



Utrecht University



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# Why We Need Workplace Wellbeing Strategies: Evidence from the Netherlands

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# Let's get started!

- Go to <http://www.wooclap.com/JSBYIK> or scan the QR-code



# Today's deep dive

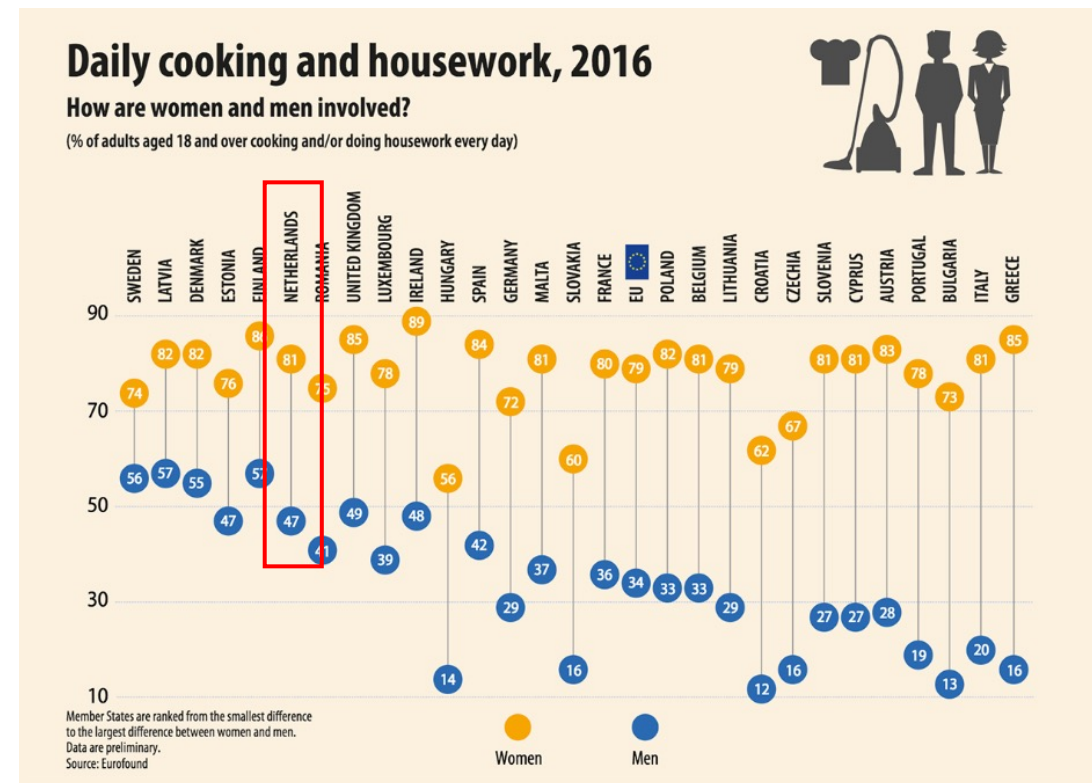
- Background on gender inequality
- Gender inequality during the pandemic: evidence from the Netherlands
- From inequalities to capabilities: gender and more
- Moving forward: gender inequality and the chance to build back better



GENDER  
INEQUALITY  
ONE OF THE  
MOST  
PERSISTENT  
SOCIAL  
PROBLEMS OF  
THE 21ST  
CENTURY.

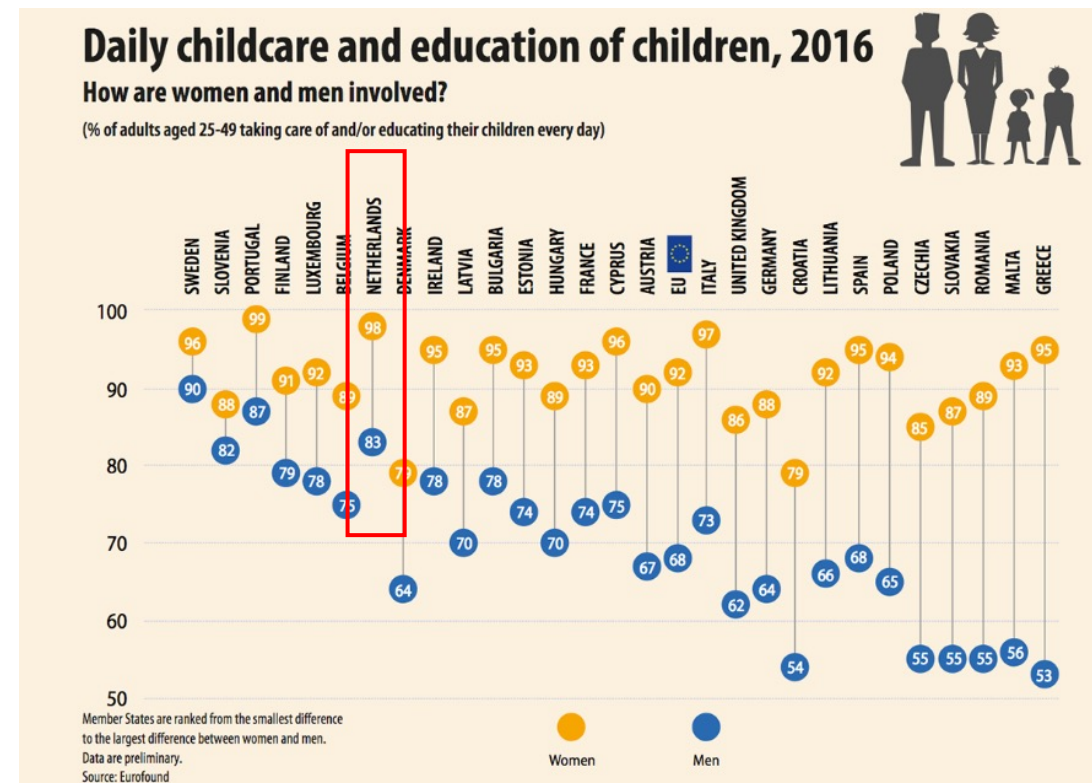
# What gender inequality? (1)

- Across Europe, women do more cooking and housework than men
- On average, 79% of women cook and/or do housework daily
- On average, 34% of men cook and/or do housework daily



