

Including the Social-Cultural and Policy Contexts in our Multi-level, Multi-National Study of Work-Family Conflict

Project
3535

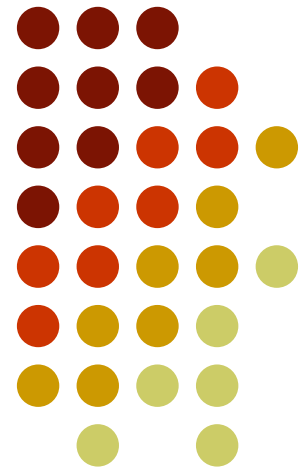
Donna S. Lero

**Centre for Families, Work and Well-Being
University of Guelph**

Anne Bardoel, Monash University

With assistance from

Tricia van Rhijn, Shannon Ellis, Christina Costa

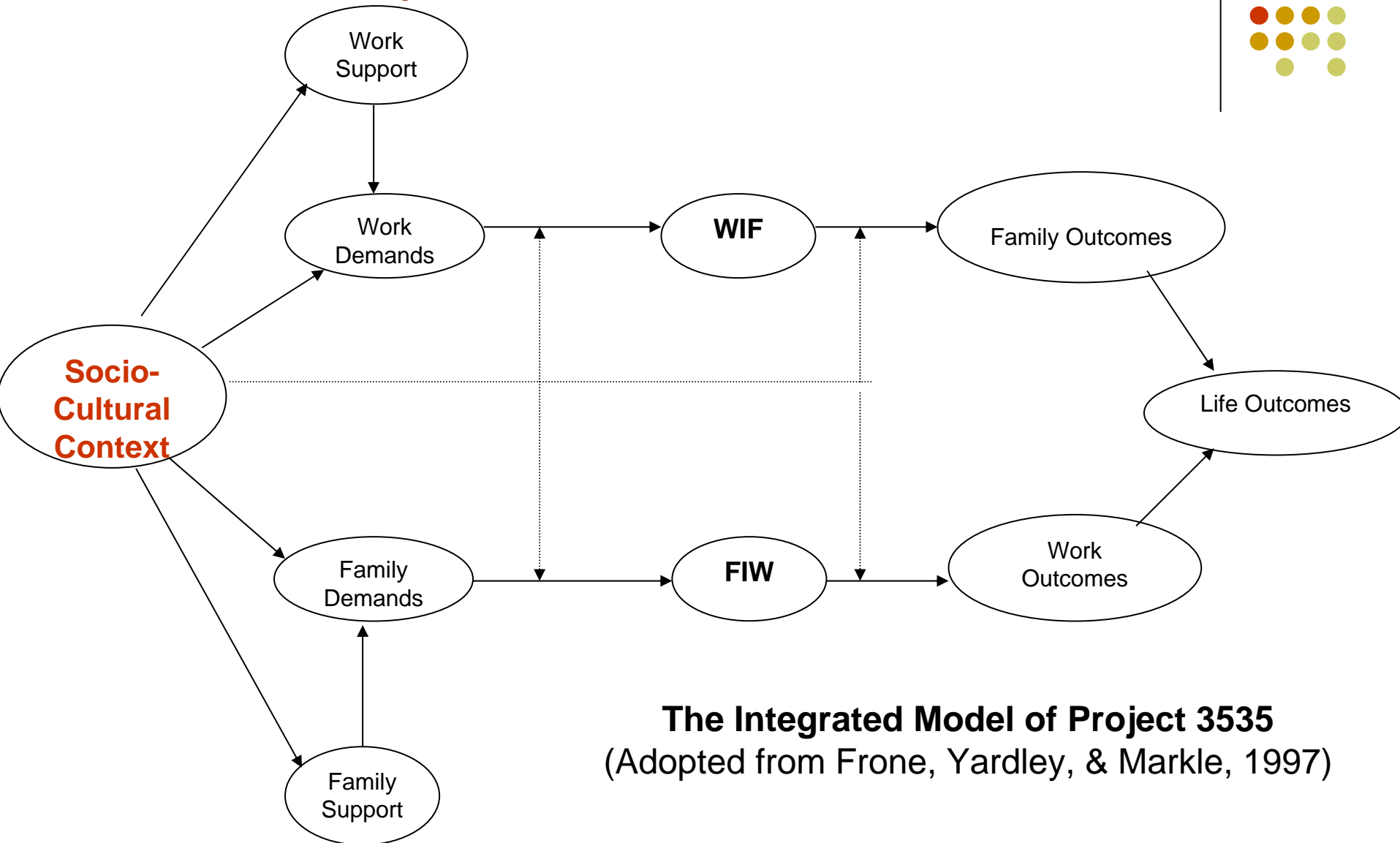


Primary Goals



- To appreciate how social-cultural and policy factors influence the nature and extent of work-family conflict (contributors, moderators and various outcomes) in selected countries
- To use social-cultural and policy information to “locate” the obtained samples and the data that pertain to each country
- To identify important differences between countries in the 3535 study

