

The differential access of women and men to employment and income

Evidence from the EU-SILC

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Objectives:

- to examine information in EU-SILC on access of women to employment and income relative to men
- effect of having young children on this
- to identify potential indicators

Such indicators of growing relevance with future decline in working-age population and importance of maintaining economic competitiveness

Focus

- Focus on women aged 25-49 living in couple households
- Women divided into 4 groups:
 - youngest child under 3
 - youngest child 3-5 – pre-school/nursery
 - youngest child 6-11 – compulsory school
 - no children or child 12+
- Age divisions correspond with Barcelona targets:
childcare for 33% of children under 3 and for 90% of children aged 3 to compulsory school age

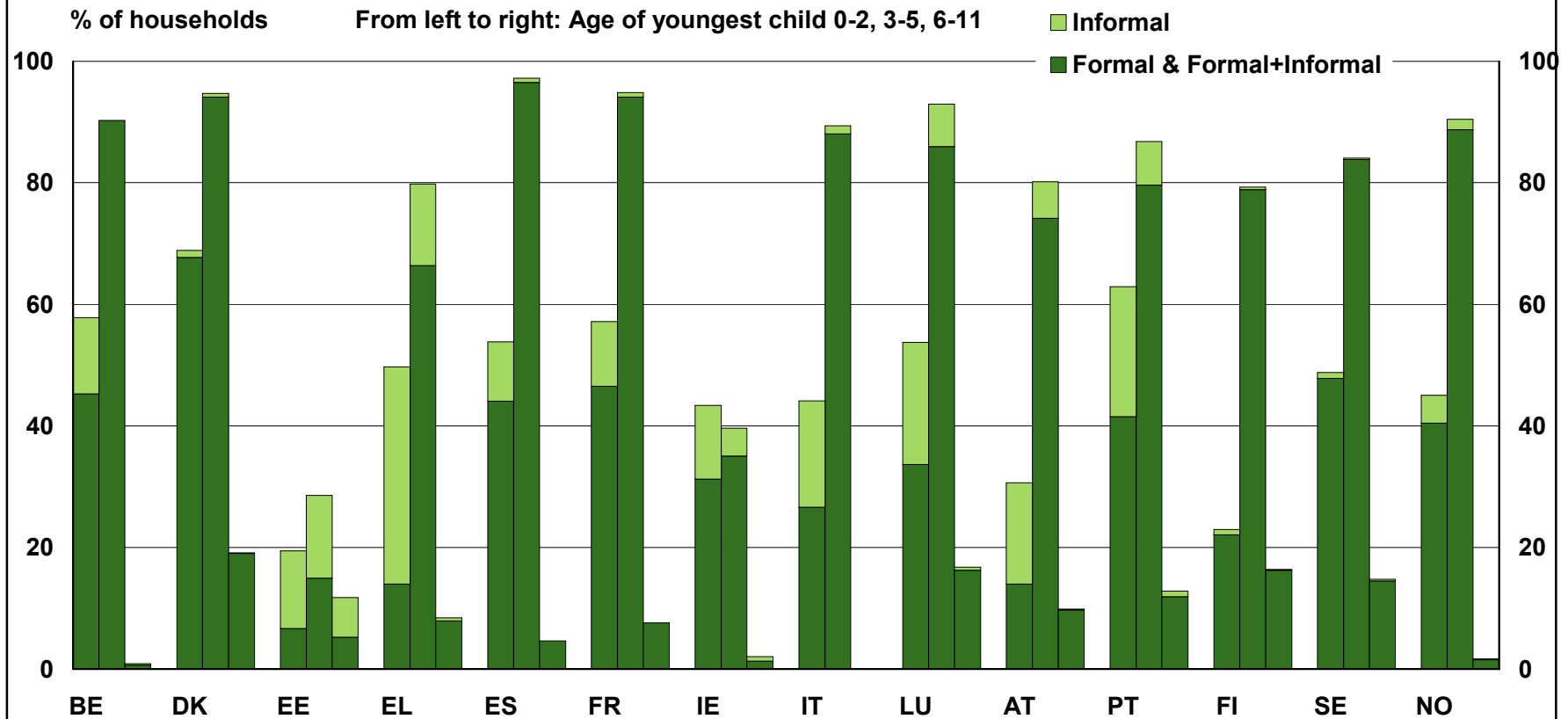
Data on childcare in EU-SILC

- Number of hours spent by child at:
 - pre-school or nursery
 - compulsory school
 - day-care centre
 - centre-based service outside school hours
 - professional child-minder
 - grandparents, other relatives, neighbours, etc
- No childcare denoted by 0 hours

