



Gender and Intra-Household Entitlements: a Cross-National Longitudinal Analysis

GenIX advisory meeting

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Objectives of the project



- Policy:
 - usually assumes away intra-household inequalities
 - looks at immediate effect on household budget rather than the opportunities it creates for individuals within it
- Research shows that these are false and limiting assumptions
- To consider full impact of any policy
 - need also to consider effects on intra-household inequalities and processes
 - need to develop method of evaluating such effects
 - use it to evaluate the effect of existing policies and those under consideration
- Results should help improve policy making in
 - meeting policy makers' existing goals better
 - redressing inequalities within households
 - tackling gender inequalities more generally by recognising how they are affected by household behaviour

Research questions



- What makes access to household resources more or less useful in improving the opportunities (capabilities) of individuals within households?
 - Different types of resources – e.g. both money and time
 - Gendered household members (couples)
- Focus on potential inequalities
- Not just immediate distributional impact but also
 - effects on roles, relationships and life-course opportunities inside and outside the household
 - eg employment and caring roles
 - feedback effects through the decision making power within households
- Existing research shows these to be key in explaining gender inequalities more widely
- Cross national comparison will enable the effects of different policy contexts to be explored

GeNet project



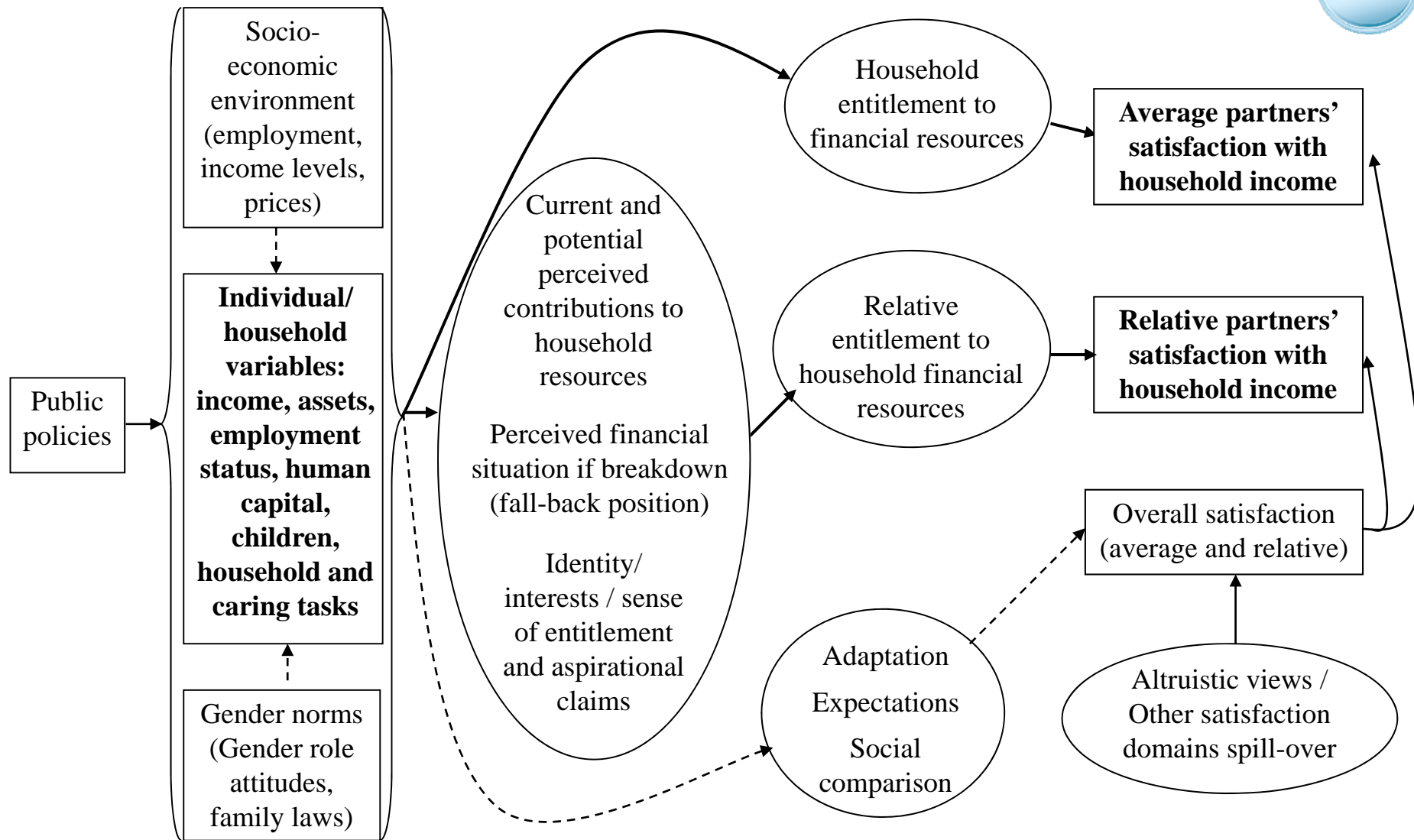
- This project grew out of GeNet: similar aims with 3 strands
 - Interviews
 - Quants
 - Policy simulation
- Some findings
 - Togetherness vs. autonomy
 - Tax system redistributes better when male is lower earner
- GeNet project very successful but some inherent limitations from just looking at
 - One country limited variation in policy relevant variables: need to use other countries' experiences
 - Just financial resources (and feelings about the opportunities these give) not other resources, particularly time
- Will extend just the quant part
 - Already have some Euromod simulation results re tax system
 - Don't have the resources to do interviews in every country
 - Quant part had innovative methodology which makes it particularly suitable for cross-national analysis

