

The Palgrave Handbook of Family Policy

Rense Nieuwenhuis · Wim Van Lancker
Editors

The Palgrave Handbook of Family Policy

palgrave
macmillan

Editors

Rense Nieuwenhuis
Swedish Institute for Social Research (SOFI)
Stockholm University
Stockholm, Sweden

Wim Van Lancker
Centre for Sociological Research
University of Leuven
Leuven, Belgium



ISBN 978-3-030-54617-5 ISBN 978-3-030-54618-2 (eBook)
<https://doi.org/10.1007/978-3-030-54618-2>

© The Editor(s) (if applicable) and The Author(s) 2020, corrected publication 2021. This book is an open access publication.

Open Access This book is licensed under the terms of the Creative Commons Attribution 4.0 International License (<http://creativecommons.org/licenses/by/4.0/>), which permits use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license and indicate if changes were made.

The images or other third party material in this book are included in the book's Creative Commons license, unless indicated otherwise in a credit line to the material. If material is not included in the book's Creative Commons license and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder.

The use of general descriptive names, registered names, trademarks, service marks, etc. in this publication does not imply, even in the absence of a specific statement, that such names are exempt from the relevant protective laws and regulations and therefore free for general use.

The publisher, the authors and the editors are safe to assume that the advice and information in this book are believed to be true and accurate at the date of publication. Neither the publisher nor the authors or the editors give a warranty, expressed or implied, with respect to the material contained herein or for any errors or omissions that may have been made. The publisher remains neutral with regard to jurisdictional claims in published maps and institutional affiliations.

Cover image: © DrAfter123/Getty Images

This Palgrave Macmillan imprint is published by the registered company Springer Nature Switzerland AG
The registered company address is: Gewerbestrasse 11, 6330 Cham, Switzerland

Acknowledgments

The distinguishing feature of this Handbook—the multilevel structure—brought together scholars from research communities that have operated separately from each other to some degree. These include scholars attending conferences from Community, Work & Family (CWF) and the Work and Family Researchers Network (WFRN) on the one hand, and the European Network for Social Policy Analysis (ESPAnet) on the other. Bringing these worlds together and expanding their overlap proved to be intellectually stimulating and a joy to work on.

We thank the organizers of the 2019 Community, Work & Family conference in Malta—and in particular Dr. Anna Borg—for facilitating us in hosting a symposium. Discussing the chapters with many of the authors in the same room greatly improved the quality and integration of the chapters in this handbook.

Our gratitude goes out to all the authors who are the foundation of this Handbook. Their enthusiasm for this project and their stimulating contributions were highly motivating. With this Handbook, and its diverse chapters, we hope to contribute to the next generation of family policy research.

Stockholm/Ghent
May 2020

Rense Nieuwenhuis
Wim Van Lancker

Contents

Part I Introduction

- 1 **Introduction: A Multilevel Perspective on Family Policy** 3
Rense Nieuwenhuis and Wim Van Lancker
- 2 **Conceptualizing and Analyzing Family Policy and How It Is Changing** 25
Mary Daly

Part II Supra-national

- 3 **Beyond the National: How the EU, OECD, and World Bank Do Family Policy** 45
Jane Jenson
- 4 **Do International Organizations Influence Domestic Policy Outcomes in OECD Countries?** 69
Linda A. White
- 5 **What Does the UN Have to Say About Family Policy? Reflections on the ILO, UNICEF, and UN Women** 87
Shahra Razavi

