



## International and National Studies of the Transition to Parenthood

### *Transparent*

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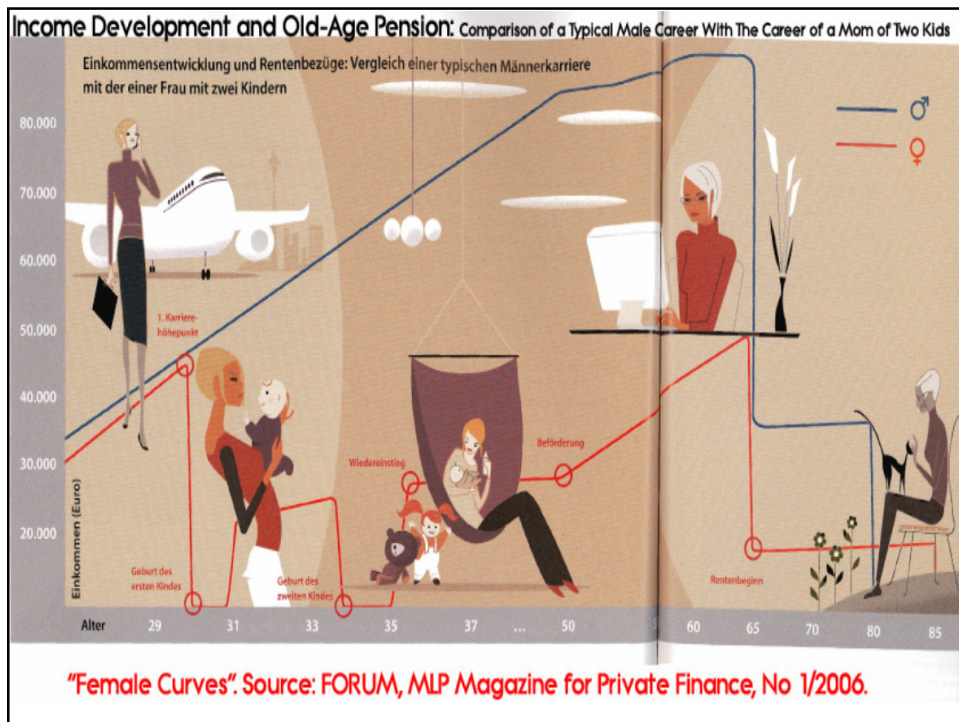
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#### **Starting point**

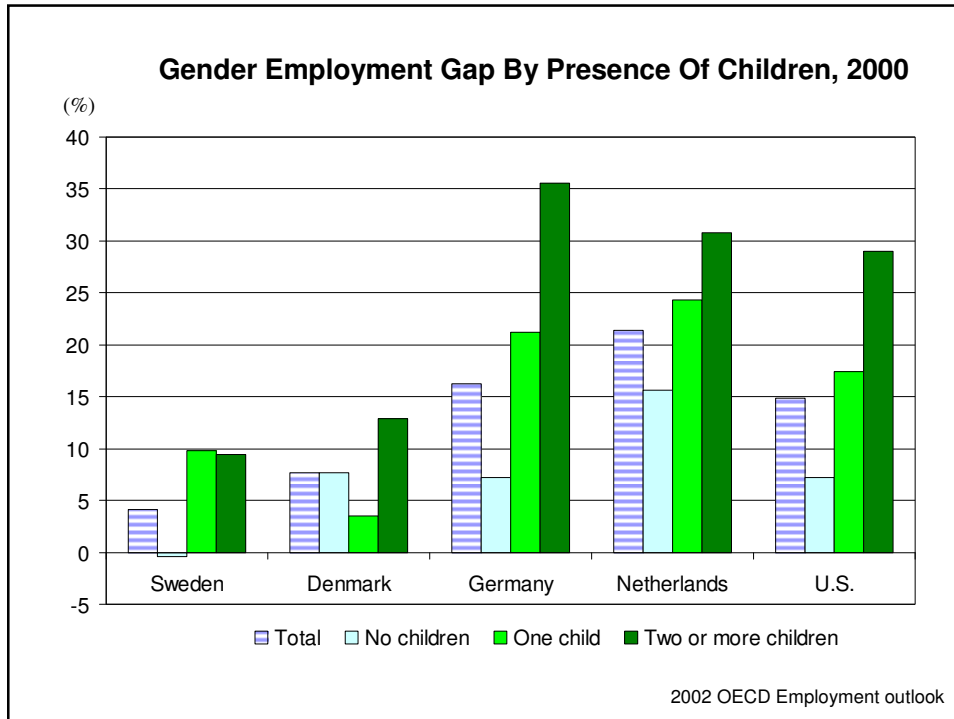
- Gender division of paid and unpaid work becomes more traditional in the course of relationships & marriage
- Even though this is a general pattern, the transition to parenthood is a key event in this respect