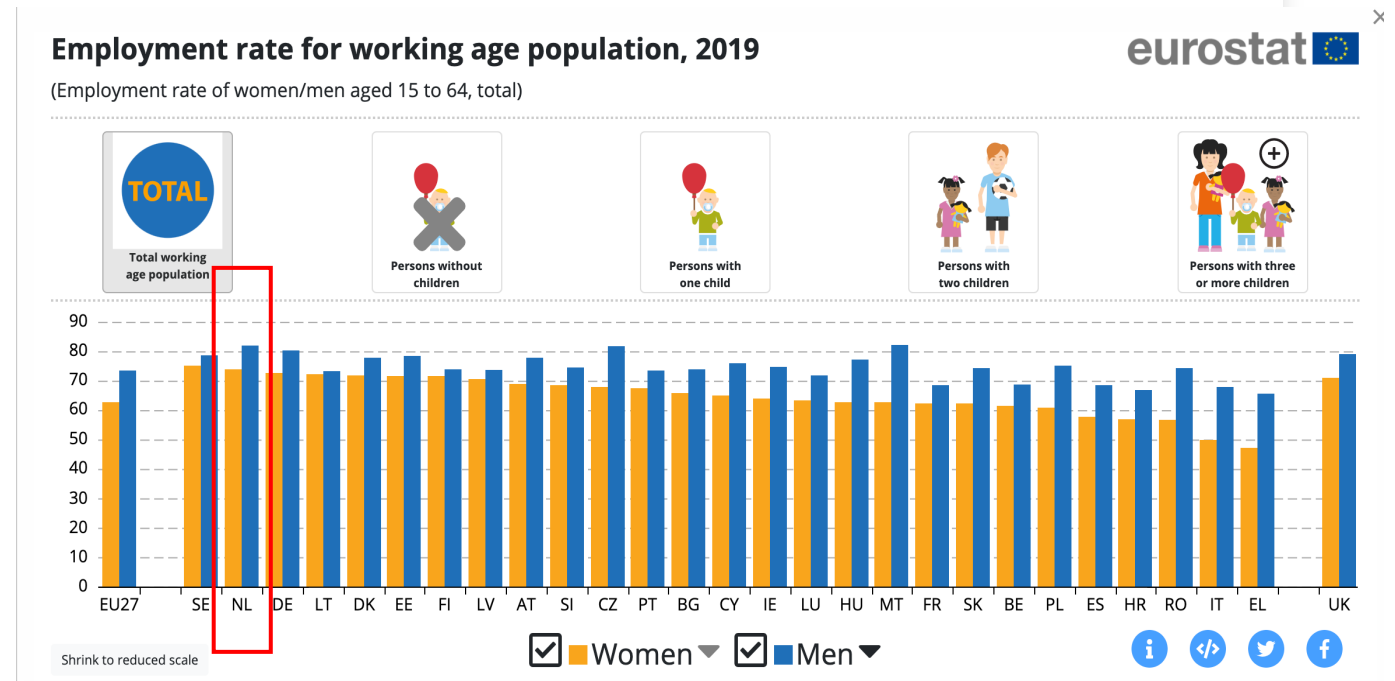
# What gender inequality? (2)

- Across Europe, women do more childcare than men
- On average, 92% of women educate and/or care for children daily
- On average, 68% of men educate and/or care for children daily



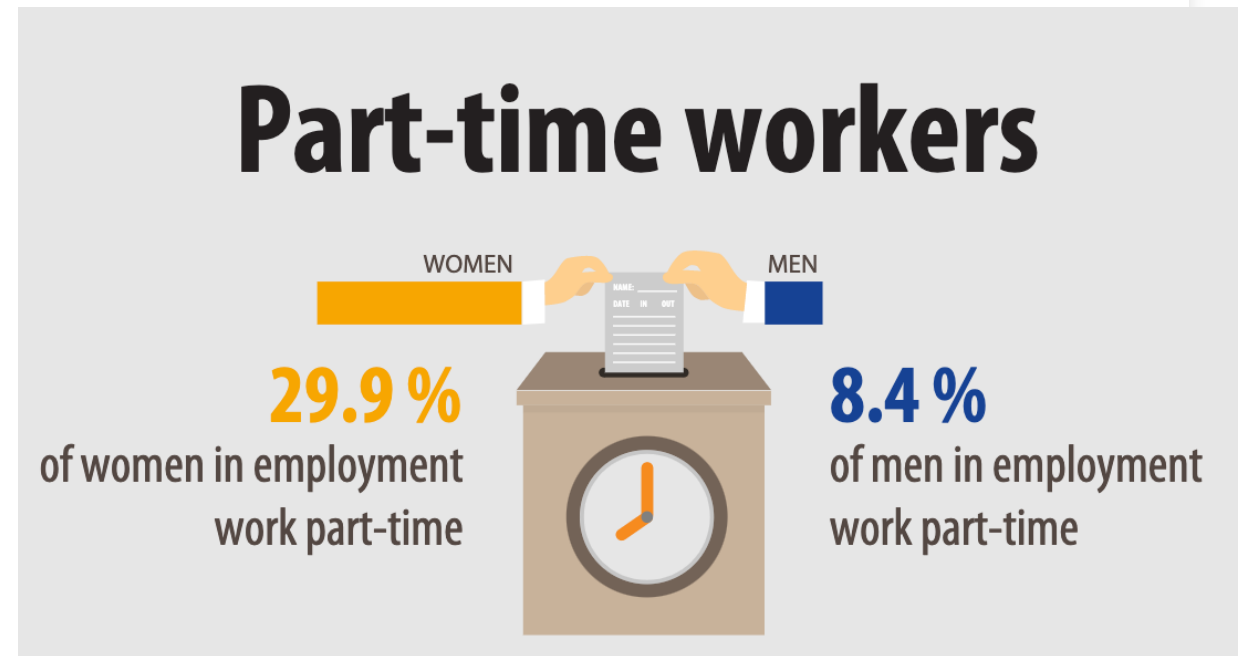
# What gender inequality? (3)

- Across Europe, men are more often in paid work than women
- On average, 74% of men are in paid employment
- On average, 63% of women are in paid employment
- But: not all employment is equal...



# What gender inequality? (4)

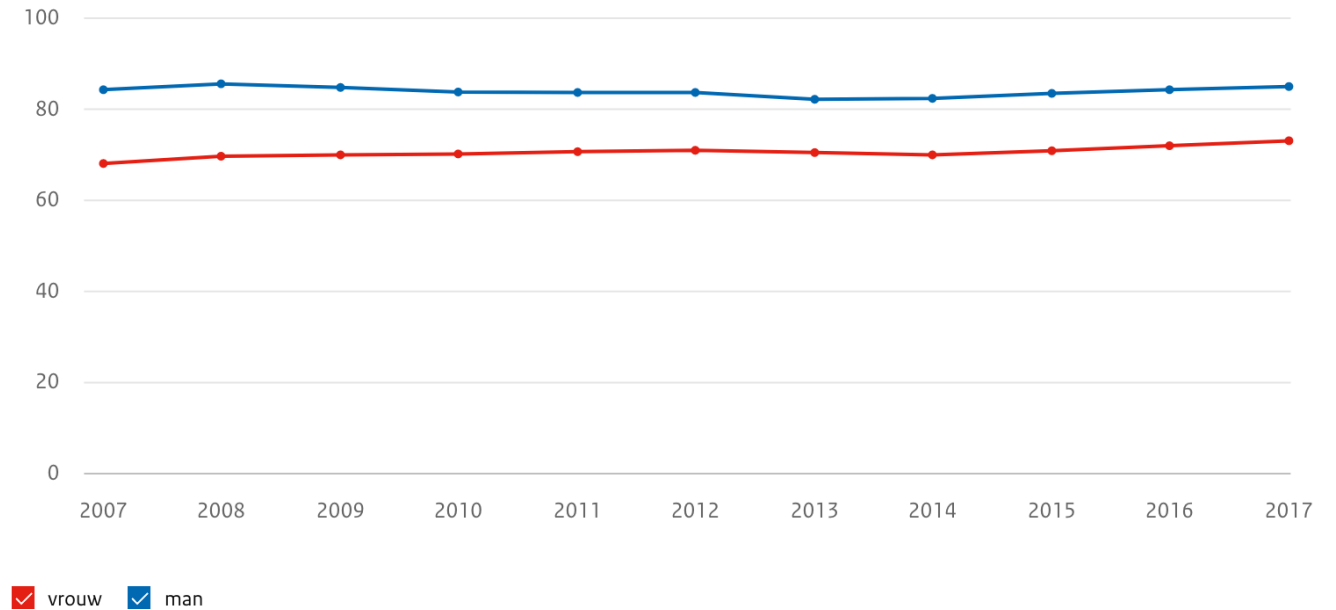
- Women are more likely to work part-time and men are more likely to work full-time
- There are important differences across countries (e.g., Netherlands: 3/4 of women work part-time)
- Highest rates of part-time work? Among mothers.





