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TODAY'S PRESENTATION

- Background
- CAPABLE: ERC-funded research project
- Two examples:
  - Capability approach to social policy evaluation
  - Capability approach to work, family and *community*

COMPARATIVE SOCIAL POLICY

- Welfare states
- Industrial relations
- Work-family policy
- Labour market policy
- Citizenship regimes

SOCIAL INEQUALITIES

- Gender
- Sexuality
- Generations
- …and their intersections

CAPABLE

Gender inequality one of the most persistent social problems of the 21st century.

Gender share of part-time employment in the EU

OECD, 2017.

Gender inequality one of the most persistent social problems of the 21st century.

- Parental leave

- Carer's leave

- Flexible working legislation

- Childcare services

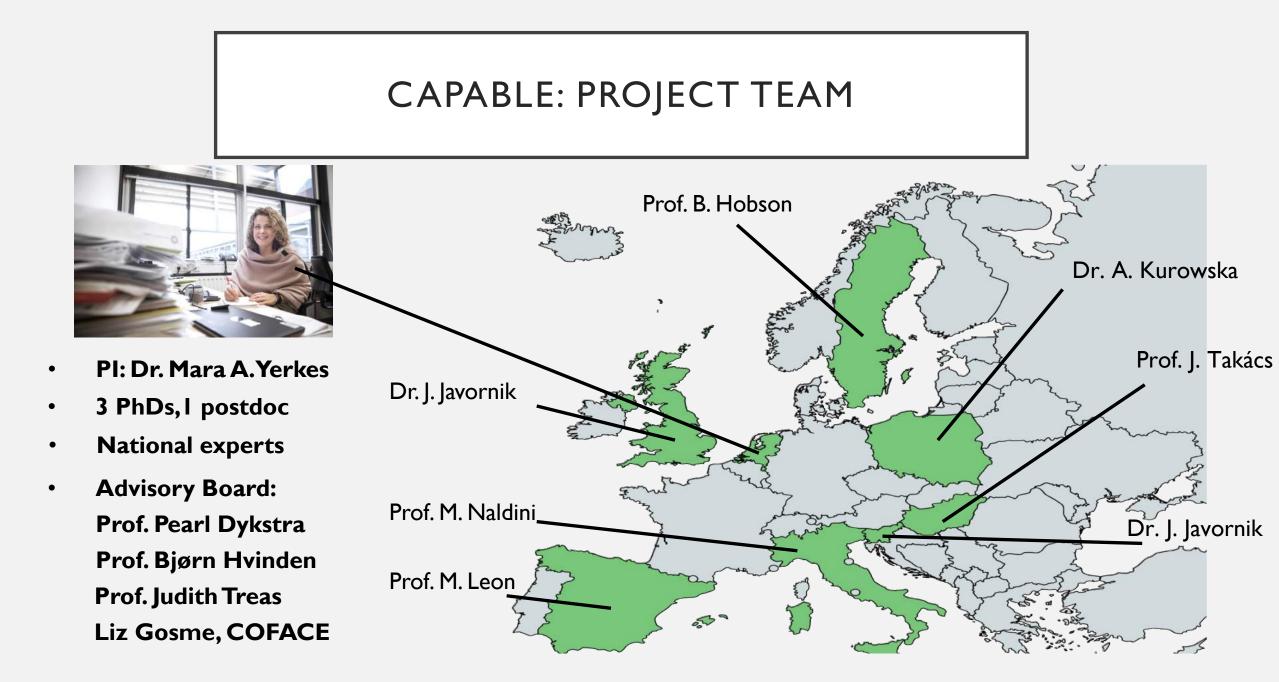Work-life balance capabilities: What individuals are *effectively* able to be and do.

