

## Sustainable Development Goals and Gender Equality: the role of family policies and exchange of good practices

Irena E. Kotowska (Warsaw School of Economics)

Reconciling work and care over the life course - transfers to old parents

# Reconciling work and care at the latter stage of life

## - care transfers to old parents by adult children

- Demographic change and the labour market

*Common trends and cross-country differences*

- Caring for parents by the sandwich generation (aged 45-69 years)

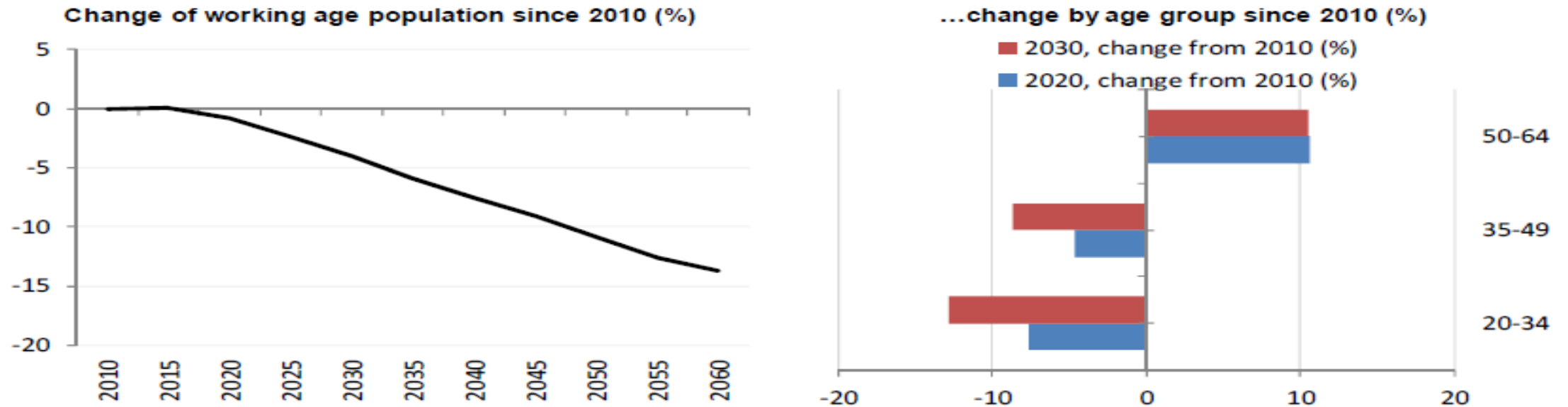
*countries by care arrangements towards children and the elderly by Saraceno&Keck (2011)  
with focus on CEE countries*

