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International Network on Leave Policy and Research

- 3rd International Seminar -

LEAVE POLICIES AND WORK / FAMILY ISSUES IN PORTUGAL: RECENT DEVELOPMENTS

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9-10th November 2006, Lisbon



LEAVE POLICIES AND WORK/FAMILY ISSUES IN PORTUGAL: RECENT DEVELOPMENTS

3 MAIN TOPICS

1. PUBLIC POLICIES AFFECTING WORK / FAMILY ISSUES IN PORTUGAL
2. CHANGES IN DEMOGRAPHIC TRENDS, WOMEN'S EMPLOYMENT, AND FAMILIES' DIVISION OF LABOUR IN PORTUGAL
3. THE PORTUGUESE "LEAVE MODEL" IN A EUROPEAN COMPARATIVE PERSPECTIVE



1930s – 1970s

Assumption/Principles:

- ❖ Married women at home
- ❖ Gender inequality in work and marital roles
- ❖ Pro-natalist
- ❖ Stress on one family model (male breadwinner, legal marriage, no divorce)
- ❖ Social welfare/caring in the hands of families and private charity
- ❖ Incipient social protection system
- ❖ Commitment to horizontal redistribution (support for large families)

1980s – 1990s

Assumption/Principles:

- ❖ Women work (full-time dual-earner model)
- ❖ Gender equality in work and marital roles
- ❖ Commitment to family privacy and autonomy
- ❖ Stress on diversification of family forms
- ❖ Universalisation of social protection
- ❖ State assists the family in its caring activities (stress on service provision and balanced combination of responsibilities between State, third sector, market, family)
- ❖ Commitment to horizontal and vertical redistribution



Recent Developments

2002-2004 Changing principles (one and half earner model?)

- ❖ Women work, preferably part-time
- ❖ Pro-natalist
- ❖ Stress on “traditional” family (married couples with children)
- ❖ State support for large families
- ❖ Stress on the women’s role in caring activities
- ❖ Service provision: not a priority

2005-2006 back to the full-time dual-earner model

- ❖ Stress on the expansion of service provision
- ❖ Stress on the articulation between reconciliation policies and gender equality
- ❖ Emphasis on support for different types of families



Policy Developments affecting work-family issues (1980s-2005)

Three main lines:

1. Building up leave arrangements for parents

- ❖ Maternity leave (90 days in 1976, 98 days in 1995, 120 days in 1999, 150 days in 2004). Option: 120 days with full compensation or 150 days at 80%. Except for 6 weeks (mother), leave may be taken by either parent (low level of parental sharing: 0.3%).
- ❖ Paternity leave (since 1995): 5 days fully compensated “compulsory” leave (since 2000); Take up rate of 5 day leave: 26% in 2002 and 38% in 2004.
- ❖ Time off for working parents with small children: 2 hours leave per day, either parent, when child is under one year; 30 days per year to care for sick children under 10, with replacement pay, increased by one day for every second child and subsequent children; 15 days to care for sick children over 10, with no pay.
- ❖ Parental leave: unpaid, 3 months full-time or 12 months part-time (per parent), when children below age 6. Fathers quota: 15 days fully compensated leave to be taken at the end of 150 days. Take up rate of 15 days: 14% in 2002 and 29% in 2004.
- ❖ Special childcare leave: unpaid 2 years (one parent); Suspension work contract

Policy Developments affecting work-family issues (1980s-2005)

2. Expansion of Service Provision for families with small children

- ❖ Coverage rate for under 3s: 23% in 2005
- ❖ Coverage rate for 3-5 : 78% in 2005 (up from 29% in 1985)
- ❖ All primary schools open until 17.30 (8 hours per day)

3. Increased protection of mothers in the workplace

- ❖ Protection against dismissal (120 days after giving birth, in 2005)
- ❖ Exemption from night work and from working “extra” hours (when children are under 12 months)...

Expected developments (2006-2010)

- ❖ Extension of paid leave (to 180 days), from the second child onwards, dependent on more equal sharing of the maternity leave
- ❖ 100% compensation for fifth month of paid leave
- ❖ Expansion of service provision (coverage rate of 35% for under 3s by 2009, of 90% for 3-5 year olds)
- ❖ Incentives for family friendly policies at the workplace

MAIN DEMOGRAPHIC TRENDS, PORTUGAL 1960-2001

	1960	1970	1981	1991	2001	E.U.
Marriage						
Marriage rate	7,8	9,4	7,8	7,3	5,7	5,1
Divorce						
Divorce rate	0,1	0,1	0,7	1,1	1,8	1,8
Fertility						
Fertility rate	3,2	3,0	2,1	1,6	1,5	1,5
Births outside marriage (%)	10	7	10	16	24	27

CHANGES IN WOMEN'S EMPLOYMENT

	1960	1970	1981	1991	2001	E.U.
Female Activity Rate (15-64)	18	29	44	53	65	58
By age group						
25-34	18	29	60	73	83	
35-44	15	22	46	66	80	
45-54	14	19	36	48	71	
% Women working full-time in 2001: 84%						

Division of Paid Labour (couples with children), 2000

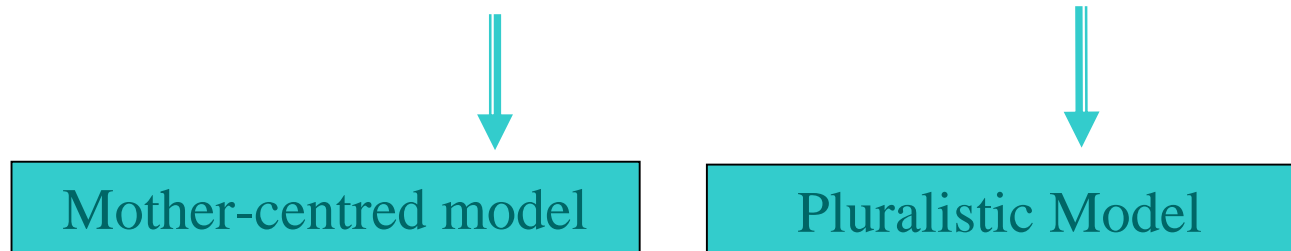
Countries	One bread- winner	Both full- time	Husband ft Wife pt	Both part- time	Husband pt Wife ft
Belgium	27,3	40,8	28,3	1,9	1,7
Germany	39,7	26,1	32,9	0,6	0,7
Greece	49,7	43,7	4,7	0,9	0,9
Spain	56,3	35,6	7,5	0,2	0,4
France	36,0	45,4	16,3	1,2	1,1
Ireland	55,5	27,1	16,2	1,1	-
Italy	53,6	31,2	13,0	1,3	0,9
Luxemburg	51,2	25,7	23,2	-	-
Netherlands	32,7	10,8	52,9	2,3	1,3
Austria	32,6	38,8	27,7	-	0,9
Portugal	26,5	66,5	7,0	-	-
United K.	29,8	28,6	40,0	0,7	0,9

Source: Eurostat, 2002

Day care arrangements (children aged 1-2), by child's year of birth (%)

	1969-79	1980-89	1990-99
At home with mother	44	38	27
With relatives	34	31	36
Creche	7	14	19
Nanny	11	12	13
With mother at work	1	1	1
With domestic employee	1	1	1
Other arrangements	2	3	3
	100	100	100

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Source: National Survey on Families with children, ICS, 1999



DEFINITION OF THE PORTUGUESE “LEAVE POLICY MODEL” ?

The “Early Return to Full Employment” Leave Policy Model

Characteristics:

- ❖ One main type of leave: a short, very well-paid, gender flexible leave, up to five and a half months;
- ❖ Supporting work/family balance during first year child’s life through reduction in working hours (two hours per day, either parent);
- ❖ No development of a long paid period of leave emphasizing parental choice during the first three years of the birth;
- ❖ Complementary (consecutive) relationship between leave and services: extensive services to support dual-earner employment at an early stage; access to services as leave ends;
- ❖ Linkages between gender equality policy and leave policy (over last 10 years);
- ❖ High female activity rate (full-time) + predominant model of full-time dual-earner couple;
- ❖ Policy priorities at present: increasing extensive services (< 3); extending (slightly) main type of leave; linking extension of leave to more gender equality in sharing of leave



3. THE PORTUGUESE LEAVE MODEL IN A COMPARATIVE EUROPEAN PERSPECTIVE

5 MAIN LEAVE POLICY MODELS:

1) The “one year leave” gender equality orientated policy model

Main Characteristics:

- ❖ Approx. 1 year (9 to 13 months) very well paid leave;
- ❖ Development of paid parental leave after compulsory maternity leave;
- ❖ Strong emphasis on father’s quota of parental leave (Sweden, Iceland) or flexible gender sharing of leave;
- ❖ Promoting gender equality in leave policy is high on the agenda;
- ❖ High female activity rate, high employment rate for women with children below age 6

Countries: ?? Sweden, Iceland, Denmark, Slovenia and Estonia

Countries	Maternity Leave (weeks)	€	Paternity Leave (weeks) (during mat. leave)	€	Parental Leave			Tot. Post-Natal Paid Leave (approx., in weeks)
					Total length (weeks)	€	Who in fam.	
Sweden	8,5	80%	2	80%	72	47,5: 80%; 13:208€m 12:unpaid	52 Per fam. 8,5 Fth.Q 6 p/parent	69 (15 months)
Iceland	13,5	80%	13,5	80%	39,5	13,5: 80% 26: unpaid	Per fam. Per parent	40,5 (9 months)
Denmark	18 (4 before)	100%	2	100%	40	32: 100% 8: Unpaid	Per fam.	46 (10 months)
Slovenia	15 (4 before)	100%	13 (2 compulsory)	2:100%: 11: 78%:	37	100%	Per fam. half p/parent (transferable)	48 (11 months)
Estonia	20	100%	2	4.2/ day	45	100%	Per fam.	65 (14 months)

Belgium	15	75% (82% 1 st month)	2 (3 days compulsory)	3 days: 100%; 7 days: 82%	27	671€m if full-time	Per parent (13,5)	42 (9 months)
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2) The long leave “parental choice orientated” policy model

Main Characteristics:

- ❖ Long paid leave (up to 2/3 years) after birth of child (following 4 to 10 months well paid leave);
- ❖ “Concurrent” relationship between leave and services (intended to support parental choice over the first 3 years of the birth);
- ❖ Emphasis on parental choice, but also on gender equality;
- ❖ Female activity rates high, but employment rates of women with children < 6 are somewhat lower than those without children < 6

Countries: ?? Finland, France and Norway

Countries	Maternity Leave (weeks)	€	Paternity Leave (weeks) (during mat. leave)	€	Parental Leave			Tot. Post Natal Paid Leave (approx., in weeks)
					Total length (weeks)	€	Who in fam.	
Finland	17,5	66%	3,5 + 2 bonus (if taken last 2 weeks of Parental leave)	66%	138,5	26 (28): 66% 112,5: +/ 337€m	Per fam.	156 (36 months)
France	16 (24 if > 3 rd child) (4 before)	100%	2	100%	140 (2 children) 15 (1 child)	513€m	Per family	152 (36 months)
Norway	9 (3 before)	100%	2	-	99	39: 80% 6 Fth: 100% 54: 460€m	39 Per fam. 6 Fath. Q. 54 p/parent	105 (24 months)



3) Long leave “mother home-centred” policy model

Main characteristics:

- ❖ Long, fairly low paid leave (up to 3 years, following 3-6 months well paid leave);
- ❖ Emphasis on maternal home care until child is 3 years old rather than parental choice;
- ❖ Low availability of services and low complementarity of leave system and services system (long period of leave as alternative to services);
- ❖ Female activities rates medium/high, but very strong difference between employment rates of women with/without children < 6;
- ❖ Male breadwinner model still predominant

Countries: ?? Germany, Hungary and Czech Republic

Countries	Maternity Leave (weeks)	€	Paternity Leave (weeks) (during mat. leave)	€	Parental Leave			Tot. Post-Natal Paid Leave (approx., in weeks)
					Total length (weeks)	€	Who in fam.	
Germany	14	100%	No	-	148	108:300€ /m (if part-time) (means-tested)	Per family	122 (27 months)
Hungary	24	70%	1	100%	138	84: 70% 54: 441€m	30 Mother Quota (after mat. Leave) 108 Per fam.	162 (36 months)
Czech Republic	28 (6 before)	69%	No (under discussion)	-	140	140: 121€m	Per family	162 (36 months)



4) Short leave “part-time mother” policy model

Main Characteristics:

- ❖ One main type of leave: maternity leave, short, not very well paid;
- ❖ Low availability of services;
- ❖ No/low development of paid parental leave;
- ❖ Low emphasis on gender equality;
- ❖ High female activity rate (high levels of female part-time work); strong differences between employment rates of women with/without children < 6;
- ❖ One and a half earner model is predominant

Countries: ?? United Kingdom, Netherlands and Ireland

Countries	Maternity Leave (weeks)	€	Paternity Leave (weeks) (during mat. leave)	€	Parental Leave			Tot. Post-Natal Paid Leave (approx., in weeks)
					Total length (weeks)	€	Who in fam.	
United Kingdom	52	6: 90% 20: 156€/wk 26: unpaid	2	156/ week	26 weeks (max. 4 weeks per year)	Unpaid	Per parent (13)	26 (6 months)
Ireland	34 (2 before)	22:70% 12: unpaid	No	-	28	Unpaid	Per parent (14)	20 (4,5 months)
Netherlands	16 (4 before)	100%	2 days	100%	26 (if full time job)	Tax reduction	Per parent (13)	12 (3 months)

5) Short leave “male breadwinner” policy model

Main Characteristics:

- ❖ One main type of leave: maternity, short (4 months), very well paid (100%);
- ❖ Low integration of leave system and services system (low availability of services < 3 years);
- ❖ No/low development of parental leave;
- ❖ Low emphasis on gender equality;
- ❖ Fairly low female activity rate;
- ❖ Male breadwinner still predominant

Countries: Greece, Spain, Italy (??), Portugal (??)

Countries	Maternity Leave (weeks)	€	Paternity Leave (weeks) (during mat. leave)	€	Parental Leave			Total Post-Natal Paid Leave (approx., in weeks)
					Total length (weeks)	€	Who in fam.	
Italy	20 (4 before)	80%	No (12 if lone father or mother ill)	80%	45 (+ 4,5 extra for fathers who took paternity leave)	45: 30%	Per parent (max. 27)	61 (13 months)
Greece	17 (8 before)	100%	2 days	100%	31	Unpaid	Per parent (15,5)	11 (2,5 months)
Spain	16	100%	2 days	100%	146	Unpaid	Per parent (146)	16 (4 months)

Portugal	17-21	17:100% 21: 80%	1 (compulsory)	100%	27 (108 special leave)	25: unpaid 2 Father's Quota: 100%	13,5 Per parent (2 Fath. Q.)	23 (5,5 months)
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FINAL COMMENTS

- Portugal's "early return to full employment" model does not seem to fit into any of these five models
- If we take into consideration the characteristics of the "early return to to employment" model, we can see that, in terms of developments in leave policy:
 - a) Historically, Portugal's pathway is linked to the Southern European "short leave male breadwinner" model. It is also linked over the last few decade to a "rigid labour market".
 - b) However, there has also been divergence: a stronger promotion of women's employment and the dual-earner model; and a stronger linkage between leave policies and gender equality policy. These characteristics connect leave policy in Portugal to the "gender equality orientated" policy model



THANK YOU VERY MUCH !

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DEFINITION OF THE PORTUGUESE “LEAVE POLICY MODEL” ?

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- ❖ Policy priorities at present: increasing extensive services (< 3); extending (slightly) main type of leave; linking extension of leave to more gender equality in sharing of leave



On recent development in leave policy in Finland

Pentti Takala

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Introduction

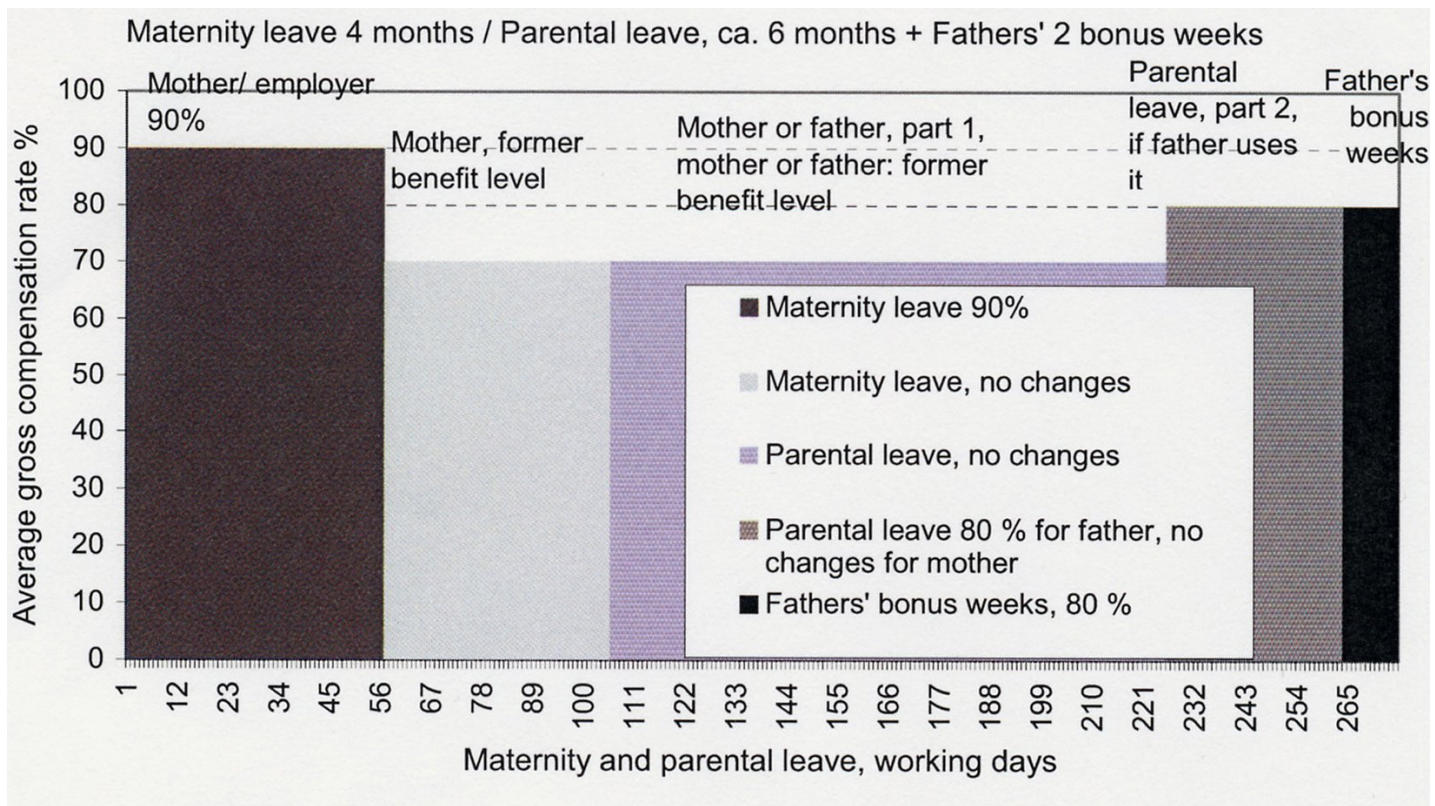
- Preparation in the tripartite working group
 - The labour market organisations and the state negotiated the practical compromise and the main guidelines for the Government's proposals
- Aims of family leave reform 2007
 - Encourage fathers to participate more in child care
 - Lower leave costs of employers
 - Equalise leave costs of employers between female and male dominated branches
 - Improve women's position in the labour market