Use of childcare data

- ❑ EU-SILC set up to indicate number of children receiving care – in line with Barcelona targets
- ❑ But need here to know number of women or households making use of childcare
- ❑ First may not be good guide to second
- ❑ Approach here to focus on youngest child – key constraint on ability of parents to work
- ❑ Data show large variations in use of childcare across countries

Couple households, woman aged 25 to 49, making use of childcare, 2004

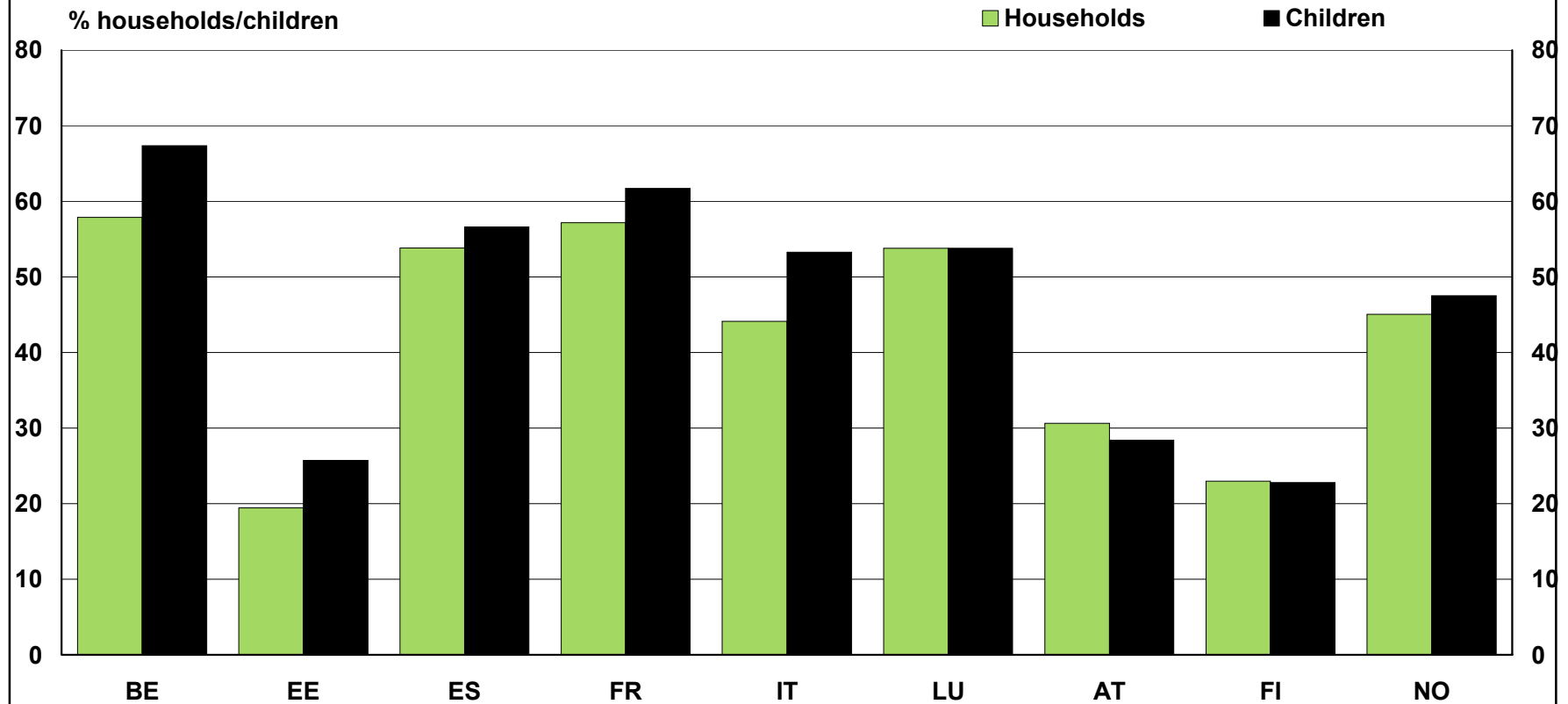


Source: EU-SILC XUDB 2004 - version of February 2006

Household-based and child-based indicators

- There are differences between indicators of childcare based on households and those based on children
- For couple households examined here with child under 3, significant differences for Belgium and Italy especially
...

