

ON AIR

**WOMEN, WORK,
AND FAMILY**

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Introduction

Movement of women's and men's roles in the household and in their participation in labor market

- **Long-term trends :**

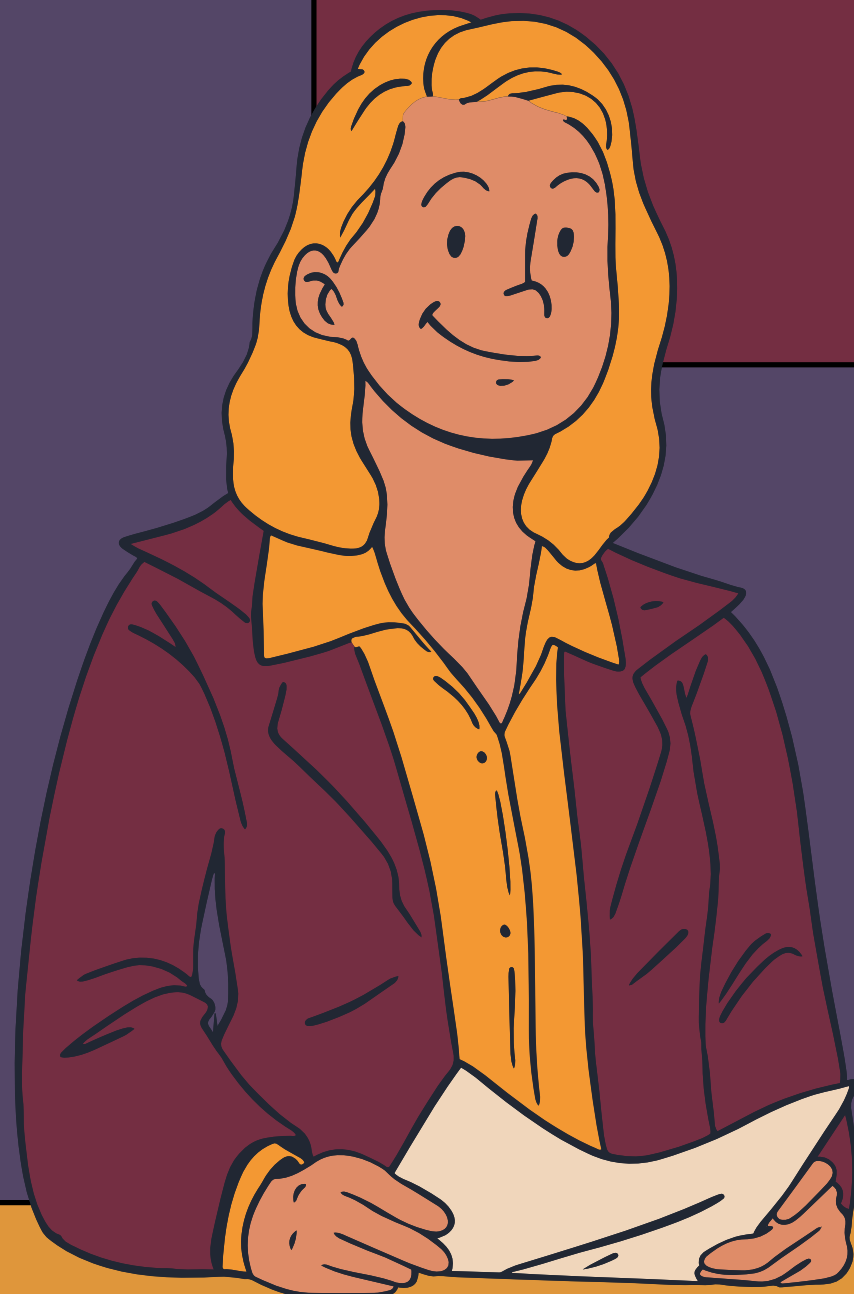
family structure, participation in labor market, and time spent in household production

- **Key Challenges :**

workforce interruptions, the impact of family responsibilities, and constraints in workplace culture

