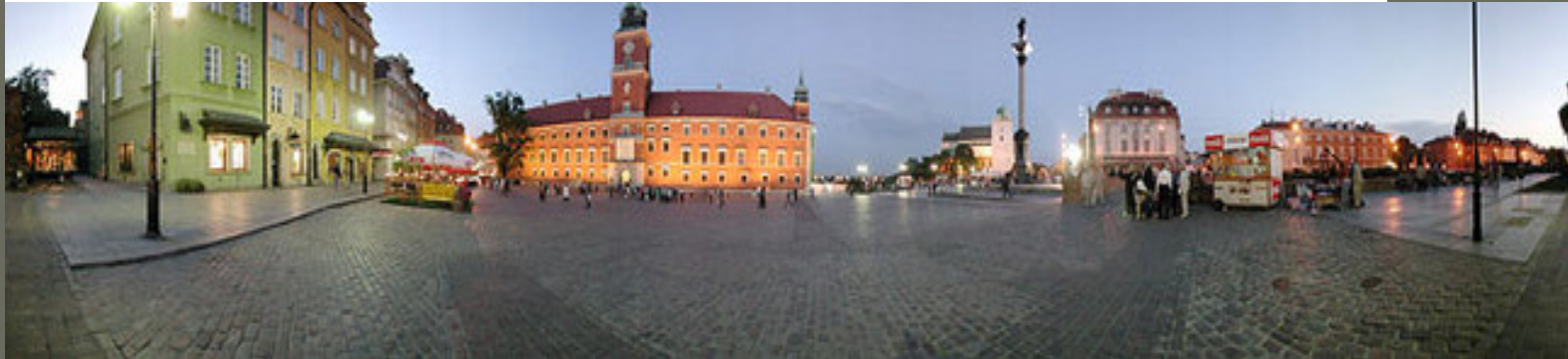


**ES
RA**

European Survey Research Association



Women's work and care orientations in Europe

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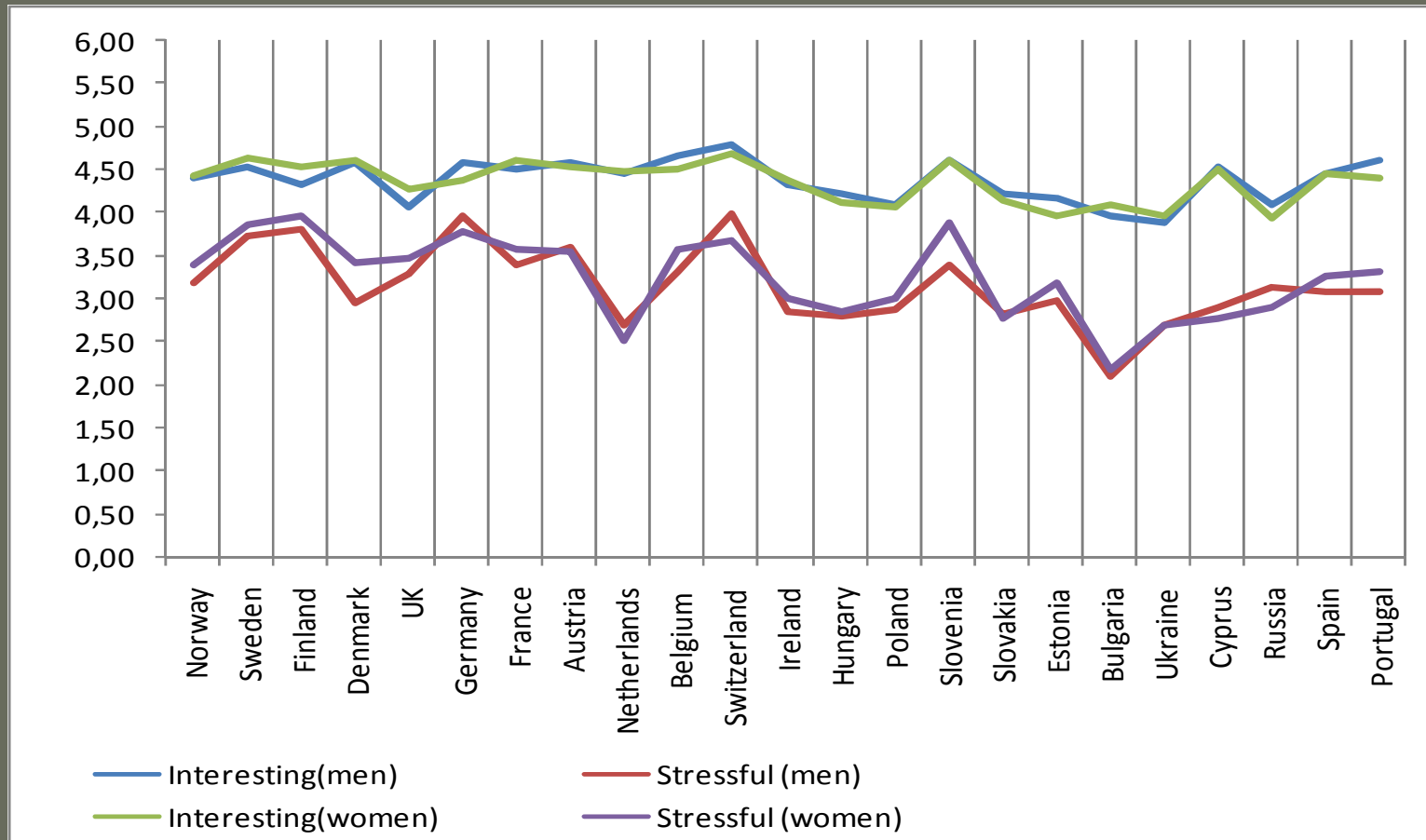
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Hypotheses

- 1** Orientations to work and care will differ in Europe in different gender regimes and according to specific national and historical contexts - income, education working hours and household types will affect orientations to work and care.
 - 2** Women's orientations towards work will vary less among countries than orientations to care. In some countries, orientations towards work can be modern but orientations to care can be traditional.
 - 3** Different ways of asking questions produce different answers. Questions addressed with a gender neutral perspective will be answered according to personal projects and wishes. When gender roles are directly at stake the answers tend to be filtered by gender stereotypes.
-

