



Utrecht University



European Research Council
Established by the European Commission

Why We Need Workplace Wellbeing Strategies: Evidence from the Netherlands

Dr. Mara A. Yerkes
Utrecht University

Let's get started!

- Go to <http://www.wooclap.com/JSBYIK> or scan the QR-code



Today's deep dive

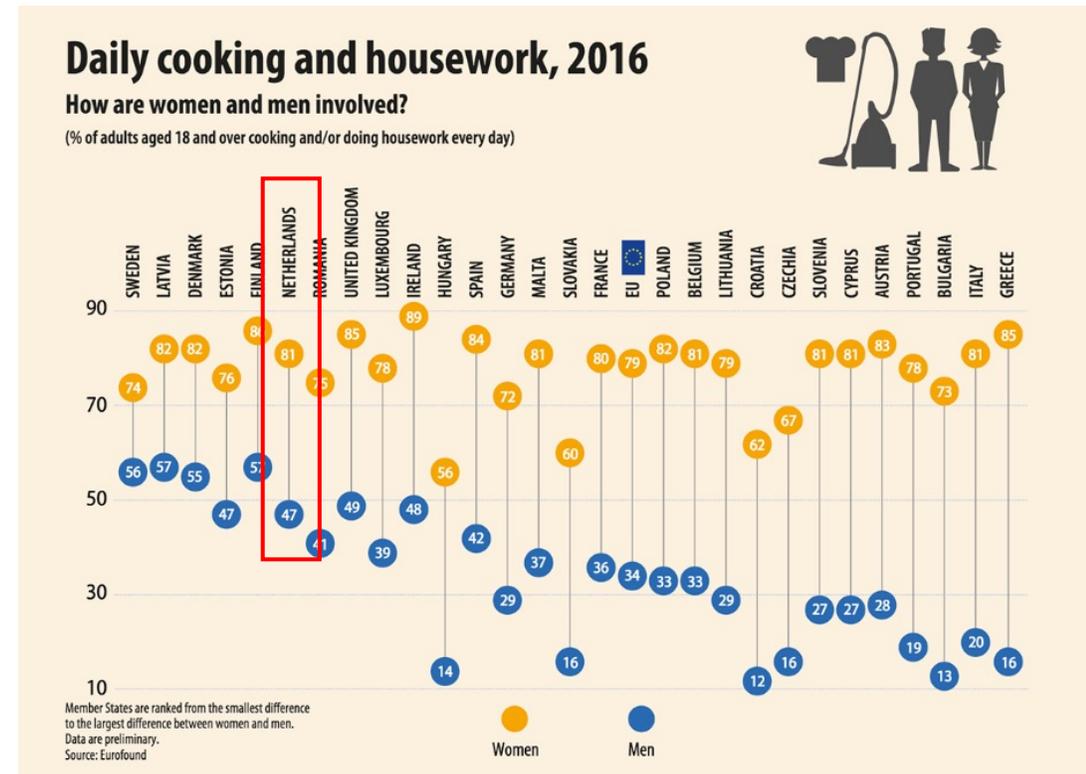
- Background on gender inequality
- Gender inequality during the pandemic: evidence from the Netherlands
- From inequalities to capabilities: gender and more
- Moving forward: gender inequality and the chance to build back better



GENDER
INEQUALITY
ONE OF THE
MOST
PERSISTENT
SOCIAL
PROBLEMS OF
THE 21ST
CENTURY.

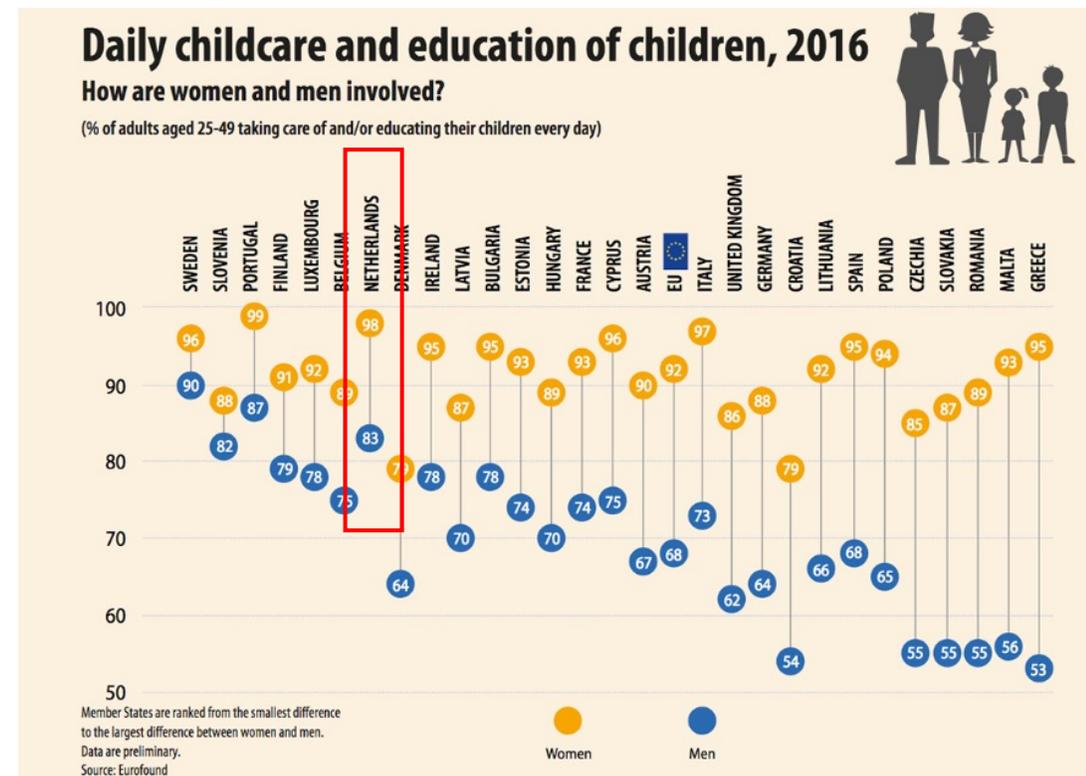
What gender inequality? (1)

- Across Europe, women do more cooking and housework than men
- On average, 79% of women cook and/or do housework daily
- On average, 34% of men cook and/or do housework daily



