

Determinants of the Unpaid Work in Slovakia

Alena Kaščáková¹ | *Matej Bel University in Banská Bystrica, Slovakia*
 Gabriela Nedelová² | *Matej Bel University in Banská Bystrica, Slovakia*
 Mariana Považanová³ | *Matej Bel University in Banská Bystrica, Slovakia*

Abstract

The article focuses on the exploring the unpaid work of people in the Slovak Republic. Eurostat methodology provides a precise list of certain activities in the household for which a person does not receive any remuneration. These activities are considered as unpaid work. The data are drawn from the results of the primary research conducted in the year 2012. The determinants of unpaid work are being studied separately for the groups of unpaid work activities and separately for the groups of people formed in compliance with their status activity. According to the model results the gender is a significant determinant of unpaid work. Among other determinants significant only for selected categories belong the following: age, educational level and status activity.

Keywords

Unpaid work, time use survey, activity list, determinants of unpaid work, economic and demographic variables

JEL code

C20, D13 J13, J16

INTRODUCTION

Analytically speaking, people allocate their time to activities that can be classified as paid work, unpaid work, and no work. No work activities include time to sleeping, free time spent on personal care and leisure activities. Paid work refers to time contracted out and remunerated. This type of human activities receives much attention by academics as well as by politicians. Unpaid work includes all non-remunerated work activities (Antonopoulos, 2009). In comparison with paid work the unpaid work receives less attention which does not mean that it is less important.

For better understanding the concept of unpaid work, its determinants and role in the economy it is necessary to look closer whether the unpaid work is economic work or non-economic work. The United Nations System of National Accounts of 2008 (SNA), provides the conceptual framework that sets the international statistical standard for the measurement and classification of economic activities. Productive activities are defined as all activities falling within the general production boundary, that

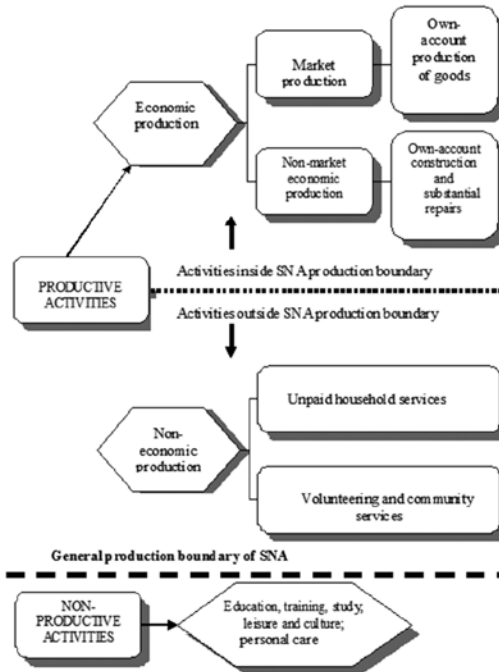
¹ Matej Bel University in Banská Bystrica, Faculty of Economics, Tajovského 10, 975 90 Banská Bystrica, Slovakia. Corresponding author: e-mail: alena.kascakova@umb.sk, phone: (+421)484466615.

² Matej Bel University in Banská Bystrica, Faculty of Economics, Tajovského 10, 975 90 Banská Bystrica, Slovakia. Corresponding author: e-mail: gabriela.nedelova@umb.sk, phone: (+421)484466615.

³ Matej Bel University in Banská Bystrica, Faculty of Economics, Tajovského 10, 975 90 Banská Bystrica, Slovakia. Corresponding author: e-mail: maria.povazanova@umb.sk, phone: (+421)484462419.

is, any human controlled activity resulting in an output capable of being exchanged. Non-productive activities are those for which this condition does not apply like leisure, education etc.

