

## Mapping of macro work-care country grouping within the enlarged EU 2005



### Partners:

#### University of Aberdeen, Scotland:

Professor Claire Wallace: [Claire.wallace@abdn.ac.uk](mailto:Claire.wallace@abdn.ac.uk)  
 Professor Bernadette Hayes: [b.hayes@abdn.ac.uk](mailto:b.hayes@abdn.ac.uk)  
 Mag. Florian Pichler: [florian.pichler@abdn.ac.uk](mailto:florian.pichler@abdn.ac.uk)

#### University of Warsaw,

#### Institute for Social Studies, Poland:

Professor Renate Siemienska: [siemienska@post.pl](mailto:siemienska@post.pl)

#### Economics University of Vienna, Austria

Dr. Barbara Haas: [barbara.haas@wu-wien.ac.at](mailto:barbara.haas@wu-wien.ac.at),  
 Nadia Steiber and Margit Hartl

#### University of Roskilde, Denmark

Professor Thomas Boje: [boje@ruc.dk](mailto:boje@ruc.dk), Anders Ernaes

#### University of Sussex, UK

Dr. Jacqueline O'Reilly: [jo40@sussex.ac.uk](mailto:jo40@sussex.ac.uk)  
 Dr. John MacInnes: [john.macinnes@ed.ac.uk](mailto:john.macinnes@ed.ac.uk)  
 Dr. Ruth Woodfield: [R.Woodfield@sussex.ac.uk](mailto:R.Woodfield@sussex.ac.uk)

#### Nuffield College Oxford:

Dr. Tiziana Nazio

#### London School of Economics, UK

Professor Jane Lewis: [j.lewis@lse.ac.uk](mailto:j.lewis@lse.ac.uk)

#### Glasgow Caledonian University, UK

Professor Pamela Abbott: [p.abbott@gcal.ac.uk](mailto:p.abbott@gcal.ac.uk)

#### TARKI Joint Research Centre, Hungary

Professor Endre Sik: [sik@tarki.hu](mailto:sik@tarki.hu), Andras Gabos

#### CIES/ISCTE, University of Lisbon, Portugal

Professor Analia Torres: [Analia.torres@iscte.pt](mailto:Analia.torres@iscte.pt)

#### University of Florence DISPP, Italy

Professor Rossanna Triffiletti: [rtrifil@tin.it](mailto:rtrifil@tin.it)

#### Institute for Advanced Studies, Vienna

Dr. Liliana Mateeva: [mateeva@ihs.ac.at](mailto:mateeva@ihs.ac.at)

Dr. Michaela Gstrein: [gstrein@ihs.ac.at](mailto:gstrein@ihs.ac.at)

Dr. Ulrich Schuh: [schuh@ihs.ac.at](mailto:schuh@ihs.ac.at)

### Contact Information:



**Dr. Liliana Mateeva**  
 Tel: +43 1 59991 144  
[mateeva@ihs.ac.at](mailto:mateeva@ihs.ac.at)

**Dr. Michaela Gstrein**  
 Tel: +43 676 71 78 396  
[gstrein@ihs.ac.at](mailto:gstrein@ihs.ac.at)

**Dr. Ulrich Schuh**  
 Tel: +43 1 59991 157  
[schuh@ihs.ac.at](mailto:schuh@ihs.ac.at)



Institute for Advanced Studies  
 Stumpergasse 56  
 1060 Vienna, Austria



#### Professor Claire Wallace

School of Social Sciences  
 University of Aberdeen  
 AB24 3QY

Tel: ++44 1224 273137

Fax: ++44 1224 273442

Email: [Claire.wallace@abn.ac.uk](mailto:Claire.wallace@abn.ac.uk)



UNIVERSITY  
 OF ABERDEEN



UNIVERSITY  
 OF ABERDEEN

# WORKCARE

Social quality and  
 changing relationships  
 between work, care and  
 welfare in Europe



Clustering of social,  
 demographic and  
 employment trends in the EU

### Authors:

Michaela Gstrein, Liliana Mateeva,  
 Ulrich Schuh

Institute for Advanced Studies, Vienna



## A macro perspective towards work-care relationships

We know that childcare facilities, labour market participation among women and men and fertility can affect the kind of models of work and care to be found in different European societies. Furthermore, these all form part of the social quality of the society in general. But how are these factors grouped across European societies and which European countries come out best?

