

# **Demographic change, the labour force and work-family conflicts: the challenge of public policy adaptation**

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# Outline

- 1. Demographic change
- 2. Economic and employment change
- 3. Family change
- 4. Models of earning and caring
- 5. Human resources
- 6. Work-family conflict
- 7. Policy challenges
- 8. Conclusion

# Three concerns

- Caring for larger numbers of frail elderly
- Supporting families in having children
- Maximizing labour force participation

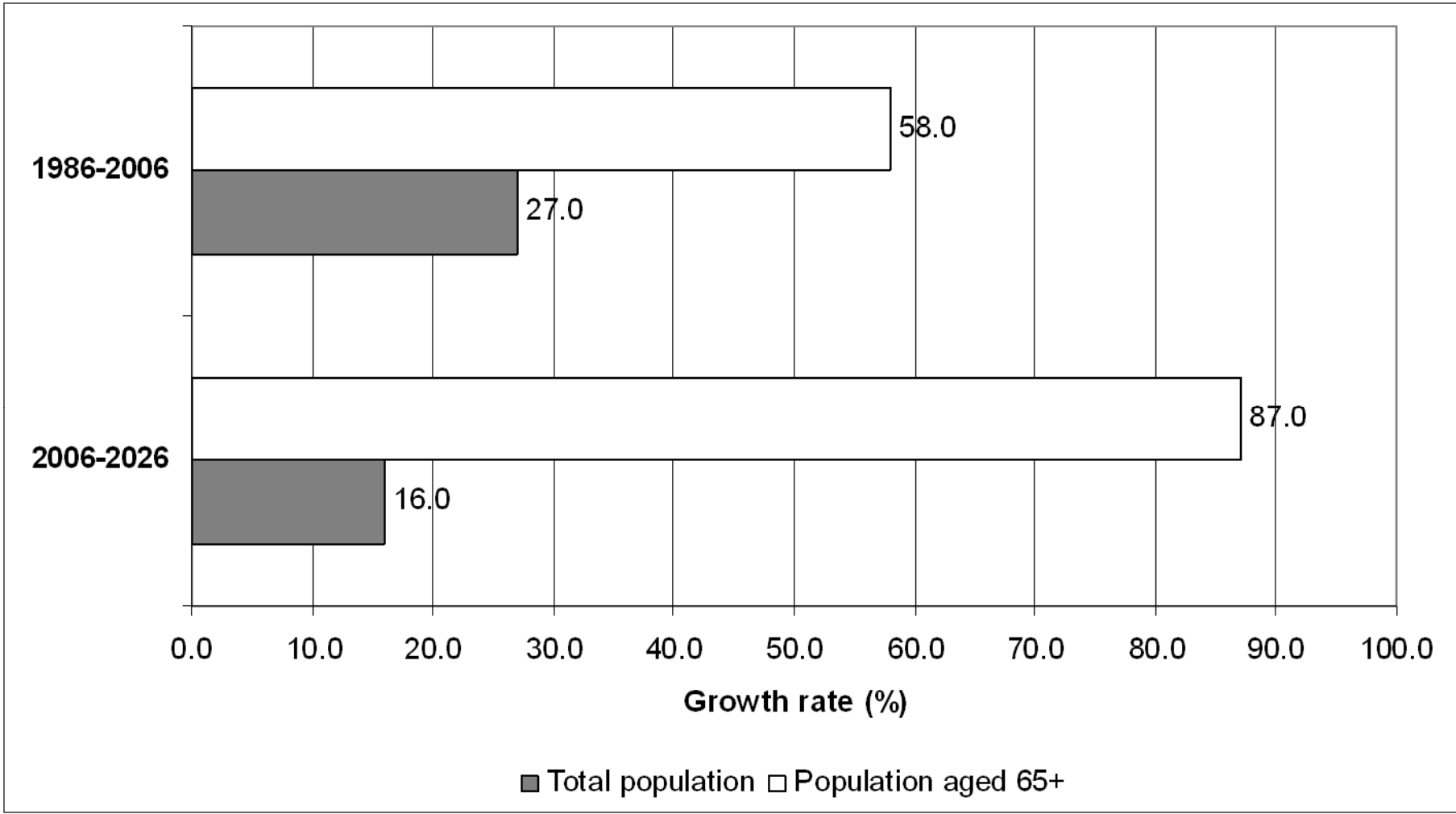
# Population increase

- 1900-2000: 6 fold
- 1956-2006: 2 fold
- 2006-2056:
  - 9.9%
  - 30.2%
  - 52.1%