Figure 1 Classification of activities in Relation to the System of National Accounts (SNA)



Source: International Labour Organisation, 2008

“The production boundary in the SNA is more restricted than the general production boundary ... activities undertaken by households that produce services for their own use are excluded from the concept of production in the SNA” (European Communities, 2009). The production of services by members of the household for their own final consumption has traditionally been excluded from measured production in national accounts.⁴ Such production activities (as depicted in Figure 1) outside the SNA production boundary are defined as non-economic production. Production falling within the SNA production boundary is defined as economic production. Economic production includes all market production and certain types of non-market production.

From this point of view some types of unpaid work activities are deemed “economic work”, other unpaid work activities are classified as “non-economic” and are relegated outside the production boundary of SNA. Non-SNA unpaid work include activities such as cooking, washing up, care of textiles, care of children, the permanently ill, or temporarily sick, older relatives, as well as all volunteer work for community services.

In this paper we focus on the unpaid work performed in the households, especially on those activities that fall outside the production boundary of SNA.

That is why a narrow definition of unpaid work is used: it is those unpaid activities in the households for which a person does not receive any remuneration. The special categories of unpaid work activities we use in the paper corresponding with activities on Eurostat’s activity list.

1 ROLE OF UNPAID WORK IN THE ECONOMY

Despite the fact that most of unpaid work activities in households are outside the SNA production boundary, and for this reason their results are not included in the Gross Domestic Product of a certain economy they are important for the economy and they also influence it. The fact that most of household activities are outside the SNA production boundaries does not mean that households are only the suppliers of labor in the market and not the production units. Households also produce output through their unpaid work activities. Becker introduced in neoclassical microeconomics the idea that households are also engaged in production of goods and services (Antonopoulos, Hirway, 2010). This production should expand GDP of a country. For example for Canada it is estimated that production created by unpaid work

⁴ For more detailed explanation look at European Communities (2009).

to be worth up to \$319 billion in the money economy or 41% of GDP (Government of Canada, 2010). Household production could also replace goods and services normally available in the market. For example meal prepared at home could replace meal in the restaurant. Therefore in some cases unpaid work could influence the demand for certain goods and services available in the market. According to the concept of neoclassical economy it will lead to changes in prices of these goods or services, which in turn could also influence the employment in certain sector of the economy. Antonopoulos (2009) claims that unpaid work could be a subsidy to the marketized part of the economy. She cites a study on selected Latin American countries which showed that over half of women aged 20 to 24 stated their responsibilities at home as the main reason for not seeking a job in the labor market.

Unpaid work is important in the economy. For better description of functioning of the economy it is useful to calculate also the monetary value of unpaid work. It is worth to investigate also the factors that influence its scope and volume in any particular country. In other words it is useful to study the determinants of unpaid work.

2 DETERMINANTS OF THE UNPAID WORK

If we look at the allocation of one's time into paid work activities, unpaid work activities and no-work activities, the overall allocation of time between them depends upon many factors including age, gender, type of household structure, social class, geographic location, presence of children, or immobile or old persons in households, whether person is employed etc. Equally important is the level of development of the economy, which affects also the duration and allocation of unpaid time among different types of unpaid activities (Antonopoulos, 2009). In developing countries people tend to spend relatively more time on unpaid subsistence work, for example, production for self-consumption etc.; in developed countries large fraction of population has access to paid jobs. Public sector infrastructure plays a role in the specific allocation of time on specific types of unpaid work. Availability and prices of market substitutes to unpaid work activities also influence allocation of time between paid and unpaid work. The volume of unpaid work of child care for example is influenced by the universal free access to child care services the same is true for care of elderly people.

Besides above mentioned factors the non-market factors also play important role. Some people perform unpaid work activities despite the fact that there are existing cheap market substitutes of results of such activities, just because they like to perform such activities.

In this paper we focus on determinants of unpaid work in Slovakia. Since there was not previous research focused primarily on unpaid work in our country we have aimed at specification whether some special demographic variables, like gender, age, education attainment, employment and income determine the amount of unpaid work in Slovakia.