CAPABLE: BEYOND STATE-OF-THE-ART

- Promising inroads capabilities
  (e.g. Hobson, 2014; Hobson and Fahlén, 2009)
- Two key shortcomings:
  - Childcare: a range of care responsibilities?
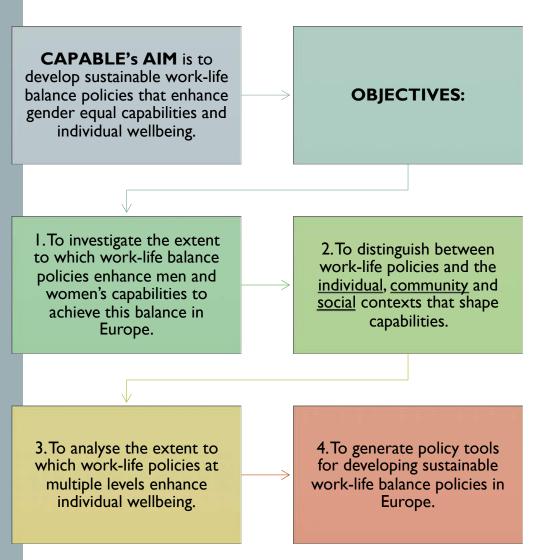 - Societal context: locality, local relationships and local policies?

CAPABLE'S INNOVATION

- Integrates community
- Multiple levels
- Mixed methods

CAPABLE: PROJECT TEAM

- **PI: Dr. Mara A. Yerkes**
- **3 PhDs, 1 postdoc**
- **National experts**
- **Advisory Board:**
  Prof. Pearl Dykstra
  Prof. Bjørn Hvinden
  Prof. Judith Treas
  Liz Gosme, COFACE

Prof. B. Hobson

Dr. A. Kurowska

Prof. J. Takács

Dr. J. Javornik

Prof. M. Naldini

Prof. M. Leon

Dr. J. Javornik

CAPABLE'S AIM & OBJECTIVES

CAPABLE's AIM is to develop sustainable work-life balance policies that enhance gender equal capabilities and individual wellbeing.

OBJECTIVES:

1. To investigate the extent to which work-life balance policies enhance men and women's capabilities to achieve this balance in Europe.

2. To distinguish between work-life policies and the individual, community and social contexts that shape capabilities.

3. To analyse the extent to which work-life policies at multiple levels enhance individual wellbeing.

4. To generate policy tools for developing sustainable work-life balance policies in Europe.

CAPABILITY APPROACH
(NUSSBAUM, 1987; ROBEYNS, 2005, 2017; SEN, 1990, 1992; YERKES ET AL., 2019)

EDITED BY MARA A. YERKES,
JANA JAVORNIK, ANNA KUROWSKA

SOCIAL POLICY
AND THE CAPABILITY
APPROACH

Concepts, measurements and application

POLICY PRESS SHORTS RESEARCH

CAPABILITIES AS EXPLAINED BY ROBEYNS (2005)

KEY ELEMENTS OF THE CA

Means

Capabilities

Functionings

Conversion factors

Agency

KEY ELEMENTS OF THE CA: MEANS

The various resources (e.g. economic, social) individuals have access to, including social policies (Kurowska, 2018; Yerkes et al., 2019).

Equal access does not guarantee equal outcomes (e.g. Robeyns, 2005)

KEY ELEMENTS OF THE CA: CAPABILITIES

Capabilities:

Freedom (to live the life one has reason to value);

Real opportunity;

Effectively able to do or be (Robeyns, 2017; Sen, 1992)

KEY ELEMENTS OF THE CA: FUNCTIONINGS

Achieved functionings (outcomes) vs. valued functionings (Sen, 1992; Kurowska, 2018; Robeyns, 2017; Yerkes et al., 2019)

KEY ELEMENTS OF THE CA: CONVERSION FACTORS

Contextual and relational factors that shape our ability to translate means into real opportunities (Annink, 2016; Hobson, 2016; Hvinden and Halvorsen, 2017; Robeyns, 2005, 2017; Yerkes et al., 2019)

KEY ELEMENTS OF THE CA: AGENCY

How individuals perceive and interpret social situations (Mead, 1934); individuals' active responses in social situations (Sen, 1999b; Shaw, 1994).

