

# WZB

Wissenschaftszentrum Berlin  
für Sozialforschung



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## The role of family formation and dissolution on women's and men's non-formal further education

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## Motivation

- Due to technological innovation, globalization, and demographic shift, the demand for skills in the labor market is rapidly changing
- Non-formal further education (hereafter job-related training) helps workers to obtain **crucial skills and knowledge**
- Job-related training is associated with:
  - Better employment security (Ebner and Ehlert 2018)
  - Higher productivity (Hansson 2008)
  - Wage increases (Haelermans and Borghans 2012)
- Job-related training **increases employee competitiveness** in the labor market

## Job-related training and parenthood

- Following the birth of a first child, **the market hours, earnings, and housework of men and women diverge** (Baxter, Hewitt, and Haynes 2008; Killewald and García-Manglano 2016; Kühhirt 2012; Sanchez and Thomson 1997)
- Motherhood penalty in labor markets due to
  - Household specialization (Becker 1981)
  - Career interruptions (Aisenbrey et al., 2009)
  - Reduced work hours (Glauber 2008; Lundberg and Rose 2000, Kühhirt 2012)
  - Changes of occupation (Hook and Petit 2016)
  - Discrimination (Correll et al. 2007)
- Receiving job training increases mothers' employment continuity (Khan et al. 2014)
- We know little about the relationship between job training and parenthood

## Work-family policies in Germany and the UK

### Germany

- A conservative regime often characterized as a male-breadwinner state (Esping-Andersen 1990)
- General family support: maintaining the welfare of the traditional gender-differentiated family (Korpi 2000)
- Maternity leave: 14 weeks with full income replacement and job protection.
- Paid leave: up to 12-14 months (67% replacement up to EUR 1800)
- Job guarantee: up to 36 months

### UK

- A liberal welfare regime where care is seen as a private family responsibility
- Market-oriented policies: Relying on market resources or informal help via family for care services.
- Maternity leave: up to 52 weeks
- Paid maternity leave: up to 39 weeks
  - 6 weeks: 90% replacement
  - 33 weeks: £151.97 per week
- Paid paternity leave: 1-2 weeks

## Research Questions

- (1) Is men's and women's job-related training participation differently affected by the transition to parenthood?**
- (2) How do men's and women's job-related training participation trajectories following first childbirth differ by work-family context?**
- (3) What is the role of family dissolution in men's and women's job-related training participation?

## Data

### Germany

- German National Educational Panel Study (NEPS) – Starting Cohort 6
- Covers detailed life course information for 17,140 individuals born between 1944 and 1986
- We use wave 2 (2010 survey year) to wave 10 (2017 / 2018 survey year)
- A high-quality longitudinal data that records activities in the field of education, occupation and family

### UK

- Understanding Society, the UK Household Longitudinal Study (UKHLS)
- A longitudinal survey of the members of approximately 40,000 households (at Wave 1) in the United Kingdom.
- We use wave 2 (2010-12 survey year) to wave 9 (2017-19 survey year)
- A high-quality longitudinal data on the long-term effects of social and economic change

#### Sample selection (UK and Germany):

include aged between 25 and 55 in paid employment, exclude full-time students, self-employed, and trainings for hobbies or leisure

## Variables

- Dependent variable:  
**Job related non-formal training participation since last interview**  
**(Yes=1, No=0)**
  
- Independent variable:  
The transition to parenthood upon first childbirth
  
- Mediators:  
Parental leave take-up, part-time work (<35 hours per week), second childbirth
  
- Confounders:  
Age, marital status (cohabiting, married, divorced)

## Analytical strategy

- Two-way-fixed-effects (TWFE) regression models

$$Y_{it} = a_i + \gamma A_{it} + \mu_t + \beta \text{Parentstat}_{it} + \delta X_{it} + \varepsilon_{it}$$

