Session III: Demographic and economic constraints to balancing work and family obligations

Demographic dynamics of family and work in Brazil

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Trends of labor force growth: the demographic effect

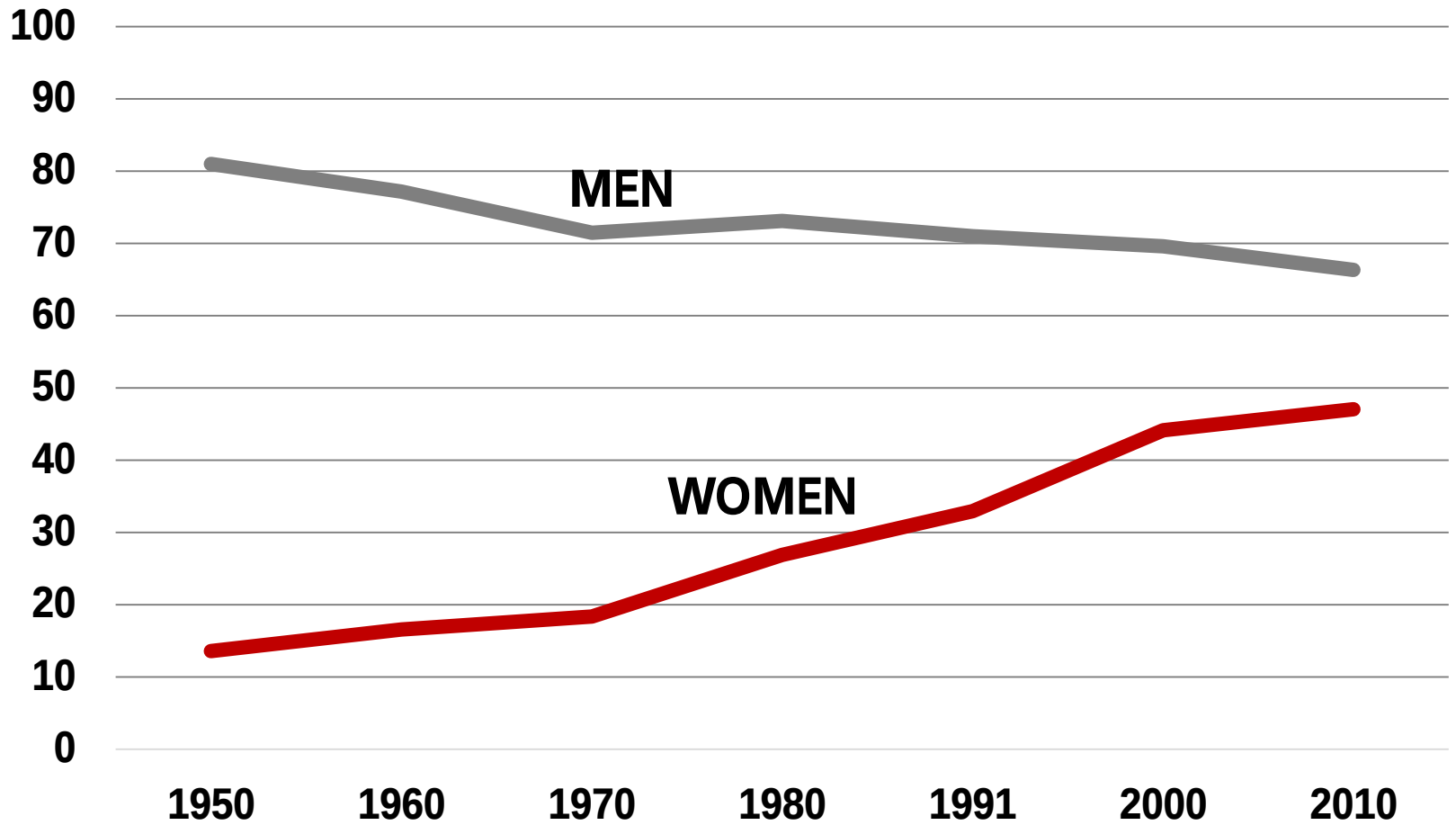
Average Annual Growth Rates (%)