CAPABLE: 7 SUB-PROJECTS, 5 YEARS

a policy-oriented methodology, evaluating the means intended to ease work-life balance as well as quantifying and analysing these means cross-nationally across 8 representative European countries (SP1);
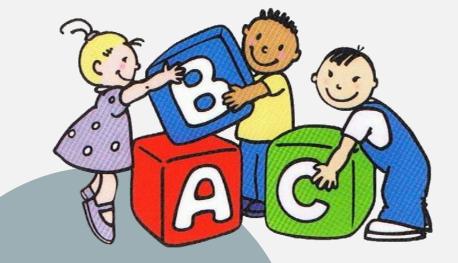
an interpretive process-oriented methodology, conducted in a sub-set of four countries, investigating how conversion factors at the micro, meso and macro level interact; and how they translate into actual capabilities to achieve a valued work-life balance (SPs 2-5);

an analysis of whether work-life policies enhance individual wellbeing (SP6); and

a comparative analysis across the case countries to develop policy tools (SP7).

CREATING CAPABILITIES: CHILDCARE POLICIES IN COMPARATIVE PERSPECTIVE

Mara Yerkes

Jana Javornik (University of Leeds)

Journal of European Social Policy, 2018 (Early online view)

FROM POLICY DESIGN TO CHILDCARE CAPABILITIES

Work-care policies an important resource or *means* (Kurowska, 2018; Yerkes et. al., 2019).

Conversion factors: "the conditions allowing for the translation of formal rights and social support into real rights and resources" (Annink, 2016: 4).

Gender and class key conversion factors for childcare, e.g.:

High childcare costs = lower childcare capabilities for some parents

Low accessibility or availability make childcare exclusive, maintaining gendered patterns of care

Highly-educated mothers - more opportunities to arrange childcare but also greater labour market attachment (higher opportunity costs)

ANALYTICAL APPROACH

- Direct public service provision best opportunities to arrange childcare in ways parents have reason to value (Leitner, 2003; Lister, 1997; Saraceno and Keck, 2010).

- Conceptualisation/operatonalisation of childcare policy design: **availability and accessibility** (Korpi et al., 2013), **affordability, quality** (e.g. Plantenga & Remery, 2009; OECD, 2018) and **flexibility** (Javornik, 2014b; Verhoef et al., 2016; Yerkes & den Dulk, 2015).

- Data challenges: public sector, expenditure levels covering multiple services and programmes, variation in what is measured in each country (Fagan and Hebson, 2005; Keck et al., 2009; Lambert, 2008; Mätzke et al., 2017; OECD, 2018; Plantenga and Remery, 2005).

FINDINGS (I)

- SWE/SLO/ICE: high accessibility, availability, affordability and quality underpins childcare provision

- AUS/NL/UK: service provision problematic.

- Limited flexibility an overarching problem.

FINDINGS (II)

- Two distinct approaches to service provision: different gender and class consequences

- Market-driven cluster: opportunity gaps embedded in childcare provision put equitable service delivery in jeopardy (e.g. Lloyd, 2015).

- Public provision cluster: supports equity, with parents favouring the existing model over private provision (Grönlund and Javornik, 2014).

WORK, FAMILY AND COMMUNITY CAPABILITIES FRAMEWORK
(IN PREPARATION: WITH MARCEL HOOGENBOOM & JANA JAVORNIK)

- Integrates:

  - Local policies (resource and conversion factor)

  - Local relationships

  - Locality (place, space and scale)

- Focuses on what people do and value in work and life

- Capability to achieve valued work-life outcomes viewed as a process of individuals embedded in multiple contexts, including personal, family, organisational, **community** and societal contexts.

LOCAL POLICIES

Decentralisation/devolution of policy (e.g. care policies)

Independence: Local policies as a resource (means) (cf. Barnett and Gareis, 2008; Kurowska, 2018)

- E.g. municipal policies and services, private services, non-profit services
- Potential inequalities
  - access at local levels can be uneven (Jarvis, 2007) (e.g. spatially (McDowell et al., 2006)

Interdependence: central-local tensions

- Potential barriers given interaction between national policy and local implementation (e.g. childcare)

Conversion factor: shaping people's real work-life opportunities (e.g. competition for resources)

LOCAL RELATIONSHIPS

Work-family literature emphasises relational aspects (e.g. Voydanoff, 2007)

- Informal help and formal volunteering
- Sense of community
- Community satisfaction