# Dutch labour market pre-corona

Employment rate of men and women in the Netherlands, 2007-2017



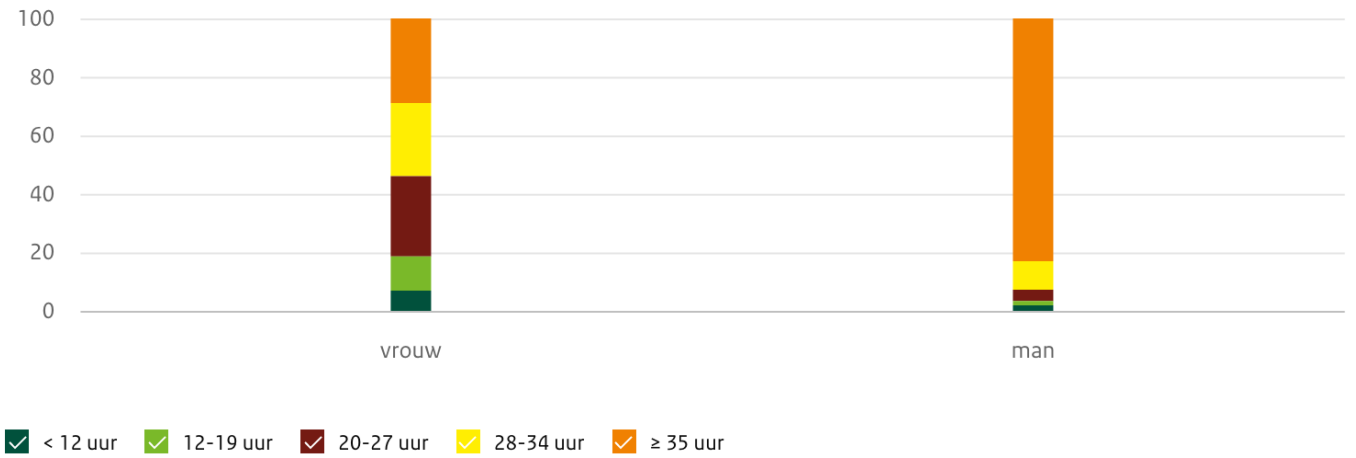
Klik op een item om deze te verbergen/tonen

Bron: CBS (EBB'07-'17)

Source: SCP/CBS, 2018.

# Differences in working hours

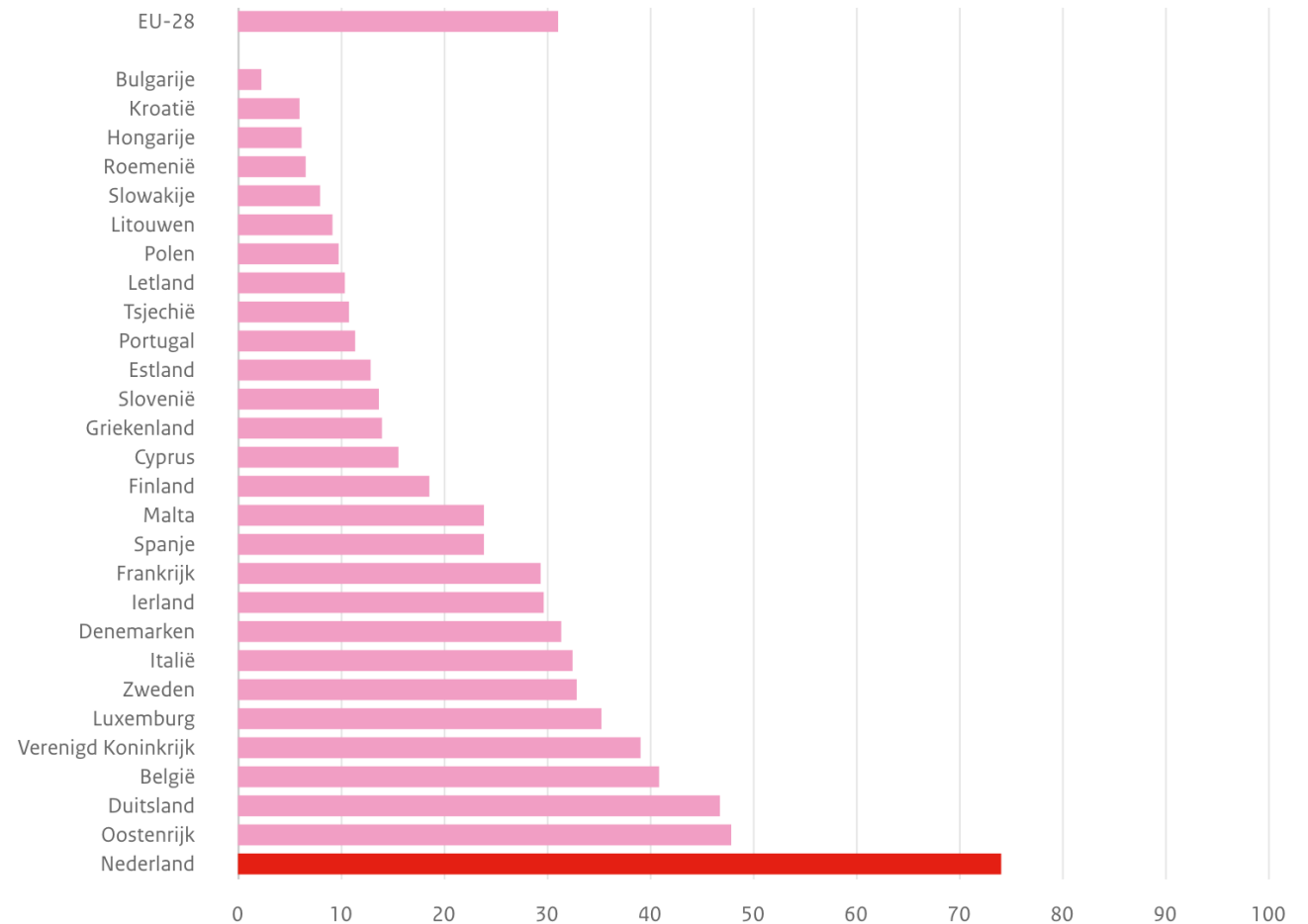
Hours worked per week



Klik op een item om deze te verbergen/tonen

Bron: CBS (EBB'17)