Couple households making use of childcare and children aged 0 to 2 receiving care



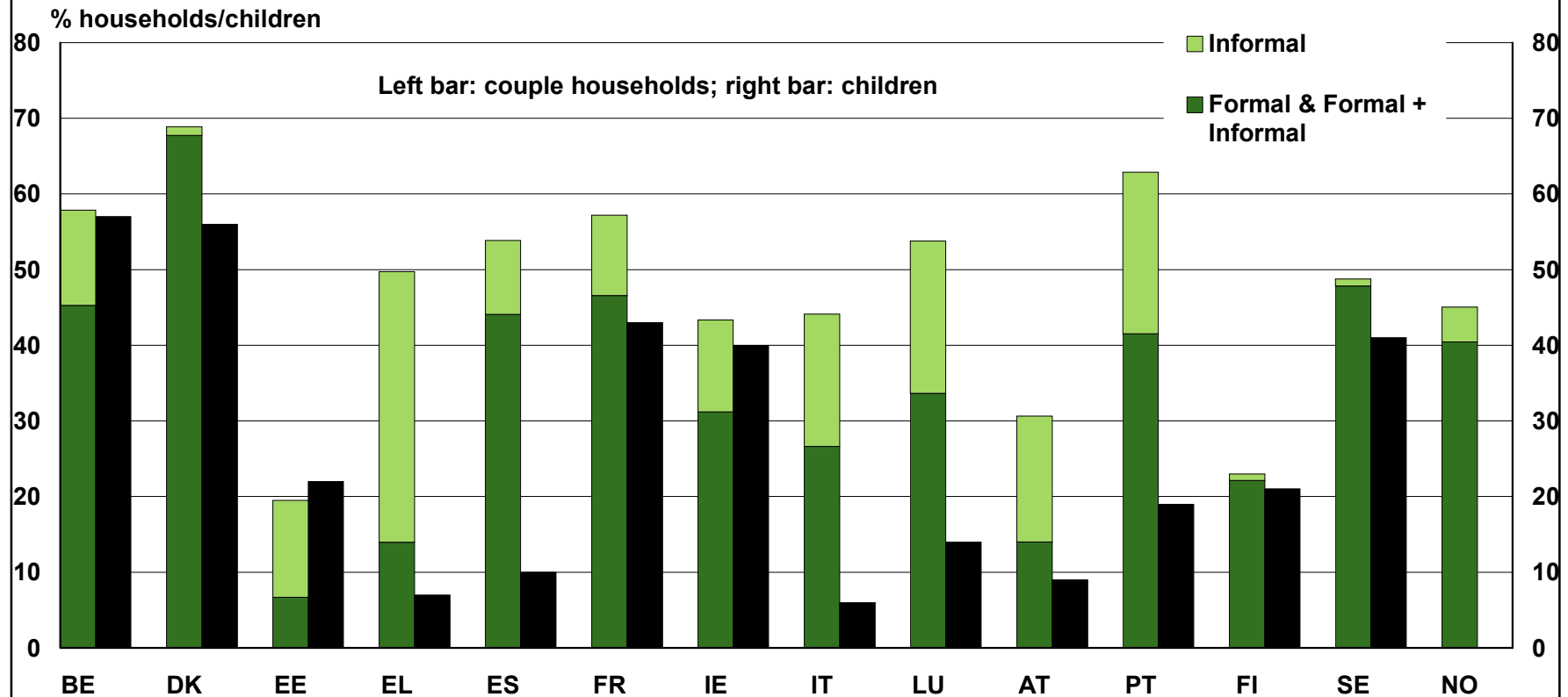
DK, EL, IE, PT, SE: no data available

Source: EU-SILC XADB 2004 - version of February 2006

Household-based and provider based indicators of childcare

- EU-SILC estimates of households making use of childcare show some similarities with indicators currently used to monitor pursuit of Barcelona targets
- But also some differences ...

Couple households using childcare and children, aged 0 to 2, for whom childcare provided

