

Max Planck Institute for Demographic Research

Population and Policy Laboratory

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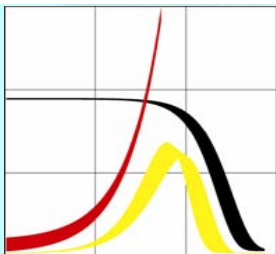
MOVING TOWARDS GENDER EQUALITY

Gerda Neyer
Dorothea Rieck

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Generations & Gender
Programme

*How Generations and Gender Shape Demographic Change
Geneva, 14-16 May 2008*



Demographic Changes in Europe

low and lowest-low fertility

diversity in family patterns

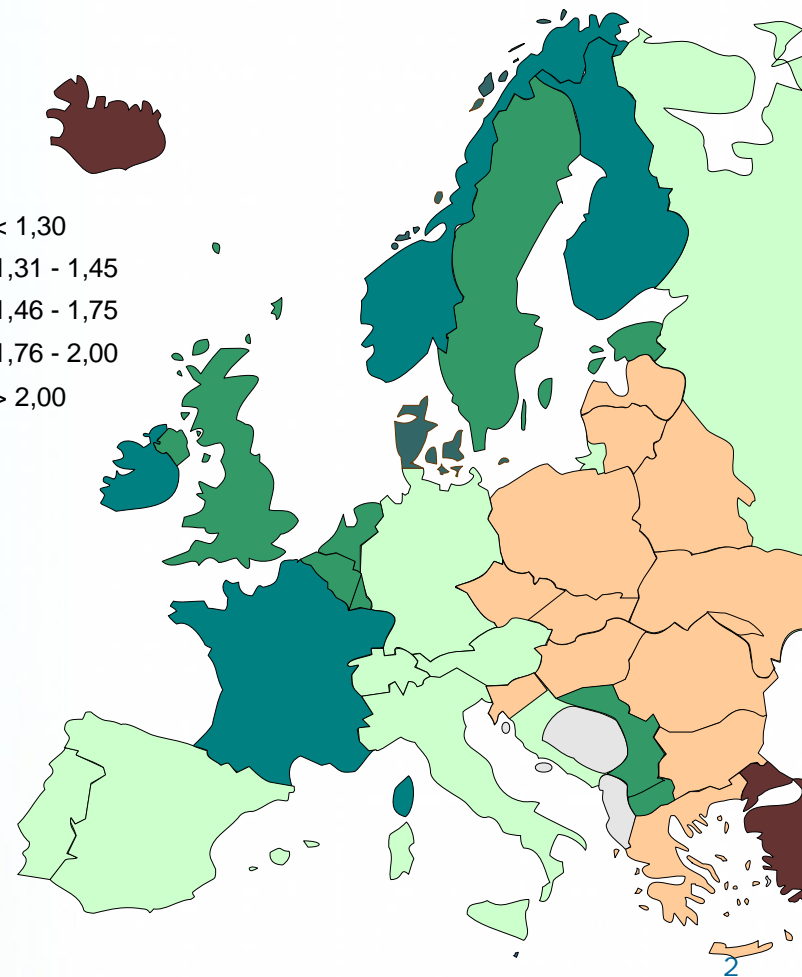
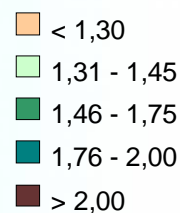
post-nation-state family forms