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### **Starting point**

- Gender division of paid and unpaid work becomes more traditional in the course of relationships & marriage
- Even though this is a general pattern, the transition to parenthood is a key event in this respect
- Cross-national variation in the degree and form of the gender-divide



This calls for a **comparative study** where **different methods** are combined to get a better understanding of the extent to which different **mechanisms** and **structures** operate:

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- A comparative longitudinal project combining quantitative data with a qualitative longitudinal approach
- First conducted in Germany at the ifb (Staatsinstitut für Familienforschung an der Universität Bamberg), see [http://www.ifb.bayern.de/forschung/akt\\_inap-deu.html](http://www.ifb.bayern.de/forschung/akt_inap-deu.html)
- Our study is organized as an international cooperation, including countries from different welfare state regimes
- Currently, the Netherlands, Germany, Sweden, Spain and Italy are included, where closely comparable data are gathered and analyzed

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### **Aim of the project**

- To study how dual-earner couples negotiate and decide about the division of paid and unpaid work at the time of the first birth
- To study how these decision processes and their outcomes differ across countries and welfare state regimes
- To explore the extent to which theories such as 'doing gender', relative resource bargaining and specialization strategies influence decisions and outcomes in different institutional settings
- To explore the context-specific nature of mother's and father's norms and identities as parents



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### ***TransParent Germany***

#### ***Context & INAP study***

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## Background

In recent decades, western countries have experienced major social and economic transitions, which deeply impacted gender relations in general and people's work and family lives in particular.

Of special relevance for this research project are

- Stepwise formal equalization of men and women
- Educational expansion – vanishing gender education gap
- Spreading of assortative mating and homogamy
- Increases in (married) women's paid employment
- Decreases in exclusive homemaking (HM) and shortening of HM phases
- Increasing divorce rates and diffusion of alternative family forms
- Declining fertility and shortening of the 'active family phase'

## TransParent – Germany

Figure 1. Germany and EU average (EU-27)

	GERMANY	EU average
<i>Welfare state strategy</i>	<i>Primary carer/ Secondary earner</i>	
<b>Policies</b>		
<i>Taxation of secondary earners, 2001<sup>1</sup></i>	50%	33%
<i>Tax ratio of second earners to single person, 2001</i>	1.5	1.4
<i>Duration of leave entitlement, weeks</i>	156	113
<i>Financial compensation during maternity leave (Full time equivalent)<sup>2</sup></i>	100%	17%
<i>Financial compensation during parental leave (Full time equivalent)</i>	35%	26%
<i>Coverage of national leave policies (% entitled)<sup>3</sup></i>	86%	not known
<i>Dismissal protection OECD employment protection index, 0 (lowest) to 6 (highest restrictions)<sup>4</sup></i>	2.63	2.37

