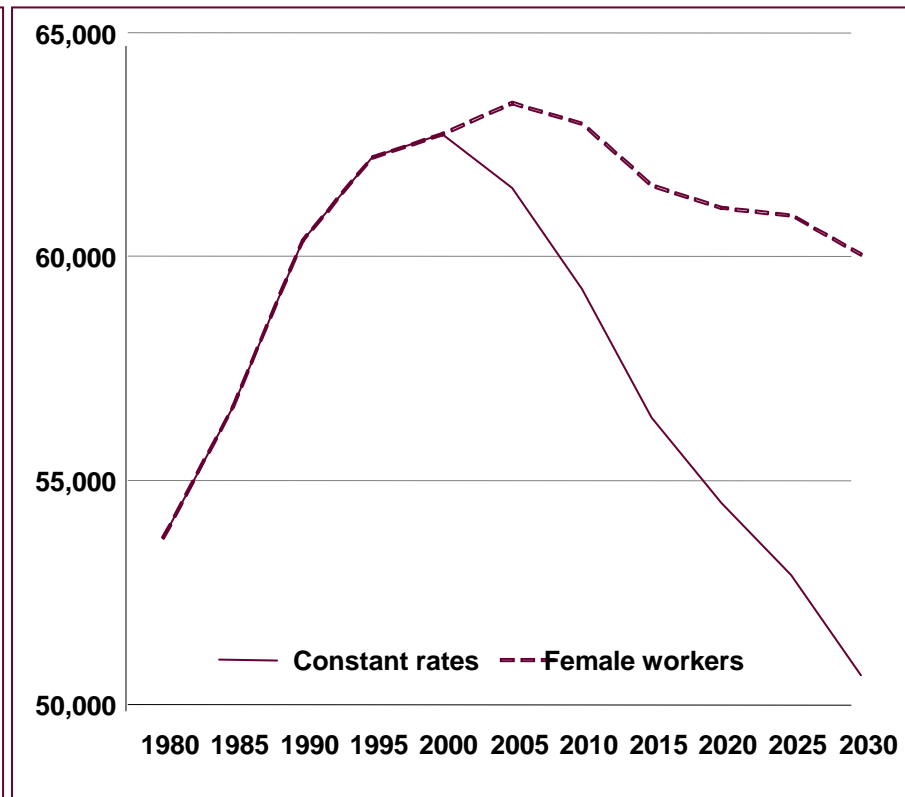


Total labour force from 1980 to 2000 and projections to 2030, thousands

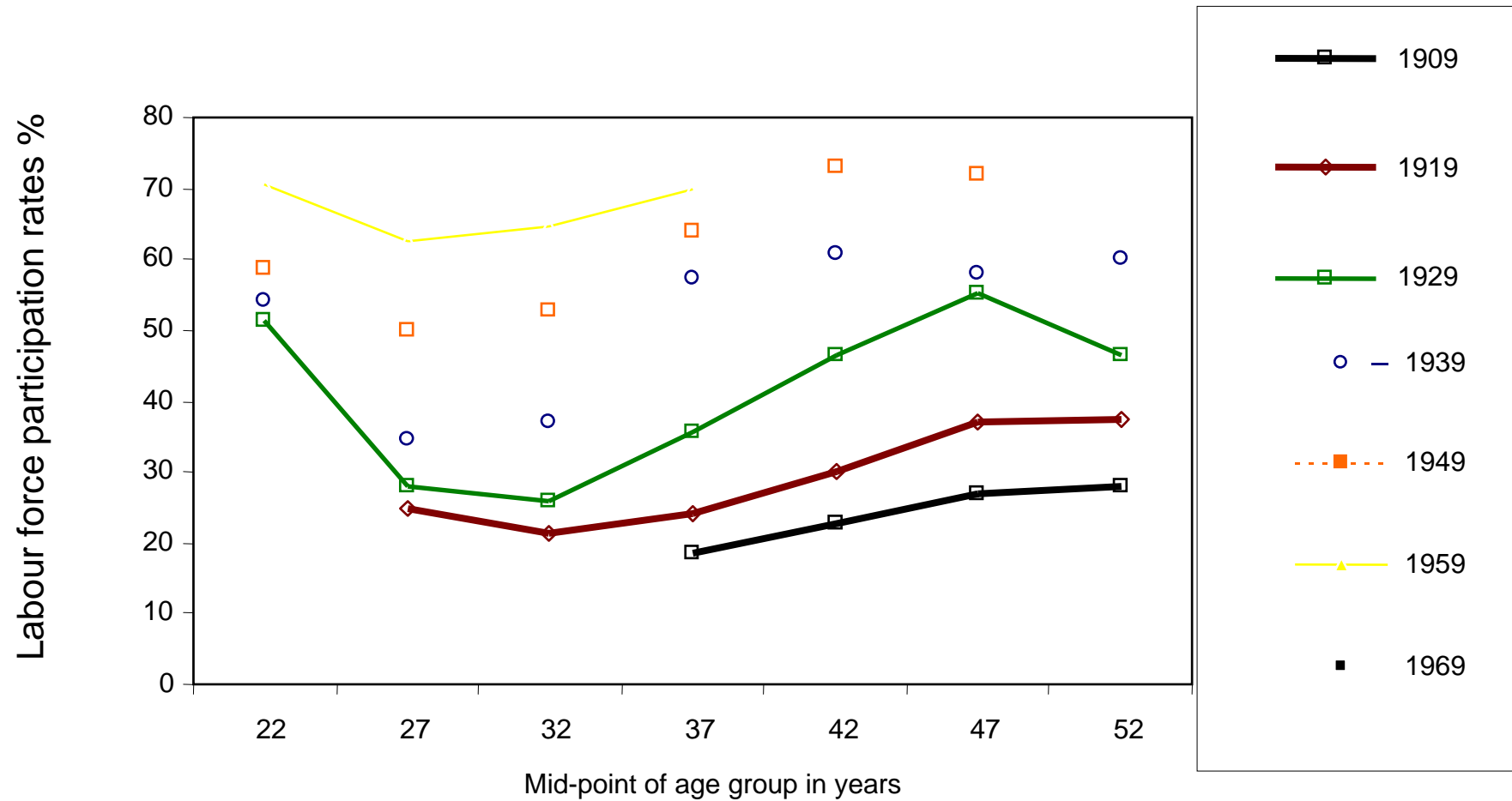
France



Japan



Women's labour force participation and attachment – generational change





Fertility in the context of the OECD

	1970	1980	1990	2000
Australia	2.89	1.91	1.84	1.75
Czech Republic	1.90	2.10	1.90	1.14
Denmark	1.95	1.55	1.67	1.77
France	2.47	1.95	1.78	1.89
Germany	2.03	1.56	1.45	1.36
Greece	2.40	2.22	1.39	1.29
Ireland	3.87	3.24	2.11	1.89
Italy	2.43	1.64	1.33	1.23
Japan	2.13	1.75	1.54	1.36
Korea	..	2.80	1.60	1.47
Mexico	6.82	4.71	3.35	2.40
Netherlands	2.57	1.60	1.62	1.72
New Zealand	3.28	2.12	2.12	2.00
Norway	2.50	1.72	1.93	1.85
Poland	2.26	2.26	2.05	1.34
Spain	2.88	2.20	1.36	1.24
Sweden	1.92	1.68	2.13	1.54
Turkey	5.68	4.36	2.96	2.52
United Kingdom	2.43	1.89	1.83	1.65
United States	2.48	1.84	2.08	2.13