How much of the time do you find your job interesting and stressful



ESS (round 3) 2006

Job interesting

Country: $F(18, 19024) = 30,275; p < 0,000, \eta^2 = 0,028$

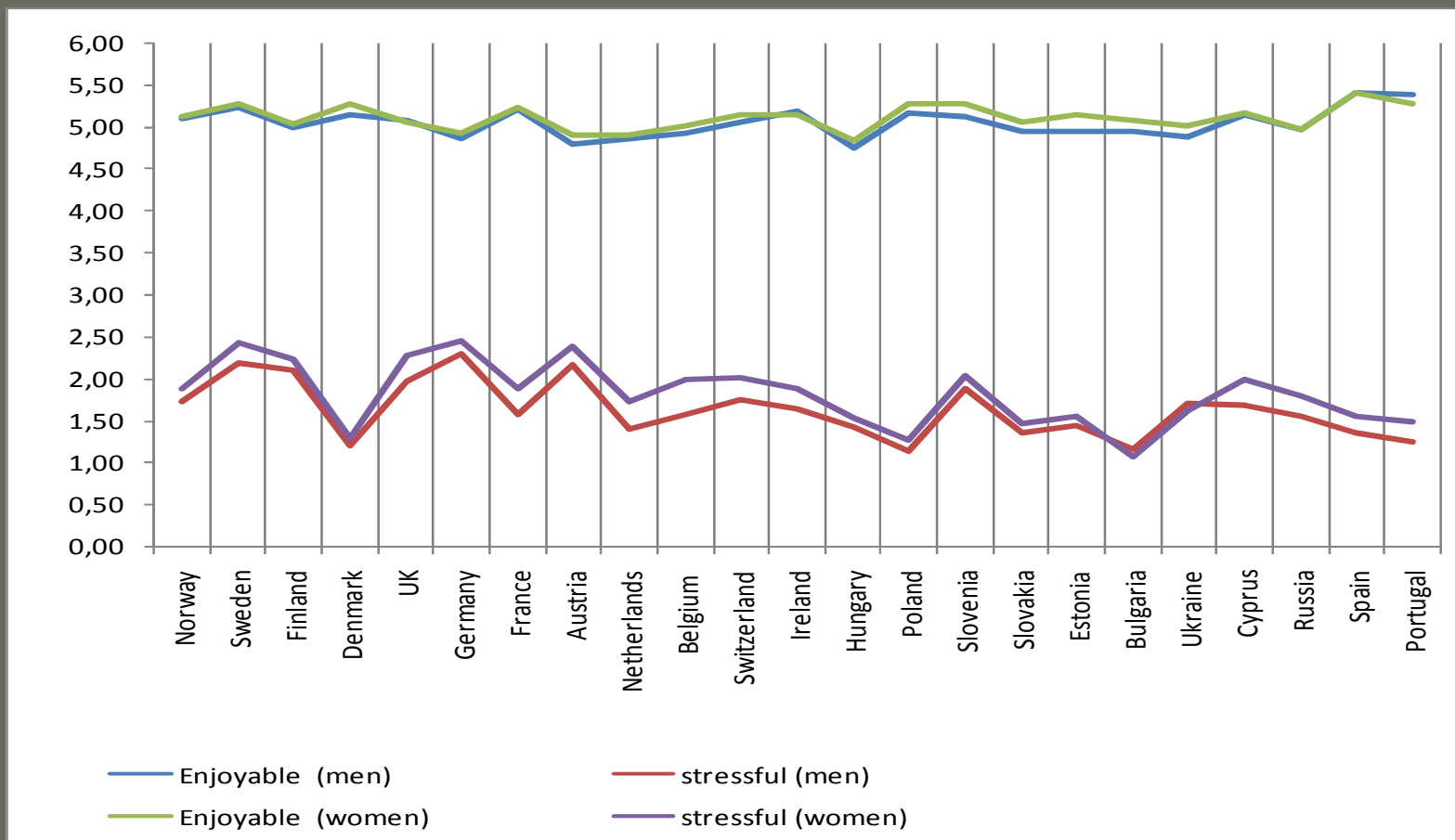
Gender: $F(1, 19028) = 4,209; p = 0,04, \eta^2 = 0,000$

