

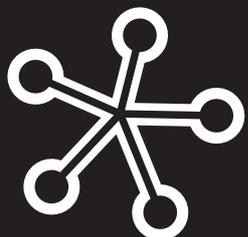


AIAS

Amsterdam Institute for
Advanced labour Studies

The impact of attitudes and work preferences on Dutch mothers' employment patterns

Justine Ruitenbergh and Paul de Beer



Working Paper 120

April 2012

Acknowledgements

We greatly appreciated the critical remarks on earlier drafts by Christien Brinkgreve (also co-supervisor of the research project), Robert Voogt, Kea Tjeldens and Eelco Wierda. We are also grateful to CentERdata of Tilburg University, the Netherlands. They made it possible to append our questionnaire to the LISS (Longitudinal Internet Studies for the Social sciences) panel survey.

April 2012

© Justine Ruitenbergh and Paul de Beer, Amsterdam

Bibliographic information

Ruitenbergh, J., Beer, P.T. de (2012). The impact of attitudes and work preferences on Dutch mothers' employment patterns. University of Amsterdam, AIAS Working Paper 120.

Author information

In 2008 Justine Ruitenbergh started her PhD research at the Amsterdam Institute for Advanced Labour Studies, University of Amsterdam. The study examines the influence of micro socialisation processes on Dutch women's diverse gender and work attitudes, work preferences and employment patterns. Quantitative and qualitative research methods are employed. This article is the first part of her research and contains the quantitative analysis of the relationship between attitudes, preferences and behaviour.

Information may be quoted provided the source is stated accurately and clearly. Reproduction for own/internal use is permitted.

This paper can be downloaded from our website www.uva-aias.net under the section: Publications/Working papers.

The impact of attitudes and work preferences on Dutch mothers' employment patterns

Justine Ruitenberg

*Amsterdam Institute for Advanced Labour Studies,
University of Amsterdam*

Paul de Beer

*Amsterdam Institute for Advanced Labour Studies,
University of Amsterdam*

De Burcht (Dutch Centre for Industrial Relations)



Table of contents

ABSTRACT	7
1. INTRODUCTION	9
2. PREVIOUS STUDIES OF MOTHERS' LABOUR PARTICIPATION	11
2.1.The contested role of women's preferences.....	12
2.2.Preferences and attitudes.....	12
2.3.Personal and general gender attitudes	13
2.4.Work attitudes	14
3. RESEARCH METHOD	17
3.1.Analyses	17
3.2.Variables	18
4. RESULTS	23
4.1.Mothers' labour participation	23
4.2.Number of hours worked	23
4.3.Work preference	24
5. CONCLUSION AND DISCUSSION	29
REFERENCES	33
AIAS WORKING PAPERS	37
INFORMATION ABOUT AIAS	45



Abstract

In the last decades, preference theory has gained significance in the academic literature on the determinants of female employment patterns. Mostly, within these studies gender and work attitudes and work preferences (the number of hours a woman prefers to work) are treated as one concept. However, in this article it is argued that relatively variable work preferences act as a mediating factor between more stable gender and work attitudes and actual labour market behaviour. With a path analysis of a representative survey among 940 Dutch mothers, the study demonstrates that the effect of gender and work attitudes on mothers' labour market behaviour is largely mediated by the variable work preference, which influence on actual labour participation appears much larger than the influence of objective background characteristics. Next, the analysis supports the claim that more or less stable gender and work attitudes have a balancing effect on otherwise more flexible work preferences.

Keywords: gender attitudes, labour market behaviour, mothers, work attitudes, work preferences, women



1. Introduction

In most Western countries, the labour participation of men and women show a similar pattern. While most males are employed in a fulltime job, a considerable part of females are not employed or work part-time (see table 1). Compared to other Western countries, the Dutch female employment pattern stands out as the most differentiated, in particular among mothers.¹ Table 1 shows, that roughly half of Dutch women of working age are not employed or work less than 20 hours a week, while only 17 percent work 35 hours or more.

This large variation makes the Netherlands a particularly interesting case to study the causes of the differences in labour market participation between women, and mothers in particular. Why do some mothers have a fulltime job, while others work part-time or are not employed at all?

Table 1 Labour participation patterns of men and women of working age (aged 15 to 64) in selected OECD countries, 2009

	Men				Women			
	0 hours	1 to 19 hours	20 to 34 hours	35 hours or more	0 hours	1 to 19 hours	20 to 34 hours	35 hours or more
Belgium	32.8	1.9	5.1	60.1	44.0	7.8	17.9	30.3
Denmark	21.7	7.8	5.3	65.3	26.9	10.9	20.0	42.2
Finland	31.1	3.2	5.3	60.3	32.1	5.6	11.1	51.2
France	31.6	1.4	3.9	63.1	40.0	5.2	13.8	41.0
Germany	24.5	3.9	3.9	67.7	34.8	13.3	17.4	34.4
Italy	31.4	1.5	4.4	62.8	53.6	4.4	13.4	28.6
Japan	19.8	2.7	10.9	66.2	40.2	6.0	20.5	33.0
Netherlands	19.2	9.5	10.7	60.7	29.4	22.3	31.3	17.1
Spain	32.5	1.2	3.1	63.2	46.5	4.2	11.0	38.3
Sweden	25.9	3.7	7.3	63.1	29.8	5.7	21.0	43.5
United Kingdom	24.3	4.6	6.2	64.9	34.4	13.5	17.7	34.4
United States	28.0	2.6	6.8	62.6	36.6	4.9	11.9	46.6

Source: OECD Statistics (<http://stats.oecd.org/>)

¹ In the Netherlands in 2010, 32.4 percent of the mothers were not in paid work, 42.5 percent worked between 12 to 24 hours a week, 13.8 percent worked 25 to 35 hours a week, and 11.3 percent worked 36 hours or more (CBS Statline, 2011).



2. Previous studies of mothers' labour participation

Most studies of mothers' employment patterns focus on external factors. At the macro level, mothers' labour market behaviour is shaped by the constraints and opportunities offered by social institutions at the national level (Mandel, 2009). In addition, mothers' employment decision is influenced by the dominant culture of care (Kremer, 2007). At the meso level of the industry, company policies and cultures limit or expand the options for mothers to choose their desired work pattern. This may explain, at least in part, why women predominantly work in education, (health) care and other public services, which often offer family-friendly work arrangements (Tausig and Fenwick, 2001, Hill, 2004, Merens, et al. 2011).

Yet, macro approaches cannot explain the variation of mothers' labour participation within a country. Meso factors may explain why the distribution of working mothers over industries differs from the distribution of men (and fathers), yet, they do not explain why not all mothers within a country work in family friendly industries.

The micro-economic approach does explain differences between mothers in the same country. This approach usually starts from the standard economic assumption that the number of hours a person wants to work is the outcome of a rational choice between income and leisure (Becker, 1965). If the earning capacity of husband and wife differs, a gendered division of work is optimal, in which the father has a paid job and the mother stays at home and takes care of the children. However, this theory can only explain a complete division of work and not a partial division, such as the predominance of part-time work among women and full-time work among men in the Netherlands.

Moreover, recent research has shown that rational or economic factors only play a limited role in explaining people's choices (Hakim, 2000, Cloin, 2010, Van Wel and Knijn, 2007). Differences in individual attitudes and work preferences also have to be taken into account. Therefore, this article seeks to explain the current heterogeneous labour market pattern of Dutch mothers by focusing on their work preference and their work and gender attitude. The central question of this article is, thus:

To what extent can heterogeneous gender and work attitudes of Dutch mothers explain their diverse work preferences and, consequently, their diverse labour market behaviour?

2.1. The contested role of women's preferences

Hakim (1997) was one of the first scholars to argue that women's decision on how much to work is based on their sex role attitudes and work preferences. She stresses that individual attitudes have an important impact on labour participation. She even claims that attitudinal factors, such as work-lifestyle preferences, are more important than institutions and structures in explaining female employment. *"A situation that might present an impossible stumbling block to one person may be perceived as a stepping stone by someone else"* (Hakim 2000, p.170). Hakim acknowledges that institutions and social structures play a part as well, yet these are *"influences, not coercive powers"* (Hakim 2000, p.168).

Many other studies have demonstrated that attitudes and intentions are closely related to what people actually do (Bram 1977 in Sanders and Beekes 1993, Hoffnung 2004, Portegijs 2008, Cloin 2010, Van Wel and Knijn 2006, Kan 2007, Blozendahl and Myers, 2004, Beets, et al., 1997). Hooghiemstra (2000, p.120) demonstrated in a study of Dutch couples that the wife's attitude towards paid work has the strongest correlation with her actual working hours. Cunningham (2005) showed that women with egalitarian attitudes more often work fulltime compared to women with less egalitarian attitudes (Cunningham 2005, p.880).