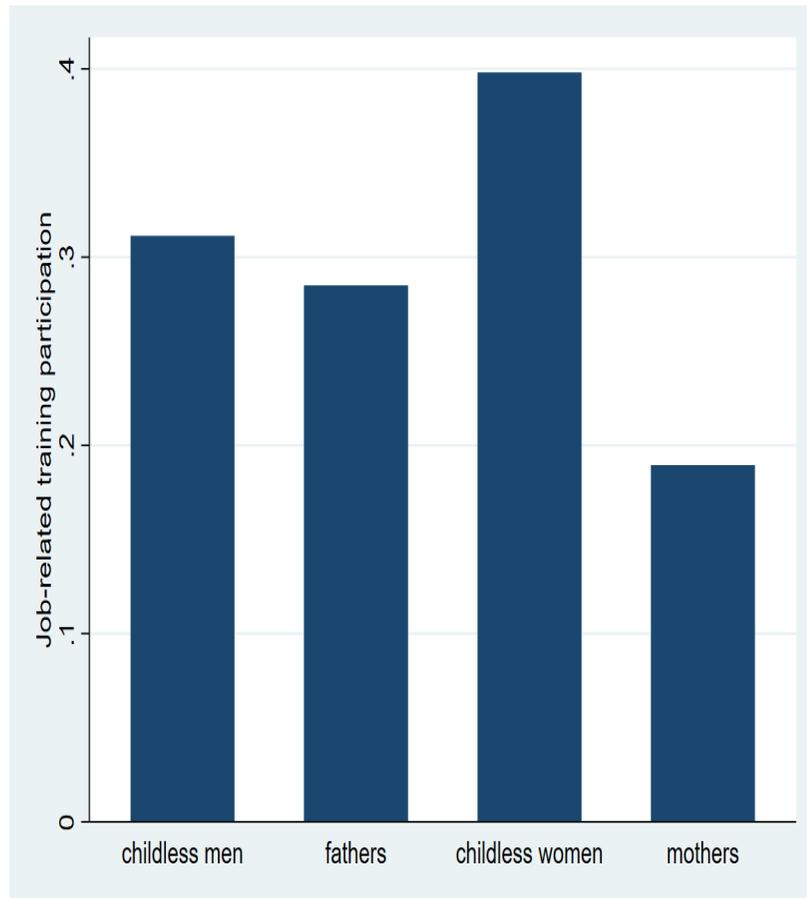
$$Y_{it} = a_i + \gamma A_{it} + \mu_t + \sum_{k=T_0}^{-2} \beta_k \times \text{Parentstat}_{ik} + \sum_{k=0}^{T_1} \beta_k \times \text{Parentstat}_{ik} + \delta X_{it} + \varepsilon_{it}$$

- Demeaning cancels out all time constant factors ( $a_i$ )
- Use of different impact functions models
  1. Step-impact functions analysis
  2. Event study specifications

