Sharing the Responsibilities of the Second and the Third Shift?

Eelco Wierda, Senior Policy Advisor
Average Time Spent on the First Shift and the Second Shift by mothers and fathers (hours per week)

- **Paid work**
  - Mothers: 16
  - Fathers: 38

- **Unpaid work**
  - Mothers: 33
  - Fathers: 15

Source: Lekker vrij? SCP/Atria 2016
• Working Families instead of ‘Working Breadwinners’ & ‘Non Working Housewives’

• But No Revolution at Home

• The Ideal Worker is Still Married to his Employer

• The Ideal Worker is an Absent Father

• Opposition Between Family Policies & Gender Equality
“And here we must address a strange imbalance between two values associated with the early women’s movement. As the movement rolled forward – during the days I first jotted notes envisioning this book – it put forward two big ideas. One was female empowerment – the idea that women should express their talents, be all they can be, and stand equal to men. The second big idea was valuing – and sharing – the duties of caring for others.”
“Without our noticing, American capitalism over time embraced empowerment and sidetracked care. So in the absence of a countermovement, care has often become a hand-me-down job. Men hand it to women. High-income women hand it to low-income women.”
Recommendations

1. Paid Parental Leave so Fathers are not Ideal Workers anymore
2. Affordable Quality Day Care with Highly Qualified Personnel
3. Change the School System: Let the Children Play While Their Parents Work
4. The Best Family Policy is Promoting Fathers to Work Parttime
Thank you

for your attention

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