The Cross-Cultural Model of Work-Family Conflict



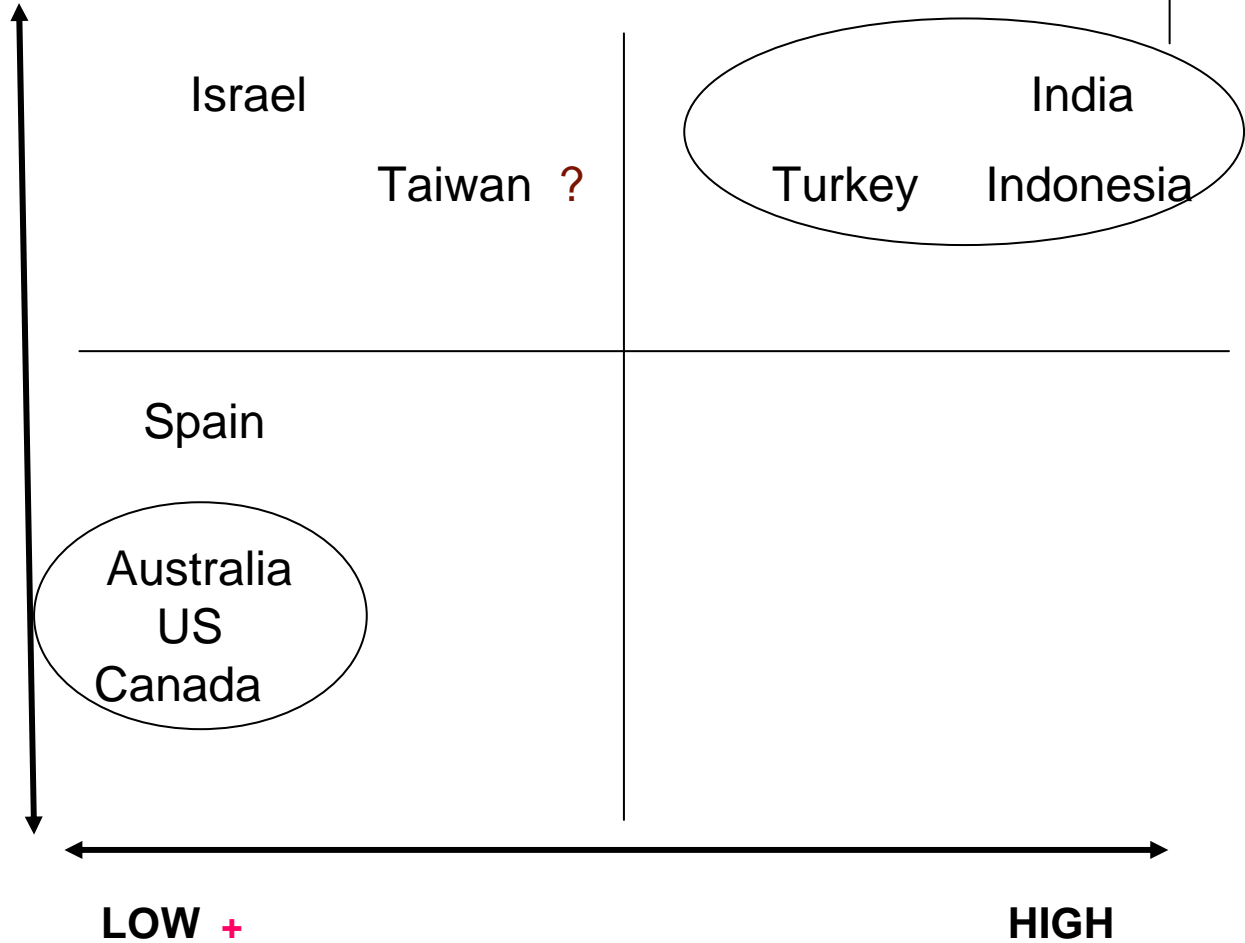
Countries Included



Non-institutional
(extended family
or paid workers)