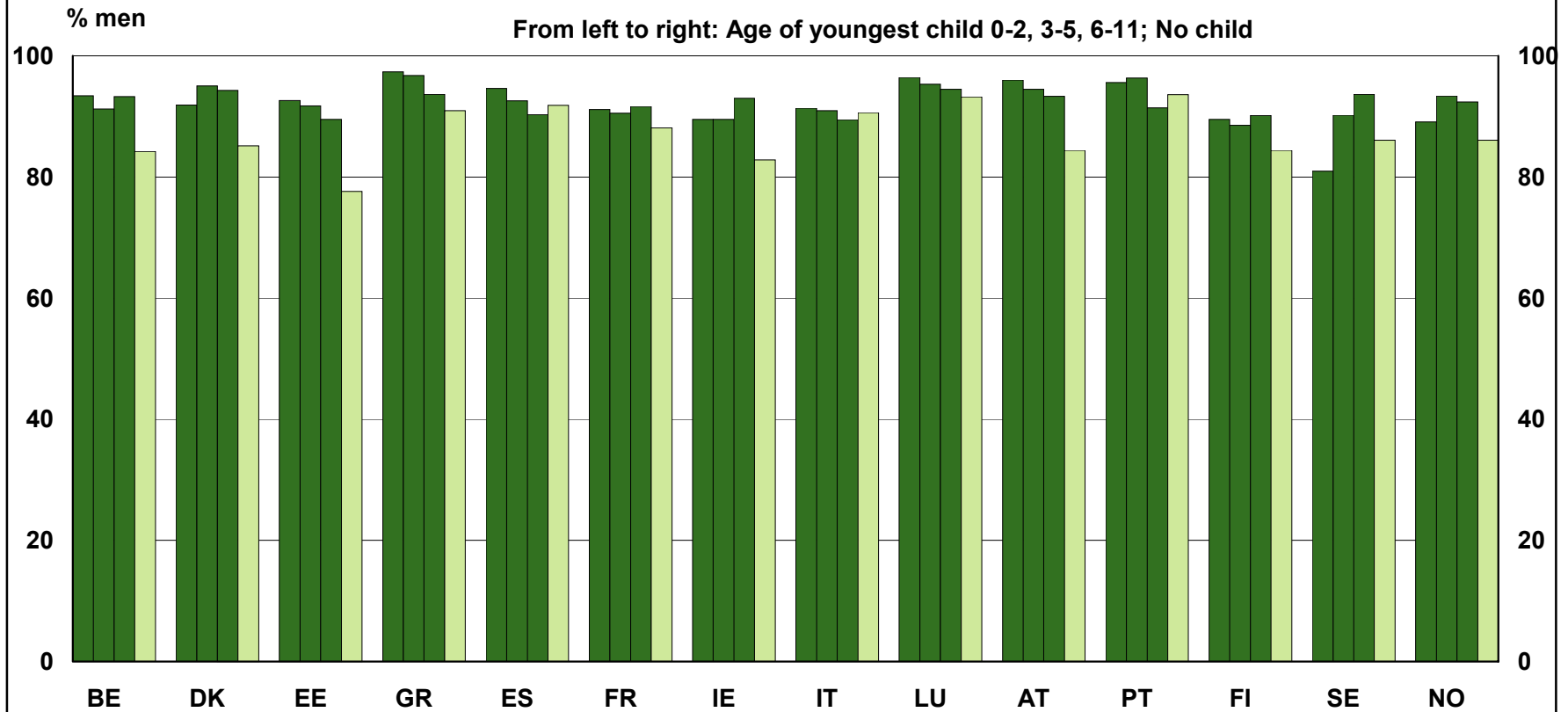


Source: EU-SILC XUDB 2004 - version of February 2006

Effect of children on access to employment

- Despite relatively widespread use of childcare, women bear main burden of caring for children
- And face challenge of reconciling this with pursuit of working career
- In all countries covered, except Sweden, around 90% of men in couple households are in work
- Except in Sweden, proportion largely invariant to whether there are children ...

Men living in a couple household with a partner aged 25 to 49 In employment, 2004