Treas and Drobnic (2010) set out the main factors that are likely to affect the number of hours of unpaid work for a household by type of unpaid work, alongside with the main factors affecting the gendered share of unpaid hours by the type of unpaid work. Among the main factors affecting the amount of unpaid work belong the following: for child care unpaid work: number of children in the households, age of younger child, whether child is a teenager, class; for cleaning: the size of living space, the number of children, location (rural or urban), preferences of about standards of cleanliness and income level. For Maintenance (care of house, clean car, etc.) ownership of house / flat compared with renting, size of house, age of property, number of cars and similarly. Time devoted to gardening depend on whether person live in a house versus an apartment, the size of the garden and preferences about gardening; shopping to the number of adults and children in the households. Hours allocated to washing and ironing, cooking and preparing meals will depend on the number of adults and children in the households, preferences about fast food versus home-cooked meals, or ironed clothes.

Ross (1999) empirically estimated the determinants of unpaid work in nuclear households by each adult in Australia using the 1992 Australian Time-Use Survey. In his paper eight types of unpaid work

are examined. He found that wage rates and demographic variables exert most influence on household time spent on unpaid work. The strongest result was the negative effect of the female wage rate on unpaid work performed by females.

Econometric analysis of determinants of unpaid work can be also found in McCloughan et al. (2011) for three types of unpaid work performed in European countries: caring for and educating children, cooking and housework and caring for elderly or disabled relatives. They found that in each type of unpaid work activities there is strong gender effect. Women spend almost twice as many hours per week on unpaid work than men. Among other important factors which influence the unpaid work were for caring and education of children: employment status and educational attainment.

3 DATA

The data are the first issue connected with the examination of unpaid work. There are multiple sources of unpaid work. Time Use Survey (TUS) is often the primary source of data on unpaid work in many countries (for example: in New Zealand, Australia, Canada, Japan, South Africa, Indonesia, India, Philippines, Palestine, Cuba, Ecuador, and many European countries have designed or undertaken surveys). But there are also other sources of the information about the unpaid work, like New Zealand's five-yearly Census of Population and Dwellings; in Canada it is unpaid work module in Census, etc.

In Slovakia there was not previous extent research aimed at the unpaid work. The TUS has not been conducted here. Some research about volume of unpaid work in Slovakia we can find in Bútorová et al. (2008). The other data about unpaid work in Slovakia can be also found in Second European Quality of Life Survey done in 2007, for more details look McCloughan et al. (2011). But it is important to say, that the primary aim of both of these above mentioned research was not the examination of unpaid work. There was the other valuable research done in Slovakia in related fields (Filadelfiová et. al., 2007). All the previous mentioned facts caused the new research which should bring the unpaid work data had to be done.

Data analyzed in the contribution are taken from primary research done by the research team from the Faculty of Economics in March 2012. It was the first research of its kind in Slovakia. The sample was representative according to the regions, gender and number of household's members, the sample size was 1 564 households and 4 435 individuals. All of them were surveyed using the questionnaire which was divided into 12 modules. 7 modules were devoted to the household members and 5 modules to the whole household.

Household specified the childcare, belonging to the type of housing, community and region.

Respondents specified their socio-demographic characteristics, informed about the paid employment and specified the person which mostly helps the respondent in the household. They also gave their opinion to the motivation for the unpaid work's activities and to the amount of the unpaid work in the household in the future. Mainly, they were asked to identify how many hours a week do they spend on average on specified activities.

Thirteen types of activities (categories of unpaid work) are distinguished in the questionnaire. 10 categories of activities which are in Eurostat's Harmonized European Time Use Survey activity list⁵ for which a person does not receive any remuneration and which are considered by SNA within general production boundary (but are outside SNA production boundary) include:

1. Food preparation;
2. Household upkeep;
3. Making and care of textiles;
4. Gardening – tending ornamental plants;

⁵ Hirway (1999) distinguished activities in activity list in Eurostat's time use survey on to 4 categories: activities within the SNA production boundary, activities in practice excluded from the ESA production boundary, activities within the general production boundary, not the ESA and non-productive activities.