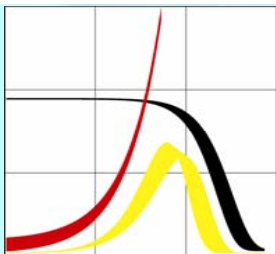


labor market

welfare state

care provisions





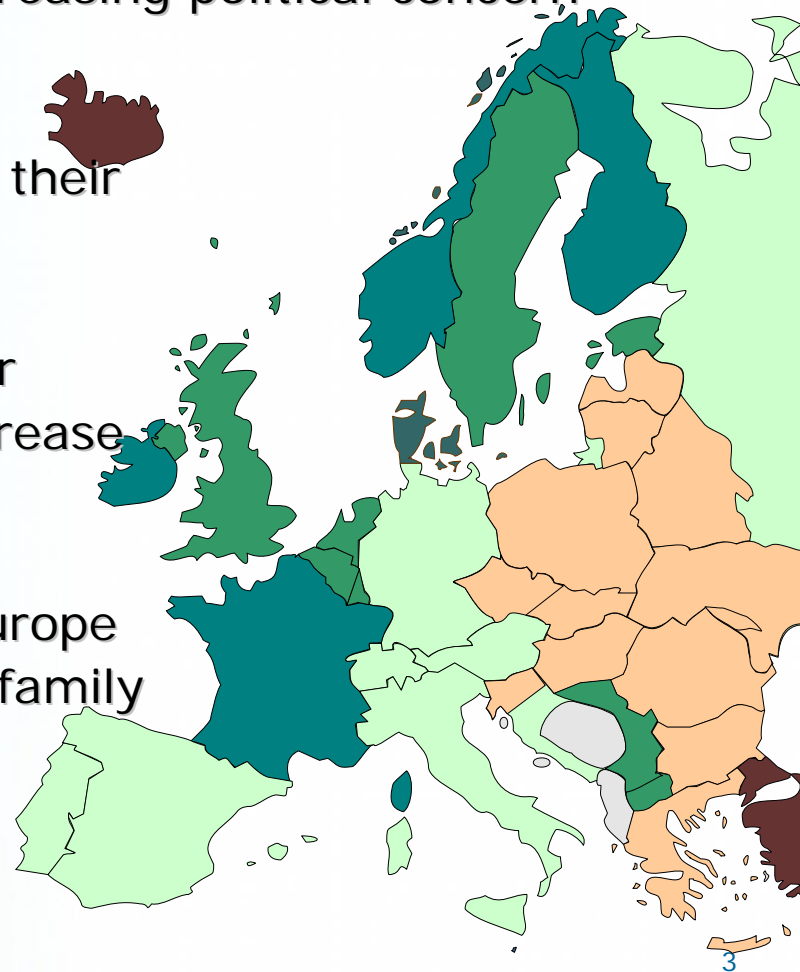
Fertility and Policies in Europe

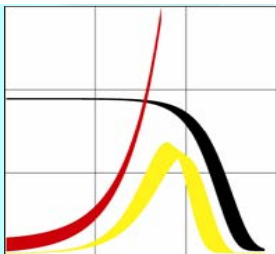
low fertility in Europe → increasing political concern

2/3 of European countries regard their fertility level as too low

1/2 of European countries have or consider political measures to increase fertility

European Union and Council of Europe aim at reconciliation of work and family

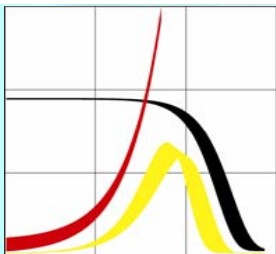




Which Family Policies Matter?

- Peter McDonald (2000)
gender equity is essential
- Gunnar Andersson/Ann-Zophie Duvander (2006)
father's uptake of parental leave
- Livia Oláh (2001)
equal division of household tasks
- Michelle Budig (2007)
welfare-state policies which lower motherhood penalty
- Gerda Neyer et al (2006)
employment-gender-care policies, but sensitive to employment development

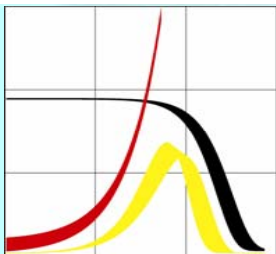




Which Policies Matter?

- Most previous research about Western European countries
- ?? Eastern Europe, their family-policy & gender regimes
- ?? Europe as a whole

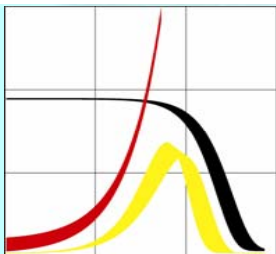




Which Policies Matter for Fertility?