The parity issue – completed family size



- Childless increasing
- More one-child families
- Proportion of 3+ families shrinking
- Over half the fertility contributed by the 27% of women with 3+ children (McDonald 1998)

Childlessness in European regions compared with Australia

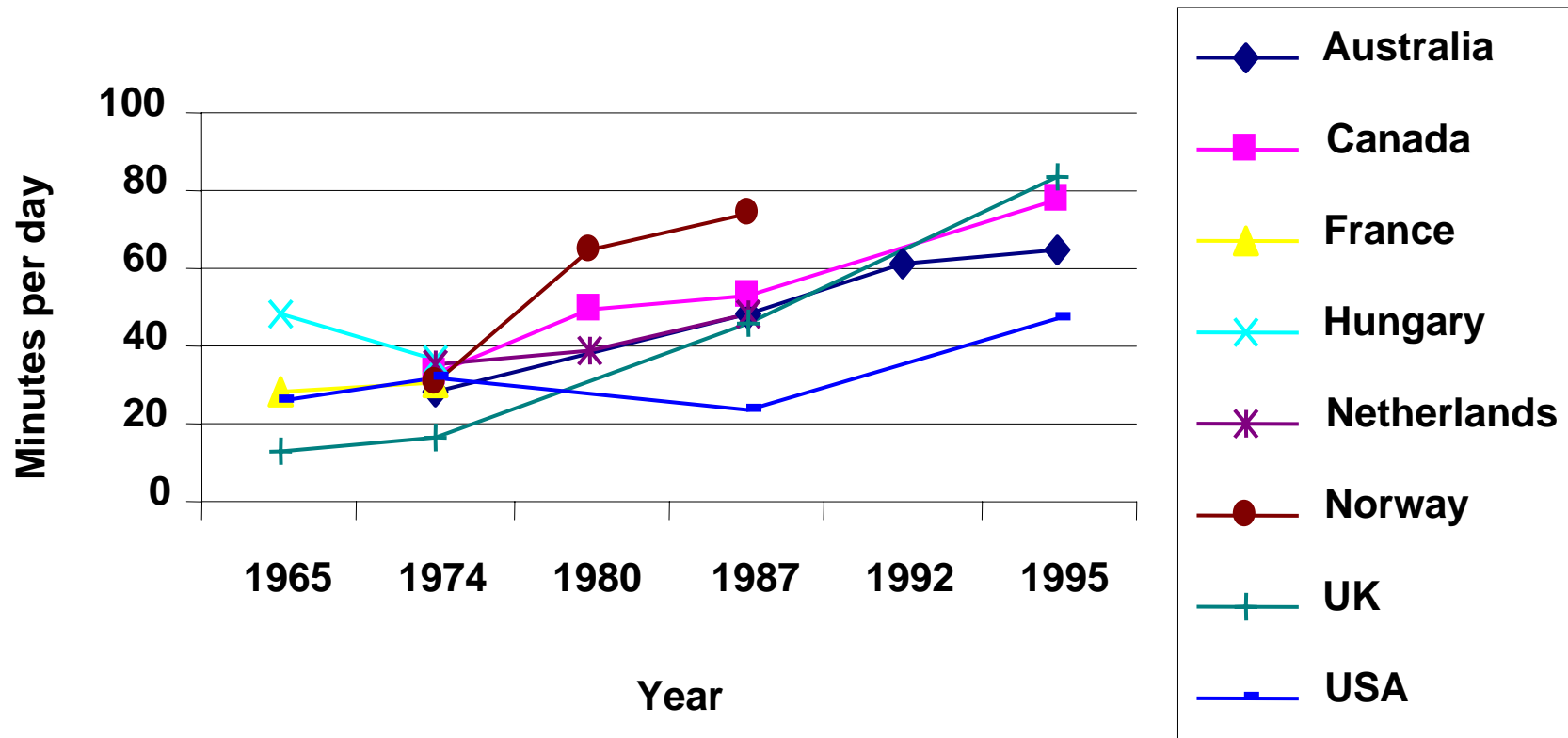


Age	Birth cohort	Western Europe (Netherlands)	Eastern Europe (Czech)	Southern Europe (Italy)	Australia
30	1950	27	11	29	20 (a)
	1960	45	11	37	
	1970	56	19	54	29 (a)
40	1950	15	7	17	13 (b)
	1960	19	7	17	

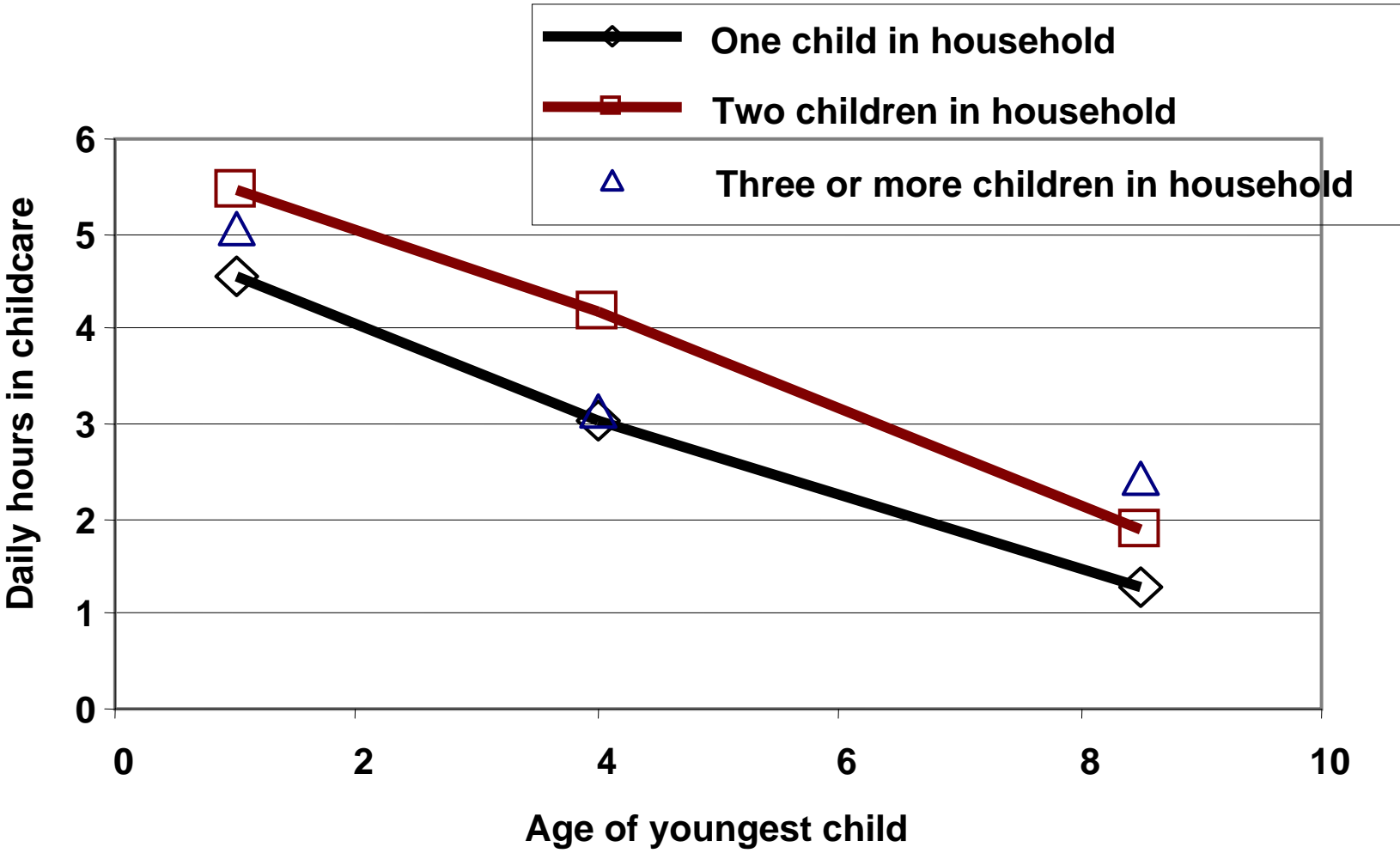
Notes: a) women aged 30-34 from 1952-56 and 1962-66 birth cohorts, respectively.
 (b) women in the 1952-56 birth cohort aged 40-44