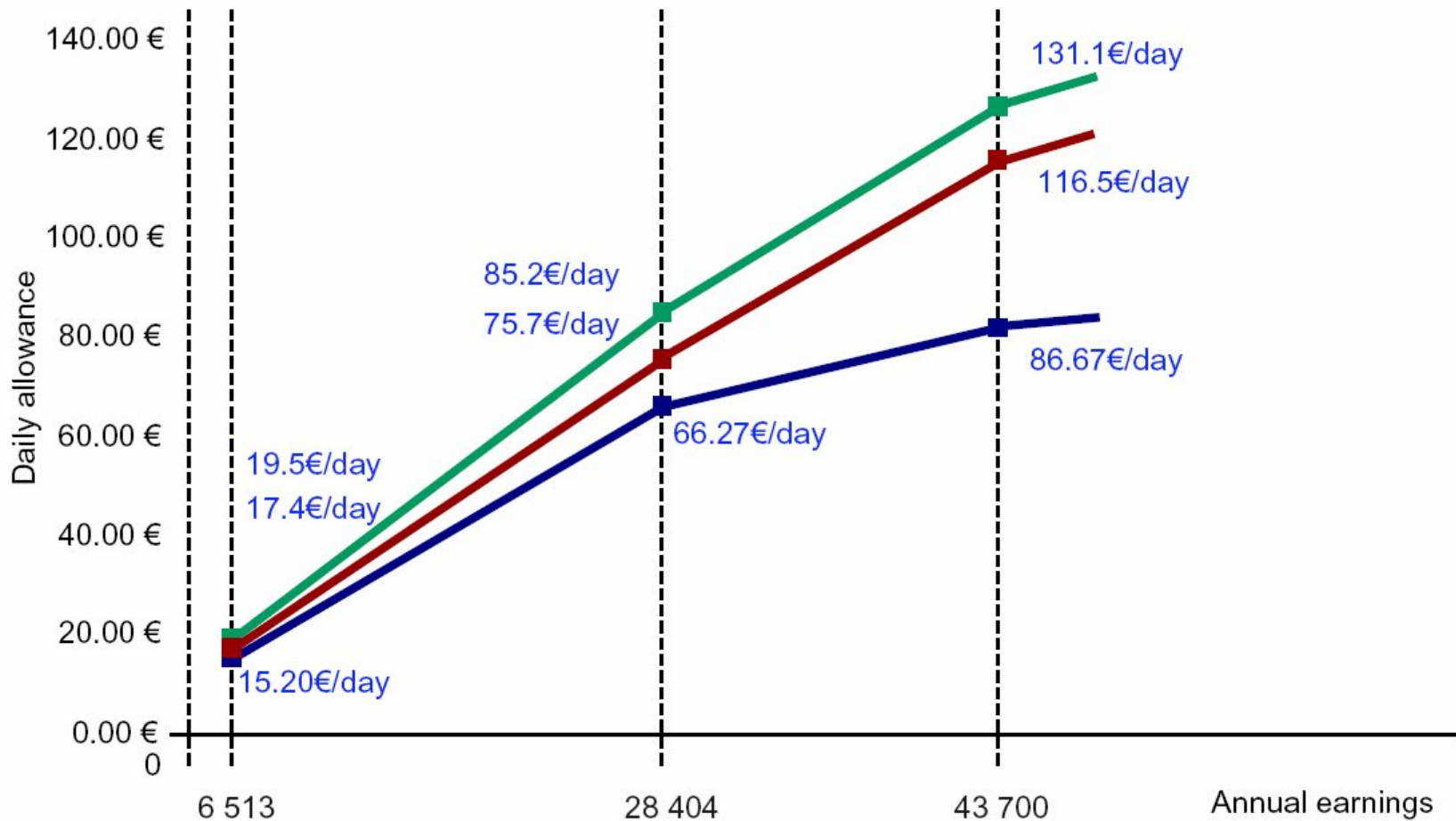
The Government's proposals (1)

- Increase of the maternity allowance
 - Replacement rate up to 90 % of income for the first 56 days
 - Benefits those mothers who don't receive full pay during the first months of maternity leave – 40 % of all mothers
- Increase of the parental allowance for fathers
 - Replacement rate up to 80 % of income for the first 50 days of the father's share of leave
 - No changes for mothers

New parental leave system in Finland



Replacement rate during different periods of parental leave





Present parental allowances and proposed increases during the initial periods (mean, €/month)

○ Mothers

- the present allowance = 1,150 €/month
- the increased allowance = 1,510 €/month (during the first 56 days of the maternity leave) + 360 €

○ Fathers

- The present allowance = 1,430 €/month
- The increased allowance = 1,730 €/month (during the first 50 days of the father's parental leave) + 294 €

- Recipients of minimum payments were excluded.



Debate on the different rate of compensation during parental leave for women and men

- The Ombudsman for Equality
 - The proposal goes against the Act on Equality between Women and Men
 - The principle of positive discrimination is irrelevant: men are not in a weaker position only because they use their right to parental leave less
 - The position of single and adoptive mothers is problematic as well
- The Government
 - Family leaves are intended to support the whole family, and the proposal gives an incentive for fathers to increase their contribution in childcare
 - The Attorney General: the proposed reform will improve the welfare of families, and therefore, it does not go against the constitutional principles on equality

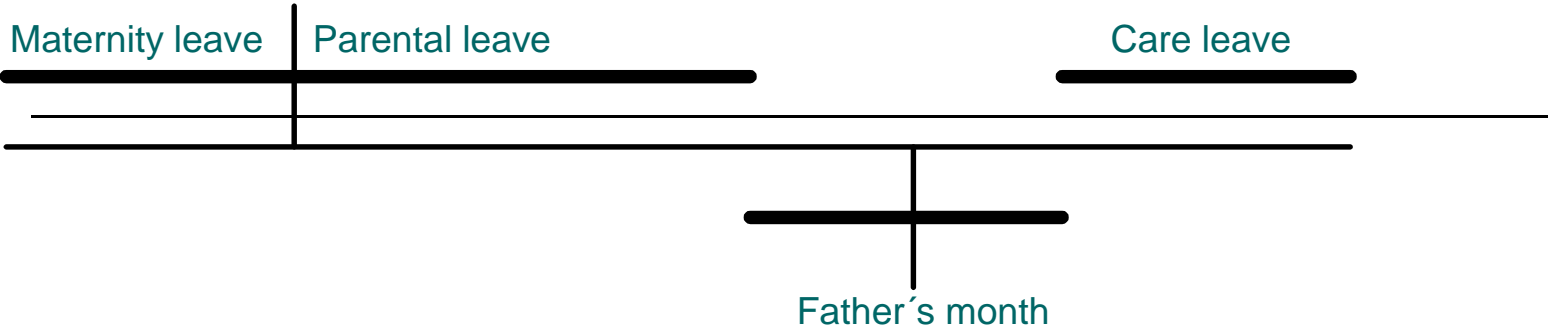


The Government's proposals (2)

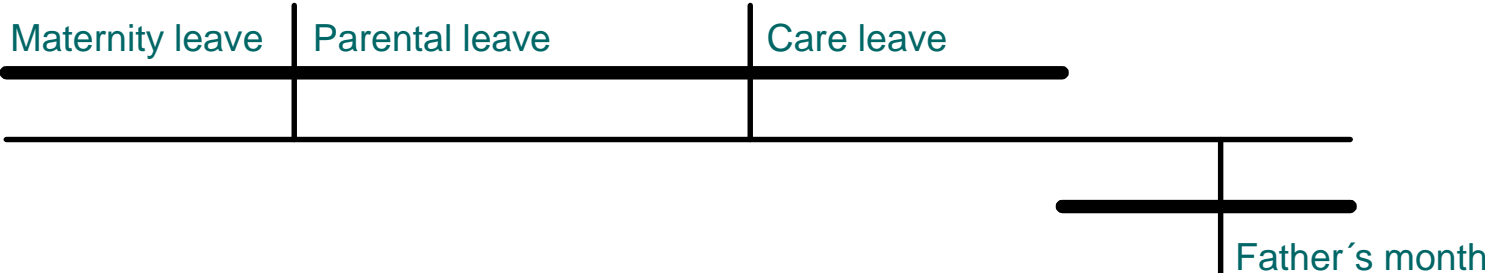
- **Better compensation of leave costs incurred by employers**
 - Those who provide full pay are entitled to a larger reimbursement from the state
 - Employers will be compensated in full for annual leave payments (including social security payments of employers)
- **Timing of the father's month more flexible**
 - Fathers could save up two last weeks of parental leave and two weeks of bonus leave and use them within 180 days of the previous parental leave period
- **Other proposals**
 - Rights of adoptive parents will be improved (parental leave from 180 days to 200 days)
 - Parental allowance will be paid also to registered same-sex partners



Present law



Reform of family leave





Conclusion

- **Complex structure of family leave**
 - People have difficulties to know their rights of leave and related allowances
 - An extra obstacle for fathers to use more family leaves
 - Detrimental to research and statistical work
- **Problems with the tripartite working groups**
 - Complexity is partly a consequence of the method of preparation that presumes consensus
 - Reforms in small pieces and not user-friendly
- **Unequal benefits**
 - Reform benefits mothers only moderately
 - More attractive for men due to their shorter leaves



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○ PARENTAL LEAVE IN SLOVENIA

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History of parental leave in Slovenia

- 105 days of maternity leave
- in 1975 141 days of childcare leave were added (the total of 246 days, or 387 days if 141 days were taken as a half-time leave)
- in 1986: the total leave of 356 days (of which 260 days could be used as 520 days of a half-time leave)
- end of 2001: 90 days of paternity leave (446 days altogether)



Women in the labour market

- Virtually every adult woman in Slovenia is employed (female activity rate, end of 2005: 53.5% ; 90.2% for women aged 25-49)
- Full time employment
- After the maternity and childcare leave, women return to their full-time jobs



Parental leave

Parenthood Protection and Family Benefits Act (2001, revised in 2006)

- Maternity leave (105 days)
- Childcare leave (260 days) – (or 520 days, if taken as half-time leave)
- Paternity leave (90 days)
- Adoption leave (120/150 days for the child aged 1-4 / 4-10 years, respectively)

After parental leave, a return to the former job is guaranteed.



Parenthood protection insurance


- In January 2007, two categories of persons will be added to those covered by the parenthood protection insurance:
- 1) farmers, their household members and other persons who have farming as their only or main activity (profession), if covered by mandatory pension and invalidity insurance, and
- 2) unemployed persons included in public works.