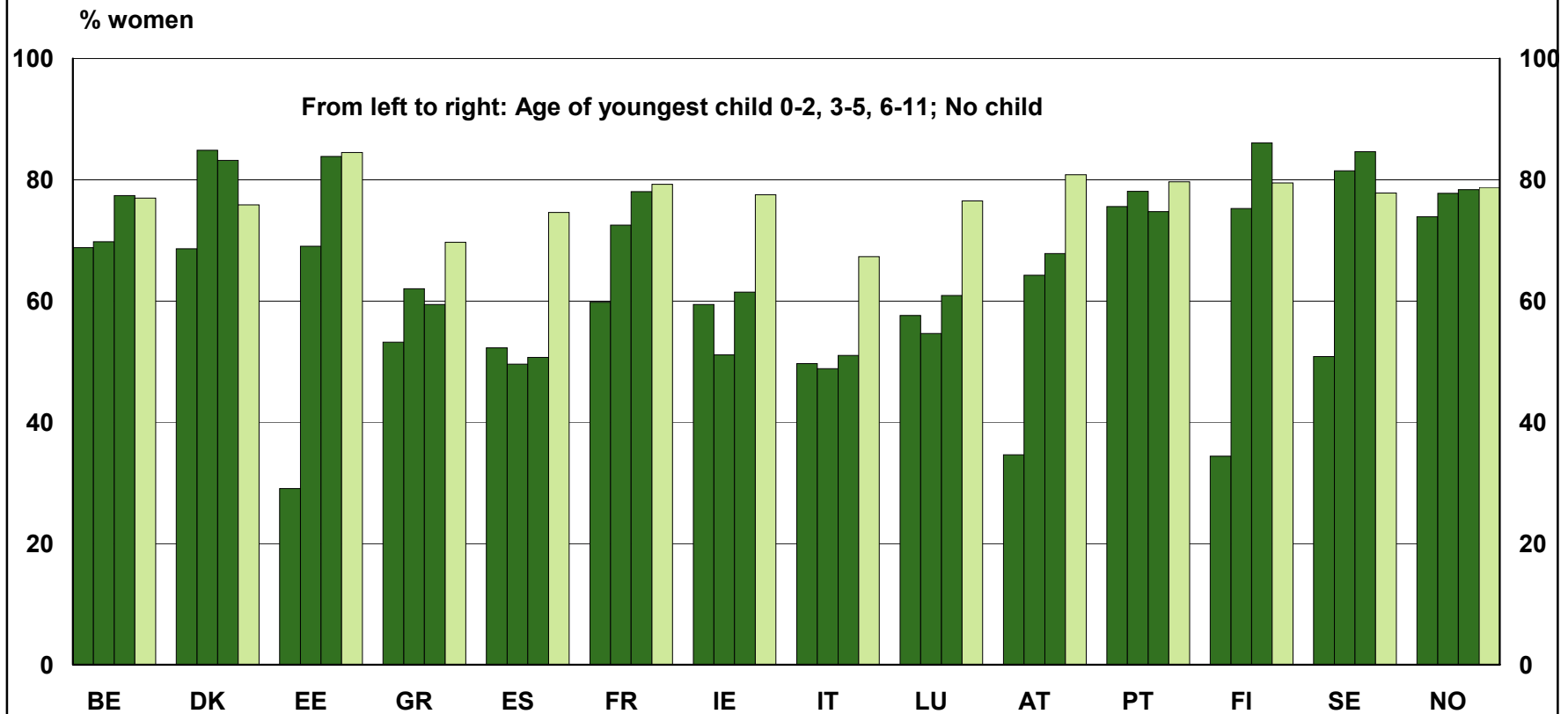


Source: EU-SILC XUDB 2004 - version of February 2006

Women's access to employment

- Having children markedly reduces likelihood of women being in paid employment in nearly all countries
- This is especially the case when child is under 3
- But women aged 25 to 49 are less likely than men to be employed even if they do not have a child under 12
- This is particularly the case in Greece and Italy ...

