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**Comparison of context differences for Czech Republic, Germany, Italy, the Netherlands, Poland, Spain, Sweden and EU average – Policies \***

	Czech R.	Germany	Italy	Netherlands	Poland	Spain	Sweden
<b>Policies</b>							
Taxation of secondary earners, <sup>1</sup> 2001	40%	50%	38%	33%	39%	21%	30%
Tax ratio of second earners to single person, 2001	1,9	1,5	1,6	1,2	1,3	1,6	1
Duration of leave entitlement, weeks <sup>2</sup> , 2006/2007	164	162	47	29	174	162	84
Financial compensation during maternity leave (Full time equivalent), <sup>3</sup> 2004	69%	100%	80%	100%	100%	100%	80%
Dismissal protection OECD employment protection index, 0 (lowest) to 6 (highest restrictions), <sup>4</sup> 2008	2,32	2,63	2,58	2,23	2,41	3,11	2,06

## Comparison of context differences for Czech Republic, Germany, Italy, the Netherlands, Poland, Spain, Sweden and EU average – Policy outcomes

	Czech R.	Germany	Italy	Netherlands	Poland	Spain	Sweden
<b>Policy outcomes</b>							
% using licensed childcare 0-3 years old <sup>5</sup> , 2006	2,6%	13,6%	28,6%	53,9%	8,6%	33,9%	45,3%
% using licensed childcare 3-5 years old, 2006	82,3%	89,3%	99,4%	57,6%	40,7%	97,7%	85,6%
Maternal employment rates youngest child 0-2, 2006*	19%	53%	48%	71%	42%	52%	71,5%
...thereof in-work	12%	32%	41%	64%	35%	48%	45%
Maternal employment rates youngest child 3-5, 2007	52%	62%	50%	72%	53%	58%	80%
Share of women in labor force <sup>6</sup> , 2008	43%	45%	40%	46%	45%	43%	47%
Women employed part time <sup>7</sup> , 2008	6%	39%	31%	60%	14%	21%	20%
Women's share of part time employment, 2008	72%	80%	76%	76%	68%	81%	65%
Occupational segregation: Women's share of legislators, senior officials and managers <sup>8</sup> , 2008	28%	38%	33%	27%	36%	32%	32%
GEM Earned income (estimated) ratio of female to male <sup>9</sup> , 2007	0,57	0,59	0,49	0,67	0,59	0,52	0,67
Women's share of tertiary enrolment <sup>10</sup> , 2007	54,7%	----	57,2%	51,5%	57,4%	54,0%	59,9%

## NOTES

\* The structure of the table is based on Silke Aisenbrey, Marie Evertsson & Daniela Grunow. 2009. Is there a Career Penalty for Mothers' Time Out? A Comparison between Germany, Sweden and the U.S. In: Social Forces, 88 (2). 573-606.

All web sources last accessed in May 2010.

## SOURCES

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<sup>1</sup> source: May 2004, *Female Labour Force Participation: Past Trends and Main Determinants in OECD Countries*. OECD Economics Department.

<sup>2</sup> source: OECD Family database [www.oecd.org/els/social/family/database](http://www.oecd.org/els/social/family/database)

<sup>3</sup> source: <http://unstats.un.org/unsd/demographic/products/indwm/ww2005/tab5c.htm>

<sup>4</sup> source: <http://www.oecd.org/dataoecd/42/4/42768860.xls>

<sup>5</sup> source: [www.oecd.org/els/social/family/database](http://www.oecd.org/els/social/family/database)

\* 2003 for Sweden;

<sup>6</sup> source: <http://unstats.un.org/unsd/demographic/products/indwm/tab5a.htm>

<sup>7</sup> source: <http://unstats.un.org/unsd/demographic/products/indwm/tab5b.htm>

<sup>8</sup> source: <http://unstats.un.org/unsd/demographic/products/indwm/tab5d.htm>

<sup>9</sup> source: <http://hdrstats.undp.org/en/indicators/130.html>

<sup>10</sup> source: <http://unstats.un.org/unsd/demographic/products/indwm/tab4d.htm>