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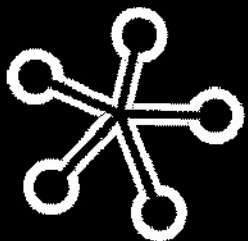
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Children, Elder Care and the Probabilities Spanish Women have of Holding Decent Works

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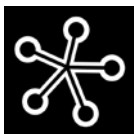
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WP 129

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Highlights

- We build a 5 level decent work scale, both for full and part time jobs.
- We use a cross-sectional sample of 670, 000 Spanish employees.
- We study how caring for children and elders affects women's work careers in Spain.
- Caring for children and the elderly negatively affects women's labour situation.
- The younger the children the higher the negative impact.

Abstract

Using a cross-sectional sample of workers taken from the administrative data set Muestra Continua de Vidas Laborales 2008, we investigate how having children and elderly family members at home can affect women's labour situation in Spain. Following the International Labour Organization concept of Decent Work, we defined a set of job situations that range from more to less decent, and then classified workers according to the decentness level of their work situation. We use logistic regressions to calculate the impact of children and elders on the probability of workers holding each level of Decent Work. We conclude that raising children has a strong negative impact for women's Full Time stabilization, while increasing their options of working part time. The negative effect of childcare is so strong that even reverses the positive impact of age on women's chances of getting a Full Time Decent Job. Moreover, mothers are more exposed to unemployment and inactivity in a bigger proportion than other women. We also find that the younger the children the higher the negative impact, although the negative impact persists even when children reach 18 years of age. Similarly, taking care of an elderly person at home also hinders women's stabilization at work, both full and part time.

Keywords : Women's labour conditions, decent work, childcare, elderly care, Spanish labour market.

JEL Classification: J13, J14, J16

1. Introduction

It is generally accepted by the literature that women perform more housework than men. Despite the increase in women's labour force participation, specialization within the household has changed very little over the decades (Sevilla-Sanz et al. 2010) as women continue to do more than half of the unpaid housework in most industrialized countries and between two and four times more unpaid childcare than men. It is clear that women support disproportionate responsibilities for childrearing and other domestic tasks due to longstanding gender divisions (Bardasi and Gornick 2008). Although there are country differences, the unbalanced distribution is present even in Nordic countries. Garcia Mainar et al. (2011) study the differences by gender in time devoted to childcare in five European countries – Germany, France, Italy, Denmark and Spain – using data from the European Community Household Panel (ECHP), concluding that the mothers observed dedicate more hours than fathers to this activity, ranging from almost five times more in Spain to less than twice as much in Denmark.

At the same time, when working outside the home, women face poorer job conditions in terms of type of pay, career prospects and almost every aspect of working life. For example, Gradín et al. (2010) analyse the role of gender wage discrimination in household poverty rates in several European Union countries using the ECHP. They point out that 84.5 % of working women face wage discrimination in the EU. The average gender pay gap varies from around 2€/hour in Germany, France, and the UK, to only 0.60 €/hour in Denmark and Belgium. This wage discrimination is even more intense in the private sector and in Southern European countries. The removal of gender wage discrimination would have substantially positive effects in the fight against poverty in Europe, especially in single-mother households, as stated by Gradín et al. (2010).

The impact of housework and family arrangements on women's labour conditions, opportunities and prospects has been studied by the literature but in the main the focus has been limited to specific aspects such as the move to part time work or inactivity, with less research into their overall working conditions. It is clear that mothers in couples with children very often opt for part time jobs, while fathers work full time. This feminization of part time work has been pointed out by several authors (Jacqueline Laufer 1998; Tjildens 2002; Pentrongolo 2004; Bardasi and Gornick 2008) and it often leads to discrimination in pay, training and career development (Laufer 1998). It is also associated with multiple costs for workers including lower hourly wages, reduced access to occupational and social insurance benefits, limited opportunities for advancement, lack of job security and, in the long term, lower pension income in old age (Bardasi and Gornick 2008). The impact of child care not only pulls women into part time jobs but also out of the labour force; the presence of children under the age of 4 in the home reduces the probability of female participation in the labour market (Contreras and Plaza, 2010). These career breaks are also associated with more costs for workers. Anxo et al. (2011) compare gender differences in time use in France, Italy Sweden and United States and find that men and women adopt different strategies in combining paid employment and parenthood: men typically increase the time they devote to paid work, while women decrease their paid working time or even exit the labour market.

Not only children but elderly care pushes women out of the labour force. Kotsadam (2011) looks for the effect of informal elderly care on women's employment chances in Europe. His findings show the existence of a negative association between women's employment and informal care giving to elderly, especially in countries such as Italy or Spain, with scarce formal care alternatives and strong gender care-norms. Institutional context, social norms or welfare schemes can reduce the gap but not eliminate it. In this sense, Laa and Sevilla-Sanz (2011) highlighted that women living in countries where men contribute more to household production - like Northern European Countries or the United Kingdom - not only have more children but also are more likely to participate in the labour market whereas in less egalitarian countries - Japan or Southern European countries - where women are in charge of most of the housework and childcare, they have no other options than to reduce fertility and/or labour force participation, as alternatives to alleviate time pressures.

Although some comparative studies have been done between Spain and EU member countries, (see for example García-Mainar et al. 2011; Anxo et al. 2011 or Kotsadam 2011) very few studies have been devoted specifically to the effects of child and elder care on Spanish women. Carrasco and Rodriguez (2000) confirm that in Spain women are forced to work a double shift, as the need for a more equal distribution of domestic and caring tasks has not been accepted either by men, institutions or economic agents. As a result, in Spain the proportion of women's time devoted to unpaid family work, which in turn shapes their labour force participation rates, is largely determined by the presence of dependants at home, while patterns of male time use, on the other hand, are not significantly affected either by their marital status or by the presence of children (Carrasco and Rodriguez, 2000).

This paper aims to show that the discrimination of women at home empowers the already existing discrimination in the labour market by reducing women's probabilities of accessing Decent Work. This paper shows how gender differences and women's discrimination in the share of housework, captured by the presence of children (classified by age intervals) and elders at home, affects women's access to good jobs. It does not focus on the move to inactivity but on the type of jobs women are able to access when they remain active or come back into the labour force, either full time or part time, while having dependent children or elders at home.

We start with the International Labour Organization (ILO) concept of Decent Work (DW) because it refers to several aspects of work and helps us in determining what a good job is. We make Decent Work statistically operational in terms of permanent contract, annual income and current employment spell and devise several Decent Work levels from lower to higher decentness. We thus estimate the impact of family arrangements, having children and/or elders at home, on the labour conditions of Spanish women, not by taking into account a single realm of work but rather three dimensions of working conditions.

For that purpose the paper is organized as follows. Section 2 introduces the Decent Work definition. Section 3 explains the specificities of the administrative data set we are using, the Muestra Continua de Vidas Laborales (MCVL) 2008 and how we make the Decent Work definition operational. Section 4 establishes our hypotheses, explains estimations and shows results. Conclusions are drawn in Section 5.