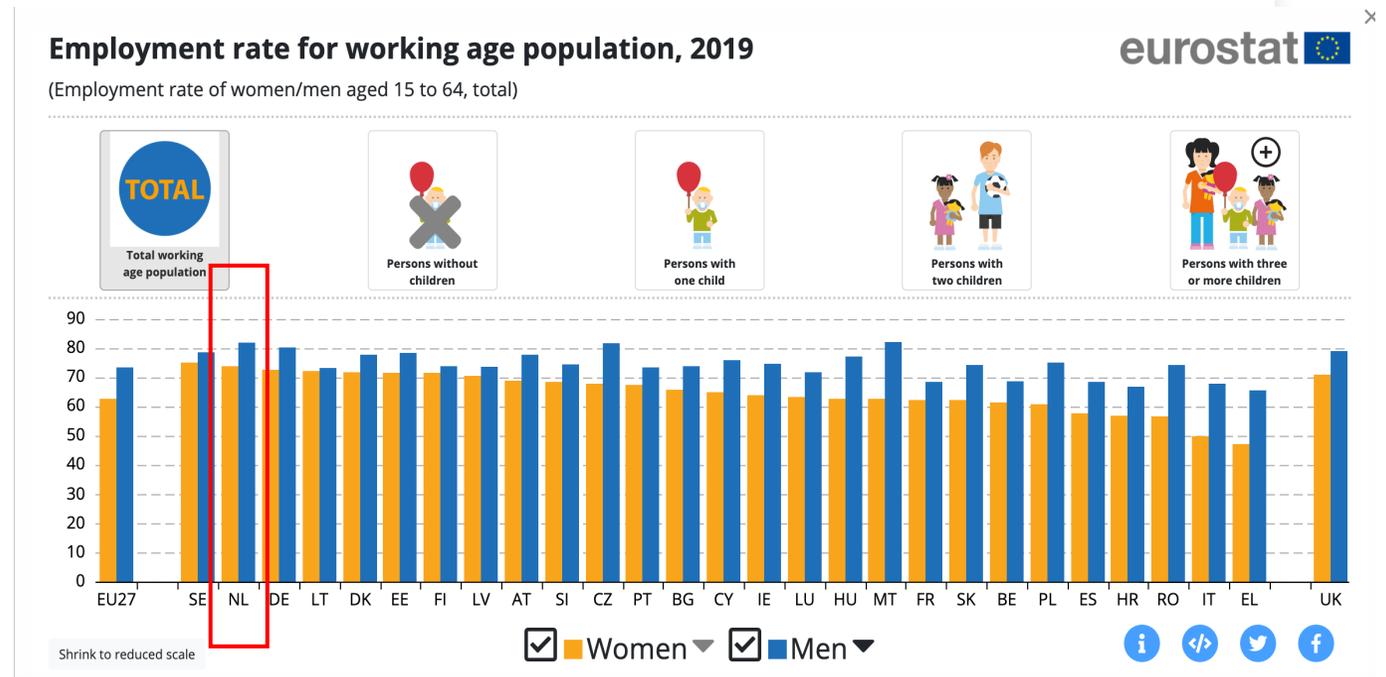
What gender inequality? (2)

- Across Europe, women do more childcare than men
- On average, 92% of women educate and/or care for children daily
- On average, 68% of men educate and/or care for children daily



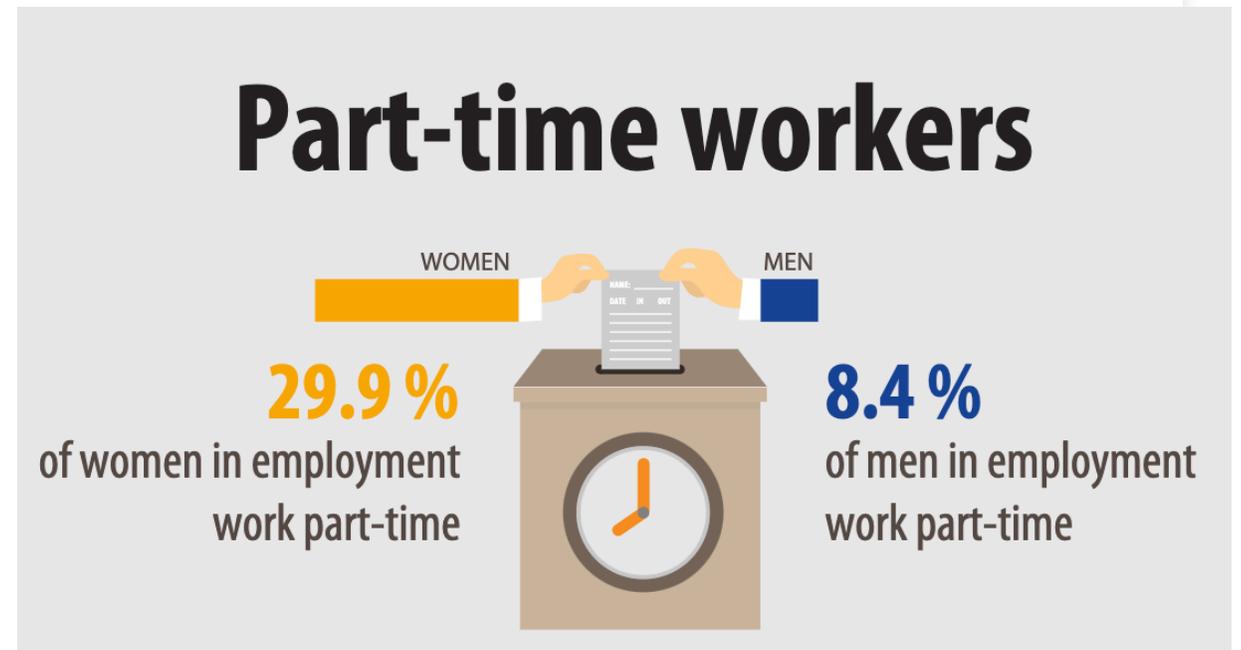
What gender inequality? (3)

- Across Europe, men are more often in paid work than women
- On average, 74% of men are in paid employment
- On average, 63% of women are in paid employment
- But: not all employment is equal...



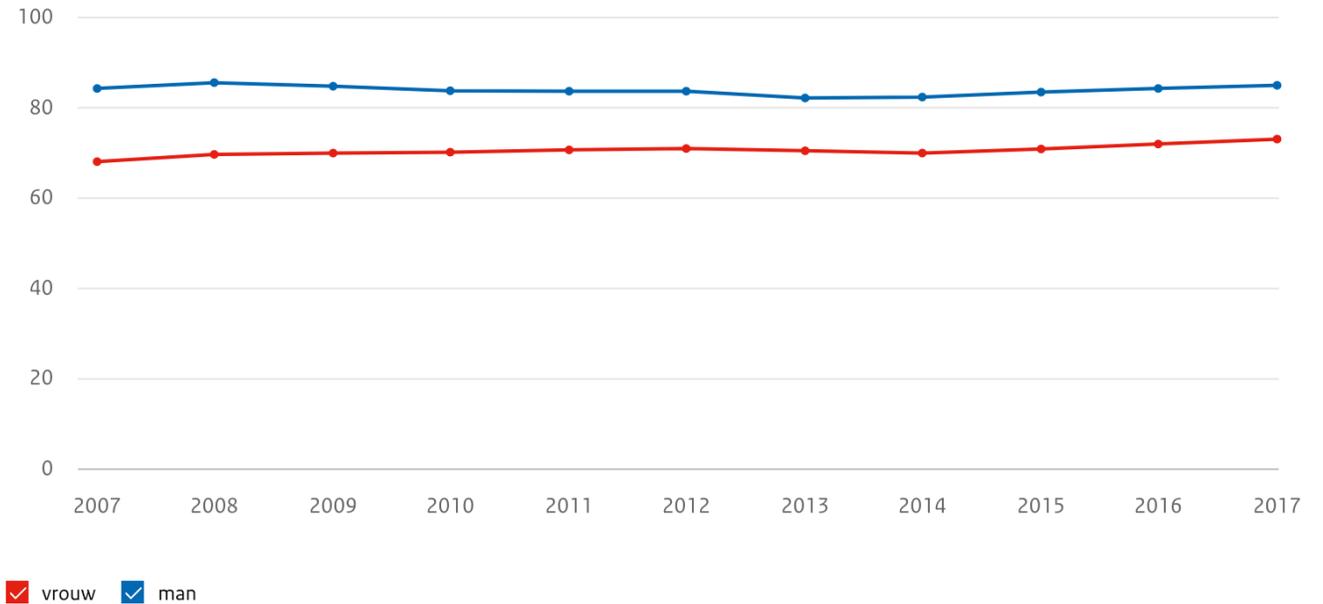
What gender inequality? (4)

- Women are more likely to work part-time and men are more likely to work full-time
- There are important differences across countries (e.g., Netherlands: 3/4 of women work part-time)
- Highest rates of part-time work? Among mothers.



