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## Decisions for Work:

An examination of the factors influencing women's decisions for work

**Decisions for Work:**  
**An examination of the factors influencing women's decisions for work**

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## **Preface**

As first chair of the ITUC Women's Committee, I am honoured to have been asked to write the foreword to this important report on women's lives and work.

International Women's Day 8th March is a day to celebrate women's achievements. It is also a day to redouble our commitment to challenge the discrimination, exploitation and violence faced by women all over the world.

Launching this report on International Women's Day sends a powerful message of support to working women of all ages, and to all who struggle for equality at work and in the wider community. This report provides information, but is also a call to action at all levels: for working women, for all union representatives, policy makers, employers and governments.

Decent Work, Decent Life for Women is a strong commitment of the International Trade Union Confederation (ITUC), and a campaign co-ordinated by the ITUC Women's Committee and the ITUC Equality Department. Previous 8th March global campaigns have highlighted different aspects of decent work for women, including equal pay, family responsibilities, impact of the global economic crisis and violence against women. Future campaigns will focus on domestic workers, a living wage, Export Processing Zones, the informal economy and the gender pay gap, culminating in 2014 with an International Trade Union Women's March.

At a time when the whole world is looking for solutions, it is more important than ever that we ensure women are equally involved in decision-making, and that the rights of half the world's population are included. This report makes sure the lives of working women internationally are at the heart of the debate on the way forward.

Diana Holland, Chair ITUC Women's Committee

## **1. INTRODUCTION**

This is a report from Incomes Data Services (IDS) for the International Trade Union Confederation (ITUC) on the factors influencing women's decisions for work. The main objective of the report is to examine the factors that influence women's decisions for work and to what extent these 'decisions' are limited by the opportunities available to women compared with men. To examine these issues the report looks at the national and international legislation aimed at guaranteeing equal opportunities in the labour market and analyses responses to the global WageIndicator survey which reflects women's experiences of work.

Despite advances in the role of women in society and the economy, women often still carry the most responsibility for childcare and household duties. Even though female participation in the labour market has increased, often they find barriers to combining work and family life, and do not have the same opportunities as men in terms of career opportunities.

While access to income-earning employment has improved dramatically<sup>1</sup>, a wide disparity exists between the types of employment in which men and women are found. Women are disproportionately found in part-time work and are over-represented in informal economies. Occupational segregation has a negative impact on women: more women are found in jobs of inferior status and fewer women fill managerial, high-status roles. In its 2008 Millennium Development Goals Report, the United Nations reported 'job opportunities open up, but women remain trapped in insecure, low-paid positions'<sup>2</sup> based on data compiled on the types of work women are found in across the globe.

The differences in women's and men's opportunity in the workplace and lack of equal opportunities means that more needs to be done to achieve gender equality. Factors such as childcare arrangements, the burden of housework and discrimination in the workplace, all act as constraints on women's career and employment decisions. Ensuring

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<sup>1</sup> United Nation Millennium Development Goals Report 2008 shows women occupy 40% paid employment outside the agricultural sector, up from 35% in 1990

<sup>2</sup> United Nation Millennium Development Goals Report 2008

access to decent work, supported by well-implemented legislative frameworks, is key in making progress on gender equality and equal opportunities.

The aim of this report is to highlight the key factors behind women's decisions on careers and employment and identify the limitations that women face compared with men when making these decisions.

## **2. METHODOLOGY AND SOURCES**

The report makes use of two main sources: the Decent Work Check and the WageIndicator survey. In this section we describe how we have used these sources to examine the factors influencing women's decisions for work and their opportunities in the workplace compared with men.

### **2.1 Decent Work Check country profiles**

The first part of the report provides an overview of labour standards in key areas of maternity protection, equal pay and employment discrimination guaranteed by national legislation for seven countries using the Decent Work Check. The Decent Work Check is a practical tool that enables individuals to check if their work environment complies with the minimum standards laid down by national and international standards. The objective of the Decent Work Check is to provide an accessible instrument which helps women in understanding the complex and sometimes abstract national and international legal provisions. The Decent Work Check has been developed as part of the WageIndicator Foundation.

The Decent Work Check is a web portal that aims to inform women of the legal protections available to them at work by translating complex international Conventions of the International Labour Organisation (ILO)<sup>3</sup>, the United Nations (UN)<sup>4</sup> and national legislation into tangible and accessible language. The site informs women of the rights at their workplace and the actions they can take if their conditions do not meet the minimum standards. It enables women to check their standards of work against the international and national minimum standards.

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<sup>3</sup> See <http://www.ilo.org/ilolex/english/convdisp1.htm>

<sup>4</sup> The Decent Work Check includes the topics laid down in Article 11 of the 'Convention on the Elimination on All Forms of Discrimination against Women' (CEDAW), adopted by the UN General Assembly in 1979. Most UN member states have signed up to this Convention and are therefore legally bound to put its provisions into practice and to comply with the treaty obligations. In Article 11, it calls on nations to take the required action in the field of discrimination of women in the field of employment, such as the equality of employment opportunities, free choice of profession and employment, equal remuneration, social security, health and safety in the workplace, and the prevention of discrimination against women on the grounds of marriage or maternity. Benefits such as maternity leave and pay and an adequate social security system are also part of this. The Decent Work Check tables included in this report are structures along these lines. The full treaty text of the Convention can be found on the Internet: <http://www2.ohchr.org/english/bodies/cedaw/cedaws40.htm>



The analysis covers national regulations in three key areas – maternity protection at work, discrimination, including equal remuneration, and equal opportunities for working parents – for seven countries – Argentina, Brazil, India, Mexico, the Netherlands, South Africa and the United Kingdom. Three of the countries in our sample – Brazil, India and South Africa – are part of the Decisions for Life<sup>5</sup> project and campaign.

All of the information contained in the summary tables in Appendix A has been extracted from the individual Decent Work Check country profiles ([www.decentworkcheck.org](http://www.decentworkcheck.org)).

## **2.2 WageIndicator survey**

WageIndicator is a continuous Internet-based survey which operates in 46 countries and is still expanding. It is based on a self-reporting online questionnaire and includes questions on the survey respondent's individual characteristics (e.g. male/female, age, level of education, living with a partner and children), a person's work environment (e.g. type of job, level of responsibility, wages) and other employment-related questions. It is one of the instruments of the WageIndicator Foundation, which aims to provide information to contribute to a fair and more transparent labour market<sup>6</sup>.

### **Variables**

The WageIndicator data has been used to look at a number of variables related to the situation of women against men in relation to their work opportunities. We have included as many countries as possible in the analysis, however small samples for some of the countries involved in the WageIndicator project mean that not all 46 countries are covered by this report.

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<sup>5</sup> The 'Decision for Life' project is part of the WageIndicator programme and aims to raise awareness of young women about their life and work choices. See <http://www.wageindicator.org/main/projects/decisions-for-life>

<sup>6</sup> See <http://www.wageindicator.org/main>

The dataset contains over 900 variables relating to respondents' individual characteristics. The key variables from the WageIndicator data set used for this report relate to:

- Impact of children
- Living/working arrangements
- Working patterns
- Workplace opportunities
- Decisions for work.

### **Sample**

The method of data collection results in an overall younger and more highly-educated workforce than is the case for the whole population, because this group is generally more likely to have access to and use the Internet. This leads to a slight sample bias in the type of survey respondents, which has to be borne in mind when interpreting the results.

### **3. NATIONAL AND INTERNATIONAL FRAMEWORK**

In this section of the report we look at the minimum national and international labour standards in a sample of seven countries. It examines the extent to which national labour legislation complies with International Labour Organisation (ILO) Conventions in three key areas seen as being vital for women's decisions on work and work-family balance: maternity protection, fair treatment at work (including equal remuneration for work of equal value), and equal opportunities for working parents.

We first outline the international standards set out by ILO Maternity Protection at Work Convention, 2000 (No. 183), Equal Remuneration Convention, 1951 (No.100), Discrimination (Employment and Occupation) Convention, 1958 (No.111), and Workers with Family Responsibilities Convention, 1981 (No.156). We then discuss the extent to which national labour legislation in seven countries – Argentina, Brazil, Mexico, the Netherlands, India, South Africa and the United Kingdom – is in compliance with the above-mentioned ILO Conventions. The analysis draws on information from the ILO Database of International Standards<sup>7</sup> and Decent Work Check<sup>8</sup> country profiles.

#### **ILO international standards**

For this project we have examined the ILO Conventions in three key areas: maternity protection, fair treatment at work (including equal remuneration for work of equal value), and equal opportunities for working parents. The ILO standards are regarded as a minimum benchmark against which national legislation can be measured. ILO Conventions cover a broad range of work, social security and human rights issues. Once adopted, ILO Conventions are considered the international standard, regardless of whether they have been ratified by individual countries. When ratified, each country has a legal obligation to comply with its provisions. Compliance is monitored by the ILO's Committee on the Application of Standards.

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<sup>7</sup> See <http://www.ilo.org/ilolex/english/convdisp1.htm>

<sup>8</sup> See [www.decentworkcheck.org](http://www.decentworkcheck.org)

The main ILO Conventions that provide instruments for promoting gender equality are:-

- ILO Maternity Protection at Work Convention, 2000 (No. 183)
- ILO Equal Remuneration Convention, 1951 (No.100)
- ILO Discrimination (Employment and Occupation) Convention, 1958 (No.111)
- ILO Workers with Family Responsibilities Convention, 1981 (No.156).

Table 3.1 provides details of which of the countries in our sample have ratified the above-mentioned Conventions.

**Table 3.1: Details of country ratifications of ILO Conventions**

Country	ILO Convention (No.)			
	Maternity protection, 2000 (No.183)	Equal remuneration, 1951 (No.100)	Discrimination (Employment & Occupation), 1958 (No.111)	Workers with family responsibilities, 1981 (No.156)
Argentina	No	Yes	Yes	Yes
Brazil	No	Yes	Yes	No
India	No	Yes	Yes	No
Mexico	No	Yes	Yes	No
South Africa	No	Yes	Yes	No
The Netherlands	Yes	Yes	Yes	Yes
United Kingdom	No	Yes	Yes	No
Total ratifications	17	167	169	40

### National regulations

The national regulations determine how the protections and provisions contained in the ILO Conventions are implemented, guaranteed and applied at national level. The ILO Conventions provide a benchmark for individual nations and there may be national regulations that exceed the standards set down by the ILO. This analysis focuses on the protections at national level, e.g. national laws and regulations, but there may also be local-level protections, such as workplace policies, collective agreements and community-based programmes in these areas. Women's decisions for work are often dictated by the opportunities and statutory provisions supporting women in work.

National legislative frameworks providing protection from discrimination are key in enabling female employment and gender equality. Minimum standards and protections for decent working standards are required to enable women to make decisions for work on an equal basis with men.

### **Decent Work Check country profiles**

Information on the national regulations on maternity protection, equal pay, discrimination and opportunities for working parents has been extracted from the Decent Work Check country profiles. So far, 18 countries<sup>9</sup> have prepared a Decent Work Check and this analysis is based on data from seven of those countries. The extracts of the national regulations on the areas of maternity protection at work, equal pay, discrimination and opportunities for working parents in Argentina, Brazil, Mexico, the Netherlands, India, South Africa and the United Kingdom can be found in Appendix A<sup>10</sup>.

### **3.1 Maternity protection at work**

The right to maternity protection is one of the key indicators used to measure whether women have the opportunities to combine/balance work and family life. It relates to two of the four pillars of the Decent Work Agenda: standards and fundamental principles and rights at work, and social protection. ILO Maternity Protection at Work Convention, 2000 (No. 183) promotes equality of all women in the workforce and the health and safety of the mother and child:

- Article 3 provides health protection for the mother and child
- Article 4 determines the conditions of maternity leave, which should be no less than 14 weeks, and
- Article 6 provides for cash benefits during maternity leave of not less than two-thirds of her previous income.

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<sup>9</sup> These are: Angola, Argentina, Belarus, Botswana, Brazil, Czech Republic, India, Indonesia, Malawi, Mexico, Mozambique, Slovakia, South Africa, The Netherlands, Ukraine, United Kingdom, Zimbabwe and Zambia. See [www.decentworkcheck.org](http://www.decentworkcheck.org)

<sup>10</sup> Full details of the national regulations covered by the Decent Work Check for Argentina, Brazil, Mexico, the Netherlands, India and South Africa can be seen in 'The Decent Work Agenda: a gender perspective', Incomes Data Services, October 2009 (published on the occasion of the ITUC First World Women Conference, Brussels, 19-21 October 2009)

From our sample of seven countries, only the Netherlands has ratified ILO Maternity Protection at Work Convention, 2000 (No.183) (see Table 3.1). Despite this, all of the countries in our sample provide protection from dangerous working conditions and six of the seven provide free maternal healthcare under national regulations. Five of the seven countries comply with the ILO's minimum standard for 14 weeks maternity leave and three of the seven meet the ILO's maternity pay recommendations of at least two-thirds of the woman's former salary.

### **Healthcare provisions**

Article 3 of ILO Convention No.183 provides healthcare protection for mother and child. At national level this can be achieved through social security healthcare benefits and workplace policies protecting expectant, new and breastfeeding mothers from hazardous working conditions. All seven countries in our sample have national legislation providing protection from harmful/dangerous work for pregnant workers and new mothers. The exact provisions vary but typically, expectant and new mothers can request a change in their working conditions and their pay will be protected.

Table 3.2 shows that six of the seven countries – Argentina, Brazil, India, Mexico, South Africa and the United Kingdom – provide access to maternity medical and midwife care. In the Netherlands maternity care is provided for under an insurance scheme, whereby individuals are required to have health insurance. The Dutch health insurance scheme is funded by income-related salary deductions. The basic benefits package under this scheme covers maternity care. This means that there is no free medical care as such, but that pregnant women do not have to pay additional charges for maternity and midwife care.

A number of countries have started to make improvements in the area of maternal health, as part of achieving the Millennium Development Goals. India has recently enhanced the medical bonus for eligible working women (where care is not provided free of charge) from Rs. 250 to Rs. 1,000.

**Table 3.2: Access to maternity medical and midwife care**

Country	Free medical care
Argentina	Yes
Brazil	Yes
India	Yes, medical bonus up to Rs 1,000
Mexico	Yes
South Africa	Yes
The Netherlands	No, health insurance scheme
United Kingdom	Yes

### Maternity leave

Article 4 of ILO Convention No.183 states that women ‘shall be entitled to a period of maternity leave of not less than 14 weeks’, which includes 6 weeks’ compulsory maternity leave immediately following the birth. Table 3.3 provides details of the national regulations on minimum maternity leave and pay for the seven countries in our sample. This shows that minimum maternity leave provisions in five of the seven countries are in compliance with the ILO standard of 14 weeks. The exceptions are Argentina and Mexico, where the minimum statutory maternity leave periods are 12.9 and 12 weeks respectively.

National regulations on maternity leave in Argentina and Mexico comply with the earlier ILO Maternity Protection at Work Convention, 1952 (No.103). Convention No.103 recommended 12 weeks’ maternity leave, including 6 weeks’ compulsory leave after confinement. The national regulations in Argentina and Mexico provide for 12 weeks’ maternity leave at 100% income. However, ILO Maternity Protection at Work Convention, 2000 (No.183) extended maternity leave to at least 14 weeks.

The national regulations on maternity leave in Brazil, India and the United Kingdom exceed the 14 weeks stated in ILO Convention No.183, and legislation covering maternity leave in the United Kingdom has recently been amended, enhancing maternity leave from 39 weeks to 52 weeks<sup>11</sup> for all women regardless of their length of service with their employer.

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<sup>11</sup> The Work and Families Act 2006 increased the rights of working mothers and extended flexible working opportunities to a wider group of employees. All women, regardless of length of service, can take up to 52 weeks’ maternity leave. The period of statutory maternity pay for those who qualify – essentially workers with 26 weeks’ service – is 39 weeks.

### **Maternity pay**

Article 6 of ILO Convention No.183 states that cash benefits while on maternity leave ‘shall not be less than two-thirds of the woman’s previous earnings’. Just three out of the seven countries in our sample – Brazil, India and the Netherlands – meet the ILO standard for maternity pay of least two-thirds of the mother’s former income during 14 weeks of maternity leave.

In the United Kingdom maternity regulations provide for Statutory Maternity Pay worth 90% of gross average weekly earnings for the first 6 weeks of maternity leave, followed by a flat-rate statutory payment for the remaining 33 weeks and no statutory maternity pay for the final 13 weeks. While the period of statutory maternity pay in the United Kingdom is longer than 14 weeks as prescribed by ILO Convention No.183, the recommended income level of two-thirds the women’s former income is only met during the first 6 weeks of maternity leave.

The national regulations in Argentina and Mexico provide for 12 weeks’ maternity leave at 100% income. This complies with ILO Convention No.183 recommendation on the level of maternity pay (of not less than two-thirds her former income) but the pay period covers less than the recommended 14 weeks. In South Africa national legislation determines a maximum of 60% income for women on maternity leave, below the recommended two-thirds level.



**Table 3.3: Examples of statutory maternity provisions**

<b>Country</b>	<b>Maternity leave</b>	<b>Maternity pay</b>
Argentina	12.9 weeks (45 days before and 45 days after the birth)	100% during maternity leave, paid by social security
Brazil	17.1 weeks which can be extended by a further 60 days	100% during 17.1 weeks paid by social security; maternity leave extension paid by employer
India	25.7 weeks (civil service)	100% during 25.7 weeks (civil service); 75% for employees covered by the Employees' State Insurance Act 1948
Mexico	12 weeks (6 weeks before and 6 weeks after the birth)	100% during 12 weeks; 50% during an extended maternity leave due to not being able to return to work
South Africa	16 weeks	Up to 60% dependant on income
The Netherlands	16 weeks	100% during 16 weeks
United Kingdom	52 weeks	90% during 6 weeks; flat rate (£123.06) for next 33 weeks; no pay for remaining 13 weeks

### **Qualifying criteria**

There are different qualifying criteria for maternity leave and maternity pay in each of the countries in our sample. For example, the qualifying service criterion for maternity pay in the United Kingdom is for 26 weeks continuously with the same employer, while there is no service criterion to be eligible to take 52 weeks maternity leave in the United Kingdom.

There are also other issues that restrict coverage of these national regulations. The statutory provisions may not cover all women workers: there may be certain categories of women workers where the provisions do not apply. The clearest case of this is where women workers are in informal economies. Countries may also have different laws covering workers in different parts of the economy: in many countries domestic workers are excluded from some legal provisions.

