



Review of the indicators on Work-Life-Balance

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Measuring Quality of Employment
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Overview

- Mandate for further development of sub-dimension 3c
- Relevant indicators in the framework
- Proposed changes to the sub-dimension:
 - Overview
 - Care for incapacitated relatives
 - Employment of mothers and fathers
 - Intrusion of employment into leisure time
 - Subjective perception of reconciliation
- Discussion

Issues for further development

As seen by former expert group and mandated by CES:

- Refinement of the indicators on work-life balance, esp. measurement of parental leave and the use of child care.
- Indicators on work-life-balance issues due to care for incapacitated relatives.

Goal for discussion:

- *Evaluate the new list indicators (indicators to be dropped or to be included).*
- *Further specify the definition of certain indicators*
- *How to take account of gender specific analysis.*

Sub-dimension 3c on Work-Life-Balance

3c1	Employment rate of mothers and fathers	Percentage of employed women, respectively men, 20-49 years, with and without children under compulsory school age
3c2	Possibility to work at home	Percentage of employed persons whose working arrangements offer the possibility to work at home
3c3	Commuting time	Mean duration of commuting time between work and home (one way)
3c4	Care leave entitlement	Percentage of employed persons entitled to leave for care responsibilities for children or adults
3c5	Parental leave	Percentage of parents with a job on parental leave
3cx	Child care use (experimental)	Percentage of employed parents with children under compulsory school age who currently use child care

Other indicators relating to work-life balance

3a2	Long working hours	Percentage of employed persons usually working 49 hours or more per week
3b1	Night work	Percentage of employed persons who usually work at night
3b2	Evening work	Percentage of employed persons who usually work in the evening
3b3	Weekend work	Percentage of employed persons who usually work on the weekend
3b4	Flexible work schedules	Percentage of employees with a flexible work schedule

Revised list of indicators

No.	Name	Definition
3c1a	Employment rate by parenthood and sex	Percentage of women/ men aged 20-49 years who are employed with and without children under compulsory school age
? 3c1b	Effect of parenthood on the employment rate	Difference (ppts) in the employment rates of women, respectively men, with and without children under compulsory school age
3c1c	At work rate of parents	Percentage of women/ men aged 20-49 years who were at work with and without children under compulsory school age
? 3c2	(Labour market effects of) Care for incapacitated relatives	???
✓ 3c3	Care leave entitlement	Percentage of employed persons entitled to take additional leave for care of children or adults
✓ 3c4	Possibility to work at home	Percentage of employed persons whose working arrangements offer the possibility to work at home
✓ 3c5	Commuting time	Mean duration of commuting time between work and home (one way)
? 3c6	Work intrusion into leisure time	Percentage of employees who are requested by their employer to handle work tasks during leisure time.
? 3c7	Self-perceived work-life-balance	Percentage of employees who see that their work goes along well or very well with their family and social commitments.

Care for incapacitated relatives



- **Increasing importance can be expected** at least in industrialised countries.
- **Hardly tangible effects on labour market.** They are probably more varied and less obvious → change in working times or less pronounced reduction of working hours.
- **EU-LFS module on reconciliation** including care for incapacitated results in 2025 (every eight years).

Variable on effects of elder care (not decided, yet):