# Part-time work among women

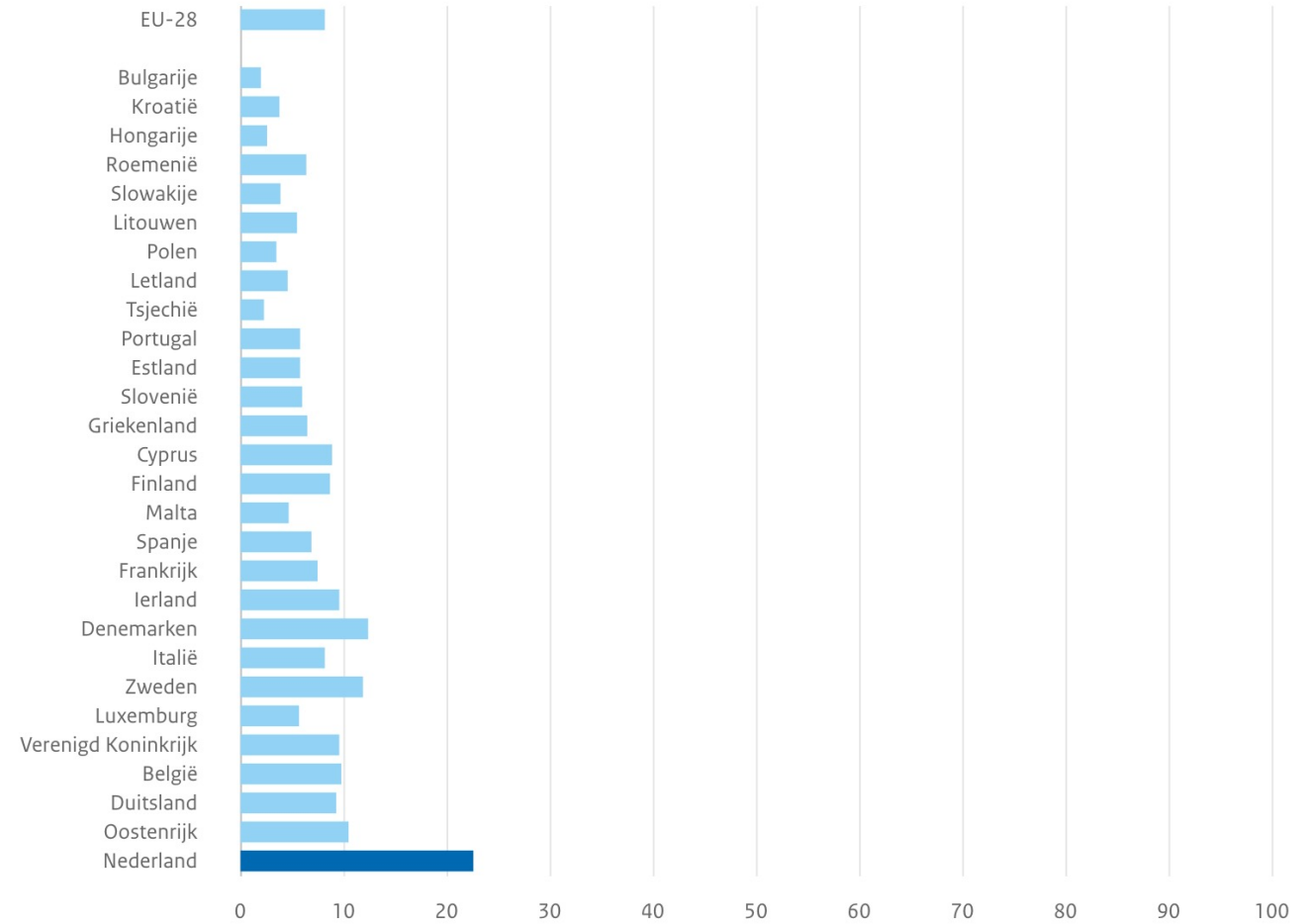


✓ vrouw in EU-land ✓ vrouw in Nederland

Klik op een item om deze te verbergen/tonen

Bron: Eurostat (2017a; 2017b)

# Part-time work among men



man in EU-land  man in Nederland

Klik op een item om deze te verbergen/tonen

Bron: Eurostat (2017a; 2017b)

# Why does this matter for the workplace?

- Broad recognition that WLB is crucial for wellbeing (e.g., EU Work-life balance directive, 2019)
- Gender inequalities significantly disadvantage women:
  - Slower career progression, lower wages, economic insecurity
  - Less leisure (i.e., time to 'recover' from work) and of lower quality
- They also disadvantage men:
  - Fewer opportunities to care; discouraged from taking on care responsibilities
  - Can struggle with continued social expectations (breadwinner and caregiver)
- ...and then came the COVID-19 pandemic



# CoGIS-NL: COVID-19 Gender (In)equality Survey Netherlands

Utrecht University

Radboud University

Netherlands Interdisciplinary Demographic Institute

The COGIS-NL project team, led by **Mara Yerkes**, includes: Stéfanie André, Debby Beckers, Janna Besamusca, Sabine Geurts, Bryn Hummel, Peter Kruyen, Chantal Remery, & Roos van der Zwan.



Utrecht University



Open Data Infrastructure for  
Social Science and Economic Innovations

**ODISSEI**

# Gender inequality in NL in times of COVID19?

High gender inequality among parents in NL

COVID19 measures place double or triple burden on families

Potential for **increase** in gender inequality among parents

But also potential for **decrease** in gender inequality among parents

# CoGIS-NL study (1)

- Longitudinal study: LISS panel (CentERdata, Tilburg University)
  - **Wave 1: Fieldwork 13-28 April 2020**
  - Wave 2: Fieldwork 6-28 July (retrospective June data) 2020
  - Wave 3: 7-29 September 2020
  - Wave 4: 2-24 November 2020
  - **Wave 5: 1-30 November / 6-12 December 2021**
  - Wave 6: 4-26 April / 2-8 May 2022
- Sampling frame (wave 1):
  - Households with at least 1 person in paid employment
  - Child(ren) under 18 in the home
  - Supplemented with panel members without children under 18 at home (wave 2)

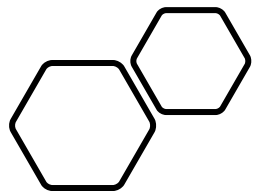


# CoGIS-NL study (2)

- Wave 1:
  - Sampling frame: 1,234 panel members
  - Response rate 71.3%
  - Final sample 868 respondents (643 households)
  - Final analytic sample: 852 parents
- Wave 5:
  - Sampling frame: 1,359 panel members
  - Response rate 79%
  - Final sample 1084 respondents (890 households)
  - Final analytic sample: 986 respondents (unweighted)

