



The University of Edinburgh



Variation in Birth-related Leave Entitlements by Education & Second Births in Europe

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Policy & Fertility

- Policy as **catalyst** of gender egalitarian norms & higher fertility
 - Gender equity theory (McDonald 2000, 2013)
 - Multiple equilibria hypothesis (Esping-Andersen & Billari, 2015)



Policy measurement

- Macro-level simplification of complex policy designs
 - eligibility conditions
 - flat-rate benefits
 - floors, ceilings
- => stratification of welfare support?**



Micro-level policy measurement

- Legislative rules (ML,PL) – MISSOC, LP&R
- EU-SILC 2005-2009
- 27 countries
- *eligibility, leave duration, benefits, compensation rate*



Interpretation

What support a woman would be entitled for if she had a child in a given year.



Research questions

- How much do policy entitlements vary amongst women with different educational attainment?
- Do women with different educational attainment respond differently to the same welfare support?



Hypotheses

H1: Highly educated women are less likely to have their second child when entitled to long leave.

H2: Highly educated women are less likely to have their second child when entitled to low financial compensation.

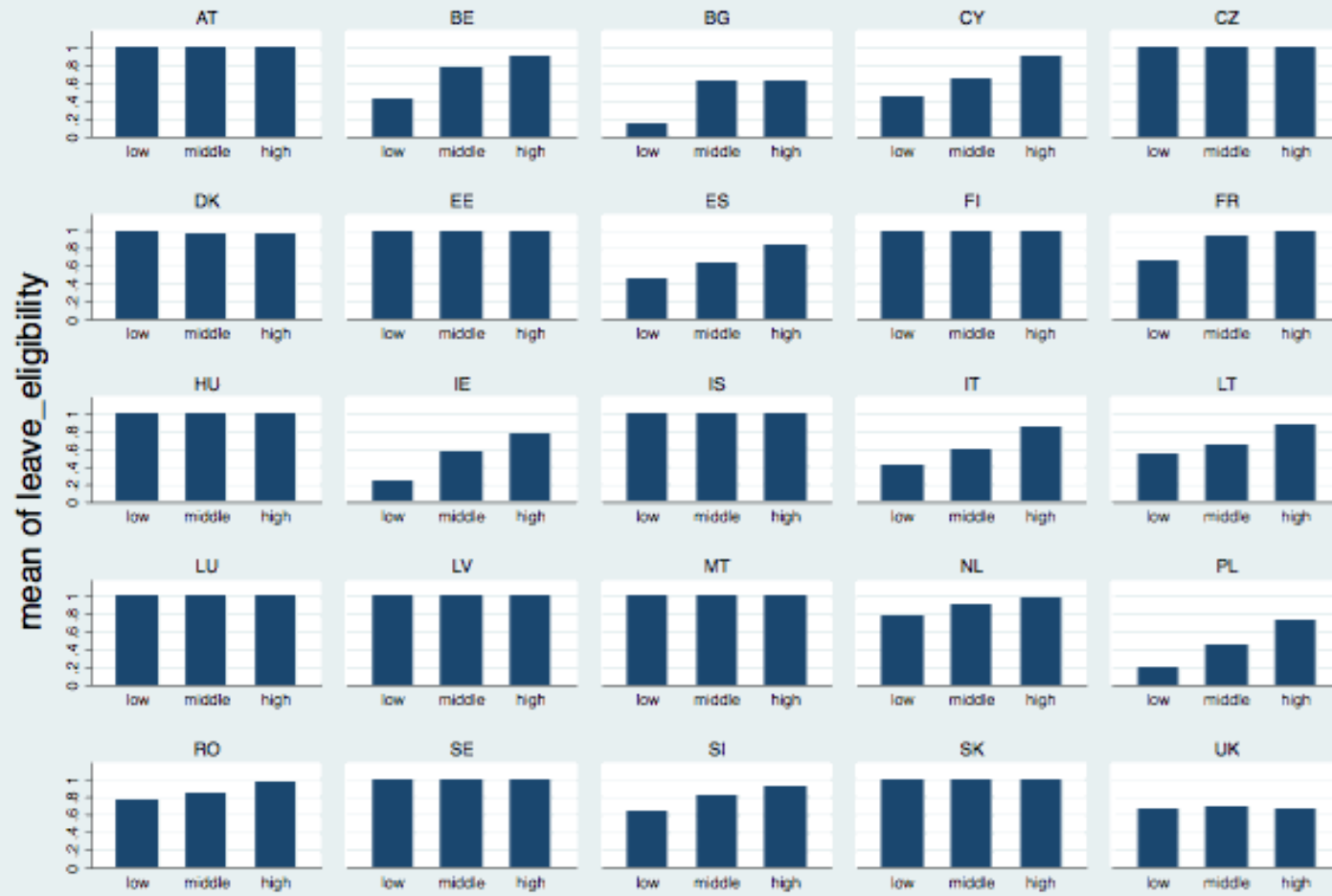


Sample & Methods

- Cohabiting mothers between the age of 20 and 40
- with one child less than 11 years old
- Pooled ML & PL entitlements for each woman
- ML logistic regression



