

# The Changing Distribution of Paid and Unpaid Work in New Zealand

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## Hartmann believes



- the failure of highly educated women to stay in the labor market represents a wasted societal investment
- the double standard in parenting needs to be attacked so that, eventually, men are just as likely as women to take care of children at the same level of intensity

## Four research questions



- How much total paid and unpaid work is carried out in New Zealand?
- How is this work shared between women and men?

## Research questions



- How does this compare with other countries?
- How might the mix of unpaid and paid work change in the future?

## Gender equity?



- How do we measure gender equity?
- What are the barriers (social, economic, biological)?

**The primary focus of this paper is opposite-sex couples with a child under five**



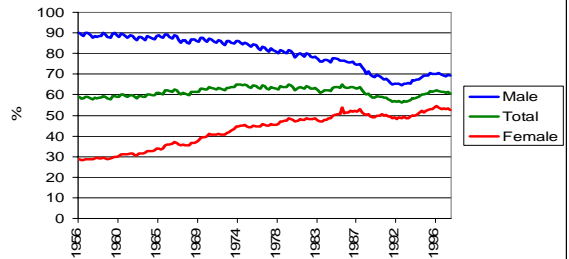
## Long term changes in living arrangement and employment



## Employment changes



Employment rates for working aged women and men, 1956 to 1998



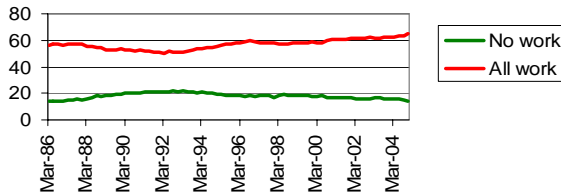
## Work-rich and work-poor households



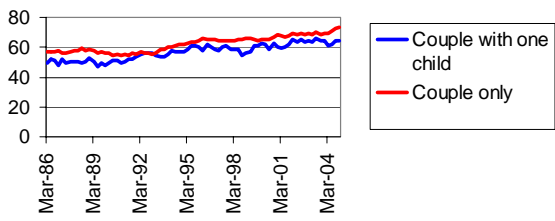
## Work-rich couples



Proportion of working aged households where all adults work or no adult was in paid work, 1986 to 2004



Proportion of couples where both partners are employed, 1986 to 2004



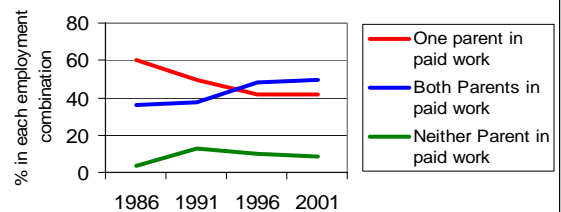
## The disappearing "traditional" childrearing couple



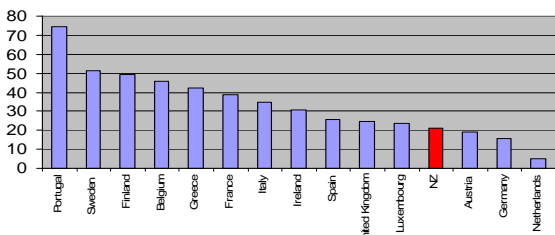
## Two full-time paid jobs



Employment patterns of couples with a child under 5, 1986 to 2001

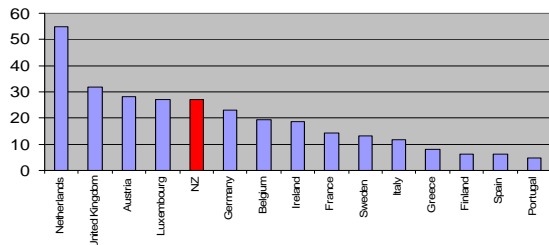


Proportion of couples with a child under 6 where both work full time



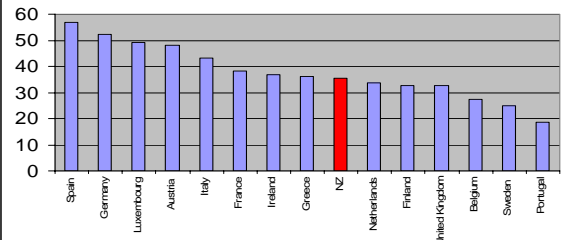
## One and a half paid jobs

Proportion of couples with a child under 6 where the male works full time and the female part time