# Phases of aging

- Phase 1: lower deaths of infants and lower births
- Phase 2: lower births (aging at bottom)
- Phase 3: continued low births and reduced adult deaths
- Phase 4: pronounced aging at the top

**Figure 1. Increase in total population and in population at ages 65+, Canada, 1986-2006 and 2006-2026.**

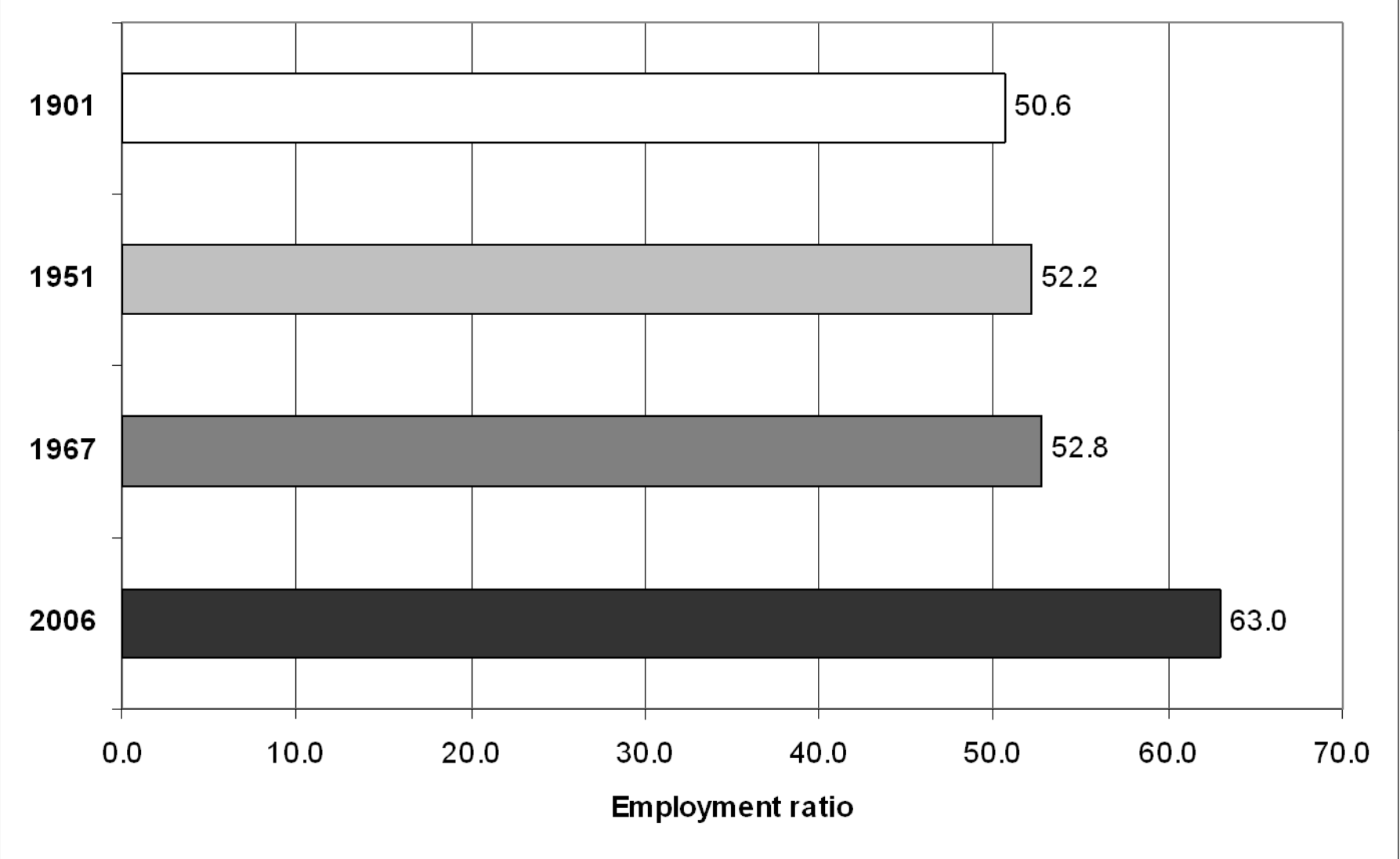


Source: Beaujot et al., 2007:6-7

# Economic and employment change

- Globalization and technology