Since May 2006:

- The maternity leave must start 28 days prior to the foreseen delivery date (without the former possibility to start it 42 days before the delivery date), thus making the leave following the childbirth longer.

In case of medical indication, the pregnant woman may take the sick leave before the maternity leave.



Half of childcare leave is each parent's own right that may be transferred between parents upon agreement.

If the mother is a student below age of 18, one of the grandparents is allowed to take childcare leave.

Childcare leave is extended by 30 days if – at the birth of a child - parents already bring up at least two children up to age of eight; by 60 days if they bring up three children; and by 90 days if they bring up four or more children.

75 days of childcare leave may be taken till the child's age of 8 as a full-time or part-time leave, or by days.



Fathers on leave


Fathers are obliged to use at least 15 days of paternity leave till the child's age of six months (before May 2006: during maternity leave, i.e. till the child's age of 11 months), while the rest of 75 days can be used until the child's age of three (before May 2006: until the child's age of 8 years).


- childcare leave: 2.3% of fathers in 2004 (up to 1% in the 1990s)
- paternity leave: 72% of fathers in 2004 (15 days); 9% took more days



Wage compensation

- For entitlement to wage compensation, the person must be insured just before the day when the leave starts.
- From 2005, the eligibility to wage compensation during parental leave is also held by persons who were insured for at least 12 months in the last three years before the start of the individual part of parental leave.


- 
-
- 100% of the average monthly gross wage of the entitled person (or the average basis from which the entitled person was paying parental leave contributions) during the 12 months prior to the leave. If the contributions were paid during a period shorter than twelve months, the minimum wage is taken into account for the missing period.
 - During the first 15 days of the paternity leave, the father is entitled to 100% wage compensation, while for the rest of 75 days he is only paid the social security contributions based on the minimum wage.
 - Minimum: 55% of the minimum wage
 - Maximum: 2.5 times the average wage in Slovenia (not applied in the case of maternity leave)



In case of unused childcare and protection leave, there was a possibility to obtain the non-received amount of wage compensation (up to five monthly wage compensations) through

- payment for childcare services,
- payment of the housing rent or
- a housing purchase.

Abandoned in May 2006 due to complicated implementation



Possibility of part-time work for one of the parents, with the social security contributions based on the minimum wage being paid from the state budget for the difference to full time employment

- till the child's age of three - for those in employment and (since May 2006) also for the self-employed working at least 20 hours per week (including farmers)
- since January 2007: till the younger child's age of six, if the parent takes care of two children.

Since May 2006: **Social security contributions based on the minimum wage paid till the youngest child's age of ten, if there are four or more children in the family.**



Salary substitute has been received by about 85% of all mothers with children up to 11 months of age.

Parental allowance

- a lump sum benefit (171 €)
received monthly during one year
- granted to persons who are not eligible for the insurance-based wage compensation during the parental leave



LEAVE DEVELOPMENTS IN GREECE

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Athens, Greece

Slide 51

CK3 Evi Hatzivarnava Kazassi, Seminar on Leave Policies

KAZASSIS, 10/15/2006



THE CONTEXT

- Women's activity and employment rates
- Self-employment, small business, black economy sector, seasonal employment
- Demographic concern
- Large families- constitutional protection
- Care policies
- Strong gender division in care

FEMALE ECONOMIC ACTIVITY(15-64)

	1995	1997	1999	2001	2003	2005
Greece	44.6	46.6	50.3	49.7	52.2	54.5
EU (25 countries)		58.1	59.5	60.2	61.2	62.5

FEMALE ACTIVITY (15-64) ACCORDING TO AGE AND NUMBER OF CHILDREN

	2000 (Q1)	2005 (Q1)
1 child 0-14	52.5	58.1
2 children 0-14	56.3	61.8
3+ children 0-14	50.1	52.1
1 child 0-2	57.4	58.6
2 children, the youngest 0-2	52.1	58.6
3+ children, the youngest 0-2	46.5	44.1
1 child 3-5	60.7	63.8
2 children, the youngest 3-5	58.3	58.2
3+ children, the youngest 3-5	48.4	58.3



SELF EMPLOYED AS % OF TOTALLY EMPLOYED, 2005 (excluding farming, public administration and finance sectors)

	total	males	females
Greece	31.9 (highest in Europe)	36.3	22.1
EU (25 countries)	16.0	18.7	10.8



BLACK ECONOMY SECTOR

- Estimated:

Non declared employment: 17-20%
(one in three are immigrants)



“FLEXIBLE” WORKING RELATIONS

- 8-9% seasonal work contracts
- 6-7% time limited contracts
- 4-5% part-time contracts



DEMOGRAPHIC CONCERN

Fertility rate: 1,27 in 2002

Policy concern and response:

- Definition of large family from 4+ children to 3+ children (but disputes)
- Special incentives for families with 3+ children



LARGE FAMILIES

- Strong profile, constitutional protection
- Preferential treatment in policy

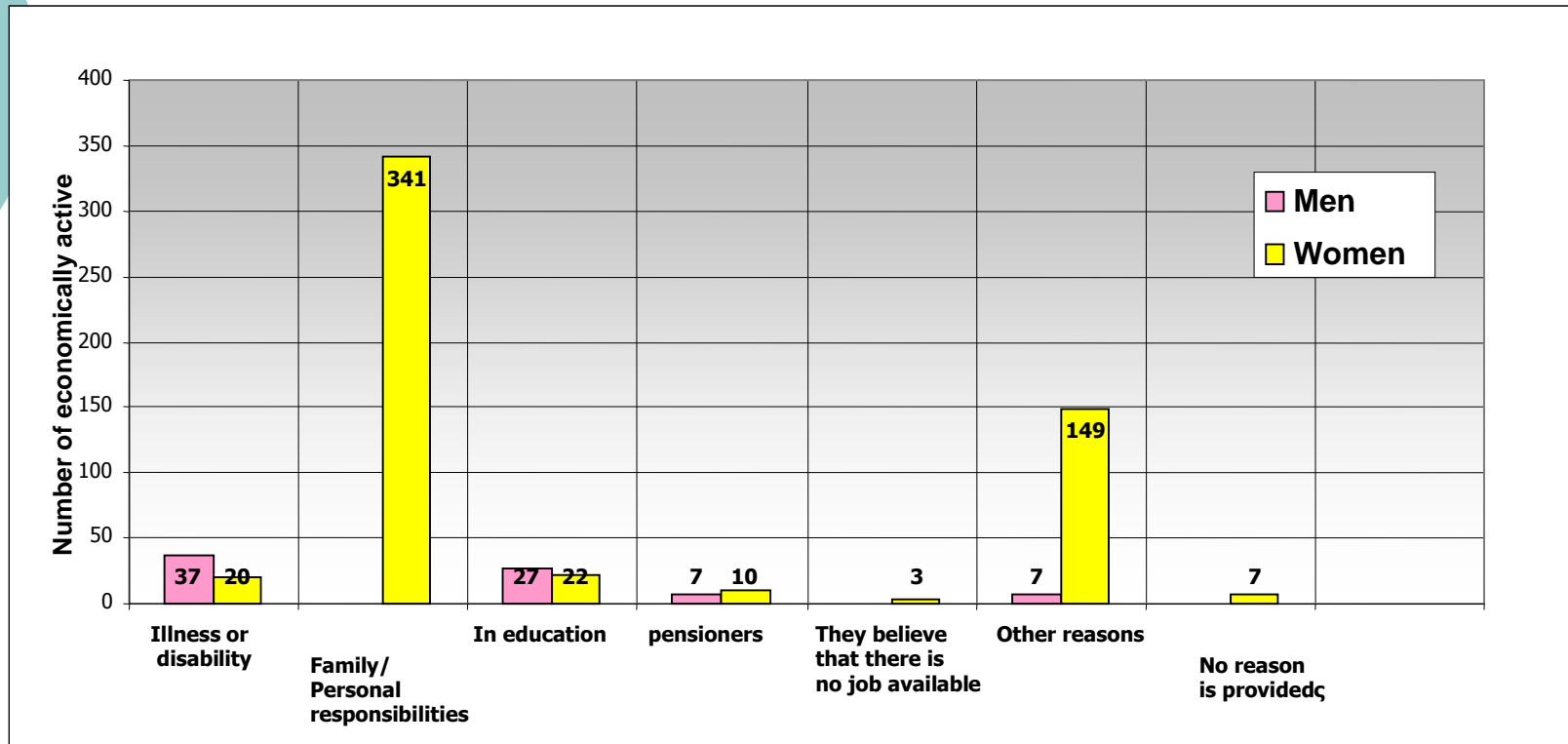


CARE POLICIES

- **For pre- school children:** public childcare facilities but not enough places for all, limited places for children below 2,5 (parents pay according to income)
- **For school children:** after school care but not everywhere, free
- **For elderly and disabled:** home-based support, but not everywhere, free

FAMILY CARE

Economically active (25-49) that do not seek work according to the reasons for not seeking work (000) (2005, Q4)





LEAVE IN PUBLIC/PRIVATE SECTORS

Basic common legislation but each sector can develop on that

- Public sector: Code of civil servants
- Private sector: Collective agreements between employees and employers. General National Agreement securing the minimum standards of all collective agreements



TWO DIFFERENT SECTORS, TWO DIFFERENT POLICIES

PUBLIC SECTOR

- More generous leave policy
- Leave provision not subject to employer's agreement

PRIVATE SECTOR

- Less generous leave policy
- Way of provision of some leaves: subject to employer's agreement



LEAVE PROVISION

PUBLIC SECTOR

Maternity leave: 5 months, paid

Childcare leave: reduced hours of work until the child turns 4 or 9 months continuously off work provided the total number of hours off work is the same, paid

Parental leave: up to 2 years, until the child turns 6, unpaid

PRIVATE SECTOR

Maternity leave: 17 weeks, paid

Paternity leave: 2 days, paid

Childcare leave: reduced hours of work each day for up to 18 months or, if parent/employer agree, taken in one (around 3 ³/₄ months) or more blocks of time provided the total number of hours off work is the same, paid