**Social support
systems**

Institutional
(family-friendly)
gov't & workplace
policies and
practices



LOW +

HIGH

Gender Development Index

Socio-Cultural and Policy Context



- External information obtained from government sources and NGOs: Index scores (UN Gender Dev, Gender Empowerment), demographics, labor trends, social policies and programs, institutional practices
- Information obtained from participants:
 - Gender role ideology
 - Individualism-collectivism
 - Monochronic/Polychronic time orientation

Challenges in Compiling and Using Policy and Demographic Data



- Availability of comparable information for each country
- What national level data tell us, what it masks
 - Subpopulations within countries – ethnic, religious, etc.
 - Differences between provinces/states/regions
- Missing information
 - Proportion of single-earner, dual earner couples
 - Child care use patterns
 - Uptake of policies (parental leave)

Our 3535 Countries:

UN data



	Human Dev Index	Gender Dev Index	Gender Emp Index
Australia	3	2	8
Canada	4	4	10
U.S.	12	16	15
Spain	13	12	12
Israel	23	21	28
Turkey	84	79	90
Indonesia	107	94	...
India	128	113	...
Taiwan *	...	...	...

2005 rankings from UN Human Development Report 2007-2008

Gender Empowerment Index



	Gender Empowerment Measure (2005)		Seats in Parliament held by a woman (% of total) 2007	Female legislators, senior officials and managers (% of total) 2005	Female professional and technical workers (% of total) 2005	Ratio of est. female to male earned income (% of total) 2005
	Rank	Value				
Australia	8	.847	28.3 *	37	56	.70
Canada	10	.820	24.3	36	56	.64
India	...	...	9.0	...	...	.31
Indonesia	...	...	11.3	...	...	.46
Israel	28	.660	14.2	26	54	.62
Spain	12	.794	30.5	32	48	.50
Turkey	90	.298	4.4	7	32	.35
U.S.	15	.762	16.3	42	56	.63

* No data recorded for Taiwan

2005 rankings from UN Human Development Report 2007-2008

Gender and Economic Activity



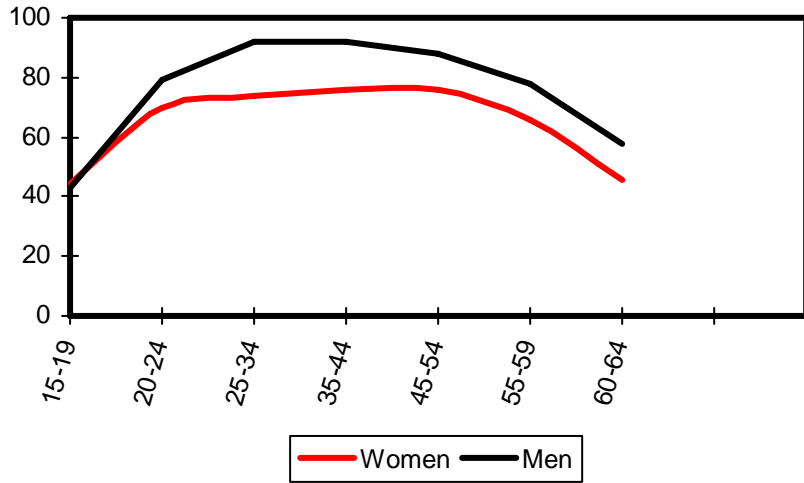
Country	Female Economic Activity (ages 15 and above) 2005			Employment by economic activity (%)*					
	Rate (%)	Index 1990=1000	As % of Male rate	Agriculture		Industry		Services	
				Women 1995-2005	Men 1995- 2005	Women 1995- 2005	Men 1995- 2005	Women 1995-2005	Men 1995- 2005
Australia	56.4	109	80	3	6	10	30	87	64
Canada	60.5	105	84	2	4	11	33	87	64
India	34.0	94	42	..	..	..	..	..	..
Indonesia	51.0	101	60	43	43	16	19	41	38
Israel	50.1	122	85	1	3	12	34	86	62
Spain	44.9	132	66	5	8	15	42	81	51
Turkey	27.7	81	36	56	24	15	28	29	48
U.S.	59.6	105	82	1	3	12	32	87	65