Part III National

- 6 Conceptual Approaches in Comparative Family Policy Research** 119
Hannah Zagel and Henning Lohmann
- 7 Conceptualizing National Family Policies: A Capabilities Approach** 141
Jana Javornik and Mara A. Yerkes
- 8 Early Childhood Care and Education Policies that Make a Difference** 169
Michel Vandebroeck
- 9 Family Policies and Family Outcomes in OECD Countries** 193
Willem Adema, Chris Clarke, and Olivier Thévenon
- 10 Family Policies Across the Globe** 219
Fernando Filgueira and Cecilia Rossel
- 11 Gendered Tradeoffs** 249
Jennifer L. Hook and Meiyang Li
- 12 Separated Families and Child Support Policies in Times of Social Change: A Comparative Analysis** 267
Christine Skinner and Mia Hakovirta
- 13 Dual-Earner Family Policies at Work for Single-Parent Families** 303
Laurie C. Maldonado and Rense Nieuwenhuis
- 14 Policies for Later-Life Families in a Comparative European Perspective** 331
Pearl A. Dykstra and Maja Djundeva
- 15 How Well Do European Child-Related Leave Policies Support the Caring Role of Fathers?** 369
Alzbeta Bartova and Renske Keizer

16	Parentalization of Same-Sex Couples: Family Formation and Leave Rights in Five Northern European Countries	397
	<i>Marie Evertsson, Eva Jaspers, and Ylva Moberg</i>	
Part IV Sub-national		
17	Breaking the Liberal-Market Mold? Family Policy Variation Across U.S. States and Why It Matters	431
	<i>Cassandra Engeman</i>	
18	Family Policy in the United States: State-Level Variation in Policy and Poverty Outcomes from 1980 to 2015	459
	<i>Zachary Parolin and Rosa Daiger von Gleichen</i>	
19	Going Regional: Local Childcare Provision and Parental Work–Care Choices in Germany	485
	<i>Pia S. Schober</i>	
20	Private Childcare and Employment Options: The Geography of the Return to Work for Mothers in the Netherlands	511
	<i>Tom Emery</i>	
Part V Organizational		
21	Company-Level Family Policies: Who Has Access to It and What Are Some of Its Outcomes?	535
	<i>Heejung Chung</i>	
22	The Educational Gradient in Company-Level Family Policies	575
	<i>Katia Begall and Tanja van der Lippe</i>	
23	Managing Work-Life Tensions: The Challenges for Multinational Enterprises (MNEs)	603
	<i>E. Anne Bardoel</i>	

Part VI The Next Decade of Research

24	Childcare Indicators for the Next Generation of Research	627
	<i>Sebastian Sirén, Laure Doctrinal, Wim Van Lancker, and Rense Nieuwenhuis</i>	
25	Family Policy: Neglected Determinant of Vertical Income Inequality	657
	<i>Rense Nieuwenhuis</i>	
26	Conclusion: The Next Decade of Family Policy Research	683
	<i>Wim Van Lancker and Rense Nieuwenhuis</i>	
	Correction to: Policies for Later-Life Families in a Comparative European Perspective	C1
	<i>Pearl A. Dykstra and Maja Djundeva</i>	
	Index	707

Notes on Contributors

Willem Adema Senior Economist in the Social Policy Division at the Organisation for Economic Co-operation and Development (OECD), Paris.

E. Anne Bardoel Professor of Management at the Department of Management & Marketing, Swinburne University of Technology, Melbourne.

Alzbeta Bartova Postdoctoral researcher at the Department of Public Administration and Sociology of Erasmus University Rotterdam.

Katia Begall Assistant Professor in Sociology at Radboud Social Cultural Research, Radboud Universiteit Nijmegen.

Heejung Chung Reader in Sociology and Social Policy at the School of Social Policy, Sociology and Social Research, University of Kent.

Chris Clarke Junior Economist, Organisation for Economic Co-operation and Development (OECD), Paris.

Rosa Daiger von Gleichen, Ph.D. candidate in Social Policy, Department of Social Policy and Intervention, University of Oxford.

Mary Daly Professor of Sociology and Social Policy, Department of Social Policy and Intervention, University of Oxford.

Maja Djundeva, Ph.D. Researcher at the Netherlands Institute for Social Research (SCP).

Laure Doctrinal Ph.D. student in sociology at the Swedish Institute for Social Research (Stockholm University).

