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Labor force participation of men and women and gender relations in the framework of women-friendly policies in France and Russia

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**G G P**

Generations & Gender  
Programme

*How Generations and Gender Shape Demographic Change  
Geneva, 14-16 May, 2008*



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# Research objectives

- At individual level: female employment and motherhood – competing activities
- BUT: macrolevel evidences:
  - positive links between higher female employment and higher fertility + egalitarian values and higher fertility
- Policies aimed at reconciliation of family life and work...
- **Effects of children and household composition on the employment positions of men and women in countries with different family policies? Role of gender values?**



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## Data used

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- 1st wave of Generations and Gender Surveys (GGS): France (2005), Russia (2004)
- Sample = men and women of 20 to 54 years old; pensioners, students, chronically ill or disabled people excluded →
  - N = 5,785 in France; and 6,533 in Russia

# Background: comparison of France and Russia

## Common features

- High rates of female paid employment
- Legislation supports gender equality on labor market
- In fact: numerous examples of gender inequalities

## Differences

- Fertility rates
- Approaches in family policies and actual access to the promised rights
  - Child benefits
  - Formal childcare services
  - Flexibility of labor market
- Household composition, role of family
- Gender attitudes



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# Gender values in France and Russia

Two examples:

*% of 'completely agree' and 'agree'*

- Children suffer when their mother (and not father) works:
  - FR = 14.2%,      RUS = 21.4%
- When jobs are scarce, men should have more rights to get jobs:
  - FR = 17.6%,      RUS = 36.4%

Gender value index (constructed from 9 transformed questions on gender attitudes), [0, 32]:

- Lowest 25%:      FR = 19,      RUS = 13
- Median:      FR = 23,      RUS = 15
- Highest 25%:      FR = 26,      RUS = 18



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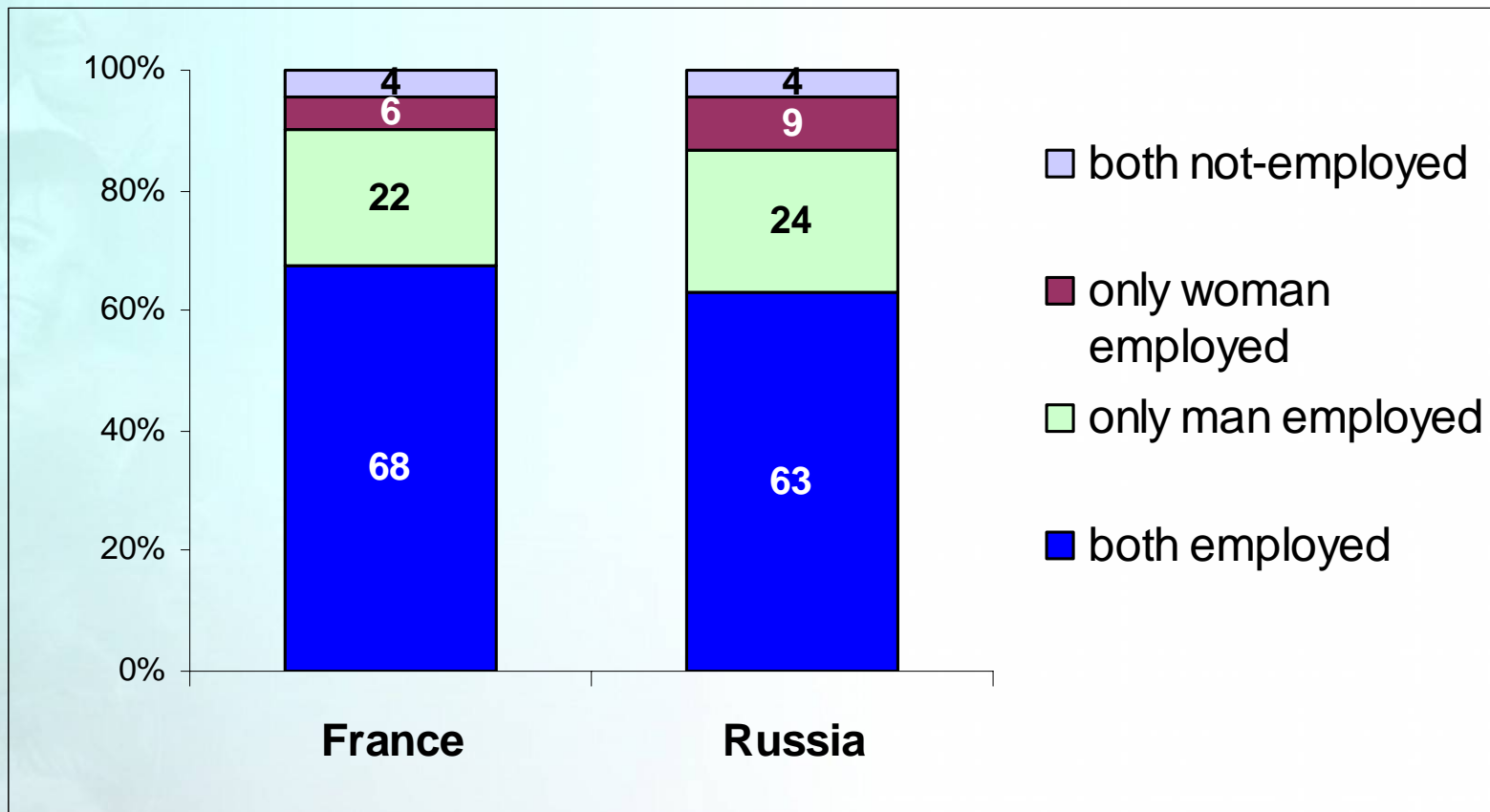
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# Male and female labor market status in France and Russia