*feelings of responsibility vs instrumental support*

# Demographic change and the labour market

- Population and labour force ageing
- Labour force shrinking

**Graph 2: The impact of demographic ageing on the working age population, EU-27**

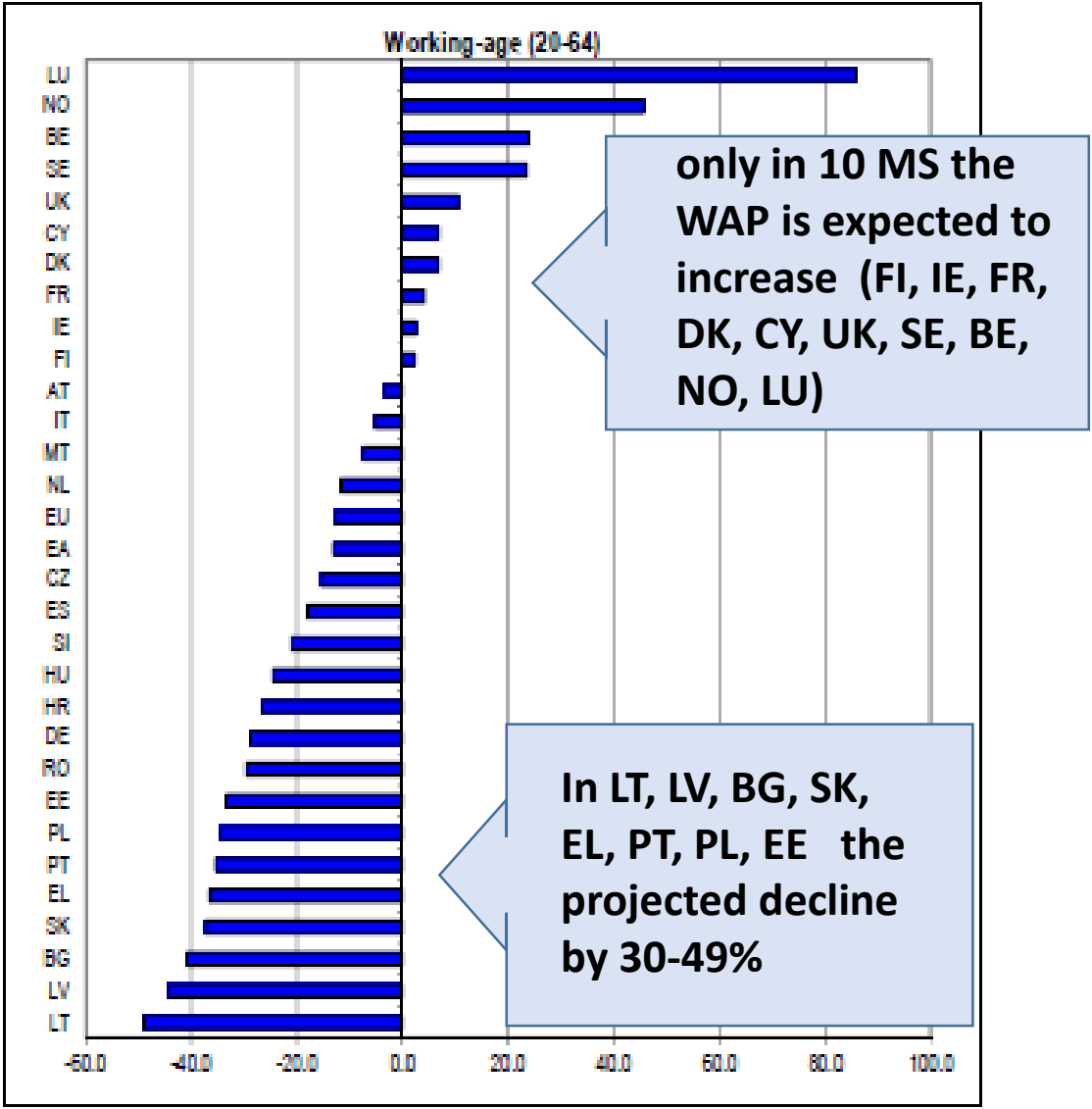


Source: Eurostat Europop2010 population projection, convergence scenario

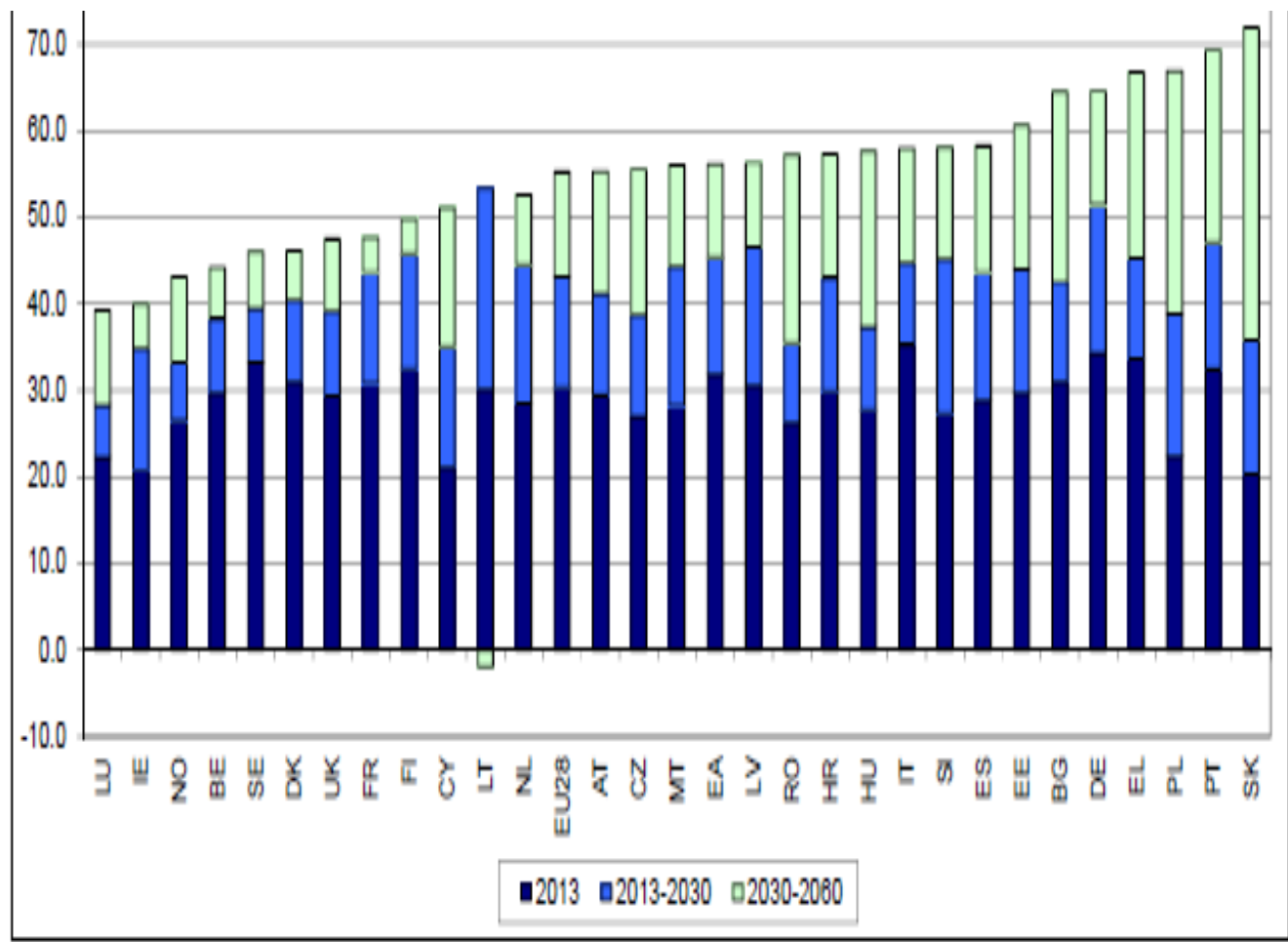
