



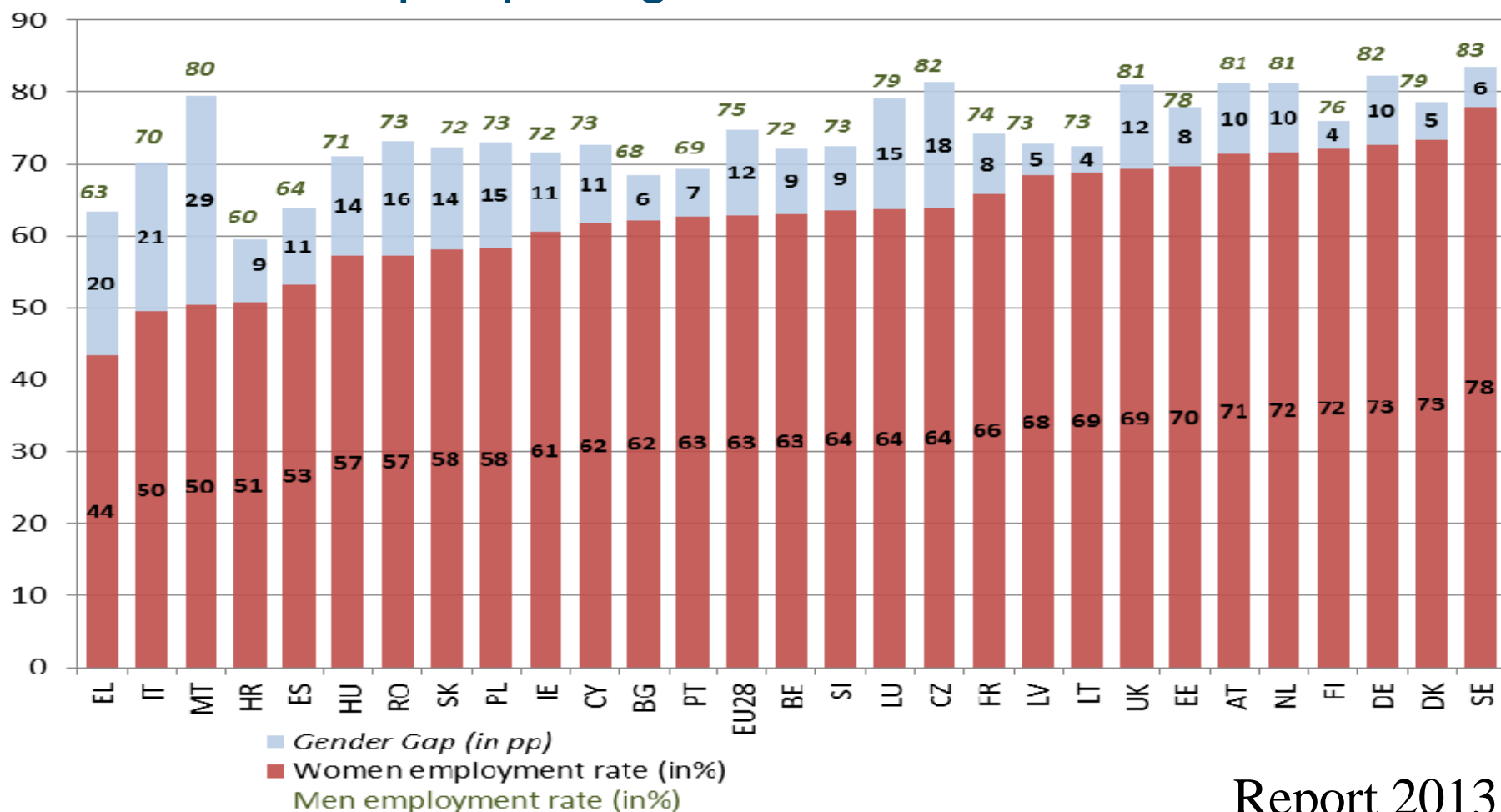
Reconciliation of work and family life - a women's problem?

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10.11 2014 Budapest
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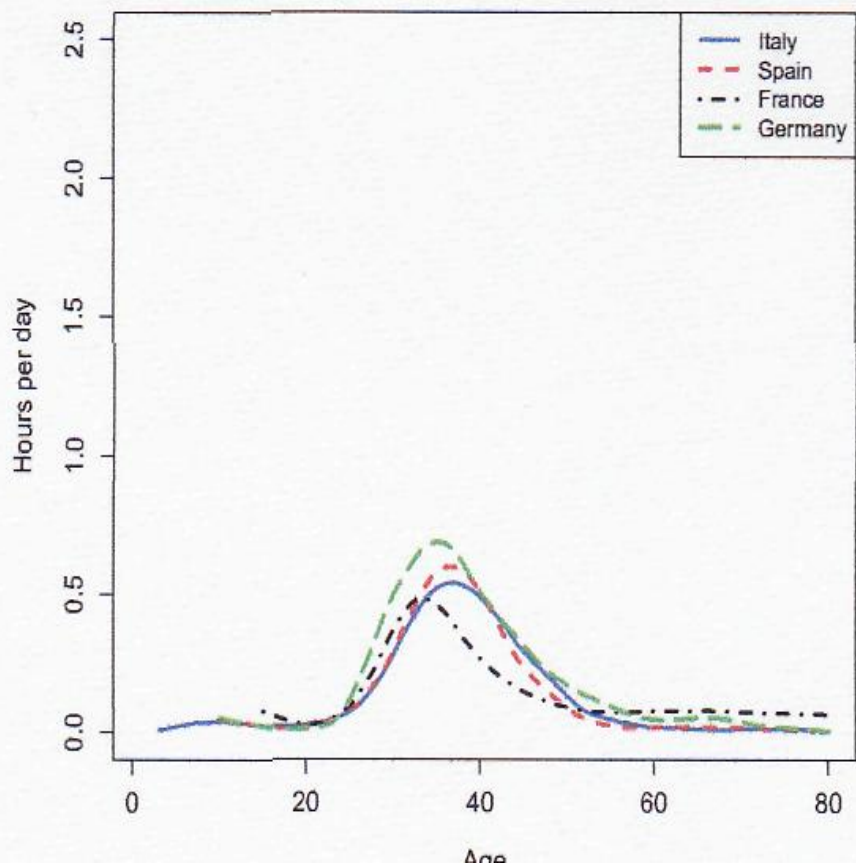
Female and male employment rates (in %) and the gender gap in the employment rate, people aged 20-64, 2013Q3



