

Student Number: 2213492

Module Code: ECAY5004

Assessment: 2

Introduction

Assessment 2: Evaluate, in depth, the three models of welfare as described by Esping-Andersen.

This presentation will:

- Determine what is meant by 'welfare' in relation to the welfare state (Hamlin, 2008, O'Connell, 1991).
- Examine the three models of welfare as described by Esping-Andersen (Esping - Andersen, 1990; Deeming, 2017; Spicker, 2013).
- Analyse the impact of the three models of welfare, specifically in relation to the gender gap in employment (International Labour Organization, 2022; Busemeyer *et al*, 2012; Ortiz-Ospina, Tzvetkova and Roser; Kowalewska, H, 2023, Bambra, 2007).
- Establish why the social democratic welfare model is a favourable option in supporting women's uptake in the labour force through the provision of family orientated services (Esping-Andersen, 2016; Mandel and Semyonov, 2006).

What is Welfare?

- Often related to the **welfare state**



- Government responsibility
(Hamlin, 2008, p.108)

- Typically focuses on four key elements:

1. Rights
2. Needs
3. Equality
4. Justice

(Hamlin, 2008,
p.109)

The Three Worlds of Welfare Capitalism

- Examines the interaction between state, economy and social structure, determining the implications of the creation of welfare policies alongside the quality of social rights

(O'Connell, 1991, p.532).

Liberal Welfare State

'liberal' welfare state, in which means - tested assistance, modest universal transfers, or modest social-insurance plans predominate.'

(Esping - Andersen, 1990, p. 26)

- Reflects the values of individual responsibility and efficiency

(Huber and Stephens, 2005, p.554)

- Market orientated
- Low levels of decommodification

(Deeming, 2017, p. 407)

- United States
- Canada
- Australia

(Esping-Andersen, 1990, p.27)

Conservative – Corporatist Welfare State

- Rights are closely linked with class and status
- Strongly corporatist
- Preservation of traditional family values is highly important

(Esping - Andersen, 1990, p. 27)

- Division of labour between the genders
- Minimal support from the state to eliminate gender inequalities
- A male 'breadwinner' who will provide for the family

(Stier, Lewin-Epstein and Braun, 2001, p.1735)

- Austria
- France
- Germany
- Italy

(Esping - Andersen, 1990, p. 27)

Social – Democratic Welfare Regime

- Encompasses *universalism* and *decommodification* to all
- Aims to provide equality at a high standard as opposed to providing the basics
- 'All benefit; all are dependent; and all will presumably feel obliged to pay (p.28).

(Esping -Anderson, 1990, p.27)

- Services are a vital element of social policy
- Funding is plentiful but requires high taxes
- High income equality and low stratification

(Busemeyer et al, 2012, p. 40)

- Primarily seen within Scandinavian countries but most still encompass some liberal values

(Esping - Andersen, 1990, p. 28)

The Gender Gap in Employment

- Worldwide, 70 % of women would prefer to work in paid jobs

- Participation in work is heavily influenced by socio-economic constraints and pressure to conform to traditional gender roles

- Global labour force participation rate:
 - Women: under 47%
 - Men: 72%

Persistent Challenges include:

- Gender Roles
- Work-family balance
- Lack of affordable care

Consequences of Welfare State Regimes

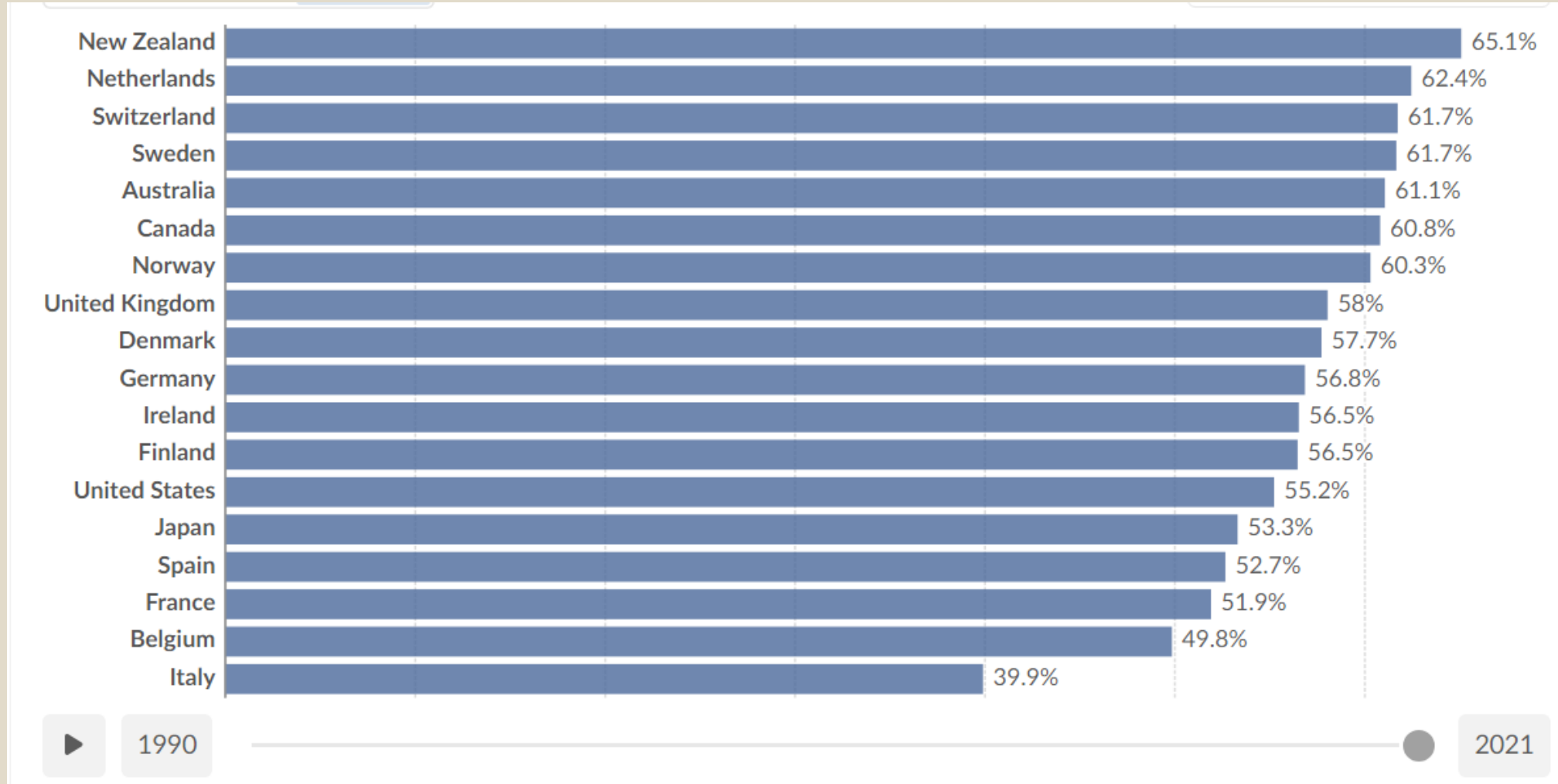
Figure 1: Features of the three welfare state architectures

	Liberal	Conservative	Social democratic
Decommodification	low	medium	strong
Stratification	medium	strong	weak
Poverty rate	high	medium	low
Women's employment rate	medium	low	high
Public employment	low	medium	high
Taxes	low	medium	high
Contributions	low	high	low

(Busemeyer et al, 2012, p. 40)

Women's Employment: Participation Rates

Figure 2: Female labor force participation rates, 2021



(Ortiz-Ospina, Tzvetkova and Roser, 2024, np)

Women's Employment

- Research suggests that the participation of women in work is higher in countries with progressive welfare states, primarily **social democratic** welfare states

(Mandel and Semyonov, 2006, p.1941, Esping-Andersen, 2016, pp.100-101)

- Increasing family-orientated services
- Better access to child-care facilities
- Men's adaptation to more 'gender symmetric' behaviour in the domain of domestic work (p.101)
(Esping-Andersen, 2016, pp.100-101; Hochschild, 2013, p. 47)

- Improves women's economic independence
- Strengthens their position within society and at home

(Mandel and Semyonov, 2006, p.1941)

Conclusion

- Welfare is closely linked with the welfare state and the responsibilities of the government to ensure a level of social wellbeing and stability to its citizens, as put forward by Esping-Andersen in his book 'The Three Worlds of Welfare Capitalism' (Hamlin, 2008; Esping-Andersen, 1990, O'Connell, 1991).
- The conservative-corporatist regime holds firm traditional values, meaning women's employment tends to be lower than that of rates seen in liberal and social-democratic welfare states (Esping - Andersen, 1990; Stier, Lewin-Epstein and Braun, 2001; Busemeyer *et al*, 2012).
- Whilst the liberal regime does strive for equality and offers some social-insurance to those who qualify, it mostly favours individualism and is market orientated (Esping - Andersen, 1990; Spicker, 2013; Deeming, 2017).

Conclusion

- There is evidence to suggest that although a majority of women would like to be in paid employment, socio-economic constraints and gender roles impede on this desire (International Labour Organization, 2022).
- While Esping-Andersen's welfare models have faced some criticism for the underrepresentation of women, the fundamental principles outlined in his welfare regimes suggest that the social-democratic model values universalism and decommodification, meaning there is less of a divide between the male and female workforce (Busemeyer *et al*, 2012; Esping-Andersen, 1990; Kohfeldt and Grabe, 2014).
- Ultimately, by offering high levels of family orientated support and altering behaviour and attitudes surrounding gender roles, women are able to work and contribute to the economy. Thus, helping to reduce the gender gap in employment (Ortiz-Ospina, Tzvetkova and Roser, 2024; Mandel and Semyonov, 2006; Esping-Andersen, 2016).

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