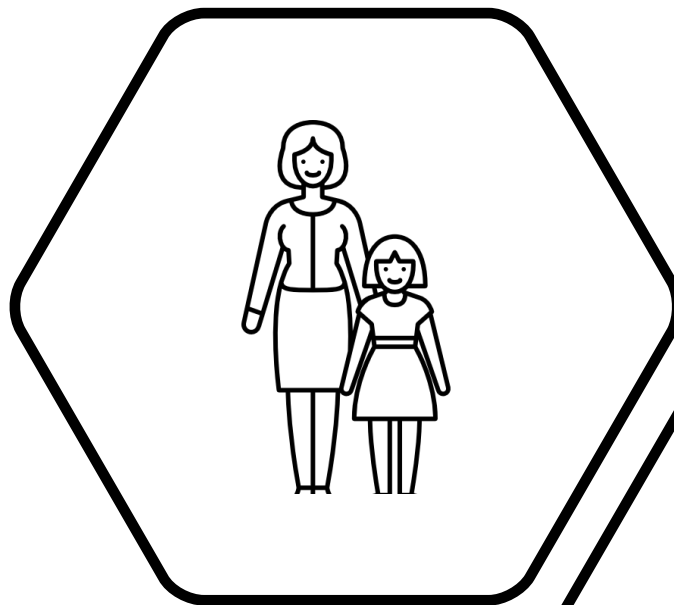
# Measures

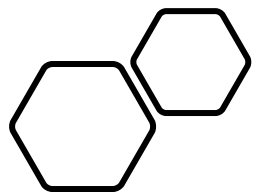
- Paid work
  - Work location
  - Timing of work/change in hours
  - Perceived work pressure
- Division of care and household tasks (relative (all waves); absolute changes (waves 2-6))
- Quality of life
  - Leisure time
  - Perceived work-life balance
  - Relationship dynamics
- All measures before and during lockdown



## The mothers and fathers in our study: essential occupations

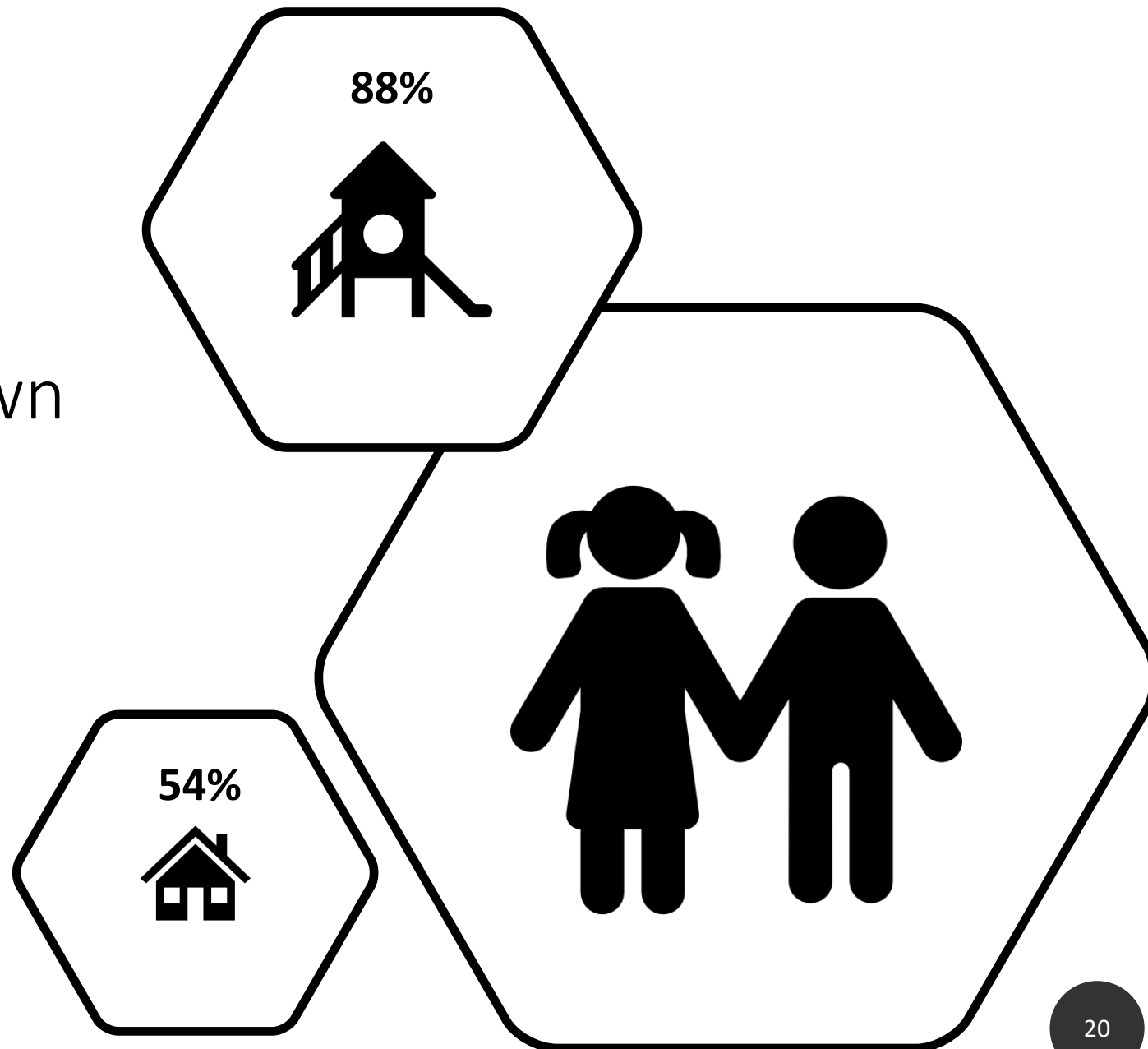
- 56% of the mothers worked in an essential occupation versus 34% of the fathers
- 57% of households had at least one parent in essential occupation
- Of households with  $\geq 1$  parent in essential occupation,
  - 28% consisted of two people in an essential occupation
  - 10% were single-parent households

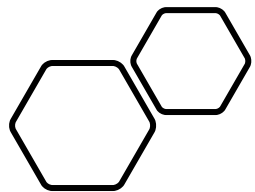




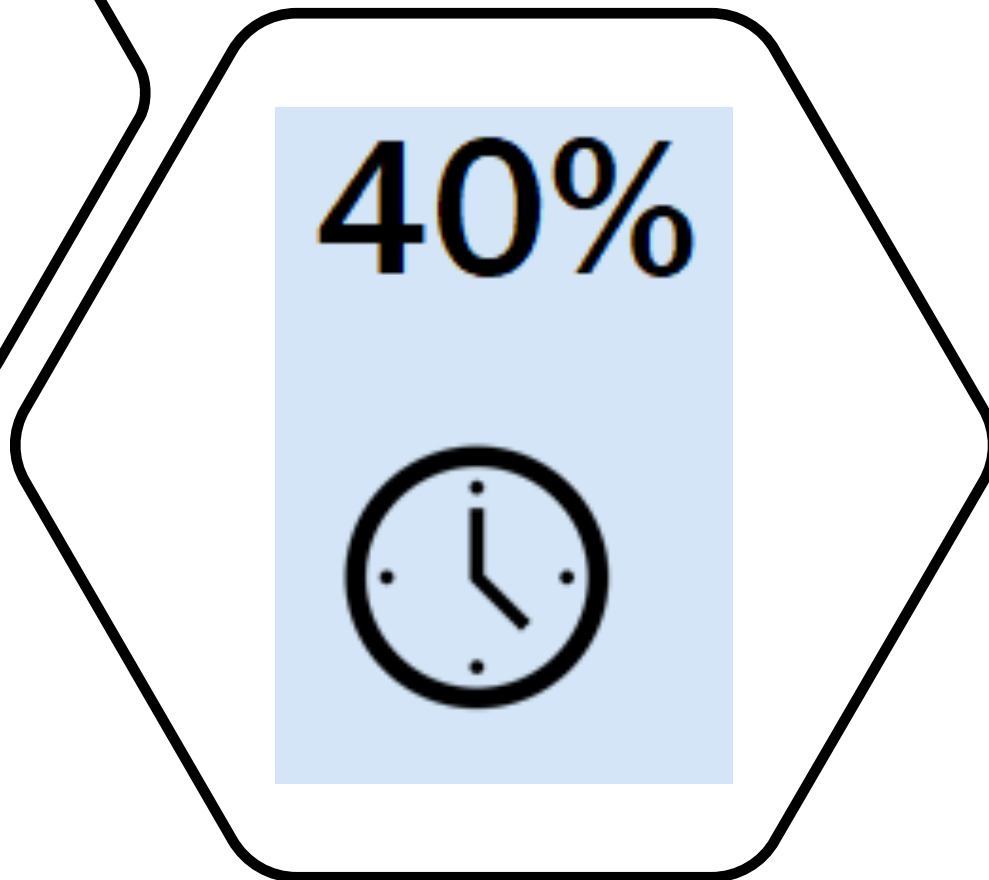
## Changed family/household context in the lockdown