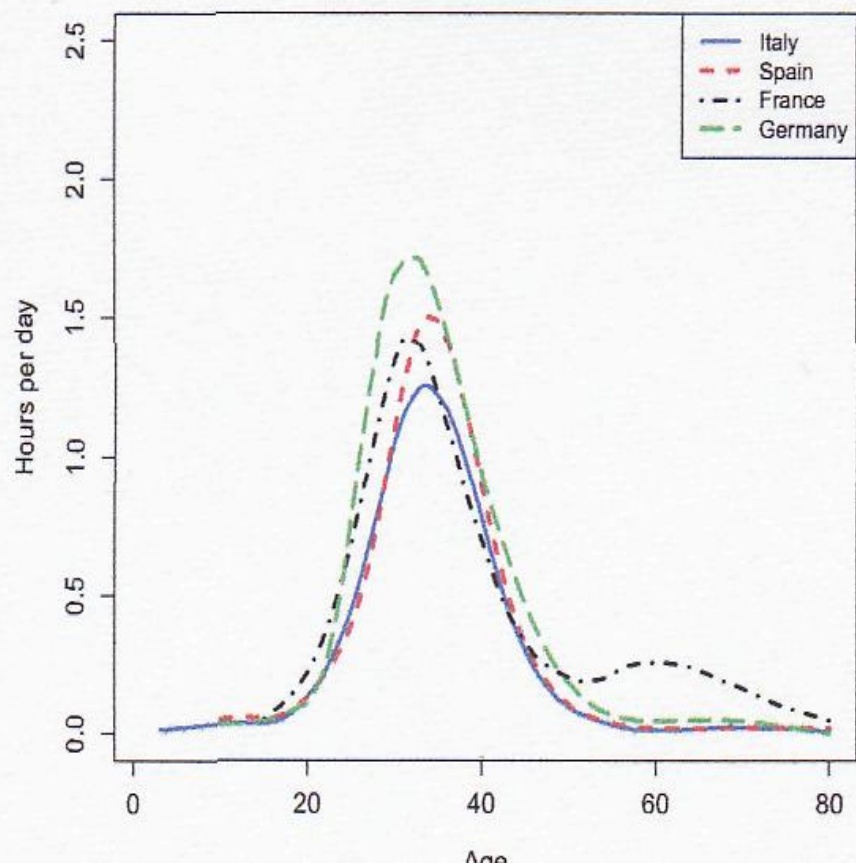


Childcare

Men - Childcare



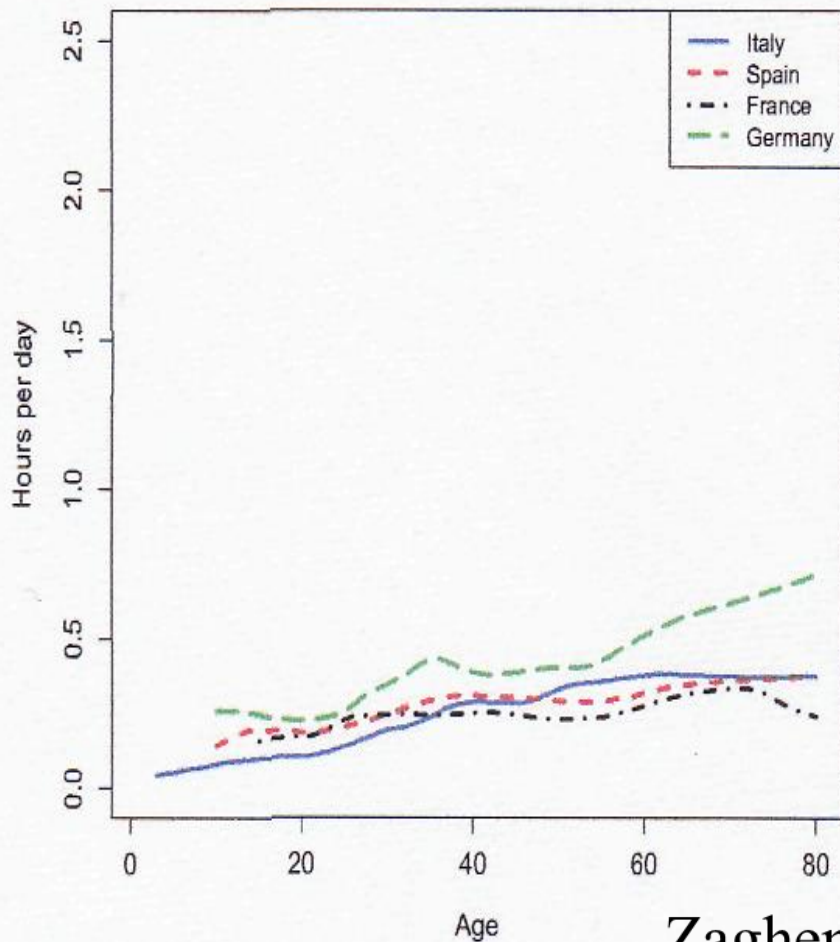
Women - Childcare



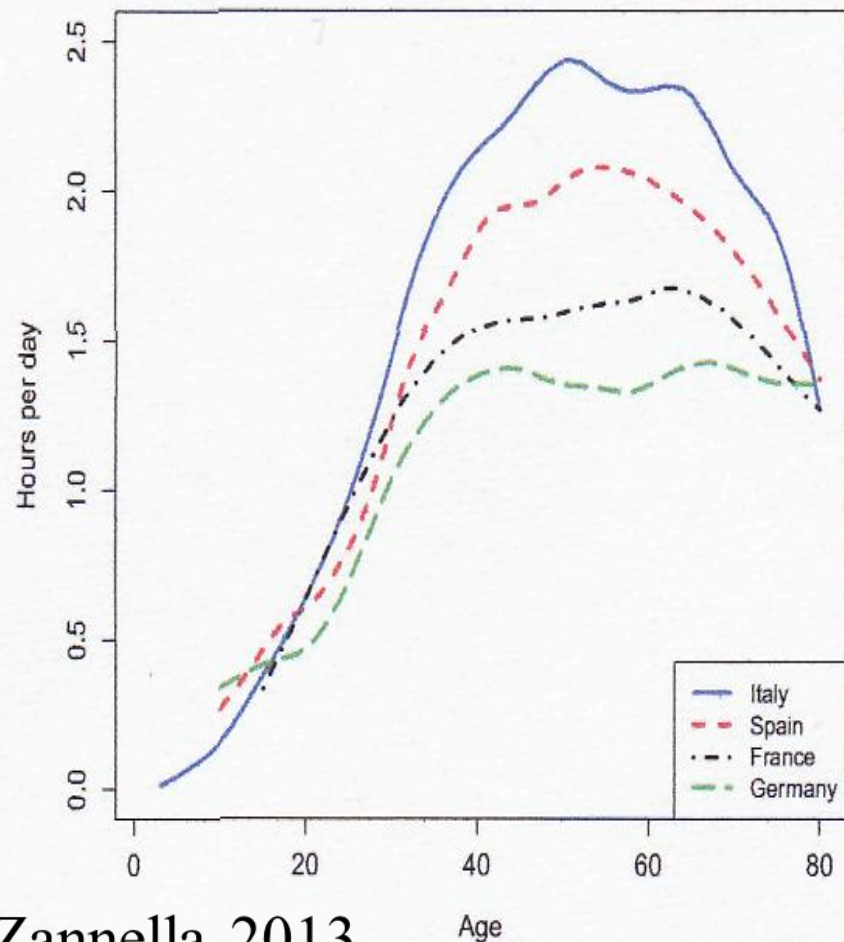


Housework