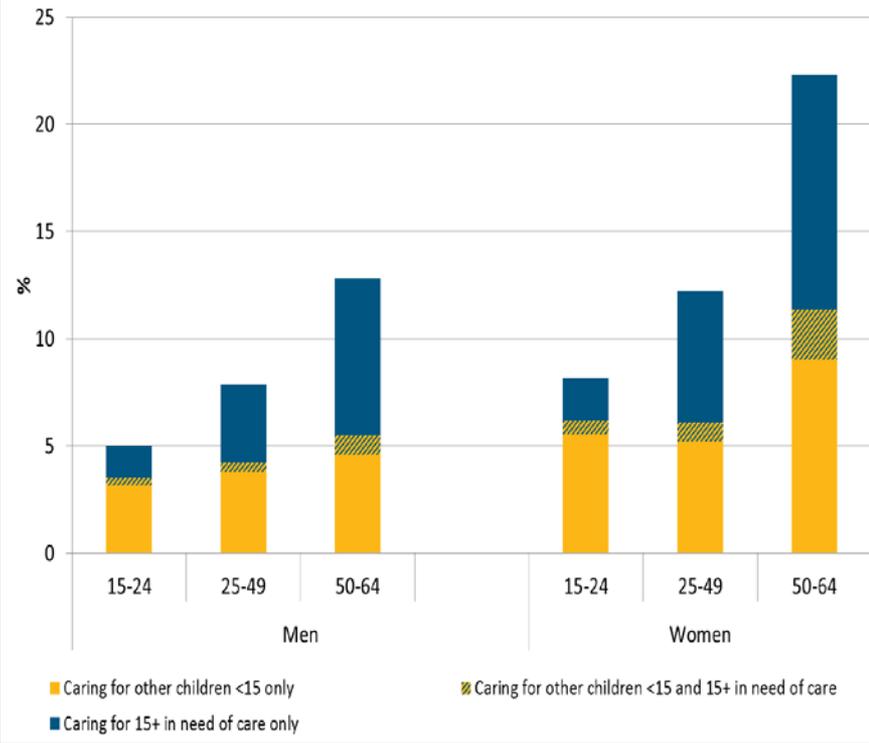
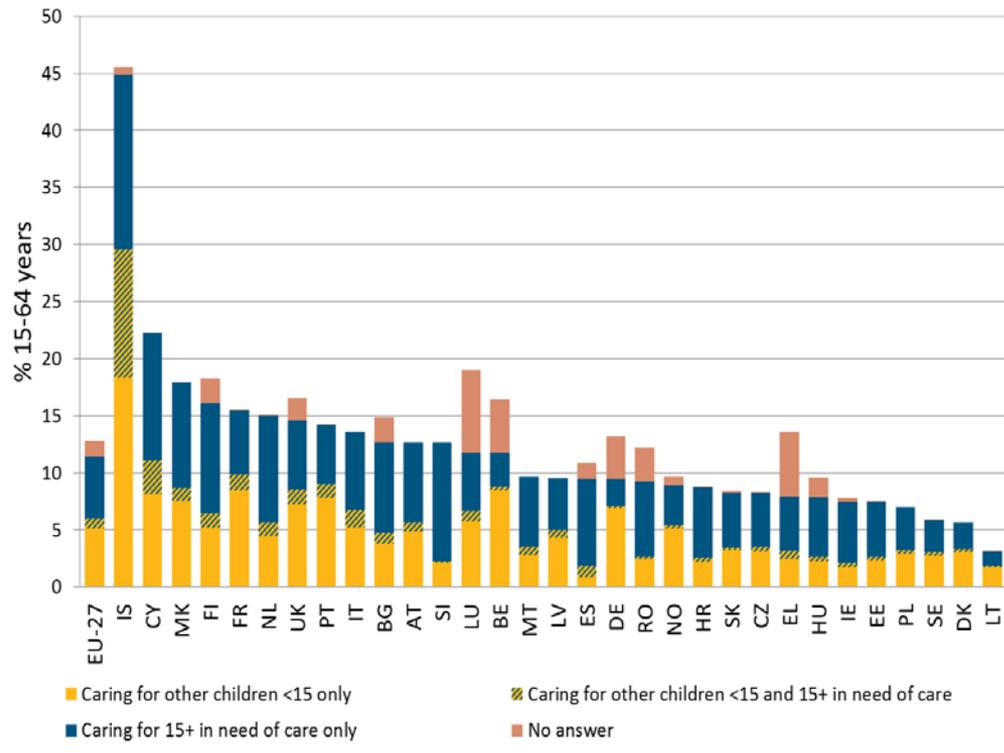
Has your care for relatives an effect on your current employment?

(1) changes to earn more money, (2) reduced working hours, (3) less demanding tasks in job, (4) changed job or employer to facilitate care, (5) parental/family leave, (6) other effect, (7) no effect.

