3rd TransEurope Workshop in Tallinn/Estonia, September 4-5 2009
"Transnationalization, globalization and its effects on women's employment and family transitions"

Friday, September 4th

8:30 Meeting registration, Coffee
9:00 Workshop Opening (Hans-Peter Blossfeld, Ellu Saar)

Block I: Pan-European Comparisons

9:15- 10.15	Keynote I **Welfare regimes, women's employment and work-life balance** Sonja Drobnic (Hamburg, Germany)
10.15-11:00	**Women's employment and work family-conflict – a survey-based comparison of European countries** Dirk Hofäcker and Stefanie König (Bamberg, Germany)
11.00-11.45	**Work-Fertility Conflict: A European Comparison** Katia Begall and Melinda Mills (Groningen, The Netherlands)
11.45-12.30	**Effects of the consequences of parenthood on second birth rates in Europe** Jan van Bavel, Caroline DeWilde (Brussels, Belgium)
12.30-14.00	*Lunch break*
14.00-14.45	**Initial Child Intentions and Variations over the Life Course - A Comparative Analysis of Selected European Countries based on GGS-Data** Norbert Neuwirth (Vienna, Austria)

Block II: Country Case Studies

14.45-15.30	**Division of paid and unpaid work between spouses and its impact on female employment patterns in West Germany, East Germany and Bulgaria** Rumiana Stoilova (Sofia, Bulgaria), Dirk Hofäcker, Jan-Rasmus-Riebling (both Bamberg)

15.30-16.00	*Coffee break--*
16.00-16.45	**Women's experiences of professional advancement in Germany and the United Kingdom: a comparative analysis of an elite profession** Patrizia Kokot (London, UK)
16.45-17.30	**Gender Roles and Fertility in Austria** Johann Bacher and Heinz Leitgöb (Linz, Austria)
17.30-19.00	*TransEurope Steering Committee Meeting*
20.00 ff.	*Conference Dinner*

Saturday, September 5th

Block II: Country Case Studies (continued)

8.30- 9.30	**Gender Equality at the heart of decent work: the life cycle approach to addressing gender equality at work** Raphael Crowe (ILO, Geneva)
9.30-10.15	**Accumulation of work experience and the transition to motherhood in Italy and Poland** Anna Matysiak, Warsaw, Poland and Daniele Vignoli, Florence, Italy
10.15-10.30	*Coffee Break*
10.30-11.15	**Women's midlife careers in Estonia: institutional changes and individual strategies** Kadri Täht and Triin Roosalu (Tallinn, Estonia)
11.15-12.00	**Effects of education on second births before and after societal transition: evidence from the Estonian GGS** Martin Klesment (Tallinn, Estonia)
12.00-13.00	*Lunch break*
13.00 - 13.45	**Period and Cohorts in Social Fluidity in the Czech Republic between 1989 and 2009** Tomas Katrnak (Brno, Czech Republic)
13.45 - 14.30	**Women's Part-time Work and Work Norms in the Netherlands** Rudi Wielers and Dennis Raven (Groningen, The Netherlands)
14.30-15.15	**Changing inequality in Sweden: Globalization and other causes** Michael Tahlin (Stockholm, Sweden)
15.15-15.45	*Final discussion*
15.45	End of workshop

Paper Abstracts
(in chronological order)

KEYNOTE I

Welfare regimes, women's employment and work-life balance

Prof. Sonja Drobnic Ph.D.. (Faculty of Economic and Social Sciences, Institute of Sociology, University of Hamburg, Germany)
sonja.drobnic@uni-hamburg.de

In spite of an impressive increase of female employment rates across Europe, there is a persistent gender gap in employment and most European
countries are far behind the 2010 Lisbon target of a 60% employment rate for women. Nevertheless, the differences between countries are considerable and much effort has been put into attempts to understand these variations. A recent development in the past decades has been the introduction of „regimes“ as analytical tools to capture institutional characteristics of various societies, such as production regimes, care regimes, or welfare state regimes. In this presentation, I would like to disentangle some of the mechanisms that lead to a variation of female employment patterns over the life course, and apply the welfare regime typology to account for cross-country differences. Finally, not only the employment level but also the quality of work has become increasingly central to the European policy agenda. I address the question of whether and how job quality and working conditions contribute to the quality of life of the employed men and women, and discuss the increasing importance of satisfaction with work-life balance for the quality of life.