Men - Housework

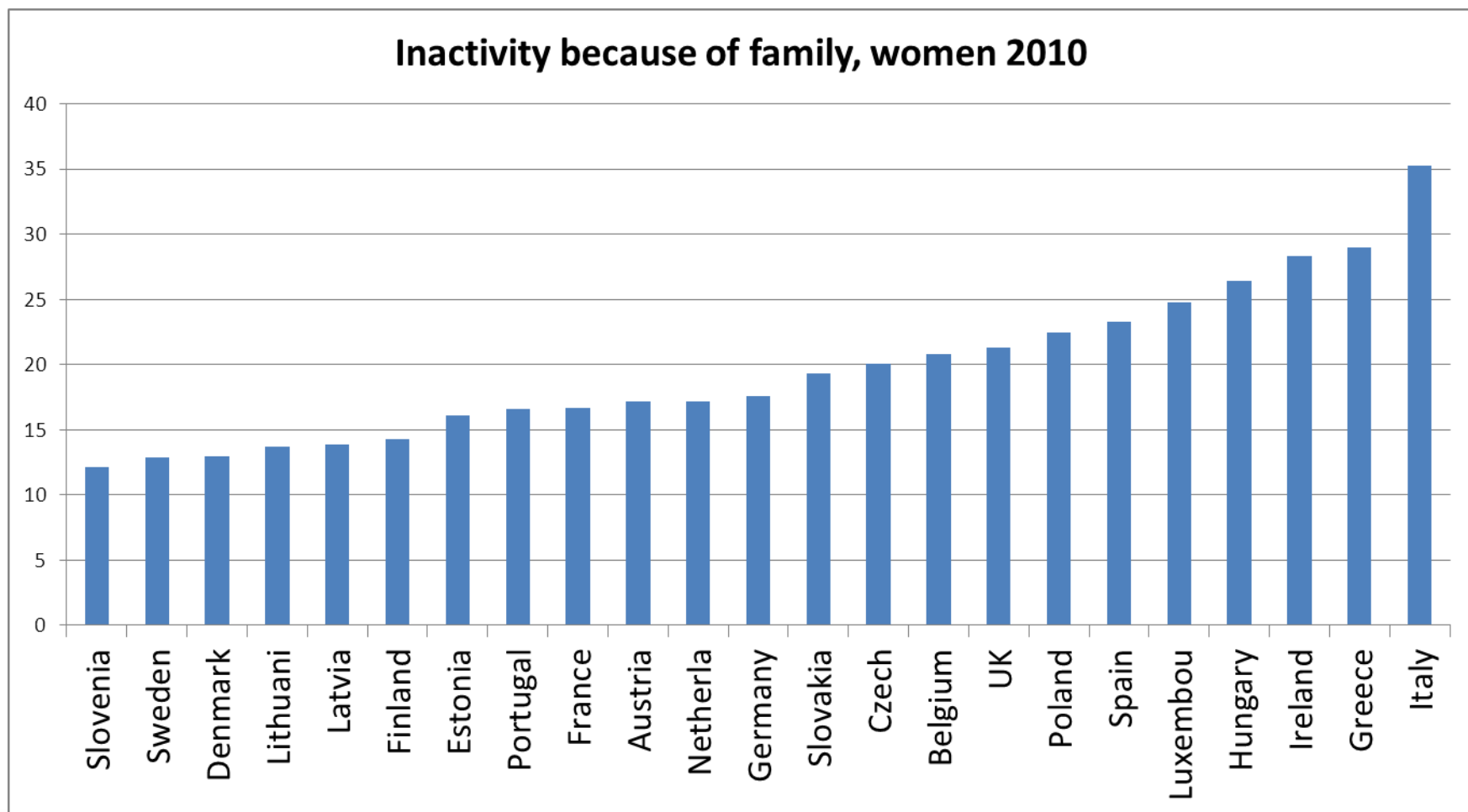


Women - Housework





Inactivity because of family, women 2010 (Eurostat)

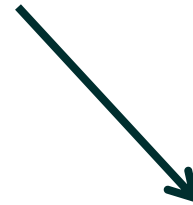




WORK