- **Suggestions**

Long-term trends



Moving away from marriage

Economic

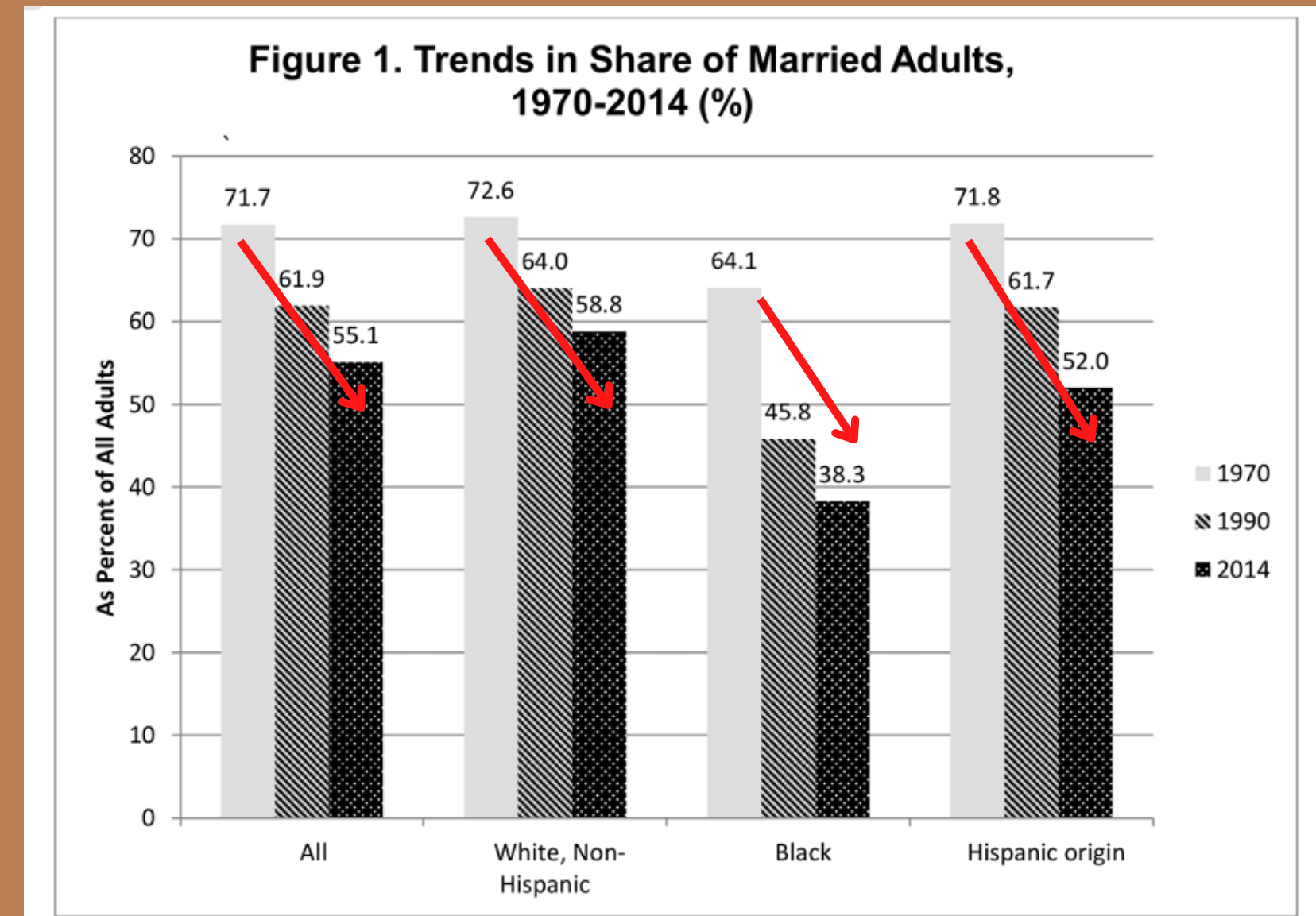
- Increase in women's labor force
- Educational attainment
- Declining in real wage for less skilled men