- More than half of parents worked from home in April 2020
- Most (88%) children home from school or daycare; 6% attended normal school/daycare hours.

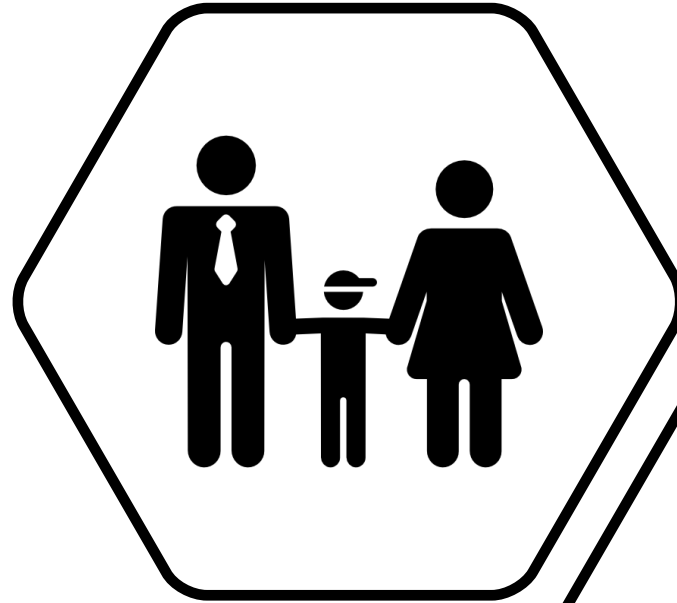
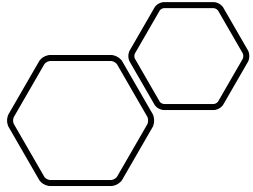




## Work hours and work pressure

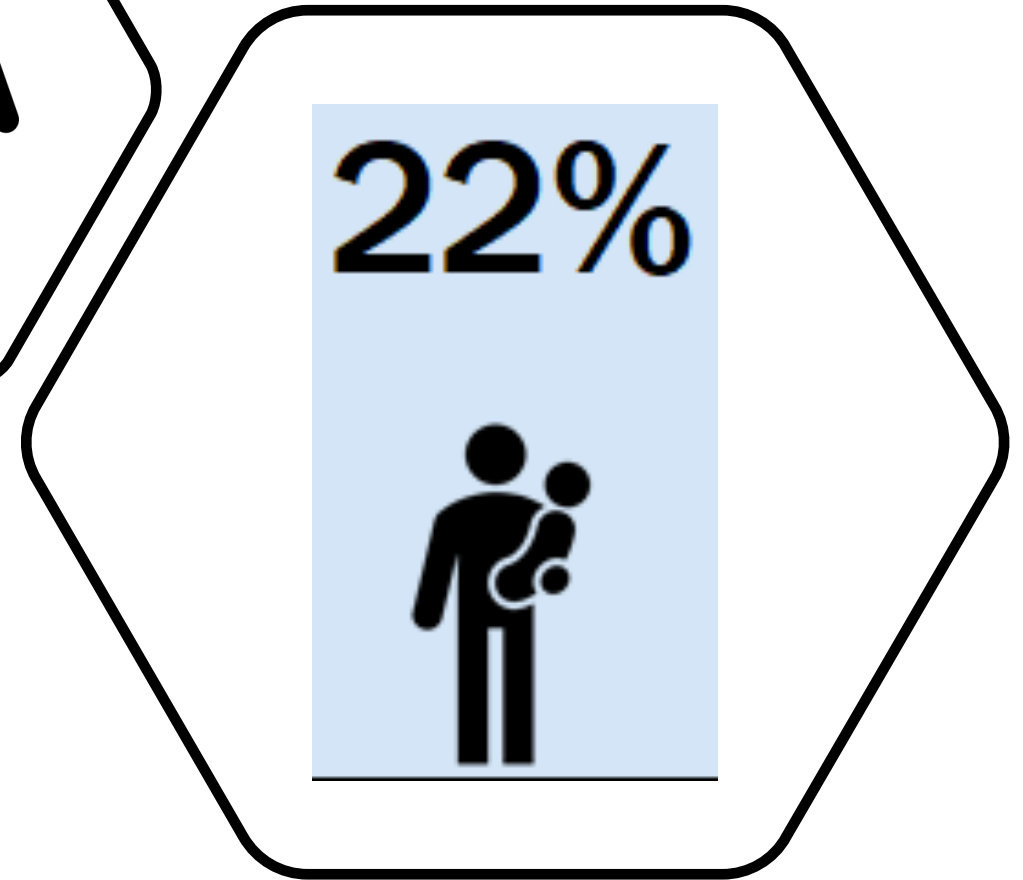


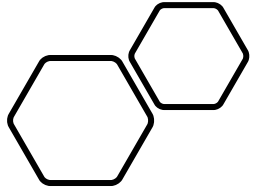
- 40% of parents worked more in the evenings; 43% of the mothers and 38% of the fathers
- Having to take care of the children, home schooling and work increased work pressure for many parents:
  - 39% of the mothers: more work pressure; 25% less work pressure
  - 31% of the fathers: more work pressure; 19% less work pressure



## Division of care

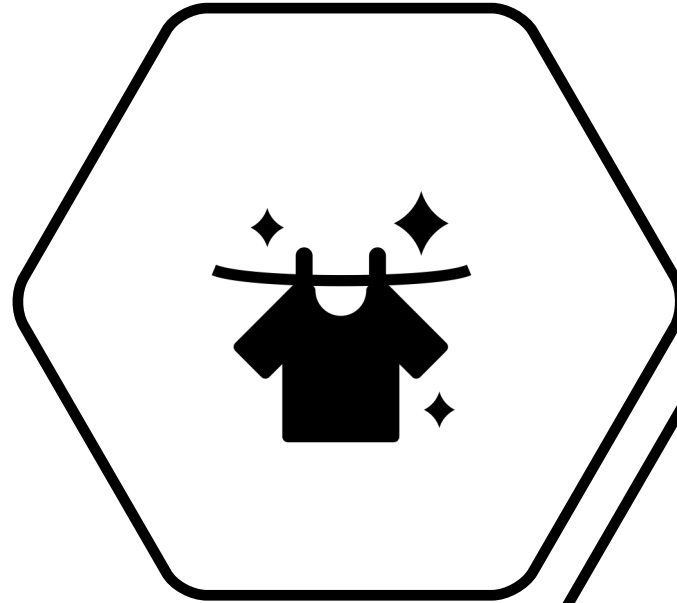
- Mothers indicated doing more care work than fathers (60% during lockdown; 64% before the lockdown).
- Fathers indicated doing more care work than mothers in 10% of the households (6% before the lockdown).
- Some change: 22% of fathers increase in care (12% of mothers).

