

## LMF1.2: Maternal employment rates

### *Definitions and methodology*

Data on maternal employment rates are presented both by age of youngest child and by the number of dependent children under age 15. Employment rates refer to the annual average calculated from various national employment or household surveys and from the European Labour Force Survey. There is yet no comprehensive regular annual data collection of maternal (or parental) employment across OECD countries. Data are presented for 2009 or the most recent year available (see the *comparability and data issues* section for details on the definition of paid employment).

### *Key findings*

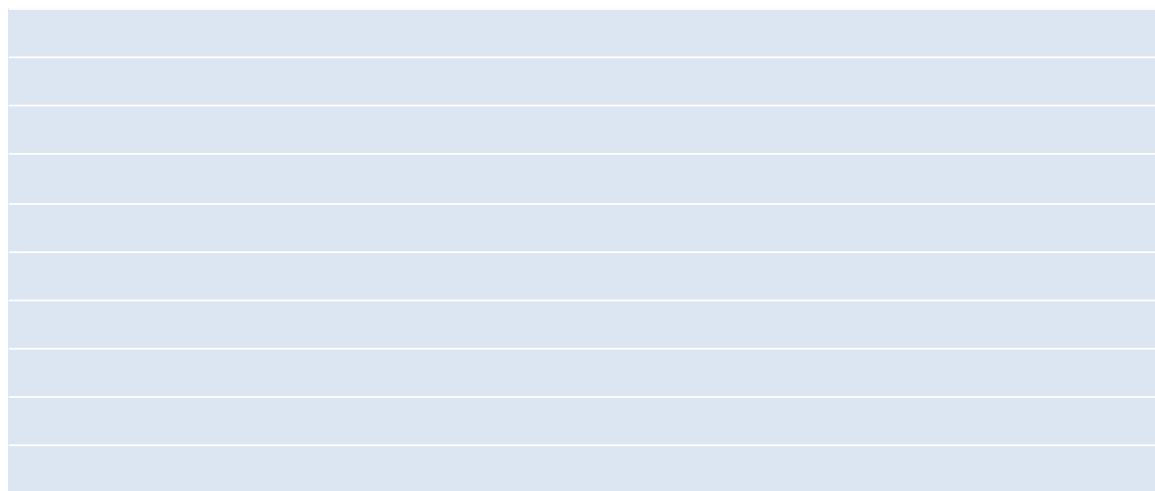
Chart LMF1.2.A presents data for mothers in employment as a percentage of the population of mothers with at least one child aged under 15 living at home. These employment/population ratios are compared with the employment/population ratio for women aged between 25 and 49, this being the age cohort typically most concerned with rearing of young children. Compared to employment rates of women in this age group, maternal employment rates are lower in all countries except Denmark. At over 10 percentage points, the employment gap between women aged 25 to 49 and mothers is highest in Australia, the Czech Republic, Japan, Hungary, New Zealand and the Slovak Republic.

Chart LMF1.2.B presents maternal employment rates by age of the youngest child. In most countries, mothers are more likely to be in work when their child reaches the age of compulsory schooling (aged 6 in most countries). Some countries (the Czech Republic, Hungary, the Slovak Republic and Turkey) have markedly low employment rates for mothers with very young children (less than three years of age). In these countries, extended home-care or childcare leave is available and leave takers are not counted as in employment during this period (see below).

Chart LMF1.2.C presents maternal employment rates by number of children. Labour market participation of mothers with three or more children is significantly lower than mothers with one or two dependent children in many countries. This pattern differs across countries and it is particularly observed where parents have limited support to childcare services or other family-friendly arrangements in the workplace.

Other relevant indicators: Employment patterns over the life-course (LMF1.4); Gender pay gaps for full and part-time workers (LMF1.5); Gender differences in employment outcomes (LMF1.6); Distribution of working hours among couple and sole parents families (LMF2.2 and LMF2.3) and Key characteristics of parental leave systems (PF2.1).

