



WORK – FAMILY BALANCE: THE CHANGES IN GENDER ROLE
ATTITUDES IN LUXEMBOURG

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AIMS OF THE PAPER

- to examine whether the changes including increasing participation of women in the labour market, changes in welfare state provisions and public family support strategies, diversification of the family life and parental behaviour resonate in people's attitudes toward gender roles,
- to uncover whether men and women in different age categories and consequently different life course stages exhibit significantly different attitudes toward the issue,
- to analyze whether differences among men and women of different age categories have diminished or increased during past 10 years (across time change is attitudes).

THEORETICAL FRAMEWORKS OF DIVISION OF LABOUR BETWEEN MEN AND WOMEN

- Specialization model (Becker 1965), rational choice model, human capital theory
- Preference model (Hakim 2003)
- Social exchange model and economic bargaining model (Blood and Wolf 1960; Manser and Brown 1980)
- Gender role and socialisation model (Ferree 1990; Bianchi et al 2000)

DETERMINANTS OF ATTITUDES TOWARD GENDER ROLES

1. Macro factors:

- Changes in broader values consisting secularization, individualization, ascriptive and particularistic evaluation principle (Lesthaeghe 1983 in Kalmajn 2003)
- Economic and technological changes in society (Oppenheimer 1967)
- Changes in family policy institutions (Sjoberg 2007)
- Pressure of close surroundings (Kalmajn 2003)

2. Micro factors:

- Attitude adjustment resulting either from resolving of the problem of cognitive dissonance (Jansen and Kalmijn 2000)
- Different stages of life course (youth, marriage, parenthood: young or grown-up children)
- Effect of socialization (experience with working mother).

Not all segments of the population react on these factors in the same

CONTEXT 1

	Employment to population ratio in 1999	Employment to population ratio in 2006	Female employment growth 1999/2000	Inactivity due to personal and family responsibilities (25-54 years old) in 2004	Female Inactivity rates (25-54 years old) in 1999	Female inactivity rates (25-54 years old) in 2006	Life birth outside marriage (% of all live birth) 1999	Life birth outside marriage (% of all live birth) 2005
Belgium	50.4	54.0	2.2	13.6	27.1	23.0		
Denmark	71.1	73.4	1.0	2.9	16.5	14.6	44.9	45.7
Germany	57.4	62.2	2.6	12.3	23.5	18.6	22.1	29.1
Greece	41.0	47.4	1.2	18.2	38.2	30.9	3.9	5.1
Spain	38.5	53.2	7.7	13.2	39.5	28.8	16.3	26.6
France	54.0	57.7	2.8	5.4	21.3	19.3	42.8	48.4
Ireland	52.0	59.3	5.4	26.6	37.1	29.3	31.1	32.0
Italy	38.3	46.3	3.1	15.5	42.5	35.7	9.2	13.8
Luxembourg	48.6	54.6	6.1	28.0	38.0	26.2	18.7	27.2
Netherlands	62.3	67.7	2.5	9.8	27.6	20.4	22.8	34.9
Austria	59.6	63.5	1.0	12.8	23.7	19.1	30.5	36.5
Portugal	59.4	62.0	2.0	10.3	24.3	17.3	20.9	30.7
Finland	63.4	67.3	2.1	6.3	14.5	14.7	38.7	40.4
Sweden	69.4	70.7	2.6	2.8	14.8	13.7	55.3	55.5
Great Britain	64.2	65.8	3.9	13.6	24.0	22.4	38.8	43

CONTEXT 2

Changes at the institutional level:

- European Employment strategy and female employment targets,
- Establishing Ministry of Equal Opportunities in 1996,
- Changes in family policy design: the introduction of parental leave in 1999.

DATA AND OPERATIONALIZATION

DATA:

Luxembourg has participated in the last two waves (1999 and 2008)

N=2354, weighted data to be able to compare the effect of waves (period)

OPERATIONALIZATION: 7 items, 4-point scales (agree-dissagee):

D56 - a working mother can establish just as warm and secure relationship with her children as a mother how does not work

D61rec - a pre-school child is likely to suffer if his or her mother works (reoriented)

D62rec - a job is alright but what most women really want is a home and children (reoriented)

D57rec- being a housewife is as fulfilling as working for pay (reoriented)

D63 - having a job is the best way for a woman to be an independent person

D58 - both the husband and wife should contribute to household income

D64 - in general fathers are as well suited to look after their children as mothers

HYPOTHESES

1. The attitudes toward gender roles have changed during past 10 years. They are less conservative, especially regarding female employment, given changes in the labor market and employment and family policy orientation.
2. The gender gap in gender role attitudes becomes smaller over time.
3. The changes in attitudes are not equally distributed across gender and age. Women and younger residents of Luxembourg are more likely to adapt less conservative views regarding gender roles.