FAMILY

SPARE TIME



HAPPY PERSON

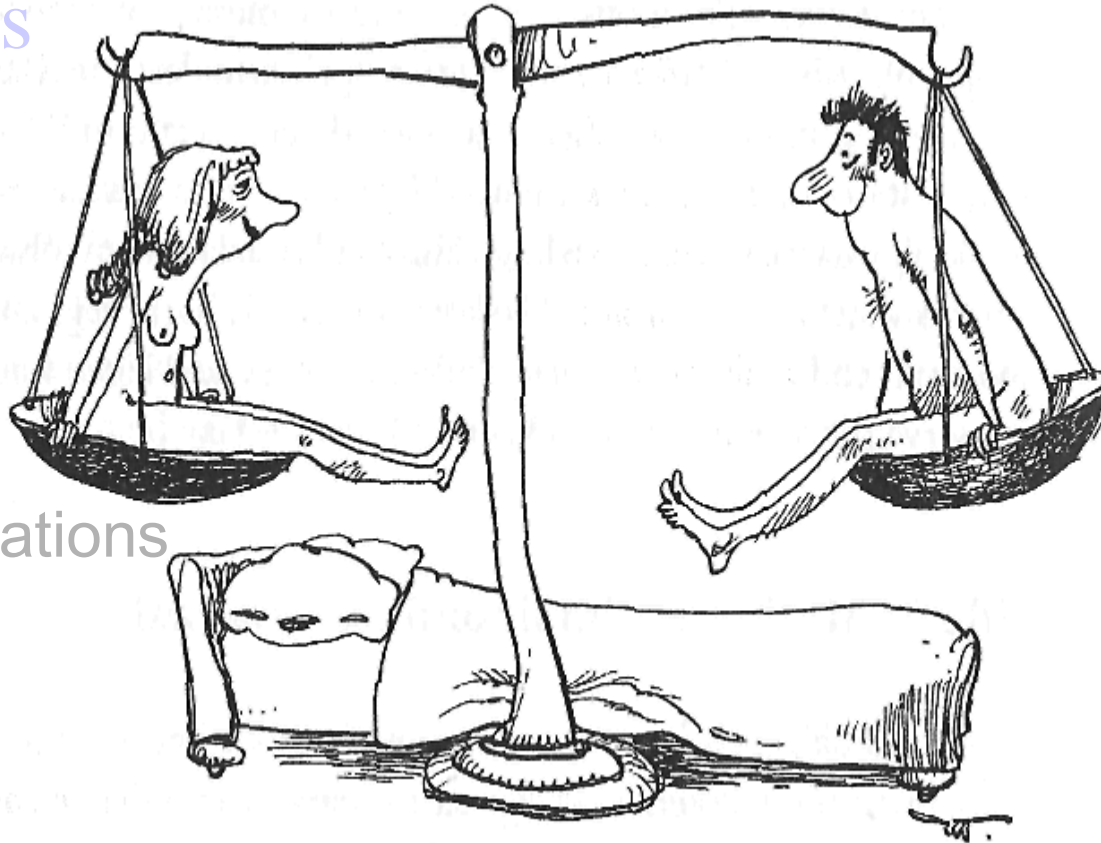
HAPPY SOCIETY



Discrimination

Legal norm

Values



Social relations

Work

Family obligations

Education?