**Chart LMF1.2.A: Maternal employment rates compared to female employment rates, 2009<sup>1</sup>**

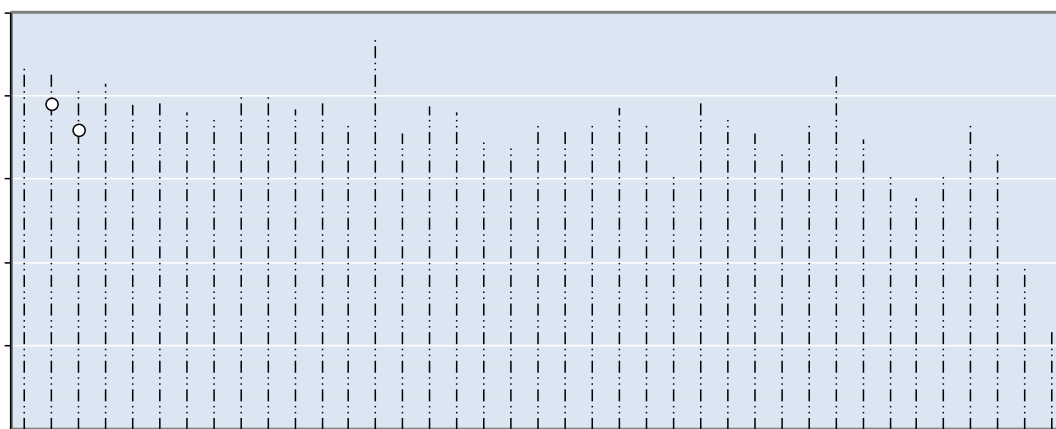


Countries are ranked by decreasing female employment rates.

**1** 2010 for Chile and Denmark; 2006 for Switzerland; 2005 for Japan and the United States; 2002 for Iceland; 2001 for Canada ; 1999 for Denmark. **2** Children under 16 for Australia, Canada, Denmark, Iceland, Japan, Mexico, New Zealand, Sweden, Switzerland and the United States. **3** Footnote by Turkey: The information in this document with reference to « Cyprus » relates to the southern part of the Island. There is no single authority representing both Turkish and Greek Cypriot people on the Island. Turkey recognizes the Turkish Republic of Northern Cyprus (TRNC). Until a lasting and equitable solution is found within the context of United Nations, Turkey shall preserve its position concerning the "Cyprus issue". **4** Footnote by all the European Union Member States of the OECD and the European Commission: The Republic of Cyprus is recognized by all members of the United Nations with the exception of Turkey. The information in this document relates to the area under the effective control of the Government of the Republic of Cyprus.

*Sources:* European Union Labour Force Surveys (EULFS) (2009-10) for European countries, except EULFS-Eurostat database for Denmark, Finland, Malta, Norway, Sweden and Turkey; Australia: Australian Bureau of Statistics - Labour Force Survey (2009); Canada: Statistics Canada (2001); Chile: Encuesta Suplementaria de Ingresos (ESI) (2009); Iceland: Statistics Iceland (2002); Israel: Israel Labour Force Survey (2009); Japan: Japanese national census (2005); Mexico: INEGI-ENOE data refer to second quarter of each year (2009); New Zealand: New Zealand Household labour force survey - June quarter (2009); Switzerland: Swiss LFS (2006); United States: US Current population survey (2005)..

**Chart LMF1.2.B: Maternal employment rates by age of youngest child, 2009<sup>1</sup>**



Countries are ranked in descending order of maternal employment rates with the youngest child aged between 3 and 5. **1** 2010 for Chile; 2007 for Sweden; 2006 for Switzerland; 2005 for Japan and the United States; 2002 for Iceland; 2001 for Canada; 1999 for Denmark. **2** Data for Israel refer to mother with a youngest child aged less than 2. **3** Data for Australia and Iceland refer to mothers with a youngest child aged less than 5; for Israel data refer mothers with a youngest child aged 2 to less than 5. **4** Data for Canada, Denmark, Iceland, Japan, Sweden, Switzerland and the United States refer to mothers with a youngest child aged between 6 and 16; **5 and 6**, see notes 3 and 4 for Chart LMF1.2.A.

Sources: see Chart LMF1.2.A

**Chart LMF1.2.C: Maternal employment rates by number of children under 15<sup>1</sup>, 2009<sup>2</sup>**



Countries are ranked in descending order of maternal employment rates for mothers with two children. **1** see note 2 for Chart LMF1.2.A LMF1.2.A. **2** see note 1 for Chart LMF1.2.A. **3** Data for Iceland refer to 2 or more children.