## One paid job

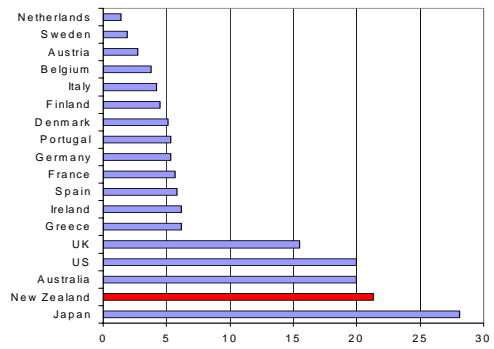
Proportion of couples with a child under 6 - Only male employed (full time)



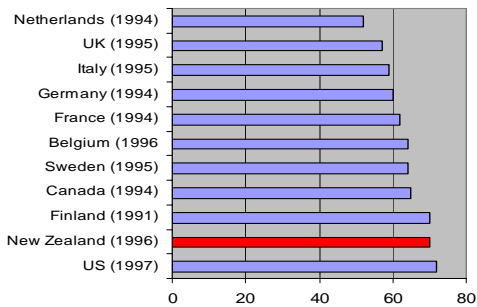
## “Overworked” New Zealanders

- New Zealand is at the high end of the OECD in terms of the % of workers putting in 50+ hours per week
- When total couple hours are considered, New Zealand is again at the high end

% of employees working 50 or more hours per week, 2000



Average hours worked per week- All working couples



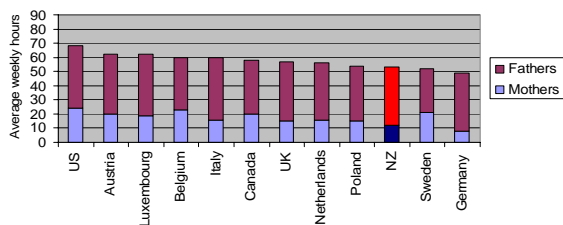
## Weekly hours – NZ couples with a preschooler

	Under 30 hours per week	80 or more hours per week
1986	2.3	15.1
2001	4.2	22.8

## Total couple hours internationally – Child 0-2



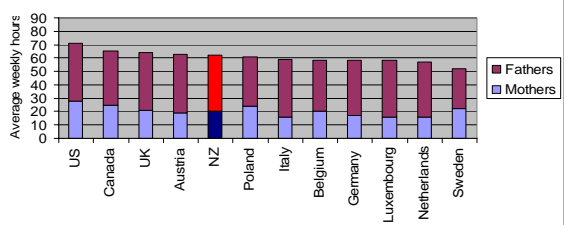
Mothers and fathers' average weekly hours in paid work (parents aged 25-50), child 0-2 (including those not working)



## Total couple hours - Child under 18



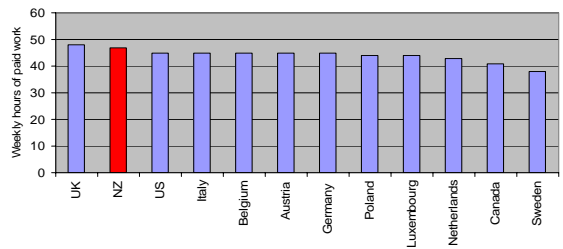
Mothers and fathers' average weekly hours in paid work (parents aged 25-50), child under 18 (including those not working)