Note: No data recorded for Taiwan

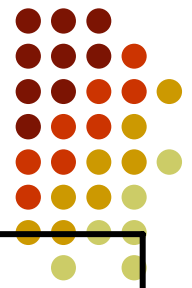
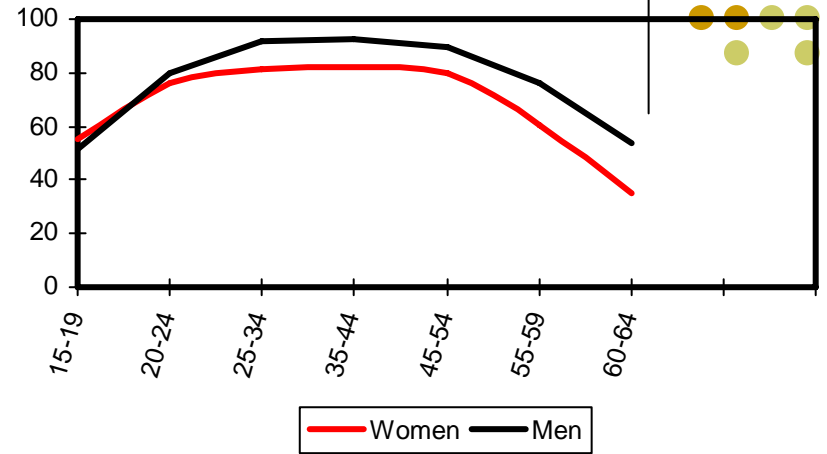
* Data refer to the most recent year available during the period specified