GeNet quants framework



- Representative BHPS data: couples' views over time could be matched to analyse common and differing influences on man's and woman's satisfaction with household income
 - Longitudinal analysis of the influence of individual and household level factors on man's and woman's satisfaction with their household income
- Average satisfaction answers influenced by determinants of 'household entitlement' (i.e. total access/command over resources – size of the pie)
- Relative partners' satisfaction answers influenced by determinants of 'relative entitlement' (i.e. relative command over household resources – share of the pie); relative command influenced by:
 - Financial situation in case of breakdown (fall-back position)
 - Perceived contribution to household resources
 - Identity / claims / own interests

Conceptual framework



GeNet results – quants



- Common influences (household entitlement) – e.g. :
 - Both lose satisfaction with their common household income if either man or woman becomes unemployed (or works less than full-time or increases housework time)
- But common influences are gendered – e.g. :
 - Man's unemployment (etc.) affects satisfaction with household income more than woman's unemployment
- Where do such common gendered influences come from?
 - Recognition of external constraints?
 - Gender norms?

GeNet results – quants (3)



- Differing influences (relative entitlement) – e.g. :
 - By being unemployed either partner loses more satisfaction with their household income than the other
- Differing influences are gendered too – e.g. :
 - Having young children decreases the woman's satisfaction with household income more than the man's
 - If the woman earns more than 75% of total earnings, her satisfaction with household income increases, but that is not the case for the man if he earns more than 75%
- What do the differing views illustrate?
 - Different views on same household income (accounting for differences in personality and other subjective states)
 - we assume it is indicating access/command over household resources ('entitlement')
 - Such power might depend on
 - assessment of individual situation if couple breaks down or
 - perceived contributions to common household resources

GeNet results – quants (4)



- Common influences may reinforce gender inequalities if partners act upon their shared views (long term deleterious consequences for women)
 - Differing views illustrate differential access to household resources
 - Conditions that give rise to better access to household resources are unequally distributed in society between men and women (employment, pay, care work, etc.)
- Vicious cycle to be broken
- Challenge gender norms / economic constraints leading to these inequalities

GenIX – what we will do



- Analyse those gender norms / economic constraints by:
 - Examining the impact of cross-national institutional and policy changes on intra-household (gendered) entitlements
 - Exploring the policy lessons that can be learned from them. For example, how to:
 - ensure that policies are enhanced rather than undermined by intra-household effects
 - reduce gender inequalities within and beyond households
 - avoid policies which would worsen such inequalities

How?



- Analyse longitudinal household data sets:
 - from three different countries: UK, Germany and Australia
 - from EU-15 but with less detailed and not so recent data
- Gather regional and cross-national institutional information from appropriate data sources
- Construct policy relevant indicators related to:
 - Employment and earnings (m/f employment rate, hours, gender pay gap)
 - Parental leave (incl. maternity and paternity leave)
 - Childcare (coverage and costs)
 - Tax-Benefit system
 - Others???

Why these policy variables?