5. Pet care;
6. Construction and repairs – repairs to dwelling, repairing equipment, furniture vehicle maintenance;
7. Shopping and services;
8. Child care;
9. Adult care;
10. Volunteering.

Three categories of activities (categories of unpaid work) which belong to activities inside the SNA production boundary (and are not excluded from the ESA production boundary) are: tending edible plants, tending domestic animals and house construction and repair.

Some of them are considered as year-round activities, some of them are activities of seasonal nature. In latter type of activities respondents were also asked to express the number of months in a year when the activity is performed. The respondents who hold paid jobs were also asked to express how many hours a week they spend on average in paid job.

Data processing and analysis was realized using the SPSS program packet. In the hypothesis testing the 0.05 significance level was used. The analyzed data indicate that households devote 74.5 hours to unpaid work a week. From this volume 7.24 hours are spent for activities which are inside the SNA production boundary and 66.3 hours weekly for activities outside the SNA production boundary. The most of the time is devoted by the households to the “standard categories” of unpaid work which are necessary for running of household together with the child care. The most time-spending activity in household is food preparation (15.5 hours per week on average), household upkeep (11.9 hours), shopping and services (8 hours) and making and care of textiles (4.5 hours). The child care is the second most important activity – households devote 13.4 hours weekly to it.

The individual respondent analysis shows that each respondent spends on average 25.8 hours weekly by the unpaid work outside the SNA production boundary. The gender comparison shows that men run the unpaid work 17.7 hours on average, women 32.9 hours weekly which is by 13.1 hours more. According to the categories of unpaid work the women spend more time in each of them except construction and repairs. According to the gender the greatest differences are in the categories: food preparation (5.7 hours), household upkeep (3.4 hours) and making and care of textiles (2.8 hours) which are considered to be the traditional women’s work in our culture.

The studies focused on unpaid work show that women spend more time on unpaid work than men (Miranda, 2011). On the other hand men are more likely to spend more hours at paid work (OECD, 2011). These assumptions were verified by non-parametric Mann-Whitney test. It was validated that men spend more time in paid work (p value = 0) while the women spend more time by unpaid work in household (p value = 0).

Table 1 Descriptive statistics of households’ unpaid work activities

Type of unpaid work	Food preparation	Household upkeep	Making and care of textiles	Gardening – tending ornamental plants	Pet care	Construction and repairs	Shopping and services
Mean	15.504	11.918	4.477	2.867	4.556	2.779	7.950
Median	13.000	9.000	3.000	1.000	1.000	1.000	6.000
Std. Deviation	11.163	10.369	4.535	5.549	13.046	4.305	6.498
Type of unpaid work	Tending domestic animals	House construction and repair	Child care	Adult care	Volunteering	Tending edible plants	Total unpaid work
Mean	1.895	1.541	13.381	2.865	0.994	3.805	74.533
Median	0.000	0.000	0.000	0.000	0.000	1.000	56.958
Std. Deviation	5.466	5.313	30.956	12.333	5.373	6.666	61.997

Note: Activities of seasonal nature were recalculated.

Source: Own construction (IBM SPSS Statistics 19)

Some authors (Stiftung, 2002) talk about women's double burden. They claim, that despite the fact that a lot of women are in paid employment, women are performing most of the unpaid work in the household. The comparison of the total time devoted to the paid work in the job and unpaid work in the household together was done using Mann-Whitney test and it was confirmed that the women work more (p -value = 0). Surely a lot of factors take effect to the volume of paid and unpaid work but it the research focused on this problem is missing in Slovakia.

4 UNPAID WORK MODELS FOR SLOVAK HOUSEHOLDS

The main determinants for various categories of unpaid work are described in the works Treas, Drobnic (2010) and Ross (1999) which were concentrated on the examination of the wage effects to the volume of unpaid work according to the categories in the nuclear family in Australia. Second European Quality of Life Survey (International Labour Organization, 2008) was not primarily concentrated on the unpaid work analysis but the determinants of unpaid work can be found there. In both works the linear regression was used for the identification of significant determinants affecting the volume of unpaid work.