2. The decent work concept

John Burgess (2005) pointed out that “while the question of what constitutes a quality or “good” job remains unresolved, research suggests that a combination of minimum standards (incorporating pay rates, conditions, and opportunities) and stronger resonance between the attributes of full- and part-time paid work are important factors” (taken from Barns and Preston, 2010). In order to calculate how children and elder care affects women’s labour situation, we use as a conceptual framework the Decent Work idea of the ILO that also involves several working conditions. According to the ILO, Decent Work "means productive work in which rights are protected, which generates an adequate income, with adequate social protection" (ILO,1999) so several components can be included in the notion (Ministerio de Trabajo, 2005). Using the Decent Work concept helps in identifying aspects of working conditions that constitute a good job. Consequently, in making the decent work definition operational we first distinguish between part time and full time jobs and classified them separately, from less to more decent, that is, from worse to better jobs, using three criteria: type of contract (open ended and temporary), yearly income and employment spell.

Table 1a summarizes the five levels of decent work for full time workers

Table 1a Full Time Decent Work (FTDW) levels

| |
|--|
| 1st - Working full time (FT). |
| 2nd - Working full time with an open ended contract (FToe). |
| 3rd - Working full time with an open ended contract and a yearly income above 14000€ (FT14). |
| 4th - Working full time with an open ended contract, a yearly income above 14000€ and holding that position for more than one year (FT1y). |
| 5th - Working full time with an open ended contract, a yearly income above 14000€ and holding that position for more than two years (FT2y). |

Source: The authors.

The first category includes workers working full time regardless of their type of contract. The second category only includes those working full time with an open-ended contract. However, employee satisfaction surveys underscore the importance given by employees to the type of contract and it is not the only determinant of both subjective and objective job insecurity (Muñoz de Bustillo and Pedraza 2010). More categories are needed. The third category establishes an annual income threshold. According to the 2006 Spanish Structure of Earnings Survey, a threshold of 14,000€ is below 2/3 of the average salary in Spain therefore any full time employee whose yearly income is below that limit could be considered a low income worker (Muñoz de Bustillo and Antón, 2007). The threshold also coincides with the popular term mileurismo which refer to people earning 1000€ monthly. However, although being at least mileurista and having an open ended contract are necessary conditions for considering a job Decent, it is not enough because, in practice,

many of those contracts do not last for more than several months (Toharia and Cebrián 2007), which means low severance rights. According to Spanish Employment Protection Legislation, longer duration of employment implies higher severance cost for employers and therefore a lower likelihood of being laid off, higher income stability and, in most cases, better matches between employer requirements and employee qualities. Therefore, the duration of employment in one's current job is an additional criteria introduced in the fourth and the fifth categories.

In a similar way, part time (PT) workers have also been classified according to different **Part Time Decent Work (PTDW)** levels (Table 1b). The PT classification follows the same criteria as the FT, but adapting income thresholds taking into account partiality coefficients¹.

Table 1b Part time decent work levels

| |
|---|
| 1st - Working part time (PT). |
| 2nd - Working part time with an open ended contract (PT _{oe}). |
| 3rd - Working part time with an open ended contract and a yearly income above an amount proportional to 14000€ (PT ₁₄). |
| 4th - Working part time with an open ended contract, a yearly income above an amount proportional to 14000€ and holding that position for more than one year (PT _{1y}) |
| 5th - Working part time with an open ended contract, a yearly income above an amount proportional to 14000€ and holding that position for more than two years (PT _{2y}). |

Source: The authors.

It is important to bear in mind that in Spain, a part time (PT) job differs considerably in terms of its attractiveness to workers with respect to other countries such as, for example, The Netherlands. A significant proportion of PT workers in Spain are part timers because they do not have an alternative full time (FT) job available; they are involuntary PT workers (Pedraza et al. 2010). Thus we could say that most FT workers are better off than those in any other employment situation even if they hold a fixed term contract.

¹ Part time workers' income thresholds are the result of applying the corresponding working time partiality coefficients to the FT decent job income threshold of 14000€ as follows:

- For partiality coefficients between 1 and 599 threshold above 7,000 €
- For partiality coefficients between 600 and 699 threshold above 8,400 €
- For partiality coefficients between 700 and 799 threshold above 9,800 €
- For partiality coefficients between 800 and 899 threshold above 11,200 €
- For partiality coefficients between 900 and 999 threshold above 12,600 €
- A partiality coefficient above 1000 would imply working full time.

3. Implementing the decent work concept to the MCVL

Using MCVL 2008 we constructed a cross sectional data set representative of people who had a relationship with the Spanish Social Security system during 2008. This implies being employed, receiving unemployment benefits or a contributory pension at any moment during that year. The MCVL 2008 has information on past and current labour episodes of more than 1,200,000 workers. After implementing several filters (mainly removing self-employed, seasonal workers and pensioners), the resulting sample is composed of 672,658 employees. The composition of the sample is summarized in Table 2 by full time and part time, temporary and permanent workers and by unemployed persons receiving and not receiving unemployment benefits. Men in comparison with women are more often in full-time work, both open ended (45.83 % versus 33.2%) and fixed term (13.92 % versus 12.47 %). However, the situation is reversed when talking about part time work: 2.47% of men versus 10.8% of women have a part time open ended contract, while the figures for part time fixed term contract are 2.99% of men against 7.31 % women.

Table 2 *Employment situations*

| | Absolute frequencies | Total percentages ¹ | Men (%) ² | Women (%) ² |
|---|----------------------|--------------------------------|----------------------|------------------------|
| Working full time with an open ended contract (FToe) | 270,871 | 40.27 | 45.83 | 33.2 |
| Working full time with a fixed term contract (FTft) | 89,355 | 13.28 | 13.92 | 12.47 |
| Working part time with an open ended contract (PToe) | 41,302 | 6.14 | 2.47 | 10.8 |
| Working part time with a fixed term contract (PTft) | 32,917 | 4.89 | 2.99 | 7.31 |
| Not employed receiving unemployment benefits (Ub) | 62,433 | 9.28 | 8.99 | 9.65 |
| - Not employed and not receiving unemployment benefits (NoUb) ² | 175,789 | 26.13 | 25.79 | 26.57 |
| Total | 672,658 | 100 | 55.92 | 44.08 |

¹ Percentages of the total sample

² Men and women percentages in each category

Source: The authors, using the MCVL 2008 data.

Unemployed proportions are quite similar in both genders, but a greater percentage of women can be observed.

Going deeper into current employment situations, we have classified employees in the sample according to their Decent Work levels. Table 3 shows the percentage of workers for each level for the total sample and for men and women separately.

² The high percentage of people who finish the sample period without employment and not receiving unemployment benefits (NoUB) is due to the selection process of the sample population: as no new workers replace those who at one time in 2008 were working or receiving unemployment benefits, when they lose the right to receive unemployment benefits and/or become inactive, the percentage of inactive population tends to increase as months go by.

