Index

Titles of publications are in *italics*.

age and women’s economic activity 116–18
age discrimination 305–6
age-specific fertility and marital status 135–8, 140
Akerlof, G.A. 236, 255, 259
*Allen v GMB* 324
allowances to support informal care 360–61
ambition, gender differences 33–4
*Are We There Yet? 30 Years of Closing the Gap between Men and Women* 10
Asian immigration 82
assimilation, economic migrants 342–3
attitudes to women’s employment 123–4, 227–9
Ayres, I. 320
‘Back to the Kitchen’ (*Panorama* report) 158
Baldock, J. 275–6
Bales, R. 163
Bangladeshi immigration 82
Bangladeshi women, economic activity 93–4
bargaining models of household production 235
Barnard, C. 324
Battu, H. 99
Beck, U. 217
Beck-Gernsheim, E. 217
Becker, G. 235
benefit entitlement and gender equality 307–8
Bianchi, S.M. 276
Bishop, K. 282
Bittman, M. 255
Black Caribbean immigration 82
Black Caribbean women, economic activity 92–3
Blossfeld, H.-P. 93
boys, housework 262–3
Braithwaite, J. 320
Brandth, B. 277
Burawoy, M. 333
business reviews 321
Callister, P. 278, 280
Canadian Pay Equity Task Force 323
care
 commodification of 350–52
 paid 361–4
 policies and gender equality 347–66
 as public service 363
career aspirations
 effect of having a partner 34–6
 see also promotion aspirations
career penalties following childbirth 66–9, 185–8
Carer’s Allowance 360
carers and labour market penalty of part-time work 351
caring leave, and gender inequality 357–60, 364–6
Casper, L.M. 276
Castle Awards 317
Castles, S. 342
Chevalier, A. 100
care planning
 decisions about 140–43
duration of time out of work 65–6, 118
effect on working hours 66
and ethnicity 86, 88
outside marriage 133–54
childcare 361–2
effect on mothers’ working hours 185, 194
family support 122
policy, UK 278–9
public 347–8
and work–family balance policies 275
children
effect on household work patterns 243–5
effect on women’s earnings 118
effect on women’s housework hours 265
number of, and mothers’ employment 184–5, 194
share of housework 262–3
Chinese immigration 82
choice
and mothers’ employment 216–17
and occupational class 226–9
Civil Service Reward Principles 318
class, see occupational class
Cobb, J. 227
Cockburn, C. 33
Code of Practice on Equal Pay 318
cohabiting unions 133, 150–53, 161
and childbirth 142, 150–51
Coltrane, S. 282
commodification
of care 350–52
of domestic labour 348–50
Connell, R.W. 229
contraception 140–41
corporate social responsibility (CSR) 321
costs
of care policies reducing gender inequality 365–6
of parental leave 359
couples
relative earnings 249–52
see also dual-earner households
Coverman, S. 259
Cramer, J. 39
Crompton, R. 277
‘daddy leave’ 275, 358
degree subject and graduate earnings 25–7, 31–2
Denmark, paternity leave 275
Dex, S. 58, 59, 99, 116, 124
diasporic identity 332–4
Discrimination Law Review 318–19, 323–4, 326
Dolton, P.J. 100
domestic labour, commodification of 348–50
downward occupational mobility following childbirth 66–9, 185–8
Drobnic, S. 93
dual-career partnerships, impact of parenthood 38–42
dual-earner households 238
working-time schedules 202–7
Dutch Solution 361
earnings
effect of having children 118
relative earnings of couples 249–52
and household tasks division 255–62
and work–life balance choices 228–9
see also gender pay gap
economic activity
and age 116–18
ethnicity, life stage and qualifications 90–94
economic dependence of women 296
economic migrants 330–31
education
and marriage 151
and mothers’ employment 213
and pre-marital birth rates 146, 148–50
racial disparities 336
trends 10–11
and women’s careers 291, 295
see also higher education
Elias, P. 100
Employment Protection Act 111
employment structures, household 238–9
equal pay, EU comparisons 295
Equal Pay Act 78, 110, 313, 314–15
equal pay regulation 313–26
equal pay reviews 316–18, 322
Equal Pay Task Force 316
Ermisch, J.F. 133, 150
ethnicity
and graduate occupations 99–104
and labour market activity 81–104
and life stages 86–8
Index