- How do such policies affect gender relationships?
- Are the gender outcomes of such policies relevant for fertility?
- Most previous research on Western European countries
 - ?? Eastern Europe, their family-policy & gender regimes
 - ?? Europe's different policy regimes and different fertility trends

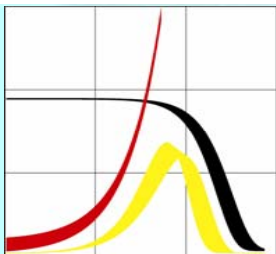




Generations & Gender Programme

- Designed to capture gender issues on the social, economic, institutional, private level
- Contextual Database to study impact of differences & similarities in policies and economic development
- Eastern and Western European countries

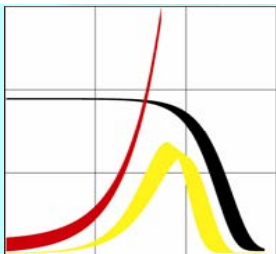




Gender Equality & Fertility Intentions

- Intention to have a 1st child in the next three years
- France, Germany, Bulgaria, Hungary, Russia
- Focus on fertility and on 1st child?
- Political interest in fertility policies and in gender policies
- Women's reproductive potential anchorpoint for gender inequality
- 1st child – gendering of employment, income, care, welfare

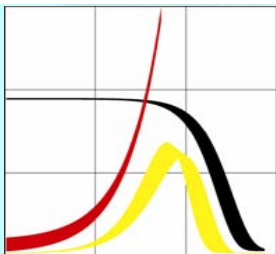




Gender Equality & Fertility Intentions

- Intention to have a first child in the next three years
- France, Germany, Bulgaria, Hungary, Russia
- Women and men separately

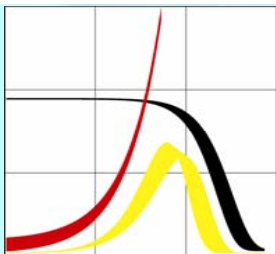




Which Gender Equality Matters?

- Employment: maintaining living standard and social security; part of the roadmap of EU and COE
- Income and Financial Situation: determinants of bargaining power and a proxy for agency
- Childcare and Parental Leave: institutional support alleviate gender equality in employment and care