Grunow & Aisenbrey 2010

## TransParent – Germany

### Background information

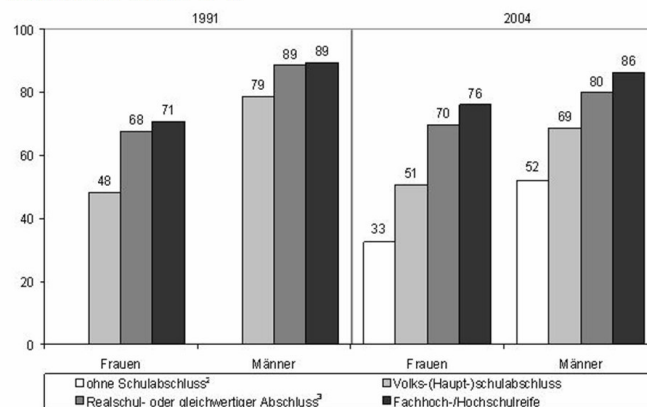
Figure 1. Germany and EU average (EU-27)

	GERMANY	EU average
<b>Policy outcomes</b>		
% using licensed childcare 0-3 years old	9%	22% <sup>1</sup>
% using licensed childcare 3-5 years old	80%	85%
Maternal employment rates, youngest child 0-2 <sup>2</sup>	54%	50%
...thereof in-work	32%	42%
Maternal employment rates, youngest child 3-5	64%	62% <sup>3</sup>
Share of women in labor force	45%	45% <sup>4</sup>
Women employed part time	37%	22% <sup>21</sup>
Women's share of part time employment	83%	71% <sup>21</sup>
Occupational segregation:	35%	30% <sup>5</sup>
Women's share of legislators, senior officials and managers		
Female estimated earned income relative to the male estimated earned income <sup>6</sup>	58%	60%
Female to male ratio tertiary education <sup>7</sup>	1.00	1.31
Fertility rate	1.3	1.47

## TransParent – Germany

### Employment status by educational level

Abbildung 2.7: Erwerbstätigenquoten<sup>1</sup> der 30- bis 64-Jährigen nach dem höchsten Schulabschluss in Deutschland 1991 und 2004 (in %)



1 Erwerbstätigenquote: prozentualer Anteil der Erwerbstätigen an der Bevölkerung (30 bis 64 Jahre) nach den Schulabschlüssen. Zu den Erwerbstätigen zählen auch die Personen in Elternzeit.

2 Für das Jahr 1991 ist die zum Merkmal "allgemeiner Schulabschluss" gehörige Ausprägung "ohne Schulabschluss" standardmäßig nicht verfügbar.

Gender Datenreport 2005

## *TransParent – Germany*

Wir suchen das Gespräch mit werdenden Eltern.



### Selected findings from the German Qualitative Study

**Zwischen Wunsch und Wirklichkeit**

Der Alltag berufsorientierter Paare beim Übergang zum ersten Kind

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### The German qualitative study in practice

- We interviewed nascent parents
  - (a) few months before the expected birth of their first child
  - (b) about one and a half years after the birth
- The first interview
  - Aimed at learning more about how the couple negotiates and discusses the period to come, what the rationale for their plans are and how they feel about this
- The second interview
  - Evaluates the extent to which the plans made before the birth have come true and if they have not, what the interfering factors have been and how the actors feel about, explain and justify the (new) outcome

# TransParent – Germany

Wir suchen das Gespräch mit werdenden Eltern.



**Zwischen Wunsch und Wirklichkeit**

Der Alltag berufsorientierter Paare beim Übergang zum ersten Kind

- 14 couples (28 interviews)
- Education: 11 couples homogamous  
2 couples w > m  
1 couple m > w  
23 persons with Tech. College/ University degree
- Interviews: Spring - Summer 2006
- Babies born: May - November 2006
- Methods report:  
[http://www.ifb.bayern.de/imperia/md/content/stmas/ifb/materialien/mat\\_2008\\_4.pdf](http://www.ifb.bayern.de/imperia/md/content/stmas/ifb/materialien/mat_2008_4.pdf)

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## Norms and Institutions

### The power of norms

- Gendered parenting norms: essential with regard to whether and how long the woman (or the man) anticipated becoming a full-time homemaker

### Institutions as a normative point of reference

- Legal parental leave regulations: perceived as a central normative point of reference (the ‚magic‘ 3 years)