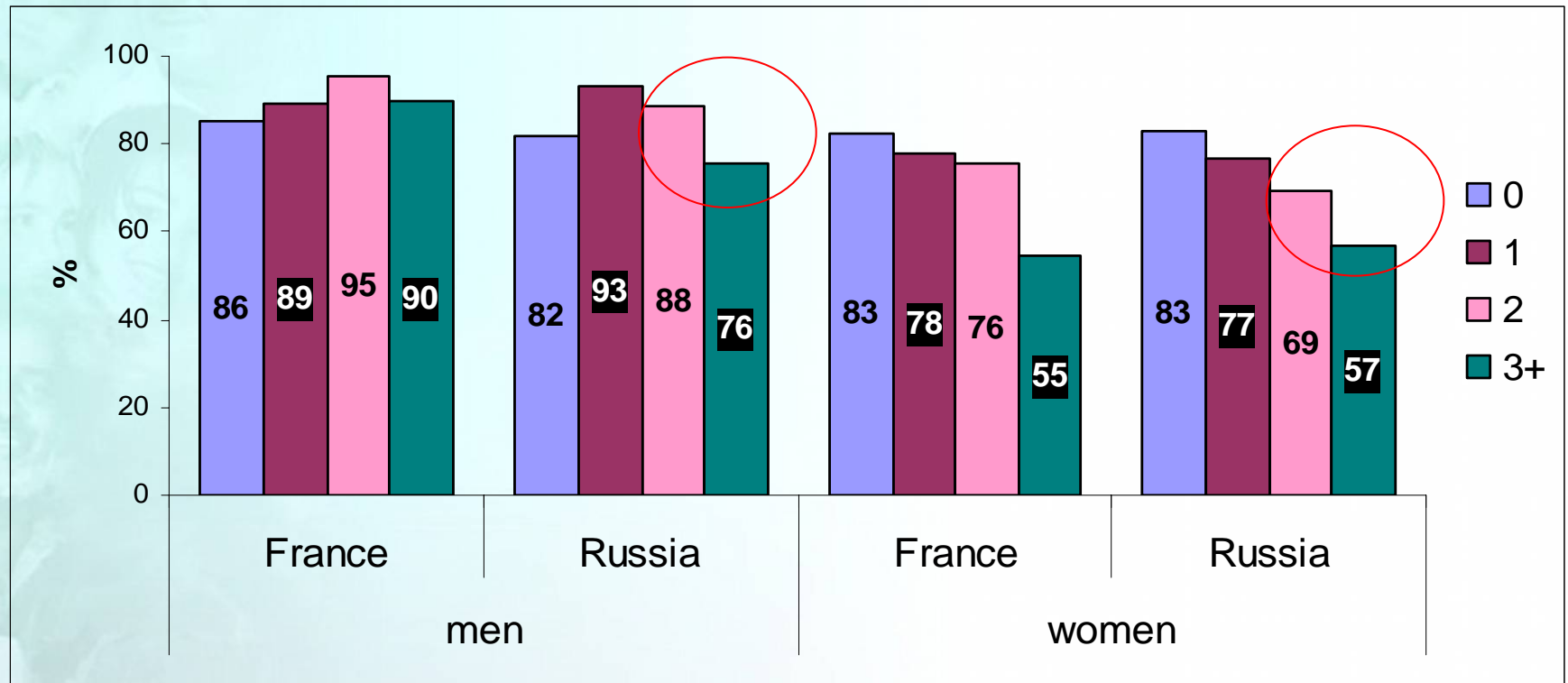
- Partner in HH matters for both males and females
- More women with partners - OLF in Russia