Technological progress

- Reproductive technology
- Household technology

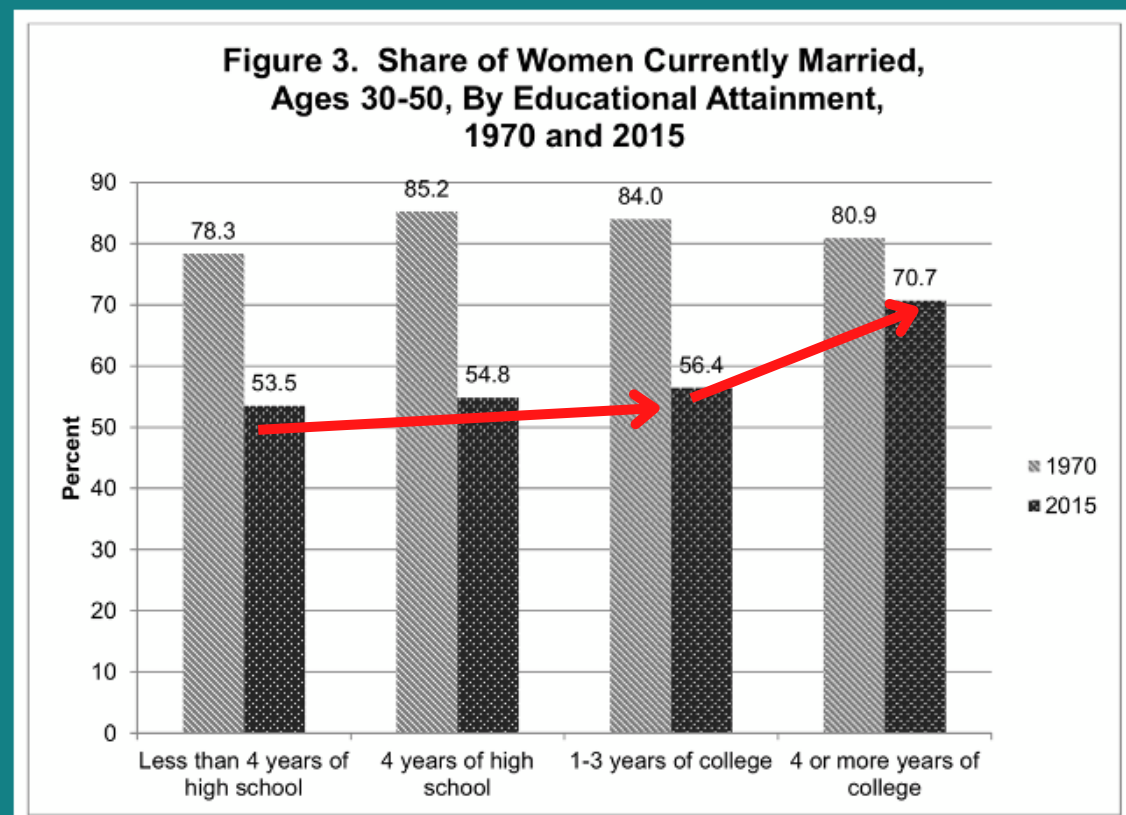
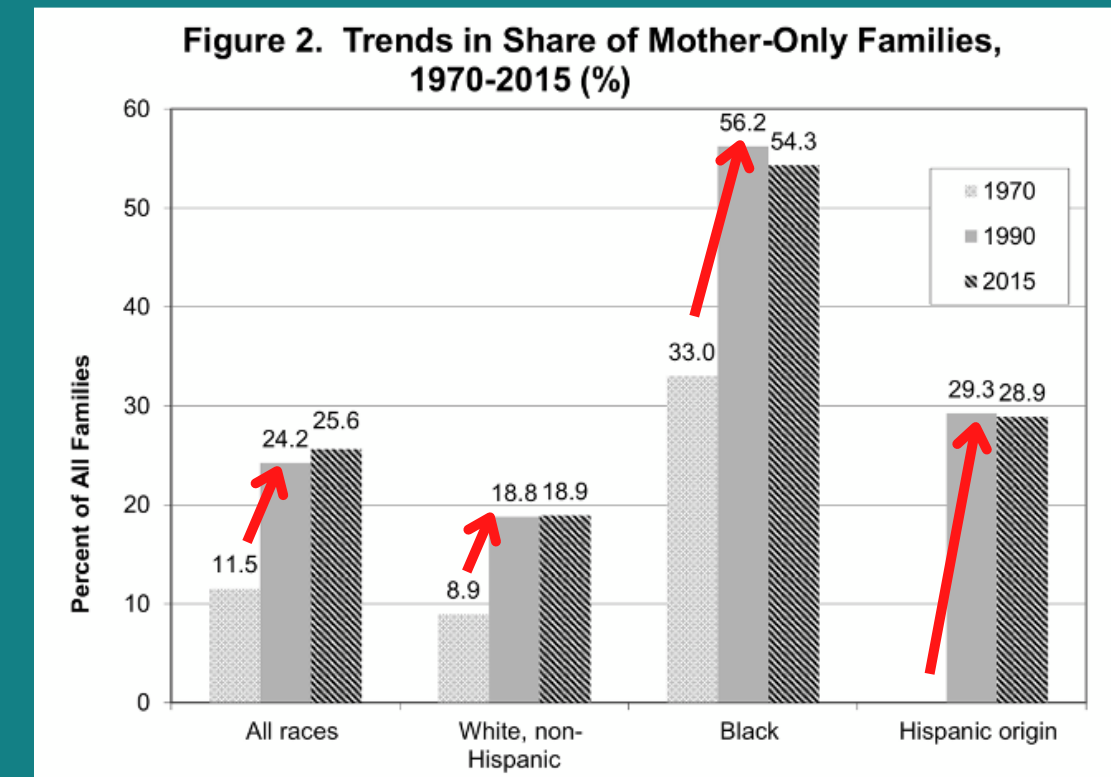
Social