For example, in South Africa maternity benefits are provided by the Unemployment Insurance Act 2001. This Act requires a period of continuous service and does not apply to seasonal farm workers. In Brazil female rural workers are entitled to social benefits, such as maternity leave and pay, however they must produce their documents, such as

identity cards and insurance number. Many of these women may not have all of the required official documentation, as they have to pay for them. This means that in reality women's access to these benefits is restricted. There are also issues with enforcement and some employers choose not to comply with the national legislative provisions.

### **Dutch extends health insurance scheme**

The ILO has established a Committee of Experts on the Application of Conventions and Recommendations (CEACR), which is responsible for examining compliance by ILO member states. In 2004 the Committee noted its concerns over the Dutch insurance healthcare scheme as some categories of women were not covered by the scheme. The Dutch Government has ratified ILO Maternity Protection at Work Convention, 2000 (No.183) and has a legal obligation to comply with its provisions. The 2009 report states that the Committee is satisfied with the Government's amendments to the Health Insurance Act in January 2006, extending coverage of this insurance, which as a basic package includes pre- and post-natal care for women.

### **Focus remains on women**

Despite 'good' national maternity protection legislation by ILO standards, it is interesting to note that the provisions for childbirth leave are focussed on women, with more generous maternity provisions than paternity provisions. This framework, whereby provisions for childbirth leave are focussed on women, means that childcare responsibilities remain on women and that they bear the short-term and long-term employment penalty. Paternity provisions in the seven countries examined above are less generous than the maternity provisions; with men receiving only a few days' paid leave following the childbirth (the exception here is the United Kingdom where new fathers receive 2 weeks' paid paternity leave, still significantly less than women's entitlement to 52 weeks' maternity leave and a total of 39 weeks' maternity pay).

More flexible approaches to parental leave are one way to tackle this issue. However, research suggests that the take-up among men in countries where the provisions can be shared is fairly low. The Scandinavian countries – Denmark, Norway, Sweden and Finland – are a case in point. Sweden offers one of the most flexible parental leave arrangements whereby parents are entitled to 480 days' paid leave, which they can share

between them. However, the take-up of paternity leave among men is relatively low. This highlights a deep rooted social problem in sharing family responsibilities.

### **3.2 Fair treatment at work**

Discrimination can prevent women from reaching their full potential. Protection from discrimination is key in enabling women's access to equal opportunities in the workplace. Fair treatment at work is provided by:

- ILO Equal Remuneration Convention, 1951 (No.100), which ensures 'equal remuneration for men and women workers for work of equal value.' This means that different rates of pay cannot be due to gender only and must be objectively determined, and
- ILO Discrimination (Employment and Occupation) Convention, 1958 (No.111), which states that member countries must 'pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof'.

ILO Discrimination (Employment and Occupation) Convention, 1958 (No.111) and Equal Remuneration Convention, 1951 (No.100) are the most widely ratified Conventions, with 169 and 167 ratifications<sup>12</sup> respectively. All seven countries in our sample have ratified Convention No.111 and No.100 (see Table 3.1). Typically these standards of fair treatment at work are protected by a range of national regulations. However, there are limitations whereby the national regulations do not provide protection from specific forms of discrimination, for example there is no specific legislation on sexual harassment in Argentina. In Mexico there is no specific legislation protecting the right to complain about discrimination, and in Brazil the national legislation does not specifically provide equal training and development opportunities (see Table 3.4).

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<sup>12</sup> At January 2010, see <http://www.ilo.org/ilolex/english/convdisp1.htm>

**Table 3.4: National regulations on specific forms of discrimination**

Country	Is there national legislation providing protection against specific forms of discrimination?			
	Equal pay	Sexual harassment	Equal training/development opportunities	Freedom to complain about discrimination
Argentina	Yes	None	Yes	Yes
Brazil	Yes	Yes	None	Yes
India	Yes	Yes	Yes	Yes
Mexico	Yes	Yes	Yes	None
South Africa	Yes	Yes	Yes	Yes
The Netherlands	Yes	Yes	Yes	Yes
United Kingdom	Yes	Yes	None	Yes

### Limitations to national regulations

There will also be certain categories of workers who may not be covered by the national regulations. A key example is workers in informal economies, since these activities are not officially monitored and national laws have little bearing on employment practices. This means that these workers face discrimination. The size of the informal economy varies considerably from country to country, with the largest groups of workers found in developing countries. Enforcement of the protections against employment discrimination also varies at local level and discriminatory practices continue, despite legislation prohibiting discrimination.

### Employment discrimination: CEACR reports

The ILO has established a Committee of Experts on the Application of Conventions and Recommendations (CEACR), which is responsible for examining compliance by ILO member states. In 2009 CEACR reported on the application of ILO Convention No. 111 equality of opportunity and treatment, in the Netherlands, Brazil, Mexico and Argentina, and ILO Convention No.100 on equal pay in Argentina, the Netherlands and the United Kingdom.

These reports highlight the Committee's concerns over continuing discrimination of women in the workplace. The statutory provisions in themselves do not fully protect

women, and employers need to do more to ensure that women's opportunities at work are not restricted on the basis of gender.

For example the Committee noted in a 2006 report that the Mexican Government could amend the existing Federal Labour Act to specifically prohibit discriminatory recruitment practices on the basis of sex and maternity<sup>13</sup>. Claims of pregnancy testing by employers in export processing sectors (maquiladoras) were again examined in 2009. The 2009 CEACR report noted that there had been no formal complaints, the Committee has requested that the Government 'continue its efforts' in adopting the amendment to the Federal Labour Act expressly prohibiting discrimination based on sex and maternity in recruitment and employment.

A report on compliance with ILO Discrimination (Employment and Occupation) 1958, (No.111) in Brazil<sup>14</sup> highlighted that, although the government had taken steps to address discrimination on the grounds of gender, race or colour under its 'Brazil: gender and race programme', the committee still had concerns over the position of persons of African descent, particularly in managerial positions, and reported that women of African descent are in a particularly vulnerable situation, suffering discrimination on the grounds of both sex and race.

The Brazilian Government has been asked to provide details of measures being taken against these actions and up-to-date labour market data detailing the position of women and persons of African descent.

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<sup>13</sup> CEACR: Individual Observation concerning Discrimination (Employment and Occupation) Convention, 1958 (No.111) Mexico (ratification 1961) Published 2006. See <http://bravo.ilo.org/ilolex/cgi-lex/pdconv.pl?host=status01&textbase=iloeng&document=765&chapter=13&query=Mexico%40ref&highlight=&querytype=bool&context=0>

<sup>14</sup> CEACR: Individual Observation concerning Discrimination (Employment and Occupation) Convention, 1958 (No. 111) Brazil (ratification: 1965) Published: 2009. See <http://www.ilo.org/ilolex/gbe/ceacr2009.htm>

### **3.3 Equal opportunities for working parents**

Being able to take paid leave during school holidays, flexible working arrangements, parental leave and childcare facilities are supportive measures for working parents which governments and employers can incorporate into their policies and practices. ILO Workers with Family Responsibilities Convention No.156 protects access to employment for men and women with family responsibilities and prohibits discrimination of working parents:

- Article 4 outlines that national measures should enable workers with family responsibilities to have free choice of employment and have their needs taken into consideration (e.g. terms and conditions of employment), and
- Article 8 states that family responsibilities are not a valid reason for termination of employment.

Only two countries in our sample – Argentina and the Netherlands – have ratified ILO Convention No.156. Looking at the national legislation in respect of protection for workers with family responsibilities, fewer of the countries in our sample have specific regulations in these areas. Just two countries in the sample – South Africa and Argentina – guarantee equal opportunities of parents, while no countries provide for paid leave during school holidays.

ILO Convention No.156 has been ratified by both Argentina and the Netherlands. However whereas the national regulations in Argentina state that a worker with family responsibilities has the same opportunities as colleagues without these responsibilities, there is no such legislation in this respect in the Netherlands. South Africa's 'Employment Equity Act' provides for equal rights and opportunities in the workplace for workers with family responsibilities compared with other workers, but the Government is yet to ratify ILO Convention No.156.

#### **Support for working parents**

Even if national legislation does not specifically provide for paid leave during school holidays, collective arrangements between trade unions and employers may include these provisions. Being able to take holiday to coincide with school holidays is an

important factor for working parents to achieve a level of work-life balance. The ability to work flexible hours is also important for working parents to achieve work-family balance. Workplace policies supporting working parents, or a lack of, play a role in the types and positions of work available to women: flexibility in working schedules can be a major attraction for working mothers. A lack of flexibility in certain occupations reinforces occupational segregation, decisions for work and family building.

Certain sectors and occupations face long working hours, often with unsocial working and overtime. Employers also illegally overlook women with children for certain job opportunities. For example, there have been reports that some employers illegally require female workers to take pregnancy tests when applying for a job.

### **3.4 Overview**

National statutory frameworks play a role in shaping women's decisions for work. Access to decent working standards, underpinned by international and national legislation, influence women's decisions to participate in paid and unpaid work.

Although there are statutory frameworks in place at national level, often these do not apply to all women workers, or there is a lack of mechanisms to enforce/guarantee a minimum standard of work. An example is women workers in informal economies, where these standards are likely to have little impact.

There is often a disparity between the national and international statutory provisions outlined above and women's experiences of work. Findings from the WageIndicator survey of employees provide evidence of this disparity, as shown in section 4.

## **4. WOMEN'S EXPERIENCES OF WORK**

In this section we look at the evidence of women's experiences at work, to contrast with the legal frameworks covered in the previous section. We have analysed responses to the WageIndicator survey in order to see to what extent there are equal opportunities between men and women, and whether women have the possibilities to make decisions for work on the same terms as men. We have looked at a number of variables related to the situation of women compared with men, in relation to work opportunities. The areas that we have concentrated on are the division of childcare and household duties, working patterns, workplace opportunities, the gender pay gap and decisions for work.

### **Sample profile**

The WageIndicator survey data was collected between 2008 and the second quarter of 2009. The sample size consists of 344,929 survey responses from 43 countries. The sample sizes for a number of countries where the WageIndicator survey is relatively new are quite small. In our analysis, we have only included countries where the sample size is large enough for each variable to be examined. The majority of responses are from men, 202,163, compared with 142,766 responses from women.

The WageIndicator data set focuses on income and occupation, but also includes variables related to household characteristics such as whether a respondent has children, which has allowed us to estimate the impact of children and the share of household and childcare duties on workplace opportunities. Table B1 in the Appendix provides more details on the profile of survey respondents.

As mentioned in the methodology, the method of data collection results in an overall younger and more highly-educated workforce than is the case for the whole population, because this group is generally more likely to use the Internet to complete a survey. This leads to a slight sample bias in the type of survey respondents, which has to be kept in mind when interpreting the results. It is also worth noting that some of the variables analysed in this report might be skewed by respondents evaluating themselves or their performance and contribution.



## **4.1 Childcare and household duties**

The WageIndicator survey includes questions on the share of household duties, asking respondents who are not single whether they think they contribute more to household tasks, in comparison with their partner. The results show that, overall, it is predominantly women who take on the larger share of household duties compared with their partner, and this trend is reinforced among respondents with children.

Table B2 in the Appendix shows the inequality in the contribution to household tasks, broken down by whether or not respondents have children. There is enough data for 15 countries, and in 14 of these – Argentina, Belgium, Brazil, Belarus, Chile, Colombia, Czech Republic, Hungary, the Netherlands, Paraguay, Poland, South Africa, Spain and the United Kingdom – the proportion of women who say they contribute more to household tasks in their partnership is higher than that of men.

Among respondents with children, men tend to say they contribute even less than among respondents without children, while the opposite tends to be true for women. A particularly striking example is Hungary, where 61% of women without children say they contribute more to household tasks in their partnership, compared with 25% of men without children. Among respondents with children, the inequality is reinforced and 91% of women say they contribute more to household tasks in their partnership, compared with a mere 3% of men.

This means that achieving a good work-life balance is more difficult for women than men (especially among those with children), and also hinders career development and decisions for work, as shown in the following sections.

### **Combining work and family**

The WageIndicator survey includes questions about work-life balance. The tendency for women to contribute more to household tasks – as described above – feeds through to the results on work-life balance. The overall results indicate that the proportion of women who say they find it hard to combine work and family is higher than the proportion of men who say so, and that, in some cases, nearly half or more of all women surveyed found it difficult to combine work and family.

Table B3 in the Appendix shows the results broken down by whether or not respondents have children for 17 countries covered by the WageIndicator survey: Argentina, Belgium, Brazil, Belarus, Chile, Colombia, Czech Republic, Guatemala, Hungary, India, Italy, the Netherlands, Paraguay, Poland, South Africa, Spain and the United Kingdom. Overall, this indicates that respondents with children find it more difficult to combine work and family than respondents without children.

In all 17 countries for which there is enough data, women with children are more likely to find it harder to combine work and family than women without children. In nine of the 17 countries – Argentina, Belgium, Czech Republic, Hungary, Italy, Poland, South Africa, Spain and the United Kingdom – this is also the case for men. However, the difference is starker among women and the proportion of women with children who find it difficult to combine work and family tends to be higher than that of men.

In seven of the 17 countries (Brazil, Belarus, Chile, Colombia, Guatemala, the Netherlands, and Paraguay), the proportion of men who say they find it difficult to combine work and family is smaller among those with children than among those without children. It could be that the men with children are relying on their partner to take on the larger share of household and childcare duties, and as a result have a better work-life balance.

## **4.2 Working patterns**

As detailed in the section above, women still tend to take on the larger share of household duties and childcare. This has a clear impact on their working patterns. In the overall sample of 43 countries, the proportion of men who work full-time hours is larger than that of women. It is worth keeping in mind that the proportion of WageIndicator survey respondents who work full-time is higher than in the real economy, due to the nature of the survey which indicates a slight sample bias in the type of survey respondents, with more professionals and full-time workers.

Table B4 in the Appendix shows the results for the 26 countries where there is enough data: Argentina, Belgium, Brazil, Belarus, Chile, Colombia, Czech Republic, Denmark, Finland, France, Germany, Guatemala, Hungary, India, Italy, Republic of Korea,

Mexico, the Netherlands, Paraguay, Poland, Russian Federation, South Africa, Spain, Sweden, the United Kingdom and the United States.

Broken down by whether respondents have children, some clear patterns emerge: overall, the proportion of men who work full-time is still greater than that of women. The proportion of men who work full-time also tends to be higher among those with children than among those without children. For women, on the other hand, the proportion that work full-time is higher among respondents without children than among those with children.

### **Part-time because of children**

The WageIndicator survey also includes questions on the reasons behind a particular working pattern. This question is not included in all WageIndicator surveys, so the sample for this analysis is smaller. Table B5 in the Appendix shows the results for the eight countries for which there is enough data: Belgium, Czech Republic, Finland, Germany, Mexico, the Netherlands, Spain and the United Kingdom.

Overall, it is clear that the proportion of women who work part-time and say that this is because they are looking after children is much larger than among men who work part-time. In Germany, part-time work seems to be almost exclusively undertaken because respondents have to look after children. This is true for both men and women.

It is important to note that we do not know whether working part-time is a choice or not for these respondents. In some cases, for example where there is the support of extra income from a partner, it might be seen as a 'luxury' to be able to work part-time, whereas in other situations – for example, single parents – there might not be an option to work part-time as there is only one 'bread winner' to provide for the family. The availability and cost of childcare also plays a role here. Despite these caveats, it is clear that it is primarily women who work part-time because they are looking after children.

### **Part-time because of housekeeping**

Women are also more likely than men to work part-time because of housekeeping, but housekeeping is less often quoted as a reason for working part-time than the fact that a respondent has to look after children, both among men and women.

Table B6 shows the results for seven countries: Belgium, Czech Republic, Finland, Germany, Mexico, the Netherlands and the United Kingdom. In Germany, almost all respondents (among both men and women) say that they work part-time because of housekeeping. In the United Kingdom, a majority of women also say that they work part-time because of housekeeping. In all other cases, however, a minority of respondents state housekeeping as a reason for working part-time.

### **4.3 Workplace opportunities**

The WageIndicator survey also includes questions on attitudes about career opportunities. Overall, the majority of respondents think that they do not have good career opportunities. This is true for both men and women, but women tend to have a worse opinion about their career opportunities than men.

The results are similar for respondents with children, as shown in Table B7 in the Appendix. There is sufficient data for 22 countries: Argentina, Belgium, Brazil, Belarus, Chile, Colombia, Czech Republic, Finland, Germany, Guatemala, Hungary, India, Italy, Mexico, the Netherlands, Paraguay, Poland, South Africa, Spain, Sweden, the United Kingdom and the United States. In all but one of these countries, the proportion of women who have children and say they have good career opportunities is lower than that of men with children. Moreover, in all 22 countries, the proportion of women who say they have good career opportunities is lower among those with children than for those without children.

A slightly different pattern emerges among men. In most countries, men also have a worse opinion about their career prospects once they have children, but the proportion who say they have good career prospects is still higher than that among women. Also, in six of the 22 countries covered, the proportion of men who say they have good career

opportunities is higher among those with children than among those without children. This is the case in Argentina, Brazil, Chile, India, Mexico and Paraguay.

### **Qualification levels**

The WageIndicator survey also asks whether the job level matches a respondent's education level. Overall, there is a clear trend for a larger proportion of women than men to say that they are overqualified for their job. There are a number of things to keep in mind for this analysis, among which is the sample bias of an online survey (see above), and also the fact that the results might be affected by how people subjectively rate themselves and their qualifications. The results for women might be affected by the fact that work done by women is often undervalued by employers and the wider society.

Overall, women are more likely to say they are overqualified for their job than men, both among respondents with children and among those without. The cases where men feel more overqualified for their job than women are few: among respondents with children, this is the case in Colombia and Hungary; among respondents without children, in Denmark.

When controlling for whether or not respondents have children, some interesting patterns emerge, as shown in Table B8 of the Appendix. Fewer women with children say they are overqualified for their job compared with women without children. This may be due to the sample composition, which has a bias in favour of university-educated respondents. This means that respondents are qualified to a higher-than-normal level and may be more likely to report being 'overqualified'. A second explanation might be that women and men move into jobs that fully match their qualifications later in life, at the same time or after the period when they have children. Career progression and time in the job might play a role here.

However, the exception to this is Denmark, where the proportion of women who say they are overqualified for their job is higher among those with children than among those without children. In Mexico, there is very little difference between the proportion among women with children and those without.