Parental leave: 3 ¹/₂ months for each parent, until the child turns 3 ¹/₂, unpaid



LEAVE PROVISION

PUBLIC SECTOR

Leave for visiting children's school:
4 days per year, paid

Leave for parents of children with disability: a) Reduced hours of work (one hour) per day, paid
b) For parents of children needing regular transfusion or therapy: 22 days per year, paid

PRIVATE SECTOR

Leave for visiting children's school: 4 days per year, paid

Leave for parents of children with disability: a) Reduced hours of work (one hour) per day, unpaid (only in companies with 50+ employees and until child turns 16) b) For parents of children needing regular transfusion : 10 days per year, paid

Leave for single parents: 6 days per year, paid for widows/ers or unmarried parents and 8 days per year if parents of 3+ children

Leave for children's illness: From 6-12 days per year depending on number of children, unpaid



TYPES OF LEAVE

Leaves	Public sector	Private sector
Maternity leave	+	+
Paternity leave	+	+
Childcare leave	+	+
Parental leave	+	+
Leave for visiting children's school	+	+
Leave for parents of children with disability	+	+
Leave for single parents		+
Leave for children's illness		

LENGTH OF LEAVES

Leaves	Public sector	Private sector
Maternity leave	5 months	17 weeks
Paternity leave	-	2 days
Childcare leave	9 months	3 $\frac{3}{4}$ months
Parental leave	2 years	3 $\frac{1}{2}$ months
Leave for visiting children's school	4 days	4 days
Leave for parents of children with disability	1 hour per day	1 hour per day
Leave for single parents	-	6-8 days
Leave for children's illness	-	6-12 days

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CK4

KAZASSIS, 11/2/2006

LENGTH OF LEAVES

PRIVATE SECTOR		
maternity leave	childcare leave	parental leave
paid	paid	non paid
4 months	3,75 months	3,50 months
PUBLIC SECTOR		
maternity leave	childcare leave	parental leave
paid	paid	non paid
5 months	9 months	24 months

FLEXIBILITY OF LEAVE PROVISION

Leaves	Public sector	Private sector
Maternity leave	When leave starts	When leave starts
Paternity leave	-	none
○ Childcare leave	Reduced hours of daily work or in one or more blocks of time	Reduced hours of daily work or in one or more blocks of time
○ Parental leave	May be taken in blocks of time	May be taken in blocks of time
○ Leave for visiting children's school	yes	yes
○ Leave for parents of children with disability	yes	yes
○ Leave for single parents	-	yes
○ Leave for children's illness	-	yes

CONDITIONS FOR LEAVE PROVISION

Leaves	Public sector	Private sector
Maternity leave	none	none
Paternity leave	-	none
Childcare leave	none	Employer must agree on way of provision
Parental leave	none	Up to a total of 8% of total number of employees each year; Employer must agree on way of provision
Leave for visiting children's school	none	none
Leave for parents of children with disability	-	Only applied in enterprises with 50+ employees
Leave for single parents	-	none
Leave for children's illness	-	none

PAYMENT OF LEAVES

Leaves	Public sector	Private sector
Maternity leave	yes	yes
Paternity leave	-	yes
Childcare leave	yes	yes
Parental leave	no	no
Leave for visiting children's school	yes	yes
Leave for parents of children with disability	yes	no
Leave for single parents	-	yes
Leave for children's illness	-	no

ELIGIBILITY

Leaves	Public sector	Private sector
Maternity leave	mother	mother
Paternity leave	-	father
Childcare leave	mother	mother or father
Parental leave	mother and father	mother and father
Leave for visiting children's school	mother or father	mother or father
Leave for parents of children with disability	mother or father	mother or father
Leave for single parents	-	mother or father
Leave for children's illness	-	mother and father



Consequences-Private Sector

Employers:

- The issue of who/how replaces the employee- who pays the cost



Reservations about employing mothers?

Parents:

- Loss of income (if leave not paid)
- Feeling of insecurity (about job position, career prospects)



Low take up



Consequences-Public Sector

Employers:

- The issue of who/how replaces the employee



No effect on employability of mothers

Parents:

- Loss of income (if leave not paid)



Low take-up of non paid leaves



TWO DIFFERENT SECTORS, TWO DIFFERENT PRACTICES

PUBLIC SECTOR

- Higher take up
- Take up according to parents' needs

PRIVATE SECTOR

- Lower take up
- Take up according to employers' (and parents') needs



HOWEVER.....

No data are available on take-up of leave in general, amongst mothers and fathers and in the various sectors of the economy.



TRENDS

- More types of leaves
- Greater length
- More flexibility in their use
- More are paid
- Introduction of paternity leave

Developments over time-Private Sector

Year	
1984	Law 1483: Parental leave, leave for visiting children's school, leave for care of children with disability, leave for children's illness
1984	Maternity leave extended to 14 weeks
1989	Maternity leave extended to 15 weeks
1993	<ul style="list-style-type: none">○Paternity leave (1 day)○Maternity leave extended to 16 weeks○Childcare leave more flexible, right for father (if not used by mother)○Parental leave facilitated (from 3 to 3 ½ months, until the child turns 3 instead of 2 ½, for enterprises with 50+ instead of 100+ employees)

Developments over time-Private Sector

Year	
1997 2000	Parental leave: Abolition of condition of size of enterprise <ul style="list-style-type: none"> ○Extension of maternity leave to 17 weeks ○Extension of paternity leave to 2 days ○Extension of leave for children's illness to 12 days (instead of 10) for parents of 3+ children
2002	<ul style="list-style-type: none"> ○Childcare leave for adoptive parents
2004	Leave for single parents Alternative way of provision of childcare leave: instead of reduced daily working hours, it can be granted in block(s) of time of equivalent time value
2006	Women that obtain a child through surrogate motherhood have the right to all leaves that relate to the care of the child, while both mothers have rights to reduced hours of work (childcare leave)



Presently discussed-Private Sector

- Payment of parental leave

The payment by the Family Benefits Fund of the daily wage of an unskilled worker to employees that receive parental leave as well as the payment of social insurance contributions

- Replacement

The development through the Employment and Training Fund of actions so that working women are replaced by unemployed people during maternity leave



Developments over time-Public Sector

Year	
1988	<ul style="list-style-type: none">○ Parental leave, leave for visiting children's school, leave for care of children with disability, leave for children's illness
1997	<ul style="list-style-type: none">○ Introduction of a 1-month paid leave to adoptive mothers○ Unpaid leave for disabled children changed to paid
1999	<ul style="list-style-type: none">○ Extension of maternity leave to 5 months (instead of 4)○ Extension of paid leave to adoptive mothers to 3 months○ Alternative way of provision of childcare leave: instead of reduced daily working hours, it can be granted in 9 consecutive months○ Parental leave extended to 2 years



Presently discussed-Public Sector

- Childcare leave
 - Fathers eligible too
 - To be extended by 6 months (if taken as reduced daily working hours) or by 1 month (if taken in a block of time) for single parents and parents with disability or by 3 months taken in a block of time in cases of the birth of a third child
- Parental leave
 - To be paid for 3 months for parents with 3+ children



German Parental Leave Reforms

Wolfgang Erler
anakonde

Daniel Erler
pme Familienservice GmbH

Tuesday, 25 September
2007

Parental Leave Introduction in 1986

- First introduction of paid leave periods for both parents
- 307€ unconditional flat rate for first 6 months - then means tested
- Initial 8 months paid leave was subsequently raised to 24, unpaid leave to 36 months

,the family policy innovation of the 1980s'

- concrete acknowledgement of child rearing's social and economic value
- possible involvement of both parents

HOWEVER

- Clearly intended to provide incentives for mothers to stay at home
- Maintained a male breadwinner logic
- Criticised for wanting to ,relegate women to the kitchen'

Parental Leave Reform in 2001

- during 1990s leave entitlements remained largely unchanged
- 1998 government turnover → major parental leave reform
- More flexibility:
 - 300€ for 24 months or 450€ for 12 months
 - 12 months unpaid leave can be spread over 8 years
 - Parents can take leave simultaneously
 - Up to 30 hours of part-time work possible
- Aim to raise the flexibility for working parents and facilitate labour market attachment
- HOWEVER: Benefit levels actually decreased and there were little incentives for fathers to take leave

normal policy adaptation  **rather than fundamental shift**

- Growing relevance of demographic and economic arguments in the political debate
- Tentative departure from three phased female life course model

Parental Leave Overhaul (2007)

- Reform announced by red-green government in 2005 but implemented by succeeding grand coalition of SPD/CDU
- clearly inspired by Swedish parental leave model
- Main features:
 - 12 months leave at 67% of prior wage (min 300€ / max 1800€)
 - 2 additional months if taken by the father (partner months)
 - Alternatively 24+4 at 33.5% prior wage (min 150€ / max 900€)
 - Low income support (below 1000€)
- Wage replacement, partner months and shorter leave periods have the explicit aim to:
 - Reduce length of female labour market exit (opportunity costs)
 - Facilitate fathers' leave take up

we are witnessing a  **family policy paradigm shift**

- Goal is no longer to maintain a male breadwinner/homemaker model but to facilitate female employment at least on part-time basis
- **Yet:** considerable criticism from the left and social conservatives → **fragile**

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Subject/stakeholders of the reform project

- A top-down reform, designed within the inner circles of the Social Democratic government (no grassroots pressure within the parties or the public)
- Not really taken serious by opponents and the media
- Pushed through within the conservative-led “big coalition” treaty of November 2005 by the old and the new family ministers, backed by the new chancellor and consented by the leading circles of both parties
- Clear support from the business community for demographic reasons and feared lack of well-trained women in the workforce – but no positive campaigning



Controversial Issues before introduction of the reform law in September 2006 - 1 -

- Fathers' Quota (2 months) heavily opposed in the media and within the rows of the Christian democrats
- „Self-determination“ of couples/parents on their private division of labour
- Compromise: adding the two father-quota months to the overall duration of paid leave



Controversial Issues - 2 -

- income replacement at 68% of earnings up to 1800 € instead of flat rate payment of 307 € said to be socially unjust (children of the well-off being higher valued than children of low-income families)
- reaction and compromise: a flat rate of 300 € for all recipients without market income before birth and growing percentage of income replacement for low incomes below 1000 €



Controversial Issues - 3 -

- Shorter period of allowance said to *FORCE* mothers of young children back to the labour market instead of giving them freedom of choice
- Male breadwinner model said to be extinguished by dual earner model: heavy opposition from young male christian democrats
- reaction and compromise: choice option installed for a reduced budget version of 24 +4 months



The new minister of family affairs - welcome target of envious projections

- Daughter of a christian-democratic State Prime Minister, with five children
- „Attractive, blond, long haired“
- Seven children, never housewife, after university degree working as a doctor and medical researcher
- A provoking personality for different lifestyle types:
- Male breadwinner families, men and housewives
- DINKIES and career women
- Middle-class and low-income people due to her message “It's easy and fun to have many children“



New paradigm: demography and fertility arguments as a basis of family policy

- In postwar Germany, demographic arguments were taboo due to German history (Nazi context of “dying people”, pro-natalistic campaigning and at the same time mass murder of Jews and population in occupied Eastern Europe)
- First introduced into political discourse by the former social democratic family minister



Unresolved: The childcare gap

- A serious childcare gap for under 3 – difficult to match for families after 14 months when parental allowance runs out
- New study of German Youth Institute DJI shows the amount of the gap (500.000 places for under three-year-old kids missing)



Thank You!