- 24/7 economy
- Deregulation
- Non-standard work

**Figure 2. Employment ratio per population aged 15+, Canada, 1901, 1951, 1967, 2006**

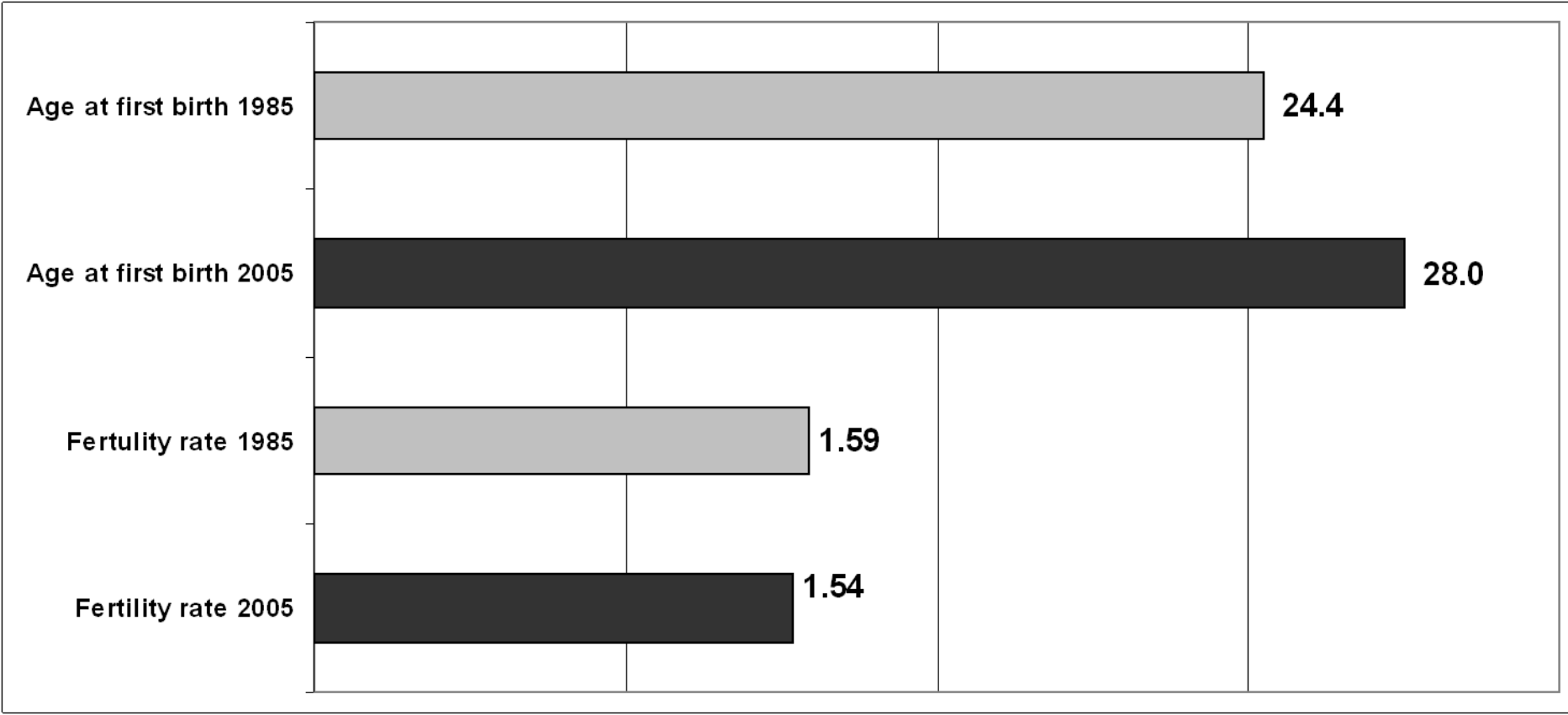


Source: Beaujot et al., 2007:9

# Family change

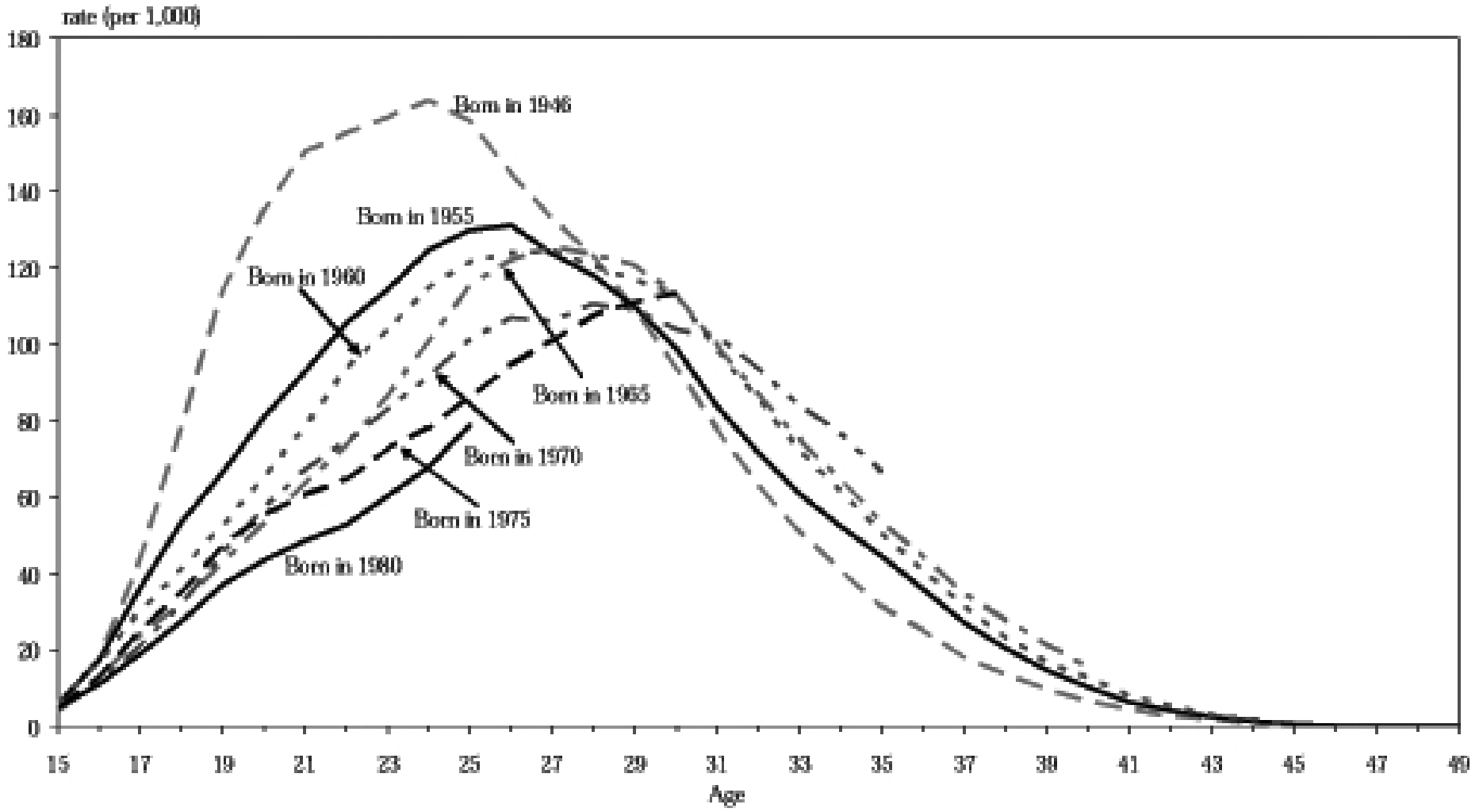
- First demographic transition: smaller families
- 2<sup>nd</sup> demographic transition:
  - Flexibility in marital relationships
  - Delays in youth life course transitions
  - Valuation of diversity, plurality

**Figure 3. Total Fertility Rate and Average Age at First Birth, Canada, 1985 and 2005**



Source: Statistics Canada, 2008: 39; Statistics Canada, vital Statistics, Births, 1985 and 2005

Figure 4. Fertility rate by age for selected cohorts, Canada



Source: Statistics Canada, 2006. *Report on the demographic situation in Canada 2003 and 2004*. Statistics Canada Catalogue number 91-209-XIE, Demography Division, and Health Statistics Division.