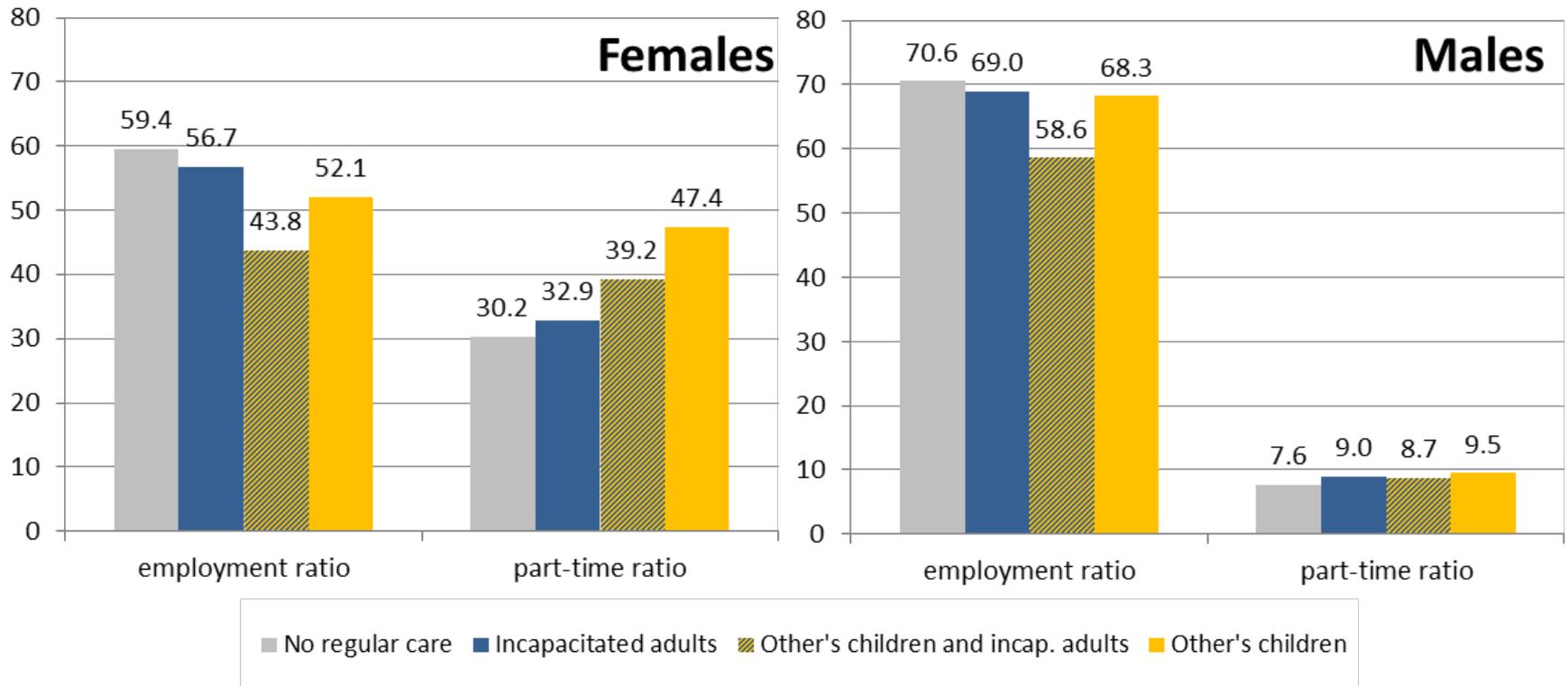


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Share of respondents taking regularly care, 2010 (LFS AHM)



Labour market participation of persons aged 40 to 64 by regular care in EU27 , 2010



Discussion

Care for incapacitated relatives



- *What are the experts' suggestions for an indicator on elder care?*
- *What are suggestions for variables to be included into the EU-LFS module?*