Sources: Frejka et. al (2001) and McDonald (1998)

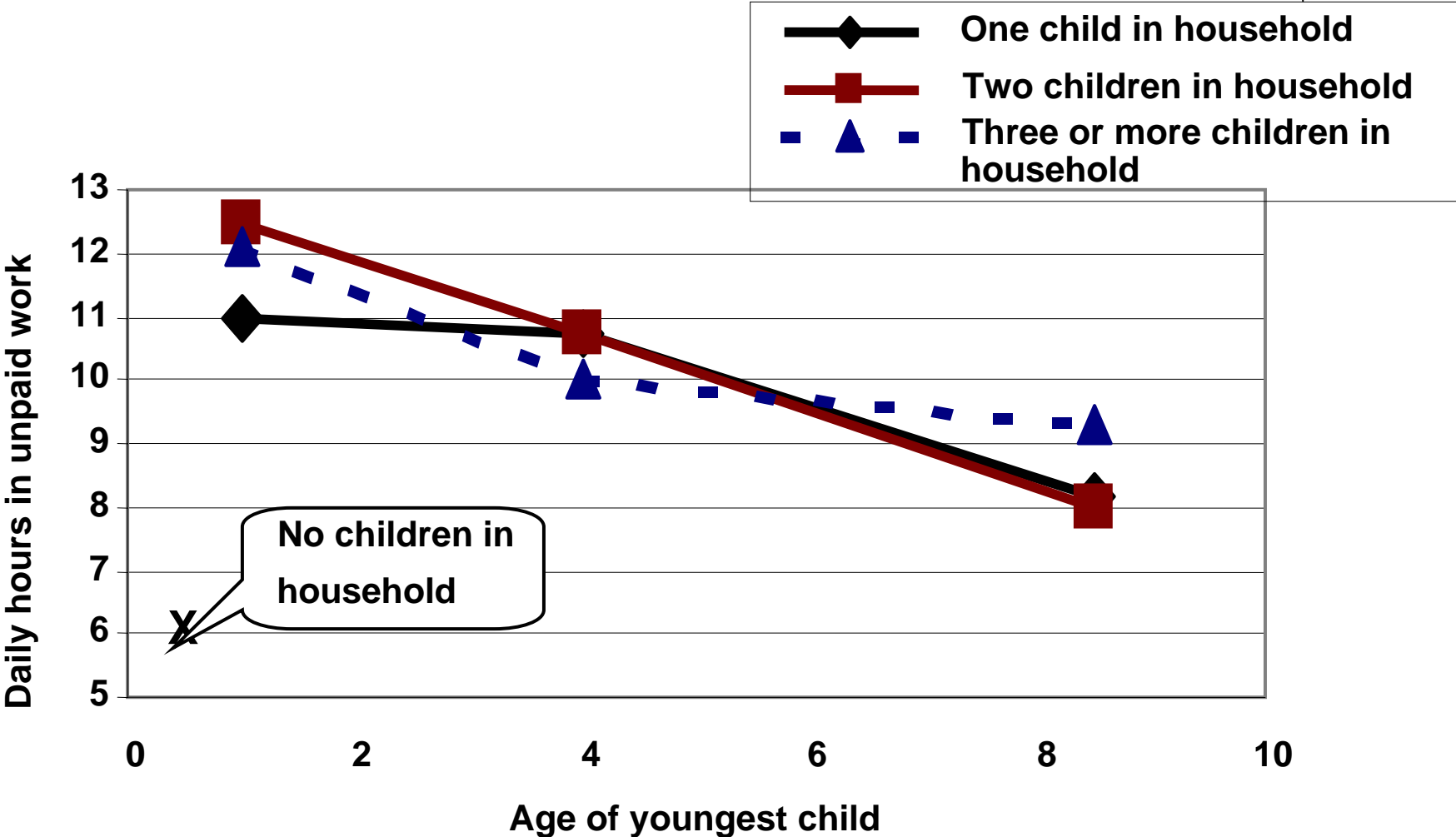
Father's' time spent in direct childcare (1st activity)