Table 3 Full and part time Decent Work (DW) categories and sample frequencies

| | Total ¹ | Women ² | Men ² |
|---|--------------------|--------------------|------------------|
| Sex distribution in the sample | | 43.53% | 56.47% |
| Full time workers | | | |
| Level 1: Working full time | 82.92% | 37.59% | 62.41% |
| Level 2: Working full time with an open ended contract | 62.35% | 36.34% | 63.66% |
| Level 3: Working full time with an open ended contract and a yearly income above 14000€ | 49.03% | 32.38% | 67.62% |
| Level 4: Working full time with an open ended contract, a yearly income above 14000€ and holding that position for more than one year | 46.17% | 32.06% | 67.94% |
| Level 5: Working full time with an open ended contract, a yearly income above 14000€ and holding that position for more than two years | 38.59% | 31.18% | 68.82% |
| Part time workers | | | |
| Level 1: Working part time | 17.08% | 72.33% | 27.67% |
| Level 2: - Working part time with an open ended contract | 9.51% | 77,51% | 22.49% |
| Level 3: Working part time with an open ended contract and a yearly income above an amount proportional to 14000€ | 5.83% | 75.77% | 24.23% |
| Level 4: Working part time with an open ended contract, a yearly income above an amount proportional to 14000€ and holding that position for more than one year | 5.18% | 76.22% | 23.78% |
| Level 5: Working part time with an open ended contract, a yearly income above an amount proportional to 14000€ and holding that position for more than two years | 3.69% | 76.44% | 23.56% |

¹ Percentage of total workers in the sample

² Percentage of total workers in each category

Source: The authors, using MCVL 2008 data.

It can be observed that 83% of the sample consists of permanent workers (level 1) but, if the income threshold is included in the Decent Work definition (level 3) only 49% of workers in the sample are considered to have a Decent Job. This proportion decreases to 46% when we impose a one year employment spell (type 4) and slightly less than 39% when the permanence period is set to two years (type 5). The percentage of women working FT ranges from 37.6% - in the case of level 1 - to just over 31% in the more demanding definition of Decent Work (level 5). The percentage of men, however, increases as the stability requirements harden, from 62% in level 1 to almost 69% in level 5. The situation is reversed when considering PT workers, where the percentage of women is overwhelmingly higher than men. Thus, the aforementioned polarization: part time work is mainly done by women while full time work is mainly for men. On average, three women work PT for

every man. Unlike FT, there is little difference between the different levels of PT stability: only around 1% for categories involving permanent PT contracts (levels 2 to 5).

4. Hypotheses, estimations and results

Once we have constructed a cross-sectional data set and implement the ILO concept of DW to the data by ordering full time (FT) and part time (PT) jobs according to their level of decentness and classify workers according to their Decent Work Levels at the end of the sampling period, December 2008, we are able to test several hypotheses that have been summarized in

Table 4 **Hypotheses**

| |
|--|
| H ₁ : Being a women reduces probabilities of having a Full Time Decent Job and the impact is higher the stricter the DW level |
| H ₂ : Being female increases the odds of both working part time and stabilizing in Part Time Decent Work. |
| H ₃ : Having children or elders at home negatively affects women's labour situation |
| H ₄ : Dependent children increase women's probabilities of being unemployed |
| H ₅ : Women with minor children have lower probabilities of getting a Full Time Decent Job |
| H ₆ : Women with elderly dependents decrease their probabilities of stabilizing in Full Time Work |
| H ₇ : Women with elderly dependants are more likely to work Part Time |
| H ₈ : The older the children the lower the negative impact on women having Full Time Decent Work |

Source: The authors

We do so by estimating three sets of binomial models that identify the determinants of the probabilities of a worker holding each Decent Work level. The first set uses the whole sample in order to calculate the impact of being female. The second set runs regressions separately for male and female and tests the impact of having children under 18 at home. The third set splits the aforementioned explanatory variable into two year intervals, making it possible to identify the impact of children at different ages, and include having a person over 70 years old at home. In all estimations, the dependent variable is dichotomous and takes the value one when the individual has been included in that specific level of Decent Work (full time or part time), and zero if not. We also include estimates of the probabilities of being unemployed, both with or without unemployment benefits. The estimations assume a logistic distribution function of the dependent variable (belonging or not to each

level) on the explanatory variables and present the results in odds ratios³. We estimate independent binomial models instead of a multinomial analysis, because the second would require prioritizing the dependent variable and order it assuming preferences that would not always be right. For instance, it is difficult to guess whether part-time permanent jobs are preferred to full-time temporary ones. Furthermore, differences among DW would not be homogeneous, even in cases where preferences would be clear. All the models control for several variables obtained from the information available at MCVL and that can be considered labour status determinants. Certain interesting results can be obtained from the estimated parameters for some of them but they are outside the scope of this paper. ⁴

In the first set of models (Table 5) we use the whole sample, which makes it possible to test the impact of being female on each DW level and to test hypotheses such as H₁&H₂. Being female reduces the probability of having full time DW and the impact is higher the stricter the DW level is. We can also corroborate that being female increases the odds of both working part time and stabilizing in part time DW. It is also worth noting that in addition, being female increases by 19% the chances of completing the sample period unemployed.

In a second set of models (Tables 6 and 7) we separately estimate determinants for men and women and focus on the impact of two variables: having children under 18 at home and having a person over 70 and at least 20 years older than the breadwinner, to exclude marriages. Having children has a negative effect on women's labour situation. Being a women increases one's chance of being unemployed, reduces one's probabilities of having full time Decent Work and increases one's chances of getting a PT job (temporary or open-ended). Consequently, the results validate hypotheses three and four. Although both fathers and mothers are exposed to unemployment, fathers tend to avoid inactivity and are routed to permanent employment, especially FT.

Before going into more detail regarding the children effect using the third set of models, it is worth having a look at the coefficients for workers' age intervals. For men, age is one of the main determinants of work situation, since it captures the different stages in the evolution of one's career, and, since we are using a cross-sectional database, the differences that could be observed between generations in 2008 (whose ages we discuss below) were due to aspects such as economic conjuncture or the rate of unemployment at the moment they entered the workforce. Age has a positive and growing effect in all levels of FT male stabilization. The

³ The odds ratio is the ratio of the odds of an event occurring in one group to the odds of it occurring in another group. An odds ratio of 1 indicates that the condition or event under study is equally likely to occur in both groups. An odds ratio greater than 1 indicates that the condition or event is more likely to occur in the first group. And an odds ratio less than 1 indicates that the condition or event is less likely to occur in the first group.