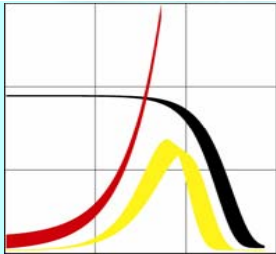




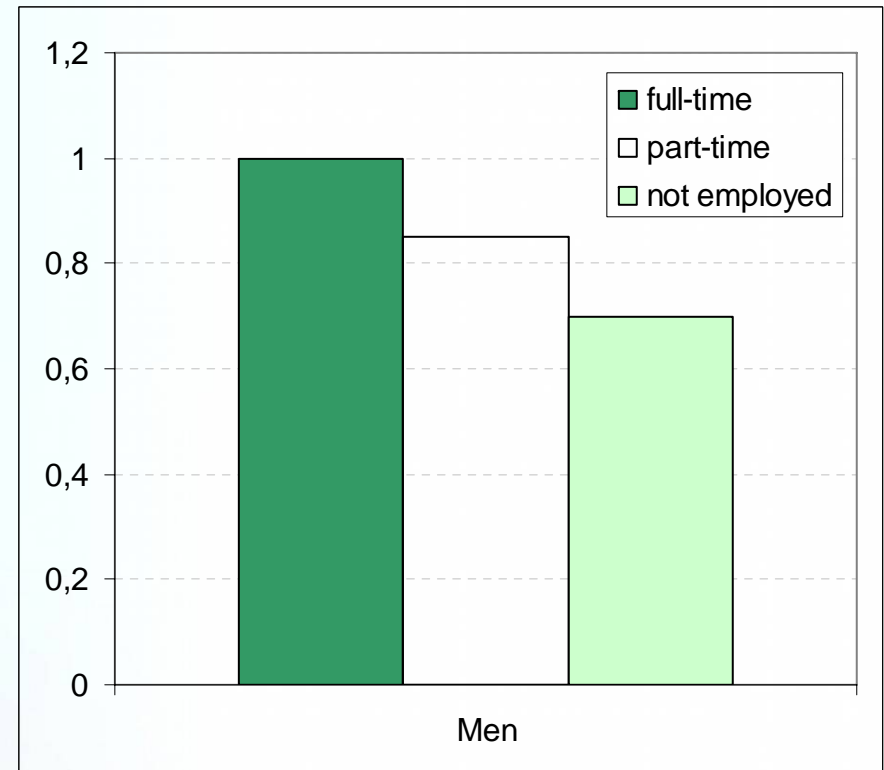
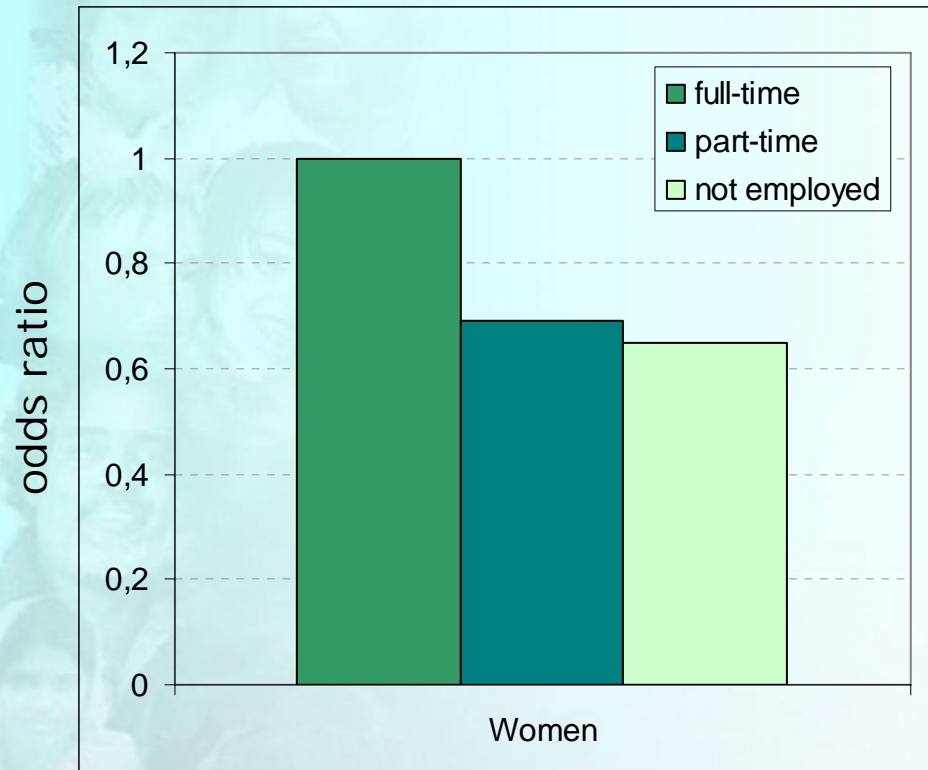
Employment

- Effect of the current employment status on the intention to have a first child within the next three years
- If you had a child within the next three years, how much would this affect your employment opportunities?
- How much would the decision to have or not to have a child within the next three years depend on your work?