METHODS

1. Creation of an composite measures based on observed indicators:
 - Re-polarization of items when necessary
 - Explanatory and Confirmatory Factor Analyses to test unidimensionality of proposed composite latent variables
2. Descriptive comparison of means of sum scores of composite scales
3. Regression analysis:
 - dependent variables: factor scores of composite scales
 - Key independent variables: age and gender
 - Control variables: marital status, presence of children in household, labour market status, ever had children, religiosity
4. Modeling the effect of age, gender, and wave on composite latent variables using Structural Equation Modelling

OUTCOMES OF PRINCIPAL COMPONENT ANALYSIS

	Factors loading (F1)	Factors loading (F2)	Factors loading (F3)
D57	.790	.063	-.092
D61	.734	-.105	.303
D62	.584	.481	-.164
D64	.179	.743	.073
D56	-.126	.733	.161
D58	.114	-.011	.778
D63	-.088	.234	.748

SOURCE: EVS 1999 AND 2008, WEIGHTED DATA

KAISER-MEYER-OLKIN MEASURE OF SAMPLING ADEQUACY = 0.862

THE VARIABLES SCORES HAVE BEEN STANDARDIZED INTO ZSCORES BEFORE ENTERING THE PRINCIPAL COMPONENT ANALYSIS

MISSING VALUES IN ITEMS ENTERING ANALYSES WERE REPLACED BY MEAN VALUES

FACTOR/DIMENSIONS OF GENDER ROLES

Women and paid work:

- a pre-school child is likely to suffer if his or her mother works
- a job is alright but what most women really want is a home and children
- being a housewife is as fulfilling as working for pay

Child care:

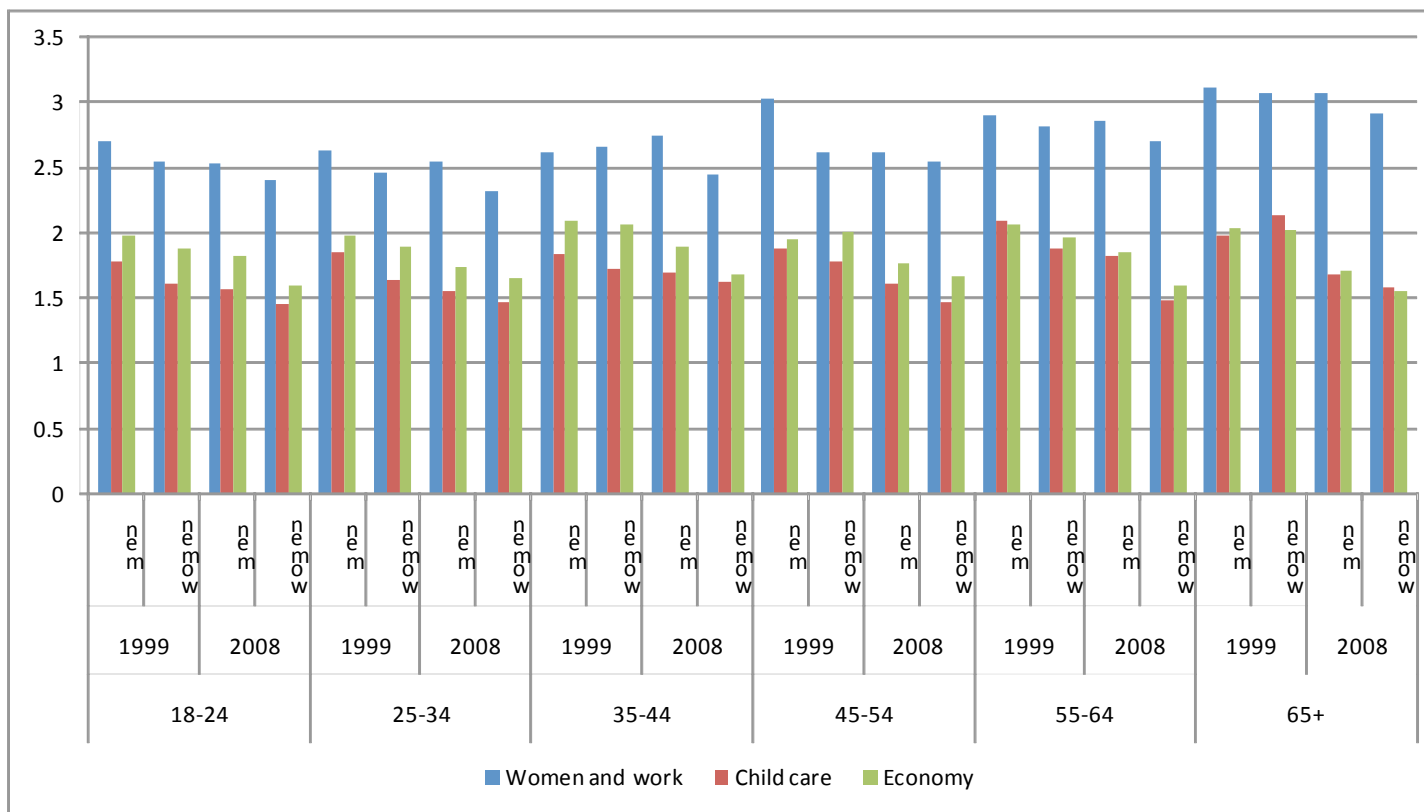
- a working mother can establish just as warm and secure relationship with her children as a mother how does not work
- in general fathers are as well suited to look after their children as mothers