⁴ They refer to employment situation at the end of the sampling period such as occupational levels, sector of activity, type of contract, duration of employment and 2008 annual income; former labour experiences such as types of contracts, changes of sector of activity, long term unemployment, inactivity and number of contracts; demographic characteristics such as age and gender. Together with the above we use the following variables of interest: having children under the age of 18 years old at home, minor children (by age intervals) and elderly dependents (for women only)

probability of getting a FT permanent job increases steadily with age without stopping until age 56-60. From the sixties onwards, part time open-ended jobs start taking on more importance among men regarding income and type of contract but not for the employment spell. The chances of working part time are very similar for the rest of the ages with respect to the control group (aged 31 to 35) but higher for young people under 25, especially for temporary part time jobs. In contrast, female careers are by no means so clear in regard to the relation between age and FT stabilization. Focusing on FT permanent jobs, although the trend shown at early ages is similar to men - women even seem to stabilize earlier (see, for example, that in level 5, women aged 26 to 30 have 11% more probability than men in the same age interval of holding a permanent FT contract), the positive impact on stabilization is less strong for women and only lasts 15 years (from 41 to 55), in comparison with the 36 to 60 range, meaning 25 years of stronger positive impact in level 5 full time stabilization in the case of men. Regarding part time work, an interesting finding is that women have positive chances of working part time at intermediate ages (from 36 to 45) in all levels of the decent work scale, while this only holds true for men older than 65, as a previous step for their retirement

As we have seen from the second set of models, one of the results that most clearly differentiate the determinants of male and female working conditions is the different effect of having children under 18 living at home. Therefore, in the third set of models (Tables 8 and 9), we delve deeper into this and other aspects of family care, such as female Decent Work determinants. On the one hand, we disaggregate the variable having children under eighteen into two and three year intervals by age of the children. On the other hand, to capture the possible effect of elderly care at home we have built a variable that identifies households where people older than 70 - and at least 20 years older than the breadwinner- are living. We impose that condition to exclude marriages. The purpose of this variable is to identify whether care of the elderly at home also has an impact on women's labour conditions. We find that, as the children get older, the negative effect of having children under the age of 18 at home on the odds of women of working FT decreases (H_8). This happens for all Full Time Decent Work levels, although the negative effect of having young children is greater as stability requirements harden, and the reduction due to the rise in the child's age is also lower. For example, for Full Time Decent Work level 1, the negative effect for mothers ranges from 40% in the case of mothers raising children under 2, to only 10% in the upper age interval (14 to 17 years). But in full time Decent Work level 5, the negative impact only varies from 22 to 12% for the same age ranges. Again, with part-time work the opposite occurs, having minor children has a positive effect on the odds and the impact is higher at younger age intervals (especially 2 to 3 year olds). However, the effect decreases when age increases and stability requirements become stricter, to the extent that it is no longer significant for grades 3, 4 and 5 of Part Time Decent Work in the range of 14-17 year olds.

The estimations show that, as children grow up, women who have children under 18 approach those who do not have or have older children in terms of the decentness of their work but they never reach them. Even when children are between 14 and 17, there is still a negative impact on a mother's working conditions.

Regarding being unemployed, having a child between 0 and 2 years old increases the likelihood of women finishing the sampling period on unemployment benefits by 76%. The impact decreases as the children's age

increases but does not completely disappear. In general, having children under the age of 18 increases the chances of getting unemployment benefits. This shows that these women do not entirely abandon work even if they interrupt it more frequently than the control group (women aged 30-35 with no children), as the Spanish system only grants unemployment benefits to people who have been working in the two previous years.

Regarding inactivity, it is clear that having a child of 0-2 years old increases the odds of being inactive, but the probabilities change sign when the child is 2-4 and are no longer significant or have a very small impact on the upper ranges. This is in line with the idea that women are forced to exit labour force when children are still babies.

Finally, the presence of elderly persons at home only has a positive effect on the likelihood of women working with full time temporary contracts. The effect is negative both for full time and part time Decent Work. Perhaps the presence of an elderly person facilitates the incorporation of women into full time jobs but not much more. It may at first mean help in the household but then ceases to be later on.

5. Conclusions

The creation of a decent work levels scale (both FT and PT) has allowed us to classify sampled workers based on the characteristics of the job they occupy and to study the impact of family care on women's odds of having a Decent Job.

The results provide evidence of the clear differences between the job careers of women and men in Spain, corroborating most of the research hypotheses.

Raising children has a strong negative effect on women's FT stabilization: as Table 6 shows, women with no children show positive odds of working in any Full Time Decent Work level when in the 41 to 50 age interval. Nevertheless, this positive effect completely disappears for mothers irrespective of age in all Full Time Decent Work levels, as shown in Table 9 (H₅).

In the same vein, neither does taking care of elderly persons at home seem to help women's stabilization at work, not even PT. Consequently, the estimations support H₆ but refute H₇.

In contrast, as can be seen in Tables 7, 8 and 9, having minor children at home increases women's chances of working part time and stabilizing in any Part Time Decent Work level to a larger extent than women without children.

Therefore, as shown in Table 10, while men's careers follow an uninterrupted upward line towards decent work - FT in most cases - reaching ages close to retirement, women's careers have a more complex nature, with several turning points in which family obligations seem to be playing their role.

Motherhood and eldercare have a negative impact on female access to a good job and clearly contribute to discrimination of women in labour markets. The younger the children the stronger the impact in forcing women out of the labour force, into unemployment or part time work and, although the effect tends to disappear as kids grow up, it is a disadvantage for mums *forever*. Being a mother, a fundamental role in our society, displays a strong opportunity cost for females that affects the whole society and therefore could be considered as a negative externality that justifies government intervention, either because women occupy worse, less productive jobs or because they decide not to have children. According to the results obtained here, women seem to be ready to go back to full time work after their first two years off, at a time when their human capital has not yet been too damaged by the career break, especially if they have had a part time job.

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Appendix Estimation tables⁵

Table 5 *Employment situation determinants (whole sample)*

| | FToe | PToe | FTft | PTft | Ub | NoUb |
|---|-------|-------|-------|-------|-------|-------|
| Being women | .65* | 2.89* | .99 | 1.54* | 1.19* | .98* |
| Occupational level | | | | | | |
| Medium | .86* | 1.43* | .63* | 1 | 2.27* | 1.17* |
| Low | .64* | 1.49* | .63* | 1.17* | 2.84* | 1.36* |
| Sector of Activity | | | | | | |
| Agriculture | .63* | .23* | 1.21* | .067* | 2.23* | .97 |
| Industry | 1.43* | .58* | .72* | .58* | 1.33* | .85* |
| Construction | .48* | .42* | 1.13* | .26* | 1.96* | 1.64* |
| Trade | 1.48* | 1.46* | .6* | .68* | 1.01 | .78* |
| Change sector before 2004 | 1.28* | .94* | .86* | .88* | .96* | .89* |
| Change sector in 2004 or after | 1.21* | 1.06* | 1.17* | 1.12* | .98 | .78* |
| Recent types of contracts (2004 and after) | | | | | | |
| Full time fixed term | .43* | .3* | 1.83* | .47* | 1.74* | 3.08* |
| Part time fixed term | .6* | 1.12* | .63* | 2.74* | .74* | 1.85* |
| Full time open ended | .52* | .44* | .54* | .41* | 1.46* | 3.64* |
| Part time open ended | .37* | 1.88* | .58* | .69* | .98 | 2.37* |
| Self-employed | .58* | .94* | 1.2* | 1.2* | .97 | 1.52* |
| Past types of contracts (before 2004) | | | | | | |
| Full time fixed term | 1.08* | .79* | 1.23* | .69* | 1.15* | .93* |
| Part time fixed term | 1.04* | 1.62* | .96* | 1.08* | .95* | .88* |
| Full time open ended | 1.44* | .8* | .79* | .87* | .95* | .82* |
| Part time open | .87* | 1.84* | .89* | .88* | .97 | .9* |

⁵ Control group: man (woman in only women estimations), 31 to 35 years, with no children or elders at home, working at the service sector, high occupational level and 3 to 5 work contract signed in the last five years.