However, other researchers have disputed post-modern theories, such as Hakim's, as well as the research methods used (Sullivan 2002, Crompton and Harris 1998, Author B, Kan 2007). These critics argue that people come up against a number of barriers in their everyday lives, which limit their choice options. Women's educational attainment, their ethnic and social background, their employment record and age all affect their future employment perspectives (Kangas and Rostgaard, 2007). Furthermore, Charles and Harris emphasise that *"the individualization thesis is limited in the sense that individuals remain 'embedded' in social networks and that tradition – in the form of gendered beliefs about 'the proper thing to do' – provides the context within which social actors make decisions about their lives."* (Charles and Harris 2007, p.279)

2.2. Preferences and attitudes

As the concise overview of the literature shows, numerous studies have addressed the question how attitudes and preferences affect female employment behaviour. These studies usually mingle the more general and abstract concept of work or gender *attitude* and the more concrete work *preferences*, e.g. as measured by the number of hours a woman prefers to work. For example, Hakim (2000) assumes that different gender attitudes automatically translate into a particular number of desired working hours (also Risman, 1999,

Stähli, 2009). Home-centred women, with a traditional gender attitude, are assumed to desire no paid work at all. Work-centred women, whose main priorities are work and self-development, are assumed to prefer a fulltime job, even after childbirth (Hakim, 2000, p.164). These studies do not distinguish, either theoretically or empirically, between gender and work attitudes, on the one hand, and the preferred number of hours of paid work, on the other. Although the concepts are certainly related, in this article it is argued that work and gender attitudes and the preferred number of working hours are different concepts and must be analysed separately.

This study perceives *attitudes* as a set of conscious and – maybe, more often – unconscious ideas about various aspects of life in general. As Bem (1965) claimed, people do not think much about their attitudes, in general. This interpretation of attitudes corresponds with the *exposure-based* approach which states that individuals develop their attitudes in reaction to new ideas and situations (Bolzendahl and Meyers, 2004). Attitudes are shaped by experiences in childhood, during the school period (young adulthood) and in early work experiences, and are relatively resistant to change after that time (Blunsdon and Reed, 2005). The exposure-based approach contradicts with interest-based theories that emphasize that individuals adapt their attitudes to the present situation to facilitate their needs and interests (Kroska and Elman, 2009, Bolzendahl and Meyers, 2004).

Work preferences are here identified as the preferred number of hours in paid work. Work preferences are a dynamic result of rational, personal and social considerations. Each mother has a perception of what she wants herself, what others, especially her partner and her children, expect her to do, and what she is able to do in view of her educational attainment, work experience, age, family income, etc. In other words, mothers base their preferred working hours on what they like, what is possible, what they are expected to do, and what they are used to (Kremer, 2007). This means that the number of hours women prefer to work does not only depend on her attitudes, but also on her life phase and her current situation, and is therefore more sensitive to change over time than her attitudes. The first hypothesis is:

A mother's employment behaviour is largely determined by her work preference.

2.3. Personal and general gender attitudes

Gender attitudes are defined as moral views and personal ideas about the ideal division of work between men and women (Tomlinson, 2006). Earlier research has demonstrated that it is important to distinguish general gender views from personal ideals. There is often a discrepancy between an individual's moral views

of the lives of men and women in general, and her personal ideal of the division of labour with her spouse (Hochschild, 1989). Research has shown that personal attitudes have a significant effect on labour market decisions, whereas more general gender conceptions seem to have no effect (Risman et al., 1999) or a much smaller effect (Marks and Houston, 2002). Moreover, Smithson (1999) found inconsistencies between what women think is appropriate for other people and their own personal plans. To explain these inconsistencies people refer to their own personal choices (Marks and Houston, 2002, p.322).

General gender attitude ranges from a traditional attitude to an egalitarian attitude, with an adaptive attitude in between. A woman has a *traditional* gender attitude if she consents with the ideology of the traditional, unequal division of labour between men and women. An *egalitarian* gender attitude implies that she adheres to the idea that partners take an equal share of paid and unpaid labour. A woman with an *adaptive* attitude supports a division of labour between fathers who are the fulltime providers and mothers who divide their time between paid and unpaid work.

The *personal gender attitude* of a person is interpreted as her own ideal family life. Parallel to general gender attitude, the article distinguishes three types. A *traditional* personal gender attitude means that it is a mother's ideal to be a fulltime home-maker and have a husband as breadwinner, since her children and her family are her main concern in life. An *egalitarian* personal gender attitude means that a mother desires an equal division of labour with her partner at home and in the labour market. An *adaptive* personal gender attitude means a mother wants paid work, yet, she also wishes to provide the unpaid caring work (Haas, 2005).

The second hypothesis is: *A mother's work preference is primarily determined by her personal and general gender attitude.*

2.4. Work attitudes

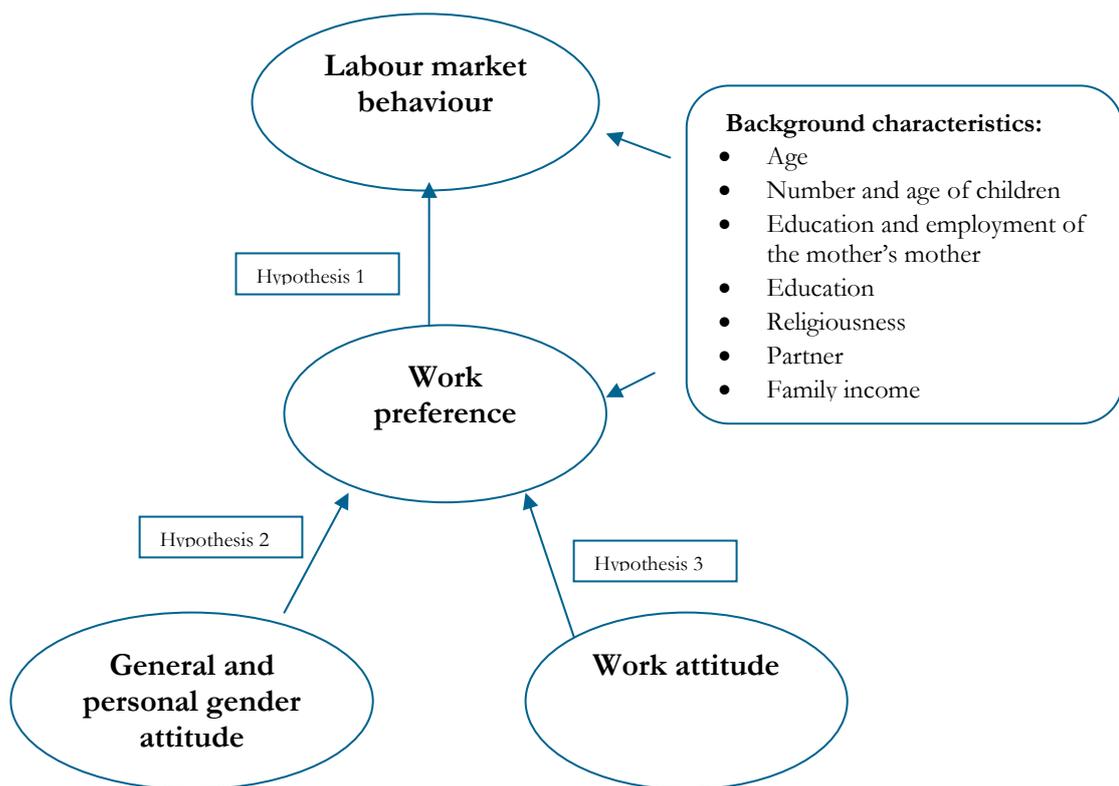
This article distinguishes work attitudes from gender attitudes, since job ambitions and motherhood ideals often exist in different spheres. For example, Katchadourian and Boli (1994) concluded that women as well as men were better prepared for the world of work than they were for family life (in Hoffnung, 2004, p. 712). However, as soon as women gave birth to a child, they automatically placed family demands ahead of career demands, contrary to their earlier career expectations, and anticipated long maternity leaves and subsequent part-time employment. Yet, Marks and Houston (2002) found that work commitment was the attitudinal factor that best explained women's employment behaviour, while women's ideological views on

motherhood did not differ: all agreed that motherhood is more important than work.

Work attitudes are, here, defined as the personal motivation to pursue paid work. Previous studies found that the intrinsic characteristics of work (self-development, colleagues) are more important for women than the extrinsic characteristics (pay, career possibilities, status), as opposed to men (Portegijs, 2008). Cloin (2010) shows that women who are strongly motivated by intrinsic work values, work more hours compared to women who value extrinsic values more. The third hypothesis is: *A mother's work preference is secondarily determined by her work attitude.*

By distinguishing between the concepts of gender and work attitude and work preferences, we are better able to examine which factors are most important in explaining the current heterogeneous employment pattern of Dutch mothers. The three hypotheses are illustrated in figure 1.

Figure 1 Theoretical model and hypotheses





3. Research method

The three hypotheses are tested by analysing data from the LISS (Longitudinal Internet Studies for the Social sciences) panel survey, administered by CentERdata of Tilburg University, the Netherlands. The LISS panel consists of a representative sample of the Dutch population who participate in monthly internet surveys. A longitudinal survey is conducted among the panel every year, covering a large variety of domains, including work, education, income, housing, time use, political views, values and personality. Apart from this annual survey, the respondents receive a different questionnaire each month which focuses on a particular topic.