Dutch labour market pre-corona

Employment rate of men and women in the Netherlands, 2007-2017



Klik op een item om deze te verbergen/tonen

Bron: CBS (EBB'07-'17)

Source: SCP/CBS, 2018.

Differences in working hours

Hours worked per week

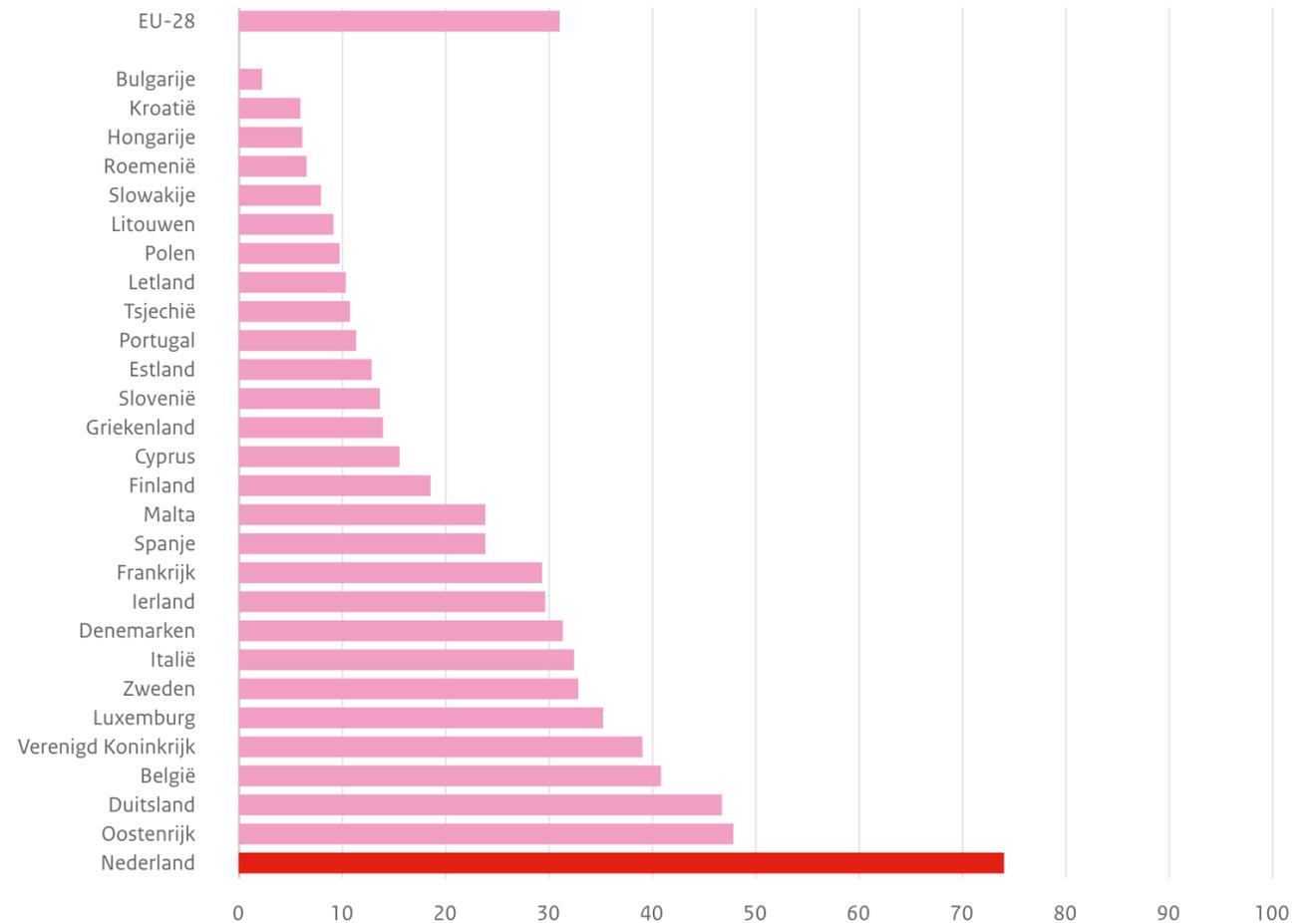


< 12 uur 12-19 uur 20-27 uur 28-34 uur ≥ 35 uur

Klik op een item om deze te verbergen/tonen

Bron: CBS (EBB'17)

Part-time work among women

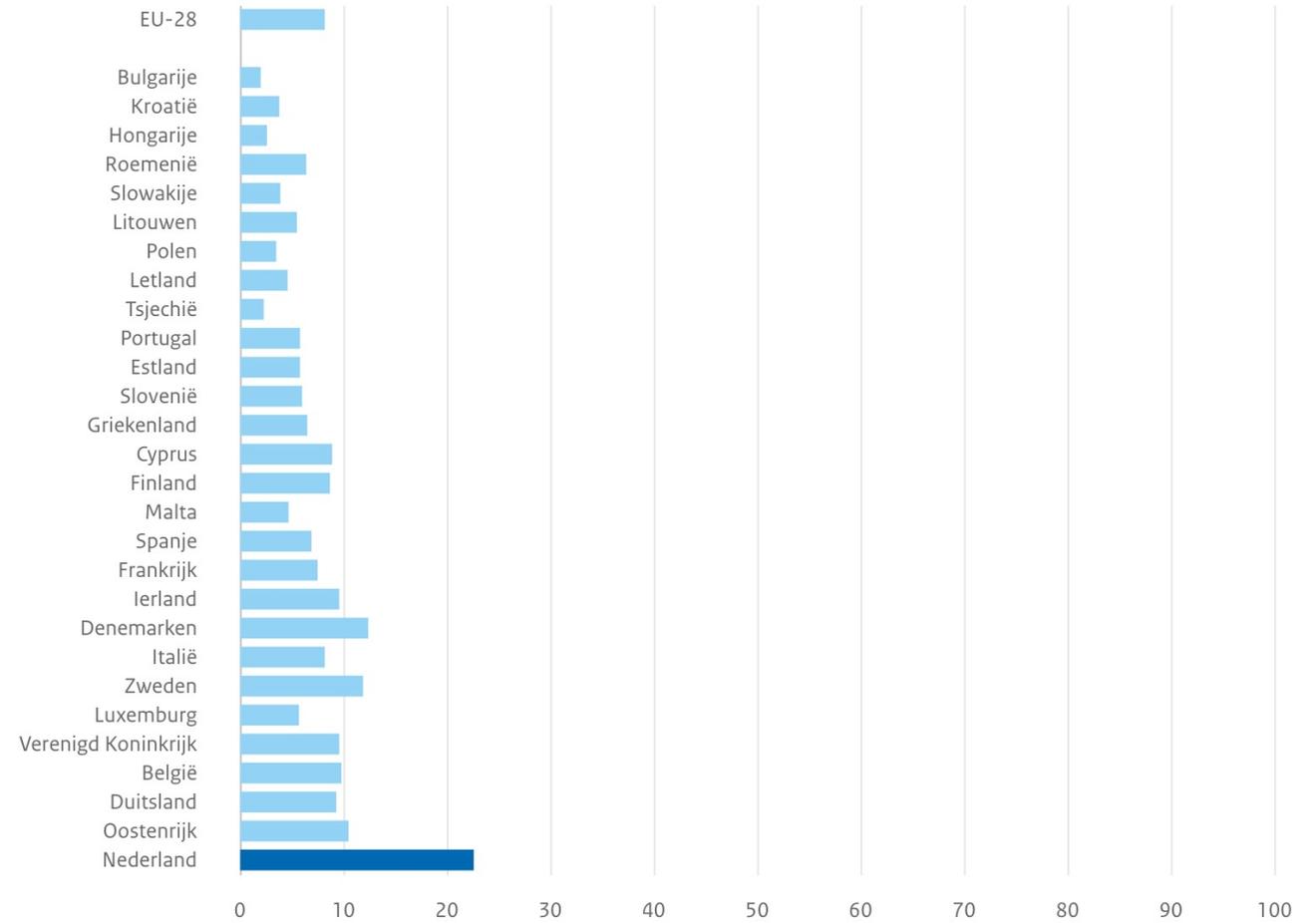


✓ vrouw in EU-land ✓ vrouw in Nederland

Klik op een item om deze te verbergen/tonen

Bron: Eurostat (2017a; 2017b)

Part-time work among men



man in EU-land man in Nederland

Klik op een item om deze te verbergen/tonen

Bron: Eurostat (2017a; 2017b)

Why does this matter for the workplace?