Human Development Report 2007-2008, Table 31, p. 335

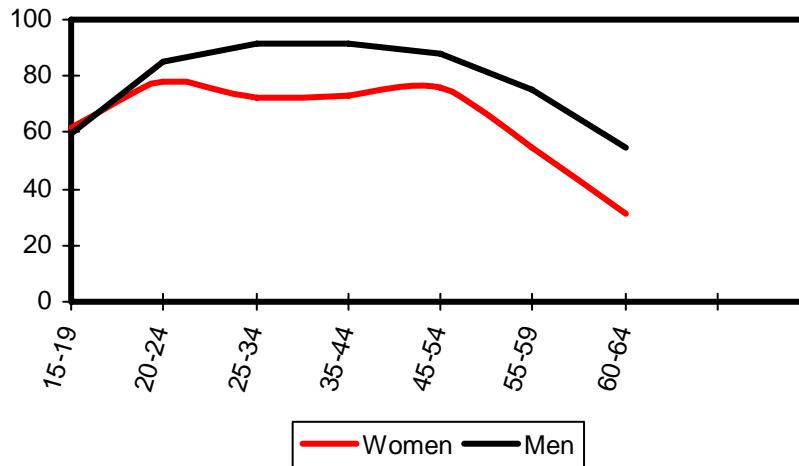
United States

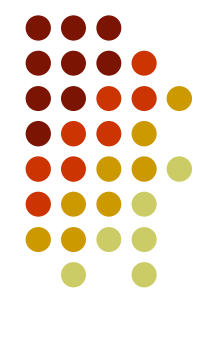


Canada

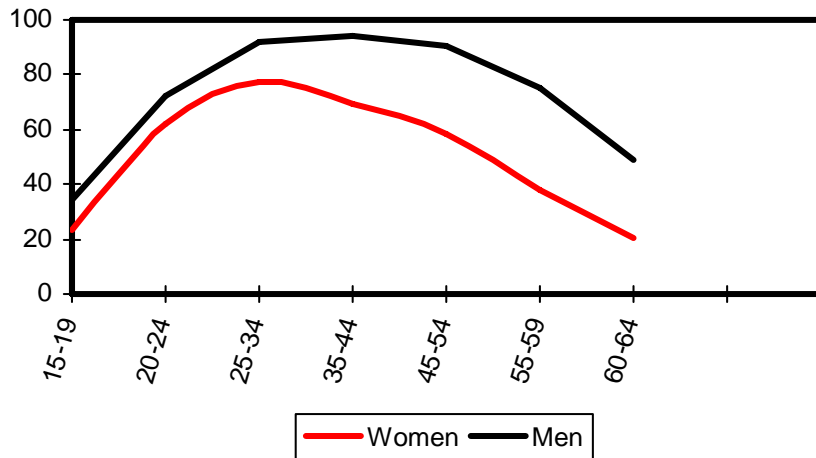


Australia

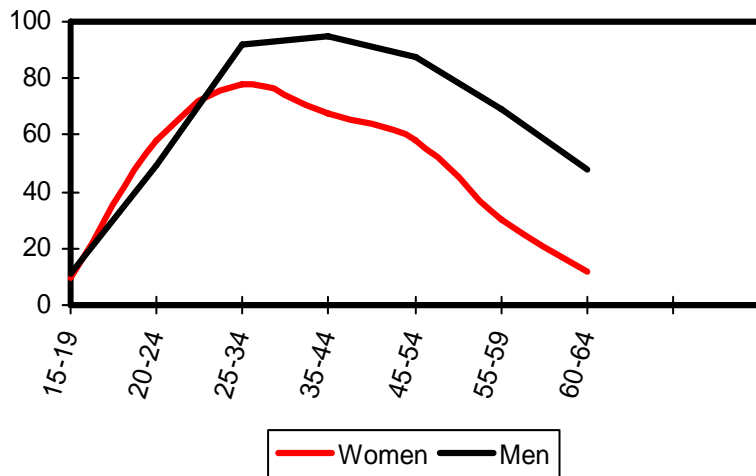




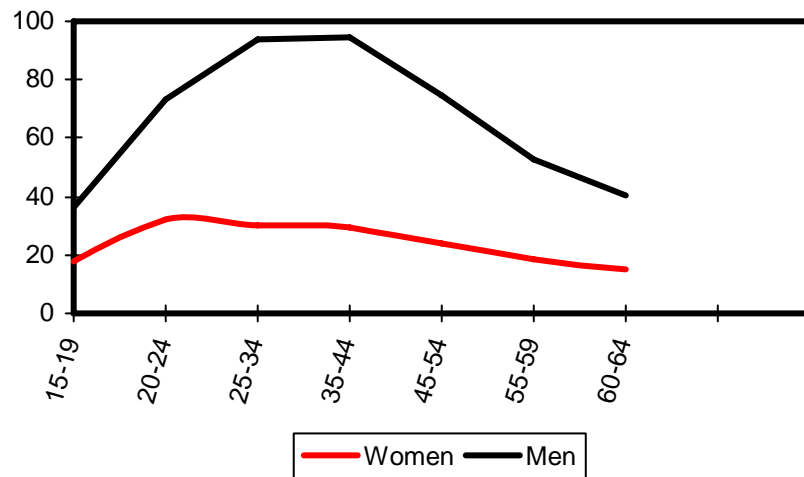
Spain



Taiwan



Turkey



Labour Market Statistics by Gender

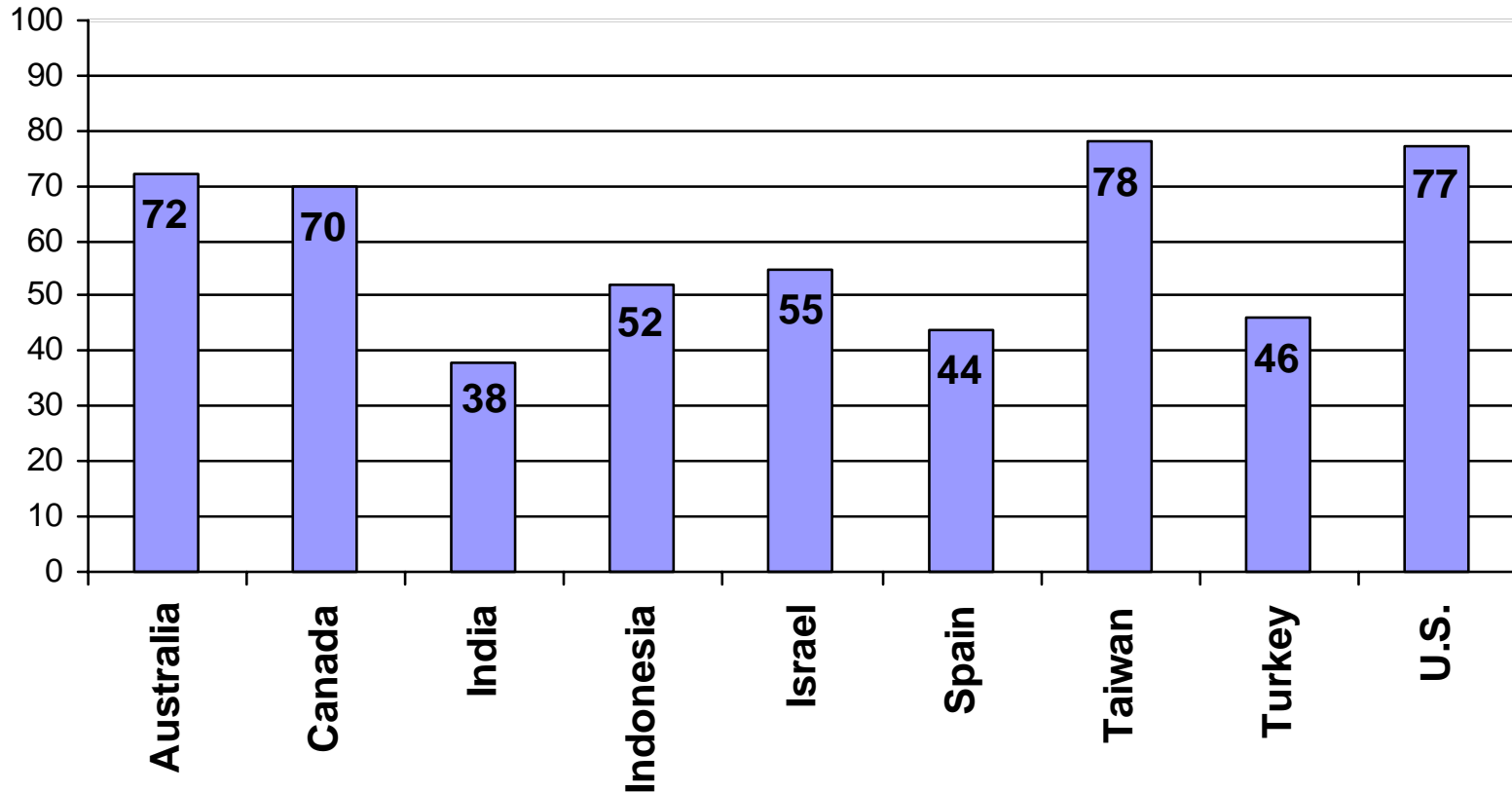
2005 (aged 25-54)



