

Defamilisation, adult worker models and labour participation of older female workers

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The Marie Curie Project

Social Investment Perspective in Work-Family
Reconciliation Policies in Europe and East Asia (SIPEA)



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7 COUNTRIES



5 POLICY AREAS

- Access to affordable childcare
- Protection for pregnant workers
- Parental leaves
- Flexible working time arrangements
- Access to decent retirement protection

(Anderson, 2015)

Aim

- to explore the effects of social investment perspective on women and to identify effective work-family reconciliation measures in fostering social inclusion of women in the labour market

Methods

- Defamilisation index
- Country-based policy grid
- Semi-structured interview
- Secondment

Aims of the presentation

- To introduce the concepts of decommodification, defamilisation and adult work models
- To provide a framework and policy examples to deal with different defamilisation mismatches for older women workers

Decommodification

Extent to which individuals and families can maintain a normal and socially acceptable standard of living **independent of market force.**

(Esping Andersen, 1990)

Defamilisation

‘...the degree to which individual adults can uphold a socially acceptable standard of living, **independently of family relationships**, either through paid work or through social security system.’

(Lister, 1994, p.37)

Two types of Defamilisation

Care-focused defamilisation:

freedom of the family from caring responsibilities (Leitner, 2003)

Economic defamilisation:

Freedom of women from the family (Lister, 1994)

Defamilisation Measures and Women's Labour Participation

Table 1 Unstandardized Care-focused Defamilisation Measure Data

Country	Child care cost for dual earner family, % of net family income 2008	(IS**)	Child-staff ratio in formal childcare, for children under 3 years old 2009	(IS)	Participation rate in formal child care or pre-school, for children under 3 years old 2010	(IS)	(Aggregated index score of the three variables)	Care-focused Index-Based Regime***
Belgium	5	6	7	1	39	2	9	Medium
Denmark	9	4	5.25	2	66	3	9	Medium
Finland	8	4	5.5	2	28	2	8	Medium
France	10	4	6.5	1	48	2	7	Medium
Hungary	4	6	6	2	11	1	9	Medium
Japan	17	2	4.5	3	26	1	6	Low
Netherlands	10	4	5	2	61	3	9	Medium
New Zealand	19	2	5.5	2	37	2	6	Low
Norway	11	4	5	2	54	2	8	Medium
South Korea	9	4	4	3	51	2	9	Medium
Sweden	5	6	5.5	2	47	2	10	High
UK	27	2	5	2	42	2	6	Low
Mean	9.7*		5.4		42.5			
Standard Deviation	4.5*		0.8		14.9			

IS: Index Score

* Adjusted for extreme outlier (UK).

** The values of IS were multiplied by 2.

*** High > Mean+SD; Medium between (Mean-SD) and (Mean+SD); Low < Mean-SD

(Source: The data come from OECD, 2014 compiled by Authors)

Table 2 Unstandardised Women's Economic Defamilisation Data

Country	Maternity leave compensation for duration covered (expressed as a % of normal wages) 2009	Compensated maternity leave duration (number of weeks) 2009	Michon's combined maternity leave index ^a	(IS)	(Aggregated index score of the variable)	Index-base Regime*
Belgium	75	15	0.11	2	2	Medium
Denmark	100	52	0.52	3	3	High
Finland	70	21	0.15	2	2	Medium
France	100	16	0.16	2	2	Medium
Hungary	70	24	0.17	2	2	Medium
Japan	67	14	0.09	1	1	Low
Netherlands	100	16	0.16	2	2	Medium
New Zealand	100	14	0.14	2	2	Medium
Norway	100	56	0.56	3	3	High
South Korea	100	13	0.13	2	2	Medium
Sweden	80	69	0.55	3	3	High
UK	90	52	0.47	2	2	Medium
Mean	87.67	30.17	0.27			
Standard Deviation	13.51	19.79	0.18			

^a Calculated by multiplying the number of weeks of compensated maternity leave by replacement rate (i.e. maternity leave compensation for duration covered) and divided by 100.

IS: Index Score

*High > Mean+SD; Medium between (Mean-SD) and (Mean+SD); Low < Mean-SD

(Source: Data come from United Nations, 2010 compiled by Authors)

Table 3 Countries' Commitment to the Provision of Defamilisation Measures and Relative Female Full Time Employment Rate

Country	Care-focused Defamilisation Index	Women's Economic Defamilisation Index	Relative Female Full-Time Employment rate*
Sweden	High	High	11.3
Denmark	Medium	High	11.9
Norway	Medium	High	16.8
Belgium	Medium	Medium	22.5
Finland	Medium	Medium	6.8
France	Medium	Medium	14.9
Hungary	Medium	Medium	5.0
South Korea	Medium	Medium	21.8
Netherlands	Medium	Medium	42.4
New Zealand	Low	Medium	20.5
UK	Low	Medium	24.4
Japan	Low	Low	30.5
Mean			19.1

* Calculated as the difference between men and women's full-time employment rate.
(Chau, Yu, Foster and Lau 2017)

Conditions for Defamilisation of Women

- Availability of sufficient **support** for women and/or family to be released from caring responsibilities (state and informal provisions)
- Availability of **opportunities** for women to take part in the labour market and to earn an independent living (economic conditions, market demand and skill match, discriminations)
- **Willingness/capacity** of women to be independent of family relationships (culture, personal preferences)

(Chau, Foster and Yu 2017; Bambra, 2007)

Potential Mismatches

Support to reduce caring responsibilities	Opportunities to work and gain economic independence	Willingness/capacity to become economic independent
✓	✓	
✓		✓
✓		
	✓	✓
	✓	
		✓

Male Bread Winner Models

Men have the primary responsibility to earn in the public sphere, whereas women have the primary responsibility to care for the young and the old in the private sphere

(Lewis, 2001)

Adult Worker Models

Adult worker models emphasise the importance of assisting not only male adults but also female adults to respond to changes in the global knowledge economy and participate in formal employment.

(Annesley, 2007; Daly, 2011)

Decommodification and pro-employment measures

Decommodification measures: to assist women in maintaining a socially acceptable standard of living without taking part in the labour market.

Pro-employment measures: to assist women to maintain a socially acceptable standard of living through taking part in the paid labour market.

- **Making work pay measures:** make paid employment financially more attractive than remaining on benefits or dependent on a male-breadwinner
- **Condition building measures:** create favourable conditions for women's participation in the paid labour market

(Annesley, 2007; Bambra, 2004; 2007)

Decommodification and pro-employment measures for dealing with defamilisation mismatches

Examples of mismatches	Decommodification/Pro-employment measures
Some women are obliged to perform undesired family roles because of their financial reliance on male family members.	Decommodification measures (such as state allowances and benefits for women)
Some women want to perform the role of a full-time family carer but fail to do so because they have to earn their living in the paid labour market.	Decommodification measures (such as state allowances and benefits for women)
Some women are required to perform the role of full-time family carer, they do not have sufficient time to participate in the labour market.	Condition building measures (such as public early education, child care, provision for people with special caring needs, elderly care provision, skill training)
Some women are obliged to take up most of the caring responsibilities despite their participation in the paid labour market.	Making work pay measures (such as statutory minimum wages, living wages, paid maternity leave, tax credits, job-related retirement programmes)

Conclusion

- Learning from the past, planning for the future
- A better understanding of the complex issues behind the lack of women's labour participation
- Respecting women (any people) not only as workers, but also as individuals and citizens
- Respect for paid and unpaid work
- Provisions to support women's (old and young and others) labour participation should be flexible, comprehensive and gender friendly

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Previous and Current Work on Defamilisation

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