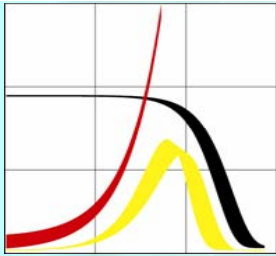


Effect of Employment Status on the Intention to Have a 1st Child

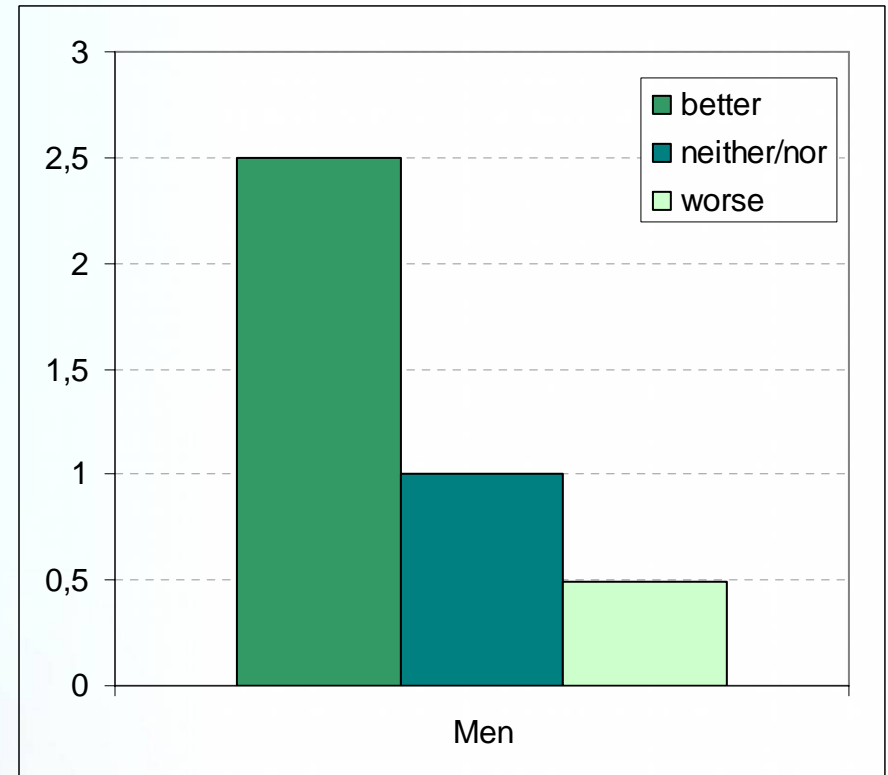
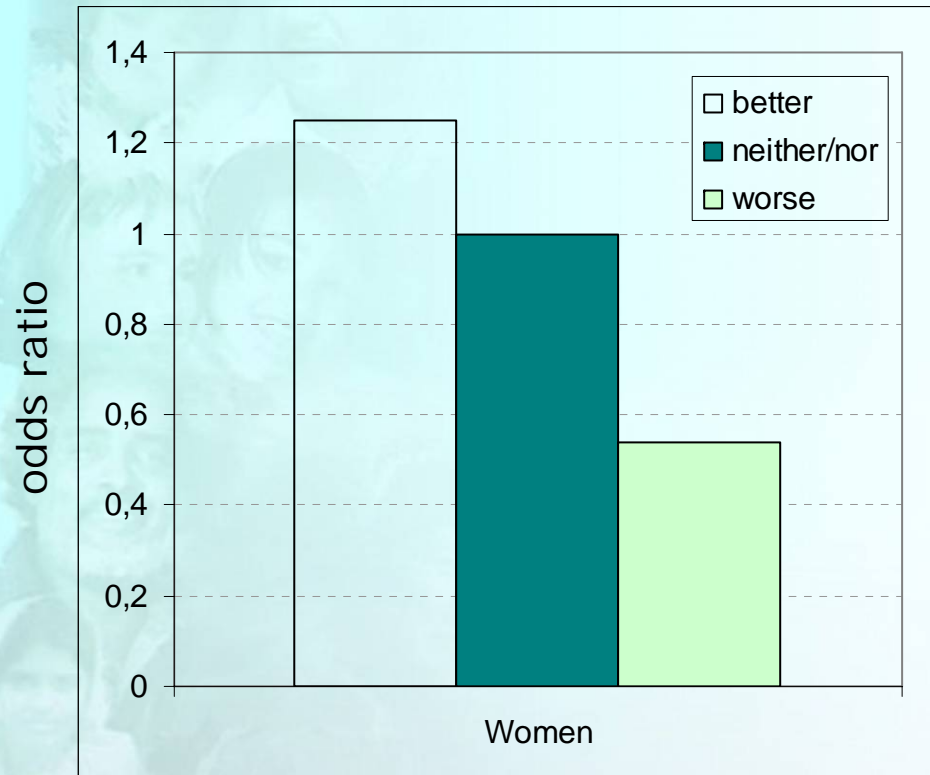


Source: GGS (Bulgaria, Russia, Germany), own calculations
 Controlled for age, union status, partner's employment status and orientation

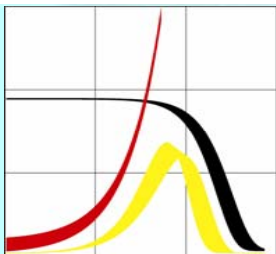




Which Effect Would a Child Have on Your Employment Opportunities?