| | | | | | | |
|--|-------|--------|-------|--------|-------|-------|
| ended | | | | | | |
| Self-employed | .82* | 1.09* | 1.2* | .9* | 1.22* | 1.02 |
| Long term unemployment and inactivity experiences | | | | | | |
| 2004 and after | .32* | .87* | .93* | 1.36* | 3.47* | 1.48* |
| Before 2004 | .87* | 1.02** | 1.03* | .99 | 1.16* | 1.06* |
| Number of contracts after 2003 | | | | | | |
| 1 | 1.45* | .48* | .49* | .55* | .69* | 1.44* |
| 2 | 1.19* | .98 | .74* | .76* | .66* | 1.31* |
| 6-10 | .59* | .92* | 1.37* | 1.44* | 1.91* | .78* |
| 11-20 | .33* | .77* | 1.53* | 1.68* | 2.79* | .81* |
| 20-30 | .27* | .76* | 1.54* | 1.48* | 3.06* | .96* |
| More than 30 | .21* | .34* | 1.17* | .57* | 4.85* | 1.47* |
| Age | | | | | | |
| < 21 | .05* | .63* | 1.39* | 1.87* | .67* | 5.53* |
| 21 - 25 | .45* | 1.06* | 1.03* | 1.28* | .86* | 1.92* |
| 26 - 30 | 1 | .95* | 1.09* | 1.04** | .89* | 1.06* |
| 36- 40 | .91* | 1.09* | .96* | 1 | 1.08* | 1.02 |
| 41 - 45 | .99 | 1.03 | .93* | 1 | 1.04* | .96* |
| 46 - 50 | 1.08* | .94* | .86* | .95** | 1.18* | .9* |
| 51 - 55 | 1.05* | .96** | .72* | .89 | 1.6* | .87* |
| 56 - 60 | .92* | .89* | .56* | .76 | 2.98* | .83* |
| 61 - 65 | .29* | .76* | .43* | 8.91 | 3.14* | 1.31* |
| > 65 | .1* | 1.17* | .14* | .75* | 1.04 | 8.93* |
| Under 18 children | .85* | 1.31* | .91* | 1.05* | 1.26* | 1 |
| R² | 0.27 | 0.16 | 0.1 | 0.16 | 0.18 | 0.14 |
| (%) correct predictions | 77.1 | 93.8 | 86.7 | 94.9 | 91 | 74.9 |

Note: Observations = 672,534; *level of significance: 95% ; **level of significance: 99%.

Source: The authors, using MCVL 2008 data.

Table 6 Full time decent work determinants for men (M) and women (W)

| | FT | | FToe | | FT14 | | FT1y | | FT2y | |
|--|-----------|-------|-----------|-------|-----------|-------|-----------|-------|-----------|-------|
| | (Level 1) | | (Level 2) | | (Level 3) | | (Level 4) | | (Level 5) | |
| | M | W | M | W | M | W | M | W | M | W |
| Occupational level | | | | | | | | | | |
| Medium | .79* | .6* | .87* | .95* | .73* | .63* | .77* | .66* | .84* | .7* |
| Low | .59* | .48* | .64* | .7* | .55* | .47* | .58* | .49* | .66* | .52* |
| Sector of Activity | | | | | | | | | | |
| Agriculture | 1.03 | .67* | .74* | .36* | .52* | .34* | .53* | .34* | .55* | .39* |
| Industry | 1.29* | 1.17* | 1.44* | 1.45* | 1.22* | 1.35* | 1.25* | 1.39* | 1.22* | 1.35* |
| Construction | .62* | .88* | .48* | .83* | .58* | 1.1* | .61* | 1.1* | .65* | 1.08* |
| Trade | 1.31* | 1.02* | 1.74* | 1.27* | 1.35* | 1.04* | 1.38* | 1.08* | 1.32* | 1.08* |
| Change sector before 2004 | 1.22* | 1.09* | 1.31* | 1.21* | 1.34* | 1.26* | 1.35* | 1.28* | 1.37* | 1.33* |
| Change sector in 2004 or after | 1.26* | 1.32* | 1.16* | 1.35* | 1.18* | 1.33* | 1.21* | 1.34* | 1.18* | 1.27* |
| Recent types of contracts (2004 and after) | | | | | | | | | | |
| Full time fixed term | .38* | .87* | .31* | .6* | .35* | .61* | .34* | .6* | .34* | .57* |
| Part time fixed term | .55* | .42* | .66* | .5* | .68* | .52* | .7* | .53* | .7* | .52* |
| Full time open ended | .33* | .51* | .41* | .66* | .5* | .77* | .41* | .62* | .22* | .36* |
| Part time open ended | .38* | .33* | .42* | .35* | .45* | .37* | .44* | .34* | .41* | .28* |
| Self-employed | .66* | .73* | .52* | .65* | .5* | .62* | .42* | .56* | .34* | .47* |
| Past types of contracts (before 2004) | | | | | | | | | | |
| Full time fixed term | 1.1* | 1.24* | 1.05* | 1.15* | 1.02 | 1.11* | 1.05* | 1.14* | 1.11* | 1.21* |
| Part time fixed term | 1.07* | .97* | 1.11* | 1 | 1.08* | .98 | 1.11* | .99 | 1.12* | 1 |
| Full time open ended | 1.25* | 1.33* | 1.37* | 1.5* | 1.34* | 1.58* | 1.34* | 1.56* | 1.41* | 1.65* |
| Part time open ended | .92* | .8* | 1 | .83* | 1.03 | .86* | 1.03 | .86* | 1.07* | .82* |
| Self-employed | .9* | .92* | .84* | .84* | .81* | .81* | .81* | .81* | .8* | .79* |
| Long term unemployment and inactivity experiences | | | | | | | | | | |
| 2004 and after | .4* | .4* | .33* | .33* | .33* | .29* | .31* | .26* | .25* | .2* |
| Before 2004 | .86* | .89* | .85* | .86* | .87* | .87* | .86* | .86* | .87* | .85* |
| Number of contracts after 2003 | | | | | | | | | | |
| 1 | 1.08* | 1.11* | 1.33* | 1.38* | 1.16* | 1.39* | 1.26* | 1.5* | 1.76* | 1.96* |
| 2 | 1.03* | .98 | 1.2* | 1.11* | 1.16* | 1.1* | 1.28* | 1.2* | 1.6* | 1.48* |
| 6-10 | .75* | 1.01 | .52* | .71* | .52* | .71* | .43* | .63* | .31* | .48* |
| 11-20 | .53* | .91* | .27* | .44* | .27* | .47* | .2* | .38* | .13* | .27* |
| 20-30 | .46* | .8* | .23* | .31* | .24* | .35* | .18* | .29* | .13* | .20* |
| More than 30 | .29* | .43* | .21* | .19* | .24* | .24* | .2* | .2* | .17* | .15* |