# Models of earning and caring

**Complementary-traditional:** wife is doing more unpaid work and husband more paid work.

**Complementary-gender-reversed:** husband is doing more unpaid work and wife more paid work.

**Women's double burden:** wife is doing the same amount of, or more, paid work, and more unpaid work.

**Men's double burden:** husband is doing the same amount of, or more, paid work, and more unpaid work.

**Shared roles:** wife and husband doing the same amount of unpaid work.

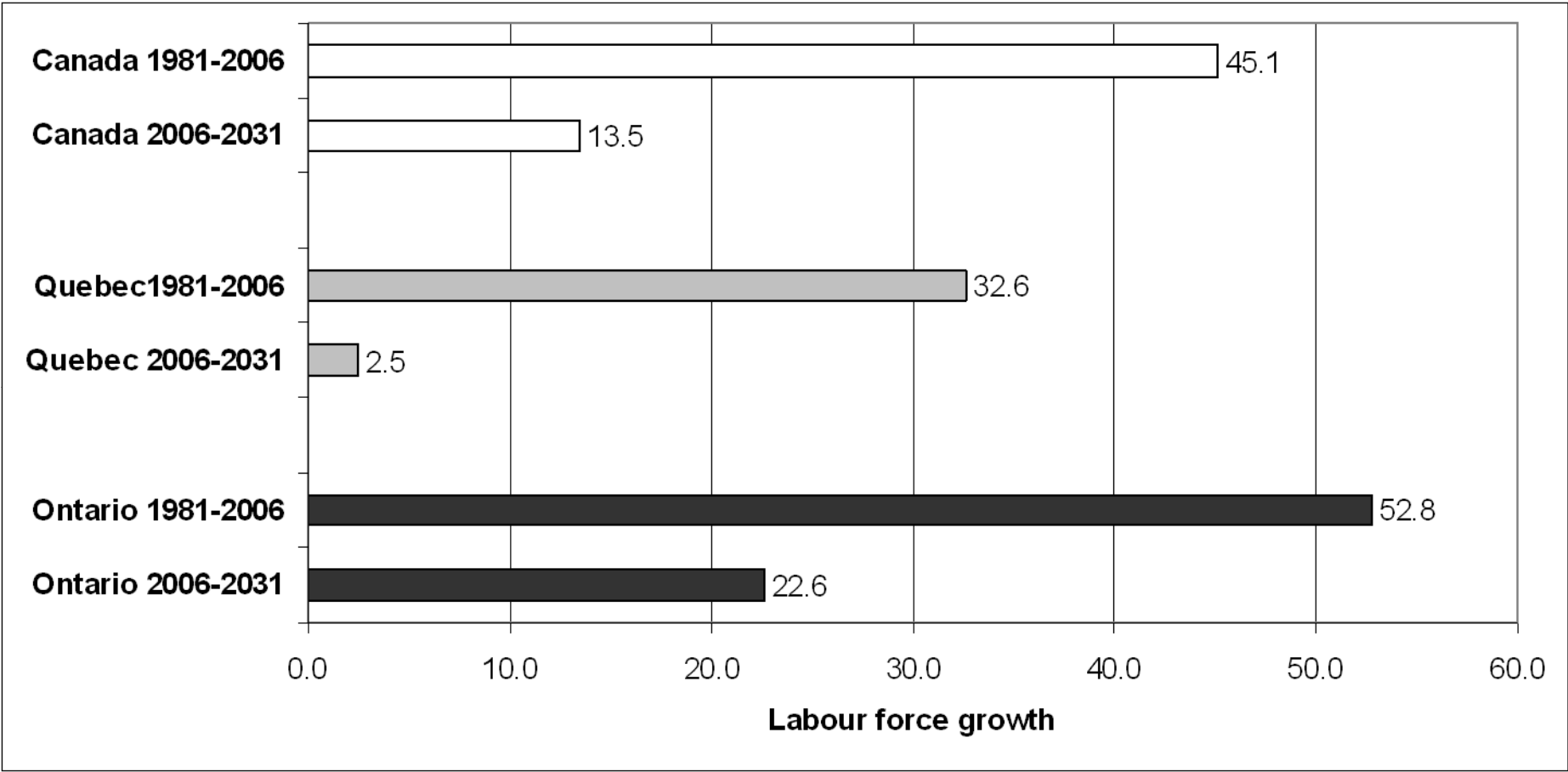
# Models 1992 1998 2005

	<u>1992</u>	<u>1998</u>	<u>2005</u>
<b>Complementary-traditional:</b>	43.5	39.1	32.9
<b>Complementary-gender-reversed:</b>	1.7	2.7	3.0
<b>Women's double burden:</b>	26.5	26.8	26.8
<b>Men's double burden:</b>	5.8	7.6	10.7
<b>Shared roles:</b>	22.6	23.8	26.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