Job stressful

Country: $F(18, 19016) = 66,05; p < 0,000, \eta^2 = 0,059$

Gender: $F(1, 19021) = 14,248; p < 0,000, \eta^2 = 0,001$

How much of the time spent with your immediate family is enjoyable and stressful



ESS (round 3) 2006

Family enjoyable

Country: $F(18, 33883) = 41,137; p < 0,000, \eta^2 = 0,021$

Gender: $F(1, 33879) = 30,684; p < 0,000, \eta^2 = 0,001$

Family stressful

Country: $F(18, 33612) = 111,964; p < 0,000, \eta^2 = 0,057$

Gender: $F(1, 33609) = 101,26; p < 0,000, \eta^2 = 0,002$

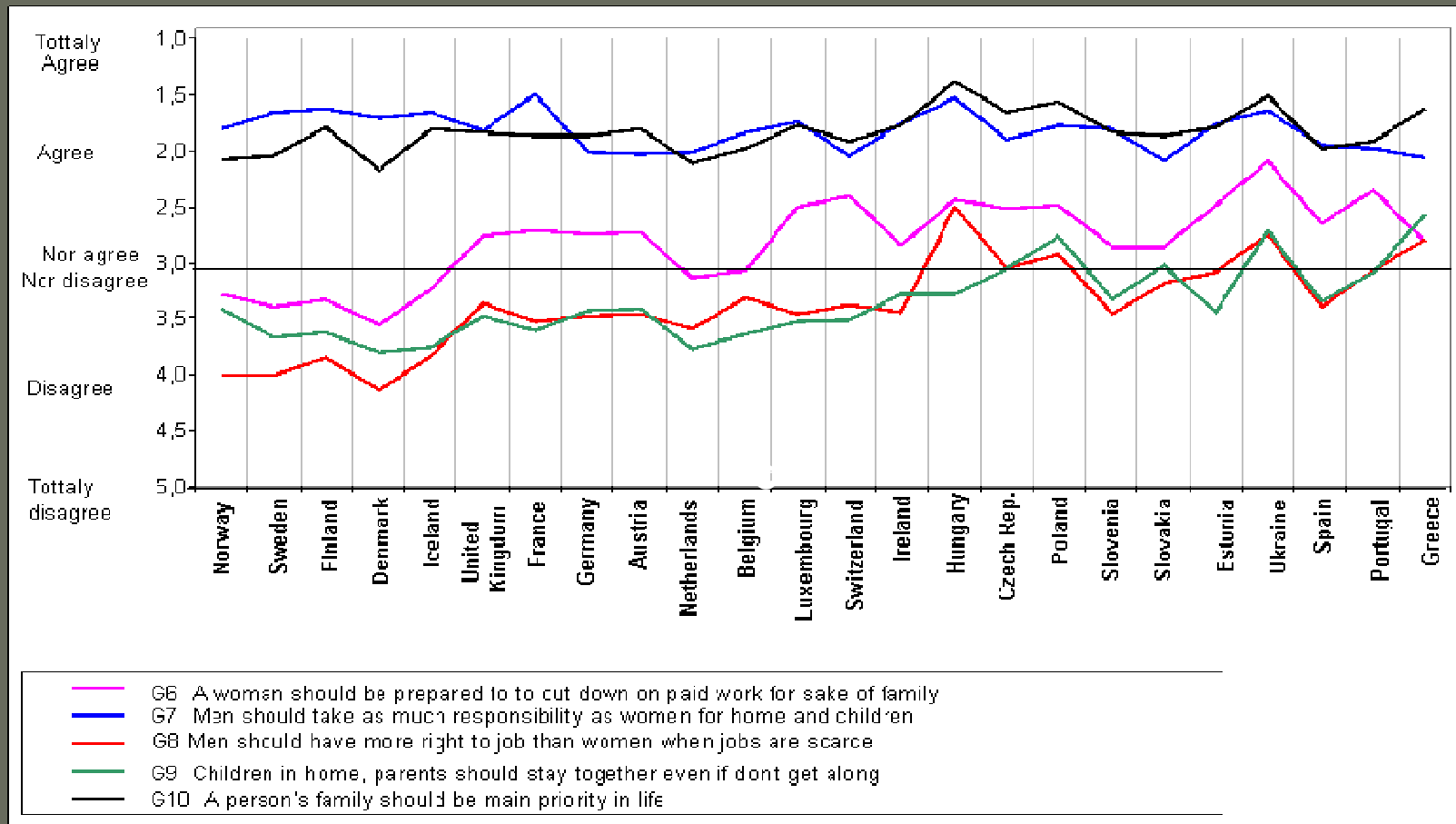
Cross country differences are far more important than differences between men and women.

Both for men and women work time is always perceived as more interesting than stressful.

- Work as main sphere of investment both for men and women.

Both for men and women time spent with family is more enjoyable than stressful

New meanings of the family in Europe



ESS (Round 2), 2004

Great consensus in the ideological plan: Europeans tend to adopt an equalitarian perspective and reject a traditional vision of men's and women's roles in the family.

Gender Roles Index

“A woman should be prepared to cut down on her paid work for the sake of her family”

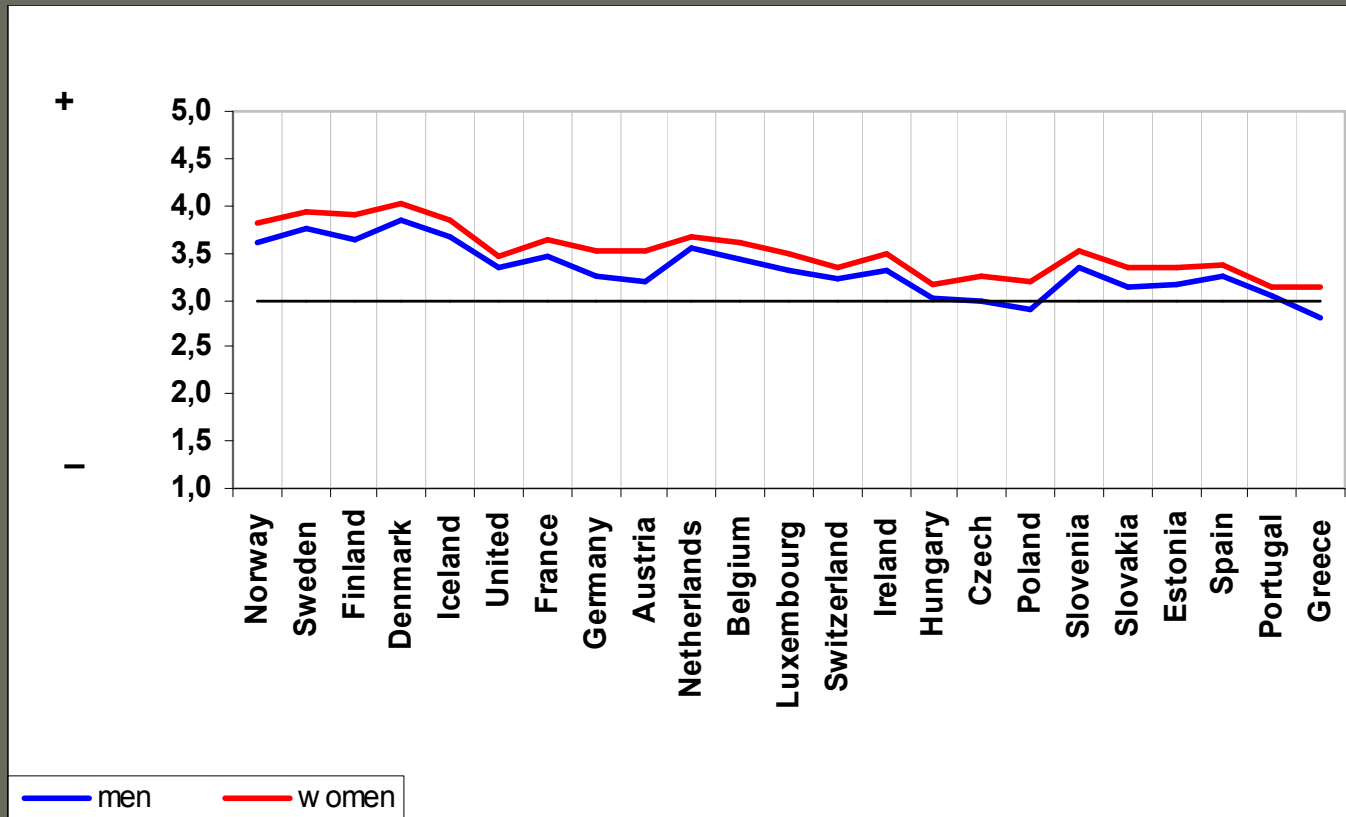
“Men should take as much responsibility as women for the home and children”