Women's employment and work family-conflict – a survey-based comparison of European countries

Dirk Hofäcker (Institute for Family Research, Bamberg, Germany)
Stefanie König (Institute for Family Research, Bamberg, Germany)
dirk.hofaecker@uni-bamberg.de, Stefanie-Koenig@gmx.de

Throughout the last decades, women's employment has risen significantly, thereby contributing to a gradual replacement of the previously predominant male breadwinner model by a dual earner model in which both spouses are actively participating in the labour market. However, despite the universality of this trend, there remain significant cross-national variations in the degree to which women have become integrated into employment both generally as well as over the life cycle, ranging from the role as an "additional earner" with less working hours to the role of a full "second earner".
At the same time, despite the fact that oftentimes, the rising employment rate of women has been approved as an important step towards gender equality, it frequently has been criticised that women's increasing employment and career orientation has contributed to the recent decline in birth rates common to almost any Western industrialised country. Following this line of argument, it is assumed that, when confronted with the question how to combine career and potential motherhood, many women decide to forego family formation and opt for a labour market career. Recently available macro data, however, provide little proof for this assumption when they show that women's overall employment participation indeed is positively related to national fertility rates. Thus, from a fertility perspective, it seems to be not central *whether* women work but *how* nation-specific frameworks allow them to *reconcile* their work with family life.
Starting from this point, the aim of our paper is to analyse empirically to what degree spouses are experiencing a conflict between work and family engagement in their daily life, and in

how far this conflict perception can be traced back to their participation within paid employment. We start by giving a systematic overview of key patterns of women's employment integration and their institutional backgrounds. In a second step, we confront these employment patterns with the perceived level of work-life conflict among spouses in Europe and the US, based on secondary analysis of the ISSP 2002 Module on "Family and Changing Gender Roles (III)". In addition, we employ logistic regression to disentangle how patterns of perceived conflict are due to women's individual labour market engagement and the nationally predominant model of coupled employment.

Work-Fertility Conflict: A European Comparison

Katia Begall (University of Groningen, The Netherlands)
Prof. Dr. Melinda Mills (University of Groningen, The Netherlands)
k.h.begall@rug.nl, m.c.mills@rug.nl

This paper links the work-family conflict literature to the field of low fertility research by studying the relation between work characteristics and fertility intentions in a sample of women from more than 20 European countries. In addition to individual characteristics, two macro-level characteristics are expected to have an effect on the combination of work and family responsibilities: childcare availability and the opportunity to work part-time. The data used in this study come from the second wave of the European Social Survey (ESS), which was administered in 2004/5 in 26 countries across Europe. Multilevel logistic regression models of fertility intentions are estimated separately for women without children and women with one or more children. The results show that, in line with our hypothesis, both women with and without children who report higher perceived work control also report positive fertility intentions. For women with children, time pressure at work lowers fertility intentions while a higher amount of work-family conflict is found to be positively related to fertility intentions. When the institutional context is taken into account, a higher proportion of women working part-time and children under age three being enrolled in child care are associated with positive fertility intentions for women with children. The availability of childcare is found to moderate the influence of perceived work control and working non-standard hours on fertility intentions.