### Relevant others

- *M: Concerning giving the child away [putting the baby in full-time daycare], we had several discussions with family members. [...] This made us wonder "Can we do this? Do we want to do this?" (Int 122 01:10, translation)*

The couple then talked about their doubts to the director of the daycare institution, and was reassured:

- *M: "Because we're apparently not the only ones who do this. It's a common model, nothing unusual." (Int 122 01:12, translation)*

### ...for the baby

#### In both, traditional and non-traditional matches, couples finally favor traditional care-outcomes

- *W: "Yes, well, I – since we've had these problems [to conceive] I now want to take advantage of the time with the child. I will therefore claim the full maternity leave, the three years." (Int HS6.1 00:30:01, translation)*
  - *W: "I always wanted to stay at home completely, then. For the baby." (Int HS9.1 00:25:00, translation)*
  - *M: "Well, I personally would have preferred her [his wife] staying at home for three years."*
  - *[Interviewer: "Why?"]*
  - *M: "Well, I'm still of the opinion that a child should be surrounded by his parents during the first years; not by a nanny already after one year. This is the main reason." (Int HS2.2 00:25:39, translation)*
- *The cross-national comparison will be illuminating here with respect to how the taken-for-granted motherhood norms differ across countries.*
- *It will for instance show whether Dutch, Swedish, Italian and Spanish parents take their respective legal leave lengths as the implicit normative point of reference*

### ...for the baby

#### Breastfeeding

- *W: "Having read and informed myself it became clear that I actually have to. That it is very important for my child's health and that I, as a person, cannot oppose to it since I actually have to give the best for my child. (...) But finally I decided to do it, because of the support I have; and what I actually wanted to mention is that /ehm/ I want to stay home in the beginning, but what I always had in mind, given I would return back to work right after the 8 weeks of maternity leave; as a breastfeeding mom this would be completely impossible." (Int 011b 00:16:39; translation)*

Her partner adds in this context:

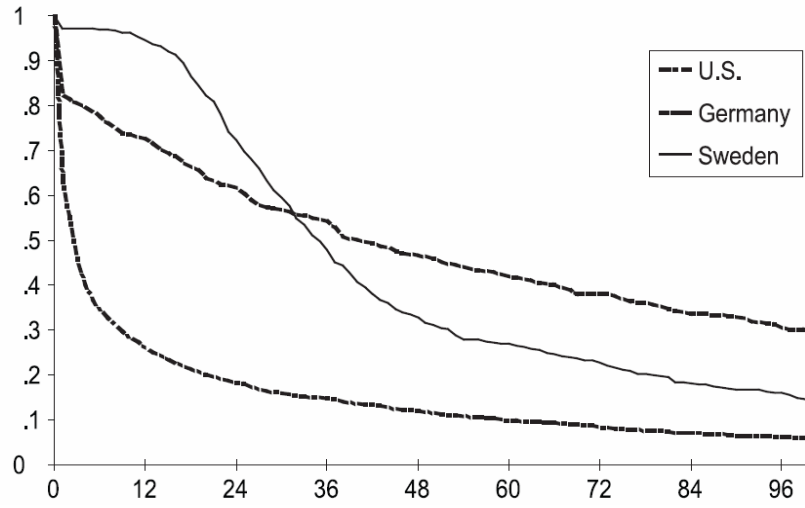
- *M: "She also doesn't want to give the three years away." (Int 012 00:28:04; translation)*