gender division of labour 156–7, 349
housework 239, 243–9, 252–63
gender equality
international comparisons 290–97
and policy on care 347–66
and welfare system reform 307
and work–family balance policies 273–7
gender identity and household work 236
gender pay gap 180, 249–52, 315–16
graduates 20–32
international comparison 298–300
gender role attitudes 125–6, 156–75, 214
cross-national 167–8
drivers of change 169–73
Great Britain 163–7
gender segregation in the workplace 27–9
Germany, work–family balance policies 271, 272–3
Gershuny, J. 237, 253
Giddens, A. 217
girls, housework 262–3
Giullari, S. 229, 230
glass ceilings 10
global ethnography 333
Gornick, J. 274
graduates
earnings, gender differences 20–32
employment and ethnicity 99–104
employment and gender 19–20
female, underemployment 297
jobs classification 100–101
Gregg, P. 215
Hadlow, J. 275–6
Hakim, C. 217, 273
Hall, S. 332
Harkness, S. 238
Hersch, J. 235–6, 259
Hertz, R. 275
Hidden Injuries of Class, The 227
higher education 7, 9, 10–11
degree subject and graduate earnings 25–7, 31–2
see also graduates
Hobson, B. 270
Hochschild, A. 282

and qualifications 88–90
and unemployment 94–9
EU, see European Union
European Directive on Parental Leave 279
European Employment Strategy 349
European Union
enlargement and labour market segmentation 337–41
gender equality comparisons 290–97
Working Time Directive (WTD) 354

family-friendly employment 42–5; see also flexible working
family life
attitudes to, and occupational class 226–7
effect of women working 166
family members sharing childcare 122
family structure and labour force participation 161
Fawcett Society report 10
fertility rates outside marriage 135–40, 150–51
flexible working 200, 278, 324
effect on gender inequality 356–7
mothers 203–5
see also part-time work
Fortier, A.-M. 333
Fraser, N. 274
Fuchs, V. 252
full-time continuous employment 181–2
advantages 193
effect on family life 193–5
factors affecting 183–5
full-time employment, mothers’ 179–95
and childcare 194
and occupational class 216
and promotion after childbirth 190
Future of Work (ESRC programme) 217