“When jobs are scarce, men should have more right to a job than women”

“When there are children in the home, parents should stay together even if they don't get along”

Inspired by Halman (2003), the construction of the synthetic indices results from Principal Components Analysis. The individuals scores are formed from the respective factorial scores, with a subsequent algebraic transformation to make them easier to read, as Vauss (2004) suggests: ‘the rounded up minimum value is made to coincide with zero, and the maximum with the maximum value on the original scale of the constituent indicators’.

Gender Roles* by Gender and Country



ESS (round 2) 2004

*Variance explained = 44,834%; $\alpha = 0,588$

Country: $F(22, 41590) = 245,264, p < 0,000, ETA^2=0,115$ Gender: $F(1, 41529) = 635,814, p < 0,000, ETA^2=0,015$

In a cross country perspective women tend to be more egalitarian than men.

Egalitarianism tend to decrease from Nordic countries, to continental Europe and to the Southern and eastern European countries.

Structural, cultural and institutional constraints can explain differences among European countries.

Gender Roles Indicators

Hierarchical Cluster Analysis (Ward Method) by Gender relations in the family

INTERMEDIARY

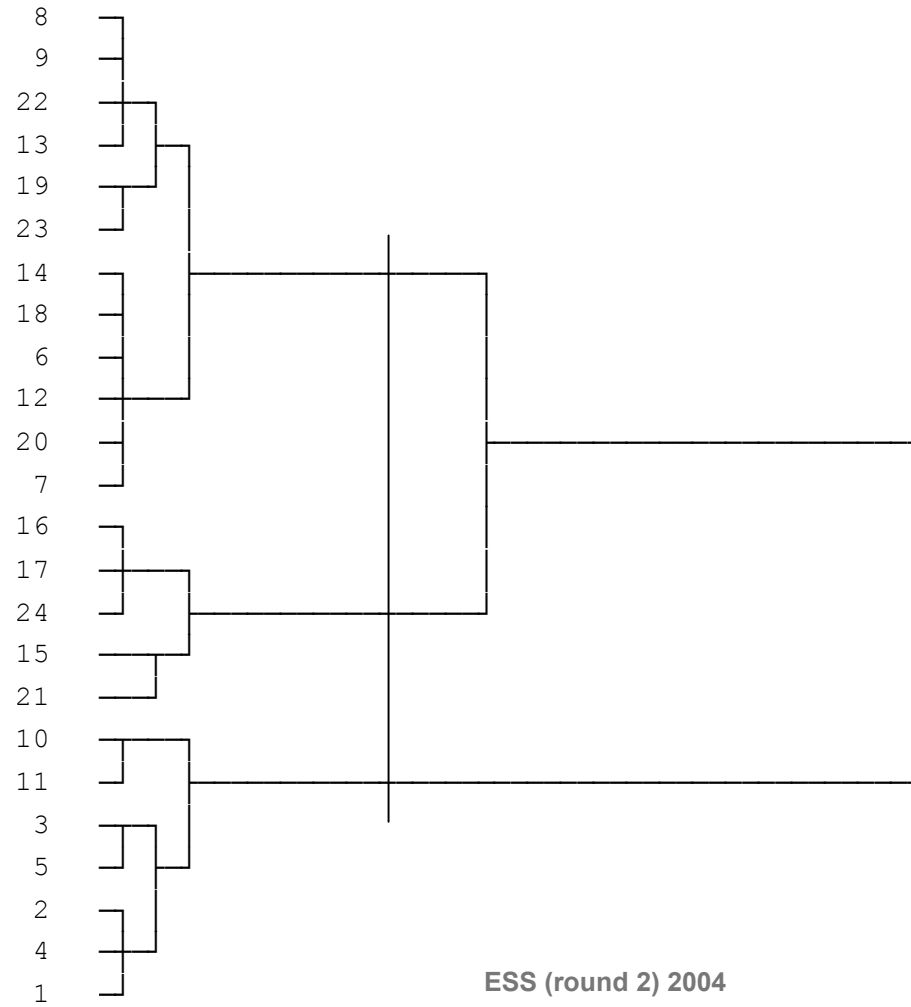
- Germany
- Austria
- Spain
- Switzerland
- Slovakia
- Portugal
- Ireland
- Slovenia
- United Kingdom
- Luxembourg
- Estonia
- France

TRADICIONAL

- Czech Republic
- Poland
- Greece
- Hungary
- Ukraine

EGALITARIAN

- Netherlands
- Belgium
- Finland
- Iceland
- Sweden
- Denmark
- Norway



- **The transformations of the family in Europe follows the same patterns but with calendar differences and cultural variants.**
- **Each region have particular configurations and combinations between the old and the new. It still makes sense, analytically, to differentiate between the northern and the southern European countries (although there are also internal differences within the groups of countries).**

Look at particular, contextual and historical dynamics (in countries, regions, groups of countries):

- **Long term structural dynamics**
- **Conjuncture effects**
- **Changes in politics and policies**
- **Social movements**

Multiple Regression, dependent variable: Gender Roles Index

	Sweden	Netherlands	UK	France	Austria	Spain	Portugal	Czech Rep.	Greece
Adjusted R²	.094	.070	.068	.124	.103	.254	.147	.084	.208
Years Education Completed	,236***	,241***	,145***	,288***	,181***	,458***	,262***	,209***	,333***
Income	-	-	,119***	-	-	-	,197***	-	-
Sex ^a	,123***	,119***	,074*	,066*	,193***	,135***	,101*	,187***	,284***
Working hours (week)	-	-	-	-	-	-,103*	-	-	-,061*
Household Type ^b	Living alone	-	-	-	-,085*	-,103*	-	-	-
	Childless Couple	-	-	-	-	-,170***	-	-	-
	Couple with children	-	-	-	-	-,122*	-	-	-
	Lone parent	,066*	-	,118***	,097*	-	,083*	,089**	-

* $p < 0,05$; ** $p < 0,001$; *** $p < 0,0001$.