- Broad recognition that WLB is crucial for wellbeing (e.g., EU Work-life balance directive, 2019)
- Gender inequalities significantly disadvantage women:
 - Slower career progression, lower wages, economic insecurity
 - Less leisure (i.e., time to 'recover' from work) and of lower quality
- They also disadvantage men:
 - Fewer opportunities to care; discouraged from taking on care responsibilities
 - Can struggle with continued social expectations (breadwinner and caregiver)
- ...and then came the COVID-19 pandemic



CoGIS-NL: COVID-19 Gender (In)equality Survey Netherlands

Utrecht University

Radboud University

Netherlands Interdisciplinary Demographic Institute

The COGIS-NL project team, led by **Mara Yerkes**, includes: Stéfanie André, Debby Beckers, Janna Besamusca, Sabine Geurts, Bryn Hummel, Peter Kruyen, Chantal Remery, & Roos van der Zwan.



Utrecht University



Open Data Infrastructure for
Social Science and Economic Innovations

ODISSEI

Gender inequality in NL in times of COVID19?

High gender inequality among parents in NL

COVID19 measures place double or triple burden on families

Potential for **increase** in gender inequality among parents

But also potential for **decrease** in gender inequality among parents

CoGIS-NL study (1)

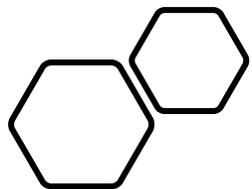
- Longitudinal study: LISS panel (CentERdata, Tilburg University)
 - **Wave 1: Fieldwork 13-28 April 2020**
 - Wave 2: Fieldwork 6-28 July (retrospective June data) 2020
 - Wave 3: 7-29 September 2020
 - Wave 4: 2-24 November 2020
 - **Wave 5: 1-30 November / 6-12 December 2021**
 - Wave 6: 4-26 April / 2-8 May 2022
- Sampling frame (wave 1):
 - Households with at least 1 person in paid employment
 - Child(ren) under 18 in the home
 - Supplemented with panel members without children under 18 at home (wave 2)

CoGIS-NL study (2)

- Wave 1:
 - Sampling frame: 1,234 panel members
 - Response rate 71.3%
 - Final sample 868 respondents (643 households)
 - Final analytic sample: 852 parents
- Wave 5:
 - Sampling frame: 1,359 panel members
 - Response rate 79%
 - Final sample 1084 respondents (890 households)
 - Final analytic sample: 986 respondents (unweighted)

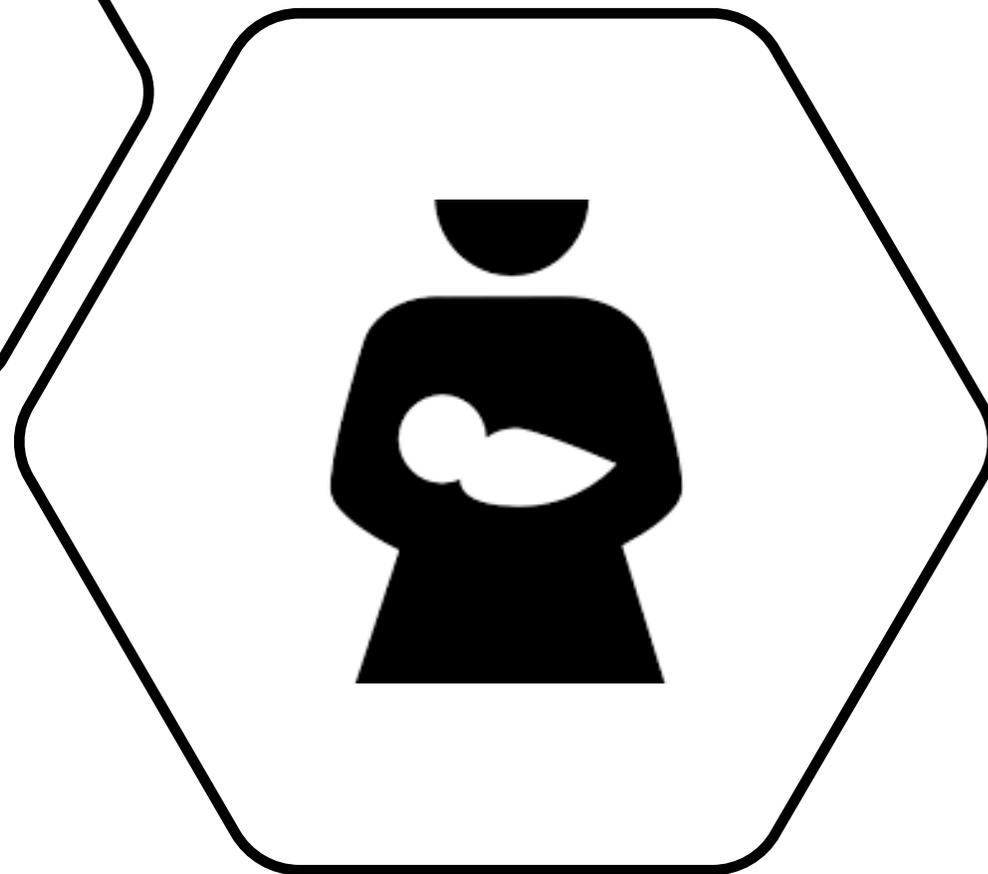
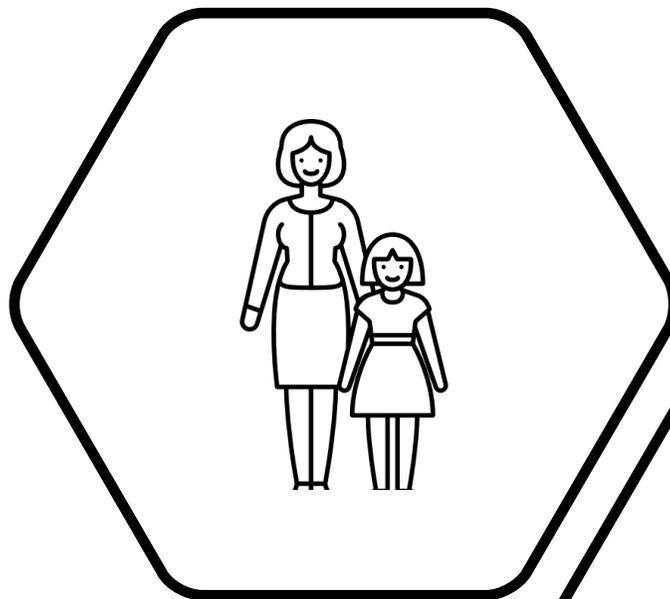
Measures