- Employment and earnings
 - Crucial to concerns about poverty and child well-being
 - Gendered opportunities for paid work (and hours) affect relative position within couple (see GeNet results)
 - Gender pay gap => relative contribution of men and women, work incentives for second earners
- Parental Leave (incl. maternity/paternity leave) and care leave
 - Available to/taken by women: length, pay and conditions affect women's attachment to labour force and their income/career prospects relative to men's
 - Available to/taken by men: could reduce such inequalities
 - Both affect gendered patterns of caring and thus long-term gender roles in both employment and caring

Why these policy variables? (2)



- Child care
 - Cost and availability of formal childcare affect employment especially by women
 - May affect gender roles in parenting
 - Financial support for childcare may affect intra-household entitlements
- Tax-Benefit system
 - Effective tax rate of first/second earners
 - Benefits for those not in employment
 - Both may affect
 - employment/care incentives
 - intra-household entitlements

Why the UK, Germany and Australia?



- All have household panel data:
 - with relevant socio-economic and attitude data at individual and household level
 - for a long enough period
 - UK – BHPS (runs from 1991)
 - Germany – GSOEP (runs from 1984)
 - Australia – HILDA (runs from 2001)
- Additional questions can be used to explore further some of our theoretical assumptions:
 - GSOEP – question on satisfaction with personal income in addition to that with household income
 - HILDA – questions about fairness in the division of housework and childcare, and questions about who makes major decisions
- Have different welfare and labour market systems and hence differ in policy relevant indicators

UK – overview



- Increasingly residual welfare state (focus on poverty) and market-based services
- Highest maternal employment rate for mothers with young children
 - In 2005, 52.6% with children < 2 years and 58.3% with children 3-5 (OECD, 2007).
- Fathers in couple families tend to work full time and mothers work part time
- Gender wage gap is high, mainly due to a high proportion of very low paid part time women workers
- Very low paid maternity leave of up to 39 weeks (6-week earnings related) and paternity leave of up to 2 weeks
- Childcare costs are among highest in Europe
 - In 2004, childcare costs amounted to 24-26% of average wages (OECD, 2007).
- Higher spending on families than 2 other countries (3.4% of GDP), mainly in the form of cash (2.3%)

Germany – overview



- Less residual welfare state but larger reliance on family and contributory benefits than UK
- Lowest maternal employment rate for mothers with children < 2 years (36.1% in 2005). High female part-time employment (as UK)
- High gender pay gap (higher than UK for FT workers)
- 100% paid maternity leave of up to 14 weeks; long paid parental leave of up to 14 months (incl. 2 month daddy leave) – flexibility of pay and length
- Lower childcare cost than in the UK but limited availability for 0-3 (much higher for 3-5)
 - In 2004, childcare costs amounted to 7-9% of average wage.
- Lower family spending than in the UK (2.9% of GDP), more evenly spread across cash, tax breaks and services

Australia – overview



- Anglo-Saxon system (residual) but significant differences with respect to treatment of the family.
 - Universal household means testing that reach higher up income levels (hence sometimes called affluence testing)
- Maternal employment rate lower than UK but higher than Germany (though similar part time rates as the other 2 countries)
- Lower gender wage gap
- Statutory unpaid parental leave of up to 52 weeks (some employers pay maternity leave) – plans for paid maternity leave
- Childcare costs are high. Provision mainly private and monopolised
 - In 2004, childcare costs amounted to 22% of average wage.
- Family spending amount to 2.2% of GDP (lowest of 3 countries), mainly in the form of services (1.6% of GDP)

EU-15 : use of ECHP data



- Comparative analysis for 15 EU countries from ECHP
 - provides harmonised socio-economic information
 - offers more variation in welfare regimes (e.g. allows us to look at Nordic countries)
 - However study is less detailed and only runs from 1994 to 2001
 - EU SILC (follow-up of ECHP from 2003) doesn't have information on satisfaction

Role of Advisory Group



- Experts in policy areas where our results may be of interest
- Would like your help with policy issues for which our findings might be relevant
- Now and later:
 - Alert us to relevant issues coming up on political agendas
 - Use your knowledge of policy shifts in the past, UK or elsewhere, whose effects might be worth exploring
 - Help us plan a strategy for raising the interest of policy makers in our results
- Later:
 - think through implications of our findings for particular policy issues
 - help us think about specific ways of disseminating our findings