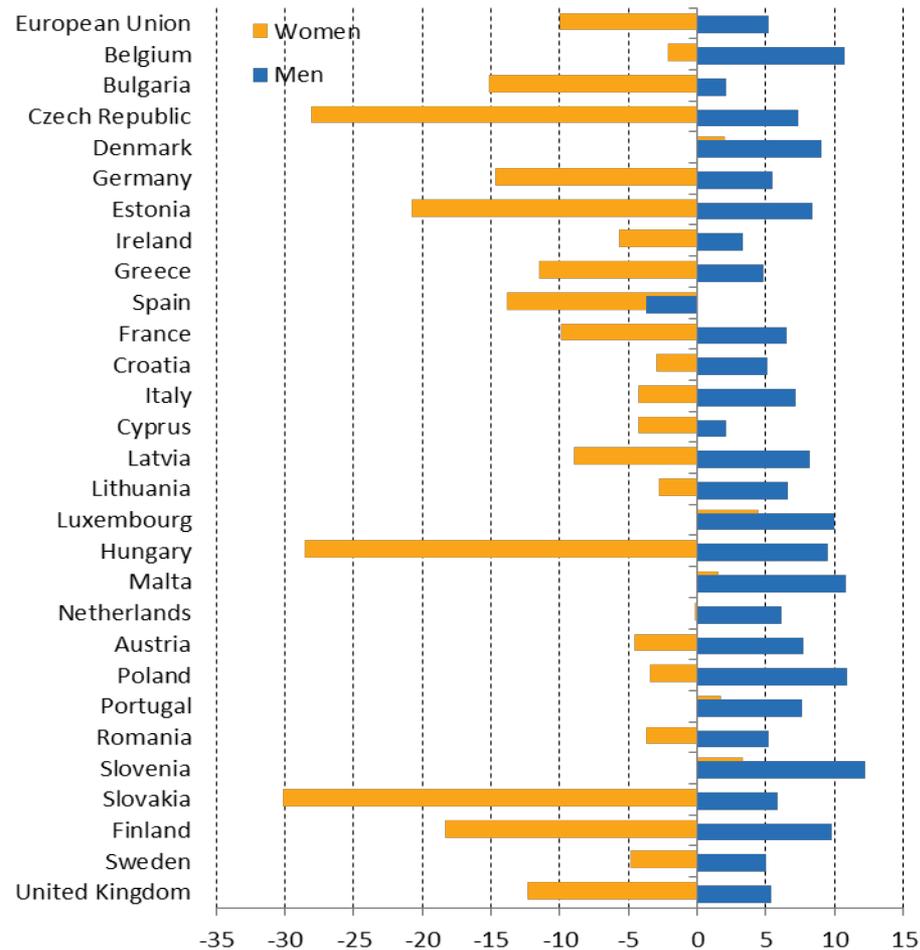
Employment rate of mothers and fathers

Employment rates of parents between 20 and 49 years with children below school age.



- Explicit relation to childcare responsibilities.
- Provides a measure for the effect of care for young children on employment participation.
- Can be compared to basis likelihood of both sexes to be employed.
- Two ways of defining the indicator:
 - (1) Comparing employment rates of men and women with and without children of that age group**
 - (2) Percentage point difference of men/women with and without children of that age group**

Difference between employment rates of women/men in total and with children below 6 years of age (in pps), 20-64 years, EU28, 2015



Difference between employment and being at work

Employment rate

Share of the population that **worked for pay or profit for at least one hour in the reference week** or were temporarily absent from work having a formal job attachment to the job.

Work attendance rate

Share of the population that **work for pay or profit for at least one hour in the reference week, only.**