Women, aged 25 to 49, living in a couple household in employment, 2004

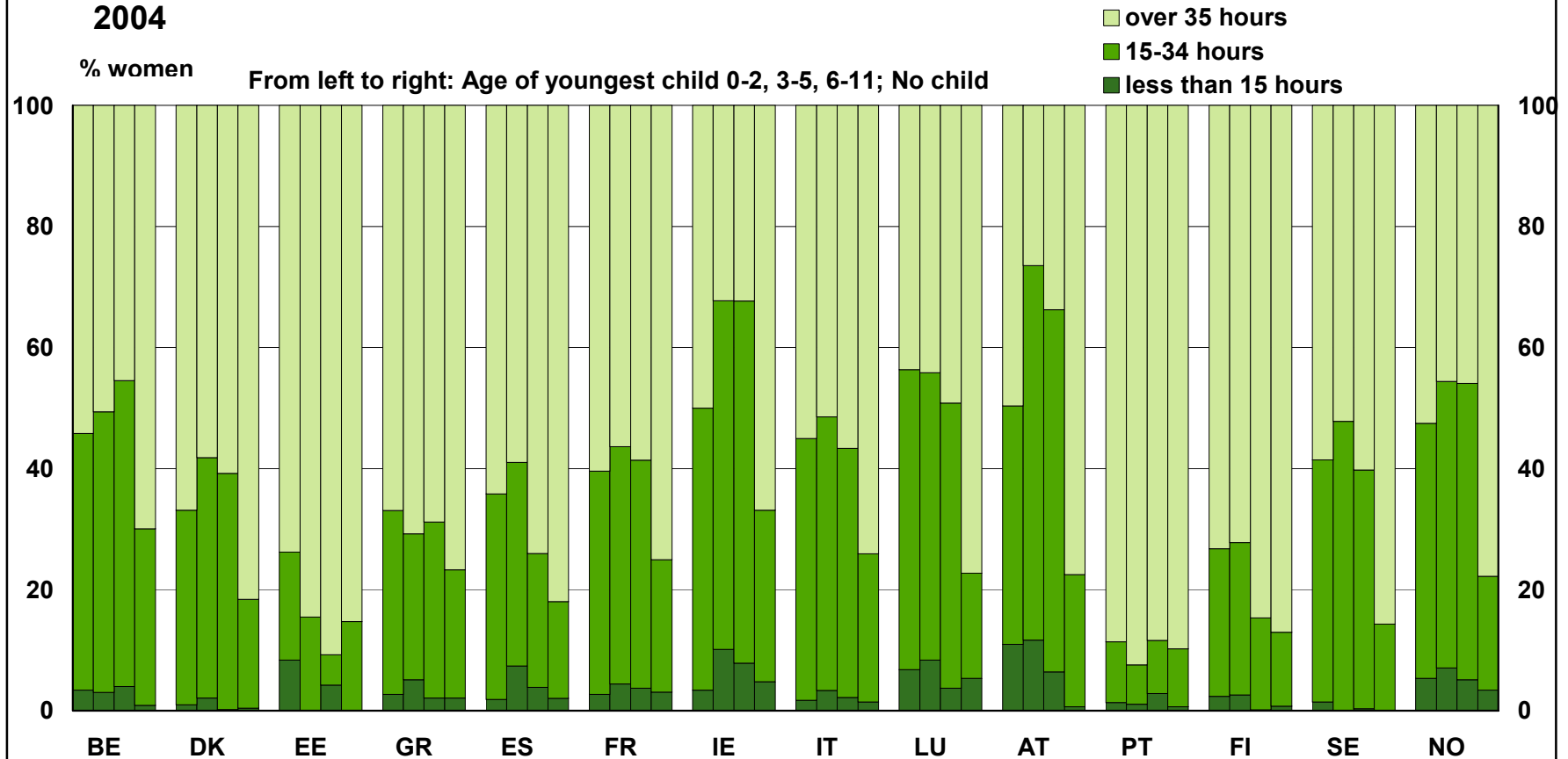


Source: EU-SILC XUDB 2004 - version of February 2006

Part-time working among women

- A large number of women with children who are in employment work part-time hours
- This is especially the case for those with children under 3
- But proportion working part-time varies markedly across countries
- And not closely related to use of childcare for children at school – particularly small in Estonia, Portugal and Finland ...

Women, aged 25 to 49, living in a couple household, in employment by hours worked, 2004