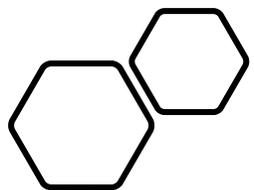
- Paid work
 - Work location
 - Timing of work/change in hours
 - Perceived work pressure
- Division of care and household tasks (relative (all waves); absolute changes (waves 2-6))
- Quality of life
 - Leisure time
 - Perceived work-life balance
 - Relationship dynamics
- All measures before and during lockdown



The mothers and fathers in our study: essential occupations

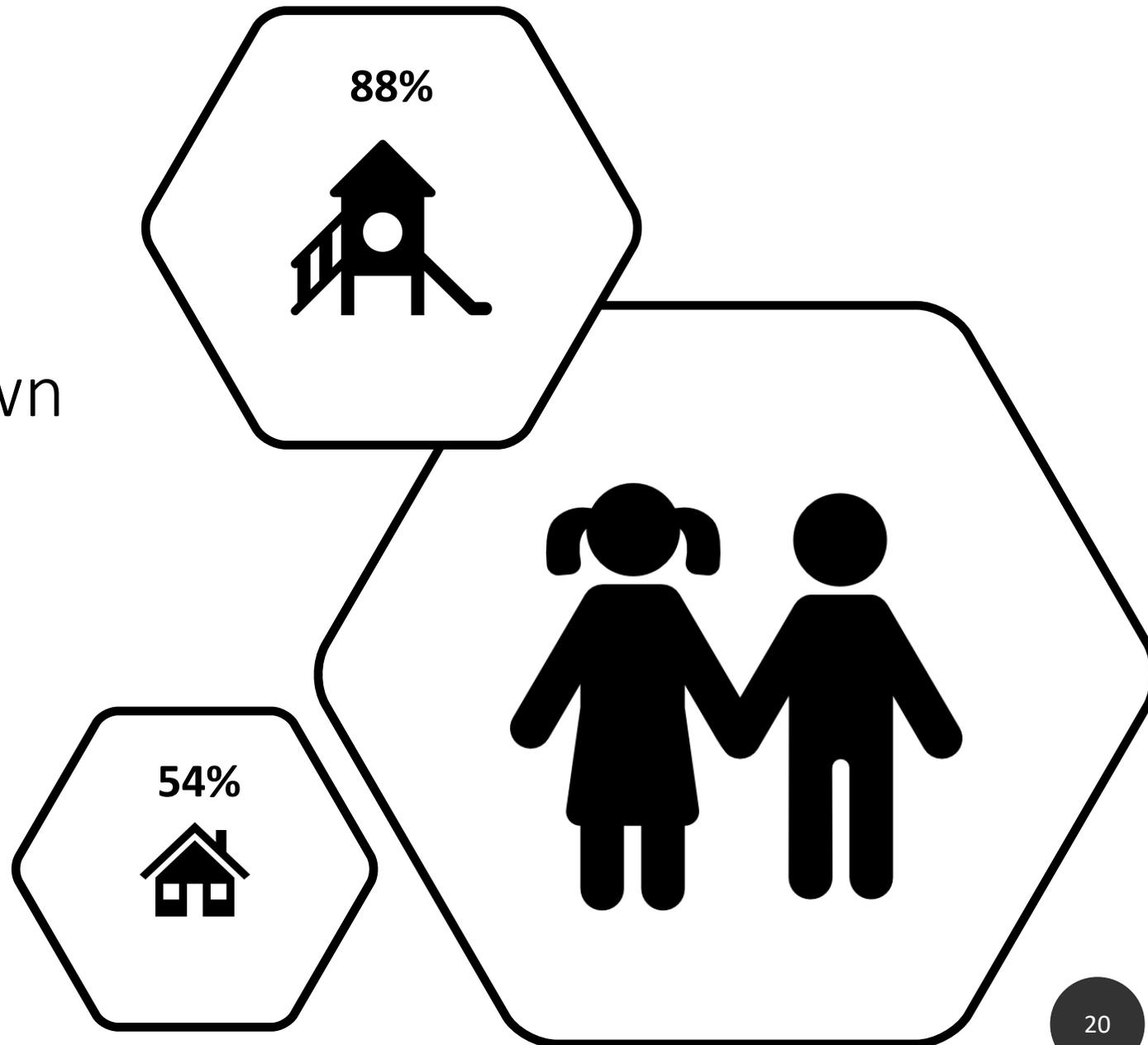
- 56% of the mothers worked in an essential occupation versus 34% of the fathers
- 57% of households had at least one parent in essential occupation
- Of households with ≥ 1 parent in essential occupation,
 - 28% consisted of two people in an essential occupation
 - 10% were single-parent households

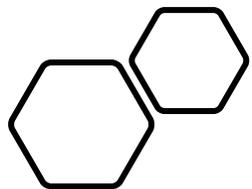




Changed family/household context in the lockdown

- More than half of parents worked from home in April 2020
- Most (88%) children home from school or daycare; 6% attended normal school/daycare hours.