Effects of the consequences of parenthood on second birth rates in Europe

Prof. Jan van Bavel (Free University of Brussels, Belgium),
Dr. Caroline DeWilde (University of Amsterdam, The Netherlands)
jvbavel@vub.ac.be, C.L.Dewilde@uva.nl

People's labour market positions as well as their situation at home are usually greatly affected by the transition to parenthood. Changes at home and at work tend to be different for men and women. This paper will investigate how these gender-specific changes in the aftermath of a first birth affect the transition to a second birth. Existing studies on the determinants of second birth rates tend to look only at the effect of the situation after the first birth. This paper aims to go beyond earlier work by adopting a truly sequential perspective, acknowledging that each parity progression is influenced not just by changing conditions but also by the change in conditions ("history matters"). How do the consequences of a first birth influence parents' decision to have a second child? The basic hypothesis, to be tested empirically using panel data, is that if entry into parenthood has undesirable consequences for one or both parents at home or at work, then it may be less likely that the couple goes on to have a next child. A first birth will not have the same consequence for all social groups and in all European regions. Differences in culture, institutional arrangements, the economy and the labour market, and

family policy measures across Europe will be exploited to address micro-macro interactions in a multilevel event history framework.

Initial Child Intentions and Variations over the Life Course -
A Comparative Analysis of Selected European Countries based on GGS-Data

Norbert Neuwirth (Austrian Institute for Family Studies, University of Vienna, Austria)
norbert.neuwirth@oif.ac.at

TFR developments and recent fertility levels differ considerably between European Countries. Two driving factors are responsible for this development: changes in the individual child intentions and changes in the environment that facilitate or constrain the realization of child intentions.
This project focuses on the child intentions per se. Comparative analyses on six European countries show wide differences, especially when comparing to the French. What influences the child intention, can it be improved by policy measures, how do Western and Eastern countries differ?

Division of paid and unpaid work between spouses and its impact on female employment patterns in West Germany, East Germany and Bulgaria

Ass. Prof. Dr. Rumiana Stoilova (Bulgarian Academy of Sciences, Sofia, Bulgaria)
Dr. Dirk Hofäcker (Institute for Family Research, Bamberg, Germany)
Jan Riebling (Institute for Family Research, Bamberg, Germany)
rstoilova@sociology.bas.bg, dirk.hofaecker@uni-bamberg.de,
jan-rasmus.riebling@stud.uni-bamberg.de

The division of paid and unpaid work between spouses is essential for the placement of women within paid work, and hence implies several consequences - for the returns, which women receive for their education, for women' employment status, for women's horizontal and vertical labor segregation and for their amount of pensions after retirement.
Confronted with the decision how to balance paid work and family, women adopt different strategies under different institutional conditions. The mere housewife role as well as part time jobs are generally rare in the Eastern European countries such as Bulgaria where dual-earner couples have a long tradition. However, employment of women appears to be strongly stratified by social status, educational background and ethnicity and fostered by increasing risk and economic insecurity throughout the transition, social closure and marginalization have risen.
In contrast, women with children in West Germany – even those in highly educated couples - have been reported to choose more often for a housewife model or a position as a secondary, part time earner, and thus often are significantly overrepresented in household work.
East Germany constitutes an interesting intermediate case. Despite signs of convergence towards the West German model, women in East Germany tend to participate more extensively and continuously in employment and part-time work as an "additional earner" is far less frequent, and if so occurs rather involuntary and not as a well appreciated "reconciliation strategy".
Based on most recently available data from the UN's Gender and Generations Programme (GGP), our paper intends to identify, describe and explain in detail the "typical strategies" that women develop for combining paid and unpaid work in Bulgaria, West Germany and East Germany with specific emphasis on a more detailed task oriented analysis of unpaid house work.

Women's experiences of professional advancement in Germany and the United Kingdom: a comparative analysis of an elite profession

Patrizia Kokot (London School of Economics and Political Science, London, UK)
P.S.Kokot@lse.ac.uk

This paper will present the initial results of an empirical feminist study which focuses on women's experiences in elite professions in two national and two organizational contexts. More specifically I ask how the experiences of career advancement of women partners in chartered accountancy (Wirschaftspruefung) differ in Germany and the United Kingdom in light of diverse professional, socio-political and economic backgrounds. Informed by Estevez-Abe's (2002) 'gender-bias in skill' approach to varieties of capitalism and Esping-Andersen's (1999) welfare state regimes, I employ grounded theory to conceptualize the relations between the individual, the firm and the state in light of a constructionist understanding of gender. In that respect I aim to contribute to current debates on women's professional advancement in an adolescent European Union.