- Attitude in premarital sex and unmarried fertility
- Changing of divorce law in abortion



Increasing trends in mother-only families

- All ethnic groups increased the share in mother-only families
- Those black were the highest rate in all periods



Share of married women by education attainment

- Narrowing gap between 78–85% of married women in 1970
- All groups had decreased in marriage rate in 2015
- High educational attainment had impact on marriage rate

Rising in women's labor force participation



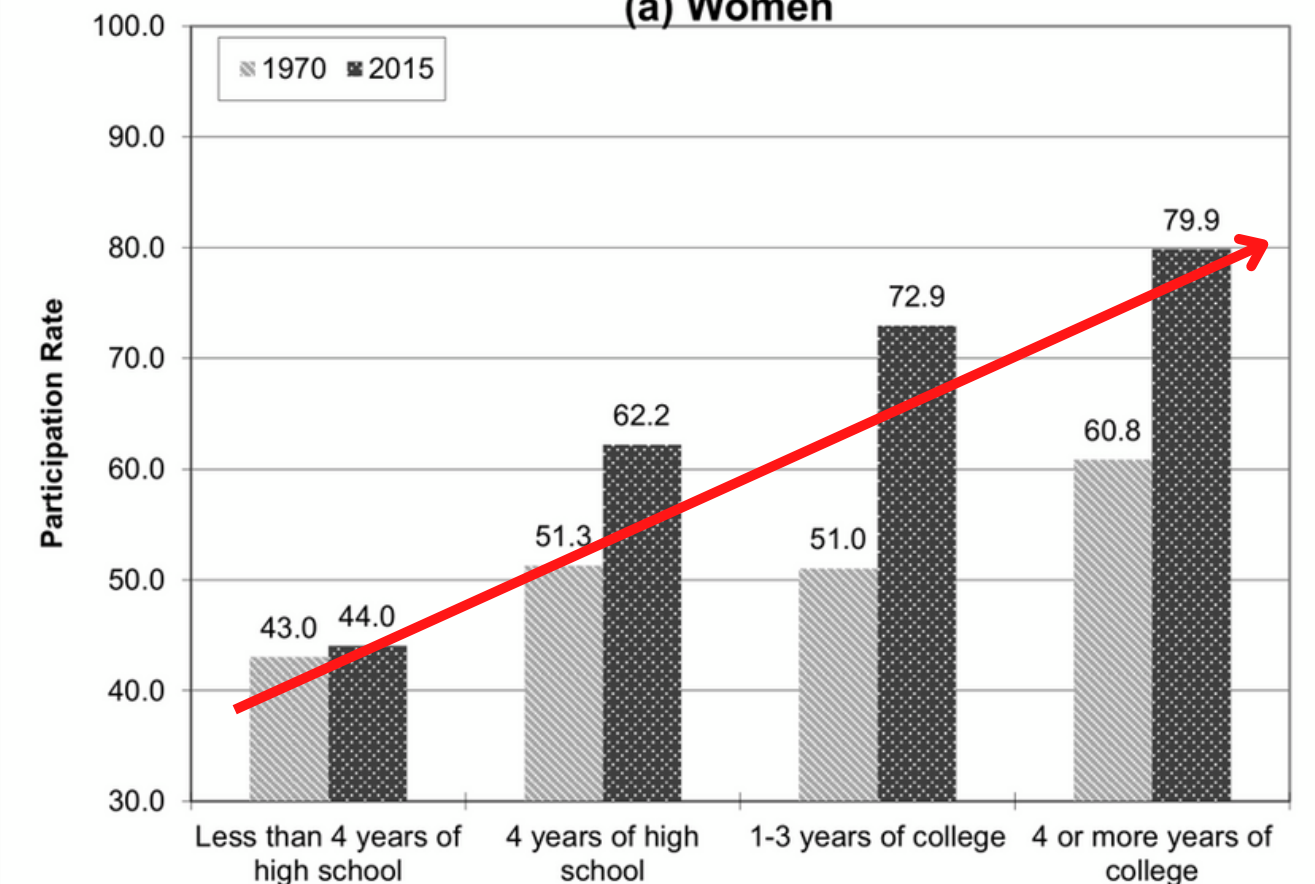
Strong educational gradient

- The higher educational graduate the higher participation rate in women's labor force
- Higher participation gap than in the past