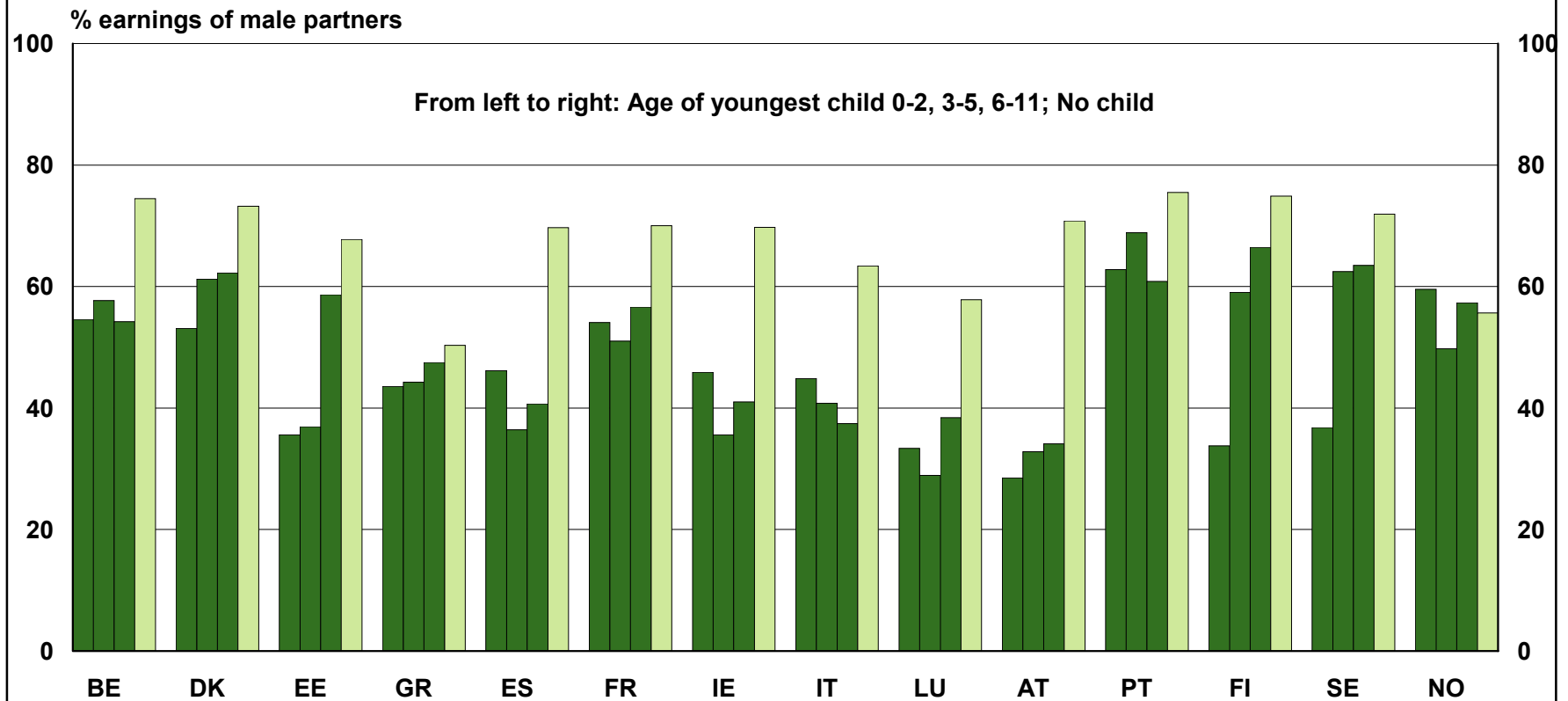


Source: EU-SILC XUDB 2004 - version of February 2006

Earnings of women relative to men

- Smaller proportion of women in couple households in employment and shorter working hours reflected in women contributing less in earnings to household income
- This is particularly the case for couples with young children
- But equally evident for those without children even though difference is smaller ...