Gender Roles and Fertility in Austria

Prof. Johann Bacher (University of Linz, Austria)
Heinz Leitgöb (University of Linz, Austria)
johann.bacher@jku.at, heinz_leitgoeb@gmx.at

Different social groups are differently affected by globalisation and transnationalisation. This main thesis will be tested for Austria for gender roles and fertility. We expect that low status people have become more conservative in their gender roles whereas high status people have become more liberal and open minded. In contrast, fertility has dropped in both groups, but for different reasons. High status people are afraid of loosing status and money whereas low status people are afraid of having not enough money for family life. As in the last year, the Austrian Social Survey will be used to test these hypotheses.

KEYNOTE II

Gender Equality at the heart of decent work: the life cycle approach to addressing gender equality at work

Raphael Crowe
(Senior Gender Specialist, Bureau for Gender Equality, International Labour Organization, Geneva; Switzerland)
crowe@ilo.org

The ILO Decent Work Agenda aims to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity.
Gender equality is considered essential to achieve decent work and it underpins all ILO work, with gender mainstreaming being the strategy to realise gender equality in the world of work. The work of the ILO in promoting gender equality also supports ILO's efforts to eliminate discrimination in the workplace.
In 2009 the ILO took stock of what progress had been made in achieving gender equality in the world of work during the International Labour Conference, a Committee on Gender Equality was convened and held a general discussion, which focused on a report "Gender equality at the heart of decent work." In considering the t mandate of the ILO and the range of issues under the banner of employment, it was decided that a life-cycle approach was a logical and efficient way of considering gender equality and discrimination issues at work.

This discussion resulted in a report and a set of conclusions, which provide direction to all government members of the ILO, workers' organizations and employers' organizations as well as the International Labour Office and other policy makers and practitioners.
The paper examines the world of work through a gender lens with the backdrop of the current financial and economic crisis and its impact on women and men. It argues that qualitative indicators encompassed by the ILO Decent Work Agenda should have an equal if not a higher priority for policy makers than quantitative data relating to women's employment. Whilst globalization and transnationalization have had positive impacts on women and men, discrimination and gender inequalities temper these outcomes.
The life-cycle approach as it relates to the world of work is explained and the conclusions and policy recommendations drawn from the 2009 International Labour Conference are fleshed out.

Accumulation of work experience and the transition to motherhood in Italy and Poland
Dr. Anna Matysiak (Warsaw School of Economics, Poland)
Dr. Daniele Vignoli (University of Florence, Italy)
amatys@sgh.waw.pl, vignoli@ds.unifi.it

This goal of this study is to add to our understanding of the impact of women's human capital accumulation on the timing of first births. Applying intensity regression to national retrospective data, we examined the transition to motherhood in Italy and Poland. These countries share several similarities: Catholicism, strong family ties, considerable tensions between fertility and work, and strong labour market rigidities. They display also marked differences – in female labor supply developments, returns to education or living standards - which make the comparison informative. Our life-course study illustrates that paid employment clearly discourages childbearing in Italy, at least among low- and medium-educated women. In Poland, by contrast, employment seems to be a pre-requisite to childbearing, particularly among the tertiary educated women. These differences in behaviours might be due to differences in income effect of women's work or the social perception of working women that has developed in the past and require further and more in-depth investigation.
Women's midlife careers in Estonia: institutional changes and individual strategies
Kadri Täht (Institute of International and Social Studies, Tallinn University, Estonia)
Triin Roosalu (Institute of International and Social Studies, Tallinn University, Estonia)
kadri@iiss.ee, triin@iiss.ee