| | | | | | | | | | | |
|--------------------------|------|-------|-------|-------|-------|-------|--------|-------|-------|-------|
| Age | | | | | | | | | | |
| < 21 | .16* | .16* | .05* | .05* | .03* | .014* | .03* | .01* | .01* | .003* |
| 21 - 25 | .49* | .57* | .41* | .49* | .38* | .35* | .36* | .32* | .28* | .22* |
| 26 - 30 | .91* | 1.12* | .9* | 1.09* | .88* | .99 | .85* | .96* | .76* | .86* |
| 36 - 40 | .94* | .91* | .96* | .88* | .96* | .93* | .98 | .93* | 1 | .96* |
| 41 - 45 | .95* | 1 | .99 | 1 | .99 | 1.05* | 1.02 | 1.05* | 1.08* | 1.09* |
| 46 - 50 | .96* | 1.04* | 1.07* | 1.07* | 1.07* | 1.09* | 1.09* | 1.08* | 1.19* | 1.16* |
| 51 - 55 | .9* | .9* | 1.08* | .99 | 1.06* | .99 | 1.09* | .98 | 1.22* | 1.07* |
| 56 - 60 | .73* | .68* | .95* | .83* | .99 | .85* | 1.04** | .87* | 1.19* | .97 |
| 61 - 65 | .19* | .34* | .24* | .42* | .34* | .46* | .35* | .47* | .4* | .52* |
| > 65 | .06* | .12* | .08* | .16* | .11* | .17* | .12* | .18* | .15* | .21* |
| Children under 18 | 1 | .7* | 1.03* | .69* | 1.07* | .72* | 1.07* | .73* | 1.1* | .76* |
| R² | 0.21 | 0.15 | 0.31 | 0.21 | 0.27 | 0.22 | 0.3 | 0.24 | 0.36 | 0.3 |

Note: Observations = 376,099; *level of significance: 95%; **level of significance: 90%

Source: The authors, using MCVL 2008 data.

Table 7 Part time decent work determinants for men (M) and women (W)

| | PT (Level 1) | | PToe (Level 2) | | PT14 (Level 3) | | PT1y (Level 4) | | PT2y (Level 5) | |
|--|-----------------|------------|-------------------|-------|-------------------|------------|-------------------|------------|-------------------|-------|
| | M | W | M | W | M | W | M | W | M | W |
| Occupational level | | | | | | | | | | |
| Medium | 1.04* * | 1.44* | 1 | 1.71* | .75* | 1.18* | .74* | 1.21* | .69* | 1.19* |
| Low | 1.13* | 1.55* | 1.08* | 1.7* | .78* | 1.1* | .8* | 1.14* | .76* | 1.18* |
| Sector of Activity | | | | | | | | | | |
| Agriculture | .15* | .1* | .26* | .2* | .29* | .23* | .28* | .23* | .28* | .26* |
| Industry | .55* | .54* | .36* | .76* | .41* | .82* | .42* | .84* | .44* | .79* |
| Construction | .22* | .66* | .23* | .89* | .3* | 1.213 * | .32* | 1.241 * | .35* | 1.29* |
| Trade | .84* | 1.21* | 1.04 | 1.65* | .96 | 1.71* | .95 | 1.74* | .9* | 1.7* |
| Change sector before 2004 | .73* | 1 | .86* | .99* | .87* | 1.02 | .87* | 1.017 | .86* | 1.004 |
| Change sector in 2004 or after | 1.12* | 1.03* * | 1.18* | .97* | 1.2* | .9* | 1.18* | .9* | 1.17* | .89* |
| Recent types of contracts (2004 and after) | | | | | | | | | | |
| Full time fixed term | .35* | .3* | .31* | .3* | .33* | .34* | .31* | .32* | .28* | .3* |
| Part time fixed term | 2.17* | 1.51* | 1.46* | 1.05* | 1.65* | 1.08* | 1.61* | 1.07* | 1.49* | 1.09* |
| Full time open ended | .39* | .39* | .45* | .43* | .52* | .53* | .47* | .46* | .34* | .31* |
| Part time open ended | 2.1* | 1.13* | 3.28* | 1.56* | 3.48* | 1.71* | 3.4* | 1.54* | 3.08* | 1.18* |
| Self-employed | 1.34* | .87* | 1.34* | .73* | 1.18* | .73* | 1.09 | .65* | .96 | .58* |
| Past types of contracts (before 2004) | | | | | | | | | | |
| Full time fixed term | .7* | .74* | .75* | .8* | .81* | .88* | .84* | .89* | .88* | .86* |
| Part time fixed term | 1.5* | 1.35* | 1.69* | 1.51* | 1.73* | 1.54* | 1.86* | 1.6* | 2.19* | 1.83* |
| Full time open ended | .87* | .81* | .69* | .86* | .76* | 1 | .76* | 1 | .75* | .98 |
| Part time open ended | 1.74* | 1.47* | 2.13* | 1.7* | 1.95* | 1.79* | 2.04* | 1.86* | 2.36* | 2.08* |
| Self-employed | .8* | 1.02 | 1.09* | 1.03 | 1.05 | 1.01 | 1.04 | 1 | 1.04 | .99 |
| Long term unemployment and inactivity experiences | | | | | | | | | | |
| 2004 and after | 1.14* | 1.01 | 1.09* | .79* | .82 | .58* | .74* | .53* | .61* | .42* |
| Before 2004 | 1.05* | 1.02 | 1.04 | 1.05* | 1 | 1.02 | 1.01 | 1.03 | 1.02 | 1.07* |
| Number of contracts after 2003 | | | | | | | | | | |
| 1 | .41* | .45* | .39* | .5* | .35* | .52* | .35* | .54* | .38* | .7* |
| 2 | .85* | .85* | .94** | .97** | .95 | .95* | 1 | 1.02 | 1.17* | 1.19* |

| | | | | | | | | | | |
|--------------------------|-------|-------|-------|-------|-------|-------|-------|--------|--------|-------|
| 6-10 | 1.11* | 1.22* | .89* | .94* | .93** | .99 | .82* | .89* | .73* | .73* |
| 11-20 | 1.1* | 1.28* | .74* | .79* | .76* | .84* | .66* | .71* | .52* | .57* |
| 20-30 | 1.05 | 1.14* | .74* | .76* | .79* | .8* | .65* | .65* | .63* | .46* |
| More than 30 | .39* | .43* | .5* | .28* | .57* | .41* | .52* | .36* | .48* | .32* |
| Age | | | | | | | | | | |
| < 21 | 1.7* | .93* | 1.08* | .46* | .4* | .16* | .3* | .12* | .05* | .02* |
| 21 - 25 | 1.48* | 1.09* | 1.43* | .91* | 1.05 | .76* | 1.04 | .7* | .84* | .52* |
| 26 - 30 | 1.17* | .92* | 1.09* | .9* | 1.03 | .87* | 1.06 | .86* | 1.02 | .88* |
| 36- 40 | .93* | 1.13* | .96* | 1.14* | 1 | 1.16* | 1.02 | 1.19* | 1.08 | 1.24* |
| 41 - 45 | .90* | 1.08* | .92** | 1.09* | .97 | 1.07* | .99 | 1.08* | 1.09 | 1.14* |
| 46 - 50 | .86* | .99 | .9* | 1 | .99 | .94* | 1.05 | .96 | 1.13** | 1.05 |
| 51 - 55 | .81* | 1 | .89* | 1.05 | .99 | 1.03 | 1.03 | 1.07** | 1.17* | 1.18* |
| 56 - 60 | .74* | .91* | .81* | 1.07 | .94 | .97 | 1.02 | .99 | 1.15 | 1.1** |
| 61 - 65 | 8.66* | 1.49* | .69* | .89* | .85** | .82* | .92 | .85* | 1.07 | .95 |
| > 65 | 1.61* | .61* | 2.12* | .66* | 2.89* | .59* | 3.07* | .58* | 3.27* | .66* |
| Children under 18 | .97 | 1.34* | 1.05* | 1.45* | 1.08* | 1.47* | 1.06* | 1.48* | 1.05 | 1.46* |
| R² | 0.17 | 0.1 | 0.14 | 0.11 | 0.13 | 0.1 | 0.13 | 0.11 | 0.14 | 0.14 |

Note: Observations = 376,099; *level of significance: 95%; **level of significance: 90%

Source: The authors, using MCVL 2008 data.