Tuesday, 25 September
2007



Parental leave and social inequality

Jeanne Fagnani (CNRS) and Danielle Boyer (CNAF)

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Access to parental leave and social inequality

- Income-replacement: flat-rate benefit or earning-related?
 - Sweden, 80% of previous salaries
 - France, low flat-rate benefit
- Income threshold => Consequences
- Eligibility critères => Consequences



PARENTAL LEAVE BENEFIT IN FRANCE (2006)

- 522 Euros per month if the parent does not work
- 397 Euros if the parent works part-time (less or equal to half-time)
- 300 Euros if the parent works between 50 and 80 per cent of full-time



Parents with only one child in France: Restrictions on Eligibility

- ELIGIBLE PARENTS: those who have worked for the two years preceding the birth (unemployed periods not included)
- OUTCOME: parents lacking a stable job or unemployed before the birth are excluded

Parents with 2 children on parental leave in France: breakdown according to the income level

	Full-time leave TOTAL = 100%	Part-time leave TOTAL = 100%
Very low income	<u>20</u>	3
Low income	<u>30</u>	13
High income	14	<u>33</u>
Very high income	14	<u>30</u>

Source : CREDOC, 2005






Leave policies in the Czech Republic: the current issues

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Motives for improvements in parental leave system

○ In the 1990s

- To release women from labour market
- Well-being of children

Recently

- pronatalist motives



Maternity leave

- 28 weeks (since 1987)
- 69% of gross daily wage (since 1993)
- Father could take maternity leave instead of mother only under exceptional circumstances



Parental leave

- Equal conditions for both parents were introduced since 2001
- Mother or father can take leave until the child's 3rd birthday
- Inconsistency in law related to parental leave and parental benefit: parental benefit is granted until the child's 4th birthday
- Parental benefit is a flat rate: in 2006 around €120 per month which is 20% of average gross wage



Recent changes in use of parental leave

- Since 2004 parents can work, full time or part time while receiving parental benefit
- Since 2001 parents can place a child under 3 years in a childcare facility for up to 5 days a month without losing parental benefit
- Since 2006 parents can place a 3 year old child in kindergarten for up to 4 hours each day without losing benefit



Family policy concept approved in 2005

- Confirmation of the direction introduced in the 1990s: rejection of de-familialist policies and emphasis on family responsibility in childcare
- As regards parental leave arrangements preference is given to well-being of children
- Modesty as regards the state support of childcare facilities for children younger than 3 years



Approved improvements in parental leave system since 2007

- Measures were prepared and approved within the election campaign in 2005-2006
- 1. the level of parental benefit will be doubled, thus it will make up 40% of the average gross wage
- 2. father will be able to take maternity leave instead of mother from the 7th week after the birth of the child



The current questions in research activities and political debate

- 1. How to involve fathers in childcare and family duties.
- 2. How to make parental leave system more flexible
- 3. Is there public demand for childcare facilities?



Farthers on parental leave

- In 2005 research was centred on the question „Why it is not attractive for men to stay at home with small child“
 - Financial situation
 - Opinion that childcare is preferable for women
- Negligible share of men on parental leave:
 - 2001 0,8%
 - 2005 1,5%
- In 2006 there is a medial campaign aimed to appreciate farther who have taken parental leave



Three – speed parental leave

1. to keep the current length of parental leave
2. to reduce the length of parental leave to 3 years together with the increase of parental benefit by 25%
3. to extend maternity leave together with an increase in financial compensation but at the same time to reduce parental leave to 1,5 year



Conclusion

- Parental leave arrangements support women to stay at home rather than support them to reconcile work and childcare.
- So far parental leave arrangements have failed to involve fathers in the childcare.





A review of work/family policies

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The review of w/f-policies

- what?
- why?
- how?
- some results
- (surplus) value?



A policy review: what?

- evaluation of related policies aimed at a specific societal problem
- problem, justification of government intervention
- goals, instruments, budget
- use, effects
- assessment of effectiveness and efficiency



A policy review : why?

- parliament demands policy rationality & accountability
- monitoring and evaluation of policies mandatory
- did policies help to solve problem?
- in an efficient way?




The review of w/f policies

- Pro's:
 - state-of-the-art report
 - stressing importance of w/f policies
 - possibility for reflection: changes, adjustments, lacuna's?
 - changing goals?
- Fears:
 - budget cut down
 - cancelling instruments



The review of w/f-policies: how?


- evaluation of leave / child care policies
- key figures (use)
- empirical studies (needs & preferences)
- international comparative effect studies
- more criteria for assessment i.e: freedom of choice, flexibility, comprehensiveness
- appraisal by two experts
- interdepartmental consultation



The review of w/f-policies: some results

- limited use of leave facilities: lacking 'sense of entitlement'; need for social innovation
- longer parental leave might be positive for labour participation women
- no leave for informal care / chronically ill

- childcare: accessible, satisfactory quality
- preference for child care at home / parents
- lower incomes: misperception of costs & quality



The review of w/f-policies: what next?

- in view of elections (11.22): no proposals, no scenario's, no dilemma's
- sent to parliament in September
- until now: no discussion, not on agenda




The review of w/f-policies: some dilemma's

- leave ~ labour participation?
- responsibility government ~ employer / employee?
- individual rights to leave ~ family rights?
- subsidies for children of working parents ~ all parents?
- higher subsidies childcare ~ better image childcare



The review of w/f-policies: surplus value?

- political programs: extended parental leave, free childcare, less financial support for one-earner families
- empirical basis for new ideas and their design
- more rationality, effectiveness & efficiency of w/f policies



Self-definition and self- presentation and the transgression of gender norms: the case of « at-home » dads

Lisbon Seminar
November 2006

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Contents

- Theoretical references
- Population
- Determinants of father's « decision »
- Costs of gender norms' transgression
- Strategies to maintain a positive self-image
- A phenomenological approach of masculinities
- Conclusion



Theoretical references

- Grounded Theory (Glaser & Strauss, 1967)
- Phenomenology (Schütz, 1975, 1976, 1982; Schütz & Luckmann, 1973, 1989) and social constructionism (Berger & Luckmann, 1996)
 - ⇒ Gender is a social construction
 - ⇒ Gender refers to typifications orienting the perception of the world of everyday life (Delphy, 2001)
- Socio-anthropology of masculinities
 - ⇒ Multiple masculinities and femininities (Kimmel, 2000; Connell, 1987, 1999, 2002)
 - ⇒ Power relations between masculinities (Connell, 1987, 1999, 2002)



Population

- 21 fathers living in Belgium, at-home to take care of their child(ren) during at least 6 months at full-time, with a professionally active female partner
- Varied socio-economic and demographic profiles but majority of highly educated fathers, with 2 or more children, the youngest being younger than 1 year of age, aged 25-40, living with a partner with a good employment position



Determinants of fathers' decision to become primary caregivers

Values in terms of childrearing, gender roles, time and quality of life	Work-related factors: Father's and mother's working conditions
Work-family balance-related factors	Calculation of benefits and costs
The role of the partner	Childhood socialization and attitude towards one's own parents' investment in childcare



Costs of gender norms' transgression

- = subjective accounts of reactions to at-home fatherhood.
- Calls-to-order in daily interactions:
 - Childcare is a female prerogative
 - Men “ought to work and provide for their families”
 - At-home dads are not “masculine”
- Gendered public spaces
- Gendered social networks

Strategies to maintain a positive self-image

Transgression:	Assumed	Circumscribed	Mediated
Self-Definition/ Self-Presentation	Capacity to distance oneself from critics Paid work no more central Living in accordance with values Self-image: more modern, more free, with better quality of life than others	Link with work maintained Multi-faceted identities Conformity to other masculine norms	Strategic management of self-presentation in interactions
Relation to the term « at-home dad »	Identification	Ambiguity Rejection	Ambiguity

»



A phenomenological approach to masculinities

- Refers to the establishment of the conditions of possibility and plausibility of self-definition as a « masculine » individual who assumes « feminine » tasks
- Requires to find in one's own vision of the world the elements demonstrating :
 - Men's capacity to take care of a child
 - One's own masculinity



When masculinity and feminity are viewed by individuals as two separate sub-universes of meaning

Gendered self-definition	« Traveller » category	Criteria for mobility
Masculinity	The cross-border	Gender difference maintained
Alternative masculinity	The member of a «national minority »	Common features with feminity
Androgyny	The holder of a « double nationality»	Equal inscription in masculinity and feminity
Feminity	The immigrant	Integration to feminity



Policy implications

- Relation of women and men's employment position in the family
- Which status?
- Importance of cultural and spatial barriers to men's involvement in childcare
- Challenges to gender identity – importance of encouraging alternative definitions of masculinity and femininity at a normative level



Theoretical implications: New definition of gender identity

- Masculine and/or feminine self-definition and self-presentation is the dynamic result of a tension between
 - the norms that are assigned in the social stock of knowledge to males (for masculinities) and females (for femininities) contributing to a typified comprehension of the world and orienting practices
 - and personal elements of identity through which individuals give meaning to their practices and can, in a reflexive process, question the link between masculinities/femininities, assigned norms and biological sex.