Higher women's labor force attachment

- High consistent work in women over the life cycle
- Gender experience gap reduced from 6.8 years in 1980 to 1.4 years in 2011

Figure 4. Labor Force Participation by Education, 1970 and 2015, Ages 25-64
(a) Women



Women's labor force attachment by employment rate

Employment rate by different pregnant periods

- High working rate during pregnancy and returning to work after a first birth
- The highest rate for those who returned to work within 6 months

The length of workweek

- High working hours in high educational attainment
- Those who were professional, managerial, and technical occupations



Table 1. Employment Patterns of Pregnant and New Mothers, 1960s and 2000s

	1960s	2000s
Worked during pregnancy	44%	66%
Percent of those working during pregnancy who returned to work within 3 months	17%	59%
Percent of those working during pregnancy who returned to work within 6 months	21%	73%

Increase in dual-earner families among married couples

Table 3. Trends in Employment Patterns of Married Couples with Children Under Age 18, 1976 to 2014 (%)

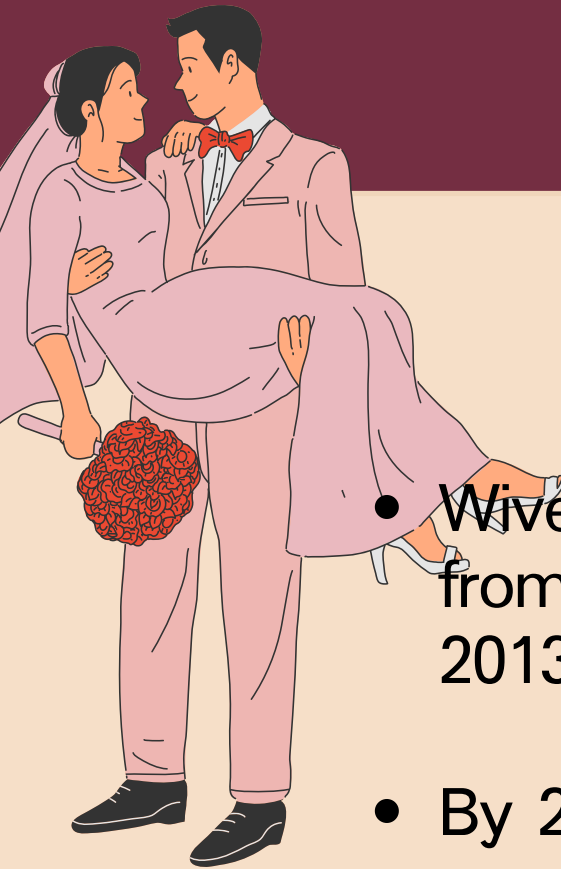
	1976	1990	2000	2010	2014
Both Spouses Employed (Dual-Earner)	54.3	69.5	70.6	64.3	64.4
Husband Employed Only	40.9	25.7	24.0	27.0	27.7
Wife Employed Only	2.0	2.2	3.2	5.3	4.5
Neither Spouse Employed	2.8	2.6	2.1	3.4	3.4
Total	100.0	100.0	100.0	100.0	100.0

Notes: Employed is defined as having positive earnings.

- Households with dual-earner increased from 54 percent in 1976 to a peak of over 70 percent in 1990. Then dropping to 64 percent in 2010
- Since 2000, fewer households have dual-earners, mostly due to an increase in households with husband-only employed
- Mothers with less education made up an increasing percentage of stay-at-home mothers.



Married couples & Single-mother families



Married couples

- Wives' share of family income increased from 26.6 to 37.3 percent from 1970 to 2013.
- By 2015, the percentage of ladies who earn more than their husbands rose from 16 percent to 29 percent.
- The percentage of full-time employees increased from 60 percent in the 1970s to almost 80 percent in 2015.

Single-mother

- the percentage of unmarried moms who were never married increased from 4 percent in 1960 to 44 percent in 2011
- Compared to only 8 percent of married couples, approximately 40 percent of households with a female head of household were poor
- Poverty rates were particularly high for black and Hispanic female-headed families, with 46 percent of both groups living in poverty



Time Spent in Housework



- Married women spent 1.7 times as much time in housework than married fathers in 2010, down from 7 times as much in 1965
- Women significantly reduced the amount of time they spent on housework in the 1980s, whereas males just slightly increased their housework time
- In 2014, husbands with employed wives worked slightly more housework than husbands with unemployed wives

FAR FROM MORE EQUALLY SHARING THE LOAD

Parental time with children by parent's level of education



Due to the absence of a coparent to coordinate child care and other home duties, single women spend slightly less time with their children.