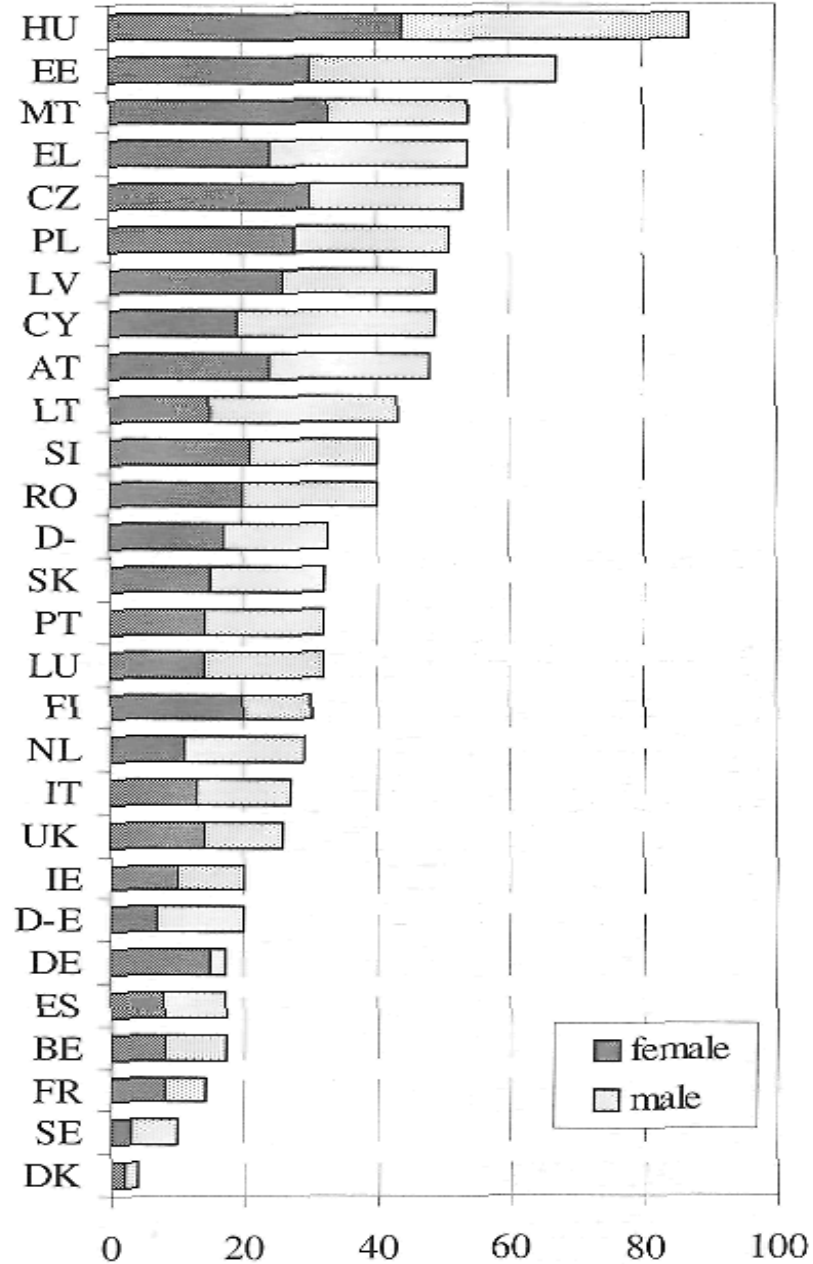
Environment



Icek Ajzen - **behaviour** is influenced by attitudes, norms, perceived difficulties

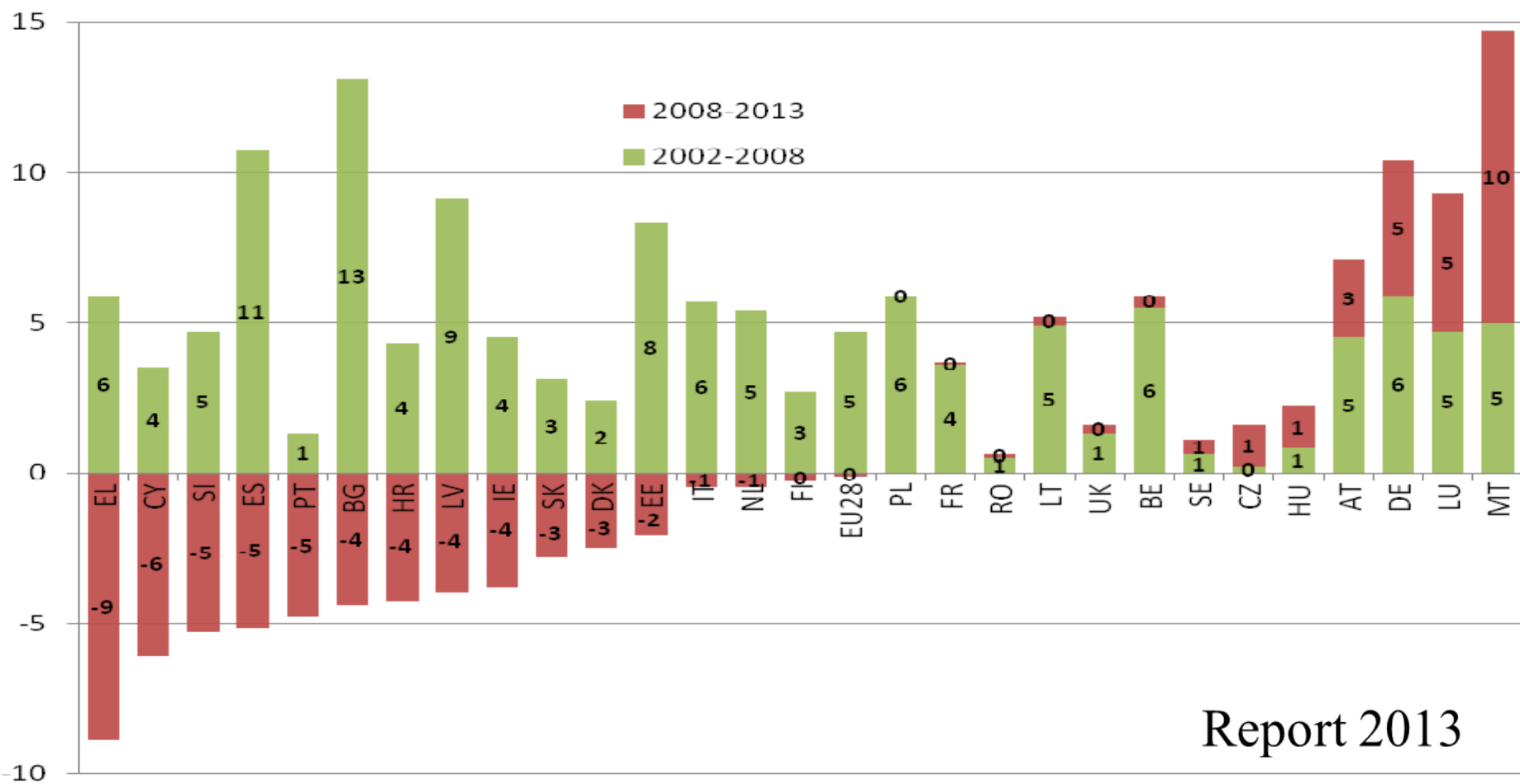


- Agreement with a statement that ideally women should stay at home to take care of children (Eurobarometer 2006)



