

As a reaction to ageing Europe, in previous decades EU developed active ageing policy. This concept led to „transition from the perception of older adults as largely passive recipients of welfare to a more active“ (Walker, Maltby 2012: S127) participants with stress to their employment, well-being and participation in social and political issues. New implemented policy is positive in its stress on quality of ageing, on the other side there may appear older people overloaded by roles and role conflicts (Walker, Maltby 2012).

One of the key roles bearing by older people is a role of grandparent, one of few social roles that does not lose its importance in later life (Kivett 1985). Grandparents caring for their grandchildren are important source of help to their children. Grandparents enable them to take a full-time job – this is especially true for women employment (Gray 2005, Yong 2008, Hank, Buber 2009, Lee, Bauer 2010) – or enable them to have additional offspring (Hank, Buber 2009, Aasve, Meroni, Pronzato 2012).

For many older people, role of paid worker can be in conflict with role of grandparent – both of these roles require a lot of time and energy (Luo, LaPierre, Hughes, Waite 2012). Although empirical evidence is not fully consistent, while controlling key mediating variables, employment among grandparents actually cause lower intensity of grandparent childcare (Silverstein, Marengo 2001, Gray 2005, Hank, Buber 2009, Lee, Bauer 2010, Igel, Szydlik 2011, Aasve, Meroni, Pronzato 2012, Luo et al. 2012). Studies with opposite results did not control mediating variables and presented only simple effect of employment (Baydar, Brooks-Gunn 1998, Guzman 2004).

A lot of studies investigated variables explaining variance of presence and intensity of grandparental childcare (Uhlenberg, Hammill 1998, Guzman 2004, Gray 2005, Hank, Buber 2009, Lee, Bauer 2010, Igel, Szydlik 2011, Luo et al. 2012). While controlling other variables, higher probability of grandparental childcare is related to grandparent's lower age, living with partner, not working employment status, better health, higher proximity (Hank, Buber 2009), female sex, maternal kin link and lower number of grandchild sets (Uhlenberg, Hammill 1998). But mediating role of these characteristics in the relationship between employment and grandparental childcare was explored very rarely, although this is important topic that may enhance our understanding of employment effect for grandparents. Exception is mediating role of grandparent's sex, which was investigated in different research designs and findings are very contradictory (Guzman 2004, Wang, Marcotte 2007, Hank, Buber 2009).

Grandmothers generally provide childcare more often than grandfathers. Proportion of grandmothers and grandfathers providing childcare is according to Guzman (2004) 52 % and

38 %, according to Hank and Buber (2009) 58 % and 49 %. Differences between particular findings are not important for now; more important is to take into consideration that beside this quantitative distinction between grandmothers and grandfathers, there is also the qualitative one.

Is it true, that participation in labor force extend the gap between proportion of grandmother's and grandfather's care? It is logical assumption, because women are capable of combining paid work with childcare. In need of paid work, they maintain „childcare time by cutting back on their own leisure, personal care and sleep“ (Craig, Mullan 2011: 835), while men are less able/willing to organize this combination of duties, which is at least partly grounded at traditional definition of gender roles. We can also expect that paid work will have less impact on grandmothers' care. Now we will turn to empirical results.

Hank and Buber (2009) analyzed data from the first wave of the 2004 Survey of Health, Ageing, and Retirement in Europe – SHARE. These dataset contains information on 22,000 individuals 50+ from ten European countries (Sweden, Denmark, Germany, The Netherlands, France, Switzerland, Austria, Italy, Spain and Greece). Secondary data analysis investigated characteristics of providers and recipients of grandparental care and cross-national variation of these characteristics. Grandfathers and grandmothers were analyzed in separate logit models. For both sexes, employed grandparents do not differ from unemployed in provision of any childcare, but they both less likely provide regular childcare. For grandfathers, no job increase odds for caring for 82 %, for grandmothers this increase is 32 %. Basic mediating variables, such as age, partnership status, health, proximity or age of grandchild are controlled, so net effect of labor force participation to childcare provision is considerably higher for men (Hank, Buber 2009).