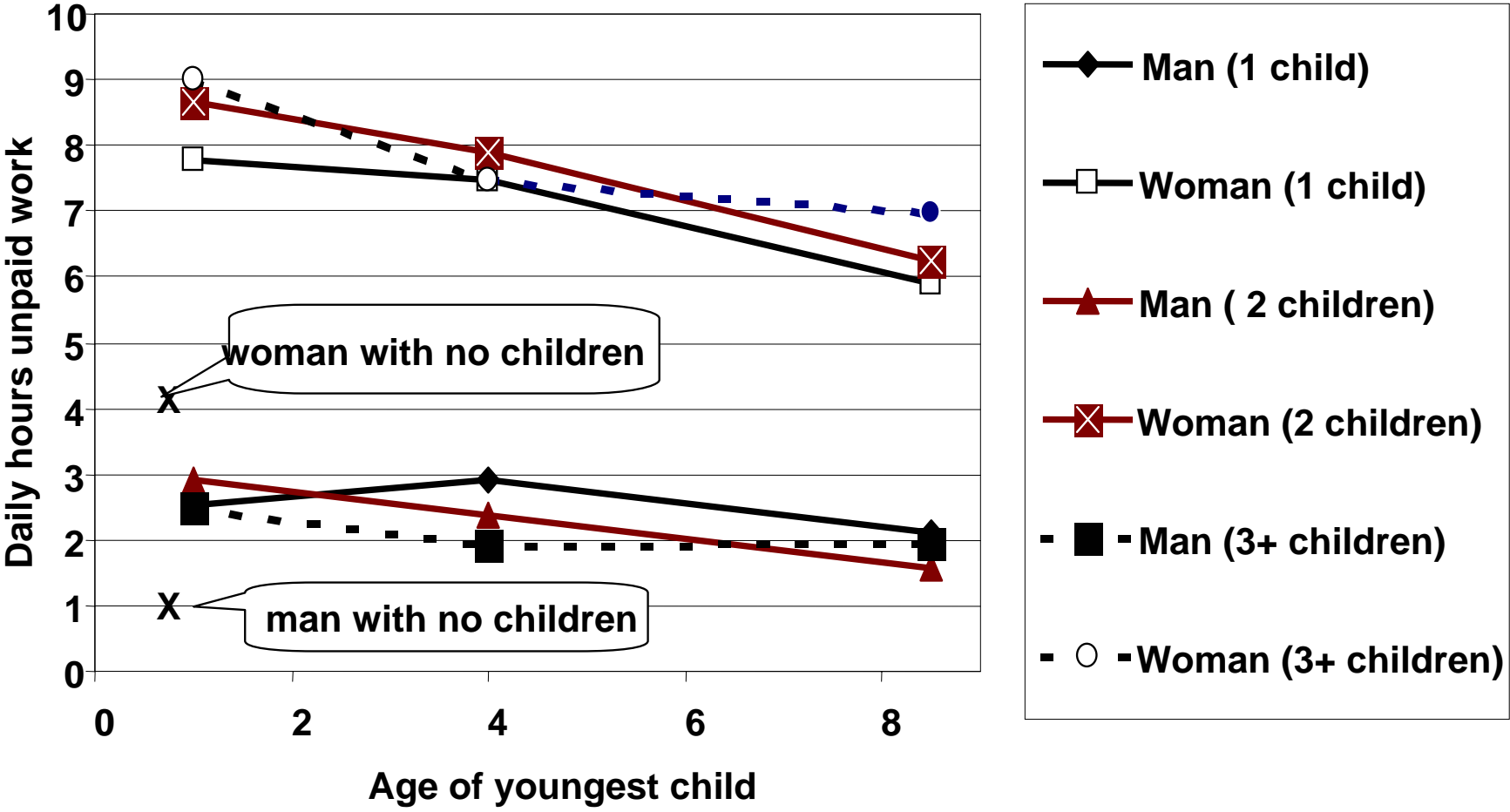
Household time of direct childcare*



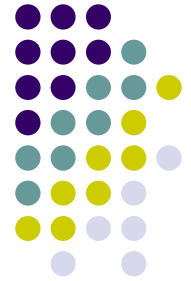
Marginal time costs of children to household



Broken down by gender



Some popular policy instruments available



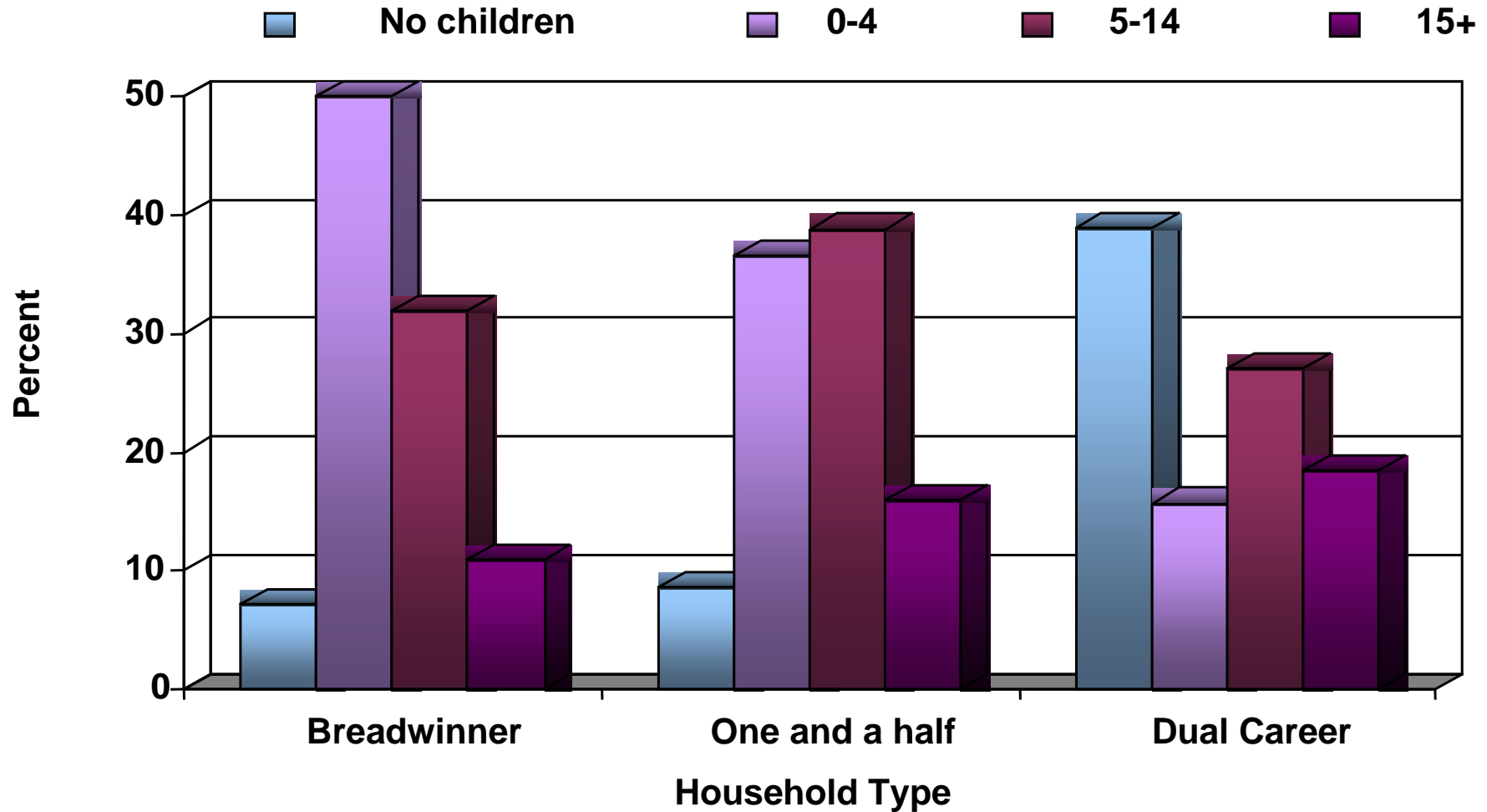
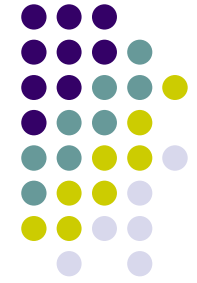
- Part-time employment (men and women?)
- Provision of non-parental child care
- Parental leave
- Family benefits