Table 8 Determinants of women's employment situations (specific model)

| | FToe | PToe | FTft | PTft | Ub | NoUb |
|---|-------|-------|-------|-------|-------|-------|
| Occupational level | | | | | | |
| Medium | .94* | 1.74* | .44* | 1 | 2.56* | 1.17* |
| Low | .7* | 1.73* | .5* | 1.23* | 3.14* | 1.29* |
| Sector of Activity | | | | | | |
| Agriculture | .36* | .2* | 1.03 | .05* | 3.13* | 1.1* |
| Industry | 1.45* | .76* | .61* | .31* | 1.66* | .93* |
| Construction | .84* | .89* | 1.04 | .46* | 1.49* | 1.22* |
| Trade | 1.27* | 1.66* | .63* | .67* | 1.07* | .79* |
| Change sector before 2004 | 1.21* | .99 | .85* | .97 | .93* | .93* |
| Change sector in 2004 or after | 1.34* | .97 | 1.17* | 1.19* | .99 | .73* |
| Recent types of contracts (2004 and after) | | | | | | |
| Full time fixed term | .59* | .3* | 1.99* | .46* | 1.69* | 2.7* |
| Part time fixed term | .5* | 1.06* | .58* | 2.3* | .9* | 2.08* |

| | | | | | | |
|--|-------|--------|--------|-------|-------|-------|
| Full time open ended | .66* | .42* | .52* | .42* | 1.5* | 3.48* |
| Part time open ended | .36* | 1.54* | .56* | .64* | 1.07* | 2.63* |
| Self-employed | .65* | .73* | 1.08* | 1.15* | 1 | 1.59* |
| Past types of contracts (before 2004) | | | | | | |
| Full time fixed term | 1.17* | .79* | 1.26* | .73* | 1.16* | .9* |
| Part time fixed term | 1.01 | 1.51* | .95* | 1.03 | .93* | .86* |
| Full time open ended | 1.53 | .84* | .76* | .73* | .95* | .84* |
| Part time open ended | .83* | 1.7* | .88* | .87* | .97 | .91* |
| Self-employed | .82* | 1.06* | 1.22* | 1 | 1.21* | .98 |
| Long term unemployment and inactivity experiences | | | | | | |
| 2004 and after | .33* | .78* | .95* | 1.40* | 3.7* | 1.47* |
| Before 2004 | .86* | 1.05* | 1.03** | .98 | 1.17* | 1.05* |
| Number of contracts after 2003 | | | | | | |
| 1 | 1.38* | .5* | .52* | .5* | .87* | 1.66* |
| 2 | 1.11* | .97** | .73* | .71* | .77* | 1.43* |
| 6-10 | .71* | .94* | 1.5* | 1.49* | 1.47* | .70* |
| 11-20 | .43* | .8* | 1.86* | 1.78* | 1.78* | .72* |
| 20-30 | .31* | .76* | 1.9* | 1.53* | 1.96* | .91* |
| More than 30 | .19* | .28* | 1.36* | .76* | 3.99* | 1.59* |
| Age | | | | | | |
| < 21 | .046* | .51* | 1.16* | 1.87* | .52* | 5.86* |
| 21 - 25 | .46* | .96 | 1.03 | 1.28* | .78* | 1.9* |
| 26 - 30 | 1.07* | .90* | 1.13* | .98 | .88* | 1 |
| 36- 40 | .88* | 1.15* | .99 | 1.04 | 1.09* | 1.01 |
| 41 - 45 | .91* | 1.2* | .95* | 1.05 | 1.04 | .97* |
| 46 - 50 | .95* | 1.13* | .9* | 1.02 | 1.25* | .92* |
| 51 - 55 | .92* | 1.11* | .76* | 1 | 1.78* | .88* |
| 56 - 60 | .8* | 1.03 | .54* | .84* | 3.52* | .83* |
| 61 - 65 | .41* | .89* | .38* | 2.73* | 3.62* | 1.28* |
| > 65 | .16* | .66* | .12* | .68* | .82* | 8.32* |
| Children under 18 | | | | | | |
| < 2 | .6* | 1.38* | .79* | .94* | 1.76* | 1.19* |
| 2 - 3 | .7* | 1.54* | .95* | 1.2* | 1.24* | .97** |
| 4 - 5 | .79* | 1.37* | .95** | 1.11* | 1.14* | .98 |
| 6 - 9 | .81* | 1.16* | .97 | 1.07* | 1.2* | 1.02 |
| 10 - 13 | .95* | 1.04** | .97 | 1.07* | 1.1* | .99 |
| 14 - 17 | .9* | 1.06* | .97 | 1.04* | 1.05* | 1.05* |

| | | | | | | |
|------------------------------|-------|-------|-------|-------|-------|-------|
| Elder at home | 1.03 | .94* | 1.09* | .96 | .97 | .97 |
| (%) right predictions | 76.79 | 89.19 | 87.55 | 92.67 | 90.83 | 74.37 |
| R² | 0.21 | 0.11 | 0.11 | 0.12 | 0.18 | 0.12 |

Note: Observations = 296,435; *level of significance: 95%; **level of significance: 90%

Source: The authors, using MCVL 2008 data.

Table 9 Full and part time decent work determinants for women (specific model)