Source: J.Peschner & C. Fotakis, Growth potential of EU human resources and policy implications for future economic growth, Working Paper 3/2013, European Commission, p. 8

# Relative change in the working-age population over 2013-2060

## Cross-country differences in changing age composition, 2013-2060



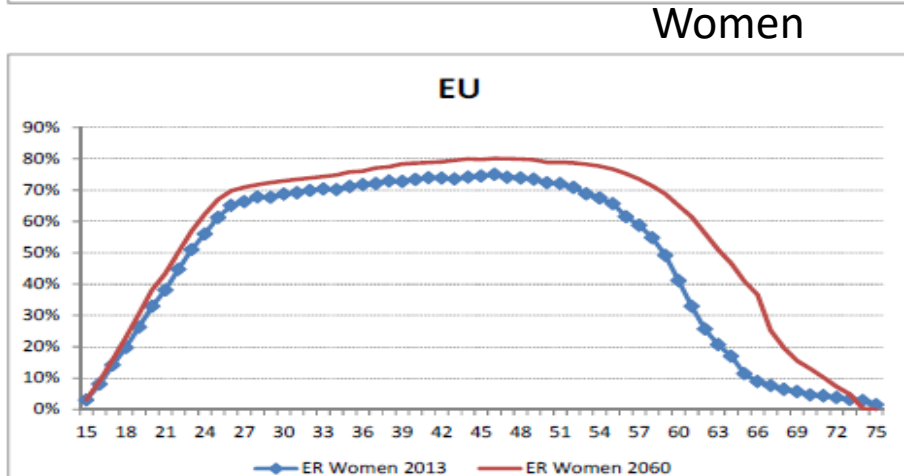
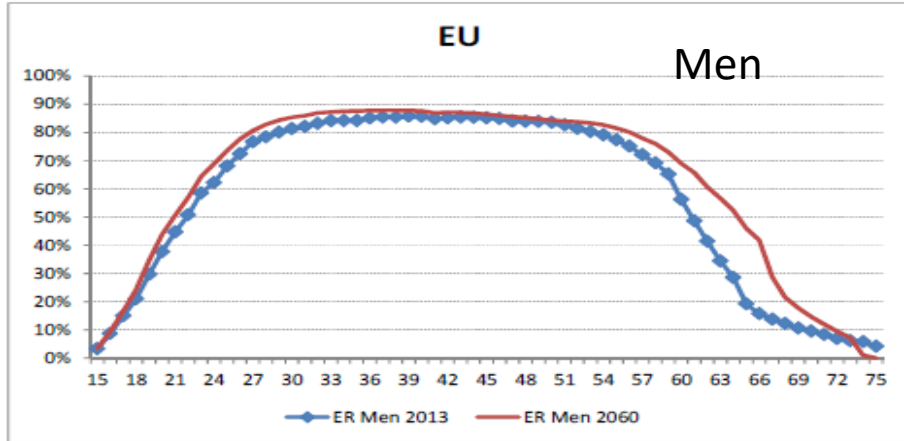
### Old-age dependency ratio (65 and more to 20-64)