Eligibility by education (2008)



Graphs by RB020

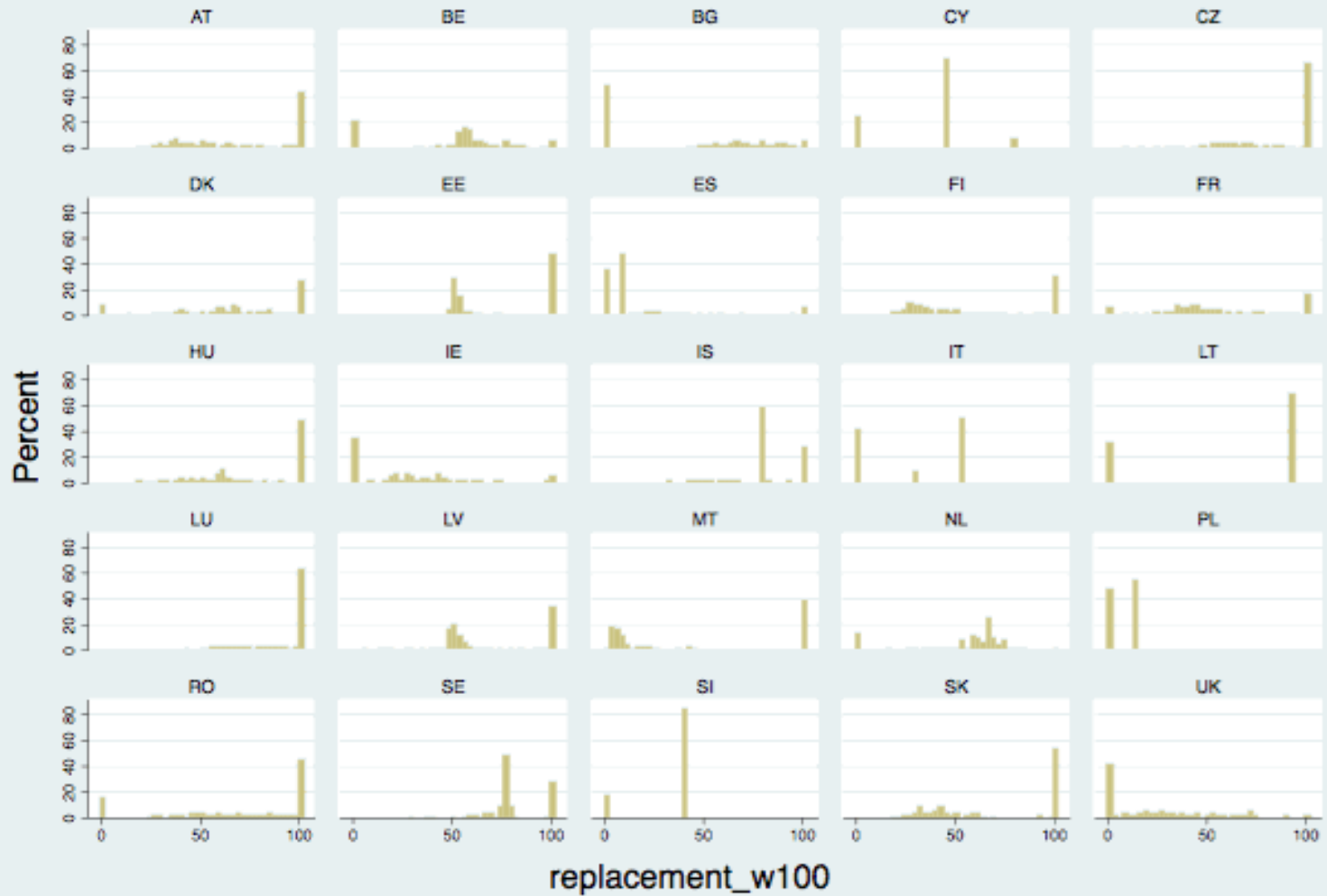


Leave duration – weeks (2008)





Compensation rate



Graphs by RB020



Compensation rate by education



Graphs by RB020



Transition to 2nd birth

		Model 1	Model 2	Model 3		
Compensation Rate	Low (0-33%)	0,825 *	0,824 *	0,81	*	
	(ref. High) Medium (33-66%)	0,988	0,979	0,939		
Leave duration	0-16 Weeks	1,207 *	1,144	1,201	*	
	(ref. 53-156 weeks) 17-52 Weeks	1,223 *	1,146	1,226	*	
	157-204 Weeks	1,016	1,006	1,018		
Education	Low	1,074	1,191	1,099		
	(ref. Middle) High	1,386 ***	1,205 *	1,309	***	
Interactions	Low Edu * 0-16		1,024			
	Low Edu * 17-52		0,872			
	Low Edu * 157-204		0,513 **			
	High Edu * 0-16		1,069			
	High Edu * 17-52		1,239 *			
	High Edu * 157-204		1,215			
	Low Edu * Low CR				1,022	
	Low Edu * Medium CR				0,802	
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Conclusion

- Notable educational differences in leave eligibility
- Considerable within-country variation in financial compensation
- H1: no clear finding
- H2: reject – women respond similarly