# Couple employment status in France and Russia



Less dual earners couples in Russia

# Male and female employment rates by the number of children

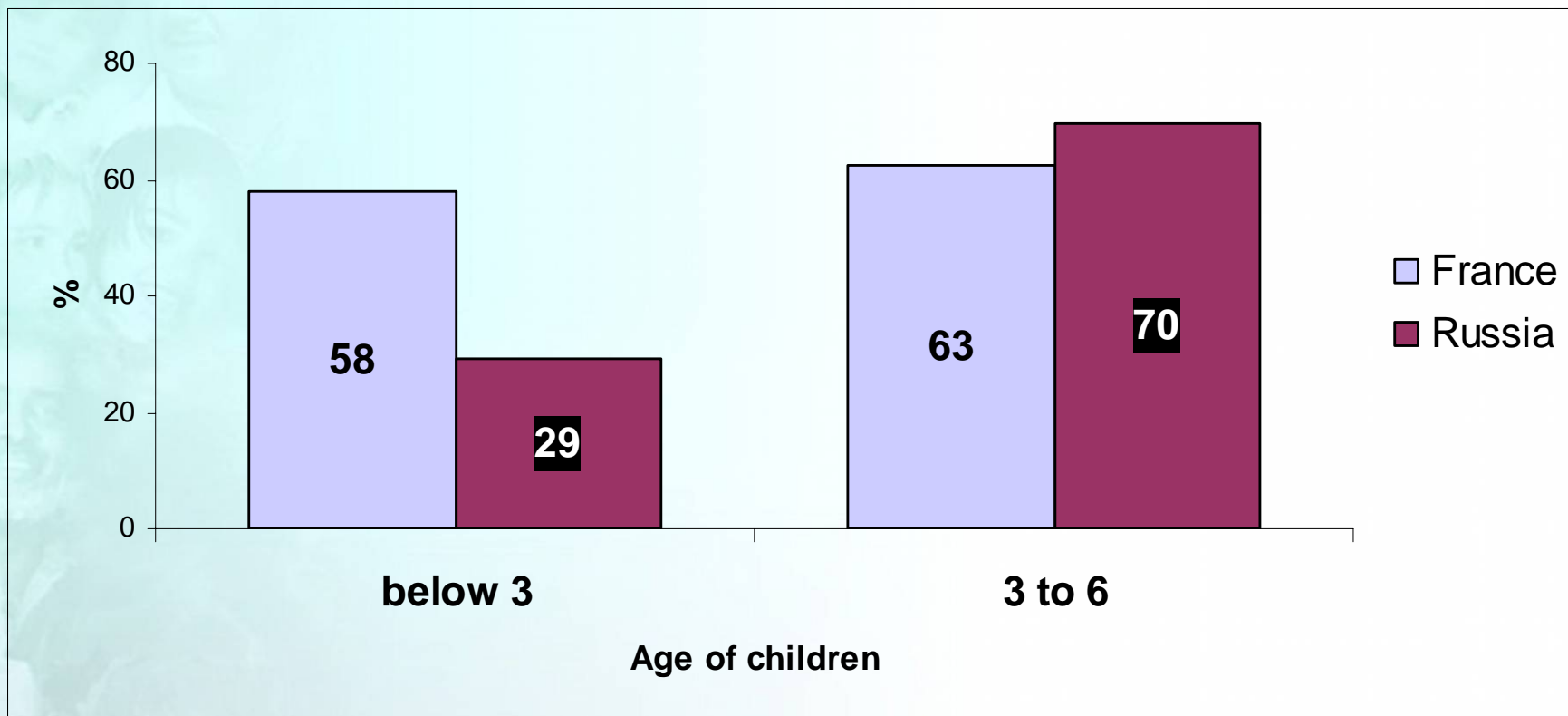




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# Female employment rates by the age of children