Women's earnings relative to men's by age of child - all couple households, 2004

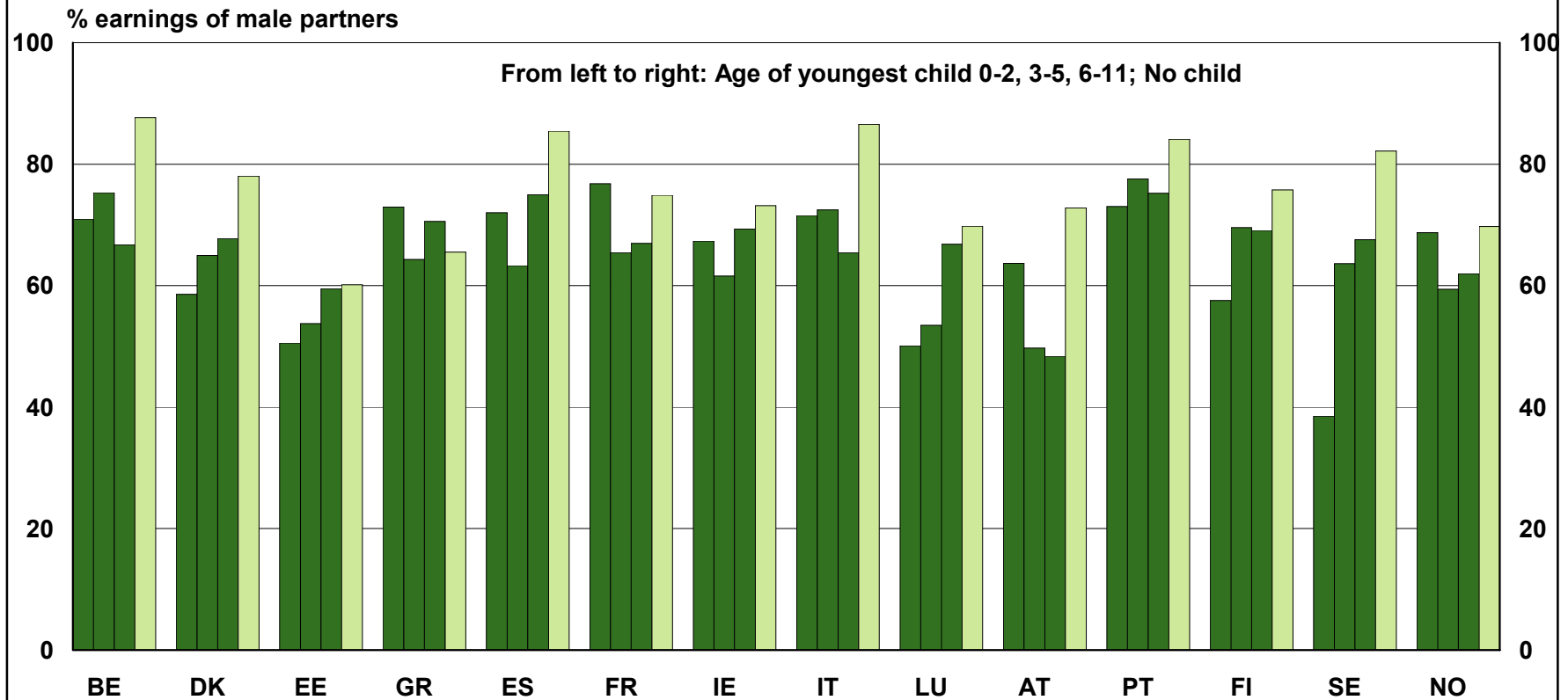


Source: EU-SILC XUDB 2004 - version of February 2006

Women's earnings relative to men's adjusted for hours of work

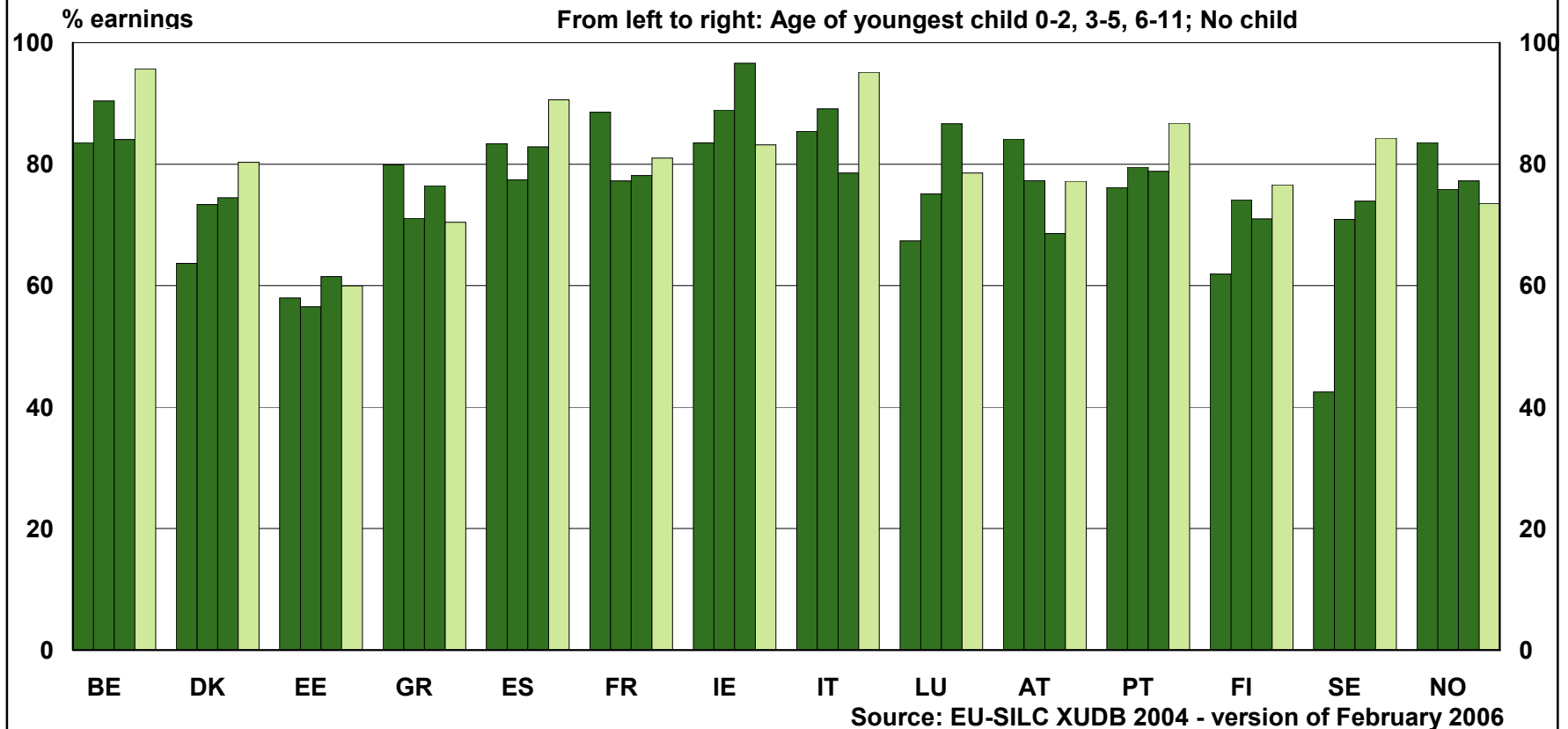
- Women still earn less than men and so contribute less to income of couple households if comparison restricted to those in employment ...

Women's earnings relative to men's by age of child - couple households with both partners employed, 2004



Source: EU-SILC XUDB 2004 - version of February 2006

And after adjusting for differences between women and men in hours worked....



Conclusions

The analysis suggests that:

- form of present childcare indicator should be reconsidered to incorporate households' use of care explicitly
- it is relevant for policy to monitor division of employment between women and men living in same household – indicative of way caring responsibilities are shared
- it is also relevant to monitor relative contribution of women and men to household income, to supplement comparisons of equivalised income between them