^a dummy variable: 0=men, 1=women

^b dummy variable: reference: "Other"

Education and sex are the stronger predictors:

- The higher educated are more egalitarian and being a woman also means having more egalitarian values.

Years of completed education have a special impact on gender role index in:

- Greece
- Spain
- France

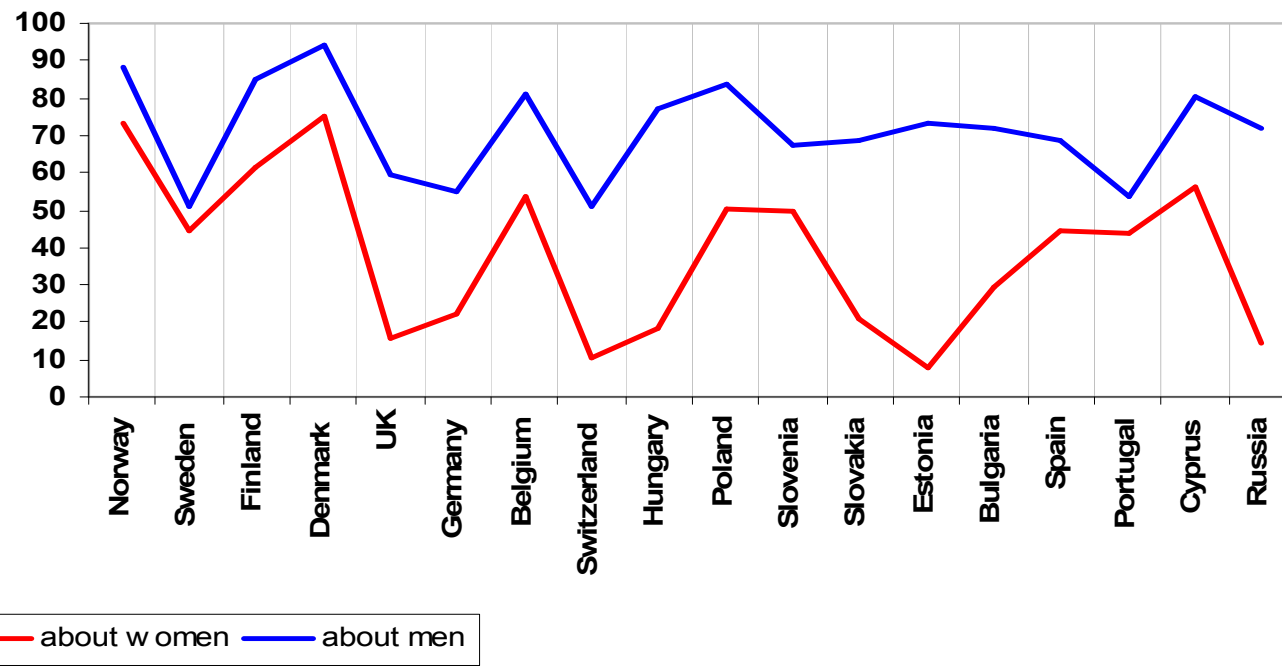
Women are more gender egalitarian special in:

- Greece
- Austria
- Czech Republic
- Spain
- Sweden
- Netherlands

Income level is not negligible for Portugal and UK:

- Higher the income more gender egalitarian

Have a full-time job while she/he has children aged under 3 (% approve + strongly approve)



ESS (round 3) 2006

Country: $F(18, 34291) = 178,669; p < 0,000, \eta^2 = 0,086$
 Gender: $F(1, 34285) = 2,111; p = n.s.$

Clear different pattern for mothers and for fathers.

For women:

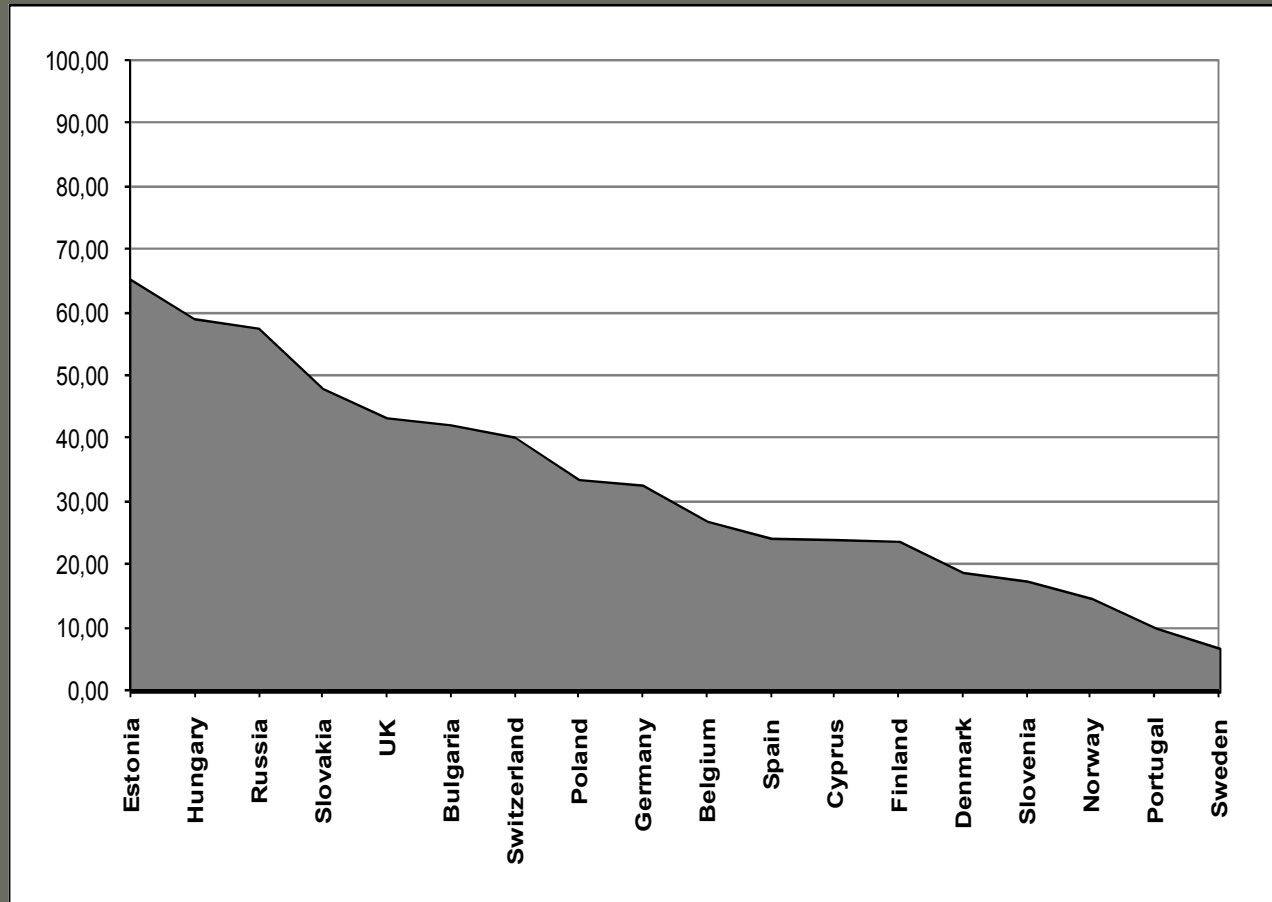
Very high approval: Nordic (except Sweden);

Moderate approval: Belgium, Poland Slovenia, Spain, Portugal;

Very low approval: UK, Germany,

Switzerland, Estonia, Russia

Parenthood – work gender discrimination * (%)



ESS (round 3) 2006

* “Have a full-time job while she/he has children aged under 3” (% approve + strongly approve)

About men – About women

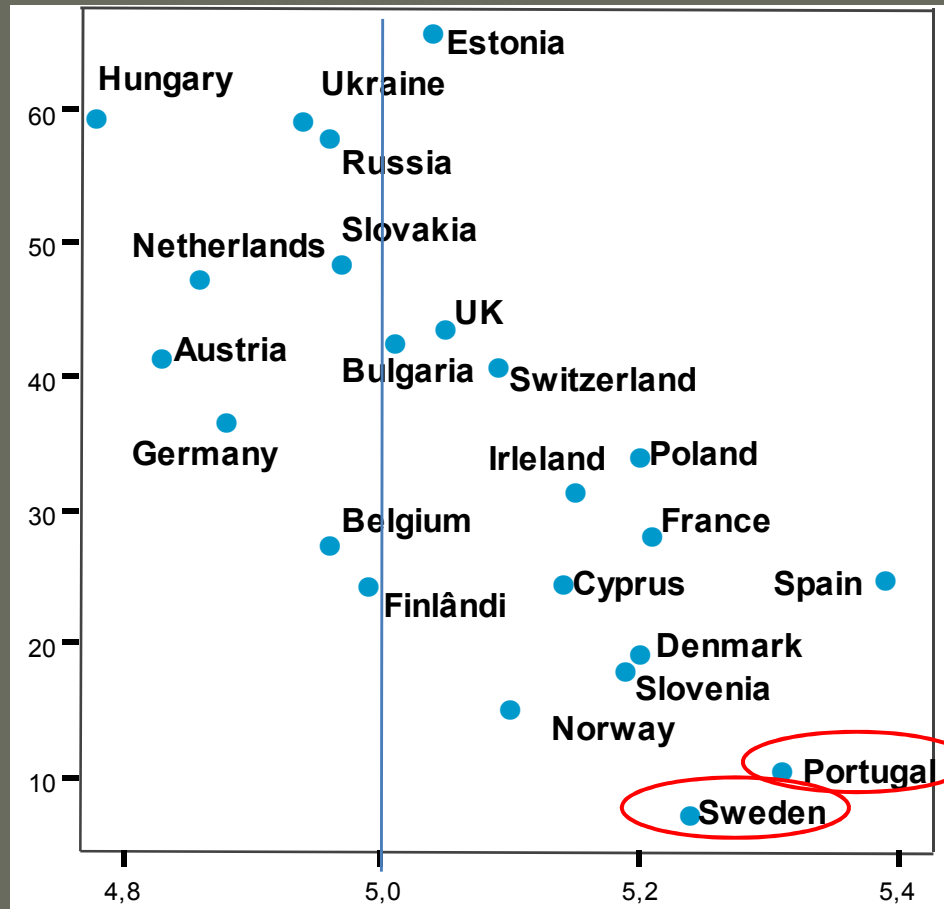
Strong differences among european countries:

- Nordic countries and Portugal more equalitarian.

Persistence of traditional orientations to work and care in many european countries:

- Feminization of care.

Parenthood – work
discrimination
(%)



Time spent with family is enjoyable

Low level of gender discrimination in relation to parenthood and work, higher is the level of satisfaction with time spent with family.

Conclusions

Hypotheses

Questions

Orientations to work and care will differ in Europe in different gender regimes and according to specific national and historical contexts - income, education working hours and household types will affect orientations to work and care.

What are the dominant orientations to work and care in the EU-25?

Work and care are main spheres of investment for both men and women in all European countries.

Can we detect country clusters?

Contradicting stereotypes work is a dimension of social identity also for women.

How do orientations to work and care differ according to age, education, parental and employment status?

Both for men and women and cross country job is always more interesting than stressful.

Time spent with family is more enjoyable than stressful.

Hypotheses

Questions

Orientations to work and care will differ in Europe in different gender regimes and according to specific national and historical contexts - income, education working hours and household types will affect orientations to work and care.