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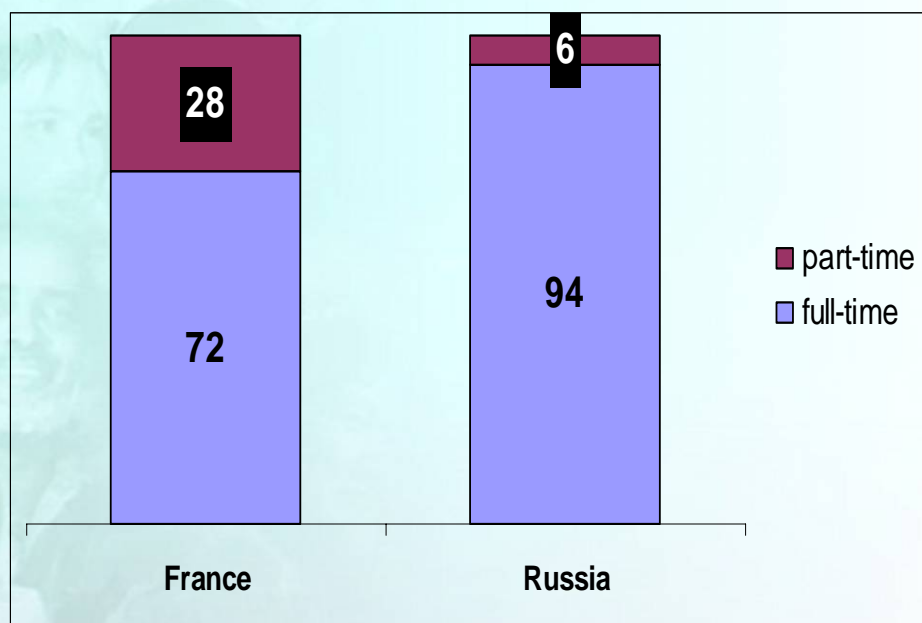
# The effect of children of different ages on female labor force participation

Age of children	France		Russia	
	employed	unemployed	employed	unemployed
[0; 3)	0.151***	0.160***	0.060***	0.080***
[3; 6)	0.352***	0.613***	0.720*	0.815
[6; 14)	0.513***	0.549***	0.775**	0.888
[14, 20)	0.705***	0.789***	0.999	0.981

Multinomial logit results (OLF=base outcome),  
Relative Risk Ratios (RRR)  
Significance level: \*\*\* - 0.001, \*\* - 0.05, \* - 0.1