Gallie, D. 159, 188
Galtry, J. 278, 280
Gambles, R. 277
gender
and occupational transitions 72–5
and orientations to work 33–6
<table>
<thead>
<tr>
<th>Term</th>
<th>Page(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>hours of work, see working hours</td>
<td>239–49</td>
</tr>
<tr>
<td>households</td>
<td>234–66</td>
</tr>
<tr>
<td>division of labour</td>
<td>238–9</td>
</tr>
<tr>
<td>employment structures</td>
<td>307</td>
</tr>
<tr>
<td>means-testing</td>
<td>307</td>
</tr>
<tr>
<td>paid and unpaid working hours</td>
<td>237–8</td>
</tr>
<tr>
<td>housework</td>
<td>239, 243–9, 253–63</td>
</tr>
<tr>
<td>gender division</td>
<td>239, 243–9, 253–63</td>
</tr>
<tr>
<td>hours</td>
<td>237–8</td>
</tr>
<tr>
<td>Hunt, A.</td>
<td>110</td>
</tr>
<tr>
<td>identity and migration</td>
<td>332–4</td>
</tr>
<tr>
<td>identity models of the household</td>
<td>236</td>
</tr>
<tr>
<td>immigration</td>
<td>82</td>
</tr>
<tr>
<td>incentives for women to work</td>
<td>271</td>
</tr>
<tr>
<td>income</td>
<td>271</td>
</tr>
<tr>
<td>and childbirth outside marriage</td>
<td>142–3</td>
</tr>
<tr>
<td>and work–life balance</td>
<td>228–9</td>
</tr>
<tr>
<td>Indian immigration</td>
<td>82</td>
</tr>
<tr>
<td>Indian women, economic activity</td>
<td>93</td>
</tr>
<tr>
<td>Ingelhart, R.</td>
<td>157</td>
</tr>
<tr>
<td>instrumental roles, attitudes to</td>
<td>163, 166</td>
</tr>
<tr>
<td>Jacobs, S.</td>
<td>57</td>
</tr>
<tr>
<td>Jenkins, S.J.</td>
<td>252</td>
</tr>
<tr>
<td>job quality, women</td>
<td>295</td>
</tr>
<tr>
<td>jobs, reasons for leaving</td>
<td>123</td>
</tr>
<tr>
<td>Joshi, H.</td>
<td>62, 116, 118</td>
</tr>
<tr>
<td>Kingsmill, D.</td>
<td>317</td>
</tr>
<tr>
<td>Kline, V.</td>
<td>159</td>
</tr>
<tr>
<td>Kranton, R.E.</td>
<td>236, 255, 259</td>
</tr>
<tr>
<td>Kremer, M.</td>
<td>275</td>
</tr>
<tr>
<td>Kvande, E.</td>
<td>277</td>
</tr>
<tr>
<td>labour force participation</td>
<td>159–62</td>
</tr>
<tr>
<td>and gender</td>
<td>159–62</td>
</tr>
<tr>
<td>labour market</td>
<td>4–9</td>
</tr>
<tr>
<td>changes</td>
<td>4–9</td>
</tr>
<tr>
<td>and EU enlargement</td>
<td>337–41</td>
</tr>
<tr>
<td>institutional reform</td>
<td>297–308</td>
</tr>
<tr>
<td>racial segregation</td>
<td>335–6</td>
</tr>
<tr>
<td>and women</td>
<td>9–11, 109–11</td>
</tr>
<tr>
<td>Le Bihan, B.</td>
<td>278</td>
</tr>
<tr>
<td>leaving jobs, reasons for</td>
<td>123</td>
</tr>
<tr>
<td>legislation</td>
<td>55, 110–11</td>
</tr>
<tr>
<td>equal pay</td>
<td>78, 110, 313, 314–15</td>
</tr>
<tr>
<td>sex discrimination</td>
<td>78</td>
</tr>
<tr>
<td>Lewis, J.</td>
<td>229, 230</td>
</tr>
<tr>