Pearl A. Dykstra Professor of Empirical Sociology, Erasmus University Rotterdam.

Tom Emery Deputy Director of the Generations and Gender Programme, Netherlands Interdisciplinary Demographic Institute.

Cassandra Engeman Research Fellow at the Swedish Institute for Social Research (SOFI), Stockholm University.

Marie Evertsson Professor of Sociology in Social Policy at the Swedish Institute for Social Research (SOFI), Stockholm University.

Fernando Filgueira Professor and Director of the Methods and Data Analysis Unit. Facultad de Ciencias Sociales, Universidad de la República.

Mia Hakovirta Academy Research Fellow in Social Policy, Department of Social Research, University of Turku.

Jennifer L. Hook Associate Professor of Sociology, Department of Sociology, University of Southern California.

Eva Jaspers Assistant Professor of Sociology, University of Utrecht.

Jana Javornik Associate Professor in Work and Employment Relations at the University of Leeds.

Jane Jenson Professor of Political Science, Political Science Department, Université de Montréal.

Renske Keizer Professor in Family Sociology, Erasmus University Rotterdam.

Meiying Li Ph.D. student, Department of Sociology, University of Southern California.

Henning Lohmann Professor of Sociology, University of Hamburg.

Laurie C. Maldonado Assistant Professor at Molloy College.

Ylva Moberg Postdoctoral fellow at the Swedish Institute for Social Research (SOFI) at Stockholm University.

Rense Nieuwenhuis Associate Professor in sociology at the Swedish Institute for Social Research (SOFI) at Stockholm University.

Zachary Parolin Postdoctoral researcher at the Center on Poverty and Social Policy, Columbia University.

Shahra Razavi Chief of Research and Data Section, UN Women.

Cecilia Rossel Associate Professor at the Department of Social and Political Sciences, Universidad Católica del Uruguay.

Pia S. Schober Professor of Sociology, Department of Sociology, University of Tübingen.

Sebastian Sirén Ph.D. student in sociology at the Swedish Institute for Social Research (Stockholm University).

Christine Skinner Professor of Social Policy, Department of Social Policy and Social Work, University of York.

Olivier Thévenon Social Policy Analyst, Organisation for Economic Co-operation and Development (OECD), Paris.

Tanja van der Lippe Professor of Sociology of Households and Employment Relations at the Department of Sociology and Research School (ICS) of Utrecht University.

Wim Van Lancker Assistant Professor in social work and social policy at the Centre for Sociological Research (CESO) at KU Leuven in Belgium.

Michel Vandebroeck Associate Professor in Family Pedagogy, department of social work and social pedagogy, Ghent University.

Linda A. White RBC Chair in Economic and Public Policy and a Professor of Political Science and Public Policy at the Munk School of Global Affairs and Public Policy, University of Toronto.

Mara A. Yerkes Associate Professor of Interdisciplinary Social Science at the Department of Interdisciplinary Social Science, Utrecht University.

Hannah Zagel Postdoctoral researcher in the Department of Social Sciences at Humboldt-University Berlin.

List of Figures

Fig. 6.1	Examples of categorical and gradual concepts in comparative family policy research	125
Fig. 9.1	On average across the OECD, one in five children live with one parent or less. Distribution of children (aged 0–17) by presence and marital status of parents in the household, 2018 or latest	200
Fig. 9.2	The level and intensity of maternal employment varies considerably across OECD countries. Employment rates for women (15- to 64-year-olds) with at least one child aged 0–14, by part-time/full-time status, 2014 or latest	202
Fig. 9.3	The level and type of public family support differs strongly across OECD countries. Public expenditure on family benefits by type, as a % of GDP, OECD countries, 2015	204
Fig. 9.4	On average across OECD countries, public spending on early childhood education and care has almost doubled since the turn of the century. Public expenditure per head on early childhood education and care, constant (2010) USD PPP, 2000 and 2015	206
Fig. 9.5	The majority of OECD countries provide paid paternity leave, and one-third offer fathers-only paid parental leave. Paid paternity leave and paid father-specific parental and home care leave, in weeks, 2016	209
Fig. 10.1	Evolution of fertility rates by region, 1992–2015	222
Fig. 10.2	Public expenditure on child benefits by region, and proportion of children aged 0–14 in total population, 2010/11 (percentage of GDP)	223
Fig. 10.3	Europe: Participation rates in childcare and pre-school services for 0-to-2-year-olds, around 2006 and 2014	225