For the analysis several questions are used from the questionnaires 'Politics and Values' and 'Work and Schooling', which were conducted in November 2010. In addition, a special questionnaire for this study was also answered in November 2010 by mothers with children below the age of 13 and with at least one child still living at home. This questionnaire included 40 questions and was sent to a random selection of 1,374 mothers, of whom 948 returned a completed form (response rate 69.0 %). The questionnaire included questions about the parental background, the attitude towards work and the influence of the current social environment.

The composition of the sample of mothers with respect to age, number of children, education and working hours differs only slightly from the composition of the full population, as registered by Statistics Netherlands. The sample is therefore representative for the Dutch population of mothers with at least one child below the age of 13 living at home.

3.1. Analyses

As shown in figure 1, the theoretical model includes two dependent variables, labour market behaviour and work preference, which are simultaneously analysed with a structural path model. The advantage of a structural path model is that it enables to examine in one regression analysis the causal relationship between a number of independent variables and more than one dependent variable. Moreover, the analyses estimates the direct and the indirect impact of several independent variables, while controlling for their covariances. In this way the relative importance of the total effect of various attitudes and personal characteristics on work preferences and on labour market behaviour can be compared. To perform the structural path analysis the study uses the software package Amos™ 19 (IBM SPSS®).

For a well-functioning path analysis, the number of variables included in the analyses must be limited. For this reason, a number of linear (OLS) and logistic regressions are performed with only one of the dependent variables, to examine which independent variables have a significant effect on the dependent variables. Next, the non-significant variables are excluded from the analysis. Only the significant variables are included in the structural path analysis. Thus, all reported coefficients are significant. The analysis is based on 941 cases. Based on the Bollen-line bootstrap ($p = .001$), the study can accept the model (Arbuckle 2010).

3.2. Variables

Table 2 gives an overview of the descriptive statistics of the dependent variables used in the analysis, and the background characteristics.

Table 2 Descriptives variables

Dependent Variables	N	min.	max.	mean	stdev
Participation	817	0	1	.74	.439
Working hours	546	0	45	17.6	13.132
Work preference	742	0	45	17.7	12.01
Background variables					
Educational level	936	1	6	3.73	1.323
Number of children	941	1	6	1.96	.825
A child younger than 8 years old?	647	1	2	.87	.333
Age	941	18	80	43.70	8.630
Age squared (divided by 100)	941	3.24	64.00	19.84	7.749
Partner	941	0	1	.87	.333
Income Partner	842	.00	8.99	6.949	2.25
No income	941	0	1	.080	.272
Do you consider yourself as a member of a religion?	941	0	1	.378	.485
Did you mother have paid work when you were twelve years old?	941	0	1	.3018	.459
Educational level mother	941	863	5	2.03	.996
<i>Source: LISS Data</i>					

The main dependent variable in the model is mother’s labour participation. For both theoretical and empirical reasons this variable is split in two separate variables: whether the respondent has paid work or not (the *participation* variable) and the *number of hours* per week she works on average in case she has paid work. The theoretical reason for this distinction is, that the decision to work may be influenced by other factors

than the number of working hours. The empirical reason is that the distribution of the number of working hours, including those who do not work, has a spike at zero hours and a more or less normal distribution for positive values, which complicates the estimation of the number of working hours with a linear regression analysis.

The second dependent variable, which also acts as an explanatory variable of the first dependent variable, is *work preference*. This is measured by the question: How many hours per week in total would you like to work?

The independent variables include three attitudinal variables and several background characteristics.

The first attitudinal variable is a mother's *general gender attitude*. For this variable, the study constructs a scale based on seven statements²:

- A working mother's relationship with her children can be just as close and warm as that of a non-working mother.
- A child that is not yet attending school is likely to suffer the consequences if his or her mother has a job.
- Overall, family life suffers the consequences if the mother has a full-time job.
- The father should earn money, while the mother takes care of the household and the family.
- Fathers ought to do more in terms of household work than they do at present.
- Fathers ought to do more in terms of childcare than they do at present.
- A woman is more suited to rearing young children than a man.

A factor analysis shows that these variables load on one dimension (Cronbach's Alpha = 0.824). The scale is created by adding the scores on these questions and recoding them, so that the scale runs from 0 to 1. The 25 percent of the mothers that score lowest on this scale (from 0 to .45) are considered to be relatively traditional, the 50 percent in between (from .45 to .8) are considered to be adaptive and the 25 percent highest scoring mothers (from .8 to 1) relatively egalitarian.

2 The possible answers were: 1. fully disagree, 2. disagree, 3. neither agree nor disagree, 4. agree, 5. fully agree.

The second attitudinal variable relates to a mother's personal gender attitude, her own *ideal family life*. This variable is based on the question, suggested by Hakim (2000), *Which family life is closest to your most ideal family life?* The answering options were:

- 1) A family in which my partner works fulltime and I take care of the household tasks and child care.
- 2) A family in which my partner works fulltime and I work part-time and take the main responsibility of the household tasks and child care.
- 3) A family in which both parents equally share paid labour, household tasks and child care.
- 4) A family in which I work fulltime and my partner works part-time and he (or she) takes the main responsibility of the household tasks and child care.
- 5) A family in which I work fulltime and my partner takes care of the household tasks and child care.
- 6) A single parent family in which I work and take care of the household tasks and child care.
- 7) No children.

Category 1 (endorsed by 12 per cent of Dutch mothers) is considered to represent a traditional ideal family life, category 2 (36 per cent) an adaptive ideal family life, and the categories 3 to 6 (52 per cent) represent egalitarian ideals, of which an equal division between the partners (category 3) is by far the most prevalent ideal (49 per cent).

The third attitudinal variable refers to the respondent's *work attitude*. This attitude is measured by asking each respondent to choose, out of eleven propositions about life and work in general, the three that suited her most.

- A good education is important. (44 percent)
- I want to fulfil my full potential. (25 percent)
- Caring for others is important. (46 percent)
- I like to work. (38 percent)
- I work to be valued by my social environment. (2 percent)
- I only want to do what I really want. (36 percent)
- Work is above all a mean to earn money. (28 percent)
- I work to be financially independent of others. (30 percent)
- I work to contribute to society. (10 percent)
- When I do not do paid work, I feel less worthwhile. (7 percent)
- I work to make a career. (2 percent)

Since these questions cannot be transformed straightforwardly into a single variable, as an outcome of the factor analyses, each attitude is included as a separate dummy variable in the analysis.

To control for objective background characteristics, a number of variables are included. These control variables allow to weigh the importance of attitudinal factors as compared to objective characteristics. Moreover, the path analyses enables to distinguish between the (direct) influence of these background characteristics on women's labour market behaviour and the influence on their work preferences.

Educational attainment. Many studies have shown that the higher the educational level, the higher the labour market participation of women (Merens et al., 2011). Higher educated women more often continue to work after giving birth than low educated women, because they earn a higher wage, which allows them to pay for child-care facilities (Allaart and De Voogd-Hamelink 1994, in Doorewaard et al, 2004, p.11). Furthermore, it is known that women's and men's education are positively associated with egalitarianism (Kroska, 2009, p.373), which might be a result of exposure to ideas about equality and or the establishment of career oriented networks (Cunningham, 2005, p.887). Thus, the study expects higher educated mothers to (prefer to) work more hours than lower educated mothers.³

Number and age of children. The larger the number of children and the younger their age, it is expected, the lower the (preferred) number of working hours will be. Regarding the age of the child, the following question is used: Do you have children younger than 8 years old? Since this question was only asked to working mothers, this variable is only included in explaining the (preferred) number of working hours.

Age. Age may refer to the life phase as well as to the generation (birth cohort) of the respondent. In a cross-sectional analysis it is not possible to distinguish between age and cohort effects. Recent research has shown that the number of hours women work after giving birth to their first child is higher for younger than for older generations (Lut, Van Galen and Latten, 2010). Younger mothers are expected to work more hours than older mothers. Yet, the older a mother is, the older her children tend to be⁴ and caring tasks diminish. Thus, the number of working hours older mothers prefer is expected to be higher than the number younger mothers prefer. After a certain age, as mothers approach retirement, their preferred labour market orientation may change again (Roman et al., 2007). To account for this possible non-linear relationship between age and labour participation, the variable age squared (divided by 100) is included in the analyses.

3 The categories are: 1. primary school, 2. vmbo (intermediate secondary education, US: junior high school, 3. havo/vwo (higher secondary education/preparatory university, 4. mbo (intermediate vocational education, US: junior college), 5. hbo (higher vocational education, US: college), 6. wo (university).

4 Since we do not have exact information on the age of her children – the only question refers to whether the respondent has a child below the age of eight – mother's age may act as a proxy for the age of her children.

Partner. A partner can affect his spouse's employment decision in various ways: his income, the number of hours he works, his career perspectives, his attitude towards her income and her career perspectives and his acceptance or rejection of the male breadwinner model may all influence a mother's labour market preferences and behaviour (Kangas and Rostgaard, 2007, Van Wel and Knijn, 2006). The hypothesis is that cohabiting mothers work less hours than single mothers, since single women cannot financially rely on a partner and, thus, have to work more hours to earn a living. Yet, the preferred number of working hours of single mothers might be lower because they cannot share their caring tasks with a partner.