Decades	Total Population	Working-age Population
1970/1980	2.41	3.10
1980/1990	2.03	2.53
1990/2000	1.54	2.30
2000/2010	1.17	1.62

First Demographic Dividend = working-age population growth > population growth

$$\text{Active population} = {}_{n}N_{x} \times {}_{n}LFPR_{x}$$

Trends of LFPRs (%), Brazil 1950 -2010



Trends of labor force growth: Demographic and Labor Market Factors

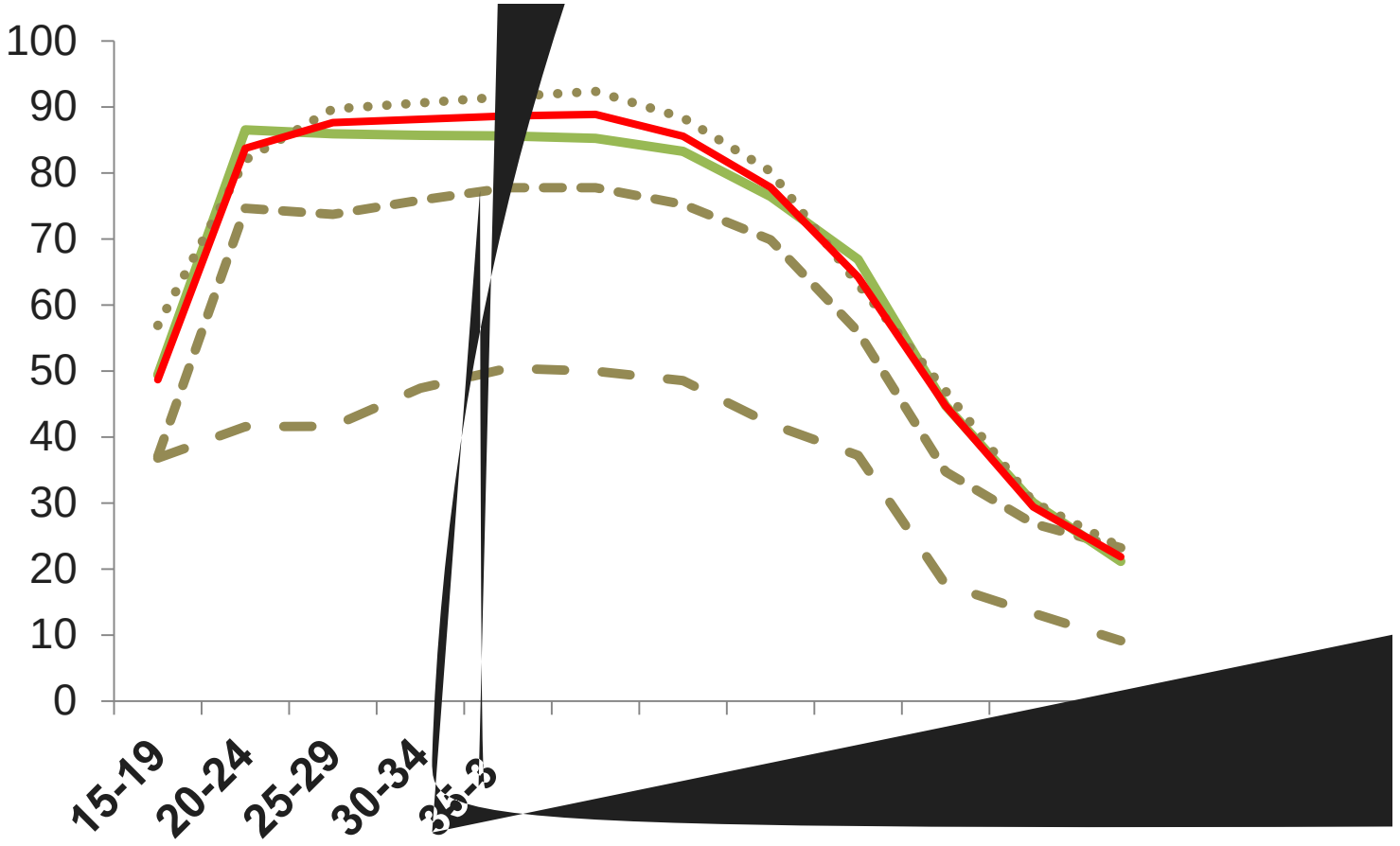
Average Annual Growth Rates (%)