# Human resources

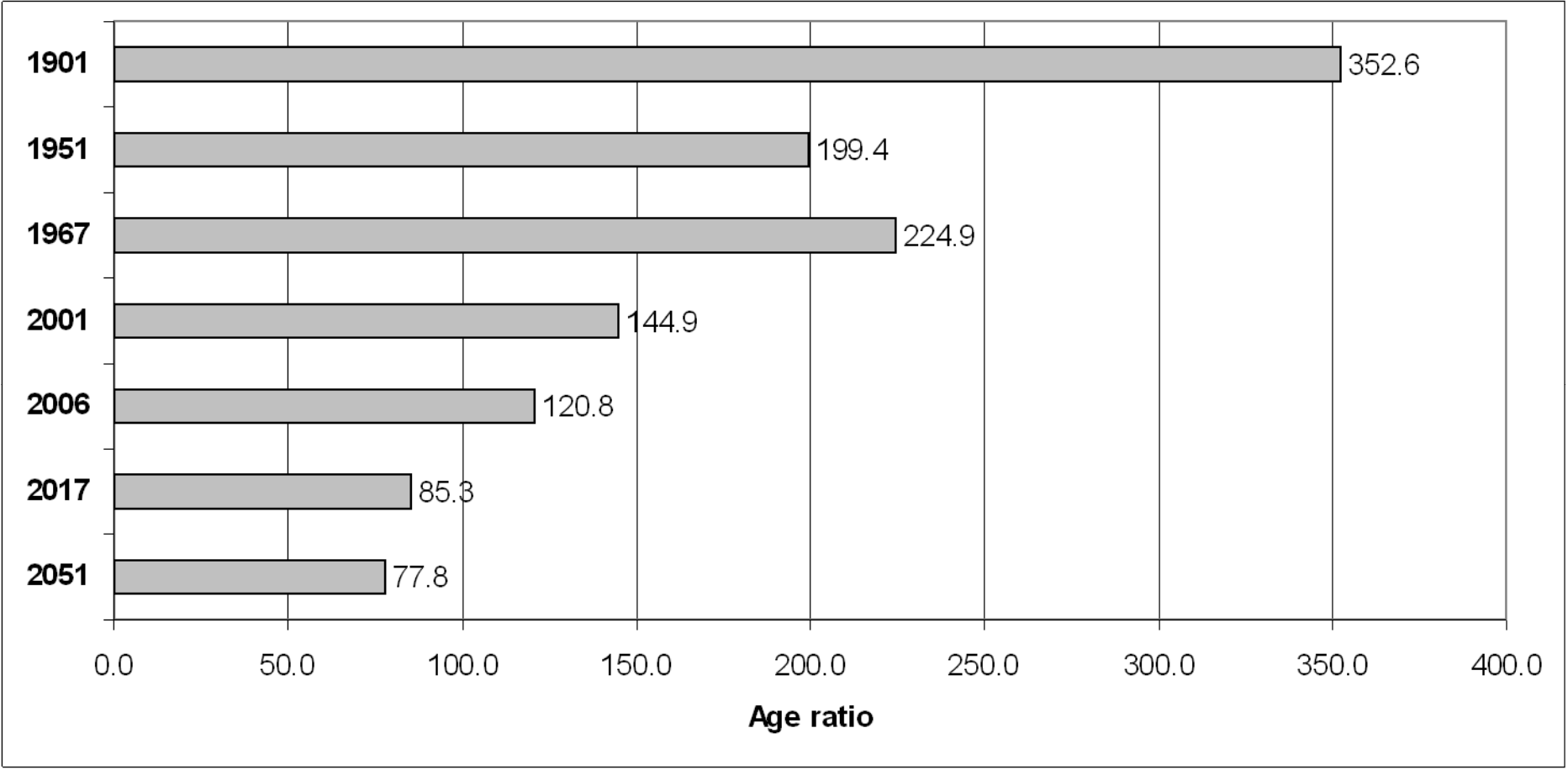
- mortality:
  - Then: less wastage with deaths of young
  - Now: reductions in mortality for elderly
- fertility:
  - Then: liberating
  - Now: fewer entering labour market
- Migration
  - Then: urbanization, imported human resources
  - Now: immigrants have lower income