| | Level 1 | | Level 2 | | Level 3 | | Level 4 | | Level 5 | |
|--|---------|-------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| | FT | PT | FT _{oe} | PT _{oe} | FT ₁₄ | PT ₁₄ | FT _{1y} | PT _{1y} | FT _{2y} | PT _{2y} |
| Occupational level | | | | | | | | | | |
| Medium | .59* | 1.46* | .94* | 1.74* | .63* | 1.21* | .65* | 1.24* | .69* | 1.22* |
| Low | .47* | 1.57* | .7* | 1.73* | .47* | 1.12* | .48* | 1.17* | .52* | 1.21* |
| Sector of Activity | | | | | | | | | | |
| Agriculture | .67* | .1* | .36* | .2* | .34* | .23* | .34* | .23* | .39* | .26* |
| Industry | 1.17* | .54* | 1.45* | .76* | 1.35* | .82* | 1.39* | .84* | 1.35* | .79* |
| Construction | .89* | .66* | .84* | .88* | 1.1* | 1.2* | 1.11* | 1.23* | 1.084* | 1.27* |
| Trade | 1.02* | 1.21* | 1.27* | 1.66* | 1.04* | 1.71* | 1.07* | 1.74* | 1.08* | 1.71* |
| Change sector before 2004 | 1.09* | 1 | 1.21* | .99 | 1.26* | 1.02 | 1.28* | 1.02 | 1.33* | 1 |
| Change sector in 2004 or after | 1.32* | 1.03* | 1.34* | .97 | 1.32* | .91* | 1.33* | .91* | 1.26* | .89* |
| Recent types of contracts (2004 and after) | | | | | | | | | | |
| Full time fixed term | .86* | .3* | .59* | .3* | .61* | .34* | .59* | .32* | .57* | .3* |
| Part time fixed term | .42* | 1.52* | .5* | 1.06* | .51* | 1.1* | .53* | 1.09* | .52* | 1.1* |
| Full time open ended | .52* | .39* | .66* | .42* | .77* | .52* | .63* | .45* | .36* | .31* |
| Part time open ended | .34* | 1.13* | .36* | 1.54* | .37* | 1.68* | .35* | 1.51* | .28* | 1.16* |
| Self-employed | .73* | .87* | .65* | .73* | .62* | .73* | .56* | .65* | .47* | .57* |
| Past types of contracts (before 2004) | | | | | | | | | | |
| Full time fixed term | 1.27* | .73* | 1.17* | .79* | 1.12* | .86* | 1.16* | .87* | 1.22* | .85* |
| Part time fixed term | .97* | 1.34* | 1.01 | 1.51* | .98* | 1.53* | 1 | 1.6* | 1 | 1.83* |
| Full time open ended | 1.35* | .79* | 1.53* | .84* | 1.59* | .99* | 1.57* | .97 | 1.66* | .96** |
| Part time open ended | .8* | 1.46* | .83* | 1.7* | .86* | 1.79* | .85* | 1.85* | .82* | 2.08* |
| Self-employed | .9* | 1.04* | .82* | 1.06* | .8* | 1.04 | .8* | 1.03 | .78* | 1.02 |
| Long term unemployment and inactivity experiences | | | | | | | | | | |
| 2004 and after | .41* | 1 | .33* | .78* | .29* | .57* | .27* | .53* | .2* | .42* |
| Before 2004 | .88* | 1.02 | .86* | 1.05* | .86* | 1.03 | .86* | 1.03 | .85* | 1.08* |
| Number of contracts after 2003 | | | | | | | | | | |

| | | | | | | | | | | |
|------------------------------|-------|-------|-------|--------|-------|-------|-------|-------|--------|-------|
| 1 | 1.11* | .45* | 1.38* | .5* | 1.38* | .53* | 1.5* | .54* | 1.96* | .71* |
| 2 | .98 | .85* | 1.11* | .97** | 1.1* | .95* | 1.2* | 1.02 | 1.48* | 1.19* |
| 6-10 | 1 | 1.22* | .71* | .94* | .71* | .99 | .63* | .89* | .48* | .74* |
| 11-20 | .9* | 1.29* | .43* | .8* | .46* | .85* | .38* | .72* | .27* | .58* |
| 20-30 | .79* | 1.15* | .31* | .76* | .35* | .81* | .28* | .66* | .2* | .46* |
| More than 30 | .42* | .43* | .19* | .28* | .24* | .42* | .2* | .36* | .15* | .33* |
| Age | | | | | | | | | | |
| < 21 | .15* | 1 | .05* | .51* | .01* | .17* | .01* | .13* | .003* | .03* |
| 21 - 25 | .55* | 1.14* | .46* | .96 | .33* | .81* | .31* | .74* | .21* | .55* |
| 26 - 30 | 1.1* | .93* | 1.07* | .9* | .97 | .88* | .95* | .87* | .85* | .89* |
| 36- 40 | .89* | 1.13* | .88* | 1.15* | .92* | 1.16* | .93* | 1.19* | .96* | 1.22* |
| 41 - 45 | .91* | 1.16* | .91* | 1.2* | .98 | 1.19* | .98 | 1.19* | 1.04** | 1.23* |
| 46 - 50 | .92* | 1.08* | .95* | 1.13* | .99 | 1.08* | 1 | 1.1* | 1.09* | 1.19* |
| 51 - 55 | .84* | 1.06* | .92* | 1.11* | .94* | 1.11* | .93* | 1.15* | 1.03 | 1.25* |
| 56 - 60 | .66* | .92* | .8* | 1.03 | .83* | 1. | .85* | 1.01 | .95 | 1.11* |
| 61 - 65 | .34* | 1.5* | .41* | .89* | .45* | .83* | .46* | .85* | .51* | .95 |
| > 65 | .12* | .62* | .16* | .66* | .17* | .59* | .18* | .59* | .21* | .66* |
| Children under 18 | | | | | | | | | | |
| < 2 | .59* | 1.24* | .6** | 1.38* | .63* | 1.42* | .66* | 1.38* | .72* | 1.25* |
| 2 - 3 | .73* | 1.48* | .7* | 1.54* | .74* | 1.55* | .75* | 1.6* | .75* | 1.66* |
| 4 - 5 | .8* | 1.31* | .79* | 1.37* | .84* | 1.37* | .84* | 1.38* | .84* | 1.44* |
| 6 - 9 | .83* | 1.14* | .81* | 1.16* | .84* | 1.17* | .84* | 1.18* | .85* | 1.2* |
| 10 - 13 | .94* | 1.05* | .95* | 1.04** | .94* | 1.08* | .95* | 1.08* | .96* | 1.09* |
| 14 - 17 | .91* | 1.06* | .9* | 1.06* | .89* | 1.02 | .88* | 1.03 | .88* | 1.04 |
| Elder at home | 1.07* | .94* | 1.03 | .94* | .94* | .9* | .95* | .9* | .93* | .9* |
| (%) right predictions | 69.96 | 81.98 | 76.79 | 89.19 | 80.6 | 93.5 | 82.07 | 94.18 | 86.15 | 95.85 |
| R² | 0.15 | 0.1 | 0.21 | 0.11 | 0.22 | 0.1 | 0.24 | 0.11 | 0.3 | 0.14 |

Note: Observations = 296,435; *level of significance: 95%; **level of significance: 90%

Source: The authors, using MCVL 2008 data.

Table 10 Positive and negative odds (%) of being in category number 5 of the full time decent work scale by gender

| <u>Age intervals (years)</u> | Men | Women |
|------------------------------|---------------|---------------|
| Less than 20 | -99,1 | - 99,7 |
| From 21 to 25 | -72,4 | -78,3 |
| From 26 to 30 | -24,1 | -13,6 |
| From 31 to 35 | Control group | Control group |
| From 36 to 40 | +0,7* | - 4,3 |
| From 41 to 45 | +8,3 | +8,9 |
| From 46 to 50 | +18,9 | +15,7 |
| From 51 to 55 | +22,1 | +6,9 |
| From 56 to 60 | +18,5 | -3* |
| From 61 to 65 | -60,1 | -47,9 |
| More than 65 | -85,4 | -79 |

Source: The authors, using MCVL 2008 data:

Note : *no significance at 90% confidence.

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