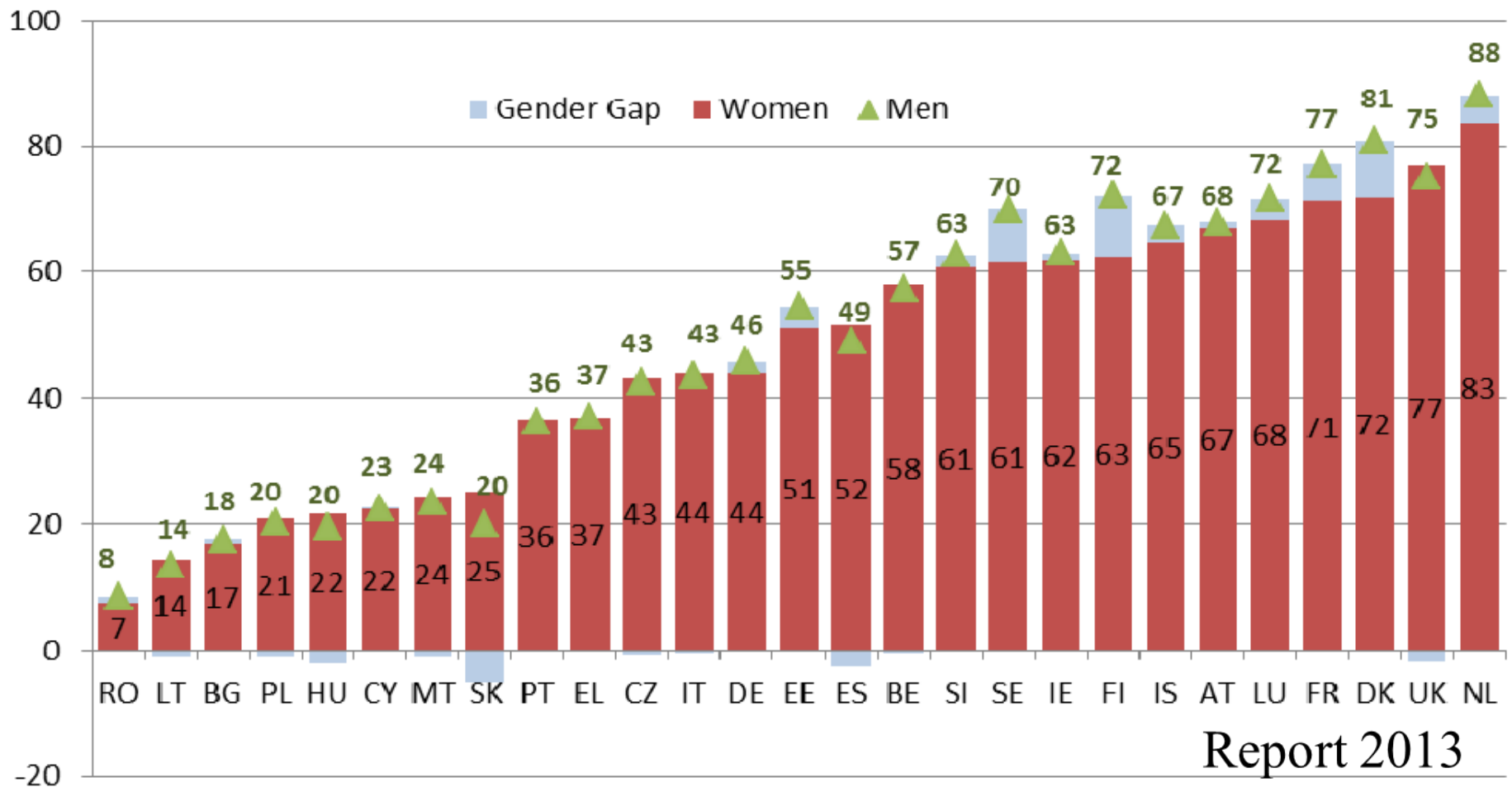


Female employment rates: changes in percentage points between 2002-08 and 2008-13