## Fathers' hours



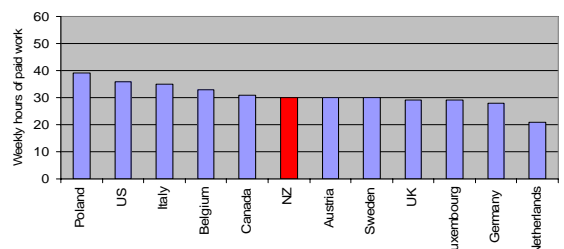
Fathers' average weekly hours of paid work, child under 18, only those in paid work



## Mothers' hours



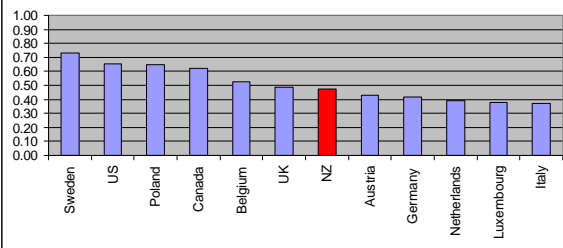
Mothers' average weekly hours of paid work, child under 18, only those in paid work



## Gender equality? All parents



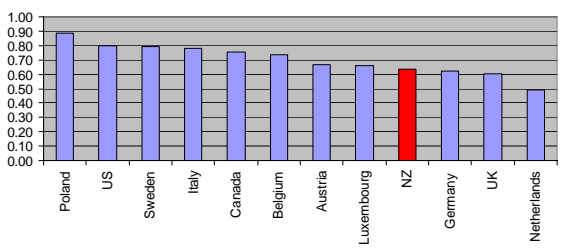
Ratio of mothers and fathers' average weekly hours in paid work, child under 18 (including those not working)



## Gender equality? – Employed parents



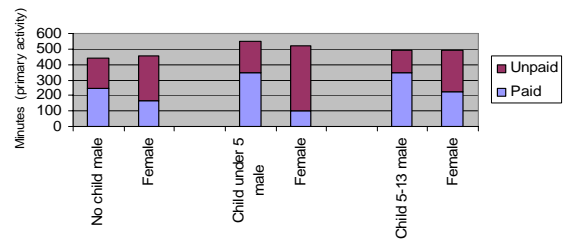
Ratio of mothers and fathers' weekly hours of paid work, child under 18 (excluding those not working)



## Paid work is only half the picture

## Both parents in couples face a “double burden”

Total time working per day for partnered parents, 1999



## The “double burden” varies between countries

	Ratio for couples both working full time with child under 5
United States	1.05
United Kingdom	1.16
Sweden	0.99
Italy	1.26

## How can the “double burden” be reduced?

- Housework
- Childcare
- Volunteer work
- Paid work

## Reducing housework

- Lowering standards
- Increasing productivity
- “Outsourcing”

## Fathers’ childcare time

- In a number of countries fathers’ have been increasing their childcare time

But fathers share of childcare cannot increase much unless:

- Fathers reduce their hours of paid work
- Mothers reduce their hours of childcare

## Two high income countries:

### Two models of achieving equality in paid and unpaid work

- The United States model
- The Swedish model



## Some features of the US model

- High employment rates for women (including sole mothers)
- High hours of paid work for both men and women
- High levels of “outsourcing” of household work
- Relatively high levels of horizontal equity, but little vertical equity
- Major inflows of low skilled migrants



## Some features of the Swedish model

- High employment rates for women (including sole mothers)
- Relatively low hours of paid work for both men and women
- A goal of sharing unpaid household work
- Relatively high levels of horizontal equity and vertical equity
- A high level of occupational segregation



## Some final questions

Why do we want to increase women's participation/hours of paid work? Is it:

- To increase total paid labour supply?
- To achieve gender equity in both paid and unpaid work?
- To achieve both goals?



## Questions

- Do we want to go down the long hours route of the US or aim for a “South Seas Sweden”?
- What is the price of the “Swedish” model?
- What are the barriers to either model (social, cultural, biological)?
- Where does increasing productivity fit in the conversation?



## Conclusion – More questions

- What are our goals for income, parental care of children and leisure?
- What are our gender equity goals?
- How might we achieve these goals?