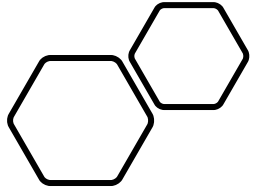




## Division of housework

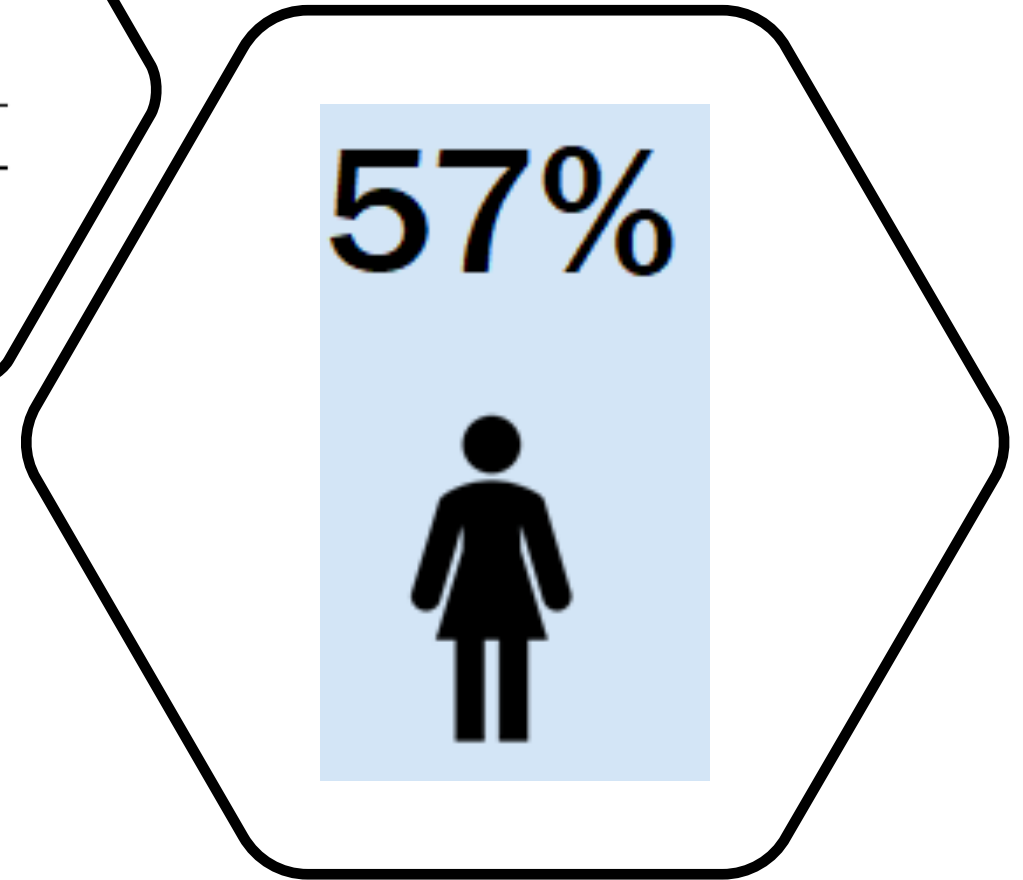
- Mothers indicated doing more housework than fathers in 65% of the households (70% before the lockdown).
- Most fathers indicated their partner did more (47% during the lockdown; 54% before the lockdown).
- Some change: 17% of fathers increase in household work (7% of mothers).





## Increased leisure gap

- Half (48%) of parents reported a decrease in leisure
  - 57% of mothers reported less leisure time
  - 36% of fathers reported less leisure time





# Deteriorating work-life balance

- One-third (29%) of parents perceived WLB to be (very) difficult (11% prior to lockdown)
  - No gender differences
  - Educational level
  - Stage of schooling of children



# From lockdown to 'normal'?



- Rising inequality:
  - paid work
  - perceived work pressure
  - gender gap in leisure
- Decreasing but persistent inequality:
  - the division of care and household tasks
- What happens 18 months on?

NOS NIEUWS • REGIONAAL NIEUWS • DO 26 MEI, 20:17

## Taakverdeling man en vrouw thuis weer hetzelfde als voor corona



Heel even deden vaders iets meer, maar nu is de taakverdeling weer hetzelfde als voor corona PIXABAY

# From lockdown to 'normal'?



- Differing impact COVID-pandemic on men and women? No.
- Inequality between men and women still visible on several fronts:
  - But pandemic does not appear to have increased or decreased these differences in the long term.
- Months following lockdown, initial picture changed:
  - By November 2020, proportion of fathers providing more childcare declining.
  - Same with the proportion of fathers initially doing more household tasks
- By November 2021, no differences in:
  - where men and women work;
  - ability to determine where and when they work;
  - division of childcare tasks;
  - decrease in leisure time;
  - Work-life balance.

# From lockdown to 'normal'?



- Good news, right?
- Inequality present prior to pandemic remains as do the barriers to greater equality
- Insufficient understanding of why this inequality persists