<td>life histories and Women and</td>
<td>115–26</td>
</tr>
<tr>
<td>Employment Survey</td>
<td>115–26</td>
</tr>
<tr>
<td>life stages and ethnicity</td>
<td>86–90</td>
</tr>
<tr>
<td>Lindley, J.</td>
<td>99, 100</td>
</tr>
<tr>
<td>lone-parent households, see single</td>
<td>249</td>
</tr>
<tr>
<td>parent households</td>
<td>249</td>
</tr>
<tr>
<td>long working hours</td>
<td>199–200, 234–5</td>
</tr>
<tr>
<td>long hours culture</td>
<td>296, 304–5</td>
</tr>
<tr>
<td>low pay</td>
<td>301, 303–4</td>
</tr>
<tr>
<td>Lyonette, C.</td>
<td>277</td>
</tr>
<tr>
<td>Manchester, J.M.</td>
<td>252</td>
</tr>
<tr>
<td>marital status</td>
<td>140–43</td>
</tr>
<tr>
<td>and ethnicity</td>
<td>86</td>
</tr>
<tr>
<td>and labour force participation</td>
<td>160</td>
</tr>
<tr>
<td>Martin, C.</td>
<td>278</td>
</tr>
<tr>
<td>Martin, J.</td>
<td>65, 156, 160</td>
</tr>
<tr>
<td>maternity leave</td>
<td>140–43</td>
</tr>
<tr>
<td>and gender equality</td>
<td>357–9</td>
</tr>
<tr>
<td>UK</td>
<td>279–80</td>
</tr>
<tr>
<td>maternity pay</td>
<td>280, 308</td>
</tr>
<tr>
<td>Maternity Rights Survey</td>
<td>198</td>
</tr>
<tr>
<td>McCrudden, C.</td>
<td>318</td>
</tr>
<tr>
<td>men</td>
<td>125–6, 185</td>
</tr>
<tr>
<td>attitudes to wives working</td>
<td>125–6, 185</td>
</tr>
<tr>
<td>labour force participation</td>
<td>159</td>
</tr>
<tr>
<td>promotion aspirations</td>
<td>222–5</td>
</tr>
<tr>
<td>share of household tasks</td>
<td>253–62, 264–5</td>
</tr>
<tr>
<td>Meyers, M.</td>
<td>274</td>
</tr>
<tr>
<td>migrants</td>
<td>337–41</td>
</tr>
<tr>
<td>from EU expansion countries</td>
<td>337–41</td>
</tr>
<tr>
<td>location in UK</td>
<td>334–7</td>
</tr>
<tr>
<td>migration</td>
<td>329–44</td>
</tr>
<tr>
<td>and assimilation</td>
<td>342–3</td>
</tr>
<tr>
<td>benefits</td>
<td>331</td>
</tr>
<tr>
<td>and identity</td>
<td>332–4</td>
</tr>
<tr>
<td>effect on women</td>
<td>331</td>
</tr>
<tr>
<td>Miller, M.</td>
<td>342</td>
</tr>
<tr>
<td>minimum wage</td>
<td>301</td>
</tr>
<tr>
<td>minority ethnic groups</td>
<td>7, 9</td>
</tr>
<tr>
<td>qualifications</td>
<td>7, 9</td>
</tr>
<tr>
<td>see also ethnicity</td>
<td>7, 9</td>
</tr>
<tr>
<td>Moen, P.</td>
<td>39</td>
</tr>
<tr>
<td>Morgan, K.</td>
<td>275</td>
</tr>
</tbody>
</table>
motherhood, costs of 306–7; see also part-time work, effect on pay mothers
  attitude to employment 185, 227–9
  employment trends 213–17
  full-time working 179–95
  occupational class and choice 226–9
  policy incentives to work 271
  reduced working hours 42–5
  and work–life balance 199–201, 207–10, 217–26
  working-time schedules 202–7
Myrdal, A. 159