The same applies to men, where the propensity for respondents to say they are overqualified for their job is higher among those without children than those with children. However, in most cases the proportion of women who feel overqualified is still larger than that of men, both among respondents with children and respondents without children.

#### 4.4 Decisions for work

Despite the inequalities in terms of the division of household and childcare duties and the impact on workplace and career opportunities, women and men are often driven by the same ambitions when looking for work, as shown in the analysis of the WageIndicator survey questions on factors that are important when looking for a job. For this analysis, we have looked at the proportion of men and women who have rated the selected variables as 'four' or 'five' on a scale from one to five, where five is 'very important'. Table 4.1 below provides a break-down of the results by respondents with children and respondents without children, for all respondents in the overall sample of 43 countries.

**Table 4.1: Important factors when looking for work**

Important factors when looking for work		Gender	
		Male %	Female %
Decent salary	Without children	92.6	93.5
	With children	91.0	93.0
Reward opportunity	Without children	86.3	86.8
	With children	86.0	87.1
Quality of job	Without children	82.0	85.6
	With children	80.4	85.0
Career prospects	Without children	78.9	79.4
	With children	71.6	71.1
Challenge	Without children	71.9	71.9
	With children	69.7	69.7
Suitable working hours	Without children	64.3	73.7
	With children	65.9	81.7
Flexible hours	Without children	53.7	57.8
	With children	55.3	67.0
Work/family combination	Without children	50.1	54.7
	With children	61.3	67.9
Firm kindergarten/employer contribution to childcare	Without children	19.6	25.2
	With children	25.5	31.4

The most important factors when looking for a job are the same among both men and women: a decent salary and reward opportunities are at the top of the list, however job quality, career prospects and 'challenge' are also important. This shows that women have similar ambitions to men, and would like to have the same opportunities and pay as men. For these most important factors, there is little difference depending on whether or not the respondents have children.

However, there are some other areas where there are more distinct differences between men and women, and also a difference depending on whether or not respondents have children. These variables are related to work-life balance, and finding a job that is suitable to also meeting childcare and housekeeping commitments. For example, 74% of women without children said that suitable working hours are important when they look for a job, compared with 64% of men without children. Among respondents with children, this rises to 82% of women and 66% of men. Similarly, flexible hours, work/family combination and either a company kindergarten employer contribution to childcare are more important to women than to men when they look for a job. This is particularly the case among respondents with children.

It is worth noting that – while these factors appear less important to men than to women – the difference is not as stark as might be expected. More than half of all men think that suitable working hours, flexible hours and work-family combination are important factors when looking for work. Similarly, the proportion of men who think that a firm kindergarten or employer contribution to childcare is important is not that far behind the proportion of women who think so.

### **Gender pay gap**

Beyond the factors that influence women's decisions for work analysed above, there is one variable which tends to illustrate the disadvantaged position of women in the workplace particularly well, and that is pay. There is a variety of evidence that prove that women earn less than men.

Overall, the median gender pay gap based on this sample from the WageIndicator survey is 26% in favour of men. This figure has not changed significantly since our last analysis in October 2009<sup>15</sup>, when it stood at 28%. The gap is narrower for those without children (20%) and wider for those with children (32%). The gap is also more pronounced among respondents who work full-time (24%) than among those who don't (20%). The details of the gender pay gap for each group of respondents can be seen in Table 4.2.

The gender pay gap illustrates the gender inequality that still exists in the workplace and in society, with occupational segregation and social expectations restricting women to jobs that pay less well than those jobs open to men. Much of this links back to the uneven share of household and childcare duties with women still expected to contribute more to these.

**Table 4.2: Median gender pay gap**

	Median gross hourly wage		Median gender pay gap %
	Male	Female	
All respondents	20.0	14.8	26.3
With children	23.1	15.7	31.9
Without children	17.3	13.9	19.9
Has full-time hours	20.2	15.3	24.3
Does not have full-time hours	15.2	12.2	19.7

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<sup>15</sup> The Decent Work agenda: a gender perspective. See <http://www.ituc-csi.org/ituc-report-the-decent-work-agenda.html>



## 5. CONCLUSION

In this report we have identified a disparity between the legal protections enabling women's decisions for work and their experiences of work. The Decent Work Check analysis shows that the countries examined have legal frameworks in place to support working women, through maternity protections, equal pay law and protection from discrimination. We have also seen that these national regulations generally comply with the international standards laid out by the ILO. However, results from the WageIndicator survey highlight the fact that – despite these laws and protections – women still do not have the same employment opportunities as men.

### **National framework: Analysis of Decent Work Checks**

This shows that most countries fare well in having minimum national and international work standards. Analysis of the Decent Work Check country profiles shows:

- Overall, the legal frameworks do exist to enable women's decisions on work and support them in employment
- National regulations in Argentina, Brazil, India, Mexico, the Netherlands, South Africa and the United Kingdom provide maternity protections at work, tackle discrimination and ensure equal pay for work and comply with the standards outlined by the ILO
- However, in many cases the national laws do not apply to all women workers. Women workers in rural, agricultural and informal economies are most at risk
- Weaknesses in the mechanisms that enforce existing labour laws are also problematic. Employers are able to exploit these weaknesses and disregard the minimum standards for work.

### **Women's experiences of work: WageIndicator survey findings**

Analysis of the WageIndicator survey results provides evidence of women's experiences of work, showing that:

- Inequalities in the sharing of household and childcare tasks is deeply rooted: most of these responsibilities are taken up by women

- The evidence suggests that men with children rely on their partner to take on the larger share of household and childcare duties
- This means it is difficult for women to balance family and work and men have a better work-life balance than women
- The uneven share of household and childcare duties also has an impact on working patterns
- Fewer women with children work full-time hours than those without children
- The opposite is true for men: more men with children work full-time hours compared with those without children
- Women have a worse opinion about their career prospects than men, indicating that the opportunities of the former are restricted
- More women, compared to men, indicate that they are overqualified for the job they do, a sign that occupational segregation is preventing women from achieving their potential
- Women have the same career aspirations as men, despite not having the same access/opportunities
- The most important career drivers are a decent salary and reward opportunities, both among men and women, with and without children
- The gender pay gap persists, and is worse for women with children.

The report shows that, despite a national and international framework providing women with equal access to paid employment and protection from discrimination on the basis of gender, experiences of women in the labour market provides evidence that women are not able to make decisions for work on the same basis as men. The fact that the gender pay gap stubbornly persists is a sign to step up efforts to empower women and support MDG3.

## APPENDIX A: Decent Work Check summary tables

The information contained in this appendix contains a summary of the protections outlined by ILO Maternity Protection at Work Convention, 2000 (No. 183), Equal Remuneration Convention, 1951 (No.100), Discrimination (Employment and Occupation) Convention, 1958 (No.111), and Workers with Family Responsibilities Convention, 1981 (No.156) and extracts from individual Decent Work Check country profiles outlining the national regulations in these areas. For more details see [www.decentworkcheck.org](http://www.decentworkcheck.org)

**Table A1: Maternity protection at work – national and international provisions**

<p><b>ILO standard</b></p> <p>ILO Maternity Protection at Work Convention, 2000 (No. 183)<sup>16</sup></p> <p><b>Free medical care</b> During pregnancy and maternity leave the female worker should be entitled to medical and midwife care without any additional cost.</p> <p><b>No harmful work</b> During pregnancy and while breastfeeding, employees should be exempt from work that might bring harm to the mother or the baby.</p> <p><b>Maternity leave</b> Maternity leave should be at least 14 weeks. An earlier Convention (Convention 103 from 1952) prescribes at least 12 weeks maternity leave, 6 weeks before the birth and 6 weeks thereafter.</p> <p><b>Maternity income</b> During maternity leave a worker’s income should amount to at least two thirds of his/her preceding salary.</p>
<p><b>Argentina</b></p> <p><b>Free medical care</b> All national insurance contributions and prepaid medicines must cover pregnancy, birth and care of the newborn.</p> <p><b>No harmful work</b> Regardless of whether they are pregnant or not, it is prohibited to ask women to carry out painful, dangerous and unhealthy work.</p> <p><b>Maternity leave</b> The law prohibits female employees to work during the 45 days before birth and 45 days after birth. However, a female worker can ask for the period before the birth to be reduced, to a minimum of 30 days, and the rest of the period will have to be added to the period of leave following the birth. In case of early birth, the days not taken before the birth will be added to those taken after the birth, so that the total period is still 90 days.</p> <p><b>Maternity income</b> Maternity pay is 100% of what would have been received during the 90 days of maternity leave, paid by social security.</p>
<p><b>Brazil</b></p> <p><b>Free medical care</b> Every pregnant woman has the right to ante-natal care by the Universal System of Public Health (Sistema Único de Saúde público).</p> <p><b>No harmful work</b> During pregnancy, the worker is guaranteed the right to ‘change function’ when health conditions require so, without a loss of income or other rights. The right to return to the function previously occupied after the maternity leave period is also guaranteed.</p> <p><b>Maternity leave</b> As of a month before the birth, the pregnant woman has the right to a period of 120 days of leave. In case the employer participates in the Company Citizen Programme (Programa Empresa Cidadã), the maternity leave period can be prolonged by 60 days.</p>

<sup>16</sup> See <http://www.ilo.org/ilolex/english/convdisp1.htm> for full details of the Convention

<p><b>Maternity income</b> During the maternity leave period, the pregnant woman must receive an income equal to her normal salary, paid by social security system (Previdência Social). In case the maternity leave period is prolonged by 60 days, the maternity pay corresponding to those 60 days will be paid by the employer.</p>
<p><b>India</b></p> <p><b>Free medical care</b> The Maternity Benefit Amendment Act (2008) provides eligible working women with a medical bonus worth Rs 1,000 when the employer does not provide pre-natal and post-natal care free of charge.</p> <p><b>No harmful work</b> Pregnant employees can request not to perform arduous work, or work which involves long hours of standing, or work which is likely to be harmful to the pregnancy. It is illegal for the employer to deduct pay in these circumstances.</p> <p><b>Maternity leave</b> Women working in factories, mines, plantations, performance establishments and shops with 10 or more employees are entitled to paid maternity leave according to the Maternity Benefit. Civil servants in central government fall under the Central Civil Service (Leave) Rules, which entitles female employees the right to 180 days of maternity leave, which can be extended by one month (maximum) in exceptional circumstances.</p> <p><b>Maternity income</b> Maternity pay during maternity leave is 100% of normal pay under the Maternity Benefit Act (1961). Workers who are covered by the Employees' State Insurance Act 1948 can claim maternity pay worth 75% of their salary. For female civil servants in central government, maternity benefit worth 100% of their normal pay applies to their first two live born children. Special schemes have been introduced at the national, state and local level for women who are unorganised and self-employed. The 'Bidi and Cigar Workers Act' provides a level of maternity pay to female agricultural workers and agricultural home-based workers in certain Indian states.</p>
<p><b>Mexico</b></p> <p><b>No harmful work</b> Pregnant women will not carry out work which requires a considerable effort and which represents a health danger in relation to the pregnancy.</p> <p><b>Maternity leave</b> Maternity leave must include the 6 weeks before and 6 weeks after the birth, with the possibility to extend the period in case of not being able to return to work due to the pregnancy or the birth.</p> <p><b>Maternity income</b> During the maternity leave period, the employee should receive her full salary. During a period of extended maternity leave, the employee has the right to receive 50% of the full salary.</p>
<p><b>South Africa</b></p> <p><b>Free medical care</b> There is free maternal and child (under age 6) healthcare.</p> <p><b>No harmful work</b> The Basic Conditions of Employment Act and the Code of Good Practice on Pregnancy safeguard pregnant employees from having to carry out harmful work.</p> <p><b>Maternity leave</b> Maternity leave stands at four uninterrupted months.</p> <p><b>Maternity income</b> If a female worker has contributed to the Unemployment Insurance Fund, she can claim maternity pay from the Maternity Benefit Fund.</p>
<p><b>Netherlands</b></p> <p><b>Free medical care</b> Health insurance legislation covers health care during pregnancy, birth and care of the newborn and this health care does not require individual contributions. This means that there is no free medical care (in case of maternity). Every citizen is obliged to take out health insurance and pay for it, partly in cash and partly via a special taxation (income related). Pregnant women do not have to pay additional charges.</p> <p><b>No harmful work</b> The employer is legally required to ensure that pregnant and breast-feeding women can carry out their work duties in a safe environment. Included in these provisions is the exemption of overtime and night work, and the right to extra (paid) breaks during work hours. If necessary, a pregnant or breast-feeding woman is – for the duration of the pregnancy or the breast-feeding period - entitled to alternative work or complete exemption of work duties without losing her pay.</p>

**Maternity leave**

Maternity leave is 16 weeks and may be extended in exceptional circumstances. These exceptional circumstances have to be related to the health of the mother.

**Maternity income**

Maternity pay during maternity leave is 100% of normal pay. The employer is compensated by the Dutch social security system.

**United Kingdom**

**Free medical care**

Every pregnant woman has the right to prenatal care during pregnancy by the National Health Service.

**No harmful work**

When given written notice of a pregnancy, a birth within the last six months or breastfeeding, employers are required to undertake a risk assessment if any work is likely to present particular risks to you or your baby. The employer must continue to review the assessment and make any changes as necessary. If it is not possible to remove the risk the employee then your employer should suspend you on full pay. Pregnant employees are also protected against unfair treatment at work.

**Maternity leave**

Employees are entitled to 52 weeks maternity leave, regardless of their length of employment. No employee may work in the two weeks immediately following childbirth. In order to qualify for statutory maternity leave an employee must notify her employer no later than the 15th week before her expected week of childbirth.

**Maternity income**

Employees can claim either Statutory Maternity Pay (SMP) or Maternity Allowance (MA). SMP is at 90% of normal weekly earnings for 6 weeks then £123.06 (or 90% of earnings if lower) for 33 weeks. Maternity allowance is at the lower of 90% of earnings or £123.06 for 39 weeks.

To qualify for SMP employees must have been employed continuously by the same employer for at least 26 weeks at the 15th week before the baby is due to be born, earn at least an average of £95 a week (before tax) and have given at least 28 days written notice to their employer. Employees who do not qualify for SMP can claim MA, provided she is not entitled to SMP, has been employed in at least 26 of the 66 weeks before the expected week of childbirth, and her average earnings are not less than £30 per week.

**Table A2: Fair treatment at work – national and international provisions**

<p><b>ILO standard</b></p> <p>ILO Equal Remuneration Convention, 1951 (No.100)<sup>17</sup> is about Equal Remuneration for Work of Equal Value and ILO Discrimination (Employment and Occupation), 1958 (No.111) lists the discrimination grounds which are forbidden.</p> <p><b>Equal pay</b> Equal pay for men and women for work of equal value is a must, regardless of marital status. Pay inequality based on religion, race or ethnic background is also prohibited. A transparent remuneration system and the clear matching of pay and position in the workplace should help to prevent wage discrimination.</p> <p><b>Sexual harassment</b> Sexual intimidation is gender discrimination.</p> <p><b>Equal training opportunities</b> All employees, regardless of gender, religion, race or ethnic background are entitled to equal training and development opportunities.</p> <p><b>Freedom to complain</b> Workers should know whom to turn to for help in case of discrimination. Whenever an employee asks questions about discrimination or files a complaint, s/he should be protected against intimidation and against being dismissed.</p>
<p><b>Argentina</b></p> <p><b>Equal pay</b> The law requires equal pay for equal work. The ‘law of the contract of work’ prohibits any type of discrimination based on gender, race, nationality, religion, political conviction, association or age.</p> <p><b>Sexual harassment</b> There is no legislation in this respect.</p> <p><b>Equal training opportunities</b> Work-related training, with equal access and treatment, is a fundamental right for workers.</p> <p><b>Freedom to complain</b> Employees are allowed to raise complaints about discrimination and are protected against possible sanctions.</p>
<p><b>Brazil</b></p> <p><b>Equal pay</b> The Federal Constitution prohibits the difference in salary, duties and admission criteria on the grounds of gender, age, race (‘colour’) or civil/marital status. The employment legislation also prohibits discrimination, limiting the possibility of a salary difference to work of different value (that is, different productivity, technical ‘craftsmanship’ and time of service).</p> <p><b>Sexual harassment</b> Employment legislation guarantees the worker the right to revoke the employment contract and demand due compensation when s/he runs the risk of considerable danger and also when the employer or their representatives practice acts that are harmful ‘to the honour or reputation’ of the worker. Moreover, sexual harassment is considered a crime by the Penal Code (Código Penal).</p> <p><b>Equal training opportunities</b> There is no legislation in respect of equal training opportunities. Nevertheless, the constitution prohibits discrimination, which extends to training and education of employees.</p> <p><b>Freedom to complain</b> The right to complain is guaranteed by the Constitution and by the employment legislation. However, there are no guarantees against possible retaliation carried out indirectly by the employer.</p>
<p><b>India</b></p> <p><b>Equal pay</b> The Equal Remuneration Act 1976 regulates equal pay for work of equal value, including work in the informal sector. Article 39 (d) of the Indian Constitution also provides for Equal Pay for Equal Work.</p> <p><b>Sexual harassment</b> The Indecent Representation of Women (Prohibition) Act prohibits the production, use and dissemination of illegal pornographic material. Article 16 of the Constitution regulates discrimination on the basis of sex.</p> <p><b>Equal training opportunities</b> The Equal Remuneration Act 1976 includes that work of equal value must be equally rewarded and</p>

<sup>17</sup> See <http://www.ilo.org/ilolex/english/convdisp1.htm> for full details of the Convention

<p>under similar conditions of employment. Access to apprenticeship training is made under the Apprentices Act 1961.</p> <p><b>Freedom to complain</b> Workplace inspectors have the authority to check if the regulations are enforced appropriately in the workplace and, if necessary, Advisory Committees can be established to deal with complaints on discrimination in the workplace. The Indian Constitution follows the Principle of Natural Justice which implies that every person who is a citizen of the country has the Right of Hearing. This concept has two fundamental principles: 1) a person directly affected by an impending decision must be afforded a fair hearing prior to that decision being made; and 2) the decision maker should be impartial.</p>
<p><b>Mexico</b></p> <p><b>Equal pay</b> There must be equal pay for equal work, without taking into account gender or nationality.</p> <p><b>Sexual harassment</b> Legislation on 'women's access to a life free from violence' also covers the work environment in Mexico.</p> <p><b>Equal training opportunities</b> A worker has the right to receive training.</p> <p><b>Freedom to complain</b> There is no legislation in this respect.</p>
<p><b>South Africa</b></p> <p><b>Equal pay</b> The Promotion of Equality and Prevention of Unfair Discrimination Act ensures equal pay for work of equal value.</p> <p><b>Sexual harassment</b> The Labour Relations Act has a Code on Good Practice on Sexual Harassment which sets out the best ways to deal with complaints of this nature.</p> <p><b>Equal training opportunities</b> All workers have the right to equal access and equality of opportunities to training.</p> <p><b>Freedom to complain</b> Individuals who want to make a complaint can address the Equality Courts. Individuals should be safeguarded from victimisation when doing so. Labour relations disputes can be referred to the dispute resolution body the Commission for Conciliation, Mediation and Arbitration (CCMA).</p>
<p><b>Netherlands</b></p> <p><b>Equal pay</b> The law requires equal pay for equal work. The Act on Equality in Employment for Men and Women and the Equal Treatment Act prohibits any type of discrimination based on gender, marital status, race and ethnicity, sexual preference, health or handicap, nationality, religion, or duration of employment. The Act of Equal Treatment for Temporary and Permanent Employees and Equal Treatment (working hours) Act are also relevant.</p> <p><b>Sexual harassment</b> The Act on Equality in Employment for Men and Women explicitly prohibits sexual intimidation.</p> <p><b>Equal training opportunities</b> All workers have the right to equal access to training and education under the Equal Treatment Act.</p> <p><b>Freedom to complain</b> A citizen can file a complaint at the Equal Treatment Commission. There are no costs involved. The judgement is not binding. In case the employer refuses to accept the judgement of the ETC an employee would be required to start proceedings (meaning having to hire a lawyer and paying for the procedure).</p>
<p><b>United Kingdom</b></p> <p><b>Equal pay</b> The law states that men and women are entitled to equal pay for work of equal value under the Equal Pay Act 1970. 'Pay' includes contractual benefits, such as bonuses and pensions contributions as well as basic pay.</p> <p><b>Sexual harassment</b> Sexual harassment is prohibited by the Sex Discrimination Act in situations which include that where, on the grounds of her sex, a man engages in unwanted conduct which has the purpose or effect of violating a woman's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for her. Harassment and discrimination on the basis of your marital status, gender reassignment, pregnancy, sexual orientation, disability, race, colour, ethnic background, nationality, religion or belief, or age is also unlawful.</p>

**Training opportunities**

There is no statutory legislation in this respect although in April 2010 the Government plans to introduce a right to request training for those employed for no fewer than 26 weeks by an employer who employs over 250 people. If access is blocked to training on the basis of an employees' gender, marital status, gender reassignment, pregnancy, sexual orientation, disability, race, colour, ethnic background, nationality, religion or belief, or age then this may be unlawful discrimination.