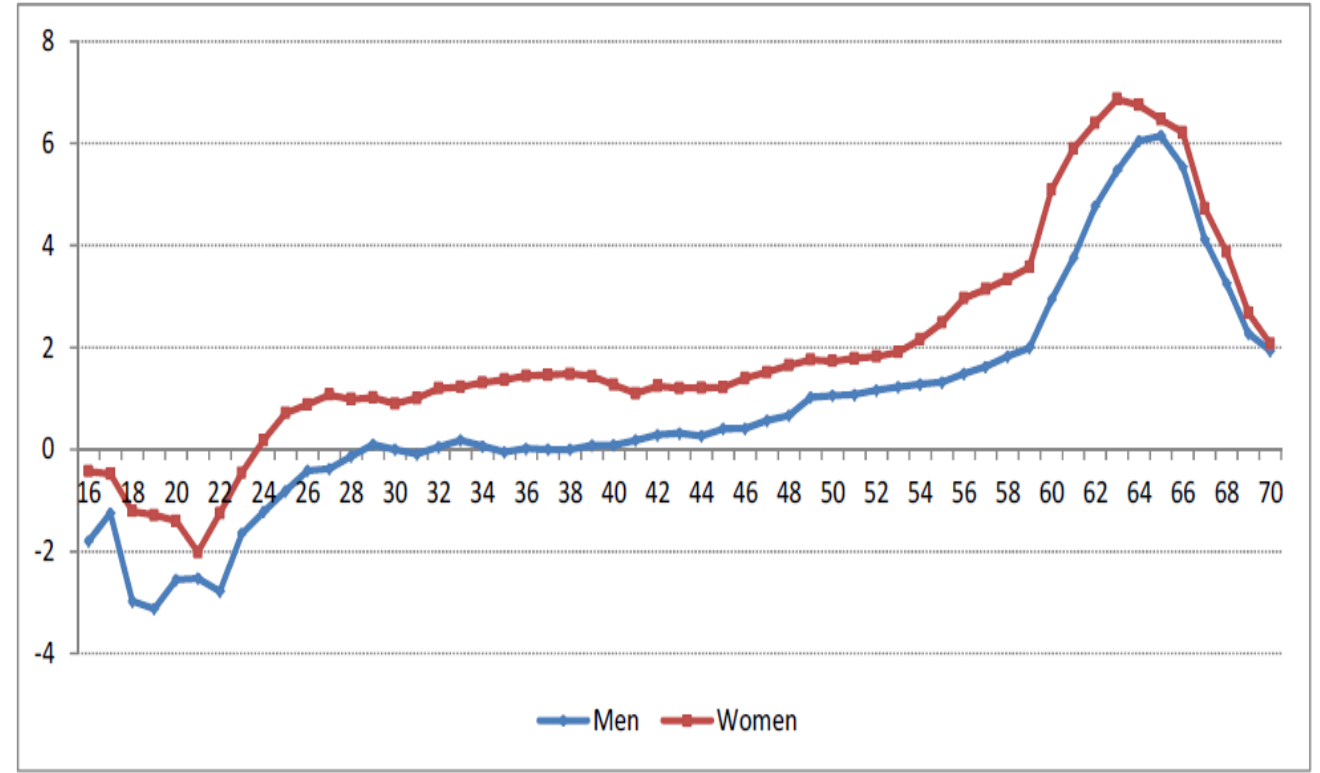
Source: 2015 Ageing Report. Economic and budgetary projections for the 28 EU Member States (2013-2060), European Economy 3|2015, p. 23,24

# Better usage of shrinking labour resources

Age profiles of employment rates by sex, EU



Revision of participation rate age profiles by sex, 2015 vs 2012 rounds, EU 2060 (percentage changes)



Source: The 2015 Ageing Report, Underlying Assumptions and Projection Methodologies, European Economy 8/2014, p. 55,76.