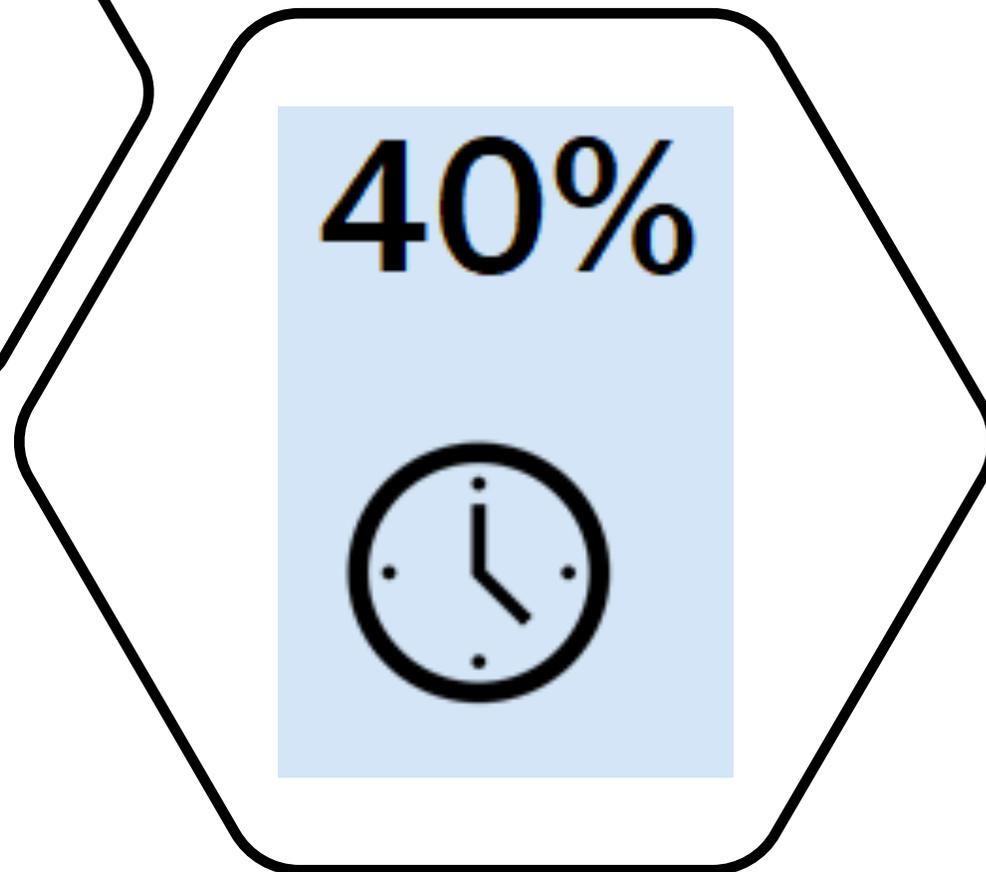


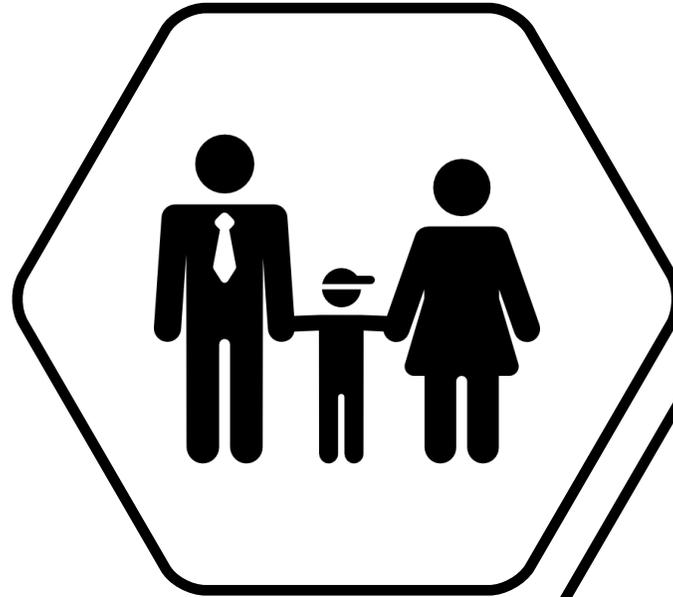
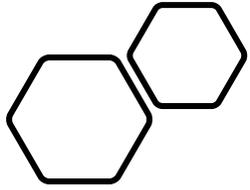


Work hours and work pressure



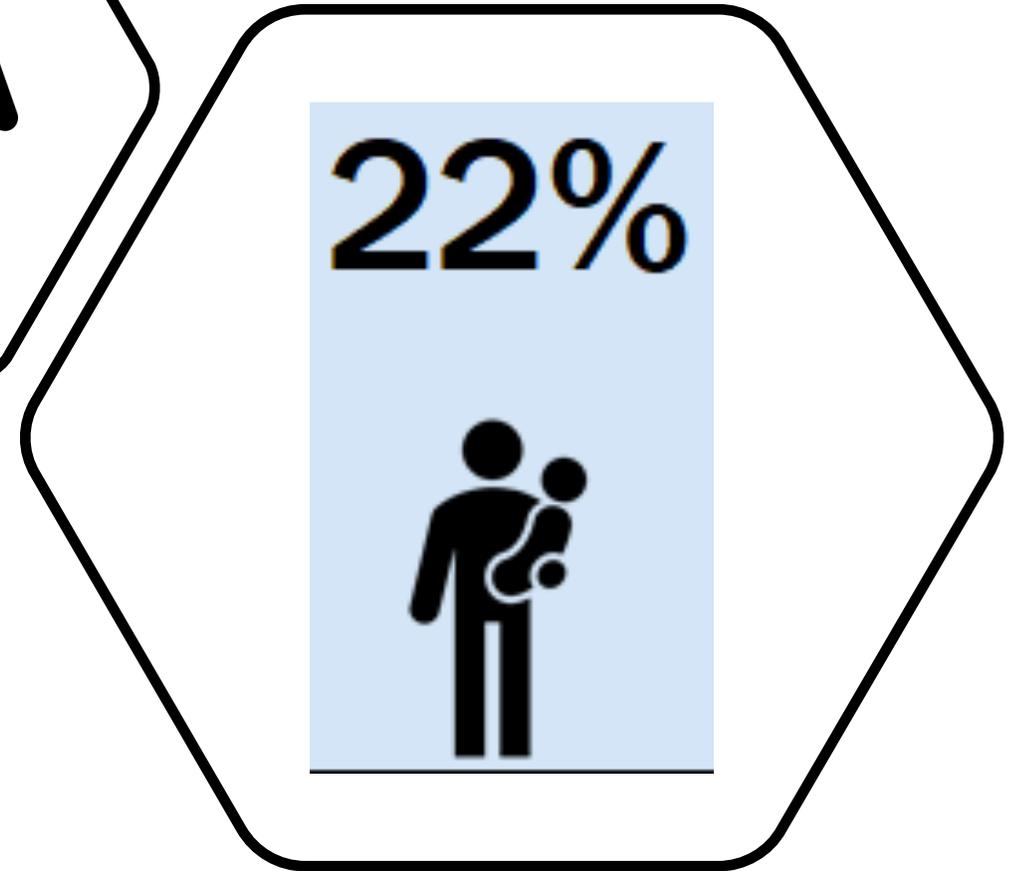
- 40% of parents worked more in the evenings; 43% of the mothers and 38% of the fathers
- Having to take care of the children, home schooling and work increased work pressure for many parents:
 - 39% of the mothers: more work pressure; 25% less work pressure
 - 31% of the fathers: more work pressure; 19% less work pressure

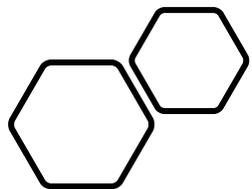




Division of care

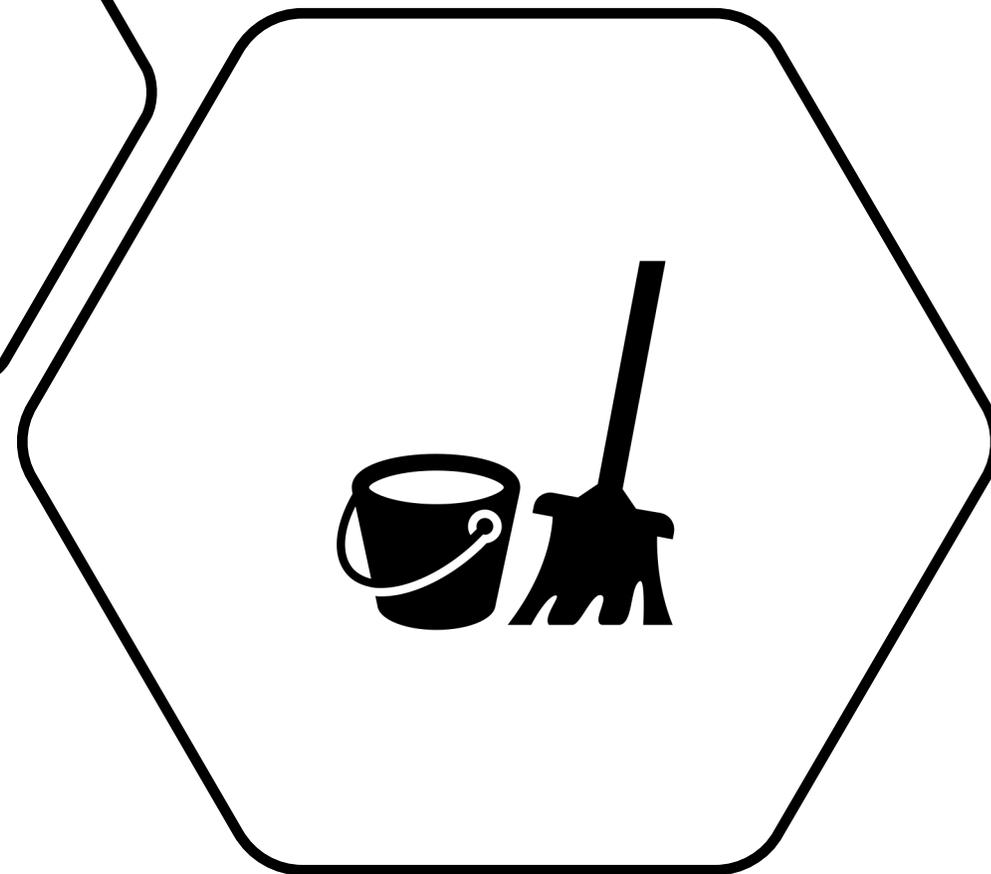
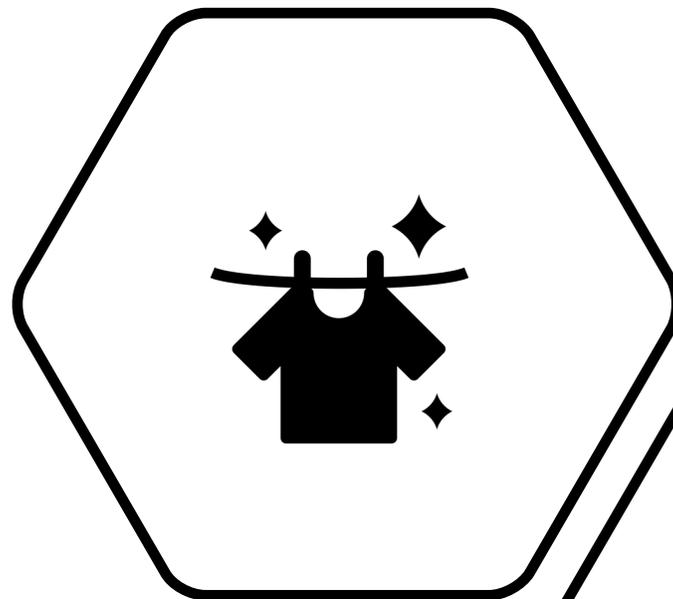
- Mothers indicated doing more care work than fathers (60% during lockdown; 64% before the lockdown).
- Fathers indicated doing more care work than mothers in 10% of the households (6% before the lockdown).
- Some change: 22% of fathers increase in care (12% of mothers).