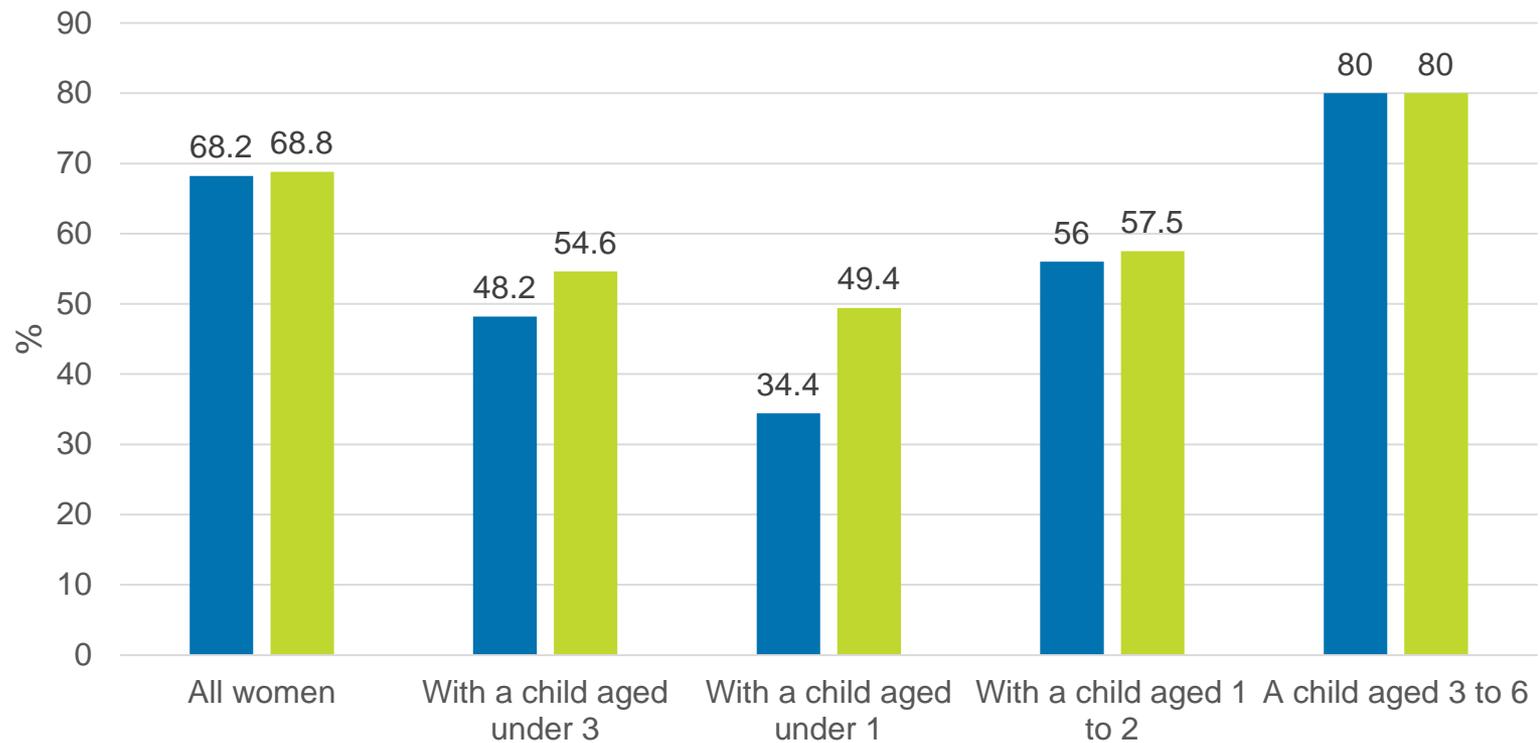
- *Job attachment is the crucial difference* and parental leave one form of absence with job attachment under certain conditions.
- 19th ICLS resolution: Persons absent because of parental leave are employed if (a) the duration of absence is not greater than 3 months or (b) the return to the same economic unit is guaranteed.
- EU-LFS rule to be implemented: (a) threshold of 3 months or (b) some employment related compensation is paid.
- So far, varying rules for measuring job attendance.



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Finnish mothers' employment rates ex- and including parental leave

Women, 15 to 64 years, Finish LFS 2015

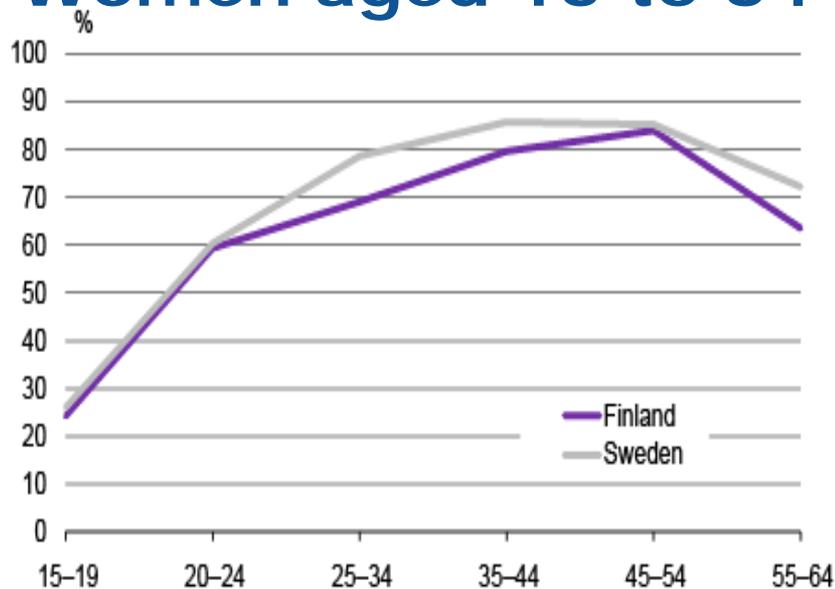


■ Employment rate as currently calculated in FI (excl. those absent for parental leave, with a job)

■ Employment rate, calculated as including those absent for parental leave (with a job)