**Table A3: Workers with family responsibilities – national and international provisions**

<b>ILO standard</b>
ILO Workers with Family Responsibilities Convention, 1981 (No.156) <sup>18</sup> protects workers, male and female, from discrimination. <b>School holidays</b> An employee's paid holiday should be allowed to coincide with the holidays of school-going children. <b>Equal opportunities of parents</b> Employees (regardless of gender) with family responsibilities should have the same opportunities as their colleagues who have no such responsibilities.
<b>Argentina</b>
<b>Equal opportunities of parents</b> As an employee (regardless of gender) with family responsibilities, a worker has the same opportunities as your colleagues that do not have these responsibilities.
<b>Brazil</b>
<b>Paid leave during school holidays</b> There is no national legislation in this respect. <b>Equal opportunities of parents</b> There is no national legislation in this respect.
<b>India</b>
<b>Paid leave during school holidays</b> There is no national legislation in this respect. <b>Equal opportunities of parents</b> There is no national legislation in this respect.
<b>Mexico</b>
<b>Paid leave during school holidays</b> There is no national legislation in this respect. <b>Equal opportunities of parents</b> There is no national legislation in this respect.
<b>South Africa</b>
<b>Equal opportunities of parents</b> The Employment Equity Act provides for equal rights and opportunities in the workplace for workers with family responsibilities compared with other workers.
<b>Netherlands</b>
<b>Equal opportunities of parents</b> Parents have equal opportunities under the Equal Treatment Act and Act of Equal Treatment in Employment of Men and Women which prohibit discrimination.
<b>United Kingdom</b>
<b>Paid leave during school holidays</b> There is no statutory entitlement for working parents to have time off during school holidays. However, parents do have the right to request flexible working arrangements from their employer. There is also the right to a reasonable amount of unpaid time off to 1) provide assistance when a dependant falls ill; 2) make arrangements for care when a dependant is ill or injured; and 3) unexpected disruption or termination of care for a dependant. <b>Equal opportunities of parents</b> Parents have the right not to be unfairly dismissed for, or suffer a detriment relating to, taking time off for dependants or requesting or flexible working.

<sup>18</sup> See <http://www.ilo.org/ilolex/english/convdisp1.htm> for full details of the Convention

## APPENDIX B: WageIndicator data tables

**Table B1: Profile of survey respondents**

Country of survey				Gender		Total
				male	female	
Angola	Has children	No	Count	4	5	9
			% within Gender	66.7%	71.4%	69.2%
		Yes	Count	2	2	4
			% within Gender	33.3%	28.6%	30.8%
	Total		Count	6	7	13
			% within Gender	100.0%	100.0%	100.0%
Azerbaijan	Has children	No	Count	1	1	2
			% within Gender	50.0%	33.3%	40.0%
		Yes	Count	1	2	3
			% within Gender	50.0%	66.7%	60.0%
	Total		Count	2	3	5
			% within Gender	100.0%	100.0%	100.0%
Argentina	Has children	No	Count	6418	4254	10672
			% within Gender	57.1%	63.4%	59.5%
		Yes	Count	4819	2453	7272
			% within Gender	42.9%	36.6%	40.5%
	Total		Count	11237	6707	17944
			% within Gender	100.0%	100.0%	100.0%
Armenia	Has children	No	Count	2	1	3
			% within Gender	50.0%	50.0%	50.0%
		Yes	Count	2	1	3
			% within Gender	50.0%	50.0%	50.0%
	Total		Count	4	2	6
			% within Gender	100.0%	100.0%	100.0%
Belgium	Has children	No	Count	2844	2220	5064
			% within Gender	50.3%	52.6%	51.3%
		Yes	Count	2813	2003	4816
			% within Gender	49.7%	47.4%	48.7%
	Total		Count	5657	4223	9880
			% within Gender	100.0%	100.0%	100.0%
Botswana	Has children	No	Count	0	2	2
			% within Gender	.0%	66.7%	40.0%
		Yes	Count	2	1	3
			% within Gender	100.0%	33.3%	60.0%
	Total		Count	2	3	5
			% within Gender	100.0%	100.0%	100.0%
Brazil	Has children	No	Count	7070	5987	13057
			% within Gender	59.5%	61.3%	60.3%
		Yes	Count	4818	3777	8595
			% within Gender	40.5%	38.7%	39.7%
	Total		Count	11888	9764	21652
			% within Gender	100.0%	100.0%	100.0%
Belarus	Has children	No	Count	322	187	509
			% within Gender	53.6%	54.8%	54.0%
		Yes	Count	279	154	433
			% within Gender	46.4%	45.2%	46.0%
	Total		Count	601	341	942
			% within Gender	100.0%	100.0%	100.0%
Chile	Has children	No	Count	2299	1090	3389

			% within Gender	46.7%	47.6%	47.0%
		Yes	Count	2623	1201	3824
			% within Gender	53.3%	52.4%	53.0%
	Total		Count	4922	2291	7213
			% within Gender	100.0%	100.0%	100.0%
Colombia	Has children	No	Count	1106	573	1679
			% within Gender	52.8%	49.6%	51.6%
		Yes	Count	990	583	1573
			% within Gender	47.2%	50.4%	48.4%
	Total		Count	2096	1156	3252
			% within Gender	100.0%	100.0%	100.0%
Czech Republic	Has children	No	Count	4025	2947	6972
			% within Gender	53.6%	52.2%	53.0%
		Yes	Count	3480	2701	6181
			% within Gender	46.4%	47.8%	47.0%
	Total		Count	7505	5648	13153
			% within Gender	100.0%	100.0%	100.0%
Denmark	Has children	No	Count	130	78	208
			% within Gender	36.5%	26.4%	31.9%
		Yes	Count	226	218	444
			% within Gender	63.5%	73.6%	68.1%
	Total		Count	356	296	652
			% within Gender	100.0%	100.0%	100.0%
Finland	Has children	No	Count	3078	2963	6041
			% within Gender	50.4%	46.4%	48.4%
		Yes	Count	3032	3418	6450
			% within Gender	49.6%	53.6%	51.6%
	Total		Count	6110	6381	12491
			% within Gender	100.0%	100.0%	100.0%
France	Has children	No	Count	87	56	143
			% within Gender	58.0%	53.3%	56.1%
		Yes	Count	63	49	112
			% within Gender	42.0%	46.7%	43.9%
	Total		Count	150	105	255
			% within Gender	100.0%	100.0%	100.0%
Georgia	Has children	No	Count	1		1
			% within Gender	50.0%		50.0%
		Yes	Count	1		1
			% within Gender	50.0%		50.0%
	Total		Count	2		2
			% within Gender	100.0%		100.0%
Germany	Has children	No	Count	10960	8092	19052
			% within Gender	47.8%	56.4%	51.1%
		Yes	Count	11949	6261	18210
			% within Gender	52.2%	43.6%	48.9%
	Total		Count	22909	14353	37262
			% within Gender	100.0%	100.0%	100.0%
Guatemala	Has children	No	Count	114	80	194
			% within Gender	53.0%	54.8%	53.7%
		Yes	Count	101	66	167
			% within Gender	47.0%	45.2%	46.3%
	Total		Count	215	146	361
			% within Gender	100.0%	100.0%	100.0%
Hungary	Has children	No	Count	229	273	502

			% within Gender	55.9%	51.3%	53.3%
		Yes	Count	181	259	440
			% within Gender	44.1%	48.7%	46.7%
	Total		Count	410	532	942
			% within Gender	100.0%	100.0%	100.0%
India	Has children	No	Count	2796	612	3408
			% within Gender	64.3%	73.7%	65.8%
	Yes	Count	1555	218	1773	
		% within Gender	35.7%	26.3%	34.2%	
	Total	Count	4351	830	5181	
		% within Gender	100.0%	100.0%	100.0%	
Indonesia	Has children	No	Count	5	4	9
			% within Gender	50.0%	50.0%	50.0%
	Yes	Count	5	4	9	
		% within Gender	50.0%	50.0%	50.0%	
	Total	Count	10	8	18	
		% within Gender	100.0%	100.0%	100.0%	
Italy	Has children	No	Count	213	72	285
			% within Gender	68.9%	72.7%	69.9%
	Yes	Count	96	27	123	
		% within Gender	31.1%	27.3%	30.1%	
	Total	Count	309	99	408	
		% within Gender	100.0%	100.0%	100.0%	
Kazakhstan	Has children	No	Count	19	11	30
			% within Gender	65.5%	50.0%	58.8%
	Yes	Count	10	11	21	
		% within Gender	34.5%	50.0%	41.2%	
	Total	Count	29	22	51	
		% within Gender	100.0%	100.0%	100.0%	
Korea, Rep.	Has children	No	Count	2998	2705	5703
			% within Gender	72.9%	83.7%	77.6%
	Yes	Count	1117	526	1643	
		% within Gender	27.1%	16.3%	22.4%	
	Total	Count	4115	3231	7346	
		% within Gender	100.0%	100.0%	100.0%	
Kyrgyzstan	Has children	No	Count	4		4
			% within Gender	100.0%		100.0%
	Total	Count	4		4	
		% within Gender	100.0%		100.0%	
Malawi	Has children	No	Count	1	4	5
			% within Gender	50.0%	80.0%	71.4%
	Yes	Count	1	1	2	
		% within Gender	50.0%	20.0%	28.6%	
	Total	Count	2	5	7	
		% within Gender	100.0%	100.0%	100.0%	
Mexico	Has children	No	Count	5406	1833	7239
			% within Gender	56.1%	60.1%	57.1%
	Yes	Count	4226	1218	5444	
		% within Gender	43.9%	39.9%	42.9%	
	Total	Count	9632	3051	12683	
		% within Gender	100.0%	100.0%	100.0%	
Mozambique	Has children	No	Count	3	1	4
			% within Gender	50.0%	33.3%	44.4%
	Yes	Count	3	2	5	
		% within Gender				

			% within Gender	50.0%	66.7%	55.6%
	Total		Count	6	3	9
			% within Gender	100.0%	100.0%	100.0%
Namibia	Has children	No	Count	1	3	4
			% within Gender	25.0%	42.9%	36.4%
		Yes	Count	3	4	7
			% within Gender	75.0%	57.1%	63.6%
	Total		Count	4	7	11
			% within Gender	100.0%	100.0%	100.0%
Netherlands	Has children	No	Count	15331	10656	25987
			% within Gender	50.5%	55.9%	52.6%
		Yes	Count	15021	8412	23433
			% within Gender	49.5%	44.1%	47.4%
	Total		Count	30352	19068	49420
			% within Gender	100.0%	100.0%	100.0%
Paraguay	Has children	No	Count	1293	673	1966
			% within Gender	53.5%	54.2%	53.8%
		Yes	Count	1123	568	1691
			% within Gender	46.5%	45.8%	46.2%
	Total		Count	2416	1241	3657
			% within Gender	100.0%	100.0%	100.0%
Poland	Has children	No	Count	1019	1261	2280
			% within Gender	50.1%	59.8%	55.0%
		Yes	Count	1015	848	1863
			% within Gender	49.9%	40.2%	45.0%
	Total		Count	2034	2109	4143
			% within Gender	100.0%	100.0%	100.0%
Russian Federation	Has children	No	Count	1065	1215	2280
			% within Gender	58.7%	63.8%	61.3%
		Yes	Count	750	688	1438
			% within Gender	41.3%	36.2%	38.7%
	Total		Count	1815	1903	3718
			% within Gender	100.0%	100.0%	100.0%
Slovakia	Has children	No	Count	18	30	48
			% within Gender	78.3%	53.6%	60.8%
		Yes	Count	5	26	31
			% within Gender	21.7%	46.4%	39.2%
	Total		Count	23	56	79
			% within Gender	100.0%	100.0%	100.0%
South Africa	Has children	No	Count	1988	2737	4725
			% within Gender	46.0%	39.7%	42.2%
		Yes	Count	2332	4149	6481
			% within Gender	54.0%	60.3%	57.8%
	Total		Count	4320	6886	11206
			% within Gender	100.0%	100.0%	100.0%
Spain	Has children	No	Count	2177	2360	4537
			% within Gender	65.8%	72.5%	69.1%
		Yes	Count	1132	897	2029
			% within Gender	34.2%	27.5%	30.9%
	Total		Count	3309	3257	6566
			% within Gender	100.0%	100.0%	100.0%
Sweden	Has children	No	Count	219	199	418
			% within Gender	43.1%	41.4%	42.3%
		Yes	Count	289	282	571
			% within Gender			

			% within Gender	56.9%	58.6%	57.7%
	Total		Count	508	481	989
			% within Gender	100.0%	100.0%	100.0%
Tajikistan	Has children	Yes	Count		1	1
			% within Gender		100.0%	100.0%
	Total	Count		1	1	
		% within Gender		100.0%	100.0%	
Turkmenistan	Has children	No	Count	2		2
			% within Gender	100.0%		100.0%
	Total	Count	2		2	
		% within Gender	100.0%		100.0%	
Ukraine	Has children	No	Count	38	33	71
			% within Gender	54.3%	68.8%	60.2%
		Yes	Count	32	15	47
			% within Gender	45.7%	31.3%	39.8%
	Total	Count	70	48	118	
		% within Gender	100.0%	100.0%	100.0%	
United Kingdom	Has children	No	Count	4356	4445	8801
			% within Gender	56.7%	61.4%	59.0%
		Yes	Count	3331	2795	6126
			% within Gender	43.3%	38.6%	41.0%
	Total	Count	7687	7240	14927	
		% within Gender	100.0%	100.0%	100.0%	
United States	Has children	No	Count	726	554	1280
			% within Gender	44.2%	42.8%	43.6%
		Yes	Count	918	741	1659
			% within Gender	55.8%	57.2%	56.4%
	Total	Count	1644	1295	2939	
		% within Gender	100.0%	100.0%	100.0%	
Uzbekistan	Has children	No	Count	5	3	8
			% within Gender	55.6%	60.0%	57.1%
		Yes	Count	4	2	6
			% within Gender	44.4%	40.0%	42.9%
	Total	Count	9	5	14	
		% within Gender	100.0%	100.0%	100.0%	
Zambia	Has children	No	Count	7	2	9
			% within Gender	77.8%	66.7%	75.0%
		Yes	Count	2	1	3
			% within Gender	22.2%	33.3%	25.0%
	Total	Count	9	3	12	
		% within Gender	100.0%	100.0%	100.0%	