In our research the linear models were used. Following the Slovak legislation only the volume of unpaid work of persons of 15 years and over in household were taken into account. The time devoted to unpaid work in the household as a whole and separately individual activities (10 groups) were analyzed. In the case of activities with the seasonal nature they were recalculated into the form of the whole year practicing. In the analysis of the time volume of the unpaid work per week, the more detailed study was made in the groups of respondents according the activity status: full-time employed, part-time employed, unemployed, students and pensioners. In the process of parameters estimation the backward method was used and statistically non-significant variables were excluded. The final results are in the Table 2.

Table 2 Models results according to the activity status

Activity Status	Independent Variables	Coefficients		Sig.
		B	Std. Error	
Employed full-time	(Constant)	28.023	4.464	0.000
	Age	0.220	0.069	0.002
	Time at work	-0.146	0.070	0.038
	Gender	-11.549	1.545	0.000
	Income from 1 to 400	7.170	2.191	0.001
Employed part-time	(Constant)	26.153	7.531	0.001
	Gender	-17.800	7.485	0.022
	Income from 1 to 400	14.985	8.073	0.070
Unemployed	(Constant)	30.607	7.952	0.000
	Age	0.425	0.180	0.020
	Gender	-29.602	4.869	0.000
Student	(Constant)	11.367	1.004	0.000
	Gender	-5.021	0.865	0.000
	Secondary education	3.383	1.131	0.003
	Higher education	4.537	1.126	0.000
Pensioner	(Constant)	77.734	7.461	0.000
	Age	-0.629	0.104	0.000
	Gender	-14.983	1.977	0.000

Note: Dependent variable – volume of time for unpaid work per week.

Source: Own construction (IBM SPSS Statistics 19)

According to the model results the gender is a significant variable in models for all activity status groups used for parameter estimation. The greatest difference between men and women unpaid work

time is shown in the group of unemployed people. Unemployed women devote to unpaid work 29.6 hours more than unemployed men. The age is determinant of unpaid work in the following groups – full-time employed, unemployed and pensioners. In the first two groups according to the sign of estimated parameters it can be stated that the older person is the more time spends for unpaid work. In the group of pensioners it is vice versa – with the higher age the physical abilities are getting lost and fewer activities could be done. The intensity of correlation between the age and the unpaid work for people in working age was tested and computed by Spearman's correlation coefficient. The strongest correlation is in the group of unemployed people ($r = 0.287$, $p\text{-value} = 0$) than in the group of full-employed ($r = 0.140$, $p\text{-value} = 0$). The income was the significant determinant of unpaid work in both groups of employed people – full-time and part-time.

Unpaid work determinants were found also for the groups of activities separately. The attention was focused on the activities on which the respondents spend the most time: food preparation, household upkeep, shopping and services and child care. There were gender and activity status the significant determinants in all models.

Table 3 Models results in the groups of activities

Dependent variable	Independent Variables	Unstandardized		Sig.
		B	Std. Error	
Food preparation	(Constant)	8.289	0.518	0.000
	Age	0.045	0.008	0.000
	Gender	-5.068	0.174	0.000
	Secondary education	0.351	0.183	0.056
	Income from 1 to 400	0.879	0.219	0.000
	Income over 800	-0.546	0.267	0.041
	Employed full-time	-1.758	0.366	0.000
	Employed part-time	-1.044	0.579	0.072
	On maternity leave	2.661	0.627	0.000
	Student	-4.182	0.429	0.000
	Pensioner	-1.854	0.477	0.000
Household up keep	(Constant)	5.437	0.369	0.000
	Age	0.028	0.007	0.000
	Gender	-2.919	0.149	0.000
	Secondary education	0.383	0.156	0.014
	Income from 401 to 800	-0.569	0.201	0.005
	Income over 800	-1.270	0.270	0.000
	On maternity leave	2.113	0.465	0.000
	Unemployed	0.968	0.383	0.012
	Student	-2.002	0.279	0.000
Pensioner	-0.756	0.317	0.017	
Shopping and services	(Constant)	3.179	0.180	0.000
	Gender	-1.248	0.088	0.000
	Secondary education	0.880	0.171	0.000
	Higher education	1.143	0.179	0.000
	Unemployed	-0.585	0.221	0.008
	Student	-1.340	0.116	0.000
Pensioner	-0.501	0.138	0.000	
Child care	(Constant)	10.187	0.755	0.000
	Age	-0.109	0.015	0.000
	Gender	-1.660	0.417	0.000
	Income from 1 to 400	0.965	0.488	0.048
	On maternity leave	53.616	1.317	0.000
	Student	-6.709	0.616	0.000