Decades	Population	Working-age population	Total active population	Female active population	Male active population
1970/1980	2.41	3.10	3.63	6.56	2.72
1980/1990	2.03	2.53	3.03	4.72	2.32
1990/2000	1.54	2.30	2.82	4.89	1.65
2000/2010	1.17	1.62	1.92	2.80	1.30

1st Demographic Dividend= working-age population growth > population growth

Gender bonus = female active population growth > total active population growth

Female labor force participation rates (%) by age & education, Brazil 2052



Growth of the female workforce participation will come mostly from educational composition changes (EDUCATION BONUS!!!)

Trends of labor force growth: Projecting into the Future

Average Annual Growth Rates (%)

Decades	Population	Working-age population	Total active population	Female active population	Male active population
1980/1990	2.03	2.53	3.03	4.72	2.32
1990/2000	1.54	2.30	2.82	4.89	1.65
2000/2010	1.17	1.62	1.92	2.80	1.30
2012/2022	**0.75**	**0.97**	**1.53**	**2.08**	**1.09**
2022/2032	**0.45**	**0.28**	**0.62**	**1.04**	**0.26**
2032/2042	**0.16**	**-0.18**	**-0.11**	**0.24**	**-0.44**

Active population growth dc 0 T3 Tc3dc 0 T0 T8

DIMENSION	METHOD	SAMPLE
Participation in the labor market	Logistic regression	women and men aged 25 to 49; head or spouse of the head of the family.

Odds ratios of the participation in the

DIMENSION	MEASURES	METHOD	

Odds ratios of the access to labor market by gender, Brazil 2014

		Women	Men
Precarious job	having spouse/partner	0.95	0.67***
	child in pre-school age	1.26 ***	1.15 ***
	child in pre-school age	1.09 **	0.95
Part time job	having spouse/partner	1.15 ***	0.74 ***
	child in pre-school age	1.16 ***	1.03
	child in pre-school age	1.09 **	0.98
Self employment	having spouse/partner	1.31 ***	0.87 ***
	child in pre-school age	1.25 ***	0.96
	child in pre-school age	1.13 ***	1.00