**Table B2: Contribution to household tasks**

Country of survey	Has children			Gender		Total			
				male	female				
Argentina	No	Contributes most to household tasks – if not single	No	Count	168	100	268		
				% within Gender	82.4%	55.2%	69.6%		
			Yes	Count	36	81	117		
				% within Gender	17.6%	44.8%	30.4%		
			Total			Count	204	181	385
						% within Gender	100.0%	100.0%	100.0%
	Yes	Contributes most to household tasks – if not single	No	Count	171	32	203		
				% within Gender	92.4%	27.4%	67.2%		
			Yes	Count	14	85	99		
				% within Gender	7.6%	72.6%	32.8%		
Total			Count	185	117	302			
			% within Gender	100.0%	100.0%	100.0%			
Belgium	No	Contributes most to household tasks – if not single	No	Count	740	309	1049		
				% within Gender	73.7%	33.3%	54.3%		
			Yes	Count	264	620	884		
				% within Gender	26.3%	66.7%	45.7%		
			Total			Count	1004	929	1933
						% within Gender	100.0%	100.0%	100.0%
	Yes	Contributes most to household tasks – if not single	No	Count	1210	162	1372		
				% within Gender	87.5%	14.3%	54.6%		
			Yes	Count	173	967	1140		
				% within Gender	12.5%	85.7%	45.4%		
Total			Count	1383	1129	2512			
			% within Gender	100.0%	100.0%	100.0%			
Brazil	No	Contributes most to household tasks – if not single	No	Count	147	98	245		
				% within Gender	79.0%	57.3%	68.6%		
			Yes	Count	39	73	112		
				% within Gender	21.0%	42.7%	31.4%		
			Total			Count	186	171	357
						% within Gender	100.0%	100.0%	100.0%
	Yes	Contributes most to household tasks – if not single	No	Count	131	42	173		
				% within Gender	85.6%	30.4%	59.5%		
			Yes	Count	22	96	118		
				% within Gender	14.4%	69.6%	40.5%		
Total			Count	153	138	291			
			% within Gender	100.0%	100.0%	100.0%			
Belarus	No	Contributes most to household tasks – if not single	No	Count	86	45	131		
				% within Gender	72.3%	46.9%	60.9%		
			Yes	Count	33	51	84		
				% within Gender	27.7%	53.1%	39.1%		
			Total			Count	119	96	215
						% within Gender	100.0%	100.0%	100.0%
	Yes	Contributes most to household tasks – if not single	No	Count	107	15	122		
				% within Gender	88.4%	18.5%	60.4%		
			Yes	Count	14	66	80		
				% within Gender	11.6%	81.5%	39.6%		
Total			Count	121	81	202			
			% within Gender	100.0%	100.0%	100.0%			
Chile	No	Contributes most to household tasks – if not single	No	Count	122	44	166		
				% within Gender	77.2%	59.5%	71.6%		
			Yes	Count	36	30	66		

Country of survey	Has children			Gender		Total		
				male	female			
				% within Gender	22.8%	40.5%	28.4%	
				Total	Count	158	74	232
	Yes	Contributes most to household tasks – if not single	No	Count	193	53	246	
				% within Gender	88.1%	42.7%	71.7%	
			Yes	Count	26	71	97	
				% within Gender	11.9%	57.3%	28.3%	
			Total	Count	219	124	343	
			% within Gender	100.0%	100.0%	100.0%		
	Colombia	No	Contributes most to household tasks – if not single	No	Count	184	78	262
					% within Gender	77.0%	62.4%	72.0%
Yes				Count	55	47	102	
				% within Gender	23.0%	37.6%	28.0%	
Total		Count	239	125	364			
% within Gender		100.0%	100.0%	100.0%				
Yes		Contributes most to household tasks – if not single	No	Count	213	56	269	
				% within Gender	85.5%	38.9%	68.4%	
			Yes	Count	36	88	124	
				% within Gender	14.5%	61.1%	31.6%	
	Total		Count	249	144	393		
	% within Gender		100.0%	100.0%	100.0%			
Czech Republic	No	Contributes most to household tasks – if not single	No	Count	1413	735	2148	
				% within Gender	63.3%	40.0%	52.8%	
			Yes	Count	818	1104	1922	
				% within Gender	36.7%	60.0%	47.2%	
	Total	Count	2231	1839	4070			
	% within Gender	100.0%	100.0%	100.0%				
	Yes	Contributes most to household tasks – if not single	No	Count	1795	382	2177	
				% within Gender	77.4%	19.2%	50.5%	
			Yes	Count	524	1606	2130	
				% within Gender	22.6%	80.8%	49.5%	
Total			Count	2319	1988	4307		
% within Gender			100.0%	100.0%	100.0%			
Hungary	No	Contributes most to household tasks – if not single	No	Count	84	56	140	
				% within Gender	75.0%	39.2%	54.9%	
			Yes	Count	28	87	115	
				% within Gender	25.0%	60.8%	45.1%	
	Total	Count	112	143	255			
	% within Gender	100.0%	100.0%	100.0%				
	Yes	Contributes most to household tasks – if not single	No	Count	105	16	121	
				% within Gender	97.2%	9.5%	43.8%	
			Yes	Count	3	152	155	
				% within Gender	2.8%	90.5%	56.2%	
Total			Count	108	168	276		
% within Gender			100.0%	100.0%	100.0%			
India	No	Contributes most to household tasks – if not single	No	Count	116	34	150	
				% within Gender	49.8%	52.3%	50.3%	
			Yes	Count	117	31	148	
				% within Gender	50.2%	47.7%	49.7%	
	Total	Count	233	65	298			
	% within Gender	100.0%	100.0%	100.0%				
	Yes		No	Count	71	2	73	
				% within Gender				



Country of survey	Has children			Gender		Total	
				male	female		
		Contributes most to household tasks – if not single		% within Gender	47.7%	15.4%	45.1%
			Yes	Count	78	11	89
			% within Gender	52.3%	84.6%	54.9%	
		Total	Count	149	13	162	
			% within Gender	100.0%	100.0%	100.0%	
Netherlands	No	Contributes most to household tasks – if not single	No	Count	3093	1640	4733
				% within Gender	69.7%	38.6%	54.5%
		Yes	Count	1344	2611	3955	
			% within Gender	30.3%	61.4%	45.5%	
		Total	Count	4437	4251	8688	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Contributes most to household tasks – if not single	No	Count	5599	692	6291
				% within Gender	86.0%	15.6%	57.4%
		Yes	Count	910	3757	4667	
			% within Gender	14.0%	84.4%	42.6%	
		Total	Count	6509	4449	10958	
			% within Gender	100.0%	100.0%	100.0%	
Paraguay	No	Contributes most to household tasks – if not single	No	Count	116	60	176
				% within Gender	85.9%	67.4%	78.6%
		Yes	Count	19	29	48	
			% within Gender	14.1%	32.6%	21.4%	
		Total	Count	135	89	224	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Contributes most to household tasks – if not single	No	Count	163	39	202
				% within Gender	97.0%	42.9%	78.0%
		Yes	Count	5	52	57	
			% within Gender	3.0%	57.1%	22.0%	
		Total	Count	168	91	259	
			% within Gender	100.0%	100.0%	100.0%	
Poland	No	Contributes most to household tasks – if not single	No	Count	468	380	848
				% within Gender	82.5%	49.7%	63.7%
		Yes	Count	99	384	483	
			% within Gender	17.5%	50.3%	36.3%	
		Total	Count	567	764	1331	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Contributes most to household tasks – if not single	No	Count	633	137	770
				% within Gender	85.3%	20.7%	54.9%
		Yes	Count	109	524	633	
			% within Gender	14.7%	79.3%	45.1%	
		Total	Count	742	661	1403	
			% within Gender	100.0%	100.0%	100.0%	
South Africa	No	Contributes most to household tasks – if not single	No	Count	53	53	106
				% within Gender	53.0%	41.4%	46.5%
		Yes	Count	47	75	122	
			% within Gender	47.0%	58.6%	53.5%	
		Total	Count	100	128	228	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Contributes most to household tasks – if not single	No	Count	75	49	124
				% within Gender	63.6%	22.2%	36.6%
		Yes	Count	43	172	215	
			% within Gender	36.4%	77.8%	63.4%	
Total	Count	118	221	339			

Country of survey	Has children			Gender		Total	
				male	female		
				% within Gender	100.0%	100.0%	100.0%
Spain	No	Contributes most to household tasks – if not single	No	Count	1043	751	1794
				% within Gender	86.5%	55.2%	69.9%
			Yes	Count	163	610	773
				% within Gender	13.5%	44.8%	30.1%
	Total			Count	1206	1361	2567
				% within Gender	100.0%	100.0%	100.0%
	Yes	Contributes most to household tasks – if not single	No	Count	761	127	888
				% within Gender	92.8%	20.8%	62.1%
			Yes	Count	59	483	542
				% within Gender	7.2%	79.2%	37.9%
Total			Count	820	610	1430	
			% within Gender	100.0%	100.0%	100.0%	
United Kingdom	No	Contributes most to household tasks – if not single	No	Count	1789	1468	3257
				% within Gender	72.8%	52.4%	61.9%
			Yes	Count	668	1333	2001
				% within Gender	27.2%	47.6%	38.1%
	Total			Count	2457	2801	5258
				% within Gender	100.0%	100.0%	100.0%
	Yes	Contributes most to household tasks – if not single	No	Count	1864	446	2310
				% within Gender	76.6%	19.8%	49.2%
			Yes	Count	571	1811	2382
				% within Gender	23.4%	80.2%	50.8%
Total			Count	2435	2257	4692	
			% within Gender	100.0%	100.0%	100.0%	

**Table B3: Combining work and family**

Country of survey	Has children			Gender		Total	
				male	female		
Argentina	No	Finds combining work and family tough	No	Count	2625	1713	4338
				% within Gender	59.1%	57.0%	58.3%
			Yes	Count	1816	1290	3106
			% within Gender	40.9%	43.0%	41.7%	
		Total		Count	4441	3003	7444
				% within Gender	100.0%	100.0%	100.0%
	Yes	Finds combining work and family tough	No	Count	2108	971	3079
				% within Gender	55.5%	50.1%	53.7%
		Yes	Count	1691	967	2658	
			% within Gender	44.5%	49.9%	46.3%	
Total		Count	3799	1938	5737		
		% within Gender	100.0%	100.0%	100.0%		
Belgium	No	Finds combining work and family tough	No	Count	738	592	1330
				% within Gender	66.8%	60.8%	64.0%
			Yes	Count	367	381	748
			% within Gender	33.2%	39.2%	36.0%	
		Total		Count	1105	973	2078
				% within Gender	100.0%	100.0%	100.0%
	Yes	Finds combining work and family tough	No	Count	832	461	1293
				% within Gender	59.2%	41.9%	51.6%
		Yes	Count	574	639	1213	
			% within Gender	40.8%	58.1%	48.4%	
Total		Count	1406	1100	2506		
		% within Gender	100.0%	100.0%	100.0%		
Brazil	No	Finds combining work and family tough	No	Count	106	90	196
				% within Gender	57.9%	54.9%	56.5%
			Yes	Count	77	74	151
			% within Gender	42.1%	45.1%	43.5%	
		Total		Count	183	164	347
				% within Gender	100.0%	100.0%	100.0%
	Yes	Finds combining work and family tough	No	Count	96	68	164
				% within Gender	63.6%	51.5%	58.0%
		Yes	Count	55	64	119	
			% within Gender	36.4%	48.5%	42.0%	
Total		Count	151	132	283		
		% within Gender	100.0%	100.0%	100.0%		
Belarus	No	Finds combining work and family tough	No	Count	67	46	113
				% within Gender	55.4%	52.9%	54.3%
			Yes	Count	54	41	95
			% within Gender	44.6%	47.1%	45.7%	
		Total		Count	121	87	208
				% within Gender	100.0%	100.0%	100.0%
	Yes	Finds combining work and family tough	No	Count	75	24	99
				% within Gender	58.1%	30.4%	47.6%
		Yes	Count	54	55	109	
			% within Gender	41.9%	69.6%	52.4%	
Total		Count	129	79	208		
		% within Gender	100.0%	100.0%	100.0%		
Chile	No	Finds combining work and family tough	No	Count	87	54	141
				% within Gender	54.4%	69.2%	59.2%
			Yes	Count	73	24	97

Country of survey	Has children			Gender		Total		
				male	female			
				% within Gender	45.6%	30.8%	40.8%	
				Total	Count	160	78	238
				% within Gender	100.0%	100.0%	100.0%	
	Yes	Finds combining work and family tough	No	Count	123	46	169	
				% within Gender	56.2%	38.0%	49.7%	
			Yes	Count	96	75	171	
				% within Gender	43.8%	62.0%	50.3%	
			Total	Count	219	121	340	
	% within Gender	100.0%	100.0%	100.0%				
	Colombia	No	Finds combining work and family tough	No	Count	122	75	197
% within Gender					52.6%	61.0%	55.5%	
Yes				Count	110	48	158	
				% within Gender	47.4%	39.0%	44.5%	
Total				Count	232	123	355	
% within Gender				100.0%	100.0%	100.0%		
Yes		Finds combining work and family tough	No	Count	133	77	210	
				% within Gender	54.3%	53.8%	54.1%	
			Yes	Count	112	66	178	
				% within Gender	45.7%	46.2%	45.9%	
			Total	Count	245	143	388	
			% within Gender	100.0%	100.0%	100.0%		
Czech Republic	No	Finds combining work and family tough	No	Count	1560	1248	2808	
				% within Gender	66.6%	66.8%	66.7%	
			Yes	Count	784	620	1404	
				% within Gender	33.4%	33.2%	33.3%	
			Total	Count	2344	1868	4212	
			% within Gender	100.0%	100.0%	100.0%		
	Yes	Finds combining work and family tough	No	Count	1519	1211	2730	
				% within Gender	62.3%	62.2%	62.3%	
			Yes	Count	919	736	1655	
				% within Gender	37.7%	37.8%	37.7%	
			Total	Count	2438	1947	4385	
			% within Gender	100.0%	100.0%	100.0%		
Guatemala	No	Finds combining work and family tough	No	Count	27	16	43	
				% within Gender	57.4%	59.3%	58.1%	
			Yes	Count	20	11	31	
				% within Gender	42.6%	40.7%	41.9%	
			Total	Count	47	27	74	
			% within Gender	100.0%	100.0%	100.0%		
	Yes	Finds combining work and family tough	No	Count	28	15	43	
				% within Gender	63.6%	44.1%	55.1%	
			Yes	Count	16	19	35	
				% within Gender	36.4%	55.9%	44.9%	
			Total	Count	44	34	78	
			% within Gender	100.0%	100.0%	100.0%		
Hungary	No	Finds combining work and family tough	No	Count	76	87	163	
				% within Gender	61.8%	57.2%	59.3%	
			Yes	Count	47	65	112	
				% within Gender	38.2%	42.8%	40.7%	
			Total	Count	123	152	275	
			% within Gender	100.0%	100.0%	100.0%		
	Yes		No	Count	65	58	123	

Country of survey	Has children			Gender		Total			
				male	female				
		Finds combining work and family tough	Yes	% within Gender	54.6%	38.4%	45.6%		
				Count	54	93	147		
		Total				% within Gender	45.4%	61.6%	54.4%
						Count	119	151	270
						% within Gender	100.0%	100.0%	100.0%
India	No	Finds combining work and family tough	No	Count	122	37	159		
				% within Gender	52.8%	58.7%	54.1%		
		Yes	Count	109	26	135			
				% within Gender	47.2%	41.3%	45.9%		
		Total	Count	231	63	294			
				% within Gender	100.0%	100.0%	100.0%		
	Yes	Finds combining work and family tough	No	Count	75	6	81		
				% within Gender	52.1%	54.5%	52.3%		
		Yes	Count	69	5	74			
				% within Gender	47.9%	45.5%	47.7%		
		Total	Count	144	11	155			
				% within Gender	100.0%	100.0%	100.0%		
Italy	No	Finds combining work and family tough	No	Count	59	19	78		
				% within Gender	54.6%	59.4%	55.7%		
		Yes	Count	49	13	62			
				% within Gender	45.4%	40.6%	44.3%		
		Total	Count	108	32	140			
				% within Gender	100.0%	100.0%	100.0%		
	Yes	Finds combining work and family tough	No	Count	30	8	38		
				% within Gender	50.0%	47.1%	49.4%		
		Yes	Count	30	9	39			
				% within Gender	50.0%	52.9%	50.6%		
		Total	Count	60	17	77			
				% within Gender	100.0%	100.0%	100.0%		
Netherlands	No	Finds combining work and family tough	No	Count	3448	2746	6194		
				% within Gender	71.7%	61.0%	66.5%		
		Yes	Count	1358	1757	3115			
				% within Gender	28.3%	39.0%	33.5%		
		Total	Count	4806	4503	9309			
				% within Gender	100.0%	100.0%	100.0%		
	Yes	Finds combining work and family tough	No	Count	4383	2203	6586		
				% within Gender	72.5%	51.3%	63.7%		
		Yes	Count	1659	2094	3753			
				% within Gender	27.5%	48.7%	36.3%		
		Total	Count	6042	4297	10339			
				% within Gender	100.0%	100.0%	100.0%		
Paraguay	No	Finds combining work and family tough	No	Count	68	39	107		
				% within Gender	49.3%	44.8%	47.6%		
		Yes	Count	70	48	118			
				% within Gender	50.7%	55.2%	52.4%		
		Total	Count	138	87	225			
				% within Gender	100.0%	100.0%	100.0%		
	Yes	Finds combining work and family tough	No	Count	97	38	135		
				% within Gender	57.1%	42.7%	52.1%		
		Yes	Count	73	51	124			
				% within Gender	42.9%	57.3%	47.9%		
		Total	Count	170	89	259			
				% within Gender	100.0%	100.0%	100.0%		

Country of survey	Has children			Gender		Total	
				male	female		
				% within Gender	100.0%	100.0%	100.0%
Poland	No	Finds combining work and family tough	No	Count	506	648	1154
				% within Gender	78.6%	80.3%	79.5%
		Yes	Count	138	159	297	
			% within Gender	21.4%	19.7%	20.5%	
	Total			Count	644	807	1451
				% within Gender	100.0%	100.0%	100.0%
	Yes	Finds combining work and family tough	No	Count	539	416	955
				% within Gender	73.0%	70.0%	71.7%
		Yes	Count	199	178	377	
			% within Gender	27.0%	30.0%	28.3%	
Total			Count	738	594	1332	
			% within Gender	100.0%	100.0%	100.0%	
South Africa	No	Finds combining work and family tough	No	Count	60	83	143
				% within Gender	61.2%	68.0%	65.0%
		Yes	Count	38	39	77	
			% within Gender	38.8%	32.0%	35.0%	
	Total			Count	98	122	220
				% within Gender	100.0%	100.0%	100.0%
	Yes	Finds combining work and family tough	No	Count	63	114	177
				% within Gender	53.4%	51.6%	52.2%
		Yes	Count	55	107	162	
			% within Gender	46.6%	48.4%	47.8%	
Total			Count	118	221	339	
			% within Gender	100.0%	100.0%	100.0%	
Spain	No	Finds combining work and family tough	No	Count	864	855	1719
				% within Gender	61.4%	56.3%	58.7%
		Yes	Count	544	664	1208	
			% within Gender	38.6%	43.7%	41.3%	
	Total			Count	1408	1519	2927
				% within Gender	100.0%	100.0%	100.0%
	Yes	Finds combining work and family tough	No	Count	463	250	713
				% within Gender	56.0%	42.2%	50.2%
		Yes	Count	364	343	707	
			% within Gender	44.0%	57.8%	49.8%	
Total			Count	827	593	1420	
			% within Gender	100.0%	100.0%	100.0%	
United Kingdom	No	Finds combining work and family tough	No	Count	2189	2205	4394
				% within Gender	72.6%	67.3%	69.9%
		Yes	Count	825	1071	1896	
			% within Gender	27.4%	32.7%	30.1%	
	Total			Count	3014	3276	6290
				% within Gender	100.0%	100.0%	100.0%
	Yes	Finds combining work and family tough	No	Count	1429	1009	2438
				% within Gender	56.0%	43.5%	50.0%
		Yes	Count	1122	1313	2435	
			% within Gender	44.0%	56.5%	50.0%	
Total			Count	2551	2322	4873	
			% within Gender	100.0%	100.0%	100.0%	