Fig. 10.4	CANADA AND UNITED STATES: Public expenditure on family benefits by type of expenditure, in per cent of GDP, around 2013	227
Fig. 10.5	OCEANIA (OECD): Public expenditure on family benefits by type of expenditure, percentage of GDP, around 2013	229
Fig. 10.6	OCEANIA (OECD): Enrollment in child care services (children between 0 and 2 years old), 1995–2014	231
Fig. 10.7	ASIA (OECD): Public expenditure on family benefits by type of expenditure, in per cent of GDP, 2013	232
Fig. 10.8	AFRICA (selected countries): Length of maternity leave (in weeks), circa 2014	235
Fig. 10.9	MIDDLE EAST (selected countries): Enrollment in pre-primary education (3–5 years old), 1999 and 2015	236
Fig. 10.10	Coverage of individuals in households targeted by CCTs, around 2015. (percentage of total population)	239
Fig. 13.1	Family benefits are associated with lower poverty for single-parent and coupled-parent families	312
Fig. 13.2	Poverty gaps among poor single parents are not systematically larger than poverty gaps among poor couples with children	313
Fig. 13.3	Higher family benefits reduce poverty more, in particular, among single-parent families	314
Fig. 13.4	Family benefits remain an important source of income, even after accounting for unemployment benefits, more so for single-parent families	316
Fig. 13.5	Single parents do less in ECEC than couples with children; however, single parents pay a larger share of their household income	318
Fig. 13.6	Duration of parental leave varies more between countries than between family types	320
Fig. 13.7	Income replacement of full-year parental leave, single parents receive slightly more; however, leave varies more between countries than between family types	321
Fig. 14.1	Beds in residential long-term care per thousand of the total population aged 65 and over, selected European countries, 2005–2107	336
Fig. 14.2	Recipients of long-term care at home as percentage of the total population aged 65 and over, selected European countries, 2005–2107	337
Fig. 15.1	Distribution of leave entitlements to child-related leave for fathers (in weeks), 2018	379
Fig. 15.2	Distribution of financial compensation across the total leave entitlements (in weeks), 2018	380
Fig. 16.1	Number of infant children (zero years old) in households with a female same-sex couple	411

Fig. 16.2	Sweden: number of infant children (zero years old) in households with a male same-sex couple who are married or in a registered partnership	412
Fig. 16.3	Denmark: number of infant children (zero years old) in households with a male same-sex couple who are married or in a registered partnership	413
Fig. 16.4	Norway: number of infant children (zero years old) in households with a male same-sex couple who are in a registered partnership, married or cohabiting (from 2009)	413
Fig. 16.5	The Netherlands: number of infant children (zero years old) in households with a male same-sex couple who are cohabiting, married or in a registered partnership	414
Fig. 17.1	Level of legislative activity in the states: number of leave laws enacted, 1942–2017	440
Fig. 17.2	The number of laws passed by the number of leave needs covered	441
Fig. 18.1	Change in variation of state-level wage and benefit policies	470
Fig. 18.2	Change in variation of states' pre- and post-tax/transfer poverty rates	474
Fig. 18.3	Change in variation of states' male–female employment and earnings gaps	475
Fig. 18.4	Change in variation of states' average levels of medical and childcare expenditures among households with children	477
Fig. 18.5	Change in variation of states' average levels of benefit receipt among households with children	479
Fig. 19.1	ECEC attendance rates across Germany states and regions in 2017, in percent	490
Fig. 19.2	Child–teacher ratios across German states in 2016	491
Fig. 19.3	Conceptual framework for analyzing effects of regional childcare provision	497
Fig. 20.1	NKPS respondents in Den Haag ($N = 241$)	515
Fig. 20.2	Nurseries in Den Haag in 2010	522
Fig. 20.3	Distance to nearest private childcare provider, by wave	523
Fig. 21.1	Cross-country variation in the provision of family-friendly arrangements for 21 European countries (establishment weighted) ($N = 17,308$)	539
Fig. 21.2	Proportion of dependent employed with schedule control across 30 European countries in 2015	540
Fig. 21.3	Proportion of dependent employed who have worked at home or in public spaces several times a month in the past 12 months across 30 European countries in 2015	541