# Full- vs. part-time employment and working hours

## Full- and part-time female employment



## Median working hours per week:

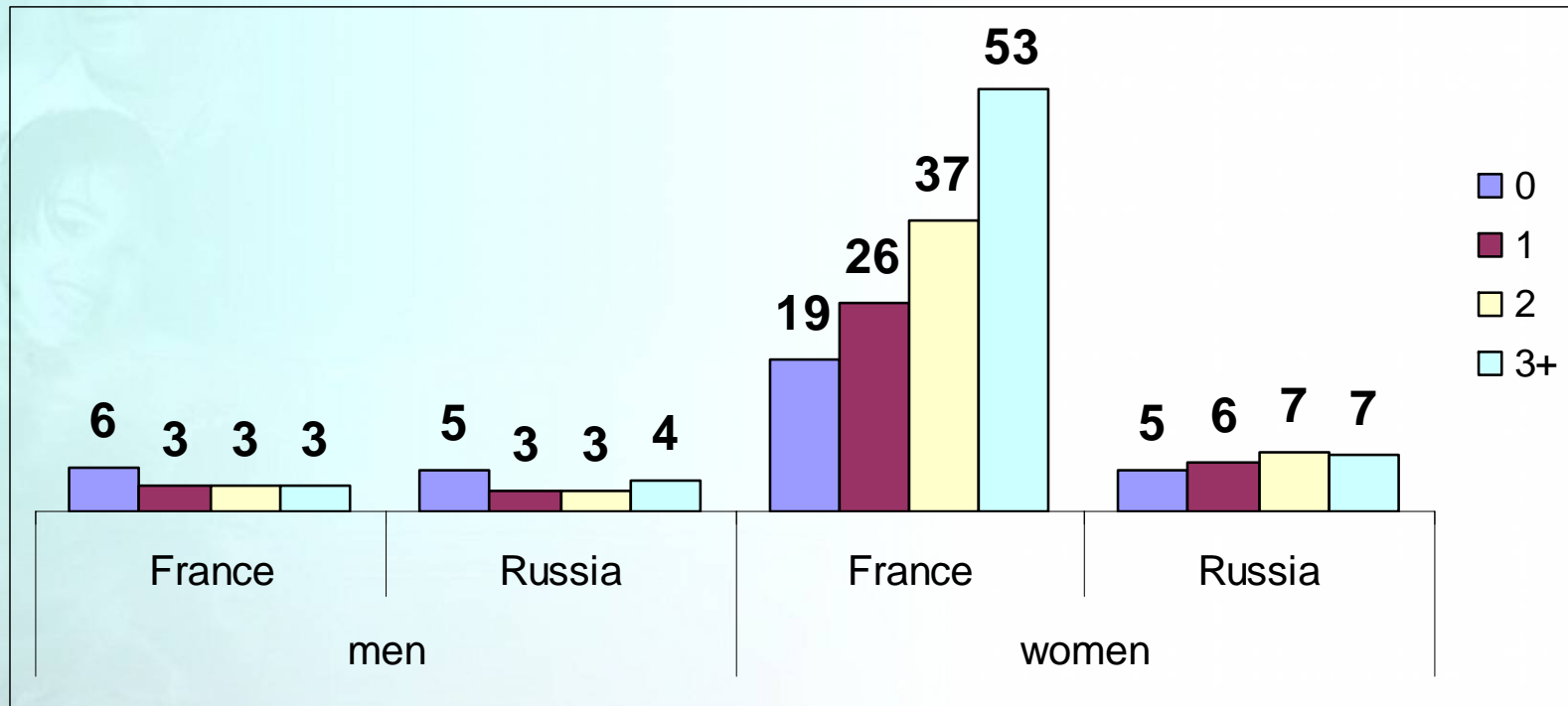
- Any type of work:
  - FR: males=39h, females=35h
  - RUS: males=42h, females=40h
- Full-time work:
  - FR: m=39h, f=37h
  - RUS: m=42h, f=40h



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# Part-time employment of men and women with different number of children



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# Do household composition and gender attitudes affect employment of men..?

(bivariate probit, some factors only)

	France	Russia
Number of children:		
below 3 years old	0	0
3 to 5	0	0
6 to 13	0	0
14 to 19	-	0
Partnership status:		
married	+	+
in hh, unmarried	+	+
Potential grandmother	+	0
Other adults in hh	n.d.	0
Religiosity	-	0
Gender values:		
traditional	0	0
modern	0	+



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## ... and women? (multinomial logit, OLF =base outcome, the results for probability of employment here, some factors only)

	France	Russia
Number of children		
below 3 years old	-	-
3 to 5	-	-
6 to 13	-	-
14 to 19	-	0
Partnership status:		
married	-	-
in hh, unmarried	0	-
Potential grandmother	+	+
Other adults in hh	n.d.	-
Religiosity	-	0
Gender values:		
traditional	-	-
modern	0	+



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# Conclusions

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- Children decreases labor supply of mothers in both countries, but in different ways
- Gender attitudes influence labor supply decisions, especially of women, in both countries
- Potential grandmothers matter but more in Russia
  - *Involuntary back to labor market in Russia?!*
- Family and labor market policy matters for labor force participation of women in both countries



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# Conclusions

Policy options for Russia and other former socialist economies:

- Support of traditional gender attitudes → female employment (-) / internal conflict between mother's role and need to work
- Only income support of family with children → female employment (-)
- To achieve both goals of high employment and raise in fertility:
  - Development of formal childcare, beyond kindergartens
  - Increasing flexibility of labor market
  - Promoting gender equality in labor market AND family



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