**Table B4: Working patterns**

Country of survey	Has children			Gender		Total		
				male	female			
Argentina	No	Has full-time working hours	No	Count	1003	961	1964	
				% within Gender	16.1%	23.3%	18.9%	
			Yes	Count	5244	3161	8405	
			% within Gender	83.9%	76.7%	81.1%		
		Total			Count	6247	4122	10369
			% within Gender	100.0%	100.0%	100.0%		
	Yes	Has full-time working hours	No	Count	414	628	1042	
				% within Gender	8.6%	25.9%	14.5%	
			Yes	Count	4374	1793	6167	
			% within Gender	91.4%	74.1%	85.5%		
		Total			Count	4788	2421	7209
			% within Gender	100.0%	100.0%	100.0%		
Belgium	No	Has full-time working hours	No	Count	109	281	390	
				% within Gender	4.0%	13.3%	8.0%	
			Yes	Count	2624	1831	4455	
			% within Gender	96.0%	86.7%	92.0%		
		Total			Count	2733	2112	4845
			% within Gender	100.0%	100.0%	100.0%		
	Yes	Has full-time working hours	No	Count	81	722	803	
				% within Gender	2.9%	36.5%	16.8%	
			Yes	Count	2722	1258	3980	
			% within Gender	97.1%	63.5%	83.2%		
		Total			Count	2803	1980	4783
			% within Gender	100.0%	100.0%	100.0%		
Brazil	No	Has full-time working hours	No	Count	779	654	1433	
				% within Gender	11.5%	11.3%	11.4%	
			Yes	Count	5969	5127	11096	
			% within Gender	88.5%	88.7%	88.6%		
		Total			Count	6748	5781	12529
			% within Gender	100.0%	100.0%	100.0%		
	Yes	Has full-time working hours	No	Count	400	412	812	
				% within Gender	8.4%	11.0%	9.5%	
			Yes	Count	4382	3330	7712	
			% within Gender	91.6%	89.0%	90.5%		
		Total			Count	4782	3742	8524
			% within Gender	100.0%	100.0%	100.0%		
Belarus	No	Has full-time working hours	No	Count	27	15	42	
				% within Gender	8.5%	8.1%	8.3%	
			Yes	Count	292	170	462	
			% within Gender	91.5%	91.9%	91.7%		
		Total			Count	319	185	504
			% within Gender	100.0%	100.0%	100.0%		
	Yes	Has full-time working hours	No	Count	7	15	22	
				% within Gender	2.5%	9.7%	5.1%	
			Yes	Count	271	139	410	
			% within Gender	97.5%	90.3%	94.9%		
		Total			Count	278	154	432
			% within Gender	100.0%	100.0%	100.0%		
Chile	No	Has full-time working hours	No	Count	287	184	471	
				% within Gender	13.3%	18.2%	14.9%	
			Yes	Count	1874	826	2700	

Country of survey	Has children			Gender		Total		
				male	female			
				% within Gender	86.7%	81.8%	85.1%	
				Total	Count	2161	1010	3171
	Yes	Has full-time working hours	No	Count	191	170	361	
				% within Gender	7.4%	14.6%	9.6%	
		Yes	Count	2407	994	3401		
			% within Gender	92.6%	85.4%	90.4%		
		Total	Count	2598	1164	3762		
			% within Gender	100.0%	100.0%	100.0%		
	Colombia	No	Has full-time working hours	No	Count	97	60	157
					% within Gender	10.5%	12.7%	11.2%
Yes			Count	827	414	1241		
			% within Gender	89.5%	87.3%	88.8%		
Total			Count	924	474	1398		
			% within Gender	100.0%	100.0%	100.0%		
Yes		Has full-time working hours	No	Count	107	66	173	
				% within Gender	11.4%	12.5%	11.8%	
		Yes	Count	830	461	1291		
			% within Gender	88.6%	87.5%	88.2%		
		Total	Count	937	527	1464		
			% within Gender	100.0%	100.0%	100.0%		
Czech Republic		No	Has full-time working hours	No	Count	249	225	474
					% within Gender	6.4%	7.9%	7.0%
	Yes		Count	3670	2620	6290		
			% within Gender	93.6%	92.1%	93.0%		
	Total		Count	3919	2845	6764		
			% within Gender	100.0%	100.0%	100.0%		
	Yes	Has full-time working hours	No	Count	88	294	382	
				% within Gender	2.5%	11.0%	6.2%	
		Yes	Count	3382	2387	5769		
			% within Gender	97.5%	89.0%	93.8%		
		Total	Count	3470	2681	6151		
			% within Gender	100.0%	100.0%	100.0%		
	Denmark	No	Has full-time working hours	No	Count	20	19	39
					% within Gender	16.3%	25.7%	19.8%
Yes			Count	103	55	158		
			% within Gender	83.7%	74.3%	80.2%		
Total			Count	123	74	197		
			% within Gender	100.0%	100.0%	100.0%		
Yes		Has full-time working hours	No	Count	13	54	67	
				% within Gender	5.8%	25.4%	15.3%	
		Yes	Count	211	159	370		
			% within Gender	94.2%	74.6%	84.7%		
		Total	Count	224	213	437		
			% within Gender	100.0%	100.0%	100.0%		
Finland		No	Has full-time working hours	No	Count	221	393	614
					% within Gender	7.4%	13.7%	10.5%
	Yes		Count	2772	2483	5255		
			% within Gender	92.6%	86.3%	89.5%		
	Total		Count	2993	2876	5869		
			% within Gender	100.0%	100.0%	100.0%		
	Yes		No	Count	91	352	443	



Country of survey	Has children			Gender		Total	
				male	female		
		Has full-time working hours		% within Gender	3.0%	10.4%	7.0%
			Yes	Count	2898	3029	5927
				% within Gender	97.0%	89.6%	93.0%
		Total	Count	2989	3381	6370	
				% within Gender	100.0%	100.0%	100.0%
France	No	Has full-time working hours	No	Count	5	2	7
				% within Gender	5.7%	3.6%	4.9%
		Yes	Count	82	54	136	
			% within Gender	94.3%	96.4%	95.1%	
		Total	Count	87	56	143	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Has full-time working hours	No	Count	5	9	14
				% within Gender	8.2%	18.4%	12.7%
		Yes	Count	56	40	96	
			% within Gender	91.8%	81.6%	87.3%	
Total		Count	61	49	110		
		% within Gender	100.0%	100.0%	100.0%		
Germany	No	Has full-time working hours	No	Count	496	1021	1517
				% within Gender	4.6%	12.9%	8.1%
		Yes	Count	10294	6910	17204	
			% within Gender	95.4%	87.1%	91.9%	
		Total	Count	10790	7931	18721	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Has full-time working hours	No	Count	334	2633	2967
				% within Gender	2.8%	42.4%	16.4%
		Yes	Count	11595	3572	15167	
			% within Gender	97.2%	57.6%	83.6%	
Total		Count	11929	6205	18134		
		% within Gender	100.0%	100.0%	100.0%		
Guatemala	No	Has full-time working hours	No	Count	11	8	19
				% within Gender	12.1%	15.1%	13.2%
		Yes	Count	80	45	125	
			% within Gender	87.9%	84.9%	86.8%	
		Total	Count	91	53	144	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Has full-time working hours	No	Count	5	7	12
				% within Gender	5.5%	13.0%	8.3%
		Yes	Count	86	47	133	
			% within Gender	94.5%	87.0%	91.7%	
Total		Count	91	54	145		
		% within Gender	100.0%	100.0%	100.0%		
Hungary	No	Has full-time working hours	No	Count	7	17	24
				% within Gender	3.2%	6.8%	5.1%
		Yes	Count	211	234	445	
			% within Gender	96.8%	93.2%	94.9%	
		Total	Count	218	251	469	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Has full-time working hours	No	Count	9	26	35
				% within Gender	5.0%	10.2%	8.0%
		Yes	Count	171	230	401	
			% within Gender	95.0%	89.8%	92.0%	
Total		Count	180	256	436		

Country of survey	Has children			Gender		Total	
				male	female		
				% within Gender	100.0%	100.0%	100.0%
India	No	Has full-time working hours	No	Count	35	14	49
				% within Gender	1.3%	2.4%	1.5%
		Yes	Count	2606	573	3179	
			% within Gender	98.7%	97.6%	98.5%	
		Total			Count	2641	587
		% within Gender	100.0%	100.0%	100.0%		
	Yes	Has full-time working hours	No	Count	14	13	27
				% within Gender	.9%	6.2%	1.5%
		Yes	Count	1531	198	1729	
			% within Gender	99.1%	93.8%	98.5%	
Total			Count	1545	211	1756	
	% within Gender	100.0%	100.0%	100.0%			
Italy	No	Has full-time working hours	No	Count	10	8	18
				% within Gender	4.8%	11.3%	6.5%
		Yes	Count	197	63	260	
			% within Gender	95.2%	88.7%	93.5%	
		Total			Count	207	71
		% within Gender	100.0%	100.0%	100.0%		
	Yes	Has full-time working hours	No	Count	1	5	6
				% within Gender	1.0%	20.0%	5.0%
		Yes	Count	95	20	115	
			% within Gender	99.0%	80.0%	95.0%	
Total			Count	96	25	121	
	% within Gender	100.0%	100.0%	100.0%			
Korea, Rep.	No	Has full-time working hours	No	Count	669	630	1299
				% within Gender	32.9%	38.0%	35.2%
		Yes	Count	1365	1030	2395	
			% within Gender	67.1%	62.0%	64.8%	
		Total			Count	2034	1660
		% within Gender	100.0%	100.0%	100.0%		
	Yes	Has full-time working hours	No	Count	201	160	361
				% within Gender	19.3%	38.2%	24.7%
		Yes	Count	842	259	1101	
			% within Gender	80.7%	61.8%	75.3%	
Total			Count	1043	419	1462	
	% within Gender	100.0%	100.0%	100.0%			
Mexico	No	Has full-time working hours	No	Count	806	298	1104
				% within Gender	16.1%	17.8%	16.6%
		Yes	Count	4187	1376	5563	
			% within Gender	83.9%	82.2%	83.4%	
		Total			Count	4993	1674
		% within Gender	100.0%	100.0%	100.0%		
	Yes	Has full-time working hours	No	Count	326	180	506
				% within Gender	7.8%	15.4%	9.5%
		Yes	Count	3835	987	4822	
			% within Gender	92.2%	84.6%	90.5%	
Total			Count	4161	1167	5328	
	% within Gender	100.0%	100.0%	100.0%			
Netherlands	No	Has full-time working hours	No	Count	2809	4201	7010
				% within Gender	18.7%	40.0%	27.4%
			Yes	Count	12217	6314	18531

Country of survey	Has children			Gender		Total		
				male	female			
	Total			% within Gender	81.3%	60.0%	72.6%	
				Count	15026	10515	25541	
				% within Gender	100.0%	100.0%	100.0%	
	Yes	Has full-time working hours	No	Count	1303	5693	6996	
				% within Gender	8.7%	68.2%	30.1%	
			Yes	Count	13614	2658	16272	
				% within Gender	91.3%	31.8%	69.9%	
			Total		Count	14917	8351	23268
					% within Gender	100.0%	100.0%	100.0%
	Paraguay	No	Has full-time working hours	No	Count	224	123	347
% within Gender					19.0%	20.2%	19.4%	
Yes				Count	957	487	1444	
				% within Gender	81.0%	79.8%	80.6%	
Total				Count	1181	610	1791	
				% within Gender	100.0%	100.0%	100.0%	
Yes		Has full-time working hours	No	Count	152	110	262	
				% within Gender	13.8%	19.7%	15.8%	
			Yes	Count	953	447	1400	
				% within Gender	86.2%	80.3%	84.2%	
			Total		Count	1105	557	1662
					% within Gender	100.0%	100.0%	100.0%
Poland	No	Has full-time working hours	No	Count	99	185	284	
				% within Gender	10.0%	15.3%	12.9%	
			Yes	Count	894	1027	1921	
				% within Gender	90.0%	84.7%	87.1%	
			Total		Count	993	1212	2205
					% within Gender	100.0%	100.0%	100.0%
	Yes	Has full-time working hours	No	Count	39	50	89	
				% within Gender	3.9%	5.9%	4.8%	
			Yes	Count	970	794	1764	
				% within Gender	96.1%	94.1%	95.2%	
			Total		Count	1009	844	1853
					% within Gender	100.0%	100.0%	100.0%
Russian Federation	No	Has full-time working hours	No	Count	84	67	151	
				% within Gender	8.0%	5.5%	6.7%	
			Yes	Count	970	1141	2111	
				% within Gender	92.0%	94.5%	93.3%	
			Total		Count	1054	1208	2262
					% within Gender	100.0%	100.0%	100.0%
	Yes	Has full-time working hours	No	Count	51	51	102	
				% within Gender	6.8%	7.5%	7.1%	
			Yes	Count	697	630	1327	
				% within Gender	93.2%	92.5%	92.9%	
			Total		Count	748	681	1429
					% within Gender	100.0%	100.0%	100.0%
South Africa	No	Has full-time working hours	No	Count	81	103	184	
				% within Gender	4.2%	3.9%	4.0%	
			Yes	Count	1826	2558	4384	
				% within Gender	95.8%	96.1%	96.0%	
			Total		Count	1907	2661	4568
					% within Gender	100.0%	100.0%	100.0%
	Yes		No	Count	74	208	282	

Country of survey	Has children			Gender		Total		
				male	female			
		Has full-time working hours		% within Gender	3.2%	5.0%	4.4%	
			Yes	Count	2244	3919	6163	
			% within Gender	96.8%	95.0%	95.6%		
		Total	Count	2318	4127	6445		
			% within Gender	100.0%	100.0%	100.0%		
Spain	No	Has full-time working hours	No	Count	137	273	410	
			% within Gender	6.5%	11.8%	9.3%		
		Yes	Count	1980	2040	4020		
		% within Gender	93.5%	88.2%	90.7%			
		Total	Count	2117	2313	4430		
			% within Gender	100.0%	100.0%	100.0%		
	Yes	Has full-time working hours	No	Count	28	208	236	
			% within Gender	2.5%	23.4%	11.7%		
		Yes	Count	1098	680	1778		
		% within Gender	97.5%	76.6%	88.3%			
		Total	Count	1126	888	2014		
			% within Gender	100.0%	100.0%	100.0%		
	Sweden	No	Has full-time working hours	No	Count	8	19	27
				% within Gender	3.7%	9.8%	6.6%	
Yes			Count	208	175	383		
% within Gender			96.3%	90.2%	93.4%			
Total		Count	216	194	410			
		% within Gender	100.0%	100.0%	100.0%			
Yes		Has full-time working hours	No	Count	11	53	64	
			% within Gender	3.8%	18.9%	11.3%		
		Yes	Count	275	228	503		
		% within Gender	96.2%	81.1%	88.7%			
Total	Count	286	281	567				
	% within Gender	100.0%	100.0%	100.0%				
United Kingdom	No	Has full-time working hours	No	Count	196	426	622	
			% within Gender	4.6%	9.7%	7.2%		
		Yes	Count	4084	3988	8072		
		% within Gender	95.4%	90.3%	92.8%			
	Total	Count	4280	4414	8694			
		% within Gender	100.0%	100.0%	100.0%			
	Yes	Has full-time working hours	No	Count	81	702	783	
			% within Gender	2.4%	25.2%	12.8%		
		Yes	Count	3236	2081	5317		
		% within Gender	97.6%	74.8%	87.2%			
Total	Count	3317	2783	6100				
	% within Gender	100.0%	100.0%	100.0%				
United States	No	Has full-time working hours	No	Count	51	71	122	
			% within Gender	7.3%	13.3%	10.0%		
		Yes	Count	643	461	1104		
		% within Gender	92.7%	86.7%	90.0%			
	Total	Count	694	532	1226			
		% within Gender	100.0%	100.0%	100.0%			
	Yes	Has full-time working hours	No	Count	45	89	134	
			% within Gender	5.0%	12.1%	8.2%		
		Yes	Count	860	647	1507		
		% within Gender	95.0%	87.9%	91.8%			
Total	Count	905	736	1641				
	% within Gender	100.0%	100.0%	100.0%				

Country of survey	Has children	Gender		Total	
		male	female		
		% within Gender	100.0%	100.0%	100.0%

**Table B5: Part-time because looking after children**

Country of survey				Gender		Total
				male	female	
Belgium	Part-time because looking after children	No	Count	32	108	140
			% within Gender	66.7%	25.5%	29.7%
		Yes	Count	16	316	332
			% within Gender	33.3%	74.5%	70.3%
	Total	Count	48	424	472	
		% within Gender	100.0%	100.0%	100.0%	
Czech Republic	Part-time because looking after children	No	Count	219	252	471
			% within Gender	97.8%	67.6%	78.9%
		Yes	Count	5	121	126
			% within Gender	2.2%	32.4%	21.1%
	Total	Count	224	373	597	
		% within Gender	100.0%	100.0%	100.0%	
Finland	Part-time because looking after children	No	Count	43	113	156
			% within Gender	86.0%	53.3%	59.5%
		Yes	Count	7	99	106
			% within Gender	14.0%	46.7%	40.5%
	Total	Count	50	212	262	
		% within Gender	100.0%	100.0%	100.0%	
Germany	Part-time because looking after children	No	Count	1	0	1
			% within Gender	.9%	.0%	.0%
		Yes	Count	108	1898	2006
			% within Gender	99.1%	100.0%	100.0%
	Total	Count	109	1898	2007	
		% within Gender	100.0%	100.0%	100.0%	
Mexico	Part-time because looking after children	No	Count	239	68	307
			% within Gender	79.1%	38.0%	63.8%
		Yes	Count	63	111	174
			% within Gender	20.9%	62.0%	36.2%
	Total	Count	302	179	481	
		% within Gender	100.0%	100.0%	100.0%	
Netherlands	Part-time because looking after children	No	Count	380	1190	1570
			% within Gender	56.9%	32.0%	35.7%
		Yes	Count	288	2534	2822
			% within Gender	43.1%	68.0%	64.3%
	Total	Count	668	3724	4392	
		% within Gender	100.0%	100.0%	100.0%	
Spain	Part-time because looking after children	No	Count	9	27	36
			% within Gender	56.3%	18.8%	22.5%
		Yes	Count	7	117	124
			% within Gender	43.8%	81.3%	77.5%
	Total	Count	16	144	160	
		% within Gender	100.0%	100.0%	100.0%	
United Kingdom	Part-time because looking after children	No	Count	10	37	47
			% within Gender	40.0%	6.9%	8.4%
		Yes	Count	15	497	512
			% within Gender	60.0%	93.1%	91.6%
	Total	Count	25	534	559	
		% within Gender	100.0%	100.0%	100.0%	