In line with microeconomic theory, the higher the income of the partner, the less hours his wife works, because his income is sufficient to make ends meet.⁵ Moreover, a strongly career oriented husband, with high earnings, may make long working hours and leave the bulk of household responsibilities to his wife, which may hinder her labour participation (Cloin, 2010). However, a high income might not necessarily reduce a mother's work preference, which might be higher than one would expect in view of her partners' income.

Religion. A religious orientation is expected to have a negative effect on the labour market participation and on the preferred number of working hours, since it generally reinforces traditional views and reduces support for feminism (Blozendahl and Meyers, 2004). Mothers were asked whether they considered themselves as a member of a religion.

Mother. In line with exposure-based theory, whether the mother had a working mother herself and how well educated her mother was, are also relevant background variables. A higher educated and/or working mother is expected to increase the respondent's labour participation and her preferred number of working hours. Because the vast majority of fathers worked, this factor is not included in the analysis.

5 Since we include the log of the income of the partner in the analysis, we imputed a value of zero for the log of zero income, which does not exist. To correct for this, we added a dummy variable which is one in case the partner has no income.

4. Results

4.1. Mothers' labour participation

Initially, all relevant background variables and the number of preferred working hours are included in a logistic regression analysis to examine which variables affect whether a mother has a paid job or not. Remarkably, only the number of preferred working hours exerts a direct significant effect on participation in paid work (beta .336) (table 3). In a logistic regression analysis, work preference explains almost 60 per cent of the variance of the participation (not shown). In itself, this is not very surprising, but the impact of this variable is so strong, that the background characteristics of the mother, such as age, educational level, the number of children, the presence and the income of a partner, do not have any direct significant influence at all, despite the fact that these variables play a crucial role in most sociological and economic theories of labour market behaviour. To the extent that these factors do matter, their influence is fully mediated by the work preference of the mother.

Table 3 Estimated coefficients of participation in paid work

	Coefficient	Beta	C.R.
Work preference	.025	.336	10.176
Constant	.269		4.764

Beta = Standardised regression coefficient

4.2. Number of hours worked

Next, the study examines which variables affect the number of hours a mother works if she has paid work (table 4 and figure 2). The Squared Multiple Correlation of worked hours is 0.829. As expected, older mothers work fewer hours than younger mothers (beta -.789), but the positive sign of age squared shows that the number of hours increases again beyond the age of 44.

Consistent with previous research higher educated mother work more hours than lower educated mothers (beta .094). As expected, mothers who consider themselves to be religious, work less hours (beta -.071). In line with microeconomic theory, the income of her partner exerts a negative influence on the hours a mother works (beta -.396).

Most relevant for the analysis is the large influence of a mother’s preferred number of working hours on her actual number of working hours (beta .702). For every hour a mother prefers to work more, she actually works three quarters of an hour more. This result confirms the first hypothesis. It is noteworthy that the standardised coefficient of the preferred working hours is much larger than the standardised coefficients of the background characteristics,⁶ which means that the influence of work preference outweighs the other influences.

Table 4 Estimated coefficients of number of working hours

	Coefficient	Beta	C.R.
Work preference	.774	.702	35.720
Age	-.963	-.789	-4.178
Age2	1.099	.880	4.298
Education	.906	.094	4.466
Income partner	-1.240	-.396	-3.851
No income	-9.175	-.593	-4.515
Religiousness	-1.104	-.071	-2.069
Constant	32.695		11.597

4.3. Work preference

Which variables explain the number of hours a mother prefers to work? In the analysis, the Squared Multiple Correlations of the dependent variable work preference is 0.439.

A number of background characteristics contribute to explaining preferred hours (table 5 and figure 2). As expected, the older a mother is, the more hours she wishes to work (beta 1.722), although, as shown above, she actually works less hours. Next, the more children a mother has, the less hours she prefers to work. For every extra child, she prefers to reduce her working week by almost 1.5 hours (beta -.096). Higher educated mother prefer to work more hours than lower educated mothers (beta .089).

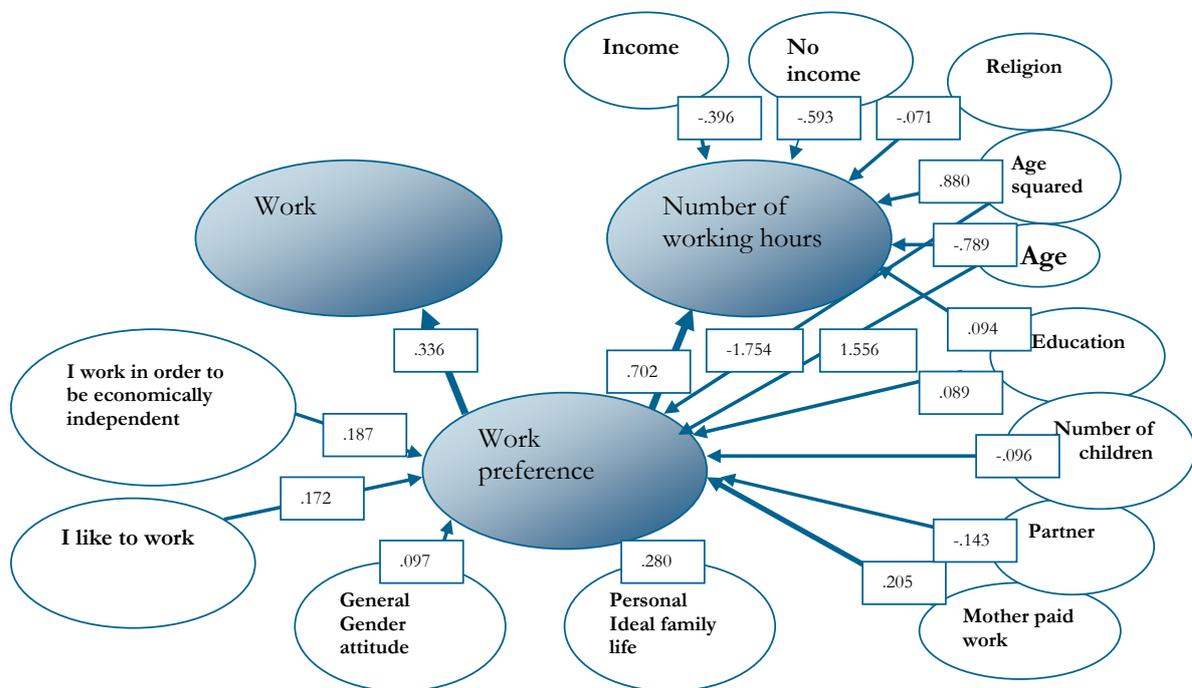
⁶ The standardised coefficients of age and age square are comparable with work preference, but because they have opposite signs they largely cancel each other out.

Table 5 Estimated coefficients of number of preferred working hours

	Coefficient	Beta	C.R
Ideal family life	3.934	.280	6.857
Gender attitude	5.808	.097	3.601
Economic independence	2.618	.187	4.130
Work is fun	2.418	.172	5.805
Age	1.722	1.556	5.875
Age ²	-1.985	-1.754	-6.128
Number of children	-1.430	-.096	-3.275
Education	.774	.089	2.851
Partner present	-2.011	-.143	-2.260
Mother paid work	2.868	.205	4.316
Constant	-26.431		-3.996

Mothers living together with a partner prefer to work less hours (2 hours on average) than mothers that run a single household (beta -.143). The income of her partner has no effect on a mother's preferred hours, although it does significantly reduce her actual working hours.

Figure 2 Standardized coefficients of estimated path mode



In case a mother's own mother had a paid job when she was twelve years old, she prefers to work almost 3 hours more than if her mother did not work (beta .205). As noticed above, an advantage of a path analysis is that it enables to estimate both the direct and the indirect impact of several independent variables, resulting in the total standardized effects (table 6). These results show that the presence of a working mother, in-

fluences a mothers participation decision as well as her number of actual working hours indirectly via work preferences (beta .063 and .143, respectively). The educational level of her parents has no additional effect.

Table 6 Standardized total effects

	Dependent variable		
	Work	Hours worked	Work preference
Work preference	.336	.702	
Ideal family life	.094	.197	.280
Gender attitude	.033	.068	.097
I like to work	.058	.121	.172
Economic independence	.063	.131	.187
Mother paid work	.069	.143	.205
Education	.030	.156	.089
Number of children	-.032	-.068	-.096
Partner present	-.048	-.101	-.143
Income partner		-.396	
No income		-.593	
Age	.522	.303	1.556
Age squared	-.589	-.350	-1.754
Religiousness		-.071	

Our second hypothesis, concerning the effect of gender attitude on work preference, is confirmed by our analysis. The more egalitarian a mother’s gender attitude, the more hours she prefers to work (beta .097). In addition, when she has a traditional personal ideal family life, she prefers less working hours (beta .280). As expected, the personal ideal family life has a considerably stronger impact on the preferred number of hours than more general moral views on the gendered division of labour.