Fig. 21.4	Proportion of dependent employees across 30 European countries with access to time off during working hours for personal reasons in 2015	541
Fig. 22.1	Categories of combined availability of work-family policies at organizational and team level	580
Fig. 22.2	Availability of policies at organization, department and employee level	587
Fig. 22.3	Distribution of employees over categories of combined availability of work-family policies at organizational and team level	589
Fig. 22.4	Effect of the proportion of employees in highly skilled position on likelihood of policy provision at organizational level ($n = 259$), reported by HR manager (odd's ratios)	590
Fig. 22.5	Effect of employee education on perceived availability of organizational work-family policies within organizations, reported by employee (odd's ratios from organization fixed effects model)	594
Fig. 23.1	Tensions in global work-life management	607
Fig. 25.1	Selected determinants of vertical and horizontal economic inequality	659
Fig. 25.2	Rise in women's earnings (1981–2008) associated with lower inequality among households of couples	664

List of Tables

Table 7.1	Comparative data on all five indicators	155
Table 12.1	Employment patterns among couple households with children aged 0–14, 2014 by type of child support system across 15 countries	271
Table 12.2	Overview of child support (CS) systems	276
Table 12.3	Child support key policy principles as identified by national informants across 15 countries (includes two regions in Catalonia in Spain and Wisconsin state in U.S.)	281
Table 14.1	Cash benefits, leave policies, and care credits toward statutory pension entitlement for family/eldercare in European countries	339
Table 16.1	Same-sex couples' legal rights linked to registered partnership/marriage and parentalization in five countries	404
Table 17.1	Types of state leave laws in 2017	438
Table 18.1	Family policy package in the United States	462
Table 18.2	Measurement of family policy indicators and social outcomes	467
Table 18.3	State-level diversity in generosity and coverage of 'money' dimension of family policy in 2015	469
Table 18.4	State-level diversity in generosity and coverage of services dimension of family policy package in 2015	471
Table 18.5	State-level diversity in child poverty outcomes in 2015	473
Table 18.6	State-level diversity in male-to-female employment and earnings outcomes in 2015	474
Table 18.7	State-level diversity in average medical out-of-pocket and childcare expenditures in 2015	476

xx List of Tables

Table 18.8	Data source and timeframe for family policy inputs and social outcomes	480
Table 20.1	Descriptive statistics	521
Table 20.2	Results of tobit models 1–3	525
Table 21.1	Review of 18 existing cross-national study on family-friendly arrangements/flexible working arrangements	544
Table 22.1	Expected differences by employee's skill level in access to organizational work-family policies by employee skills	578
Table 22.2	Descriptive statistics of all variables used at employee level ($N = 10,673$)	586
Table 22.3	Logistic regression results (odds ratios) predicting work-family policies provided at organizational level	591
Table 22.4	Multilevel logistic regression results (odds ratios) predicting perceived availability of work-family policies at employee level	595
Table 24.1	Geographical coverage and updating of databases	638
Table 24.2	Overview of data availability on childcare services	641