Source: Own construction (IBM SPSS Statistics 19)

In the child care activity the significant determinant is the fact that woman is on maternity leave. The education level is significant in the case of activities food preparation, household upkeep and shopping and services, the most time spend people with secondary education (in all cases used Mann-Whitney test, p-value = 0). The age is the significant determinant in the activities: food preparation, household upkeep and child care. As the estimated regression coefficients have the positive sign in the first two groups it can be expected that with the increasing of the age the time spent for his activity is longer. He opposite situation is in the child care activity.

Taking into account all the activities (both outside and inside the national accounts boundary) it can be stated that the gender segregation of household work continues. So called traditional women activities (food preparation, child care, household upkeep, making and care of textiles) are practiced mainly by women. Men spend more time on traditional men's activities (construction and repairs, tending domestic animals, house construction and repair). Voluntary work is not influenced by gender. In Slovakia men devote more time to paid work, women to unpaid work.

CONCLUSION

If we take into account all examined categories of unpaid work (those in general production boundary of SNA) we can conclude that in Slovakia gender segregation in the performing unpaid work in household persists. These findings correspond with results of Bútorová et al. (2008) and McCloughan et al. (2011). So-called traditional women's tasks (food preparation, household upkeep, child care, making and care of textiles, and shopping and services) are performed mostly by women. Men in Slovakia devote more time to traditional masculine types of work than women: construction and repairs, repairs to dwelling, repairing equipment, furniture, vehicle maintenance, tending domestic animals and house construction and repair. Gender does not seem to be an important factor affecting the time spent on volunteering and pet care. The results confirmed that men in Slovakia spend more hours in paid jobs than women.

Other observed determinants are significant only in some categories of unpaid work. The volume of unpaid work activities (to whom households devote the most time) is affected by other than economic and demographic factors. These non-economics aspects were examined closer by other members of our research team: Kika, Martinkovičová (2012). Their main finding was that unpaid work is considered as strongly conservative part of family life in Slovakia. That is why in future research our research team will focus on studying influence of such factors as: tradition, attitude to perform special type of unpaid work and relations in the households on volume of unpaid work in Slovakia.

The research was supported by the Grant Agency VEGA, project 1/1141/11.

References

- ANTONOPOULOS, R. *The Unpaid Care Work – Paid Work Connection*. Working Paper No. 86 [online]. Geneva: International Labor Organization, 2009. [cit. 1.8.2012]. <http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms_119142.pdf>.
- ANTONOPOULOS, C. R., HIRWAY, I. *Unpaid Work and the Economy*. New York: Palgrave Macmillan, 2010.
- BÚTOROVÁ, Z. et al. *Ona a on na Slovensku* (She and He in Slovakia) [online]. Bratislava: Inštitút pre verejné otázky (Institute for Public Affairs), 2008. [cit. 1.8.2012]. <http://www.ivo.sk/buxus/docs//Plus_pre_zeny_45/Ona_a_on.pdf>.
- EUROPEAN COMMUNITIES. *System of National Accounts 2008* [online]. New York: European Communities, International Monetary Fund, Organisation for Economic Co-operation and Development, United Nations and World Bank, 2009. [cit. 1.8.2012]. <gym-eleous.ioa.sch.gr/textid/SNA2008.html>.
- EUROSTAT. *Harmonised European Time Use Surveys. 2008 Guidelines* [online]. Luxembourg: European Communities, 2009. [cit. 1.8.2012]. <epp.eurostat.ec.europa.eu/cache/ITY.../KS-RA.../KS-RA-08-014-EN.PDF>.
- FILADELFIOVÁ et. al. *Aspekty rodovej nerovnosti v odmeňovaní* (Aspects of Gender Inequality in Pay). Bratislava: Zaujímavé združenie žien Aspekt, 2007. ISBN 978-80-85549-76-8.