Work attitudes matter as well, which confirms our third hypothesis. Women with intrinsic work values prefer to work more hours. Nevertheless, only two attitudes out of the eleven options affect a mother’s preferred number of working hours significantly. A mother who chooses “I like to work” and “I work in order to be economically independent of others” prefers to work 2.4 hours and 2.6 hours more (beta .172 and .187, respectively) compared to a mother who does not endorse these propositions.⁷

In addition, there are strong and positive covariances between having had a mother in paid work and the attitude “I work in order to be economically independent” and a mother’s personal ideal family life (not shown). This might signify that the influence of a working mother in childhood is larger than previous re-

⁷ The other possibilities remained insignificant if “I like to work” and “I work in order to be economically independent of others” were removed from the analyses.

search has shown. A working mother affects not only her daughter's work preference, but also her gender and work attitude, which additionally affect her work preference.

In order to better comprehend our statistical results, box 1 illustrates the effects of attitudes and objective background characteristics on the preferred number of hours and on the labour market behaviour of mothers by a fictional example.

Box 1

Once there were two close friends, named Anne and Sophie. Anne's parents were strongly religious. Anne's mother did not work. Sophie's parents both worked (her mother in a part-time job) and they both really enjoyed their work. Anne and Sophie both obtained an university degree, got married and have given birth to three children by the time they are 36 years old. Anne's general gender attitude is adaptive (5 on a scale from 1 to 10), and she idealises a modified breadwinner model for her own family. Anne and her family attend church on Sundays. Sophie thinks work is fun, and she works in order to be economically independent. Her general gender attitude is egalitarian (8 on a scale from 1 to 10) and she has an egalitarian personal ideal family life.

With this knowledge of Anne and Sophie, our model estimates allows us to predict their work preference and labour participation.

With the attitudinal variables, taking into account that Anne and Sophie have similar background characteristics, such as income partner, age and number of children (except for religion), the model predicts for Anne a work preference of almost 13 hours, whereas Sophie would prefer to work 29 hours. Anne's actual working hours would be 17 hours a week. Sophie would work 31 hours a week.

5. Conclusion and discussion

In this article, it is examined to what extent differences in gender and work attitudes of Dutch mothers explain the variation in preferred number of working hours, and, consequently, their diverse labour market behaviour. In contrast to previous research, the concepts of attitudes and preferences are theoretically and empirically distinguished. Theoretically, the study assumes that attitudes are more stable than preferences and, thus, less susceptible to the criticism that the causal relationship runs in the opposite direction, from behaviour to preferences. By applying a path analysis, the causal link between attitudes and preferences on the one hand and preferences and actual labour market behaviour on the other hand could be established, while controlling for the influence of background characteristics.

The results show that work preference is the only factor that exerts a direct significant influence on the participation decision. Contrary to most other theoretical and empirical studies, the background characteristics of the mother do not have any direct effect on the participation decision (although indirectly they do play a role). This might be explained by the fact that most other studies do not control for the influence of work preference.

Regarding the number of hours a mother works, most background characteristics do play a role, in the expected direction. Yet again, the number of preferred working hours has by far the strongest effect on the number of hours a mother actually works. For every hour a mother prefers to work more, she actually works an additional three quarters of an hour more.

The hypothesis that work preferences are based on personal and general gender attitudes is also supported by the empirical analysis. A mother's personal ideal family life has the strongest impact on her preferred number of working hours. In case a mother's ideal is to be a fulltime homemaker, her preferred number of working hours is considerably smaller than if her ideal is an equal division of paid and unpaid work between both partners. A more egalitarian general gender attitude, too, boosts the preferred number of working hours, although the effect is much smaller than that of her ideal family life.

As expected, a mother's work attitude also affects her work preference. But only two specific work attitudes have an additional positive effect on a mother's work preference, namely "I like to work" and "I work in order to be economically independent of others". Previous research showed that other intrinsic work values, such as "I work in order to fulfil my full potential", also influence women's labour participation (Cloin, 2010), but the present analysis does not lend support to this. This might be a consequence of the

fact that in our questionnaire mothers could only choose three answers, which has the advantage that they are forced to choose their most relevant attitudes. For example, in case respondents can choose all possible work ethics, 74 percent of the mothers confirm that they find it important to be economically independent (Merens et. al, 2011, p.99). In this survey, only 30 percent choose the possibility “I work in order to be economically independent”.

The analysis also gives support to the influence of a number of background characteristics, which play an important role in microeconomic theories of labour market behaviour. Educational level has a positive effect and the income of the partner a negative effect on the actual number of working hours, as microeconomic theory predicts. Age has a curvilinear effect: up till the age of 44 working hours decline, and after that age they increase again. Moreover, religiousness reduces the number of working hours. However, the impact of these factors is much smaller than the impact of a mother’s work preference.

Education has a similar effect on a mother’s preferred number of working hours as on her actual working hours. However, the effect of age is the opposite. As the years pass, a mother prefers to work more hours, up till the age of 43, after which she prefers less working hours. The reason for this different impact of age on actual working hours and preferred working hours is not clear and would be an interesting subject for future research. Possibly, it is related to a growing discrepancy between preferences and actual labour market opportunities as women become older.

Finally, the analysis shows a profound effect of the presence of a working mother during childhood on the work preference of her adult daughter. Other recent studies already demonstrated that a working mother affects Dutch mothers’ working hours (Putten, 2008, Lut, Van Galen and Latten, 2010) and their participation decision (Cloin, 2010). Our analysis confirms these results, and also sheds some light on the causal mechanism. The effect of a mother in paid work is mediated by her daughter’s work preference. Moreover, the results suggest that the presence of a working mother in childhood is larger than previous studies have shown, since there is a strong covariance between a working mother and a daughter’s gender and work attitude. These results are not only interesting in itself, but also reveal something about the causal relationship between attitudes, preferences and behaviour.

A well-known criticism against the kind of analysis in this article, which explains behaviour from preferences and attitudes, is that it draws the wrong conclusion regarding the causal direction. For example, Crompton and Harris (1998, p.140) show that women’s work preferences and behaviour change as a consequence of opportunities and constraints at the work place, and less because of individual choices or

family considerations. Kan (2005) and Cunningham (2005) stress the reciprocal character of attitudes and behaviour and argue that work experiences can reinforce or weaken the original attitudes. Thus, the strong relationship between work preference and labour market participation might also indicate that mothers' work preference adapts to their actual employment pattern.

However, the study shows that work preference is strongly affected by gender and work attitudes, which are less likely to be influenced by actual labour market experiences. Moreover, the relatively strong effect of the presence of a working mother on preferred working hours demonstrates that the source of differences in work preferences should at least partly be traced back to the youth of the mother. This understanding of work preferences reveals not only why Dutch mothers pursue diverse labour participation patterns, but also sheds light on why they persist in doing so. In forthcoming article delves deeper into the origins of gender and work attitudes.

References

- Arbuckle JL (2010) User's Guide IBM SPSS® Amos™. Chicago: IBM.
- Becker GS (1965) A theory of the allocation of time. *Economic Journal* 75 (299): 493- 517.
- Bem DJ (1965) An experimental analysis of self-persuasion. *Journal of Experimental Social Psychology*, 1(3), 199–218.
- Blunsdon B, and Reed K (2007) Changes in attitudes to mothers working: evidence from Australian surveys. *Labour & Industry*, 16 (2):1030-1763.
- Beets GCN, Liefbroer AC, and Jong Gierveld de J (1997) Combining employment and parenthood: A longitudinal study of intentions of Dutch young adults. *Population Research and Policy Review* 16 457-474.
- Bolzendahl C and Meyers DJ (2004) Feminist Attitudes and Support for Gender Equality: Opinion Change in Women and Men, 1974-1998. *Social Forces* 83(2):759-790.
- Charles N and Harris C (2007) Continuity and change in work–life balance choices. *British Journal of Sociology* 58 (2): 277-295.
- Cloin M (2010) *Het werken waard*. Den Haag: SCP.
- Crompton R and Harris C (1998) Gender Relations and Employment: The Impact of Occupation. *Work Employment & Society* 12 (2): 297-315.
- Cunningham M, Beutel AM, Barber JS, and Thornton A (2005) Reciprocal relationships between attitudes about gender and social context during adulthood. *Social Science Research* 34: 862-892.
- De Beer, P. 2007. How Individualized are the Dutch?. *Current Sociology* 55: 389-413. Doorewaard H, Hendrickx J, and P Verschuren (2004) Work Orientations of Female Returners. *Work, Employment and Society* 18 (1): 7-27.
- Haas B (2005) The Work–Care Balance: Is it Possible to Identify Typologies for Cross-National Comparisons?. *Current Sociology* 53 (3): 487–508.
- Hakim C (2001) *Work-Lifestyle Choices in the Twenty-First Century: Preference Theory*. Oxford: Oxford University Press.
- Hoffnung M (2004) Wanting It All: Career, Marriage, and Motherhood During College-Educated Women's 20s. *Sex Roles*, Vol. 50 (9-10), p. 711-723.
- Hochschild AR, and A Machung (1989) *The Second Shift*. New York: Penguin Group.
- Hooghiemstra E (2000) *Denken over verdelen*. In S. Keuzenkamp en E. Hooghiemstra (red.), *De kunst van het combineren. Taakverdeling onder partners*, Den Haag: Sociaal Cultureel Planbureau, p. 101-124
- Hill E, Martinson V, Ferris M, and M Zenger Baker (2004) Beyond the Mommy Track: The Influence of New-Concept Part-Time Work for Professional Women on Work and Family, *Journal of Family and Economic Issues* 25 (1): 121-136.
- Kan MY (2007) Work Orientation and Wives' Employment Careers: An Evaluation of Hakim's Preference Theory. *Work and Occupations* 34 (4): 430-462.
- Kane EW, and L Sanchez (1994) Family Status and Criticism of Gender Inequality at Home and at Work, *Social Forces* 72 (4): 1079-1102.