What are the dominant orientations to work and care in the EU-25?

Can we detect country clusters?

How do orientations to work and care differ according to age, education, parental and employment status?

New meanings of the family:

Valuing family on a more modern, open and equalitarian mode.

The parsonian model for the middle class is no longer sustained.

Equality is a clear ideal, more involvement of men in the family is clearly desired.

New meanings not yet fully grounded:

Incorporation of new gender ideology in the family;

Institutional, practical and cultural constraints that may feed traditional or “modified” traditional practices.

Three different country clusters:

Only Nordic countries seem more at ease in terms of compatibility between work and care for women in the same grounds as men;

Hypotheses

Questions

Orientations to work and care will differ in Europe in different gender regimes and according to specific national and historical contexts - income, education working hours and household types will affect orientations to work and care.

What are the dominant orientations to work and care in the EU-25?

Can we detect country clusters?

How do orientations to work and care differ according to age, education, parental and employment status?

Education and sex are transversally or cross country predictors of gender egalitarian positions.

Economic conditions seem to have particular impact in Portugal and UK.

Hypotheses

Questions

Women's orientations towards work will vary less among countries than orientations to care. In some countries, orientations towards work can be modern but orientations to care can be traditional.

What are the dominant orientations to work and care in the EU-25?

Can we detect country clusters?

How do orientations to work and care differ according to age, education, parental and employment status?

Work is fundamental both for men and women and across Europe:

1. work is interesting for women;
2. Compatibility between full time work and having children under 3 signifies higher satisfaction with time spent with family.

Feminization of care:

Women should be prepared to cut down paid work when family is at stake.

Persistent gender values (feminization of care):

Some European countries with high levels of gender discrimination about the orientations between work and care when children under 3.

Hypotheses

Questions

Different ways of asking questions produce different answers. Questions addressed with a gender neutral perspective will be answered according to personal projects and wishes. When gender roles are directly at stake the answers tend to be filtered by gender stereotypes.

What are the dominant orientations to work and care in the EU-25?

Can we detect country clusters?

How do orientations to work and care differ according to age, education, parental and employment status?

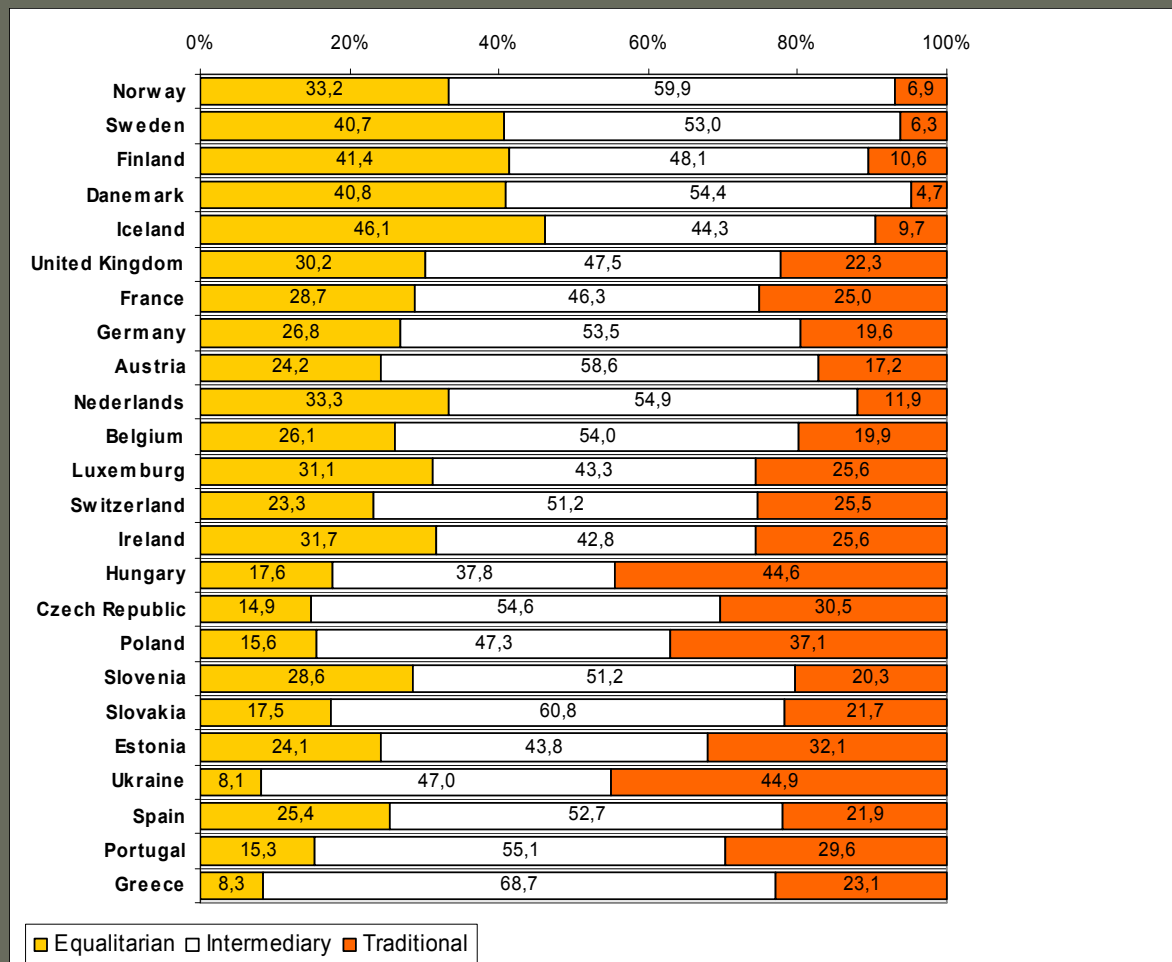
Attention to way questions are formulated:

When gendered stereotypes are at stake women are more modern and equalitarian than men – resistance to a masculine order.

Attention to the category neither approve or disapprove. Different ways of asking questions may also produce different answers and make visible some contradictions.