When Estonia opened up to the global economy in the beginning of 1990s, female labor make participation rate was higher than the European average (71 percent in 1989). In contrary to the developments in Western societies in last decades, female labor market participation in Estonia started declining. Previous research (Helemäe & Saar, 2006) has shown the increase of labor market uncertainties for women and the ambiguity of the on first sight successful adaptation to arising unemployment (Täht & Unt, 2002). Especially women's long-term unemployment increased, and labor market mobility was driven by demand-side. Despite the high and mostly full-time labor market participation, women have remained the primary caregivers. At the same time, the institutional support in combining work and family has remained modest - flexible and part-time working time arrangements are scarce and fulltime employment a norm; availability of nurseries is very limited. Although men can also take the parental leave (until child becomes three years old), still predominantly women do.
The aim on this paper is to analyze the effect of labor market changes and institutional settings on women's labor market chances in Estonia. We compare the effects of before, during and after the radical labor market reforms, and special attention is put on labor market

exits and re-entries due to child-care reasons. We are using Estonian Social Survey - a national household survey with a sample of over 8,000 respondents, first carried out in 2004, including retrospective labor market and family data.

Effects of education on second births before and after societal transition: evidence from the Estonian GGS

Martin Klesment (Estonian Institute for Population Studies, Tallinn University, Estonia)
klesment@tlu.ee

The presentation examines the influence of educational attainment and enrolment on second births in Estonia, comparing the patterns before and after the onset of societal transformation of the 1990s. While many Northern and Western European countries have shown a positive relationship between female education and second births, this pattern has not been found in Central and East European countries. Against that background, Estonia offers an interesting case with a noticeably high second birth intensities for highly educated women. In the state socialist period, after controlling for the influence of other characteristics, including the partner's education, women with tertiary education featured higher second birth intensity than any lower educational strata. In the post-socialist period, the difference has grown smaller but women with tertiary education still display a significantly higher transition rate to second birth than their counterparts with secondary education. The analysis is done by using event history modeling and employs microdata from the Estonian Generations and Gender Survey, conducted in 2004-05.

Period and Cohorts in Social Fluidity in the Czech Republic between 1989 and 2009

Ass. Prof. Dr. Tomas Katrnak (Brno, Czech Republic)
katrnak@fss.muni.cz

The article analyzes the trends in (absolute as well as relative) social mobility in the Czech Republic between years 1989 and 2009. The author uses 25 surveys realized in last 20 years in Czech society (N = 24 642 cases) to identify age, period and cohort effects controlled for respondents' sex and education in social mobility process (apc_cglim procedure is used). Social mobility is measured as a relationship between father's and respondent's ISEI (the propriety of continuous approach versus categorical/class approach in using APC model is the analysis of social fluidity is discussed). Results support Breen's and Jonsson's (2007) findings about cohort replacement as an explanation of the trends in social fluidity. But contrary to Breen and Jonsson the analysis shows that the age effect is not neglectable in the measuring of the relationship between father's and respondent's ISEI (later age on the labor market in the time of survey means also weaker age effect). And contrary to Breen and Jonsson the period effect is not completely consumed by cohort replacement in Czech society between 1989 and 2009; the effects of economic, political and social changes are identifiable in changes of social fluidity. This is expectable because Breen's and Jonsson's results are formulated for societies without outstanding social and economic changes. This has not been a case of the Czech Republic in the last 20 years.

Women's Part-time Work and Work Norms in the Netherlands

Rudi Wielers and Dennis Raven (Groningen, The Netherlands)
M.C.Mills@rug.nl, R.J.J.Wielers@rug.nl

The paper argues that due to the increased labour market participation of women in part-time jobs, work norms have changed. It has become less evident who should work how many hours, and this is a main cause why Dutch citizens show less support for the norm that work is

a prime social obligation. We argue that the social mechanism for the norm change is to be located in adjustment processes in the households. We elaborate hypotheses on the basis of this argument, and test these hypotheses by applying multi-level regression analysis on the OSA Labour Supply Panel surveys for the period 1988-2002. The results of these tests show that in the traditional breadwinner-families both partners, the breadwinner and the housewife, show strong support for the norm that work is a social obligation. Working women and men with working partners show less support for the norm. Due to the increase of the share of working women, support for the norm has decreased. The results show that every new cohort shows less support for the norm. The general picture is that in the Netherlands, partly due to the growth of part-time work, the traditional work ethic is declining. For younger generations, with both partners participating in the labour market, work is increasingly becoming only an instrumental value. Nevertheless, because the instrumental value of work is high, there is only a slow and limited decline of labour supply.