- GOVERNMENT OF CANADA. *Facts on Canada. Women in Canada* [online]. Government of Canada. [cit. 1.12.2010]. <<http://www.infocan.gc.ca>>.
- HIRWAY, I. *Time Use Studies: Conceptual and Methodological Issues with Reference to the Indian Time Use Survey*. Paper presented at the International Seminar on Time Use Studies, 7–10 December 1999, Ahmedabad, India (source courtesy of UNESCAP) [online]. Ahmedabad: Technical Advisory Committee on Time Use Survey, Department of Statistics, Government of India, 1999. [cit. 1.8.2012]. <http://www.undp.org/content/dam/india/docs/time_studies_conceptual_methodological_issues_reference_indian_time_survey.pdf>.
- INTERNATIONAL LABOUR ORGANIZATION. *Child Labour Statistics. 18th International Conference of Labour Statisticians* [online]. Geneva: International Labour Office, 2008. [cit. 1.8.2012]. <http://www.ilo.org/wcmsp5/groups/public/@dgreports/@stat/documents/meetingdocument/wcms_099577.pdf>.
- KIKA, M., MARTINKOVIČOVÁ, M. Neekonomické súvislosti neplatenj práce (Non-economic Context of Unpaid Work). In: *Zborník vedeckých štúdií Trh práce v kontexte špecifik neplatenj práce, meranie jej rozsahu a dopadu na domácnosti, podnikateľskú sféru a ekonomiku* (Collection of Scientific Studies The Labor Market in the Context of the Specifics of Unpaid Work, Measuring its Extent and Impact on Households, Businesses and the Economy). Banská Bystrica: Faculty of Economics, Matej Bel University, 2012. ISBN 978-80-557-0437-1. CD.
- McCLOUGHAN, P., BATT, W. H., COSTINE, M., SCULLY, D. *Second European Quality of Life Survey. Participation in Volunteering and Unpaid Work* [online]. Luxembourg: Publication Office of the European Union, 2011. [cit. 1.8.2012]. <<http://www.eurofound.europa.eu/pubdocs/2011/02/en/1/EF1102EN.pdf>>.
- MIRANDA, V. *Cooking, Caring and Volunteering: Unpaid Work Around the World. OECD Social, Employment and Migration Working Papers No 116*. Paris: OECD Publishing, 2011.
- OECD. *How is Life? Measuring Well-being*. Paris: OECD Publishing, 2011.
- ROSS, A. W. Wage Effects on the Volume of Unpaid Work in Nuclear Australian Households. *Australian Economic Papers*, 1999/2, Vol. 38, pp. 91–105, Melbourne: Australian Institute of Family Studies.
- STIFTUNG, H. B. *Na ceste do Európskej únie. Sprievodkyňa nielen pre ženy* (On the Way to the European Union. Tour Guide Not Just for Women) [online]. Bratislava: Zájmové združenie žien Aspekt, 2002. [cit. 1.8.2012]. <<http://archiv.aspekt.sk/download/EUcelok.doc>>.
- TREAS, J., DROBNIC, S. *Dividing the Domestic: Men, Women, and Household Work in Cross-National Perspective*. Stanford: Stanford University Press, 2010.