Typology of couple households

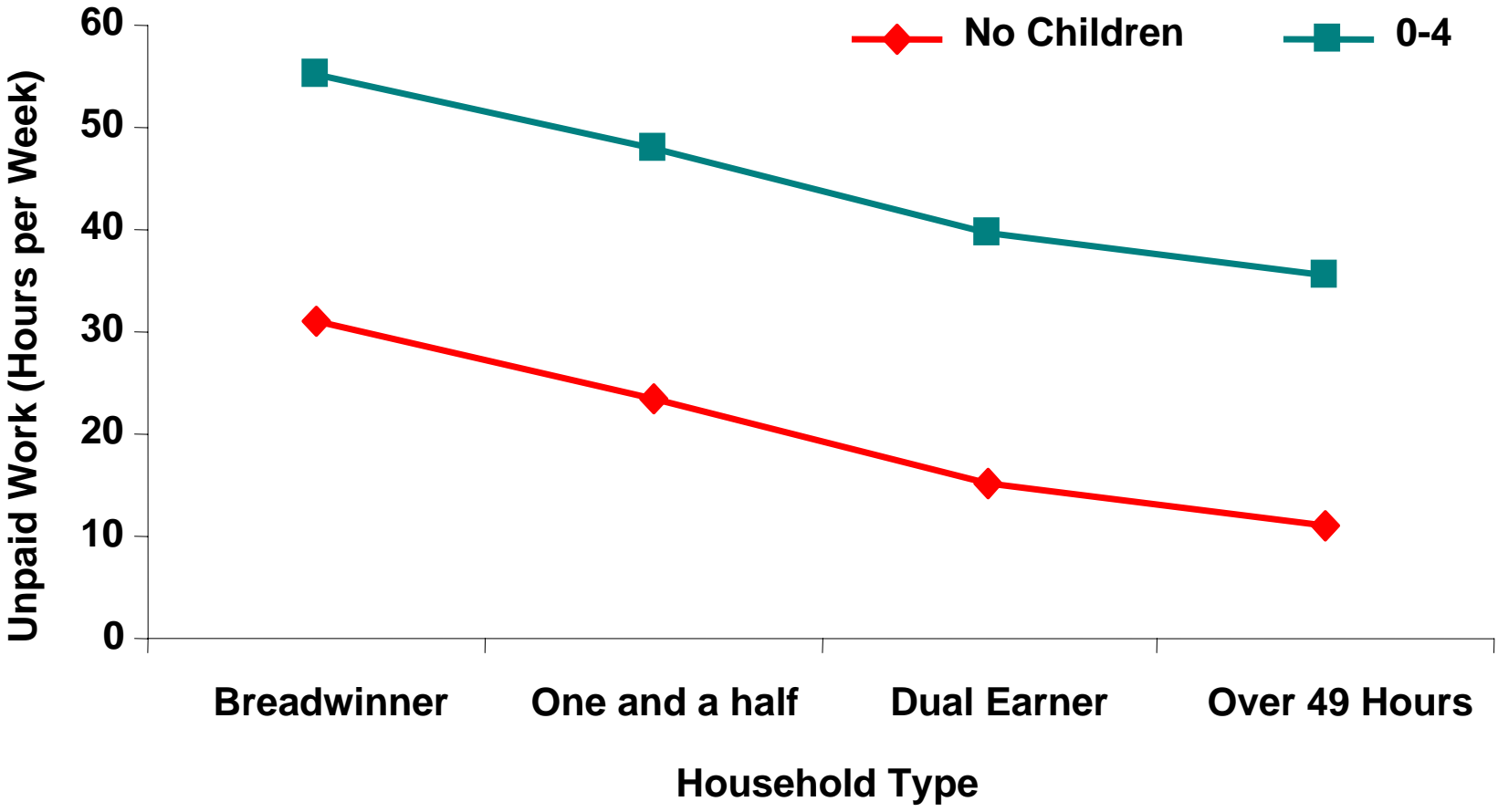


- Couples (married and de-facto)
 - Households with and without children
 - Male works full-time
- Three household types:
 - 1. Dual career (**wife** employed f/t)
 - 2. One and half earner families (**wife** p/t)
 - 3. Traditional male breadwinner (**wife NILF**)

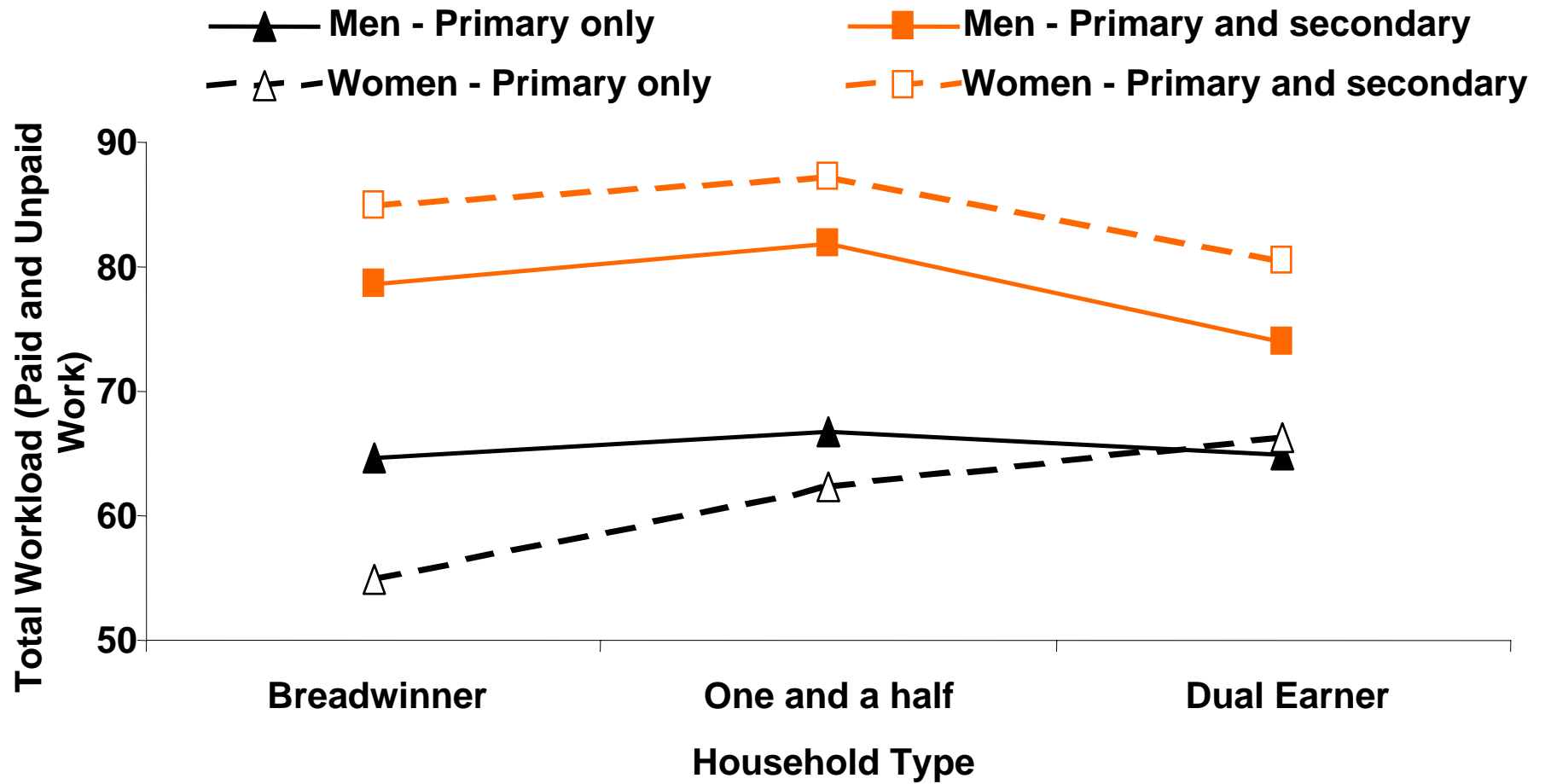
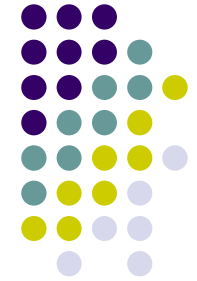
Age of youngest child by household type