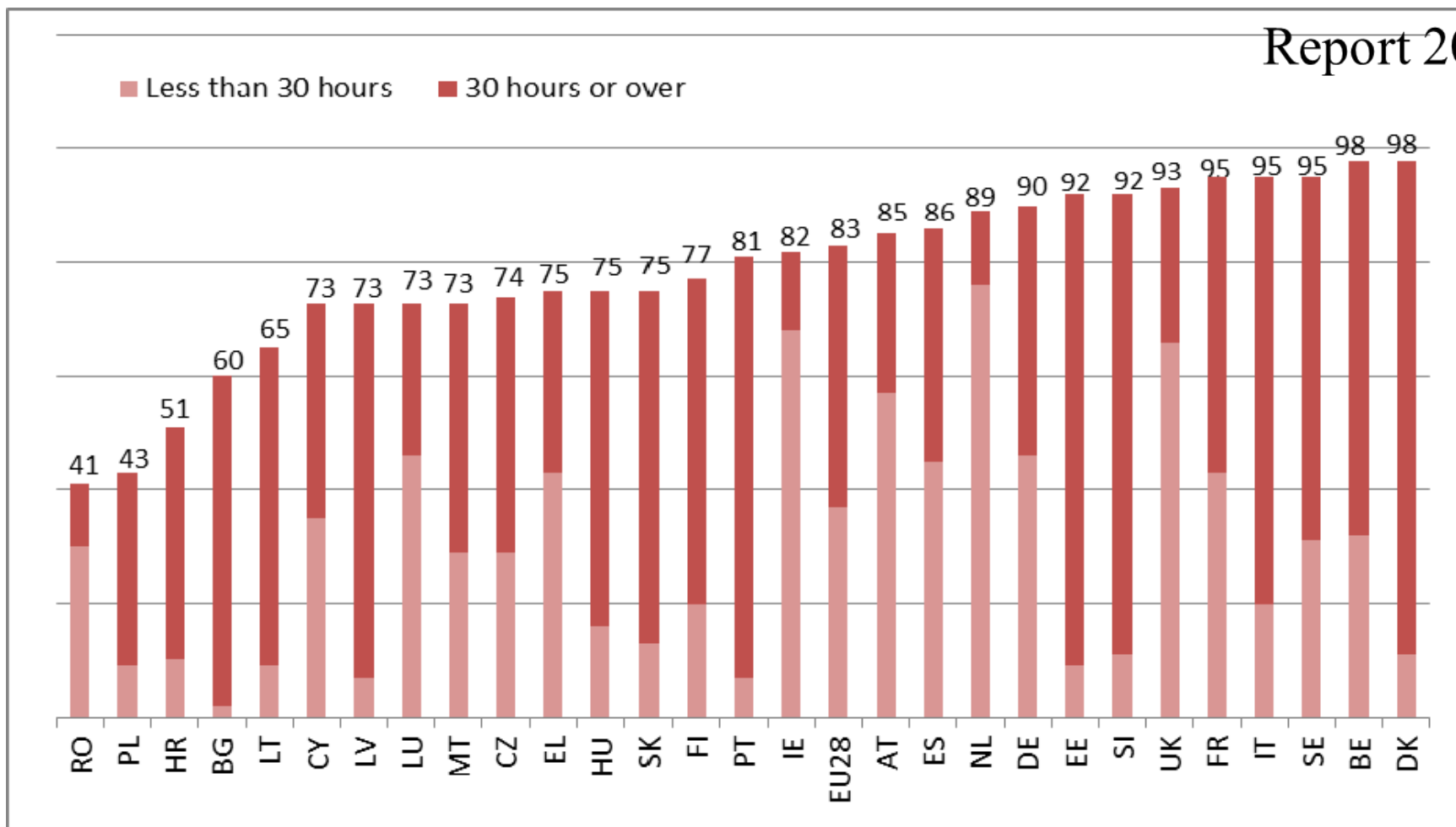
Percentage of employed people able to vary start/end times for family reasons, men and women





Percentage of children between the age of three and mandatory school age cared for in formal structures (and by weekly time spent in care), 2011