Egalitarian, intermediary and traditional by country

(Two Step Cluster analysis)

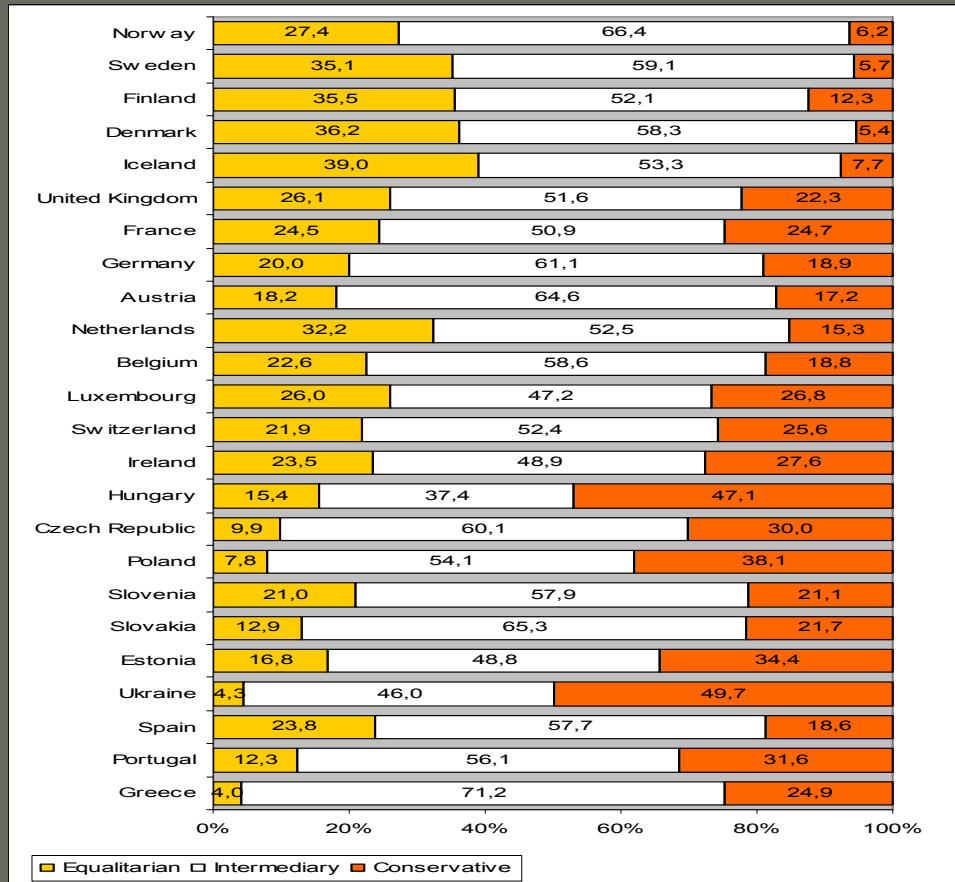


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Egalitarian, intermediary and traditional by country and sex

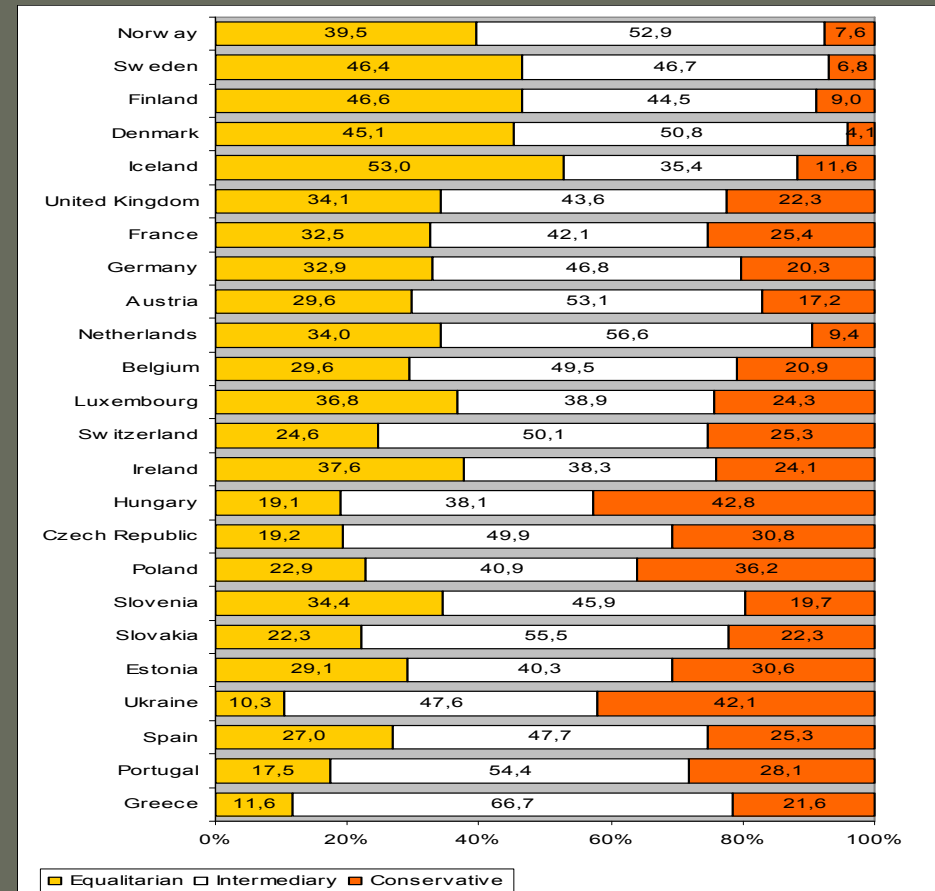
(Two Step Cluster analysis)

Men



ESS (round 2) 2004

Women



ESS (round 2) 2004

- The intermediary position is comfortable in a context of change in gender social relation within the family and in the process of recomposition of masculinities and feminities.
 - Way of articulation between two axes:
 - Modernity and egalitarianism;
 - Persistent traditional gender values and normative prescriptions for femininity and masculinity.
 - Practical management of a multiple dispositional reality and individual life.
- The transformations of the family in Europe follows the same patterns but with calendar differences and cultural variants.
- Attention to particular configurations and combinations between the old and the new.