**Figure 5. Labour force growth, Canada, Quebec and Ontario, 1981-2006 and 2006-2031**



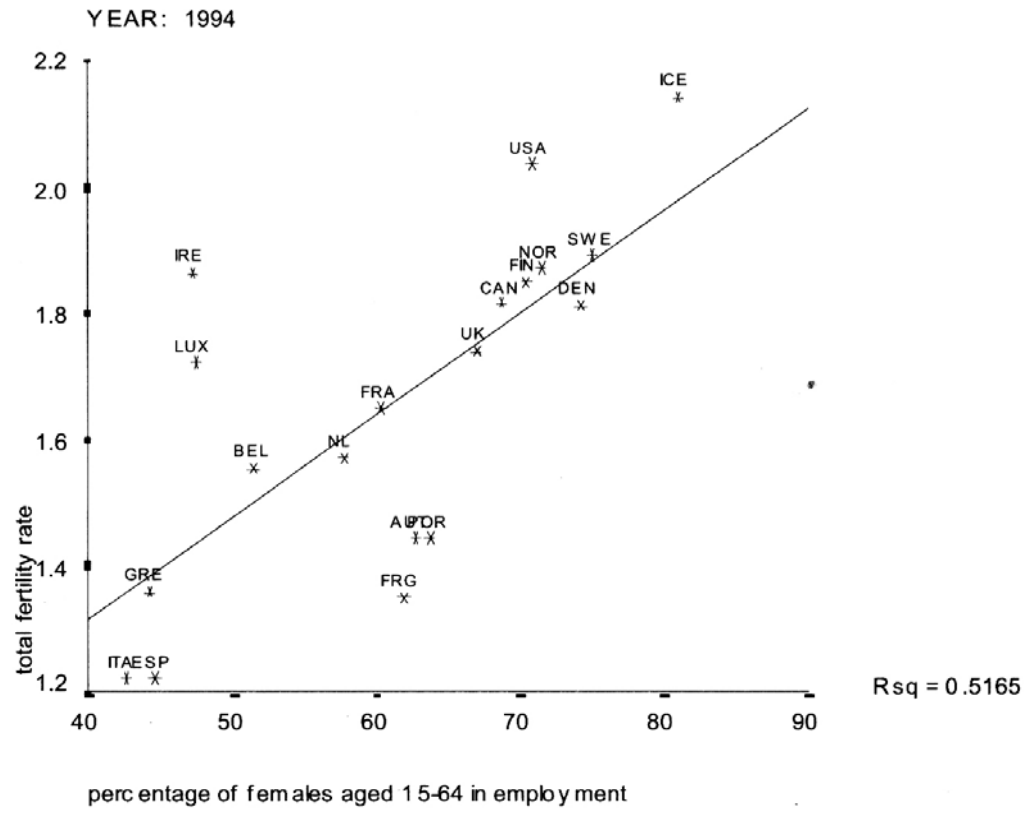
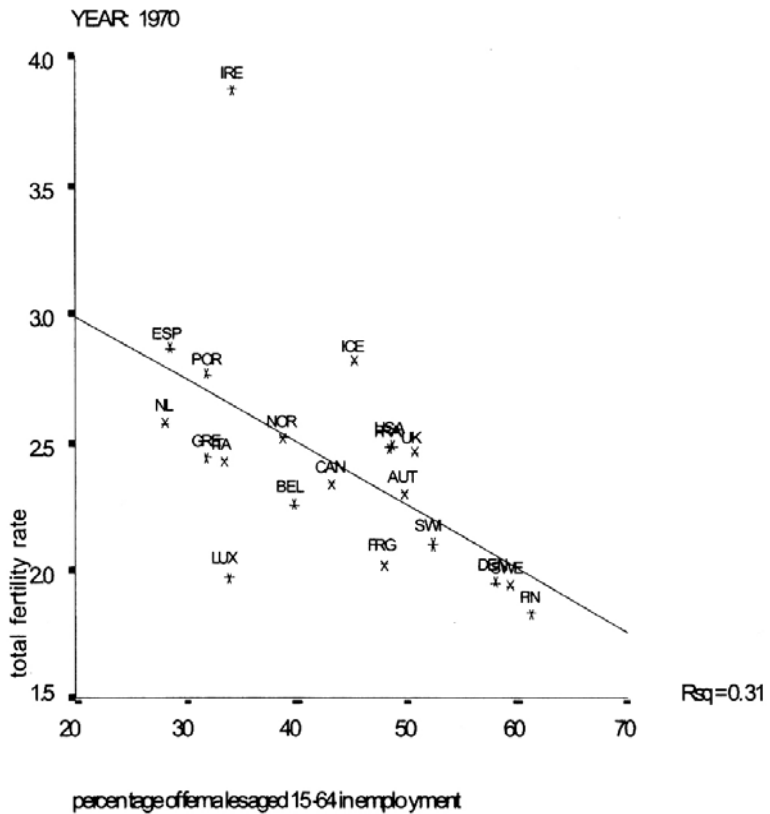
Source: Martel et al., 2007