Community relationships are also structured

- Community organization
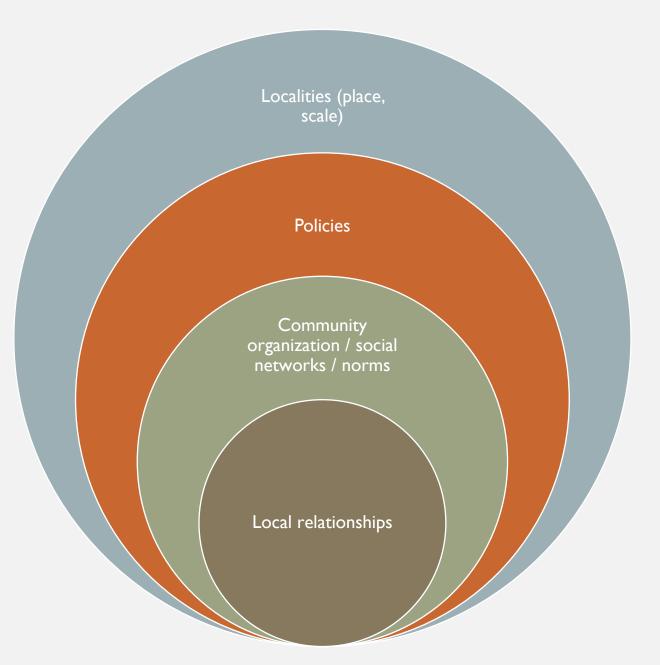- Social networks
- Social norms

LOCALITY

Locality often excluded from work-family scholarship (Pitt-Catsouphes et al., 2006; Pocock et al,. 2012; Voydanoff, 2007)

What is it?

Mobility (sociology; e.g. Elliott & Urry, 2010; Lash & Urry, 1994; Urry, 2007)

Shifting locations of work (organisational scholarship; e.g. Felstead et al. (2005a))

Place, space and scale (e.g. of employment; Ellem & Shields, 1999; Herod et al., 2007; Ward, 2007)

MOVING FORWARD

- Cross-country policy study underway
  - Unpacking salient aspects of policy design; complexity of 'WLB' policies
- In-depth case studies
  - Factors other than gender integral to understanding individuals' capabilities;
  - Incorporating meso-(local-) level structures, relationships and provisions for diverse groups
- Want to join the team?
  - Internship possibilities
  - Postdoc position (2021)

THANK YOU!

Keep in touch!

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🌐: www.worklifecapabilities.com

🐦 #ERC_capable

SOME PUBLICATIONS OF INTEREST…

- Yerkes, M.A., B. Martin, J. Baxter and J. Rose. 2017. An Unsettled Bargain? Mothers' Perceptions of Justice and Fairness in Paid Work. *Journal of Sociology* 53(2): 476-491.

- Rose, J., M. Brady, M.A. Yerkes and L. Coles. 2015. "'Sometimes they just want to cry for their mum': couples' negotiations and rationalizations of gendered divisions in infant care." *Journal of Family Studies* 21(1): 38-56.

- Yerkes, M.A., G. Dotti Sani and C. Solera. 2017. Attitudes towards parenthood, partnership and social rights for diverse families: Evidence from a pilot study in five countries. *Journal of Homosexuality*. Published Online First. DOI: http://dx.doi.org/10.1080/00918369.2017.1310507

- Yerkes, M.A. and B. Hewitt. 2019. "Part-time work strategies of working parents in the Netherlands and Australia." In *Dualization of part-time work – the new normal?* Heidi Nicolaisen, Hanne C. Kavli and Ragnhild Steen Jensen (Eds). Bristol: Policy Press.

- Yerkes, M.A., A. Roeters and J. Baxter. 2018.. "Gender differences in the quality of leisure: A cross-national comparison." *Community, Work and Family*, Early view online, https://doi.org/10.1080/13668803.2018.1528968.

- den Dulk, L., M.A. Yerkes and B. Peper. 2018. "Work-family policies within the workplace." In *Handbook of child and family policy*. Guðný Björk Eydal and Tine Rostgaard (Eds.). Edward Elgar Publishing: 139-151.