# From CoGIS-NL to ERC-CAPABLE: gender inequality research in perspective

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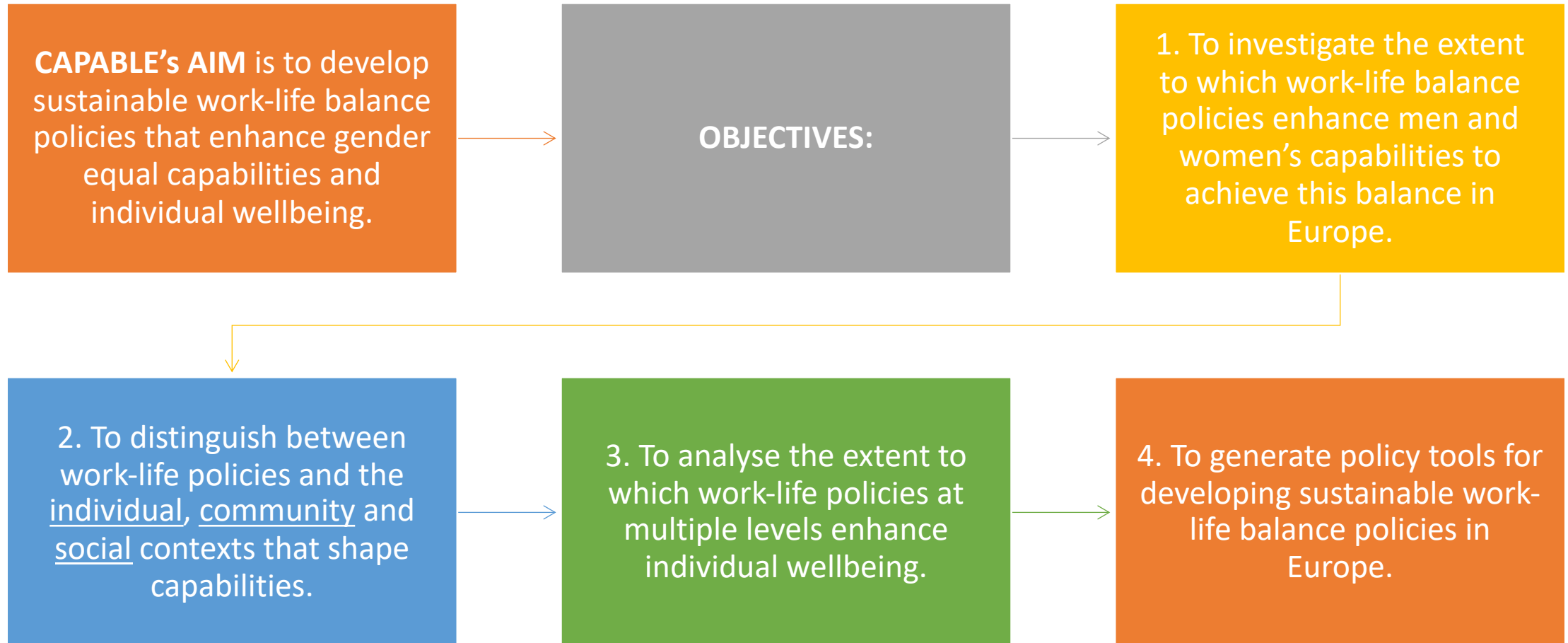
THIS PROJECT HAS RECEIVED FUNDING FROM THE EUROPEAN RESEARCH COUNCIL (ERC)  
UNDER THE EUROPEAN UNION'S HORIZON2020 RESEARCH INNOVATION PROGRAMME  
(GRANT AGREEMENT NO 771290).

- Parental leave
- Carer's leave
- Flexible working legislation
- Childcare services

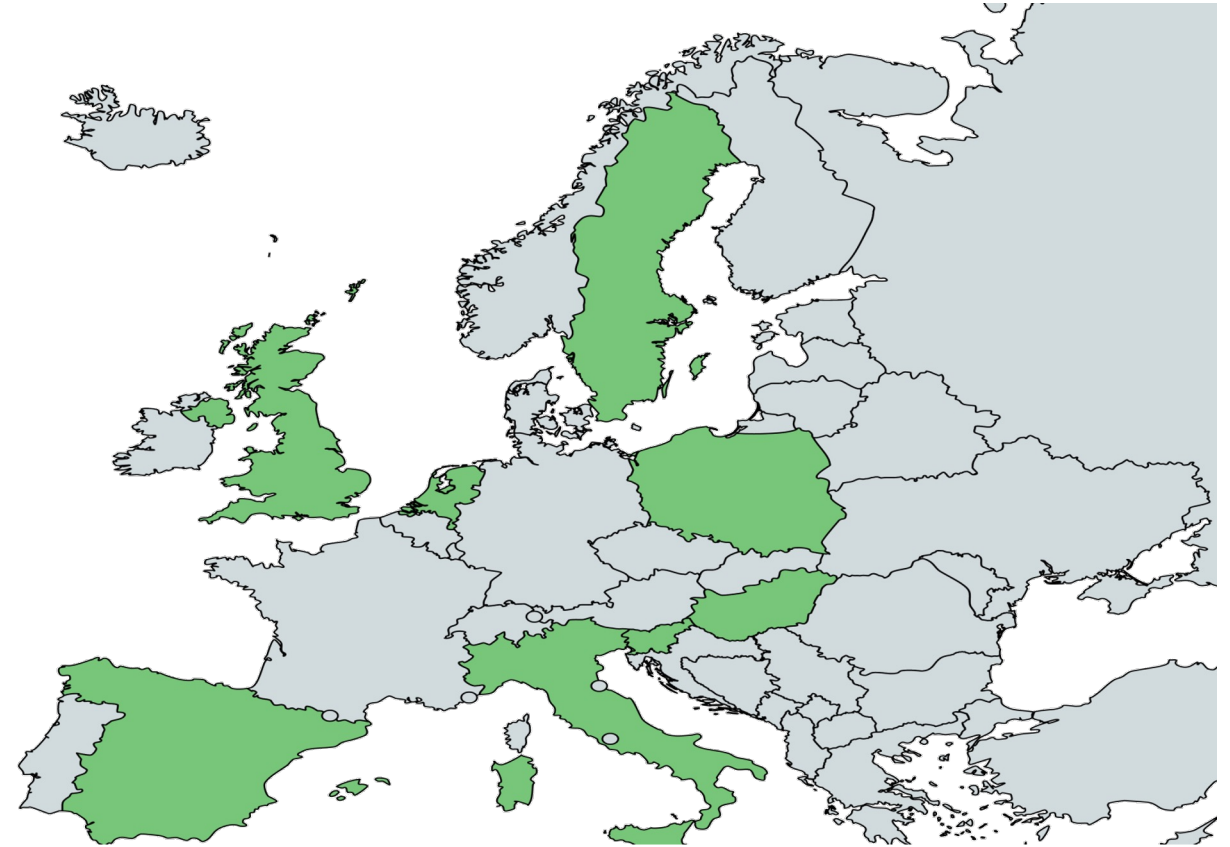


Work-life balance capabilities:  
What individuals are  
*effectively* able to be and do.

# CAPABLE's aim & objectives



# CAPABLE's scope





# SPI: Work-life balance policies at multiple levels

- National:
  - Flexible work arrangements and childcare services - resources for whom?
  - Digitalization and perceived access to childcare allowances
- Organizational
  - Perceptions of childfree employees accessing work-life balance policies in organisations
- Local
  - Discourse and regulation of early childhood education and care across 8 European cities
  - The role of long-term care services in the work-life balance of informal carers in Europe



Photo credit: [www.bluediamondgallery.com](http://www.bluediamondgallery.com)

# SPs 2-5: The role of individual, community, and social contexts

- Living valued lives during the Covid-19 pandemic: inequalities of gender and class
- Functional literacy and childcare accessibility in the Dutch childcare market
- Challenging notions of part-time work: Cross-country and occupational differences in part-time/full-time employment status reporting
- ...

# SP6: Understanding these relationships in relation to wellbeing



Photo credit: [www.piqsels.com](http://www.piqsels.com)

- Perceived stress in relation to working hours and caring responsibilities during the COVID-19 pandemic
- Work hours, care responsibilities, economic insecurity and self-perceived health of women in Europe
- ...

Moving  
forward:  
gender  
inequality and  
the chance to  
build back  
better


- Persistence: of inequality and interventions
- Policies: Insufficient in and of themselves
- Perceptions matter: employees, colleagues, (line) managers, firms
- Where to start?
  - Evidence and needs assessments
  - Keep context in mind
- Role of employer?
  - Inform, provide, intervene?

Thanks for  
listening!

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 #mara\_yerkes