

Summary

In our project we particularly explore the moderating role of the cultural context on the impact of public childcare and company-level work-family reconciliation policies on maternal labour supply and the capability for work-life balance achievement. Our project consists of four parts. The first study in the project addresses the question of how the implementation of an entitlement to public childcare for 5 year olds and further introduction of mandatory pre-school year for 5 year olds in Poland affected maternal work engagement, and how this differed with respect to different local cultural contexts. The second study aims to empirically investigate the relation between informal and formal childcare and to what extent informal childcare creates capabilities for mothers' work engagement in different cultural contexts - in Poland and in West and East Germany. The third study aims to analyse to what extent organizational work-family reconciliation support in companies affects the incidence of women who supply labour to these particular companies in the context of different work cultures in Germany and in Poland. The fourth study explores the gendered difference of home-based work (HBW) on the capability to achieve work-life balance (WLB) in double-earner families with dependent children in different cultural contexts (traditional vs modern attitudes; Poland, East and West Germany).

We hope that the results of our project will serve as a valuable insight into the explanation of observed differences in the effects of similar work-family reconciliation policy designs in different countries/local environments. Therefore it will not only extend our knowledge but also provide useful guideline in the policy making process and contribute to increasing the effectiveness of policies, and therefore also to the better life of families in both countries.