**Table B6: Part-time because of housekeeping**

Country of survey				Gender		Total	
				male	female		
Belgium	Part-time because of housekeeping	No	Count	36	193	229	
			% within Gender	83.7%	60.9%	63.6%	
		Yes	Count	7	124	131	
			% within Gender	16.3%	39.1%	36.4%	
	Total			Count	43	317	360
				% within Gender	100.0%	100.0%	100.0%
Czech Republic	Part-time because of housekeeping	No	Count	216	345	561	
			% within Gender	96.4%	93.0%	94.3%	
		Yes	Count	8	26	34	
			% within Gender	3.6%	7.0%	5.7%	
	Total			Count	224	371	595
				% within Gender	100.0%	100.0%	100.0%
Finland	Part-time because of housekeeping	No	Count	46	127	173	
			% within Gender	95.8%	83.0%	86.1%	
		Yes	Count	2	26	28	
			% within Gender	4.2%	17.0%	13.9%	
	Total			Count	48	153	201
				% within Gender	100.0%	100.0%	100.0%
Germany	Part-time because of housekeeping	No	Count	1	0	1	
			% within Gender	2.7%	.0%	.1%	
		Yes	Count	36	746	782	
			% within Gender	97.3%	100.0%	99.9%	
	Total			Count	37	746	783
				% within Gender	100.0%	100.0%	100.0%
Mexico	Part-time because of housekeeping	No	Count	253	76	329	
			% within Gender	87.5%	66.7%	81.6%	
		Yes	Count	36	38	74	
			% within Gender	12.5%	33.3%	18.4%	
	Total			Count	289	114	403
				% within Gender	100.0%	100.0%	100.0%
Netherlands	Part-time because of housekeeping	No	Count	456	1736	2192	
			% within Gender	76.6%	56.9%	60.1%	
		Yes	Count	139	1317	1456	
			% within Gender	23.4%	43.1%	39.9%	
	Total			Count	595	3053	3648
				% within Gender	100.0%	100.0%	100.0%
United Kingdom	Part-time because of housekeeping	No	Count	11	60	71	
			% within Gender	64.7%	32.4%	35.1%	
		Yes	Count	6	125	131	
			% within Gender	35.3%	67.6%	64.9%	
	Total			Count	17	185	202
				% within Gender	100.0%	100.0%	100.0%

**Table B7: Career opportunities**

Country of survey	Has children			Gender		Total	
				male	female		
Argentina	No	Has good career opportunities in organisation	No	Count	143	143	286
				% within Gender	58.4%	65.0%	61.5%
			Yes	Count	102	77	179
				% within Gender	41.6%	35.0%	38.5%
	Total			Count	245	220	465
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has good career opportunities in organisation	No	Count	123	82	205
				% within Gender	58.0%	67.8%	61.6%
			Yes	Count	89	39	128
				% within Gender	42.0%	32.2%	38.4%
Total			Count	212	121	333	
			% within Gender	100.0%	100.0%	100.0%	
Belgium	No	Has good career opportunities in organisation	No	Count	279	267	546
				% within Gender	44.1%	56.2%	49.3%
			Yes	Count	353	208	561
				% within Gender	55.9%	43.8%	50.7%
	Total			Count	632	475	1107
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has good career opportunities in organisation	No	Count	269	327	596
				% within Gender	48.5%	68.1%	57.6%
			Yes	Count	286	153	439
				% within Gender	51.5%	31.9%	42.4%
Total			Count	555	480	1035	
			% within Gender	100.0%	100.0%	100.0%	
Brazil	No	Has good career opportunities in organisation	No	Count	128	155	283
				% within Gender	58.4%	71.1%	64.8%
			Yes	Count	91	63	154
				% within Gender	41.6%	28.9%	35.2%
	Total			Count	219	218	437
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has good career opportunities in organisation	No	Count	97	123	220
				% within Gender	56.4%	73.2%	64.7%
			Yes	Count	75	45	120
				% within Gender	43.6%	26.8%	35.3%
Total			Count	172	168	340	
			% within Gender	100.0%	100.0%	100.0%	
Belarus	No	Has good career opportunities in organisation	No	Count	78	57	135
				% within Gender	61.9%	63.3%	62.5%
			Yes	Count	48	33	81
				% within Gender	38.1%	36.7%	37.5%
	Total			Count	126	90	216
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has good career opportunities in organisation	No	Count	97	59	156
				% within Gender	72.9%	78.7%	75.0%
			Yes	Count	36	16	52
				% within Gender	27.1%	21.3%	25.0%
Total			Count	133	75	208	
			% within Gender	100.0%	100.0%	100.0%	
Chile	No	Has good career opportunities in organisation	No	Count	91	48	139
				% within Gender	45.7%	48.5%	46.6%
			Yes	Count	108	51	159



Country of survey	Has children			Gender		Total			
				male	female				
				% within Gender	54.3%	51.5%	53.4%		
				Total	Count	199	99	298	
				% within Gender	100.0%	100.0%	100.0%		
	Yes	Has good career opportunities in organisation	No	Count	119	71	190		
				% within Gender	43.9%	53.4%	47.0%		
			Yes	Count	152	62	214		
				% within Gender	56.1%	46.6%	53.0%		
	Total			Count	271	133	404		
				% within Gender	100.0%	100.0%	100.0%		
	Colombia	No	Has good career opportunities in organisation	No	Count	130	78	208	
% within Gender					43.6%	54.9%	47.3%		
Yes				Count	168	64	232		
				% within Gender	56.4%	45.1%	52.7%		
Total				Count	298	142	440		
				% within Gender	100.0%	100.0%	100.0%		
Yes		Has good career opportunities in organisation	No	Count	137	92	229		
				% within Gender	51.1%	58.6%	53.9%		
			Yes	Count	131	65	196		
				% within Gender	48.9%	41.4%	46.1%		
Total			Count	268	157	425			
			% within Gender	100.0%	100.0%	100.0%			
Czech Republic	No	Has good career opportunities in organisation	No	Count	1244	1243	2487		
				% within Gender	46.9%	60.4%	52.8%		
			Yes	Count	1407	816	2223		
				% within Gender	53.1%	39.6%	47.2%		
			Total			Count	2651	2059	4710
						% within Gender	100.0%	100.0%	100.0%
	Yes	Has good career opportunities in organisation	No	Count	1368	1375	2743		
				% within Gender	56.3%	72.3%	63.3%		
			Yes	Count	1061	528	1589		
				% within Gender	43.7%	27.7%	36.7%		
Total			Count	2429	1903	4332			
			% within Gender	100.0%	100.0%	100.0%			
Finland	No	Has good career opportunities in organisation	No	Count	1267	1493	2760		
				% within Gender	52.7%	64.8%	58.6%		
			Yes	Count	1135	812	1947		
				% within Gender	47.3%	35.2%	41.4%		
			Total			Count	2402	2305	4707
						% within Gender	100.0%	100.0%	100.0%
	Yes	Has good career opportunities in organisation	No	Count	1444	2088	3532		
				% within Gender	61.8%	76.7%	69.8%		
			Yes	Count	891	635	1526		
				% within Gender	38.2%	23.3%	30.2%		
Total			Count	2335	2723	5058			
			% within Gender	100.0%	100.0%	100.0%			
Germany	No	Has good career opportunities in organisation	No	Count	6407	5297	11704		
				% within Gender	70.4%	78.2%	73.8%		
			Yes	Count	2690	1475	4165		
				% within Gender	29.6%	21.8%	26.2%		
			Total			Count	9097	6772	15869
						% within Gender	100.0%	100.0%	100.0%
	Yes		No	Count	8106	4696	12802		

Country of survey	Has children			Gender		Total	
				male	female		
		Has good career opportunities in organisation	No	% within Gender	78.8%	87.0%	81.6%
				Count	2183	704	2887
			Yes	% within Gender	21.2%	13.0%	18.4%
				Count	10289	5400	15689
			Total	% within Gender	100.0%	100.0%	100.0%
Guatemala	No	Has good career opportunities in organisation	No	Count	26	17	43
				% within Gender	44.8%	50.0%	46.7%
			Yes	Count	32	17	49
				% within Gender	55.2%	50.0%	53.3%
			Total	Count	58	34	92
	% within Gender	100.0%	100.0%	100.0%			
	Yes	Has good career opportunities in organisation	No	Count	30	20	50
				% within Gender	53.6%	52.6%	53.2%
			Yes	Count	26	18	44
				% within Gender	46.4%	47.4%	46.8%
Total			Count	56	38	94	
% within Gender	100.0%	100.0%	100.0%				
Hungary	No	Has good career opportunities in organisation	No	Count	57	74	131
				% within Gender	72.2%	77.9%	75.3%
			Yes	Count	22	21	43
				% within Gender	27.8%	22.1%	24.7%
			Total	Count	79	95	174
	% within Gender	100.0%	100.0%	100.0%			
	Yes	Has good career opportunities in organisation	No	Count	66	81	147
				% within Gender	77.6%	83.5%	80.8%
			Yes	Count	19	16	35
				% within Gender	22.4%	16.5%	19.2%
Total			Count	85	97	182	
% within Gender	100.0%	100.0%	100.0%				
India	No	Has good career opportunities in organisation	No	Count	124	27	151
				% within Gender	37.0%	32.5%	36.1%
			Yes	Count	211	56	267
				% within Gender	63.0%	67.5%	63.9%
			Total	Count	335	83	418
	% within Gender	100.0%	100.0%	100.0%			
	Yes	Has good career opportunities in organisation	No	Count	59	11	70
				% within Gender	30.6%	52.4%	32.7%
			Yes	Count	134	10	144
				% within Gender	69.4%	47.6%	67.3%
Total			Count	193	21	214	
% within Gender	100.0%	100.0%	100.0%				
Italy	No	Has good career opportunities in organisation	No	Count	69	31	100
				% within Gender	50.0%	62.0%	53.2%
			Yes	Count	69	19	88
				% within Gender	50.0%	38.0%	46.8%
			Total	Count	138	50	188
	% within Gender	100.0%	100.0%	100.0%			
	Yes	Has good career opportunities in organisation	No	Count	37	11	48
				% within Gender	52.9%	61.1%	54.5%
			Yes	Count	33	7	40
				% within Gender	47.1%	38.9%	45.5%
Total			Count	70	18	88	

Country of survey	Has children			Gender		Total	
				male	female		
			% within Gender	100.0%	100.0%	100.0%	
Mexico	No	Has good career opportunities in organisation	No	Count	566	162	728
				% within Gender	49.7%	55.9%	50.9%
		Yes	Count	573	128	701	
			% within Gender	50.3%	44.1%	49.1%	
		Total		Count	1139	290	1429
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has good career opportunities in organisation	No	Count	528	111	639
				% within Gender	48.4%	61.0%	50.2%
		Yes	Count	562	71	633	
			% within Gender	51.6%	39.0%	49.8%	
	Total		Count	1090	182	1272	
			% within Gender	100.0%	100.0%	100.0%	
Netherlands	No	Has good career opportunities in organisation	No	Count	1219	1180	2399
				% within Gender	41.1%	50.6%	45.3%
		Yes	Count	1748	1154	2902	
			% within Gender	58.9%	49.4%	54.7%	
		Total		Count	2967	2334	5301
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has good career opportunities in organisation	No	Count	1520	1068	2588
				% within Gender	50.5%	58.9%	53.7%
		Yes	Count	1488	745	2233	
			% within Gender	49.5%	41.1%	46.3%	
	Total		Count	3008	1813	4821	
			% within Gender	100.0%	100.0%	100.0%	
Paraguay	No	Has good career opportunities in organisation	No	Count	76	59	135
				% within Gender	44.2%	47.6%	45.6%
		Yes	Count	96	65	161	
			% within Gender	55.8%	52.4%	54.4%	
		Total		Count	172	124	296
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has good career opportunities in organisation	No	Count	73	59	132
				% within Gender	36.5%	53.2%	42.4%
		Yes	Count	127	52	179	
			% within Gender	63.5%	46.8%	57.6%	
	Total		Count	200	111	311	
			% within Gender	100.0%	100.0%	100.0%	
Poland	No	Has good career opportunities in organisation	No	Count	276	416	692
				% within Gender	34.5%	42.2%	38.8%
		Yes	Count	523	569	1092	
			% within Gender	65.5%	57.8%	61.2%	
		Total		Count	799	985	1784
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has good career opportunities in organisation	No	Count	342	406	748
				% within Gender	41.5%	57.4%	48.8%
		Yes	Count	483	301	784	
			% within Gender	58.5%	42.6%	51.2%	
	Total		Count	825	707	1532	
			% within Gender	100.0%	100.0%	100.0%	
South Africa	No	Has good career opportunities in organisation	No	Count	50	83	133
				% within Gender	37.6%	54.6%	46.7%
			Yes	Count	83	69	152

Country of survey	Has children			Gender		Total			
				male	female				
				% within Gender	62.4%	45.4%	53.3%		
				Total	Count	133	152	285	
				% within Gender	100.0%	100.0%	100.0%		
	Yes	Has good career opportunities in organisation	No	Count	80	140	220		
				% within Gender	54.4%	59.8%	57.7%		
			Yes	Count	67	94	161		
				% within Gender	45.6%	40.2%	42.3%		
	Total			Count	147	234	381		
				% within Gender	100.0%	100.0%	100.0%		
	Spain	No	Has good career opportunities in organisation	No	Count	1062	1251	2313	
% within Gender					65.0%	76.6%	70.8%		
Yes				Count	573	382	955		
				% within Gender	35.0%	23.4%	29.2%		
Total				Count	1635	1633	3268		
				% within Gender	100.0%	100.0%	100.0%		
Yes		Has good career opportunities in organisation	No	Count	599	502	1101		
				% within Gender	67.9%	81.8%	73.6%		
			Yes	Count	283	112	395		
				% within Gender	32.1%	18.2%	26.4%		
Total			Count	882	614	1496			
			% within Gender	100.0%	100.0%	100.0%			
Sweden	No	Has good career opportunities in organisation	No	Count	21	27	48		
				% within Gender	51.2%	51.9%	51.6%		
			Yes	Count	20	25	45		
				% within Gender	48.8%	48.1%	48.4%		
			Total			Count	41	52	93
						% within Gender	100.0%	100.0%	100.0%
	Yes	Has good career opportunities in organisation	No	Count	29	51	80		
				% within Gender	59.2%	65.4%	63.0%		
			Yes	Count	20	27	47		
				% within Gender	40.8%	34.6%	37.0%		
Total			Count	49	78	127			
			% within Gender	100.0%	100.0%	100.0%			
United Kingdom	No	Has good career opportunities in organisation	No	Count	1500	1856	3356		
				% within Gender	43.3%	50.5%	47.0%		
			Yes	Count	1964	1819	3783		
				% within Gender	56.7%	49.5%	53.0%		
			Total			Count	3464	3675	7139
						% within Gender	100.0%	100.0%	100.0%
	Yes	Has good career opportunities in organisation	No	Count	1372	1414	2786		
				% within Gender	52.4%	60.0%	56.0%		
			Yes	Count	1248	944	2192		
				% within Gender	47.6%	40.0%	44.0%		
Total			Count	2620	2358	4978			
			% within Gender	100.0%	100.0%	100.0%			
United States	No	Has good career opportunities in organisation	No	Count	11	17	28		
				% within Gender	37.9%	42.5%	40.6%		
			Yes	Count	18	23	41		
				% within Gender	62.1%	57.5%	59.4%		
	Total			Count	29	40	69		
				% within Gender	100.0%	100.0%	100.0%		
Yes		No	Count	30	19	49			

Country of survey	Has children	Gender		Total		
		male	female			
	Has good career opportunities in organisation		% within Gender	42.9%	52.8%	46.2%
		Yes	Count	40	17	57
	Total		% within Gender	57.1%	47.2%	53.8%
		Count	70	36	106	
			% within Gender	100.0%	100.0%	100.0%

**Table B9: Qualification levels**

Country of survey	Has children			Gender		Total	
				male	female		
Argentina	No	Job level matches education level	Yes	Count	595	379	974
				% within Gender	68.4%	61.9%	65.7%
			No, I am underqualified for my job	Count	29	29	58
				% within Gender	3.3%	4.7%	3.9%
		No, I am overqualified for my job	Count	246	204	450	
			% within Gender	28.3%	33.3%	30.4%	
		Total	Count	870	612	1482	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Job level matches education level	Yes	Count	483	242	725
				% within Gender	72.5%	64.5%	69.6%
			No, I am underqualified for my job	Count	16	14	30
				% within Gender	2.4%	3.7%	2.9%
		No, I am overqualified for my job	Count	167	119	286	
			% within Gender	25.1%	31.7%	27.5%	
Total		Count	666	375	1041		
		% within Gender	100.0%	100.0%	100.0%		
Belgium	No	Job level matches education level	Yes	Count	1595	1129	2724
				% within Gender	74.5%	71.4%	73.2%
			No, I am underqualified for my job	Count	200	121	321
				% within Gender	9.3%	7.6%	8.6%
		No, I am overqualified for my job	Count	346	332	678	
			% within Gender	16.2%	21.0%	18.2%	
		Total	Count	2141	1582	3723	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Job level matches education level	Yes	Count	1545	1018	2563
				% within Gender	72.0%	70.4%	71.4%
			No, I am underqualified for my job	Count	315	170	485
				% within Gender	14.7%	11.8%	13.5%
		No, I am overqualified for my job	Count	286	258	544	
			% within Gender	13.3%	17.8%	15.1%	
Total		Count	2146	1446	3592		
		% within Gender	100.0%	100.0%	100.0%		
Brazil	No	Job level matches education level	Yes	Count	441	337	778
				% within Gender	72.7%	63.2%	68.2%
			No, I am underqualified for my job	Count	33	27	60
				% within Gender	5.4%	5.1%	5.3%
		No, I am overqualified for my job	Count	133	169	302	
			% within Gender	21.9%	31.7%	26.5%	
		Total	Count	607	533	1140	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Job level matches education level	Yes	Count	287	192	479
				% within Gender	75.1%	58.5%	67.5%
			No, I am underqualified for my job	Count	25	55	80
				% within Gender	6.5%	16.8%	11.3%
		No, I am overqualified for my job	Count	70	81	151	
			% within Gender	18.3%	24.7%	21.3%	
Total		Count	382	328	710		
		% within Gender	100.0%	100.0%	100.0%		
Belarus	No	Job level matches education level	Yes	Count	177	97	274
				% within Gender	61.9%	59.1%	60.9%
			Count	22	12	34	
			% within Gender				