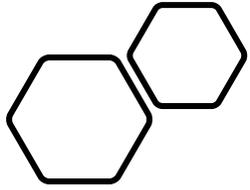




Division of housework

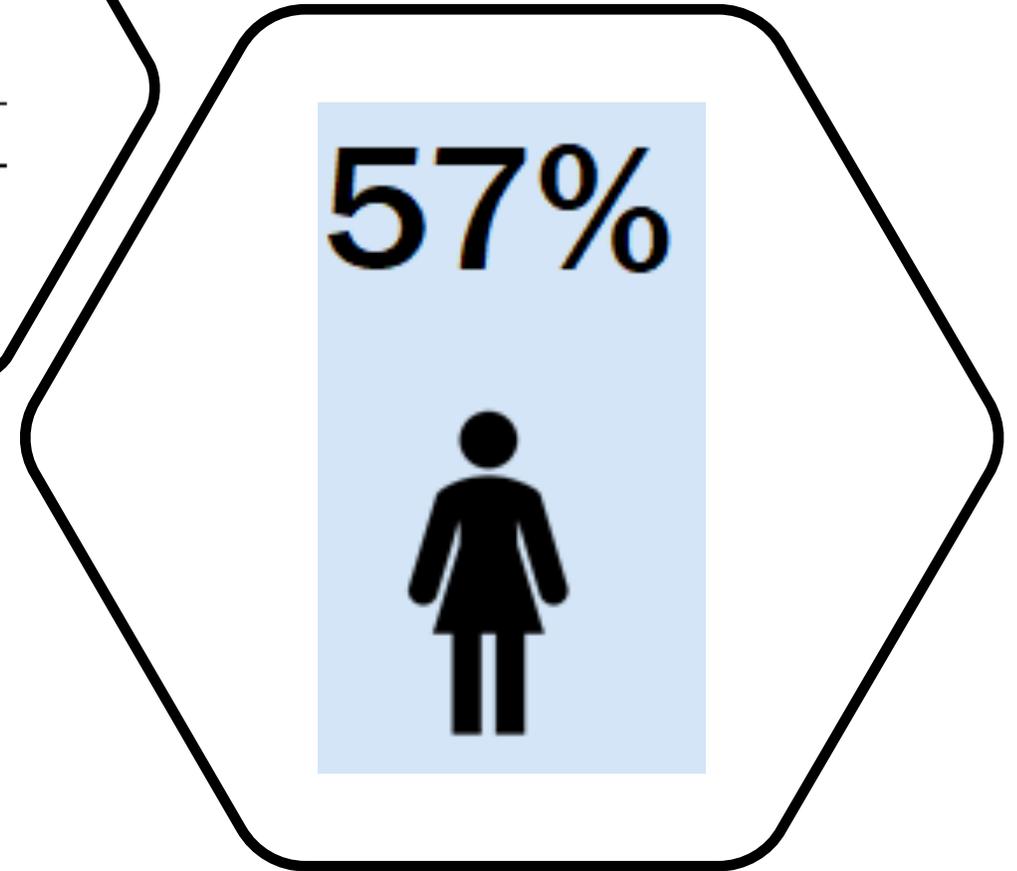
- Mothers indicated doing more housework than fathers in 65% of the households (70% before the lockdown).
- Most fathers indicated their partner did more (47% during the lockdown; 54% before the lockdown).
- Some change: 17% of fathers increase in household work (7% of mothers).





Increased leisure gap

- Half (48%) of parents reported a decrease in leisure
 - 57% of mothers reported less leisure time
 - 36% of fathers reported less leisure time



Deteriorating work-life balance

- One-third (29%) of parents perceived WLB to be (very) difficult (11% prior to lockdown)
 - No gender differences
 - Educational level
 - Stage of schooling of children



From lockdown to 'normal'?

- Rising inequality:
 - paid work
 - perceived work pressure
 - gender gap in leisure
- Decreasing but persistent inequality:
 - the division of care and household tasks
- What happens 18 months on?

NOS NIEUWS • REGIONAAL NIEUWS • DO 26 MEI, 20:17

Taakverdeling man en vrouw thuis weer hetzelfde als voor corona



Heel even deden vaders iets meer, maar nu is de taakverdeling weer hetzelfde als voor corona PIXABAY

From lockdown to 'normal'?

- Differing impact COVID-pandemic on men and women? No.
- Inequality between men and women still visible on several fronts:
 - But pandemic does not appear to have increased or decreased these differences in the long term.
- Months following lockdown, initial picture changed:
 - By November 2020, proportion of fathers providing more childcare declining.
 - Same with the proportion of fathers initially doing more household tasks
- By November 2021, no differences in:
 - where men and women work;
 - ability to determine where and when they work;
 - division of childcare tasks;
 - decrease in leisure time;
 - Work-life balance.

From lockdown to 'normal'?