Changing inequality in Sweden: Globalization and other causes

Prof. Michael Tåhlin (Swedish Institute for Social Research (SOFI), Stockholm, Sweden)
Prof. Tomas Korpi (Swedish Institute for Social Research (SOFI), Stockholm, Sweden)
Michael.Tahlin@sofi.su.se, tomas.korpi@sofi.su.se

This paper traces the evolution of macro-economic conditions and labor market inequality in Sweden for the period 1970-2005, with the specific purpose of discussing the role played by globalization in the processes observed. We summarize findings from a variety of sources, including our own original work, and assemble a comprehensive picture of the following trends: Trade openness, inflation, unemployment, real wage change, the skill structure of employment (combining information on worker education and job skill requirements), industrial composition of the employed population, wage inequality, wage returns to education and experience, unemployment and non-employment rates by age, gender and education, the gender wage gap by sector (public-private), and immigrants' labor market conditions relative to natives.

Our main empirical results are as follows. First, with regard to macro-economic conditions: (a) Trade openness (exports and imports relative to GDP) grew significantly from 1970 to 1985, then fell somewhat to the early 1990s, before resuming strong growth. (b) Inflation rose from 1970 to 1980 and then fell to 2005, aside from temporary high levels around 1990. (c) Unemployment was stable from 1970 to 1990, then soared to 1995 before falling back by about half the rise and stabilizing at that level from 2000. (d) Real wages rose strongly until 1975, hardly moved from 1975 to 1990, and then resumed a strong growth in the 1990s. (e) The skill structure of jobs was significantly and continuously upgraded during the whole period; low-skill categories (low-skill workers in low-skill jobs) dominated the labor market around 1970 while high-skill categories had achieved dominance by 2000.

Second, regarding inequality in labor market conditions, we document the following changes: (a) Overall wage inequality fell from the late 1960s to 1975, then stabilized until 1980, before resuming growth. (b) For occupational class or educational categories, we find that the low-skill groups have lost slightly in wages and lost much in employment rates relative to high-skill groups. (c) For sector, public employees have lost much in wages relative to the privately employed. (d) For gender, women first gained in both wages and employment rates relative to men, and then these gaps stabilized. (e) For age, 16-24 year-olds lost some in wages and much in employment rates relative to the 25-54 year-olds; in contrast, the relative wage and employment conditions of 55-64 year-olds was stable or improving. (f) Finally, the gap in labor market conditions between immigrants and natives grew large in recent decades, especially with regard to employment rates.

What accounts for these changes? And what might the role of globalization have been? We review policy developments in Sweden from the 1970s to the present, in order to situate the evolution of the labor market in a modern historical-institutional context. Our general conclusion of this review is that reforms so far have been focused on product markets, the tax system, and public finance. In contrast, labor market regulations and welfare services – with some notable exceptions – have largely remained in place. There has been a general and long-term – in some cases even growing – support for employment protection and the collective agreement model.

We then turn to available research on changes in labor market inequality, Swedish and international. A wide-spread view is that most of the increase in skill or education inequality in national labor markets has been due to technological change rather than globalization. Institutional change (bargaining, union strength, etc) can also explain some part of the increased skill premium. But some insititutional change may also have been endogenous to technology shifts. Tax constraints are likely decisive for the increase in the sector wage gap. Bargaining and other institutional factors, including discrimination, probably lie behind the stalled reduction of the gender wage gap. The upgrading of the skill structure may also have played a significant role here. The problems of youth and immigrants are mainly tied to insider-outsider borders, including employment protection legislation and minimum wages, as well as to skill-biased technological change. In none of these cases does globalization appear to have been a likely important cause.