Highly-educated parents spend more time with their children is countered since they have a higher opportunity cost of time

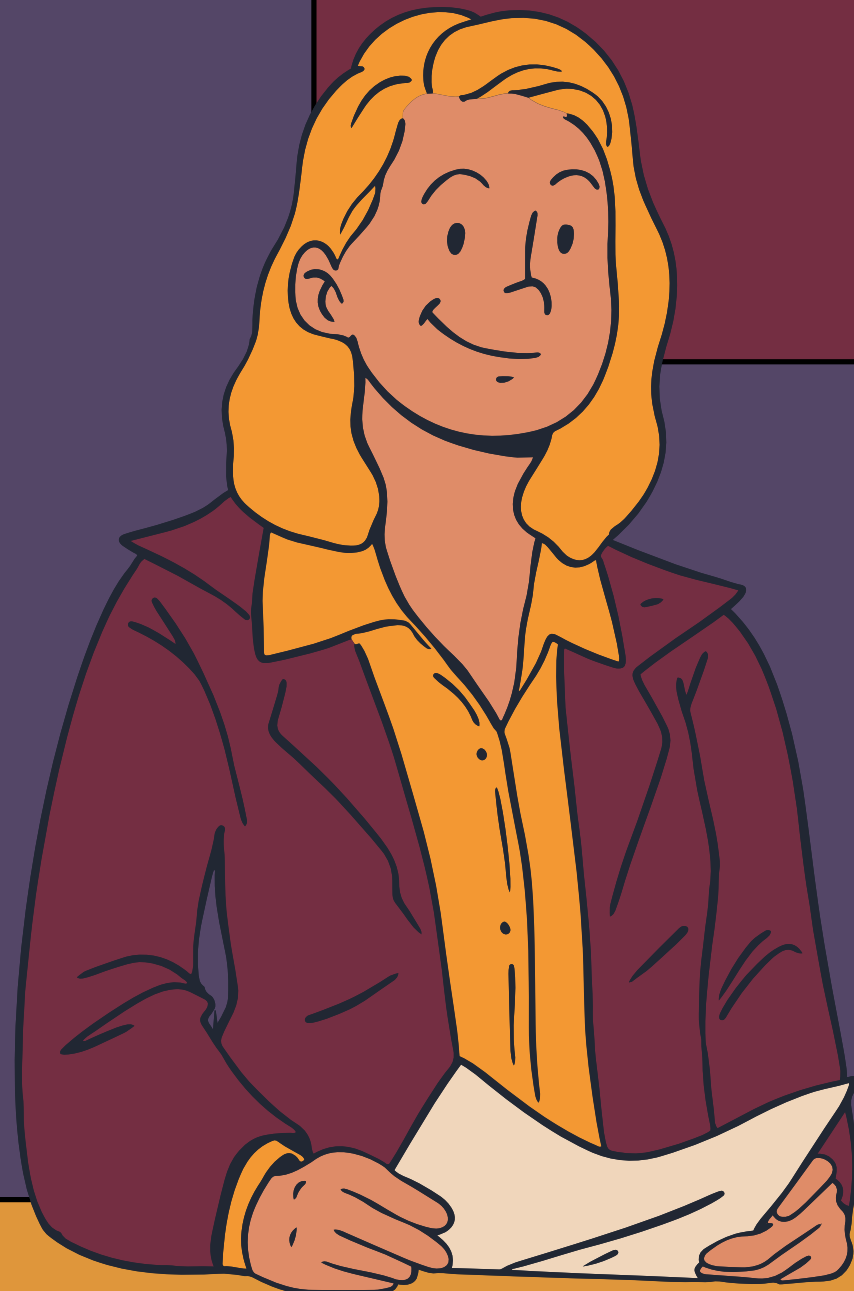
Since 1985, fathers' time with children has risen while mothers' primary time spent caring for children has decreased.



Parent with higher levels of education spend more time with their children than those with lower levels of education.



Key challenges



Responsibility Pregnancy, Childbearing and Workforce Interruptions

“PAID LEAVE” IS IMPORTANT.

U.S. is the only economically advanced country that does not have a federal paid leave policy.

- Over the period 1990 to 2010, It was found that the gap in family-friendly policies between United States and other OECD countries is large, especially for women’s labor force
- It was found a decrease in U.S. women’s labor force compared to other economically advanced nations at that time was due to the family-friendly policies that other countries provide but U.S. didn’t,
- Even though, from the research in California, paid leave increased the usual weekly work hours of employed mothers of one-to-three year olds.