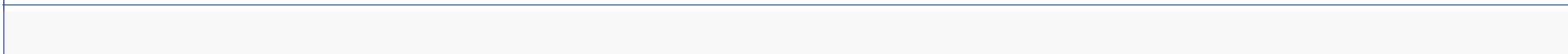
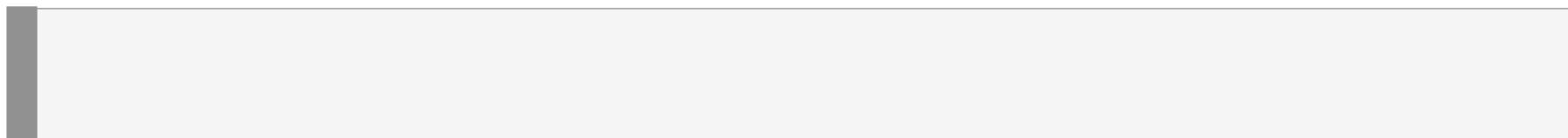
Economic aspect:

- having a job is the best way for a woman to be an independent person
- both the husband and wife should contribute to household income

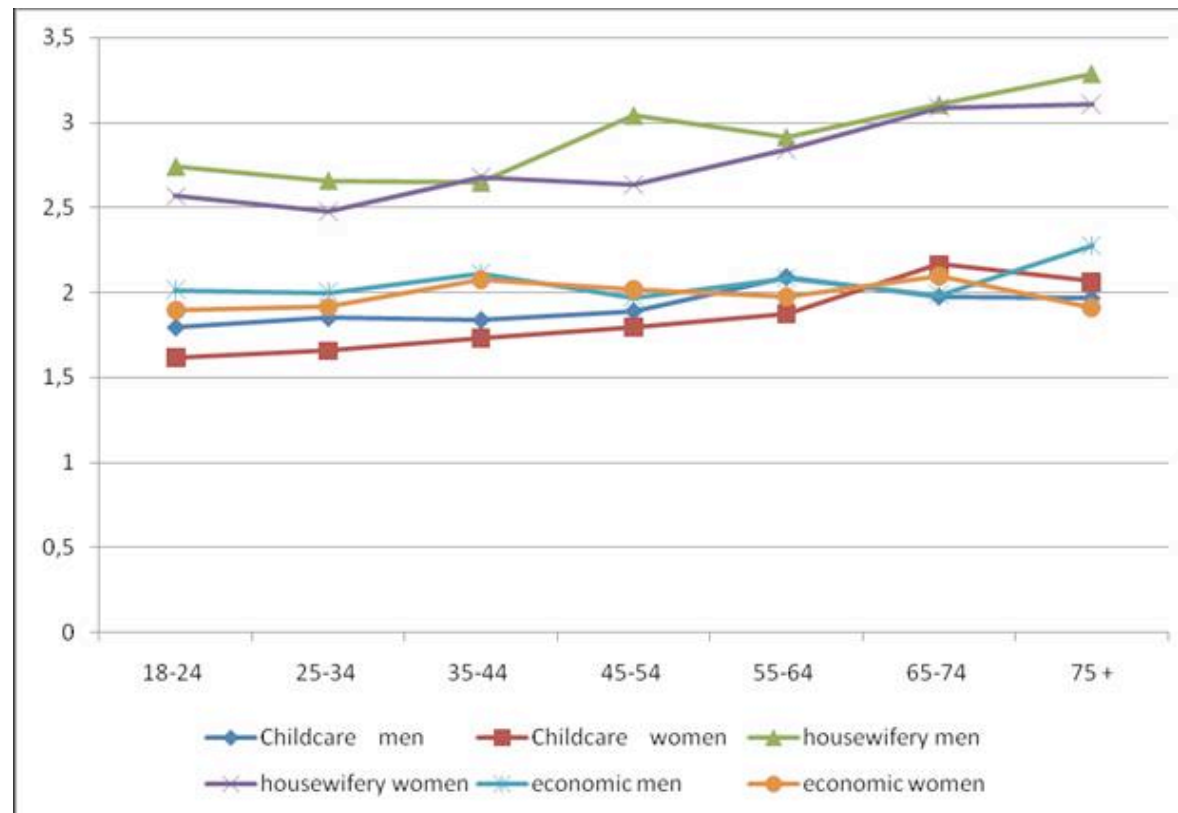


ATTITUDES TOWARD GENDER ROLES BY GENDER, AGE AND PERIOD, BASED OF SUM SCORES