## Norms of family obligations

***Generations and Gender Survey*** is a longitudinal survey of 18-79 year olds in 19 countries that aims to improve our knowledge and understanding of relationships between parents and children and between partners  
<http://www.ggp-i.org>

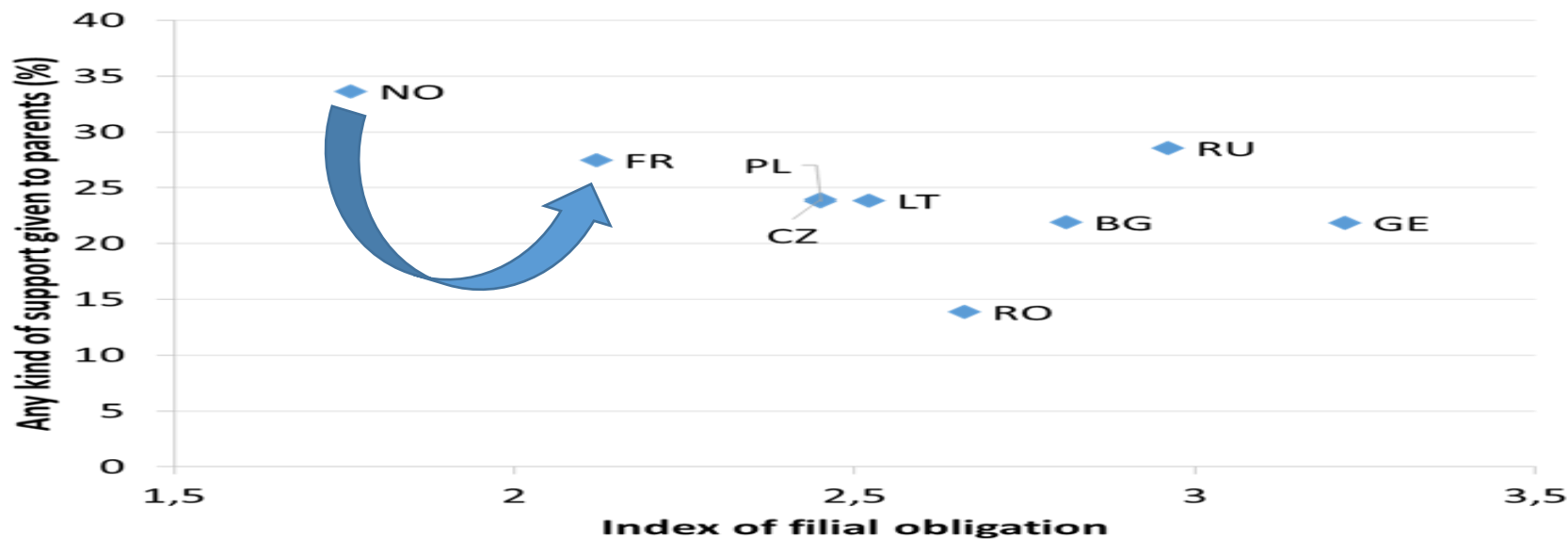
Bulgaria (data collection in 2004), Czech Republic (2004), Georgia (2004/2005), Lithuania (2006), Poland (2010/2011), Romania (2005), Russia (2004) - familialism by default  
France (2005), Norway (2007/2008) - de-familialised care regimes

**Index of filial responsibility** based on the questions:

- *Children should take responsibility for caring for their parents when parents are in need*
- *Children should adjust their working lives to the needs of their parents*
- *Children ought to provide financial help for their parents when their parents are having financial difficulties*
- *Children should have their parents to live with them when parents can no longer look after themselves*

## Transfers to parents – norms of family obligations and the country specific context

*Mean score of the filial obligations index and the actual support to parents*



Source: C.Mureşan, P-T. Hărăguş, *Norms of family obligation and actual giving/receipt of financial support/care, 2015, p.17*

- Filial norms are stronger in Central and Eastern European countries than in the West (FR) and the Nord (NO)
- The variance of the index is higher in FR and NO - these populations are more diverse with respect to the normative solidarity