Country	Employment Rate		Part-time Employment		Management Professionals		Temporary Employment
	Women	Men	Women	Men	Women	Men	Women
Australia	71.4		43.3	13.3	27.9		5.9
Canada	77.1	86.0	27.2	10.8	38.0	32.6	14.0
India	25.6	51.7	...	...	...	...	...
Indonesia	53.2	86.3	...	...	...	...	...
Israel	50.0	60.7	37.8	17.2	41.3	91.7	..
Spain	63.7		21.4	4.0	17.2		37.3
Taiwan	48.1	67.6	11.6	7.8	16.0		
Turkey	26.7	73.3	30.8	3.2	15.0		12.0
U.S.	79.0	82.6	25.0	7.8	38.1	32.2	4.2

Women's Income From Employment As a Proportion of Men's Income

(Employed full time, 2003)



Mothers (aged 15-64) in paid work based on age of youngest child – 2005 (% employed)



	< 2 yrs	3-5	6-16
Australia	48.3	48.3	70.5
Canada	58.7	68.1	71.1
India	...	...	...
Indonesia	...	...	...
Israel	69.0	...	...
Spain	52.6	54.2	50.9
Taiwan	55.6		44.5
Turkey	...	...	...
United States	54.2	62.8	73.2

Public Policies re Maternity, Paternity and Parental Leave



Paid Maternity / Parental Leave:

None	U.S. and Australia
8 wks	Taiwan
12 wks	Indonesia, India, Israel, Turkey
16 wks	Spain
50 wks	Canada

Paid Paternity / Parental Leave:

None	U.S., Australia, Turkey
2 days	Indonesia, Taiwan
15 days	Israel
4 wks	Spain
8 wks	Israel (partial pay)
35 wks	Canada

Other Policies



- Early Childhood Education and Care
 - Limited public provision for children < 3 yrs
 - Most extensive provision in Israel (30% by age 2)
 - For 3-5 year olds pre-primary education common in Israel, Spain,
 - Preschools and junior kindergartens for about 30% in Indonesia, Taiwan; half of 4-5 year olds in Australia, Canada; 70% of 4-5 year olds in U.S.

Additional Information Collected:

- Pay Equity
- Family Leave
- Child tax benefits, Family Allowances



Questions, Hypotheses



1. How does gender inequality (based on indices, pay inequity) relate to
 - a) Gender Role Ideology scores?
 - b) To differences between managers/non-managers in work-family conflict?
 - c) To differences in work-family conflict for men vs. women?
2. Is employer-provided flexibility and work-family support (or the lack thereof) more highly related to employee outcomes in countries that have higher rates of female LF participation but more limited public policies to support Work-Family Balance?
3. Other questions / hypotheses?