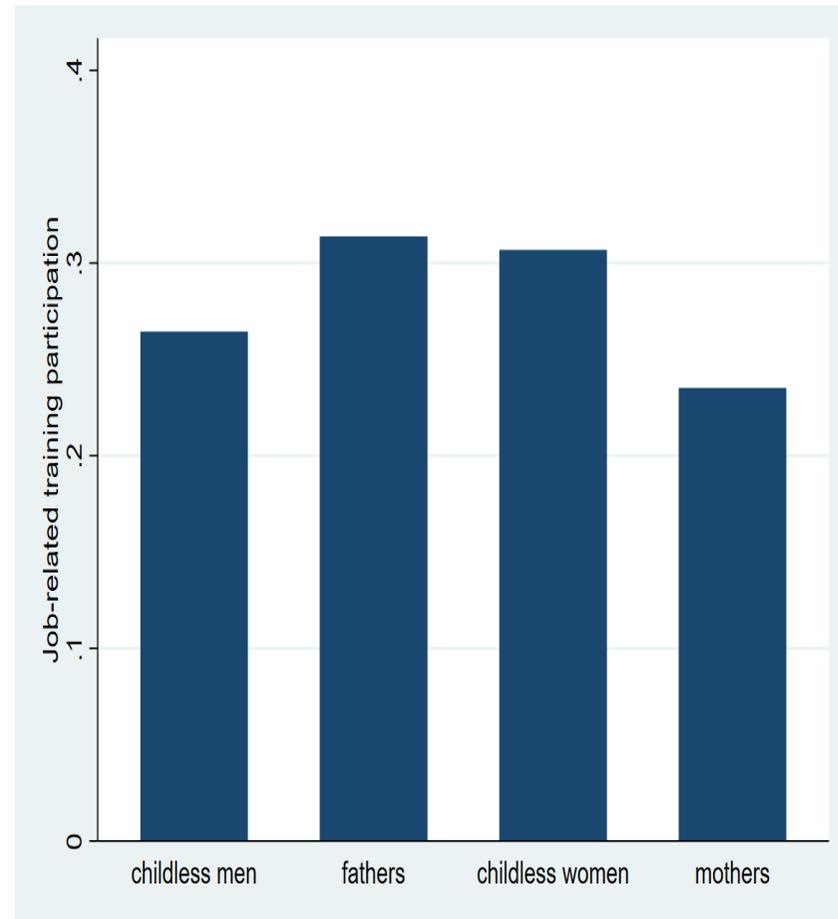


# Participation in job-related training

Germany



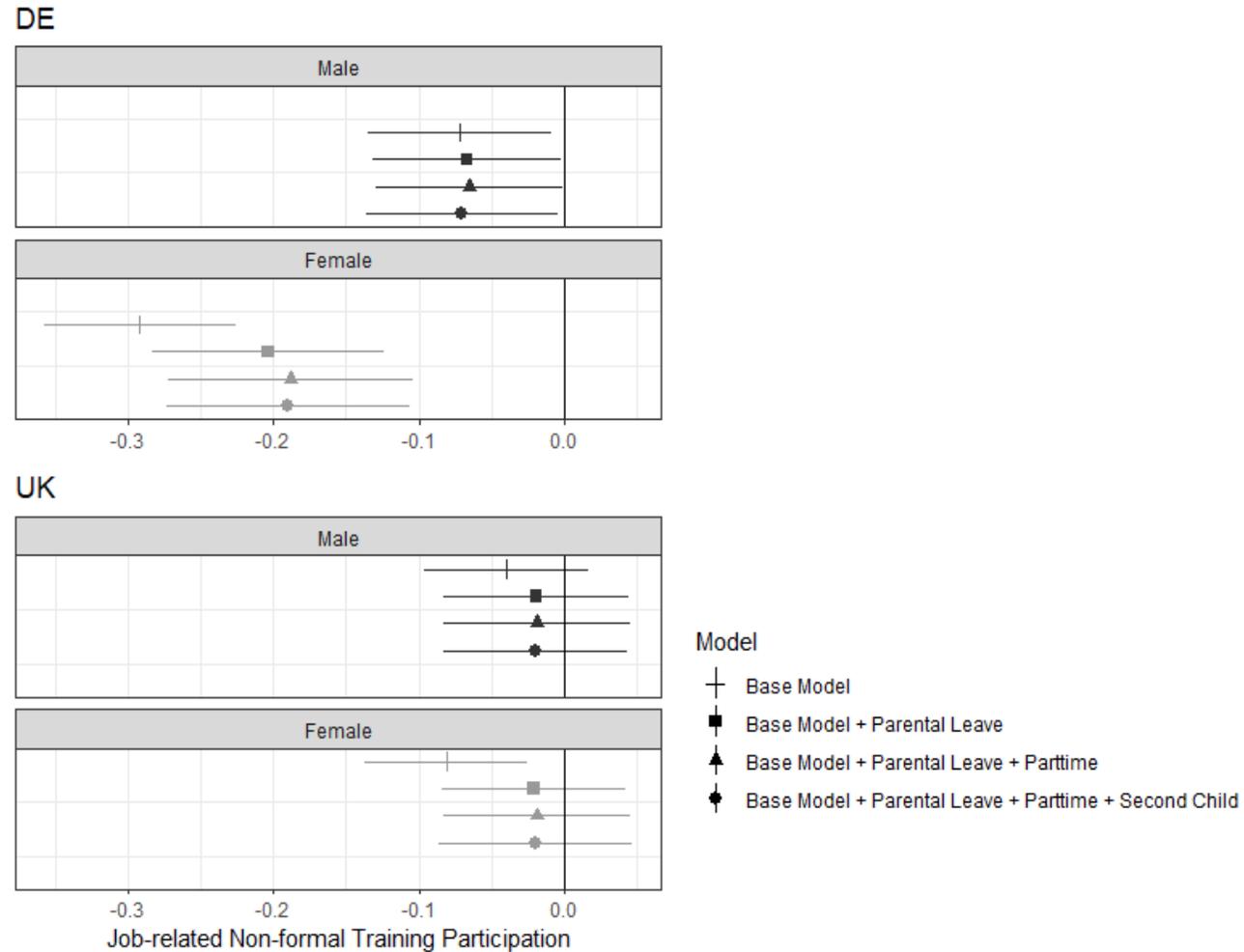
UK



Note: Participation in job-related non-formal training in last 12 months, by gender and parenthood (Source: UKHLS waves 2-9 and NEPS waves 2-10, unweighted)