Parental Benefit in Estonia first years of experience

Leave Policies Network Lisbon 2006

Katre Pall

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Parental benefit

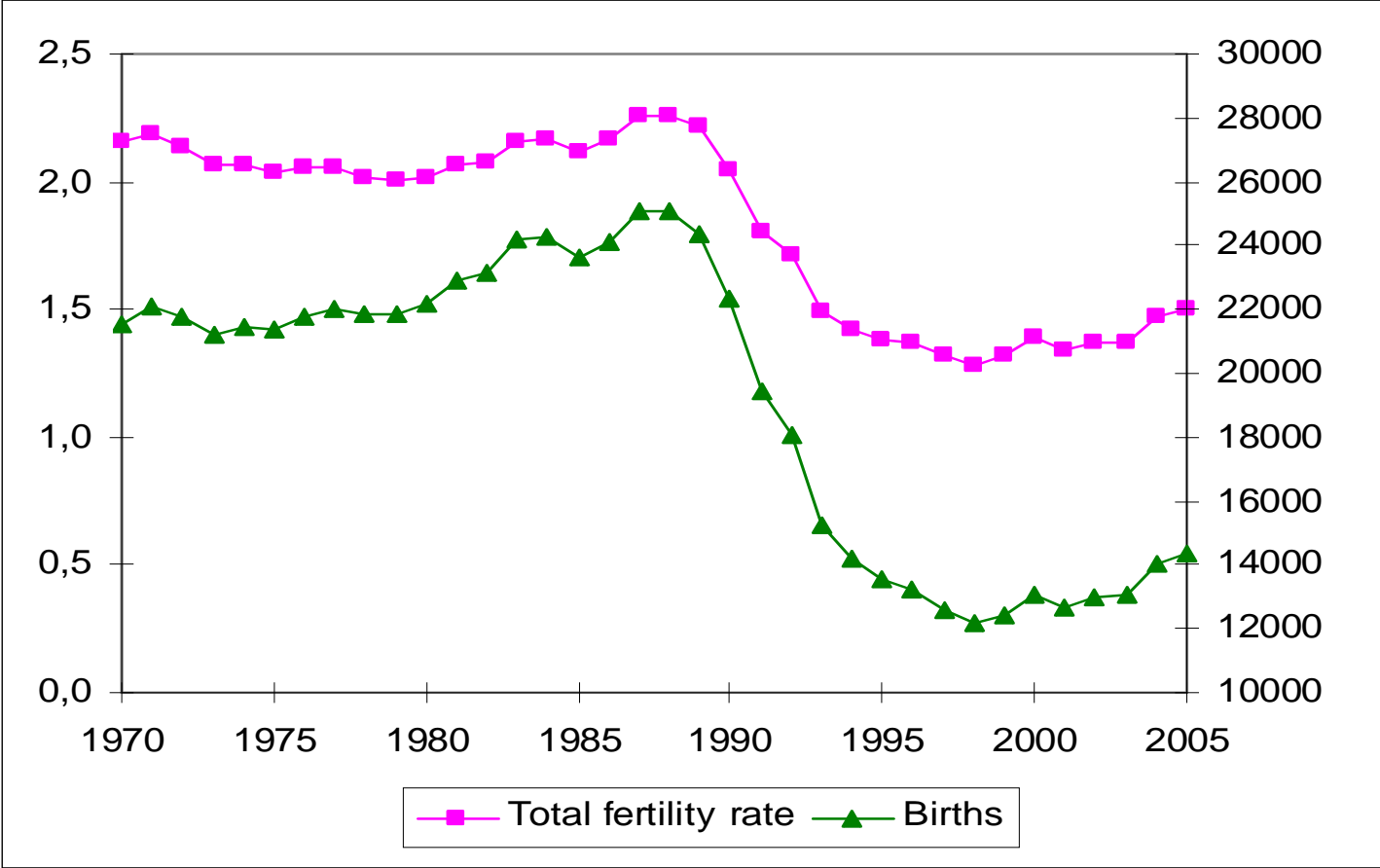
- The Parental Benefit Act was passed in 2004
- A new type of family benefit scheme for new parents
- Benefit is dependent on previous earnings – covers the opportunity cost of having children



Historic view

- SU: full compulsory employment of men and women:
 - Advanced childcare
 - Maternity and childcare leave
 - Since 1980s employment protected childcare leave for 3 years
 - Having children supported and socially accepted
- After gaining independence (1991):
 - Female employment rate dropped dramatically; today close to 60%,
 - Part time 7,5% with small children ; 14% without children
 - Many policy measures were abandoned; long low paid childcare leave remained

Total fertility rate and number of births 1970-2005



Source: Statistics Estonia



Policy reaction

- Salary compensation aimed to increase the birth rate through stopping postponement of giving birth
- No gender equality issues under discussion
- Benefit available for mothers only until the child reaches 6 months of age.



Parental Benefit scheme

- Paid at 100% of an average monthly income of a previous calendar year; upper limit set at 3 average wages
- Benefit rate for the parents who did not work 141 Eur in 2004; flat rate childcare benefit 45 Eur
- Benefit is paid at minimum wage for those who worked during previous calendar year but calculated benefit would be less; 10-20% more than benefit rate



Parental Benefit - duration

- Paid initially during 225 days:
maternity benefit + parental benefit
= 365 days of wage compensation
- 11 months if mother non-working

- Since 2006 payment was prolonged
for 90 additional days (455 days of
wage compensation at 100%)
- 14 months if mother non-working



Parental benefit

- Working is permitted
 - If salary exceeds benefit rate the benefit is reduced according to a special formula
 - If salary exceeds 5 time benefit rate, the benefit is not paid
 - 3-4% continue working
- Speed premium
 - If the next child is born within 2 and half years, the former benefit is paid, if higher



Research on impacts

- Research questions:
 - Whether the benefit has affected the number of births
 - Whether there is a different impact on women of different socio-economic status
- Combined data sources:
 - Medical Birth Register for births and socio-economic status of mother
 - Labour Force Survey
 - Pension Insurance Register for amount of benefit, number of children, previous income



Research – first results (2000-2004)

- The overall fertility rate has changed slightly.
- Increase in first, second and third births.
- Women with higher education have increasingly more children.
- The fertility behaviour of unemployed women has not changed.
- However, all these trends started earlier and cannot therefore be attributed to parental benefit



Research - first results

- Higher paid women give more births than before the parental benefit scheme.
- The change is especially explicit in case of second and third births.
- Can it be argued that parental benefit has an impact on employed women to have second and third child?



Thank you!

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Spanish developments in national leave policies and research

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**Annual Meeting of the Expert Network on
Leave Policies and Research**

Lisboa, November 10th 2006

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Policy developments at national level

2006 (new socialist gov. in 2004)

1. **New education law (May 2006):**
 - ✓ the 0-3 is again considered early education in the national framework regulation, still no funding commitment, coverage aiming at 33% (regional competence, diversity and plurality, no link with parental leave)
2. **New law on dependency (Oct 2006) for all citizens & residents, now under reglamentary development which means universal care services and provisions for dependants**
 - ✓ initial exclusion of the under 3s → after Parliamentary debate the under 3s are included by means of a 13th additional disposition, which foresees a specific regulation
 - ✓ new mechanism for the professionalisation of informal carers (in case no public services available, with wage and social security protection, no link to leave arrangements).
3. **Leave developments are now located in a project of law on Gender Equality presented by the Government at the Parliament (Oct 06)**
 - ✓ From the perspective of the child only 8 days of paternity leave (8+2) are added to the 16 weeks of paid maternity leave (high policy discourse on fathers, citizen initiative has started to ask for 6 months of maternity leave) paid by the Social Security
 - ✓ Responsibility on companies to develop gender equality plans (but most employees in small and medium companies)
 - ✓ The topic of precarious employment is not tackled by this reform (one third of employees are casual, most immigrants have been regulated in 2005, i.e. given residence and working permits, and labour law is promoting more stability). For ex. Unemployed and fix term are excluded from some benefits.
4. **Tax policy** is not altered from the perspective of families with children (tax payers and employed mothers with under 3's, receive more deductions than poor families or parents on PL, most tax benefits are for housing access to first property)



2006 Policy developments: innovation in the public sector and regional level

- ✓ In the logics of promoting employers and company developments, the central State has initiated a plan for state public employees (PLAN CONCILIA, December 2005)
 - ✓ 10 days of paternity leave
 - ✓ Many measures of flexibility
 - ✓ leave for adult care

- ✓ **New Catalan Law (Jun06) on reconciliation in the public sector (about 240,000 employees)**
 - ✓ One month of paternity leave at the end of maternity leave (besides 5 days at childbirth)
 - ✓ One year of one third of paid working time reduction after maternity leave
 - ✓ 80% earnings for one third of working time reduction (60% for half) in case children under 6 or seriously handicapped relatives



Politics of Leave Policies in Spain

1. **New family law (Jul 2005):** family diversity and new types of parenthood are now considered equal and integrated in social policy regulation (i.e. homosexual marriage and parenthood)
2. **Regional diversity:** The dual earner model has become majority in families with children (under 16, and still more under 5)(Census, 2001), with high regional diversity (the 2 extremes in Catalonia and Extremadura & Andalucia). This has a general impact, but also very concrete in early education coverage.
3. **The gender equality discourse,** which means basically women into the labour market: promoting early return to work of mothers after maternity leave (16 weeks, tax incentive mother loses if she takes the unpaid parental leave) (no so many active policies for young women)
4. **Emerging discourse on involving fathers in caring children** by means of using leaves and reconciliation flexibility measures (but no adding many resources, first case of dismissal of a father in the mass media)
5. **Emerging discourse and law on the role of companies and employers** (public employees are much benefited by this logic, and big competitive companies but most are in small and medium companies, and still many self-employed in Spain)
6. **Low visibility of children under 3s in state policies and public expenditure** (no funding commitment in early education for the 0-3 while improving 3-6; no significant funding improvement for leave arrangements –except that coverage increases as effect of maternal employment-; initial exclusion of the under 3's from the new dependency law, tax relief instead of cash benefits except in Catalonia and very poor one-wage families)
7. **Still no articulation between leave policies and early education and care** or with the new figure of paid informal carers for the elderly. **No visibility of informal childcare costs.**
8. **To Social Security Institution is inspired by preventing fraud and efficiency in management** (as a result the unemployed have limited right to maternity leave or sick leave) and has just initiated a new approach to research and evaluation (new fund for social protection research initiated in 2005/06), also the big reform on universal coverage of social services for dependants
9. **Although regulation effort of the new government for immigrants, Spain is still a country with high degree of informal economy and undeclared / informal work,** also in childcare home arrangements
10. **The most important divide in Spain is between insiders / outsiders (Public / private; citizens / no citizens)**