- Kangas O, and T Rostgaard (2007) Preferences or institutions? Work family life opportunities in seven European countries, *Journal of European Social Policy* 17 (3): 240-256.
- Kremer M (2007) *How Welfare States Care: Culture, Gender, and Parenting in Europe*, Amsterdam: Amsterdam University Press.
- Kroska A, and C Elman (2009) Change in attitude about employed mothers: Exposure, interests, and gender ideology discrepancies, *Social Science Research* 38: 366-382.
- Lut A, Van Gaalen R, and J Latten (2010) Voltijds werkende nieuwe moeders: vooral laag en middelbaar opgeleide vrouwen worden beïnvloed door hun (schoon)moeder *Sociaaleconomische trends*, 4e kwartaal 2010, Den Haag: Centraal Bureau voor de Statistiek.
- Mandal H (2009) Configurations of gender inequality: the consequences of ideology and public policy, *The British Journal of Sociology*, 60 (4): 693-719
- Marks G, and DM Houston (2002a) Attitudes towards Work and Motherhood Held by Working and Non-working Mothers, *Work Employment Society* 16 (3): 523-536.
- Marks G, and DM Houston (2002b) The Determinants of Young Women's Intentions about Education, Career Development and Family Life, *Journal of Education and Work*, 15 (2) 321-336.
- Merens A, Van den Brakel M, Hartgers M, and B Hermans (2011) *Emancipatiemonitor 2010*, Den Haag: Sociaal en Cultureel Planbureau, Centraal Bureau voor de Statistiek.
- Portegijs W, and S Keuzenkamp (2008) *Nederland Deeltijdland: vrouwen en deeltijdwerk*, Den Haag: Sociaal Cultureel Planbureau.
- Portegijs W, Cloin M, Keuzenkamp S, Merens A, and E Steenvoorden (2008b) *Verdeelde tijd*, Den Haag: Sociaal Cultureel Planbureau.
- Putten van A, Dijkstra PA, and JJ Schippers (2008) 'Just Like Mom? The Intergenerational reproduction of Women's Paid Work', *European Sociological Review* 24 (4): p. 435-449.
- Risman BJ, Atkinson, MP, and SP Blackwelder (1999) Understanding the Juggling Act: Gendered Preferences and Social Structural Constraints, *Sociological Forum* 14 (2): 319-344.
- Román A, Schippers JJ, and JD Vlasblom (2007) *Vrouwen, Gezinnen en Werk: De Ontwikkeling van de Arbeidsparticipatie in Nederland*, Tilburg: Organisatie voor Strategisch Arbeidsmarktonderzoek.
- Sanders K (1997) Mothers and Daughter in the Netherlands, *European Journal of Women's Studies* 4 (2): 165-181.
- Sanders K, and A Beekes (1993) *Tussen socialisatie en keuze. Vrouwen en mannen op de arbeidsmarkt*. Groningen: Wolters-Noordhoff
- Smithson J, and EH Stoke (2005) Discourse of Work-Life Balance: Negotiating 'Genderblind' Terms in Organizations, *Gender, Work and Organization*, 12 (2):147-167.
- Stähli M E, Le Goff, J-M, Levy R, and E Widmer (2009) Wishes or Constraints? Mothers Labour Force Participation and its Motivation in Switzerland, *European Sociological Review* 25 (3): 333-348.
- Sullivan A (2002) Bourdieu and Education: How Useful is Bourdieu's Theory for Researchers?, *The Netherlands' Journal of Social Sciences*, 28 (2): 144-160.
- Tausig M, and R Fenwick (2001) Unbinding Time: Alternate Work Schedules and Work-Life Balance, *Journal of Family and Economic Issues* 22:101-119.

- Tomlinson, J (2006) Women's work-life balance trajectories in the UK: reformulating choice and constraint in transitions through part-time work across the life-course, *British Journal of Guidance & Counselling* 34 (3): 365-382.
- Van Wel F, and T Knijn (2006) Transitional Phase or a New Balance? Working and Caring by Mothers With Young Children in the Netherlands, *Journal of Family Issues* 27 (5) 633-651.

AIAS Working Papers (€ 7,50)

Recent publications of the Amsterdam Institute for Advanced Labour Studies. They can be downloaded from our website www.uva-aias.net under the subject Publications.

- 119 “He would never just hit the sofa” A narrative of non-complaining among Dutch Mothers. A qualitative study of the influences of attitudes on work preferences and employment patterns of Dutch mothers
April 2012 - Justine Ruitenbergh
- 118 Collective redress and workers' rights in the EU
March 2012 - Jan Cremers and Martin Bulla
- 117 Forthcoming: An individual level perspective on the concept of flexicurity
Antonio Firinu
- 116 Comparative study of labour relations in African countries
December 2011 - Rüya Gökhan Koçer and Susan Hayter
- 115 More flexibility for more innovation?
December 2011 - Eva Wachsen and Knut Blind
- 114 De loonkloof tussen mannen en vrouwen. Een review van het onderzoek in Nederland
December 2011 - Kea G. Tijdens en Maarten van Klaveren
- 113 European social dialogue as multi-level governance. Towards more autonomy and new dependencies
September 2011 - Paul Marginson and Maarten Keune
- 112 Flexicurity: a new impulse for social dialogue in Europe?
September 2011 - Maarten Keune
- 11-111 Health workforce remuneration. Comparing wage levels, ranking and dispersion of 16 occupational groups in 20 countries
August 2011 - Kea Tijdens and Daniel H. de Vries
- 11-110 Over- and underqualification of migrant workers. Evidence from WageIndicator survey data
July 2011 - Kea Tijdens and Maarten van Klaveren
- 11-109 Employees' experiences of the impact of the economic crisis in 2009 and 2010
July 2011 - Kea Tijdens, Maarten van Klaveren, Reinhard Bispinck, Heiner Dribbusch and Fikret Öz
- 11-108 A deeper insight into the ethnic make-up of school cohorts: Diversity and school achievement
January 2011 - Virginia Maestri
- 11-107 Codebook and explanatory note on the EurOccupations dataset about the job content of 150 occupations
January 2011 - Kea Tijdens, Esther de Ruijter and Judith de Ruijter
- 10-106 The Future of Employment Relations: Goodbye 'Flexicurity' – Welcome Back Transitional Labour Markets?
2010 - Günther Schmid
- 11-105 Forthcoming:
This time is different?! The depth of the Financial Crisis and its effects in the Netherlands.
Wiemer Salverda

- 11-104 Forthcoming:
Integrate to integrate. Explaining institutional change in the public employment service - the one shop office
Marieke Beentjes, Jelle Visser and Marloes de Graaf-Zijl
- 11-103 Separate, joint or integrated? Active labour market policy for unemployed on social assistance and unemployment benefits
2011 - Lucy Kok, Caroline Berden and Marloes de Graaf-Zijl
- 10-102 Codebook and explanatory note on the WageIndicator dataset a worldwide, continuous, multilingual web-survey on work and wages with paper supplements
2010 - Kea Tijdens, Sanne van Zijl, Melanie Hughie-Williams, Maarten van Klaveren, Stephanie Steinmetz
- 10-101 Uitkeringsgebruik van Migranten
2010 - Aslan Zorlu, Joop Hartog and Marieke Beentjes
- 10-100 Low wages in the retail industry in the Netherlands. RSF project Future of work in Europe / Low-wage Employment: Opportunity in the Workplace in Europe and the USA
2010 - Maarten van Klaveren
- 10-99 Pension fund governance. The intergenerational conflict over risk and contributions
2010 - David Hollanders
- 10-98 The greying of the median voter. Aging and the politics of the welfare state in OECD countries
2010 - David Hollanders and Ferry Koster
- 10-97 An overview of women's work and employment in Zimbabwe
Decisions for Life Country Report
2010 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos
- 10-96 An overview of women's work and employment in Belarus
Decisions for Life Country Report
2010 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos
- 10-95 Uitzenden in tijden van crisis
2010 - Marloes de Graaf-Zijl and Emma Folmer
- 10-94 An overview of women's work and employment in Ukraine
Decisions for Life Country Report
2010 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos
- 10-93 An overview of women's work and employment in Kazakhstan
Decisions for Life Country Report
2010 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos
- 10-92 An overview of women's work and employment in Azerbaijan
Decisions for Life Country Report
2010 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos
- 10-91 An overview of women's work and employment in Indonesia
Decisions for Life Country Report
2010 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos
- 10-90 An overview of women's work and employment in India
Decisions for Life Country Report
2010 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos

- 10-89 Coordination of national social security in the EU – Rules applicable in multiple cross border situations
2010 - Jan Cremers
- 10-88 Geïntegreerde dienstverlening in de keten van Werk en Inkomen
2010 - Marloes de Graaf-Zijl, Marieke Beentjes, Eline van Braak
- 10-87 Emigration and labour shortages. An opportunity for trade unions in new member states?
2010 - Monika Ewa Kaminska and Marta Kahancová
- 10-86 Measuring occupations in web-surveys. The WISCO database of occupations
2010 - Kea Tijdens
- 09-85 Multinationals versus domestic firms: Wages, working hours and industrial relations
2009 - Kea Tijdens and Maarten van Klaveren
- 09-84 Working time flexibility components of companies in Europe
2009 - Heejung Chung and Kea Tijdens
- 09-83 An overview of women's work and employment in Brazil
Decisions for Life Country Report
2009 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos
- 09-82 An overview of women's work and employment in Malawi
Decisions for Life Country Report
2009 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos
- 09-81 An overview of women's work and employment in Botswana
Decisions for Life Country Report
2009 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos
- 09-80 An overview of women's work and employment in Zambia
Decisions for Life Country Report
2009 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos
- 09-79 An overview of women's work and employment in South Africa
Decisions for Life Country Report
2009 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos
- 09-78 An overview of women's work and employment in Angola
Decisions for Life Country Report
2009 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos
- 09-77 An overview of women's work and employment in Mozambique
Decisions for Life Country Report
2009 - Maarten van Klaveren, Kea Tijdens, Melanie Hughie-Williams and Nuria Ramos
- 09-76 Comparing different weighting procedures for volunteer web surveys. Lessons to be learned from German and Dutch Wage indicator data
2009 - Stephanie Steinmetz, Kea Tijdens and Pablo de Pedraza
- 09-75 Welfare reform in the UK, the Netherlands, and Finland. Change within the limits of path dependence.
2009 - Minna van Gerven
- 09-74 Flexibility and security: an asymmetrical relationship? The uncertain relevance of flexicurity policies for segmented labour markets and residual welfare regimes
2009 - Aliko Mouriki (guest at AIAS from October 2008 - March 2009)

- 09-73 [Education, inequality, and active citizenship tensions in a differentiated schooling system](#)
2009 - Herman van de Werfhorst

- 09-72 [An analysis of firm support for active labor market policies in Denmark, Germany, and the Netherlands](#)
2009 - Moira Nelson

- 08-71 [The Dutch minimum wage radical reduction shifts main focus to part-time jobs](#)
2008 - Wiemer Salverda

- 08-70 [Parallele innovatie als een vorm van beleidsleren: Het voorbeeld van de keten van werk en inkomen](#)
2008 - Marc van der Meer, Bert Roes

- 08-69 [Balancing roles - bridging the divide between HRM, employee participation and learning in the Dutch knowledge economy](#)
2008 - Marc van der Meer, Wout Buitelaar

- 08-68 [From policy to practice: Assessing sectoral flexicurity in the Netherlands](#)
October 2008 - Hesther Houwing / Trudie Schils

- 08-67 [The first part-time economy in the world. Does it work?](#)
Republication August 2008 - Jelle Visser

- 08-66 [Gender equality in the Netherlands: an example of Europeanisation of social law and policy](#)
May 2008 - Nuria E.Ramos-Martin

- 07-65 [Activating social policy and the preventive approach for the unemployed in the Netherlands](#)
January 2008 - Minna van Gerven

- 07-64 [Struggling for a proper job: Recent immigrants in the Netherlands](#)
January 2008 - Aslan Zorlu

- 07-63 [Marktwerking en arbeidsvoorwaarden – de casus van het openbaar vervoer, de energiebedrijven en de thuiszorg](#)
July 2007 - Marc van der Meer, Marian Schaapman & Monique Aerts

- 07-62 [Vocational education and active citizenship behaviour in cross-national perspective](#)
November 2007 - Herman G. van der Werfhorst

- 07-61 [The state in industrial relations: The politics of the minimum wage in Turkey and the USA](#)
November 2007 - Ruĵa Gökhan Koçer & Jelle Visser

- 07-60 [Sample bias, weights and efficiency of weights in a continuous web voluntary survey](#)
September 2007 - Pablo de Pedraza, Kea Tijdens & Rafael Muñoz de Bustillo

- 07-59 [Globalization and working time: Work-Place hours and flexibility in Germany](#)
October 2007 - Brian Burgoon & Damian Raess

- 07-58 [Determinants of subjective job insecurity in 5 European countries](#)
August 2007 - Rafael Muñoz de Bustillo & Pablo de Pedraza

- 07-57 [Does it matter who takes responsibility?](#)
May 2007 - Paul de Beer & Trudie Schils

- 07-56 [Employment protection in dutch collective labour agreements](#)
April 2007 - Trudie Schils

- 07-54 [Temporary agency work in the Netherlands](#)
February 2007 - Kea Tijdens, Maarten van Klaveren, Hester Houwing, Marc van der Meer & Marieke van Essen
- 07-53 [Distribution of responsibility for social security and labour market policy](#)
Country report: Belgium
January 2007 - Johan de Deken
- 07-52 [Distribution of responsibility for social security and labour market policy](#)
Country report: Germany
January 2007 - Bernard Ebbinghaus & Werner Eichhorst
- 07-51 [Distribution of responsibility for social security and labour market policy](#)
Country report: Denmark
January 2007 - Per Kongshøj Madsen
- 07-50 [Distribution of responsibility for social security and labour market policy](#)
Country report: The United Kingdom
January 2007 - Jochen Clasen
- 07-49 [Distribution of responsibility for social security and labour market policy](#)
Country report: The Netherlands
January 2007 - Trudie Schils
- 06-48 [Population ageing in the Netherlands: demographic and financial arguments for a balanced approach](#)
January 2007 - Wiemer Salverda
- 06-47 [The effects of social and political openness on the welfare state in 18 OECD countries, 1970-2000](#)
January 2007 - Ferry Koster
- 06-46 [Low pay incidence and mobility in the Netherlands - Exploring the role of personal, job and employer characteristics](#)
October 2006 - Maite Blázquez Cuesta & Wiemer Salverda
- 06-45 [Diversity in work: The heterogeneity of women's labour market participation patterns](#)
September 2006 - Mara Yerkes
- 06-44 [Early retirement patterns in Germany, the Netherlands and the United Kingdom](#)
October 2006 - Trudie Schils
- 06-43 [Women's working preferences in the Netherlands, Germany and the UK](#)
August 2006 - Mara Yerkes
- 05-42 [Wage bargaining institutions in Europe: a happy marriage or preparing for divorce?](#)
December 2005 - Jelle Visser
- 05-41 [The work-family balance on the union's agenda](#)
December 2005 - Kilian Schreuder
- 05-40 [Boxing and dancing: Dutch trade union and works council experiences revisited](#)
November 2005 - Maarten van Klaveren & Wim Sprenger
- 05-39 [Analysing employment practices in western european multinationals: coordination, industrial relations and employment flexibility in Poland](#)
October 2005 - Marta Kahancova & Marc van der Meer

- 05-38 [Income distribution in the Netherlands in the 20th century: long-run developments and cyclical properties](#)
September 2005 - Emiel Afman
- 05-37 [Search, mismatch and unemployment](#)
July 2005 - Maite Blazques & Marcel Jansen
- 05-36 [Women's preferences or delineated policies? The development of part-time work in the Netherlands, Germany and the United Kingdom](#)
July 2005 - Mara Yerkes & Jelle Visser
- 05-35 [Vissen in een vreemde vijver: Het werven van verpleegkundigen en verzorgenden in het buitenland](#)
May 2005 - Judith Roosblad
- 05-34 [Female part-time employment in the Netherlands and Spain: an analysis of the reasons for taking a part-time job and of the major sectors in which these jobs are performed](#)
May 2005 - Elena Sirvent Garcia del Valle
- 05-33 [Een functie met inhoud 2004 - Een enquête naar de taakhoud van secretaresses 2004, 2000, 1994](#)
April 2005 - Kea Tijdens
- 04-32 [Tax evasive behavior and gender in a transition country](#)
November 2004 - Klarita Gërxhani
- 04-31 [How many hours do you usually work? An analysis of the working hours questions in 17 large-scale surveys in 7 countries](#)
November 2004 - Kea Tijdens
- 04-30 [Why do people work overtime hours? Paid and unpaid overtime working in the Netherlands](#)
August 2004 - Kea Tijdens
- 04-29 [Overcoming marginalisation? Gender and ethnic segregation in the Dutch construction, health, IT and printing industries](#)
July 2004 - Marc van der Meer
- 04-28 [The work-family balance in collective agreements. More female employees, more provisions?](#)
July 2004 - Killian Schreuder
- 04-27 [Female income, the ego effect and the divorce decision: evidence from micro data](#)
March 2004 - Randy Kesselring (Professor of Economics at Arkansas State University, USA) was guest at AIAS in April and May 2003
- 04-26 [Economische effecten van Immigratie – Ontwikkeling van een Databestand en eerste analyses](#)
Januari 2004 - Joop Hartog & Aslan Zorlu
- 03-25 [Wage Indicator – Dataset Loonwijzer](#)
Januari 2004 - Kea Tijdens
- 03-24 [Codeboek DUCADAM dataset](#)
December 2003 - Killian Schreuder & Kea Tijdens
- 03-23 [Household consumption and savings around the time of births and the role of education](#)
December 2003 - Adriaan S. Kalwij
- 03-22 [A panel data analysis of the effects of wages, standard hours and unionisation on paid overtime work in Britain](#)
October 2003 - Adriaan S. Kalwij