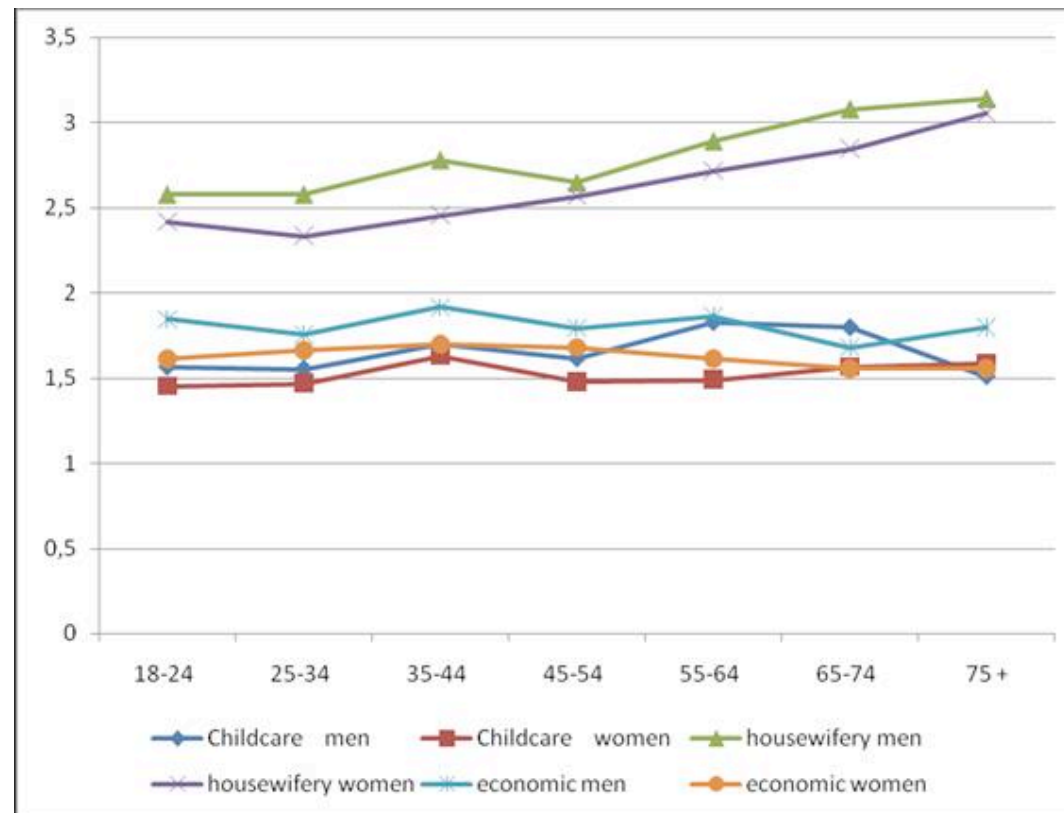




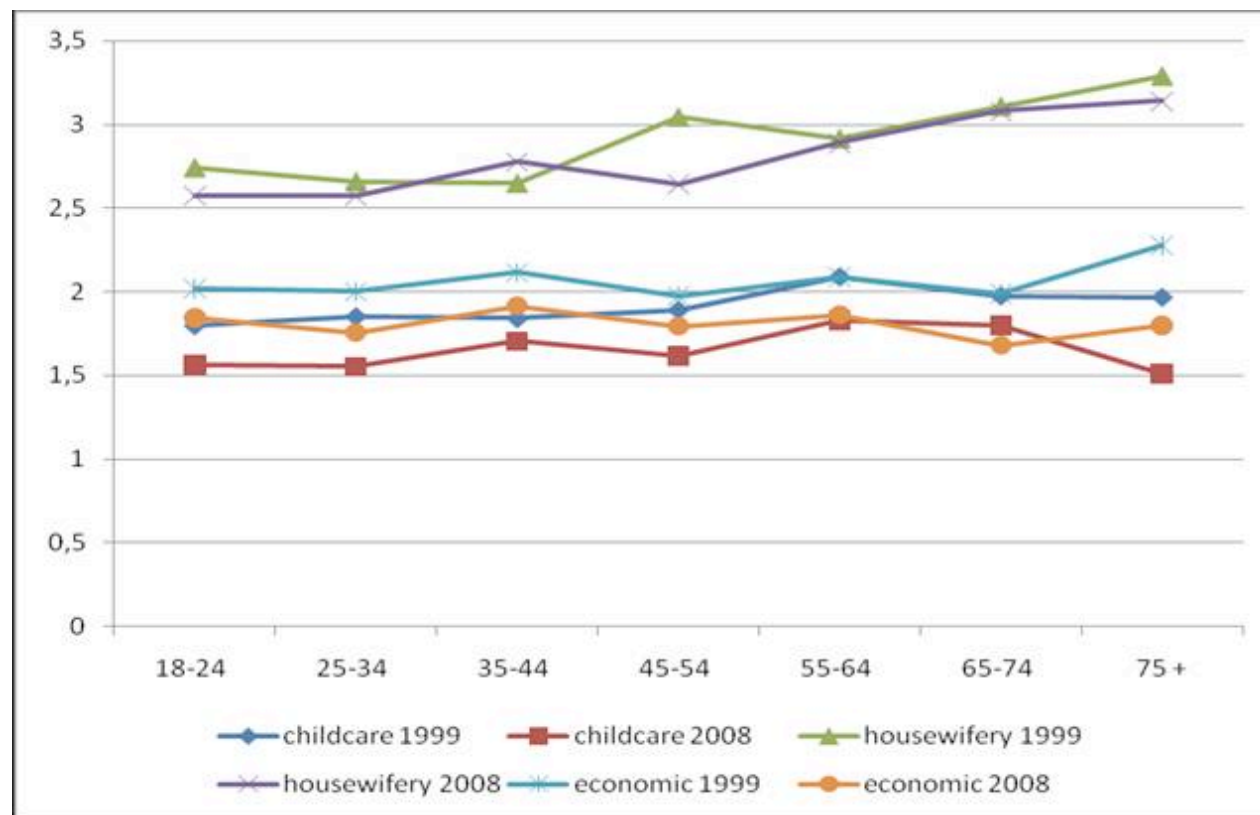
1999



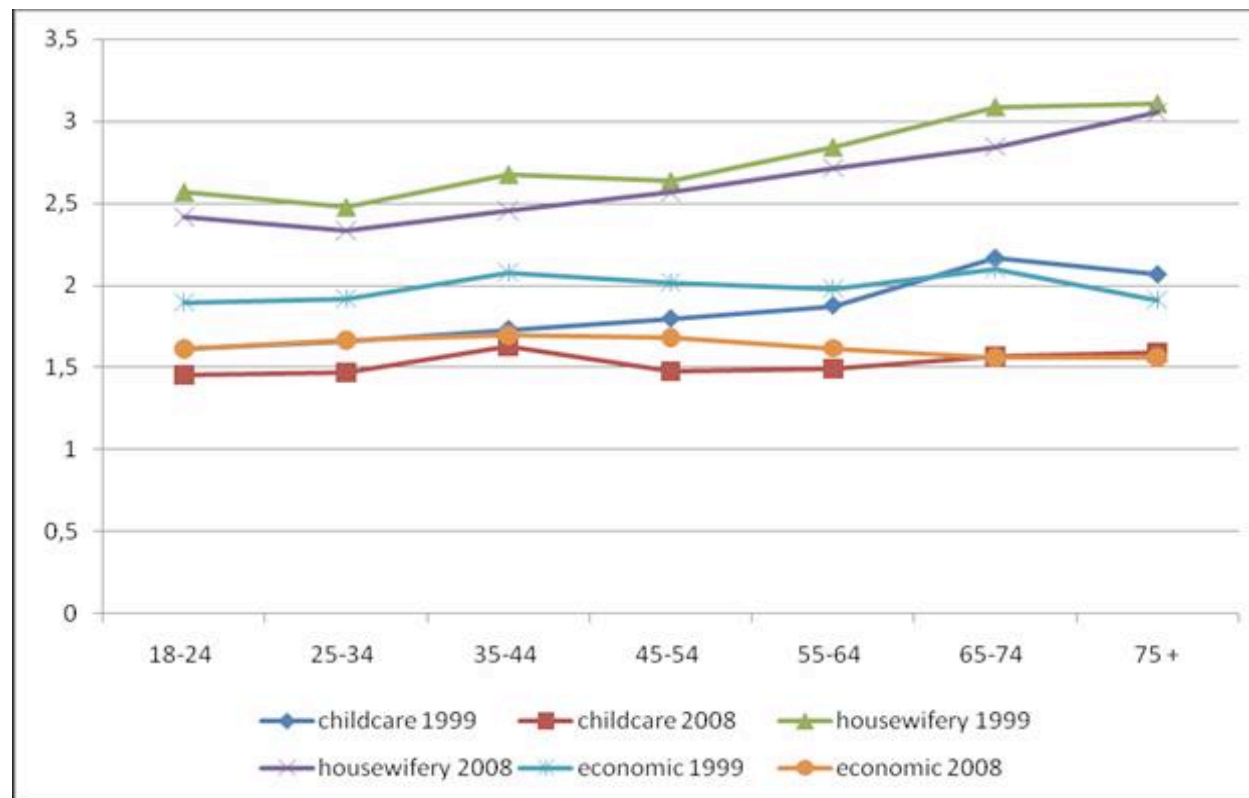
2008



MEN



WOMEN



INTERPRETATION OF THE PRECEDING GRAPHS

- The higher the score the more traditional attitudes
- Attitudes toward factor on women and paid work more traditional than those regarding economic dimension and child care respectively.
- Women in general more liberal than men, with exception of age categories 45-54, 65-74 regarding the economic dimension in 1999 and age category 65 +.
- General slight shift toward more liberal attitudes over past 10 years.
- The effect of age depends on the factor of gender roles and appears to be strongest in case of paid work/housewife dimension.

GENDER GAP IN ATTITUDES DEPENDING ON AGE AND WAVE, BASED ON SUM SCORES

	Child care		Housewifery		Economy	
	1999	2008	1999	2008	1999	2008
18-24	0,19*	0,12	0,17	0,16	0,12	0,24*
25-34	0,19*	0,08	0,19*	0,25**	0,08	0,10
35-44	0,11	0,07	-0,02	0,32***	0,03	0,22*
45-54	0,09	0,13	0,41***	0,08	-0,05	0,11
55-64	0,22	0,34***	0,07	0,17	0,1	0,25*
65-74	-0,19	0,23	0,02	0,24	-0,11	0,12
75 +	-0,09	-0,08	0,18	0,09	0,37	0,24