Country of survey	Has children			Gender		Total		
				male	female			
			No, I am underqualified for my job	% within Gender	7.7%	7.3%	7.6%	
			No, I am overqualified for my job	Count	87	55	142	
				% within Gender	30.4%	33.5%	31.6%	
			Total	Count	286	164	450	
				% within Gender	100.0%	100.0%	100.0%	
	Yes	Job level matches education level	Yes		Count	165	92	257
					% within Gender	68.8%	64.3%	67.1%
			No, I am underqualified for my job		Count	12	5	17
					% within Gender	5.0%	3.5%	4.4%
			No, I am overqualified for my job		Count	63	46	109
					% within Gender	26.3%	32.2%	28.5%
			Total	Count	240	143	383	
			% within Gender	100.0%	100.0%	100.0%		
Chile	No	Job level matches education level	Yes	Count	1389	652	2041	
				% within Gender	71.9%	73.4%	72.4%	
			No, I am underqualified for my job	Count	81	30	111	
				% within Gender	4.2%	3.4%	3.9%	
			No, I am overqualified for my job	Count	461	206	667	
				% within Gender	23.9%	23.2%	23.7%	
	Total	Count	1931	888	2819			
		% within Gender	100.0%	100.0%	100.0%			
	Yes	Job level matches education level	Yes	Count	1813	748	2561	
				% within Gender	76.5%	74.9%	76.0%	
			No, I am underqualified for my job	Count	71	34	105	
				% within Gender	3.0%	3.4%	3.1%	
No, I am overqualified for my job			Count	485	217	702		
			% within Gender	20.5%	21.7%	20.8%		
Total	Count	2369	999	3368				
	% within Gender	100.0%	100.0%	100.0%				
Colombia	No	Job level matches education level	Yes	Count	617	293	910	
				% within Gender	74.6%	72.2%	73.8%	
			No, I am underqualified for my job	Count	29	8	37	
				% within Gender	3.5%	2.0%	3.0%	
			No, I am overqualified for my job	Count	181	105	286	
				% within Gender	21.9%	25.9%	23.2%	
	Total	Count	827	406	1233			
		% within Gender	100.0%	100.0%	100.0%			
	Yes	Job level matches education level	Yes	Count	682	364	1046	
				% within Gender	77.9%	77.0%	77.5%	
			No, I am underqualified for my job	Count	22	22	44	
				% within Gender	2.5%	4.7%	3.3%	
No, I am overqualified for my job			Count	172	87	259		
			% within Gender	19.6%	18.4%	19.2%		
Total	Count	876	473	1349				
	% within Gender	100.0%	100.0%	100.0%				
Czech Republic	No	Job level matches education level	Yes	Count	2545	1730	4275	
				% within Gender	70.7%	65.8%	68.6%	
			No, I am underqualified for my job	Count	285	141	426	
				% within Gender	7.9%	5.4%	6.8%	
			No, I am overqualified for my job	Count	772	757	1529	
				% within Gender	21.4%	28.8%	24.5%	

Country of survey	Has children			Gender		Total	
				male	female		
		Total		Count	3602	2628	6230
				% within Gender	100.0%	100.0%	100.0%
	Yes	Job level matches education level	Yes	Count	2364	1815	4179
				% within Gender	73.0%	73.2%	73.1%
			No, I am underqualified for my job	Count	257	183	440
		% within Gender		7.9%	7.4%	7.7%	
		No, I am overqualified for my job	Count	617	480	1097	
			% within Gender	19.1%	19.4%	19.2%	
	Total		Count	3238	2478	5716	
			% within Gender	100.0%	100.0%	100.0%	
Denmark	No	Job level matches education level	Yes	Count	46	34	80
				% within Gender	68.7%	70.8%	69.6%
			No, I am underqualified for my job	Count	3	3	6
		% within Gender		4.5%	6.3%	5.2%	
		No, I am overqualified for my job	Count	18	11	29	
			% within Gender	26.9%	22.9%	25.2%	
		Total		Count	67	48	115
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Job level matches education level	Yes	Count	102	98	200
				% within Gender	75.6%	70.0%	72.7%
			No, I am underqualified for my job	Count	4	6	10
		% within Gender		3.0%	4.3%	3.6%	
		No, I am overqualified for my job	Count	29	36	65	
			% within Gender	21.5%	25.7%	23.6%	
Total		Count	135	140	275		
		% within Gender	100.0%	100.0%	100.0%		
Finland	No	Job level matches education level	Yes	Count	388	399	787
				% within Gender	64.8%	57.4%	60.8%
			No, I am underqualified for my job	Count	32	32	64
		% within Gender		5.3%	4.6%	4.9%	
		No, I am overqualified for my job	Count	179	264	443	
			% within Gender	29.9%	38.0%	34.2%	
		Total		Count	599	695	1294
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Job level matches education level	Yes	Count	537	645	1182
				% within Gender	68.0%	63.7%	65.6%
			No, I am underqualified for my job	Count	35	54	89
		% within Gender		4.4%	5.3%	4.9%	
		No, I am overqualified for my job	Count	218	314	532	
			% within Gender	27.6%	31.0%	29.5%	
Total		Count	790	1013	1803		
		% within Gender	100.0%	100.0%	100.0%		
France	No	Job level matches education level	Yes	Count	62	36	98
				% within Gender	78.5%	75.0%	77.2%
			No, I am underqualified for my job	Count	5	4	9
		% within Gender		6.3%	8.3%	7.1%	
		No, I am overqualified for my job	Count	12	8	20	
			% within Gender	15.2%	16.7%	15.7%	
	Total		Count	79	48	127	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Job level matches education level	Yes	Count	43	27	70
				% within Gender	72.9%	69.2%	71.4%



Country of survey	Has children			Gender			Total	
				male	female			
			No, I am underqualified for my job	Count	3	2	5	
				% within Gender	5.1%	5.1%	5.1%	
			No, I am overqualified for my job	Count	13	10	23	
				% within Gender	22.0%	25.6%	23.5%	
			Total	Count	59	39	98	
				% within Gender	100.0%	100.0%	100.0%	
Guatemala	No	Job level matches education level	Yes	Count	57	35	92	
				% within Gender	69.5%	71.4%	70.2%	
			No, I am underqualified for my job	Count	9	5	14	
		% within Gender		11.0%	10.2%	10.7%		
		No, I am overqualified for my job	Count	16	9	25		
			% within Gender	19.5%	18.4%	19.1%		
		Total	Count	82	49	131		
			% within Gender	100.0%	100.0%	100.0%		
		Yes	Job level matches education level	Yes	Count	67	41	108
	% within Gender				78.8%	78.8%	78.8%	
	No, I am underqualified for my job			Count	7	3	10	
			% within Gender	8.2%	5.8%	7.3%		
	No, I am overqualified for my job		Count	11	8	19		
			% within Gender	12.9%	15.4%	13.9%		
	Total		Count	85	52	137		
			% within Gender	100.0%	100.0%	100.0%		
	Hungary		No	Job level matches education level	Yes	Count	144	134
		% within Gender				71.3%	58.8%	64.7%
No, I am underqualified for my job		Count			11	10	21	
		% within Gender		5.4%	4.4%	4.9%		
No, I am overqualified for my job		Count		47	84	131		
		% within Gender		23.3%	36.8%	30.5%		
Total		Count		202	228	430		
		% within Gender		100.0%	100.0%	100.0%		
Yes		Job level matches education level		Yes	Count	130	187	317
			% within Gender		76.0%	79.6%	78.1%	
			No, I am underqualified for my job	Count	4	7	11	
		% within Gender		2.3%	3.0%	2.7%		
		No, I am overqualified for my job	Count	37	41	78		
			% within Gender	21.6%	17.4%	19.2%		
		Total	Count	171	235	406		
			% within Gender	100.0%	100.0%	100.0%		
		India	No	Job level matches education level	Yes	Count	1115	259
% within Gender						81.5%	77.5%	80.7%
No, I am underqualified for my job	Count				55	8	63	
	% within Gender			4.0%	2.4%	3.7%		
No, I am overqualified for my job	Count			198	67	265		
	% within Gender			14.5%	20.1%	15.6%		
Total	Count			1368	334	1702		
	% within Gender			100.0%	100.0%	100.0%		
Yes	Job level matches education level			Yes	Count	730	91	821
			% within Gender		84.4%	79.8%	83.9%	
			No, I am underqualified for my job	Count	46	5	51	
	% within Gender			5.3%	4.4%	5.2%		
	No, I am overqualified for my job		Count	89	18	107		
			% within Gender	10.3%	15.8%	10.9%		

Country of survey	Has children			Gender		Total		
				male	female			
Mexico		Total		Count	865	114	979	
				% within Gender	100.0%	100.0%	100.0%	
	No	Job level matches education level	Yes	Count	1360	282	1642	
				% within Gender	70.4%	67.5%	69.9%	
			No, I am underqualified for my job	Count	70	15	85	
		% within Gender	3.6%	3.6%	3.6%			
		No, I am overqualified for my job	Count	501	121	622		
		% within Gender	25.9%	28.9%	26.5%			
	Total		Count	1931	418	2349		
			% within Gender	100.0%	100.0%	100.0%		
	Yes	Job level matches education level	Yes	Count	1225	182	1407	
				% within Gender	73.5%	68.2%	72.8%	
			No, I am underqualified for my job	Count	50	10	60	
		% within Gender	3.0%	3.7%	3.1%			
		No, I am overqualified for my job	Count	391	75	466		
		% within Gender	23.5%	28.1%	24.1%			
	Total		Count	1666	267	1933		
			% within Gender	100.0%	100.0%	100.0%		
Netherlands	No	Job level matches education level	Yes	Count	8391	5361	13752	
				% within Gender	65.6%	60.8%	63.7%	
			No, I am underqualified for my job	Count	1467	803	2270	
		% within Gender	11.5%	9.1%	10.5%			
		No, I am overqualified for my job	Count	2931	2649	5580		
		% within Gender	22.9%	30.1%	25.8%			
	Total		Count	12789	8813	21602		
			% within Gender	100.0%	100.0%	100.0%		
	Yes	Job level matches education level	Yes	Count	9355	4670	14025	
				% within Gender	72.0%	67.4%	70.4%	
			No, I am underqualified for my job	Count	1914	844	2758	
		% within Gender	14.7%	12.2%	13.8%			
		No, I am overqualified for my job	Count	1732	1417	3149		
		% within Gender	13.3%	20.4%	15.8%			
	Total		Count	13001	6931	19932		
			% within Gender	100.0%	100.0%	100.0%		
	Paraguay	No	Job level matches education level	Yes	Count	727	335	1062
					% within Gender	69.4%	62.5%	67.1%
No, I am underqualified for my job				Count	42	32	74	
% within Gender			4.0%	6.0%	4.7%			
No, I am overqualified for my job			Count	278	169	447		
% within Gender			26.6%	31.5%	28.2%			
Total		Count	1047	536	1583			
		% within Gender	100.0%	100.0%	100.0%			
Yes		Job level matches education level	Yes	Count	739	338	1077	
				% within Gender	72.2%	68.1%	70.9%	
			No, I am underqualified for my job	Count	42	23	65	
		% within Gender	4.1%	4.6%	4.3%			
		No, I am overqualified for my job	Count	243	135	378		
		% within Gender	23.7%	27.2%	24.9%			
Total		Count	1024	496	1520			
		% within Gender	100.0%	100.0%	100.0%			
Poland		No	Job level matches education level	Yes	Count	846	958	1804
					% within Gender	95.6%	93.4%	94.4%

Country of survey	Has children			Gender		Total	
				male	female		
			No, I am underqualified for my job	Count	8	17	25
				% within Gender	.9%	1.7%	1.3%
			No, I am overqualified for my job	Count	31	51	82
				% within Gender	3.5%	5.0%	4.3%
			Total	Count	885	1026	1911
				% within Gender	100.0%	100.0%	100.0%
	Yes	Job level matches education level	Yes	Count	905	735	1640
				% within Gender	96.5%	95.1%	95.9%
			No, I am underqualified for my job	Count	4	15	19
				% within Gender	.4%	1.9%	1.1%
			No, I am overqualified for my job	Count	29	23	52
				% within Gender	3.1%	3.0%	3.0%
			Total	Count	938	773	1711
				% within Gender	100.0%	100.0%	100.0%
Russian Federation	No	Job level matches education level	Yes	Count	542	638	1180
				% within Gender	57.4%	58.4%	58.0%
			No, I am underqualified for my job	Count	103	92	195
				% within Gender	10.9%	8.4%	9.6%
			No, I am overqualified for my job	Count	299	362	661
				% within Gender	31.7%	33.2%	32.5%
			Total	Count	944	1092	2036
				% within Gender	100.0%	100.0%	100.0%
	Yes	Job level matches education level	Yes	Count	438	374	812
				% within Gender	64.2%	60.9%	62.7%
			No, I am underqualified for my job	Count	73	67	140
				% within Gender	10.7%	10.9%	10.8%
			No, I am overqualified for my job	Count	171	173	344
				% within Gender	25.1%	28.2%	26.5%
Total	Count	682	614	1296			
% within Gender	100.0%	100.0%	100.0%				
South Africa	No	Job level matches education level	Yes	Count	822	865	1687
				% within Gender	71.9%	64.7%	68.1%
			No, I am underqualified for my job	Count	70	94	164
				% within Gender	6.1%	7.0%	6.6%
			No, I am overqualified for my job	Count	251	377	628
				% within Gender	22.0%	28.2%	25.3%
			Total	Count	1143	1336	2479
				% within Gender	100.0%	100.0%	100.0%
	Yes	Job level matches education level	Yes	Count	942	1358	2300
				% within Gender	72.2%	68.5%	70.0%
			No, I am underqualified for my job	Count	85	144	229
				% within Gender	6.5%	7.3%	7.0%
			No, I am overqualified for my job	Count	278	480	758
				% within Gender	21.3%	24.2%	23.1%
Total	Count	1305	1982	3287			
% within Gender	100.0%	100.0%	100.0%				
Spain	No	Job level matches education level	Yes	Count	1314	1152	2466
				% within Gender	65.5%	58.6%	62.1%
			No, I am underqualified for my job	Count	104	104	208
				% within Gender	5.2%	5.3%	5.2%
			No, I am overqualified for my job	Count	588	709	1297
				% within Gender	29.3%	36.1%	32.7%

Country of survey	Has children			Gender		Total		
				male	female			
	Total			Count	2006	1965	3971	
				% within Gender	100.0%	100.0%	100.0%	
	Yes	Job level matches education level	Yes	Count	744	466	1210	
				% within Gender	69.9%	66.1%	68.4%	
			No, I am underqualified for my job	Count	68	24	92	
		% within Gender		6.4%	3.4%	5.2%		
		No, I am overqualified for my job	Count	253	215	468		
			% within Gender	23.8%	30.5%	26.4%		
	Total				Count	1065	705	1770
					% within Gender	100.0%	100.0%	100.0%
Sweden	No	Job level matches education level	Yes	Count	148	120	268	
				% within Gender	73.6%	68.6%	71.3%	
			No, I am underqualified for my job	Count	6	4	10	
		% within Gender		3.0%	2.3%	2.7%		
		No, I am overqualified for my job	Count	47	51	98		
			% within Gender	23.4%	29.1%	26.1%		
	Total				Count	201	175	376
					% within Gender	100.0%	100.0%	100.0%
	Yes	Job level matches education level	Yes	Count	223	210	433	
				% within Gender	81.7%	76.9%	79.3%	
			No, I am underqualified for my job	Count	8	10	18	
		% within Gender		2.9%	3.7%	3.3%		
		No, I am overqualified for my job	Count	42	53	95		
			% within Gender	15.4%	19.4%	17.4%		
Total				Count	273	273	546	
				% within Gender	100.0%	100.0%	100.0%	
United Kingdom	No	Job level matches education level	Yes	Count	251	288	539	
				% within Gender	68.8%	63.2%	65.7%	
			No, I am underqualified for my job	Count	36	30	66	
		% within Gender		9.9%	6.6%	8.0%		
		No, I am overqualified for my job	Count	78	138	216		
			% within Gender	21.4%	30.3%	26.3%		
	Total				Count	365	456	821
					% within Gender	100.0%	100.0%	100.0%
	Yes	Job level matches education level	Yes	Count	202	164	366	
				% within Gender	72.4%	68.6%	70.7%	
			No, I am underqualified for my job	Count	20	16	36	
		% within Gender		7.2%	6.7%	6.9%		
		No, I am overqualified for my job	Count	57	59	116		
			% within Gender	20.4%	24.7%	22.4%		
Total				Count	279	239	518	
				% within Gender	100.0%	100.0%	100.0%	
United States	No	Job level matches education level	Yes	Count	409	295	704	
				% within Gender	73.4%	71.1%	72.4%	
			No, I am underqualified for my job	Count	19	8	27	
		% within Gender		3.4%	1.9%	2.8%		
		No, I am overqualified for my job	Count	129	112	241		
			% within Gender	23.2%	27.0%	24.8%		
	Total				Count	557	415	972
					% within Gender	100.0%	100.0%	100.0%
	Yes	Job level matches education level	Yes	Count	603	458	1061	
				% within Gender	78.3%	73.5%	76.2%	

Country of survey	Has children			Gender		Total	
				male	female		
		No, I am underqualified for my job	Count	15	19	34	
			% within Gender	1.9%	3.0%	2.4%	
			No, I am overqualified for my job	Count	152	146	298
				% within Gender	19.7%	23.4%	21.4%
		Total	Count	770	623	1393	
			% within Gender	100.0%	100.0%	100.0%	

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