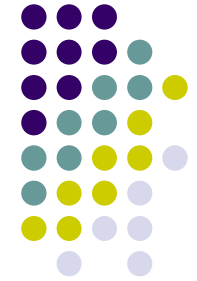
Impact of children compared to hours of employment



Household types and objective time pressure

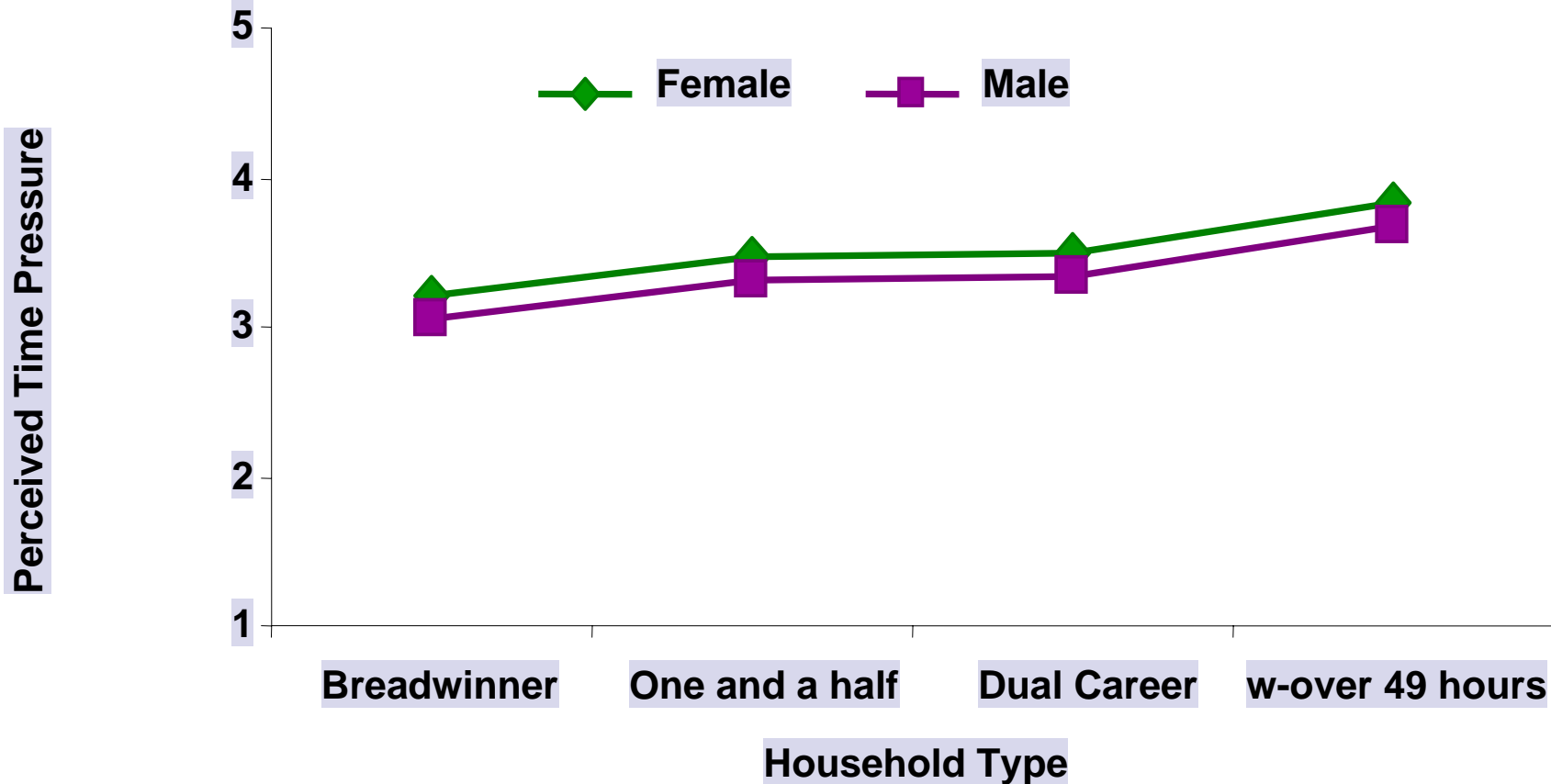


Parents always on-call? Probability of interrupted sleep

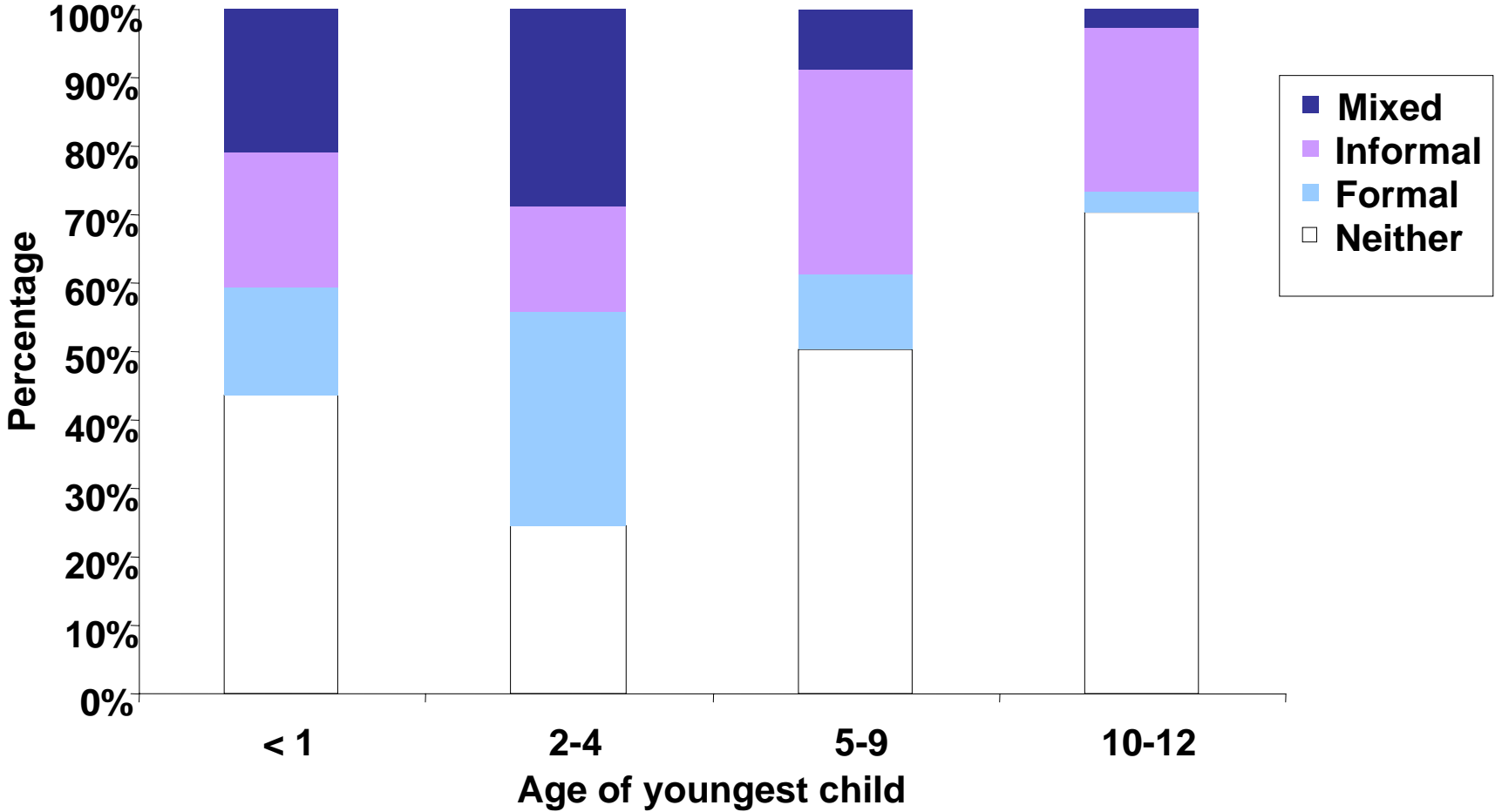