Argument between studies

Whether childbearing and childrearing is the reason explaining gender pay gap. However, it is a fact that pregnant women and those who have recently borne children have many unique challenges.

Breastfeeding





Impact of Home Responsibilities, Including Child Care, on Employment and Earnings

The time spent by married women on home and child-care might reduce their working effort, resulting in wage decrease.

Motherhood penalty

There is research concluding that Mothers earn less than non-mothers, known as a “motherhood penalty”.

- Labor-market experience and education as non-mothers
- Unable to return to their previous employer after childbirth



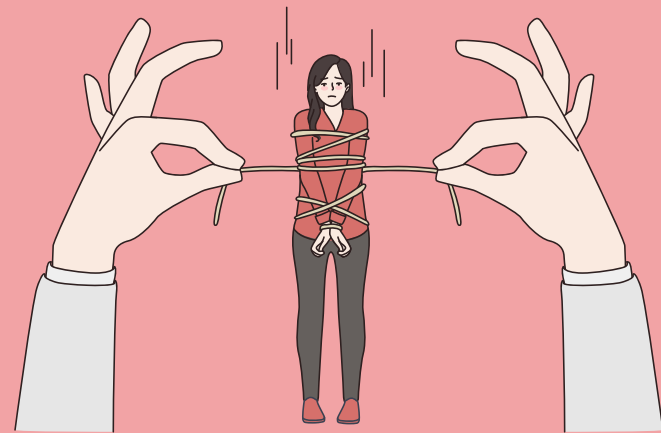


Family relocation and geographic location of the family

Family ties can negatively affect married women's jobs

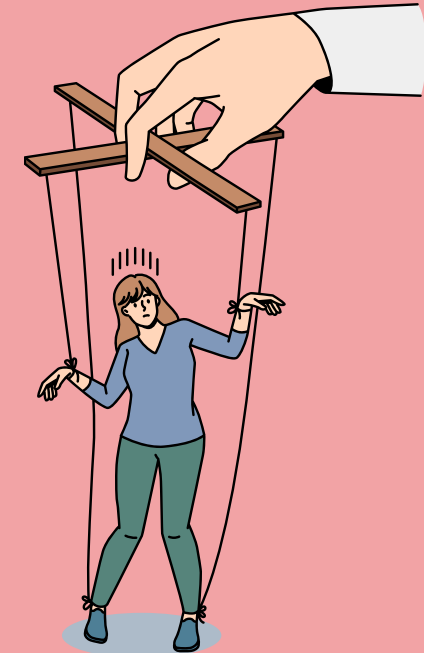
Tied movers

When a husband has a job abroad, wife may be “tied movers,” thinking it is not advantageous for her to leave a job where she has a strong position in her firm



Tied stayers

Wife can be “tied stayers,” unable to relocate despite better opportunities elsewhere, because a husband works in the home country.



Workplace culture and Constraints



Long hours work

- Norms of ideal worker
- Norms of gender roles
- Maternal constraints
- Opt-out revolution