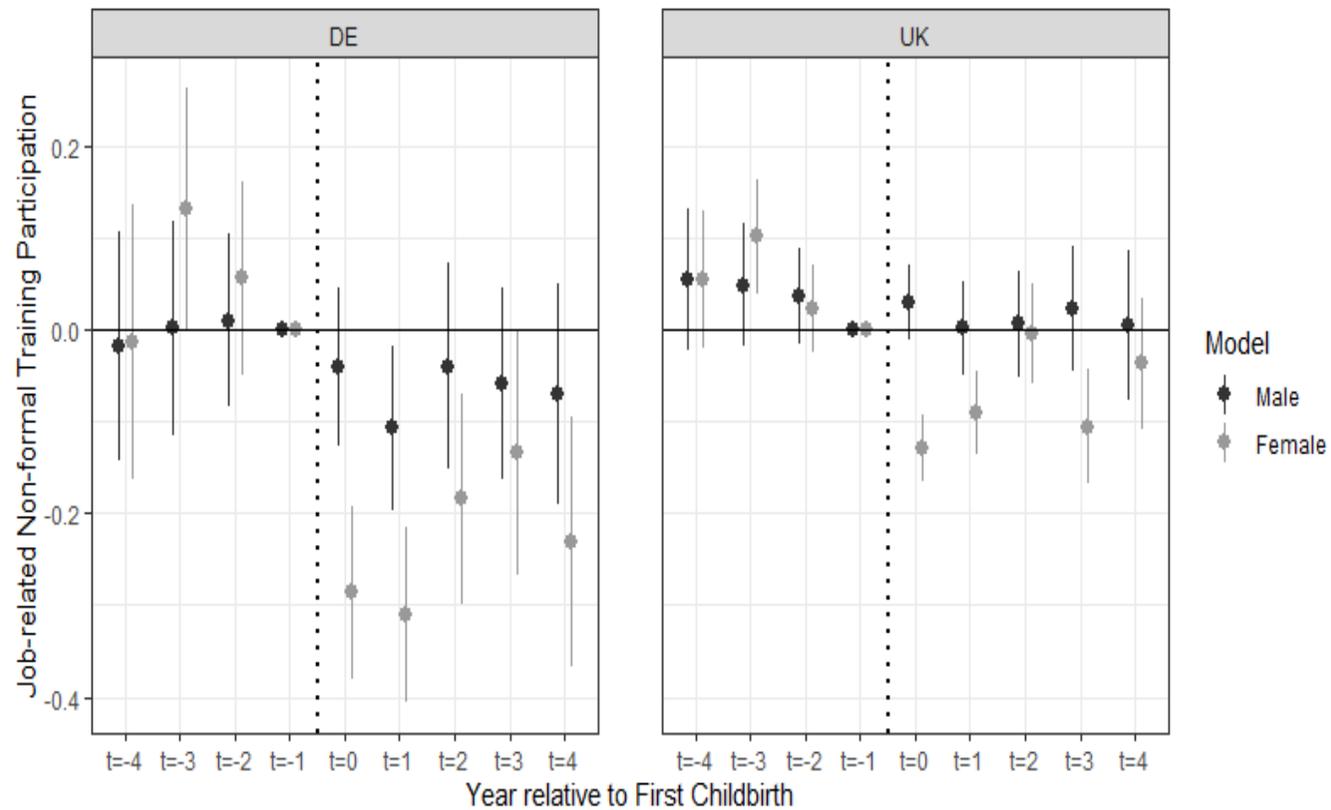


# Effects of transition to first childbirth on job-related training participation



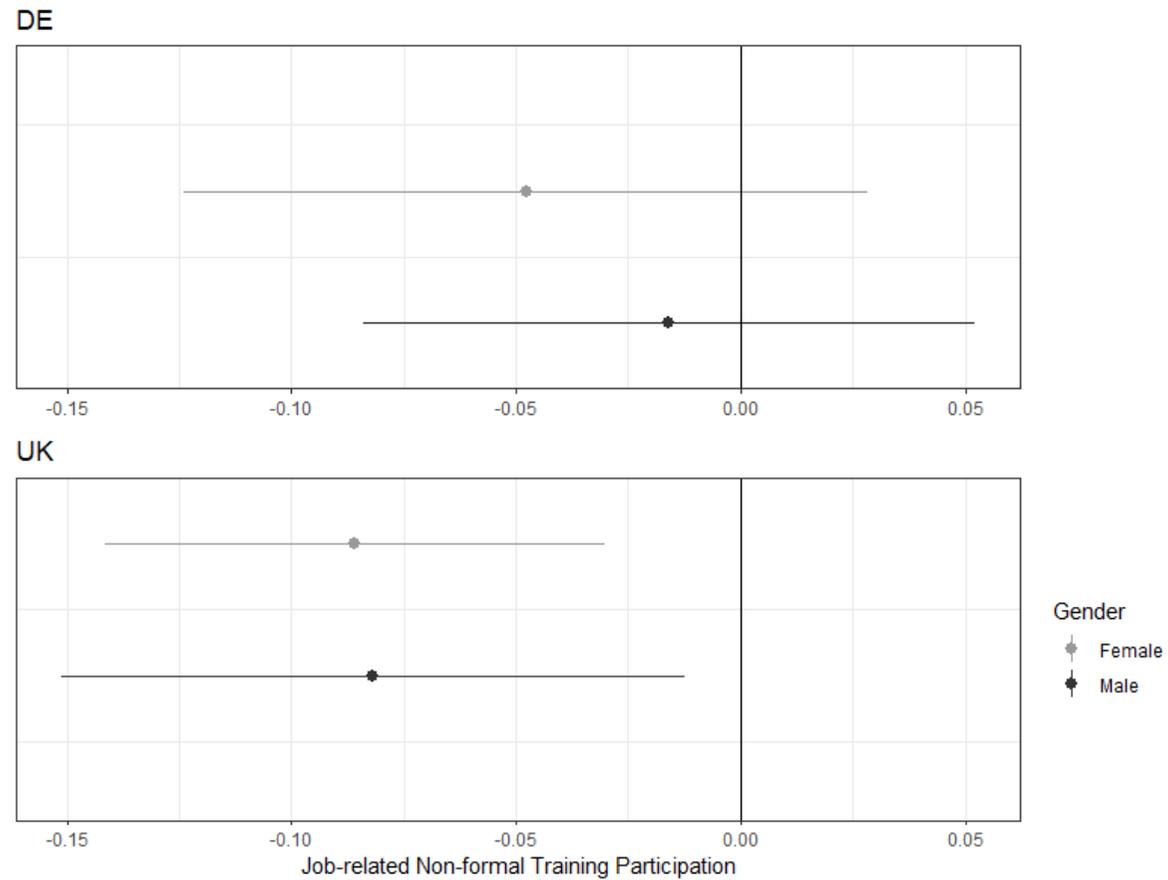


# Predicted change on job-related training participation before and after first childbirth





# Effects of transition to family dissolution on job-related training participation



## Discussion

### Gendered impacts of parenthood on job training

- First childbirth decreases women's job-related training participation
- No fatherhood effect in the UK and small negative effect in Germany

### Country differences

- The negative effect of childbirth is larger in Germany than the UK
- The negative effect of childbirth persists even when a child gets older in Germany

### Institutions matter

- Lower support for maternal employment and relatively long maternal leave in Germany
- Family dissolution matters in the UK

## Policy recommendations

- Targeted policies based on women's diverse contexts
  - Mothers fall behind in further training participation after childbirth
  - Main barriers: Time constraints and family care responsibilities
- Offer more flexible or shorter training course
- Offer childcare for job-related training participation
- Promote the return to work for women
- Create gender-sensitive training environments

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**Thank you!**

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