## Caring for parents by the sandwich generation

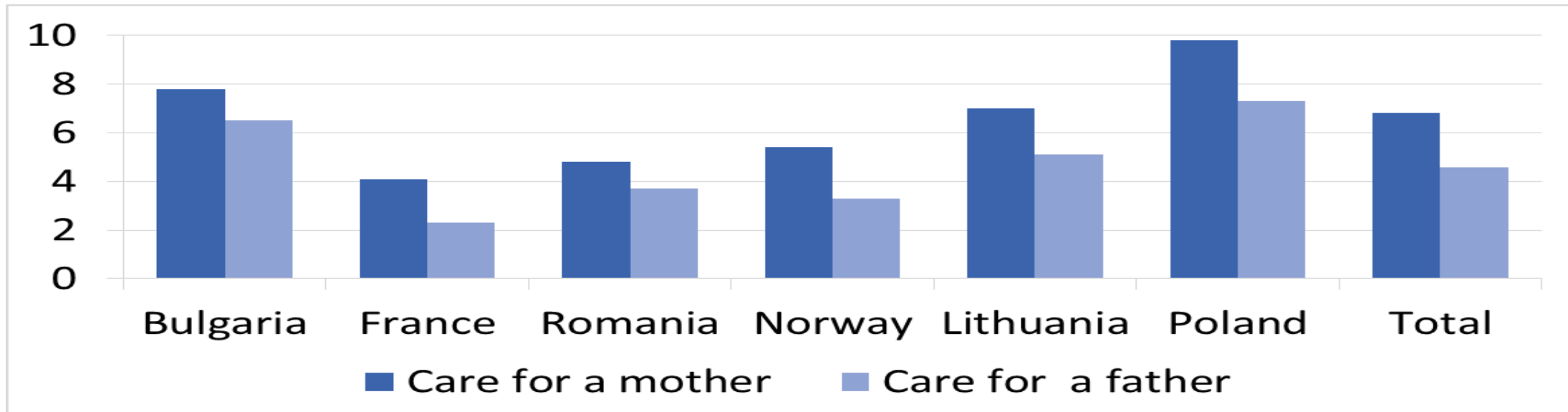
the sandwich generation persons aged 45-69 years with at least one parent or grandparent alive  
care provided to mothers and fathers either living with parents or living separately

### Instrumental care given to at least one parent

*Over the last 12 months, have you given people regular help with personal care such as eating, getting up, dressing, bathing, or using toilets?*

*Whom have you helped?*

Instrumental support towards parents by the sandwich generation (%)





## Caring for parents by the sandwich generation

**Separate logistic regressions of instrumental support for mothers and fathers with variables referring to:**

- **Care regime**
- **Personal characteristics:** age, sex, education
- Household composition and the kinship networks
- **Opportunity** – employment, disability, care provision to other persons (children, other adults), the geographical proximity, respondents' material situation
- **Needs** – parent's health status
- **Attitudes towards support** – religiosity, the filial obligation index

- **Care regime**

in more familialistic countries and a weak formal care provision (BG, LT, PL, RO) tend to support more their mothers than children in countries with de-familialised care regime (FR, IT); this statement refers to care for fathers in BG and LT only
- **Needs**

parent's health status adult children respond to demand for care - health of parents predominantly determines care provided
- **Attitudes towards support**

stronger filial obligations induce more engagement, more religious persons are more likely to provide care for parents
- **Personal characteristics**

As expected the older adult children are more likely involved in care transfers; women are more engaged in supporting parents; better educated seem to care for parents more likely
- **Opportunity**

employed persons provide care for older mothers more likely (by 20%)

## Policy response – reconciling work and care over the life course

- Family networks remain an important source of support given to parents; under different care regimes different mechanisms are at work regarding forms of support
- Adult children respond to parents' needs for instrumental support; their engagement is influenced predominantly by opportunities (employment), normative expectations (religiosity, filial obligation) and country-specific care regime
- Current care involvement of the sandwich generation along with increasing demands for elder care accompanied by pressures to stay longer in the labour market make **reconciliation of work and private life crucial at that stage of the life course. Consequently, more focus should be on interdependencies between care for elderly and employment of persons aged 45-69.**
- The sandwich generation in the CEE countries is more exposed to challenge of meeting both labour market demands and increasing demands for care due to care regime, advanced ageing, labour force shortages and still relatively low employment of older workers.