National Child Development Study (NCDS) 58
national minimum wage 301
Netherlands
  gender pay gap 298–9
  pay and part-time work 296
  work–family balance policies 271, 272
Newell, M.L. 62
non-marital births, see childbirth outside marriage
Norris, P. 157
nurturant roles, attitudes to 163, 166

O’Leary, N.C. 252
occupational class
  and attitude to gender roles 214–15
  and attitude to mothers’ employment 227–8
  and full-time employment 184
  and mothers’ employment 213–17
  and pay 190
  and promotion after childbirth 190
  and promotion aspirations 222–3
  and work–life balance 217–22, 228–9
occupational classifications 100–101, 119–20
WES 58–9, 78–80, 120
occupational distributions 60–62
occupational level, see occupational class
occupational mobility 54–76, 120–21
  across childbirth 62–70
  and gender 72–5
  studies 56–7
occupational segregation 119

occupational structure changes 4, 7
Ong, A. 333
operating and financial review (OFR) 321
over-education 99–104
paid care and gender equality 361–4
paid and unpaid work
  mothers 121–2
  within households 239–49
paid work within households 238–52
Pakistani immigration 82
Pakistani women, economic activity 93–4
Panorama programme, ‘Back to the Kitchen’ 158
parental leave 279–80, 357–60
parenthood
  effect on dual-career partnerships 38–42
  see also childbirth; children; motherhood
Parsons, T. 163
part-time work 200, 278
  after childbirth 66, 205–7
  effect on benefits 307
  effect on career development 69, 187–8, 220–23, 224–5, 354–5
  effect on pay 190–92, 295, 349, 351
  EU comparisons 296–7
  mothers 42–4
  and work–life balance 230
  working conditions improvements 4
partnered women, employment 238
partnerships and career priorities 34–6
paternity leave
  Denmark 275
  effect on gender inequality 358
pay inequality 180
  part-time working 190–92, 295, 296–7, 349, 351
  pay structures 298–304
  policy recommendations 302–4
  reflexive regulation 322–5
  see also gender pay gap
pension contributions 308
Phillips, T. 337
policies
  on care, effect on gender equality 347–66
supporting paid care 361–4
work–family balance 268–82
policy recommendations
age discrimination 306
long hours culture 304–5
pay structures 302–4
policy research and Women and Employment Survey 127–9
Population, Royal Commission on 158
Portes, A. 13
poverty
and childbirth outside marriage 142–3
policy failures 297–8
pre-marital childbearing, see childbirth outside marriage
preference theory 217
Presser, H.B. 259
Prior, G. 156
promotion
aspirations 222–4, 230
effect of childbirth 188–90
effect of part-time working 220–23, 224–5
public sector
childcare services 347–8
earnings, graduates 24–5
provision of care 363
Purcell, K. 100
pyramid of enforcement model 320
QLFS (Quarterly Labour Force Survey) 83–5
qualifications and ethnicity 7, 9, 88–90
and economic activity 90–94
and unemployment 94–9
Quarterly Labour Force Survey 83–5
racial segregation in labour market
335–6
Rake, K. 213
reflexive regulation 319–22
of pay inequality 322–5, 326
Registrar General’s (RG) Social Class
119–20
regulation of women’s pay 313–26
relative earnings of couples 249–52
and household tasks division 255–62
remittances by migrants 331
returning to work, reasons for 123
Roberts, C. 65, 156, 160
Robinson, J. 253
Royal Commission on Population 158
Scandinavia, work–family balance policies 270–71, 272
Schmid, G. 270
Second World War, effect on gender roles 158–9
sectoral distribution of graduate jobs 24–7
segregation and low pay, policy recommendations 303–4
self-employment 43
Sen, A. 276
Sennett, R. 227
Sex Discrimination Act 55, 78, 110
Shaping a Fairer Future 12
Shaw, L.B. 58
single parent households
children’s share of housework 262–3
employment 238–9
work patterns 245, 249
single women, household work patterns 245, 265
Sloane, P. 99
Smeaton, D. 186
social exclusion, policy failures 297–8
social influence and childbearing outside marriage 143–6
social science
and policy 13
and Women and Employment Survey 129
social segregation and ethnicity 336–7
social stigma, unmarried mothers 143
Socio-Economic Group (SEG) 119–20
specialisation model of household production 235
Stapleton, D.C. 252
‘sticky floors’ 10
Stratton, L. 235–6, 259
subject choices and graduate earnings 25–7, 31–2
subsidies
for care provision 361–2
for childcare 347
Sweden, work–family balance 271
Sweet, S. 39
tax allowances as support for carers 347
Taylor, R. 217
transnational movements 329–44
transnational theory 333–4
Trzcinski, E. 274
underemployment 99–104
unemployment
and childbearing outside marriage 143, 144
qualifications and ethnicity 94–9
women 112, 124–5
unitary models of household production 235
unpaid work 121–2, 348–50; see also childcare; housework
USA, work–family balance policies 270, 272
vertical occupational mobility 59–60
Vignoles, A. 100
Wadsworth, J. 231
Wage inequality
and gender pay gap 298–302, 352–3
policy recommendations 302
see also gender pay gap; pay inequality
Wajcman, J. 44
welfare reforms for gender equality 297–8, 306–8
WES, see Women and Employment Survey
Williams, J. 231
Windebank, J. 276
Witherspoon, S. 156
women
attitudes to work 123–4, 227–9
as employees 122–4
labour force participation 159–62, 290–91
and commodification of domestic labour 348–50
migrants 330
racial segregation in labour market 335–6
pay, regulation 313–26
and poverty 297–8
promotion aspirations 222–5
Women and Employment Survey 2–3, 54, 58, 109–30
occupational categories 58–9, 78–80, 120
reasons for 111–13
and social and policy research 127–9
survey design 113–14
technological challenges 126–7
Women and Work Commission 12, 317
work–family balance policies 268–82
and gender issues 273–7
UK 277–82
work histories
after first birth 182–3
and Women and Employment Survey 115–26
work–life balance
mothers’ perceptions 207–10
and occupational class 217–20
UK 295–6
and work schedules, mothers’ 199–211
work–life conflict 216
and occupational class 218–20
work orientation, gender differences 33–6
work–personal life harmonisation 277
Worker Registration Scheme (WRS) 338
working from home 204
working hours
effect of childbirth 66
and graduate earnings 23
long hours 199–200, 234–5, 296, 304–5
mothers 202–3
UK policy 280, 281
and work–life balance 199–207
working tax credits 301, 362
Working Time Directive 280, 281, 324
working time policies
EU 272
and gender inequality 354–5
workplace segregation by gender 27–9
World War II, effect on gender roles 158–9
Yeandle, S. 94
Zippel, K. 275