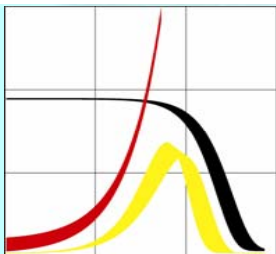
Source: GGS (Bulgaria, Russia, Germany), own calculations
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Employment - Gender Equality - Fertility

- Importance of full-time work for women part-time work suitable policy strategy to reconcile of work and family →
- Equality in employment (measured as full-time employment) is a pre-requisite in fertility decisions.



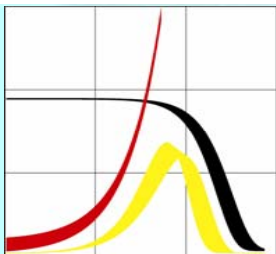


Income and Expected Financial Situation

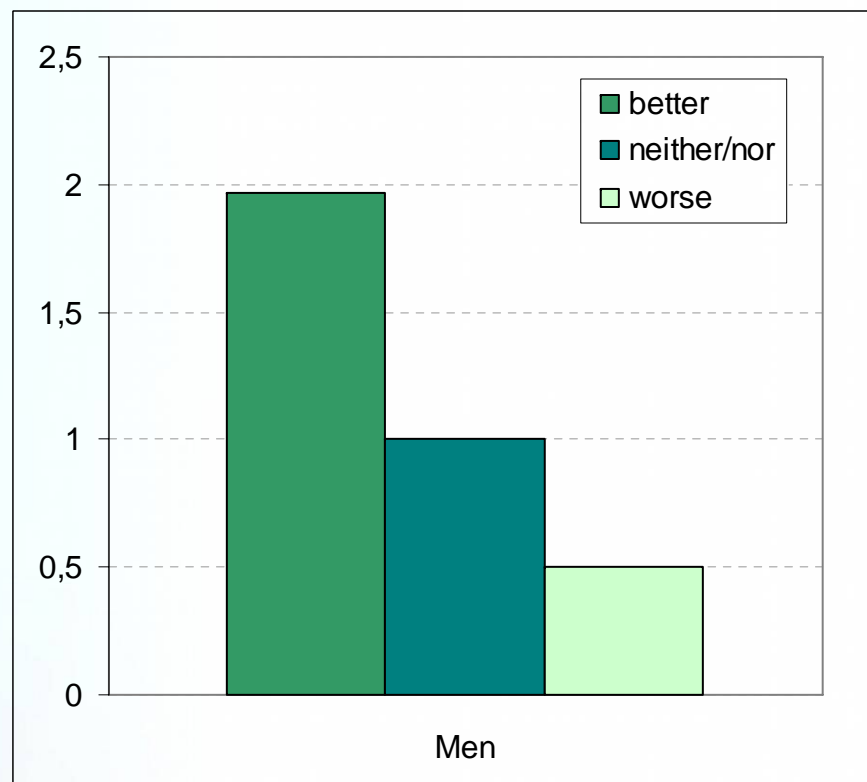
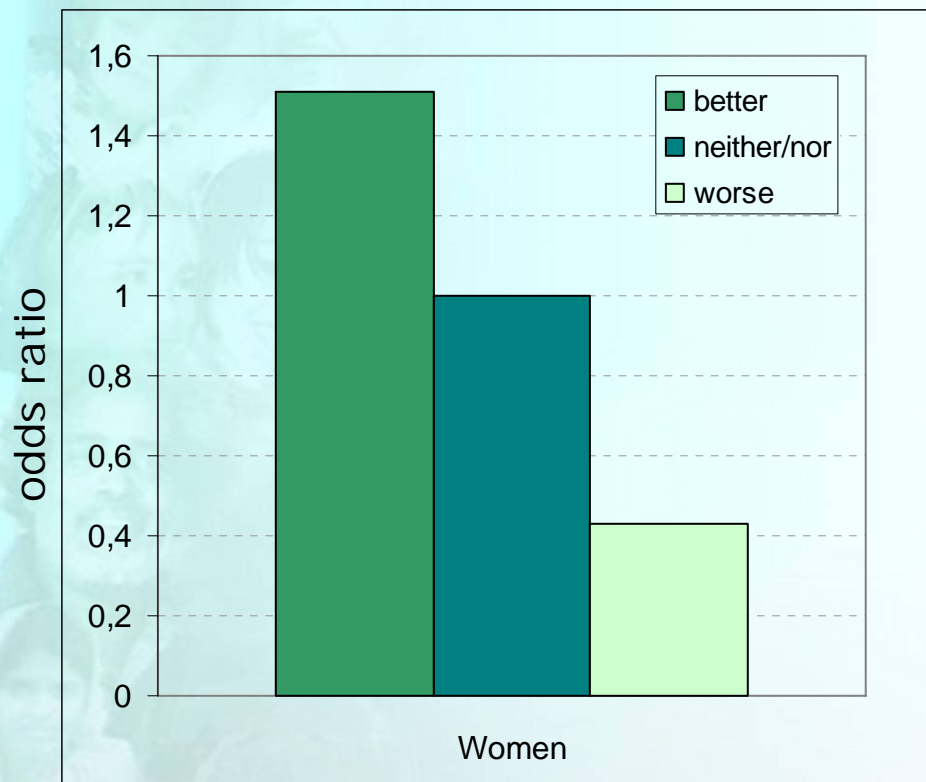
Partners with equal income or income levels