- 03-21 [A two-step first-difference estimator for a panel data tobit model](#)
December 2003 - Adriaan S. Kalwij
- 03-20 [Individuals' unemployment durations over the business cycle](#)
June 2003 - Adriaan Kalwei
- 03-19 [Een onderzoek naar CAO-afspraken op basis van de FNV cao-databank en de AWWN-database](#)
December 2003 - Kea Tijdens & Maarten van Klaveren
- 03-18 [Permanent and transitory wage inequality of British men, 1975-2001: Year, age and cohort effects](#)
October 2003 - Adriaan S. Kalwij & Rob Alessie
- 03-17 [Working women's choices for domestic help](#)
October 2003 - Kea Tijdens, Tanja van der Lippe & Esther de Ruijter
- 03-16 [De invloed van de Wet arbeid en zorg op verlofregelingen in CAO's](#)
October 2003 - Marieke van Essen
- 03-15 [Flexibility and social protection](#)
August 2003 - Ton Wilthagen
- 03-14 [Top incomes in the Netherlands and the United Kingdom over the Twentieth Century](#)
September 2003 - A.B. Atkinson & dr. W. Salverda
- 03-13 [Tax evasion in Albania: An institutional vacuum](#)
April 2003 - Klarita Gërxhani
- 03-12 [Politico-economic institutions and the informal sector in Albania](#)
May 2003 - Klarita Gërxhani
- 03-11 [Tax evasion and the source of income: An experimental study in Albania and the Netherlands](#)
May 2003 - Klarita Gërxhani
- 03-10 [Chances and limitations of "benchmarking" in the reform of welfare state structures - the case of pension policy](#)
May 2003 - Martin Schludi
- 03-09 [Dealing with the "flexibility-security-nexus: Institutions, strategies, opportunities and barriers](#)
May 2003 - Ton Wilthagen & Frank Tros
- 03-08 [Tax evasion in transition: Outcome of an institutional clash - Testing Feige's conjecture](#)
March 2003 - Klarita Gërxhani
- 03-07 [Teleworking policies of organisations- The Dutch experience](#)
February 2003 - Kea Tijdens & Maarten van Klaveren
- 03-06 [Flexible work - Arrangements and the quality of life](#)
February 2003 - Cees Nierop
- 01-05 [Employer's and employees' preferences for working time reduction and working time differentiation – A study of the 36 hours working week in the Dutch banking industry](#)
2001 - Kea Tijdens
- 01-04 [Pattern persistence in european trade union density](#)
October 2001 - Danielle Checchi & Jelle Visser
- 01-03 [Negotiated flexibility in working time and labour market transitions – The case of the Netherlands](#)
2001 - Jelle Visser

- 01-02 Substitution or segregation: Explaining the gender composition in Dutch manufacturing industry
1899 – 1998
June 2001 - Maarten van Klaveren & Kea Tijdens
- 00-01 The first part-time economy in the world. Does it work?
2000 - Jelle Visser

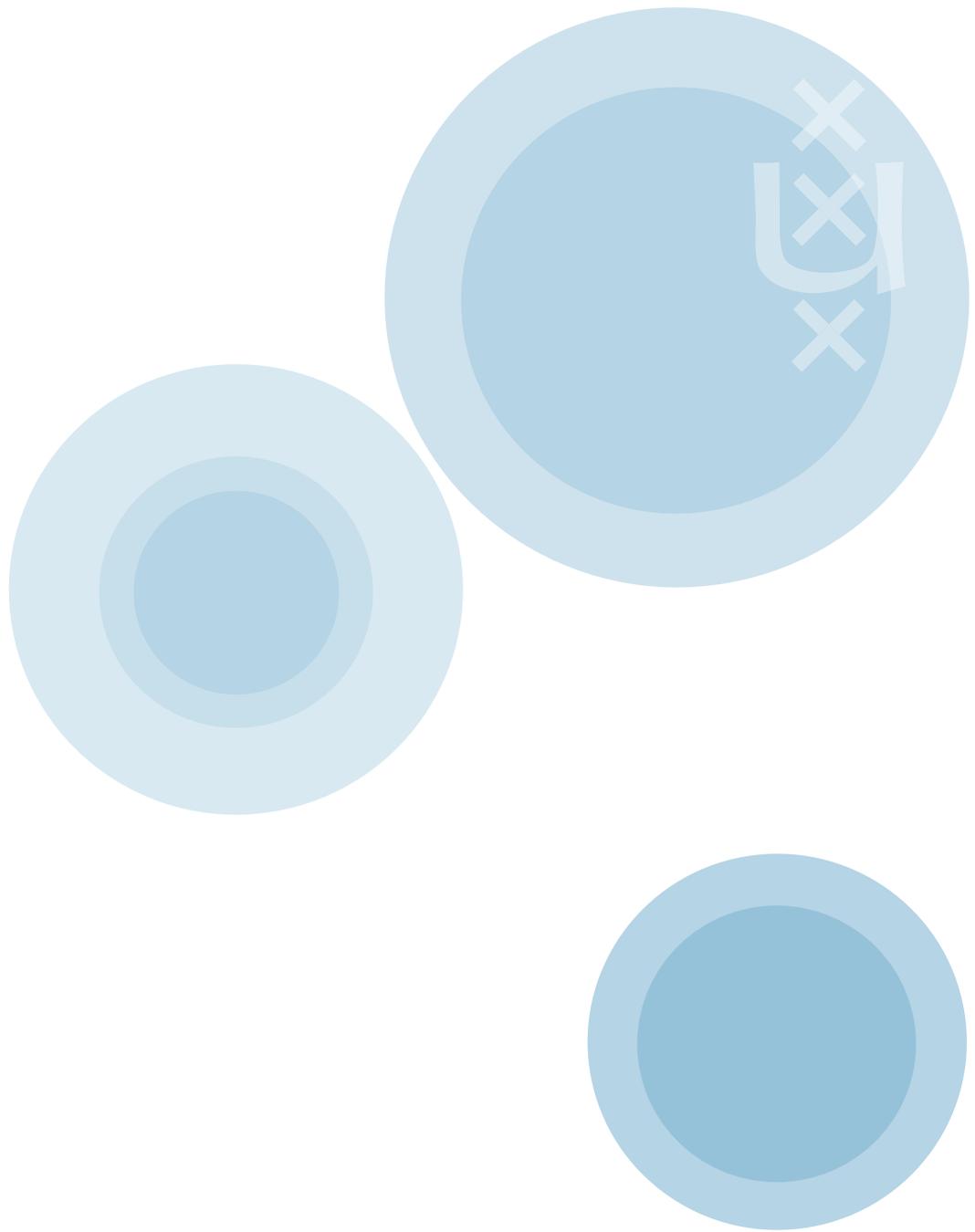
Information about AIAS

AIAS is a young interdisciplinary institute, established in 1998, aiming to become the leading expert centre in the Netherlands for research on industrial relations, organisation of work, wage formation and labour market inequalities. As a network organisation, AIAS brings together high-level expertise at the University of Amsterdam from five disciplines:

- Law
- Economics
- Sociology
- Psychology
- Health and safety studies

AIAS provides both teaching and research. On the teaching side it offers a Masters in Comparative Labour and Organisation Studies and one in Human Resource Management. In addition, it organizes special courses in co-operation with other organisations such as the Netherlands Centre for Social Innovation (NCSI), the Netherlands Institute for Small and Medium-sized Companies (MKB-Nederland), the National Centre for Industrial Relations 'De Burcht', the National Institute for Co-determination (GBIO), and the Netherlands Institute of International Relations 'Clingendael'. AIAS has an extensive research program (2004-2008) on Institutions, Inequalities and Internationalisation, building on the research performed by its member scholars. Current research themes effectively include:

- Wage formation, social policy and industrial relations
- The cycles of policy learning and mimicking in labour market reforms in Europe
- The distribution of responsibility between the state and the market in social security
- The wage-indicator and world-wide comparison of employment conditions
- The projects of the LoWER network



Amsterdam Institute for Advanced labour Studies

University of Amsterdam

Plantage Muidersgracht 12 • 1018 TV Amsterdam • The Netherlands

Tel +31 20 525 4199 • Fax +31 20 525 4301

aias@uva.nl • www.uva-aias.net