- Good news, right?
- Inequality present prior to pandemic remains as do the barriers to greater equality
- Insufficient understanding of why this inequality persists

From CoGIS-NL to ERC-CAPABLE: gender inequality research in perspective

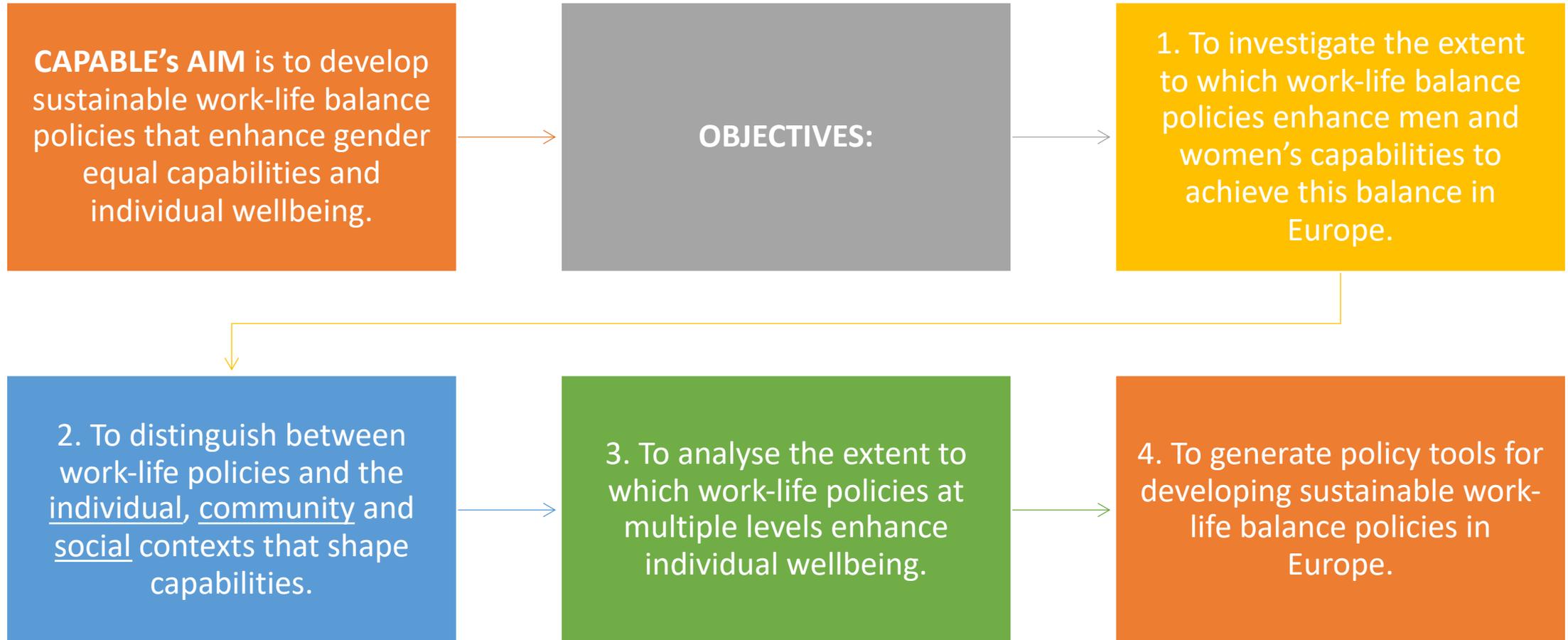
THIS PROJECT HAS RECEIVED FUNDING FROM THE EUROPEAN RESEARCH COUNCIL (ERC)
UNDER THE EUROPEAN UNION'S HORIZON2020 RESEARCH INNOVATION PROGRAMME
(GRANT AGREEMENT NO 771290).

- Parental leave
- Carer's leave
- Flexible working legislation
- Childcare services

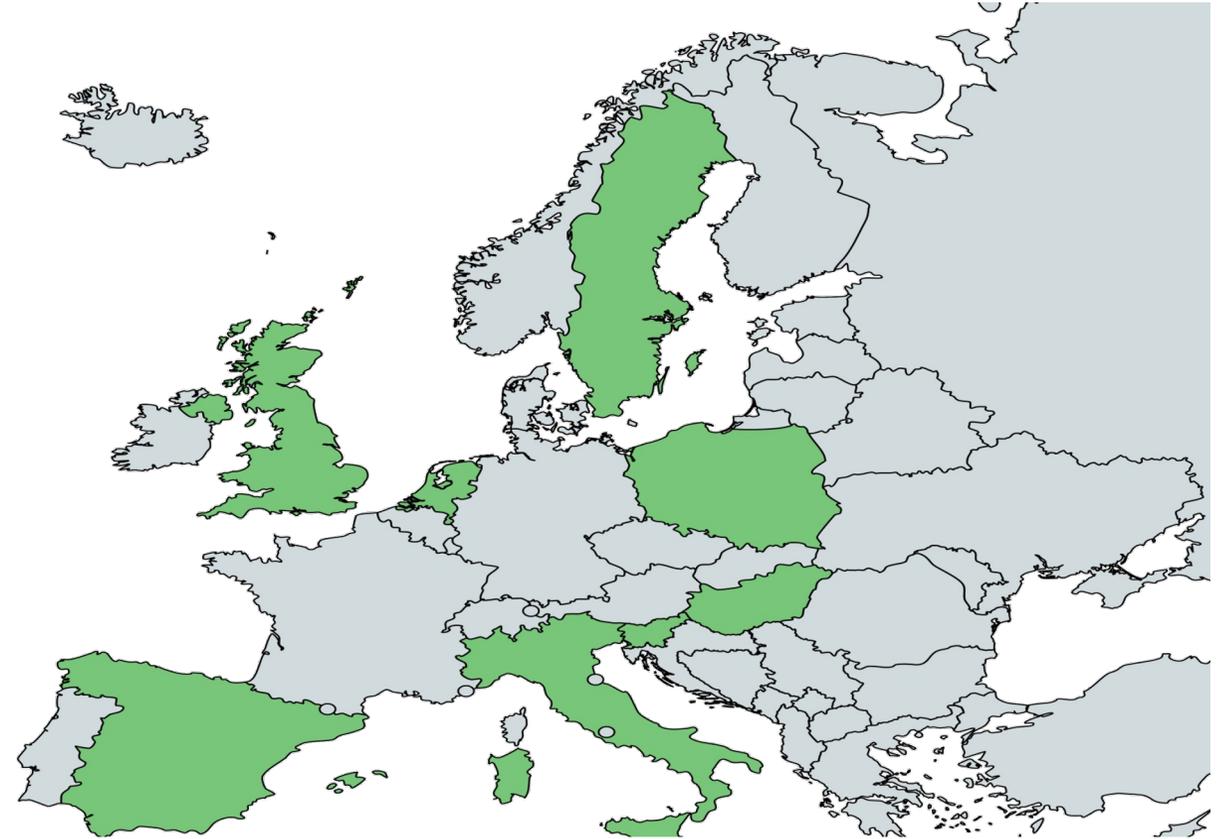


Work-life balance capabilities:
What individuals are
effectively able to be and do.

CAPABLE's aim & objectives



CAPABLE's scope



SPI: Work-life balance policies at multiple levels

- National:
 - Flexible work arrangements and childcare services - resources for whom?
 - Digitalization and perceived access to childcare allowances
- Organizational
 - Perceptions of childfree employees accessing work-life balance policies in organisations
- Local
 - Discourse and regulation of early childhood education and care across 8 European cities
 - The role of long-term care services in the work-life balance of informal carers in Europe



Photo credit: www.bluediamondgallery.com

SPs 2-5: The role of individual, community, and social contexts

- Living valued lives during the Covid-19 pandemic: inequalities of gender and class
- Functional literacy and childcare accessibility in the Dutch childcare market
- Challenging notions of part-time work: Cross-country and occupational differences in part-time/full-time employment status reporting
- ...

SP6: Understanding these relationships in relation to wellbeing



Photo credit: www.piqsels.com

- Perceived stress in relation to working hours and caring responsibilities during the COVID-19 pandemic
- Work hours, care responsibilities, economic insecurity and self-perceived health of women in Europe
- ...

Moving
forward:
gender
inequality and
the chance to
build back
better

- Persistence: of inequality and interventions
- Policies: Insufficient in and of themselves
- Perceptions matter: employees, colleagues, (line) managers, firms
- Where to start?
 - Evidence and needs assessments
 - Keep context in mind
- Role of employer?
 - Inform, provide, intervene?

Thanks for
listening!

: M.A.Yerkes@uu.nl

: www.worklifecapabilities.com

: www.cogisnl.eu

 #mara_yerkes