Age of youngest child (years)	Women %	Men %	Ratio (Women/men)
0-2	25	7	3.6
3-4	7	3	2.7
5-9	2	1	1.6
10-15	1	0	*
15-17	0	0	*
18+	0	0	2.7

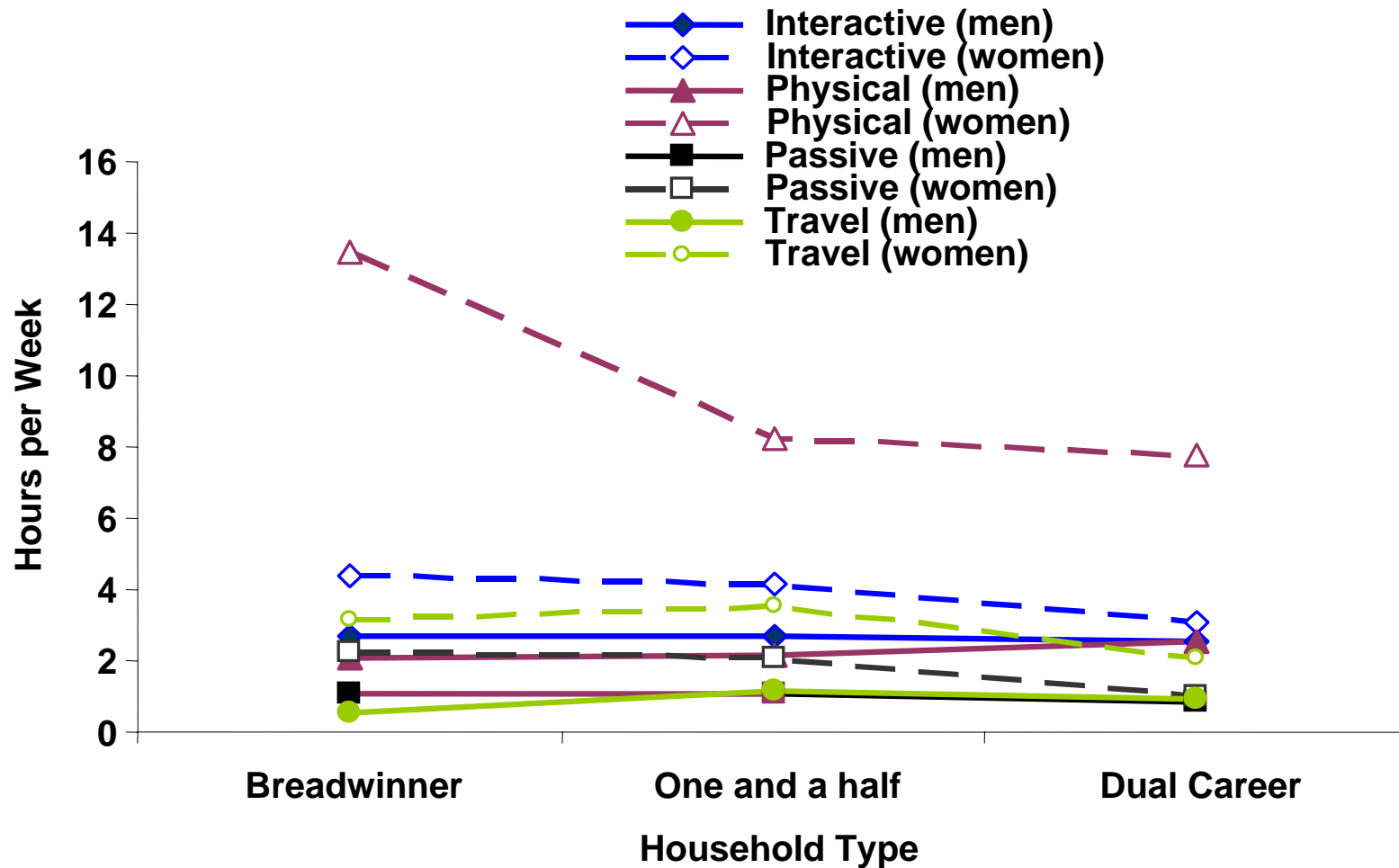
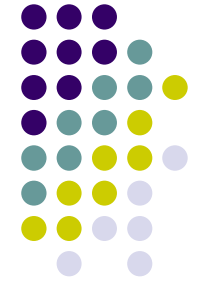
Perceived time pressure by household type and gender