CHILD CARE FACTOR: EFFECT OF AGE, GENDER AND WAVE, CONTROL VARIABLES INCLUDED, BASED OF SUM SCORES

	Model 1 St. Beta only controls	Model 2 St. Beta	Model 3 St. Beta	Model 4 St. Beta
Men 18-34		.079**	.075**	.103**
Men 35-54		.136***	.142***	.148***
Women 35-54		.056	.066*	.068
Men 55+		.200***	.212***	.234***
Women 55+		.094*	.116**	.195***
Wave 2008			-.198***	-.134*
Men 18-34* wave				-.041
Women 35-54*wave				-.008
Men 35-54*wave				-.016
Women 55+*wave				-.120**
Men 55+ *wave				-.039
R square	0.032	0.047	0.083	0.088
R square change	0.032***	0.015***	0.036***	0.005***

CHILD CARE: INTERPRETATION OF THE PRECEDENT TABLE

- Socio-demographics: religion (not religious people less traditional), being a housewife (more traditional than active independent), nationality (Portuguese and EU15 national more traditional than those with Luxembourg nationality).
- Wave: significant.
- Gender and age: all categories significantly more conservative than 18-34 years old women.
- Interactions gender, age and wave: not significant.

WOMEN AND PAID WORK/HOUSEWIFE FACTOR: EFFECT OF AGE, GENDER AND WAVE, CONTROL VARIABLES INCLUDED, BASED OF SUM SCORES

	Model 1 St. Beta (only controls)	Model 2 St. Beta	Model 3 St. Beta	Model 4 St. Beta
Men 18-34		.104***	.103***	.112***
Men 35-54		.191***	.193***	.190***
Women 35-54		.045	.049	.053
Men 55+		.271***	.275***	.246***
Women 55+		.149***	.157***	.161***
Wave 2008			-.067***	-.073
Men 18-34* wave				-.014
Women 35-54*wave				-.006
Men 35-54*wave				.006
Women 55+*wave				-.006
Men 55+ *wave				.042
R square	0.143	0.173	0.177	0.178
R square change	0.0143***	0.029***	0.004***	0.001

WOMEN AND PAID WORK/HOUSEWIFE: INTERPRETATION OF THE PRECEDENT TABLE

- Socio-demographics: those with children less traditional, not religious less traditional, the more educated people less traditional, couples with children more traditional than other types of households, workers and retired more traditional than independent workers.
- Wave: significant, in 2008 less conservative.
- Gender and age: all categories significantly more conservative than youngest women, except women aged 34-55.
- Interactions gender, age and wave: significant in case of 55+ years old women

ECONOMIC FACTOR: EFFECT OF AGE, GENDER AND WAVE, CONTROL VARIABLES INCLUDED, BASED OF SUM SCORES

	Model 1 St. Beta (only controls)	Model 2 St. Beta	Model 3 St. Beta	Model 4 St. Beta
Men 18-34		.098***	.095***	.086*
Men 35-54		.124***	.130***	.113**
Women 35-54		.008	.017	.037
Men 55+		.118**	.130**	.140**
Women 55+		-.005	.015	.062
Wave 2008			-.186***	-.162**
Men 18-34* wave				.012
Women 35-54*wave				-.032
Men 35-54*wave				.021
Women 55+*wave				-.067
Men 55+ *wave				-.016
R square	0.045	0.063	0.095	0.097
R square change	0.045***	0.018***	0.032***	0.003

ECONOMIC FACTOR: INTERPRETATION OF THE PRECEDENT TABLE

- Socio-demographics: housewives and civil servants more traditional than independent workers, Portuguese nationals less traditional than Luxembourgers, higher middle class less traditional than upper middle class.
- Wave: significant, in 2008 less conservative.
- Gender and age: all categories of men more traditional than 18-34 years old women, no significant differences between three age categories of women
- Interactions gender, age and wave: not significant

CONCLUSIONS

- 1) The attitudes toward gender roles have changed significantly during past 10 years. In 2008 Luxembourgers exhibit less conservative attitudes than in 1999.
- 2) Young women are significantly less conservative than oldest category of women and all age categories of men in case of child care and housewife factors. Regarding economic dimension, women of all age categories do not differ significantly, while all men exhibit more traditional attitudes than youngest female respondents.
- 3) The effect of gender and age was moderated by period only in case of women aged 55 +, i.e. between 1999 and 2008 this category of women significantly changed their attitudes.