Female employment rates and work attendance rates in Finland and Sweden

Women aged 15 to 64 years

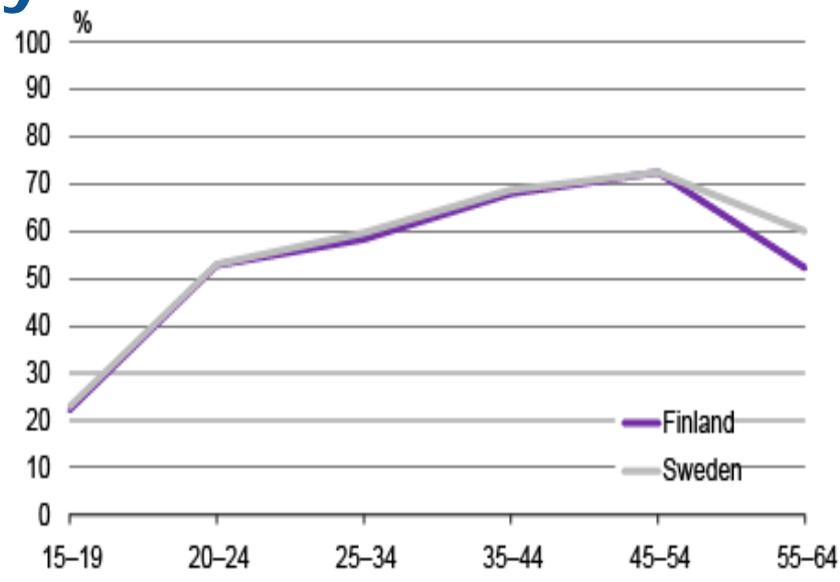


Finland

Maternity allowance (4 months) → **employed**

Parental allowance (6 months) with income-related benefits to be shared btw. parents
→ **not employed**

Home care allowance (until child is 3 yrs); independent from job but return to an existing one is guaranteed → **not employed**



Sweden

Parental allowance; period of 16 months to be used until the child turns 12 yrs. to be shared btw. parents → **employed**

Indicators be used as analytical background

1) Parental leave

- Nationally very differently organised

2) Childcare services

- To be used in countries where formal childcare services play a role.
- *Availability or use of childcare* can be measured.

3) Lack of care services hampering employment

- To be used in countries where formal childcare services play a role.
- Methodological drawbacks which could not be solved.

4) At-work rate of parents

5) Part-time rate of parents

6) Childcare having an effect on employment (in AHM 2018)

→ *Do all of those background indicators makes sense?*

→ *Should "conceptual brackets" for each indicator be offered?*



Discussion

Employment rate of mothers and fathers



- *Look rather at individual rates or have a more concise indicator with percentage point differences?*
- *Is the age group 20 to 49 years appropriate?*
- *What are important arguments to use "employment rates" or to use "at-work rates" to be considered?*

Availability during leisure time

Percentage of employed persons who were contacted during leisure time concerning work related matters



- Indicator on work-life-balance independent from care responsibilities and the blurring of boundaries in disadvantage of the private side.
- Used for LFS module on work organisation and working time arrangements (next 2019): available every 8 years

In the last two months, how often were you contacted on work matters during your leisure time?

(1) Never (2) Once or twice (3) More often

Were you expected to take action before your next working day?

(1) Yes (2) No

DISCUSSION

→ Do the experts suggest to include this indicator?

Subjective assessment of work-life-balance



- General subjective evaluation of work-life-balance which can be quite different given the same "objective" background.
- *Used in EWCS:*

In general, how do your working hours fit in with your family or social commitments outside work?

(1) Very well (2) Well (3) Not very well (4) Not at all well

- Should be interpreted together with employment rate of parents. High employment rates can also be a result of the need to work.
- Define indicator as *"percentage of employed persons where reconciliation goes well or very well"*.

DISCUSSION

→ ***Do the experts support a subjective indicator on reconciliation?***

→ ***Is the proposed definition appropriate?***

Discussion

Specific gender differentiation for this sub-dimension

- Standard break down in the framework but **not always mentioned** or mentioned in the **same way in for every indicator**.
- ***Should gender differentiation be especially stressed in this sub-dimension?***
- ***If yes, how should this be done?***
 - 1) **Mention standard break downs** like sex and age **always** at the beginning and **in the same order** in the recommended disaggregation for each indicator.
 - 2) Have a **specific paragraph in the *interpretation guidelines*** **explaining** why the gender difference has to be taken into account for an indicator and what has to be considered while interpreting.