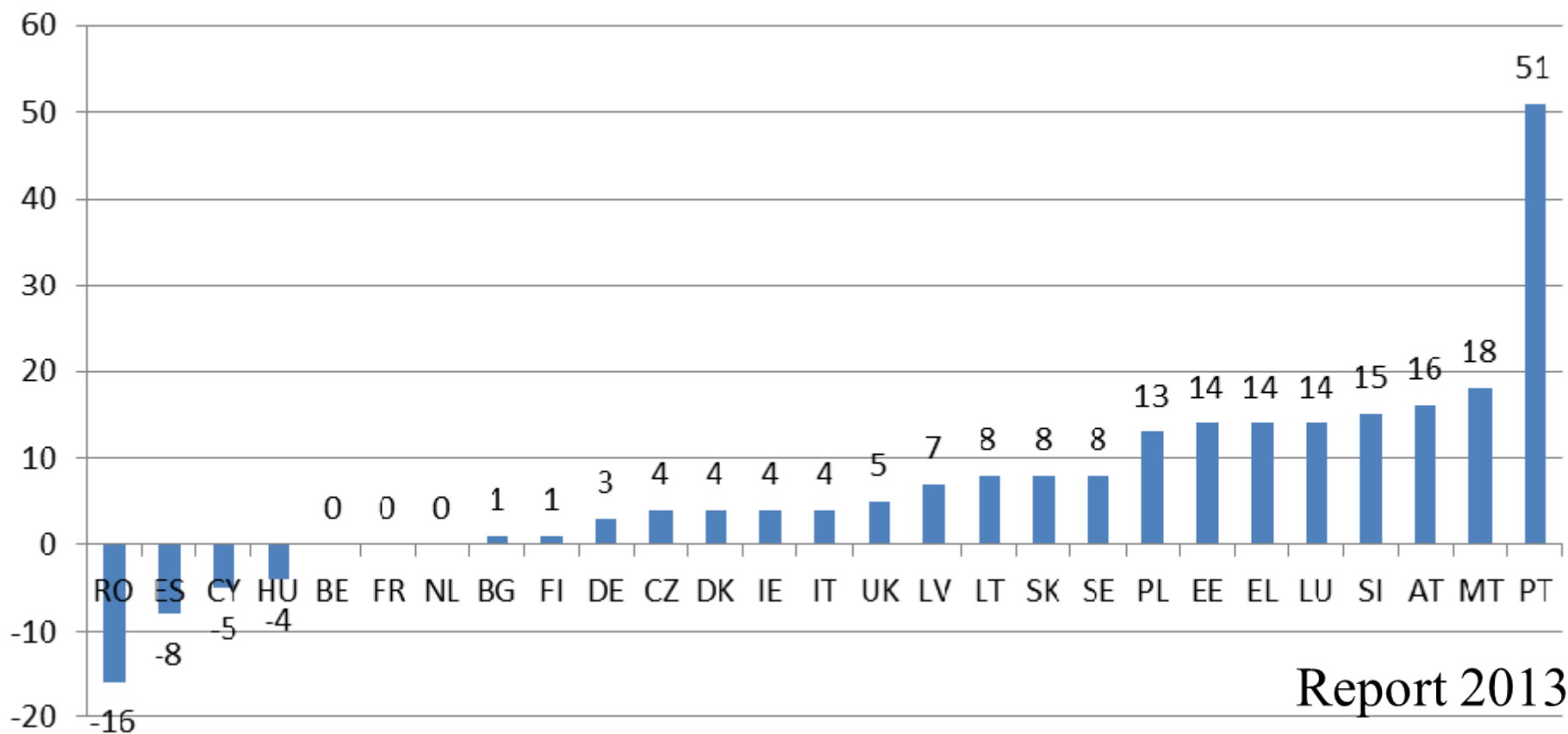
Report 2013





33% benchmark

Change in childcare provision for children between the age of three and mandatory school age (in percentage points), 2005-2011



Report 2013



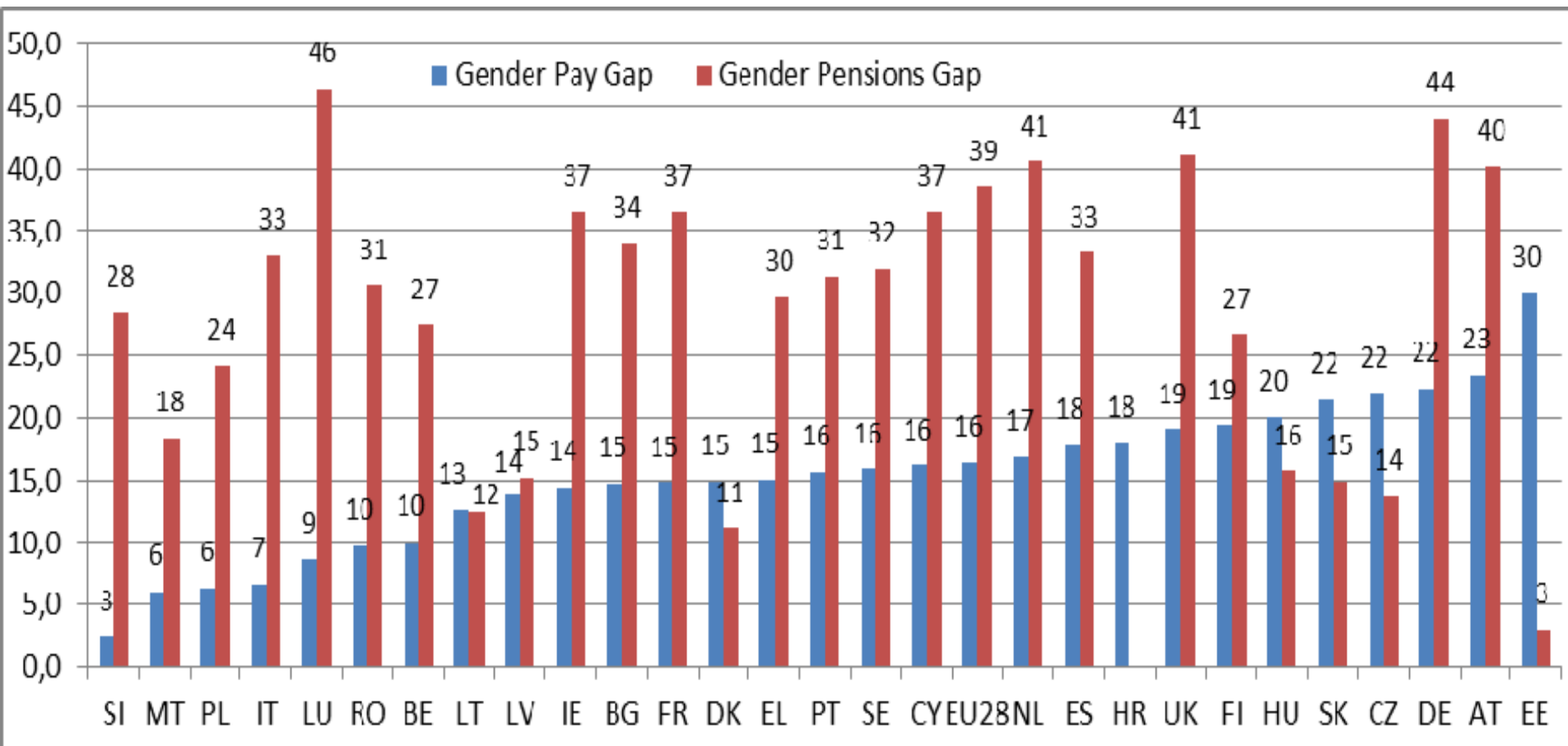
Equal division of life spheres good for many groups





The gender pay gap vis-à-vis, the gender gap in pension

Report 2013





Equality of men and women

- Marginalisation of genders, no freedom of choice
- Women out of individual income, men out of life of children
- Role models
- Sustainability of social security system
- Higher income is higher security, good for fertility (Testa & Basten 2014)
- Stress doing both – time management stress



- Mothers were more likely to be employed in societies with extensive reconciliation policies and limited family allowances

Institutional and Demographic Explanations
of Women's Employment in 18 OECD Countries,
1975 – 1999

- Strong positive effects of day care availability on the transition to motherhood (Rindfuss et al 2007)



Conclusion

- Reconciliation of work and family life
- a women's problem? NO

- Good for society
- Good for women
- Good for men
- Good for children





If it is good, why not to implement?
(society)

Do men and women know what is
good?



- Report on Progress on equality between women and men in 2013. 2013 Report on the Application of the EU Charter of Fundamental Rights. COMMISSION STAFF WORKING DOCUMENT. Brussels, 14.4.2014

- Thank you!