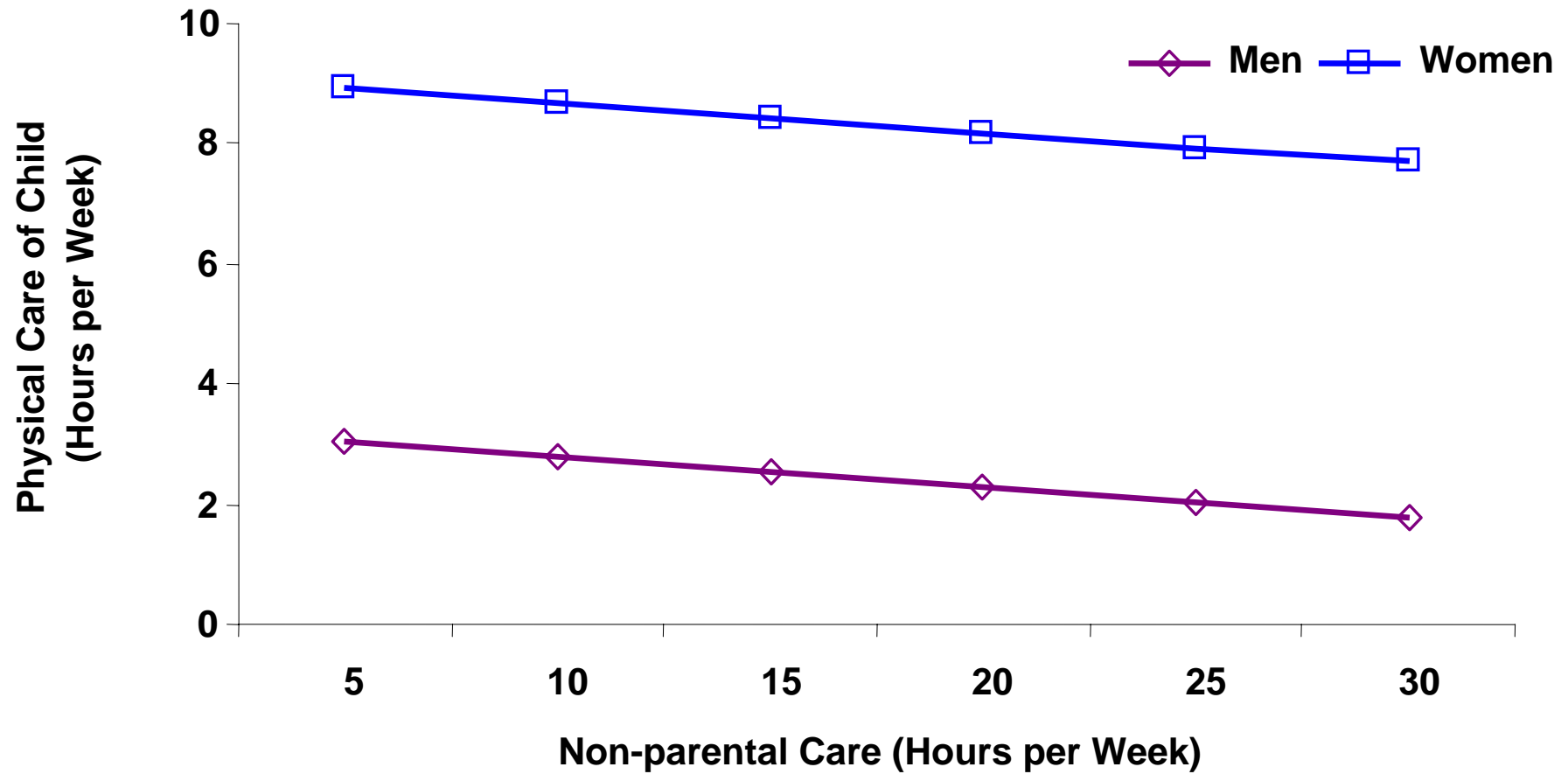
Percentage use of non-parental care by age of youngest child



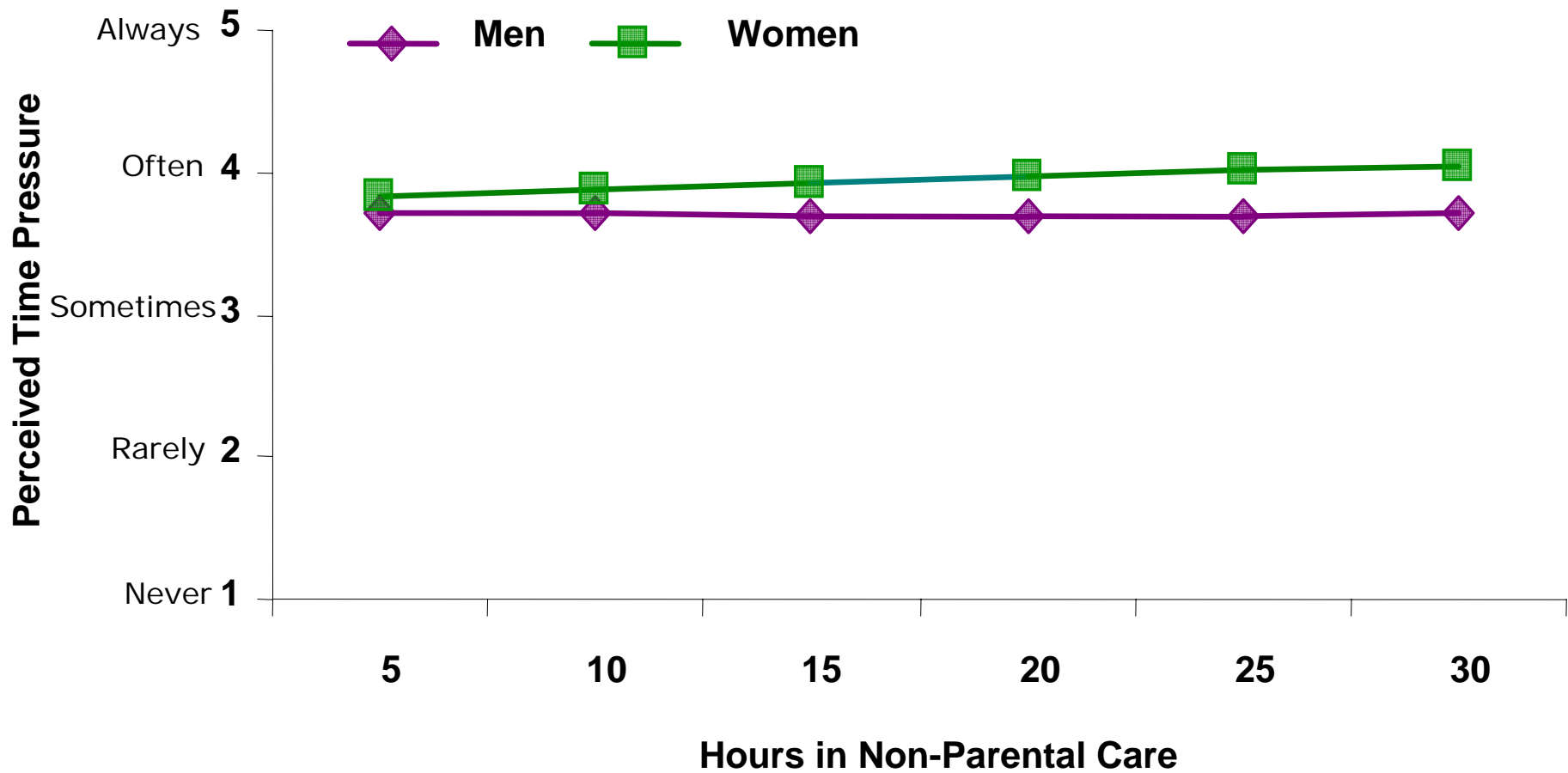
Categories of care (as primary activity) by parental type and gender



Physical parental care by hours of non-parental care and gender



Subjective time-pressure by hours in non-parental care and gender



Conclusions



- Solution to looming labour shortage involves seriously addressing work and family strain
 - Objective and subsubjective indicators time pressure tell a consistent story
 - Since childcare is allocated by gender women suffer a greater strain than men
 - The strain is most intense while children are young but seems to become less severe as children mature



Conclusions (cont'd)

- **Policy implications:**

- Part-time employment (although a stated preference of the majority of mothers of young children) doesn't alleviate work/family strain as well complete withdrawal for period. Full-time employment does not necessarily increase strain, especially when combined with well-paid maternity leave.
- Non-parental childcare facilitates time-shifting rather than substitute for parental care. Makes parent available for work but does not necessarily deprive children of parent contact