Guzman (2004) tried to answers about types, prevalence and intensity of grandparental childcare and characteristics of its providers with data from survey of U.S. adults The National Survey of Families and Households. Her statistical procedure was just to observe incidence of childcare among employed grandmothers and grandfathers – 64 % and 43 % - and among unemployed grandmothers and grandfathers, it was 48 % and 34 %. For both grandmothers and grandfathers, employment rises providence of childcare. This is opposite conclusion then that one made by Hank and Buber (2009). But there were not controlled any variables, Guzman (2004) also consider effect of lower age and better health of employed grandparents to resulting prevalence of childcare provision.

Analysis accomplished by Danielsbacka and Tanskanen (2012) examining grandparental involvement from the perspective of adolescents using British the Involved

Grandparenting and Child Well-Being 2007 has unclear results. They separately analyzed information about four groups of grandparents based on sex and kin link. Full-time workers from all groups were less involved in grandparental role than half-time workers and non-workers. Then, among three groups non-workers were involved slightly less often than part-time workers. Exception was group of maternal grandfathers, where difference was opposite and stronger. Generally, there was very similar net effect of employment across groups apart from part-time working maternal grandfathers, who differed from full-time workers only slightly (Danielsbacka, Tanskanen 2012). Considering similar – but not high – amount of cases in all categories and unavailability of theoretical explanation for these findings, only replication of research can make this issue clearer.

From three papers presented above, Hank and Buber (2009) revealed higher effect of employment to childcare among grandfathers, Guzman (2004) on the other side among grandmothers, so these effects are in opposite direction. Guzman present simple effect – it is not compromising for itself – but we assume that control of age or health is necessary for this analysis. Can we conclude that in both cases grandmothers better harmonize employment and childcare, despite opposite direction between employment and childcare? Not illuminating is another contribution, which reached unclear findings (Danielsbacka, Tanskanen 2012).

The best data source for researching this topic in Europe is SHARE. This panel study works with representative samples 50+ from 19 European countries (the number is changing from wave to wave). We use data for all 19 participating countries from that wave, which was the first for every single country. The first dataset from each country contains complete information about original sample (Choi, Stewart, Dewey 2013). We control differences between the countries, but these differences are not the main issue of this paper.

We use advantages of hierarchical models. First-level observations are parents and second-level observations are grandparents. Original sample was transformed in this way and additionally, all childless units of second generation were excluded. We gained a sample containing 26 899 first-level observations and 17 044 second-level observations.

We use random-intercept logistic regression models for hierarchical data to find out total effect and net effect of labor force participation to grandparental childcare and mediation of sex and kinship in this relationship. There is only one independent variable in model discovering total effect – labor force participation. Counting net effect, we included into model following control variables: age and squared age of grandparent, number of children and number of grandchildren. All these continuous variables were centred. Also we control for categorical variables grandparent's marital status, health and ISCED, parent's marital

status and labor force participation, and finally age of the youngest grandchild. ISCED was categorized into three values, age of the youngest grandchild into four values. We also try to find out, which one of control variables causes difference between total effect and net effect. All regressions are modeled for both whole sample and four sub-samples defined by sex and kinship of grandparent.

Total effect of labor force participation on grandparental childcare is positive – employed grandparents look after grandchildren more often. The effect disappears while controlling grandparent's age and age of the youngest grandchild. Control of these two variables seems to be crucial for explanation of previous contradictions. Among others, health of grandparent and number of their grandchildren also decreases positive effect of unemployment. The effect is not significant, while controlling all relevant variables. Total effect of labor force participation is stronger for women; net effect is insignificant for both men and women. If we control all relevant variables, there is not gender difference in this effect.

In addition, we can deal with influence of particular job characteristics on grandparental childcare. Self-employed grandparents seem to have less significant work-family conflict than employees. We also have more job characteristics to investigate: public/private sector work, short-term/permanents job, contracted and worked hours per week, length of employment, job industry etc. These characteristics appears to have to impact on grandparental childcare, but deadline of the conference is too early for our research team, so more definite results will be enclosed additionally.

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