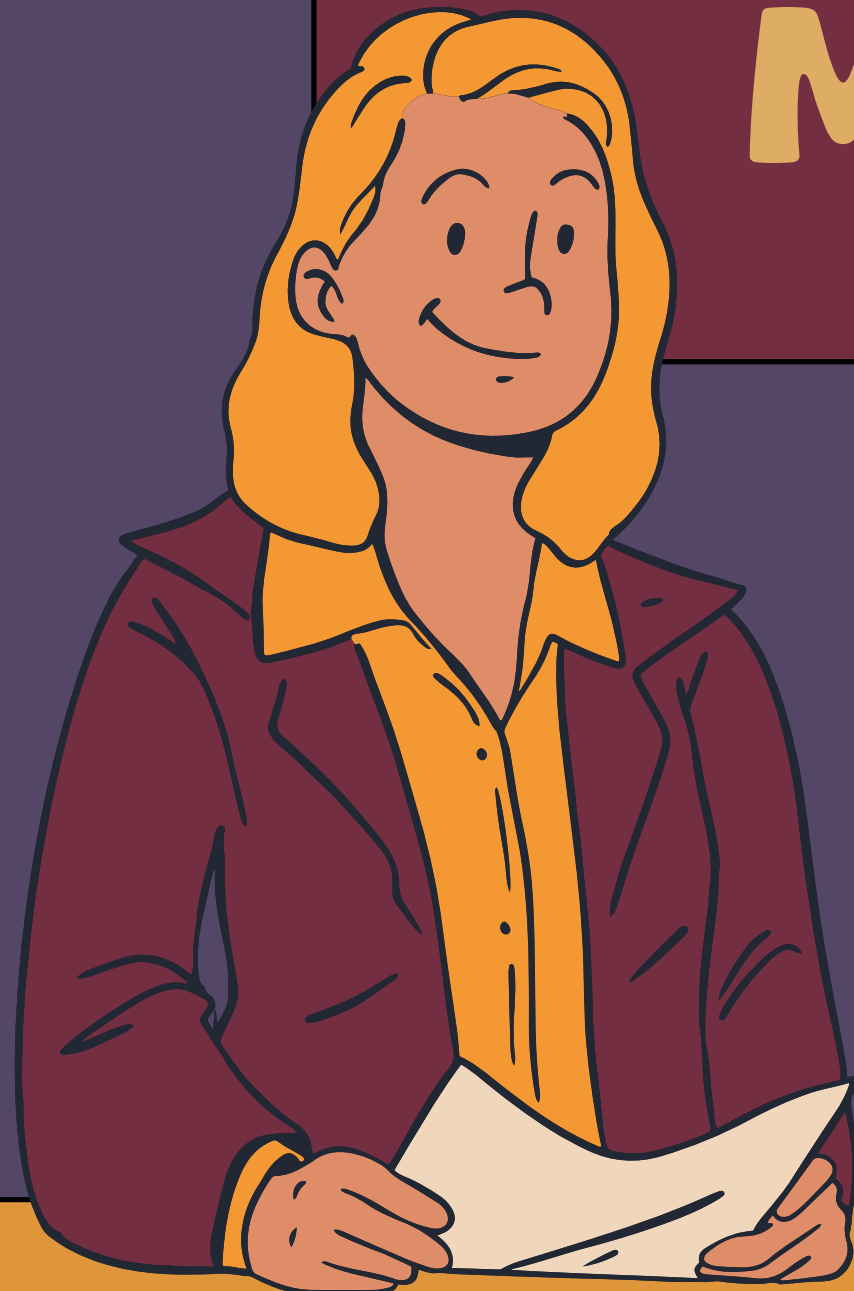
Flexibility



Non-substitutable workers

- Rigid schedules set by employer
- Sent home earlier than expected
- Unpredictable earnings
- Single mothers

Conclusion and Suggestions for Moving Forward





Higher Education? Higher Flexibility?



Time with children



Education attainment

Family Friendly Policies

Too friendly? Career Advancement? Opportunity cost?

The participation gains from extremely generous family policies may come at a cost in terms of advancing women's status in the labor market.

Allocate women's burden of childbearing and childrearing

- Sweden and Norway : "DADDY LEAVE" policy
- Patnaik, 2016 : "DADDY ONLY" label



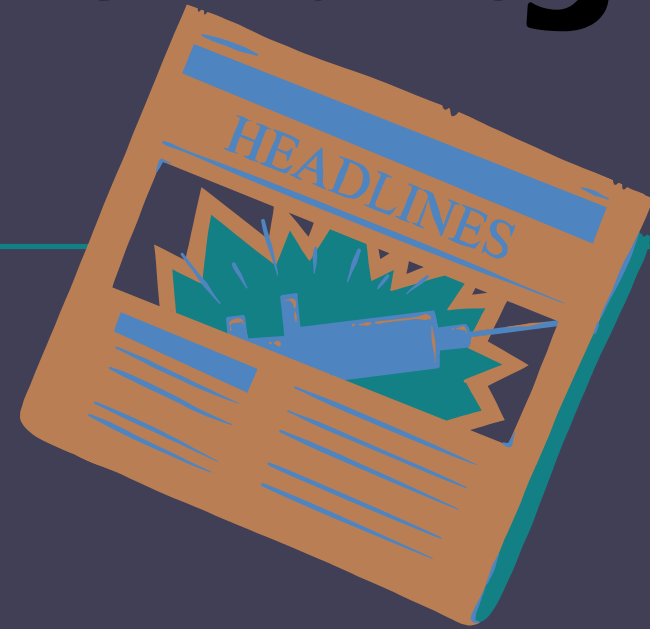


Child-Care Sub. > Leave ?

Child-care subsidies' difference;

- Easier to combine work and family
- Increase women's labor force participation possibly without negative effects of leave policies

Flexibility



More flexibility = More equality
Workers can better allocate their time with more flexibility, thus, woman can easier maintain work-family balance.

Policy Suggestion



Greater say over where and when work is performed

- Greater predictability in work hours e.g. "right to request" part time
- Set out times for disconnection from email

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Thank
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