**Figure 6. Population aged 15-24 per 100 persons aged 55-64, Canada, 1901, 1951, 1967, 2001, 2006, 2017, 2051**



Source: Beaujot et al., 2007:9

**Figure 7. Women's workforce participation rate and TFR, 1970 and 1994**

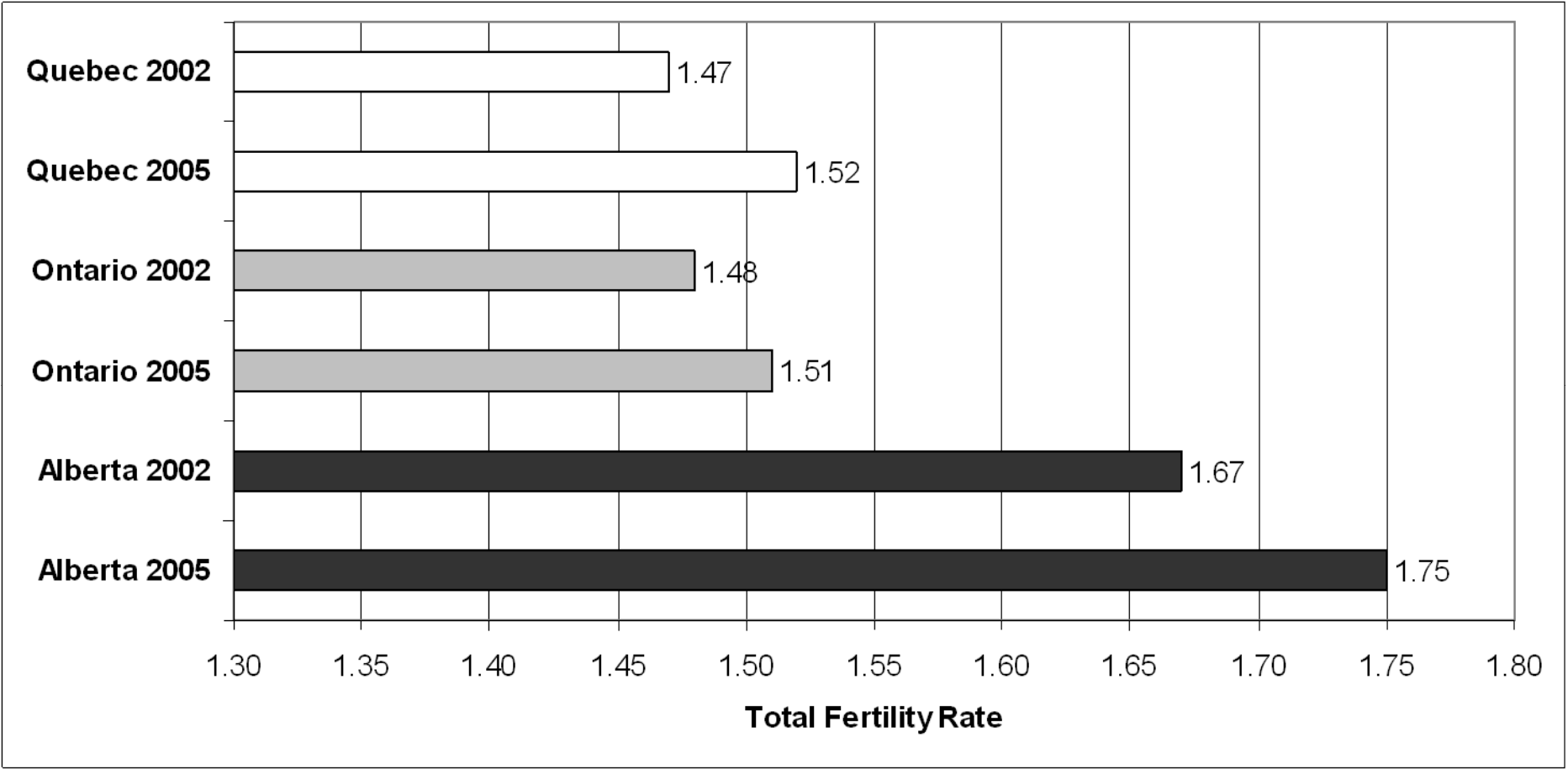


Source: Coleman, 1999 (Figure5)

# Policy challenges

- Evaluation of pro-natalist policies: Compared to France Japan extracts high opportunity costs from parents who interrupt their careers, keeps ideal workers from having family time, reinforces traditional gender ideology, hires few young workers into good jobs.
- Korea's low fertility related to increased insecurity in the labour market.
- Women without children have higher labour force participation in Germany than France, but when they have children, women in France have higher participation than in Germany.

**Figure 8. Total Fertility Rate, Quebec, Ontario, Alberta, 2002 and 2005**



Source: Statistics Canada, 2008:39

# Conclusion: breadwinners

- workplace benefits
- death and disability benefits
- direct transfers

# Conclusion: two-income

- leaves
- options for part-time work with good benefits
- child care
- work-life balance

# Conclusion: lone parent

- child care subsidies
- subsidies: higher replacement rates for parental leave, higher child tax benefits
- advance maintenance payments