Tabelle 2  
Stillquoten im 1. Lebensjahr [%] Source: Kersting & Doulon 2002

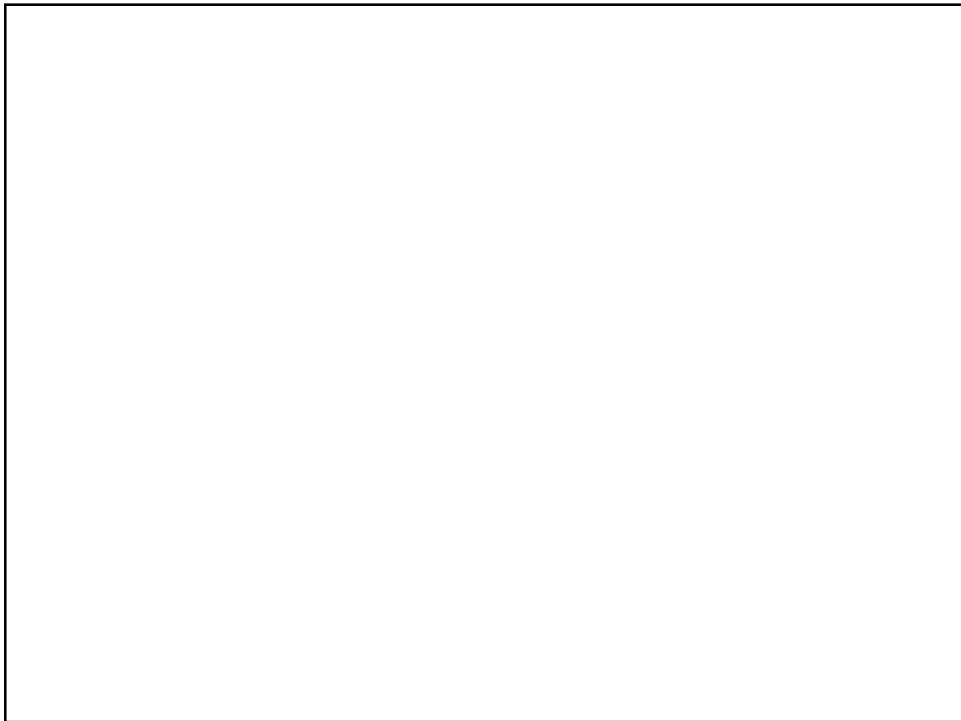
Stillkategorien	Alter des Säuglings						
	5 Tage <sup>a</sup>	14 Tage	2 Monate	4 Monate	6 Monate	9 Monate	12 Monate
Ausschließlich Stillen <sup>b</sup>	73	60	42	33	10	<1	–
Überwiegend Stillen <sup>c</sup>	5	15	17	11	3	<1	<1
Summe „Volstillen“	78	75	59	44	13	<1	<1

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Figure 2: Kaplan-Meier Survival Curves of Mothers' Time Out after First Birth



Aisenbrey, Evertsson & Grunow 2009



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## Sources of table Germany – EU27: Grunow & Aisenbrey 2010

<sup>1</sup> Estimates for couples with 2 children and a husband earning an average production worker's wage; the women is assumed to earn 67% of an average production workers wage. Source: OECD Economics Department 2004; <http://www.oecd.org/dataoecd/25/5/31743836.pdf>

<sup>2</sup> Own calculations based on: OECD Economics Department 2004, data refer to 2001; <http://www.oecd.org/dataoecd/25/5/31743836.pdf>, EU average based on EU-27, excluding Bulgaria, Cyprus, Estonia, Latvia, Lithuania, Malta, Romania, Slovenia, due to missing data.

<sup>3</sup> Own calculations, based on Jaumotte (2003); Kamerman (2004). Data refer to 1999-2002. EU average based on EU-27.

<sup>4</sup> OECD Family database; data refer to 2006-07. EU average based on EU-27, excluding Cyprus due to missing data.

<sup>5</sup> OECD Family database; data refer to 2006-07. EU average based on EU-27, excluding Bulgaria, Latvia, Cyprus, Malta, Romania due to missing data .

<sup>6</sup> Dressel et al. (2005).

<sup>7</sup> Source: OECD (2009). OECD Indicators of Employment Protection.

[http://www.oecd.org/document/11/0,3343,en\\_2649\\_33927\\_42695243\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/document/11/0,3343,en_2649_33927_42695243_1_1_1_1,00.html)  
Fertility rate: CIA the World Fact Book