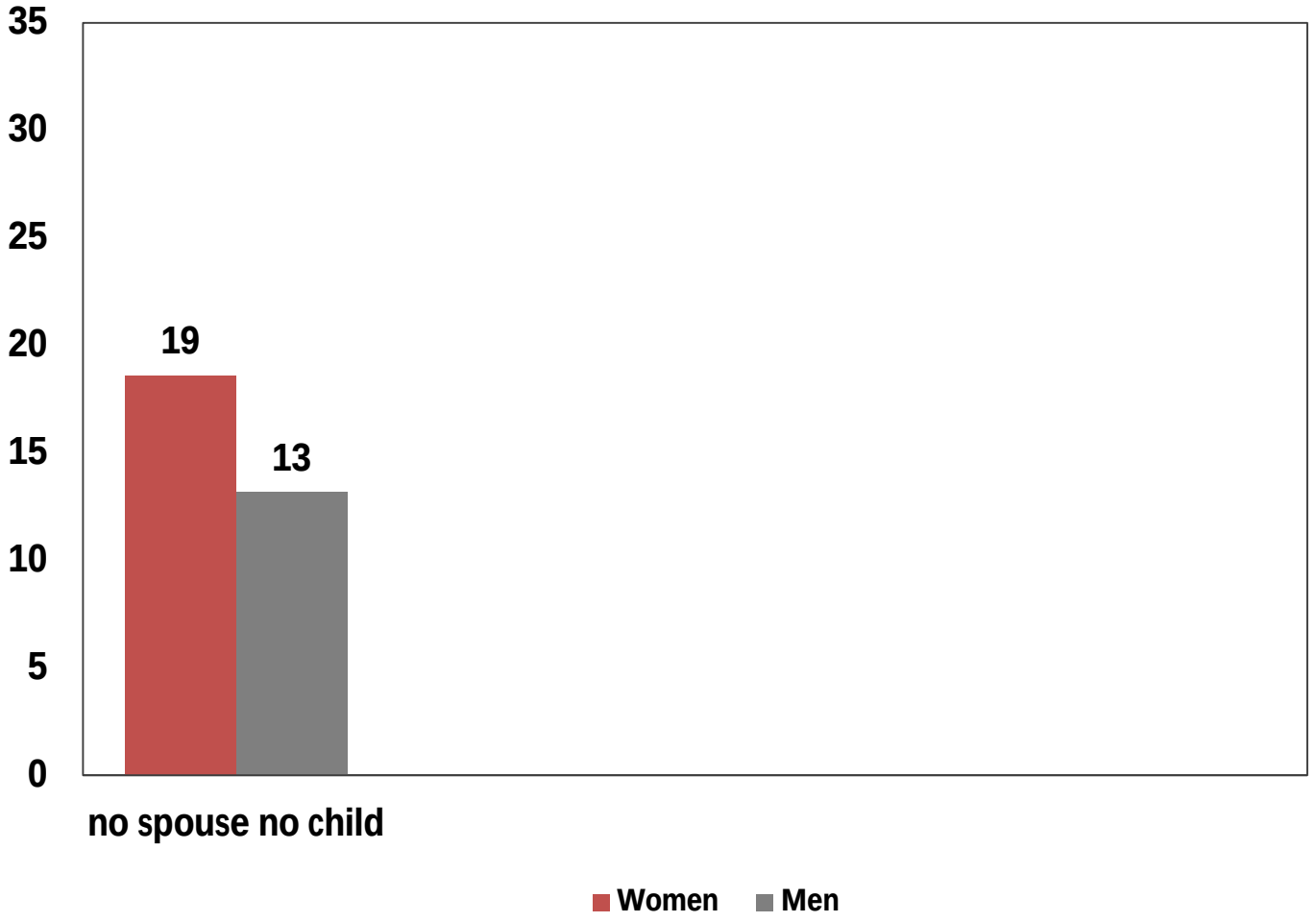
Guiginski & Wajnman, 2015

Heckman model for the log of hourly wage by gender, Brazil 2014

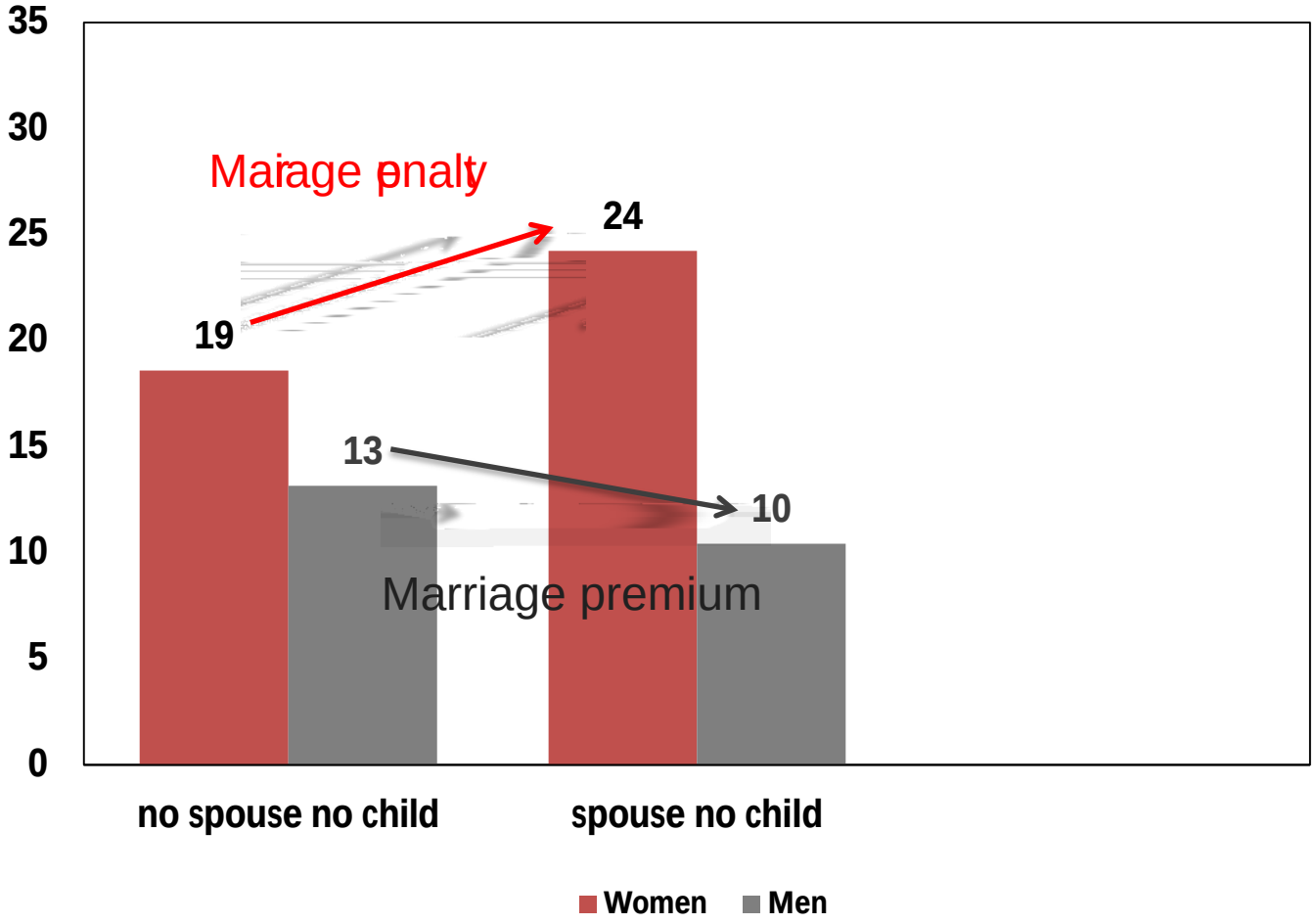
		Women		Men	
Log of hourly wage	having spouse/partner	- 0.32	***	0.21	***
	child in pre-school age	- 0.28	***	0.06	**
	child in pre-school age	- 0.09	***	0.03	

Guiginski & Wajnman, 2015

Weekly housework hours by gender and family roles. Brazil, 2014



Weekly housework hours by gender and family roles. Brazil, 2014



Gender roles and the incomplete revolution

- **First stage:**
  - the afflux of women into the labor market destabilizes traditional *breadwinner/homemaker* family arrangements
  - increasing divorce and cohabitation rates
  - reducing fertility
- **Second stage:**
  - men and women begin to develop more equal partnerships in w.82 Tc 0 T

Discussion

- Most of the gender revolution in Brazil is taking place in the labor market (easier to intervene) through job opportunities created for women
- The increase in female labor force participation has been historically driving changes in family relations. Not the opposite!
- But it is not enough. Job conditions are still worse for women and we need policy measures (e.g. shared parental leave, public child care, pre-school and elderly care, as well as flexible working hours) to facilitate better career and family balance
- To manage the consequences of the demographic transition, including economic growth in the future, the gender revolution needs to go beyond the labor market