- more likely to consider having a child than married/cohabiting women and men with unequal income



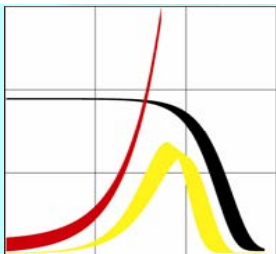


Which Effect Would a Child Have on Your Financial Situation?



Source: GGS (Bulgaria, Russia, Germany), own calculations
Controlled for age, union status, income, partner's income



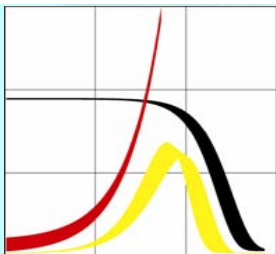


Income, Financial Situation, and Gender

- Equality in income
- maintenance of living standard (equality over time)
- Independence

Important for childbearing decisions



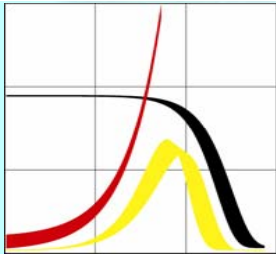


Parental Leave, Childcare, and Gender

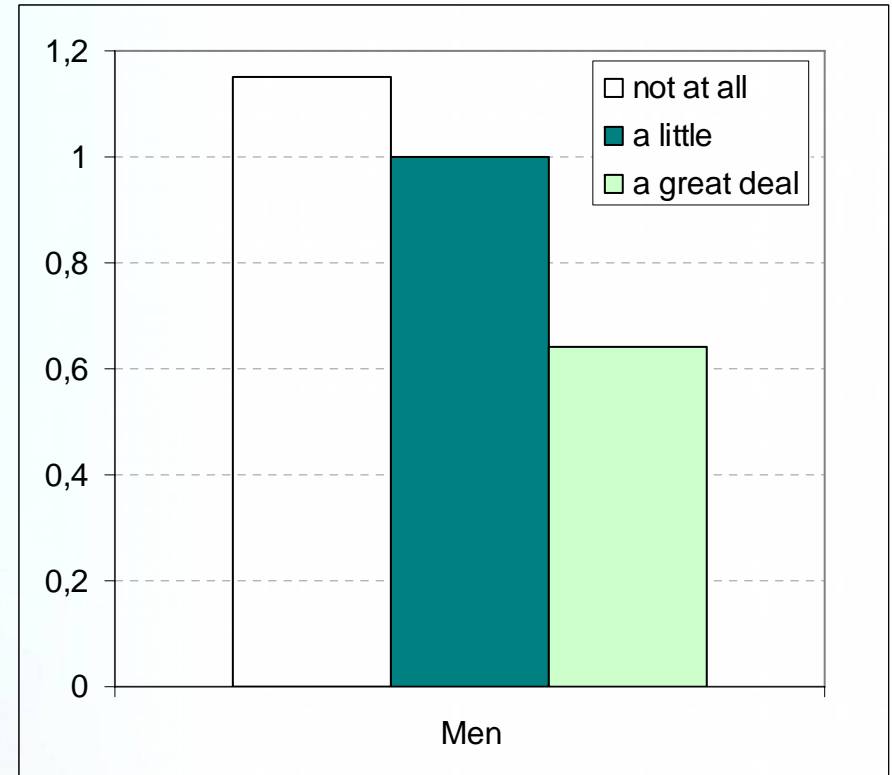
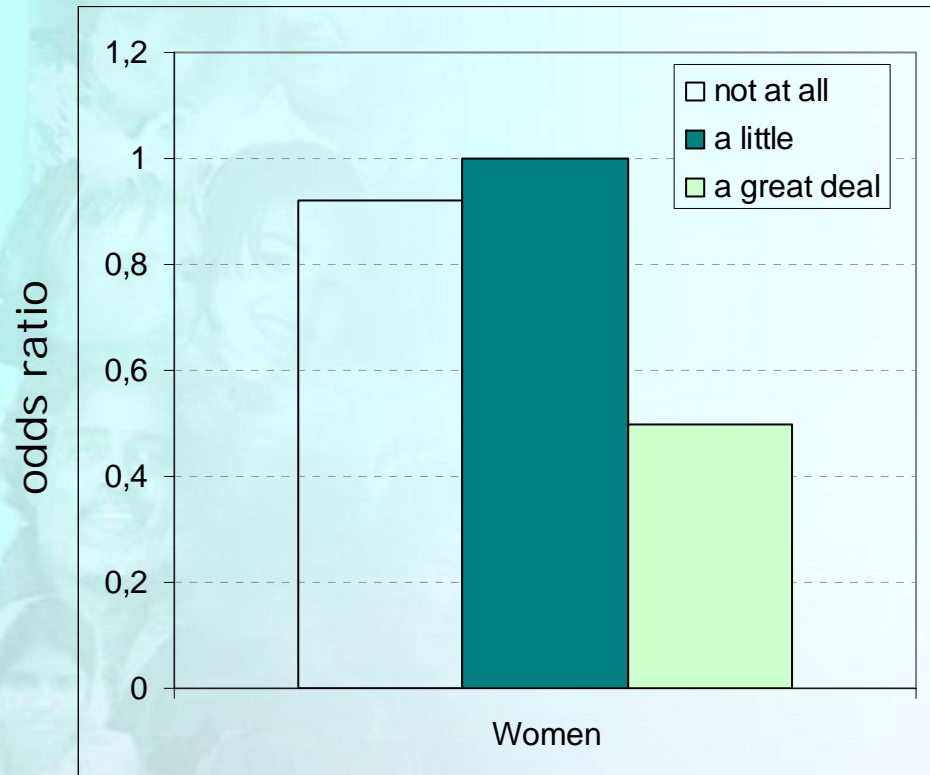
Parental-leave possibility:

- No clear results for first-birth intentions
- 2+ birth intentions slightly higher in countries where men's parental leave on political and public agenda



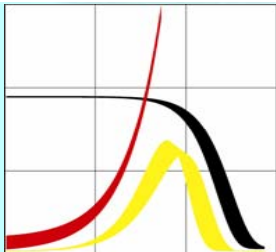


How Much Would Having a Child Depend on the Availability of Childcare?



Source: GGS (Bulgaria, Russia, Germany), own calculations
 Controlled for age, union status, partner's employment status and orientation



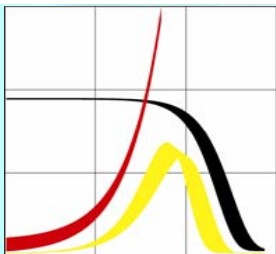


Which Equality Matters? Which Policies Matter?

- Gender equality essential for childbearing decisions
 - equality in employment
 - equality in income
 - equality in financial security
- Policies that secure full-time employment
- Policies that reduce income wage gap
- Policies that maintain a living

More inclusive employment policies





THANK YOU !



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