This is what we aimed to find out through an analysis of social, demographic and employment trends in the EU 27 and candidate countries in the period 1990–2005 from a macro perspective. Drawing upon a range of indicators the paper looks at common trends and patterns in relation to work and care. Using a cluster analysis it was possible to group countries according to general tendencies in family composition, female employment and childcare participation in enlarged European Union. Since *all EU 27 and candidate countries (Turkey and Croatia)* are included in the analysis, we can provide a new overall picture of Europe in terms of family, work and care patterns. The paper provides structured knowledge about work-care relationships on a macro level for further analysis of policies, as well as micro level study of practices relevant to *reconciliation of work and care in Europe*.

*If you want to know more, look at the Workcare website (see below) where the paper is published in full.*

### Workcare on the internet

<http://www.abdn.ac.uk/socsci/research/nec/workcare/>

## Country grouping of work-care outcomes in EU societies

What is the overall outcome of various policies and developments? The macro analysis shows the following country similarities and outliers:

|                        |   |
|------------------------|---|
| Spain & Italy          | Combine <b>low</b> female employment, <b>medium</b> female part-time employment with <b>high</b> childcare participation but with <b>low</b> fertility and share of young people. |
| Poland & Croatia       | Similar to CEE countries, but <b>lower</b> childcare participation rates and female employment and <b>medium</b> share of young people.   |
| CEE & Portugal         | Combine <b>high</b> full-time female employment with <b>medium to high</b> childcare participation rates and <b>low</b> fertility and share of young people.                      |
| 'Countries in between' | Lithuania & Cyprus: similar to CEE; Greece: similar to Spain & Italy; Finland: similarities to North European countries   |
| North/Central Europe   | Combine <b>high</b> female total and part-time employment with mainly <b>high</b> childcare participation rates and rather <b>high</b> fertility and share of young people.       |
| Austria & Germany      | Differ from other Central European countries by <b>lower</b> childcare participation rates, fertility and share of young people.  |
| 'Outliers'             | Netherlands (very <b>high</b> female part-time employment), Turkey (very <b>traditional</b> gender roles), Ireland & Malta (different by several indicators)                      |

### Workcare on the internet

<http://www.abdn.ac.uk/socsci/research/nec/workcare/>

The results suggest that there are important variations in work and care across Europe that can pose a challenge for social and labour market policies.

### Main challenges in relevance to work and care relationships over Europe:

- The weak flexibilisation of labour markets, e.g. in countries from Central Eastern Europe (CEE), mean that there is little opportunity for parents to manage care obligations alongside employment (e.g. long working hours and little opportunity for part time work).
- There are insufficiencies in the supply of childcare facilities (as measured by childcare participation rates) for children under 3 years and for 3 year-olds in several EU countries, particularly in Spain, Italy, Ireland, Greece, Luxembourg, the UK, Germany, Austria and some CEE countries.
- In some countries it was the high cost of childcare that proved an obstacle to managing work and care. This was the case in the UK, the Netherlands, Ireland and Portugal.
- Women's participation in the labour market was relatively low in some countries such as Spain, Italy, Turkey and Malta.
- There were lower rates of fertility and fewer young people in countries such as CEE countries, Spain, Italy, Austria and Germany.
- In all countries of Europe, there is a tendency towards the ageing of population and the dissolution of the traditional family.

Therefore the policy mixtures may need to take different forms in different regions in order to tackle these challenges.