Research under way (2006/07)

2 Research projects funded by the Spanish Social Protection Research Fund and by the Catalan Government

- ✓ Data and indicators (exploring children perspectives)
- ✓ Policy evaluation from the perspective of users and families
- ✓ Regional developments
- ✓ Implementation of measures in different occupational profiles and public organisations (teachers, public administration, security public workers, health care) in Catalonia
- ✓ Cost-benefit analysis and interrelations with education and health (health risk prevention)
- ✓ Identifying the logics of the various policy actors
- ✓ Qualitative research at couple level
- ✓ Dissemination of international research and developments for Spanish audiences and in Spanish language (Web)

The measures implemented in the Catalan public sector since mid 2002 are being highly used amongst women and men. We are testing that male use of leave/family friendly measures can be very high in a specific Spanish context if they work as individual rights (i.e. in that case when the female partner does not work in the public sector), there is no loss of earnings, measures are flexible, and employment is well protected (as it is in the Generalitat of Catalonia administration). We are also researching on costs and benefits from the perspective of the employer.

June 2006 (preliminary data)	Catalan general public administration and services	Teachers in the Catalan public sector
% male employees	53%	29%
% male users of the paid one third working time reduction for the under 1s	50%	10%
% male users of working time reduction for children 1 to 6 (or handicapped) (earnings reduction, but less than proportional)	14%	6%
% male users of the whole various flexible measures	29%	8%



Parental leave and return to work in Australia: mothers' perceptions of changes in career opportunities

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- The survey reported in this presentation comprises Level 1 of the project. It was conducted in 2005 as a nested study within the Longitudinal Study of Australian Children (LSAC), which was initiated and is funded by the Australian Government through the Department of Families, Community Services and Indigenous Affairs (FaCSIA) and is being conducted in conjunction with the Australian Institute of Family Studies (AIFS) and a consortium of research agencies and universities. None of these organisations is responsible for the use of data in this presentation.
- Data from the survey will be publicly released and available to researchers for a nominal fee before the end of the year.
- I am grateful for a month's visiting status at Thomas Coram Research Institute in October 2006 which provided me with the time to focus on this research.



The *Parental Leave in Australia* survey

- The *Parental Leave in Australia* survey was distributed to the Infant Cohort of the Longitudinal Study of Australian Children (LSAC) in 2005. The Infant Cohort is a random sample of infants born between March 2003 and February 2004 which in effect provides a sample of their parents/families.
- The cohort includes 5107 families recruited from a sampling frame provided by Medicare Australia. The initial response rate in recruiting this cohort was 64% (all tables in this presentation are weighted to account for non-response bias).
- The response rate to the *Parental Leave in Australia* survey was 70%. It was conducted in conjunction with Wave 1.5 of LSAC.
- The dataset has information 3568 families, most of which are couple families with valid responses on the employment patterns and leave usage of mothers and fathers. Statistical estimates in this presentation are based on sub-populations within this group.



Leave taking patterns with the birth of child – setting the Australian context

- No universal paid maternity/paternity leave in Australia, public servants and employees of some private companies have access to paid maternity leave (up to 14 weeks in the public sector, typically around 6 weeks in private companies with paid parental leave policies)
- Statutory 'parental leave' provision is for 52 weeks unpaid leave available to the child's 'primary carer' (may be shared by mother and her partner)
- *Parental Leave in Australia* survey data show that among mothers of babies born March 2003-Feb 2004 who were employed in the 12 months prior to the birth:
 - 34% took some paid maternity leave, for an average duration of 11 weeks (Among this group, 17% took their pay at half-rate to double their length of leave, a practice more common among first time mothers)
 - 53% took some unpaid maternity leave, for an average duration of 35 weeks;
 - 69% took combinations of paid and unpaid maternity and/or other forms of leave, with the longest average duration among different combinations around 51 weeks;
 - 27% took no leave (the majority of these exited the labour market with the birth of the child).



Research questions

Within this context:

- Do women return to work earlier than they'd like?
- Are they making significant changes to their employment status on return to work?
- Are these changes, and the length of leave taken, associated with reduced career opportunities or earnings?

Informed by:

- Debates in literature over optimal length and type of leave
- Conflicting empirical findings on the impact of leave taking on women's careers and factors that influence 'penalties' on return

Table 1: Timing of return to work after the birth of child, mothers of children born March 2003-February 2004 who were employed in the 12 months prior to the birth, Australia

	Percentages	Cumulative percentages
Up to 3 months	10	10
3 up to 6 months	13	23
6 up to 9 months	13	36
9 up to 12 months	16	52
12 up to 15 months	10	★62
Did not return within 15 months	★38	100
Total N		2339

Table 2: Percent returning earlier than they would have liked, mothers of children born March 2003-February 2004 who returned to work within 15 months, Australia

	Timing of return to work					
	Up to 3 months	3 up to 6 months	6 up to 9 months	9 up to 12 months	12 up to 15 months	Total returning within 15 months
% returning earlier than they wanted to	43	55	★ 55	33	28	★ 43

Table 3: Changes in employer or occupation after the birth of a child, mothers of children born March 2003-February 2004 who returned to work after the birth, Australia

	Percent	N
With the same employer and in the same job as before	55	1046
With the same employer but in a different job	15	284
With a different employer but in same occupation	8	146
With a different employer in a different occupation	9	162
Continued in self-employment	10	193
Changed to self-employment	3	64
Total	100	1895

Table 4: Changes between full-time and part-time work, mothers of children born March 2003-February 2004 who returned to work after the birth, Australia

Working hours during pregnancy	Working hours on return		
	Full Time	Part Time	All (N)
Full-Time	30	★ 70	100 (1007)
Part-Time	3	97	100 (885)
All	17	83	100 (1892)

Table 5: Changes in permanency of employment contract, mothers of children born March 2003-February 2004 who returned to work after the birth, Australia

Permanency of contract during pregnancy	Permanency of contract on return			
	Permanent	Casual	Fixed-term	All (N)
Permanent	83	15	2	100 (1213)
Casual	11	86	2	100 (298)
Fixed-term	19	29	52	100 (79)
All	67	29	5	100 (1590)

Figure 1: Perceptions of career opportunities on return to work by changes in employer and occupation; mothers of children born March 2003-February 2004, Australia

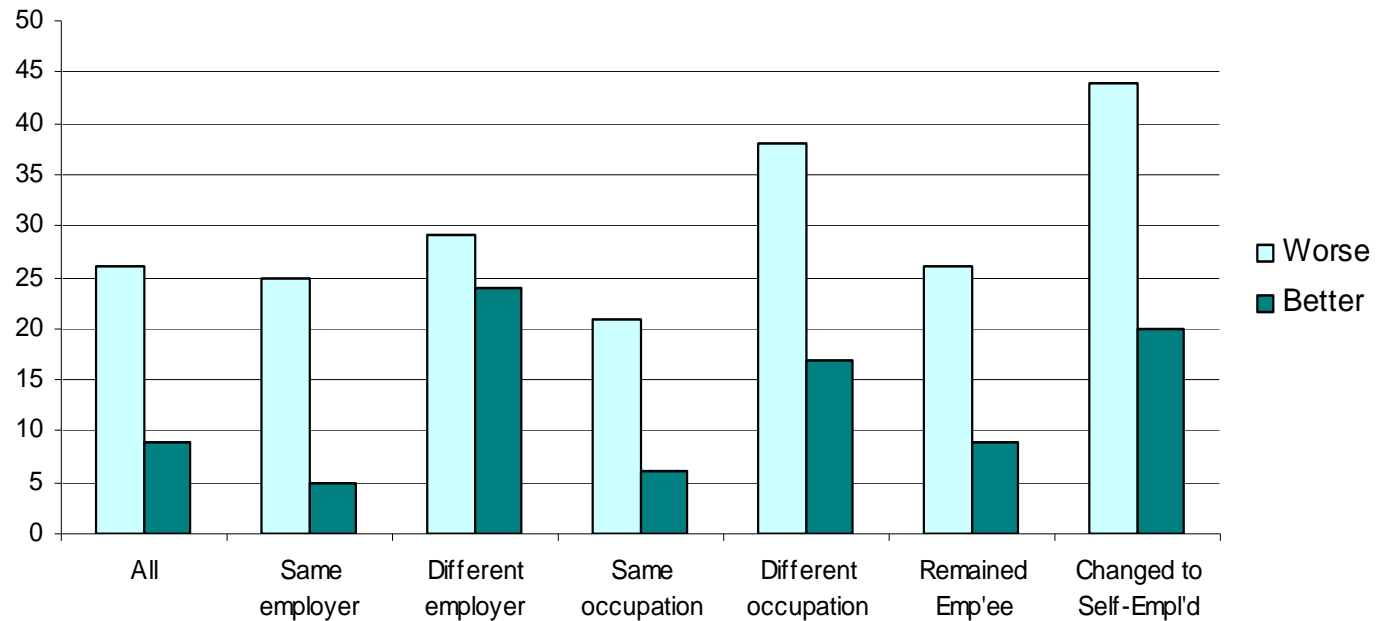


Figure 2: Perceptions of career opportunities on return to work by changes in working hours and permanency; mothers of children born March 2003-February 2004, Australia

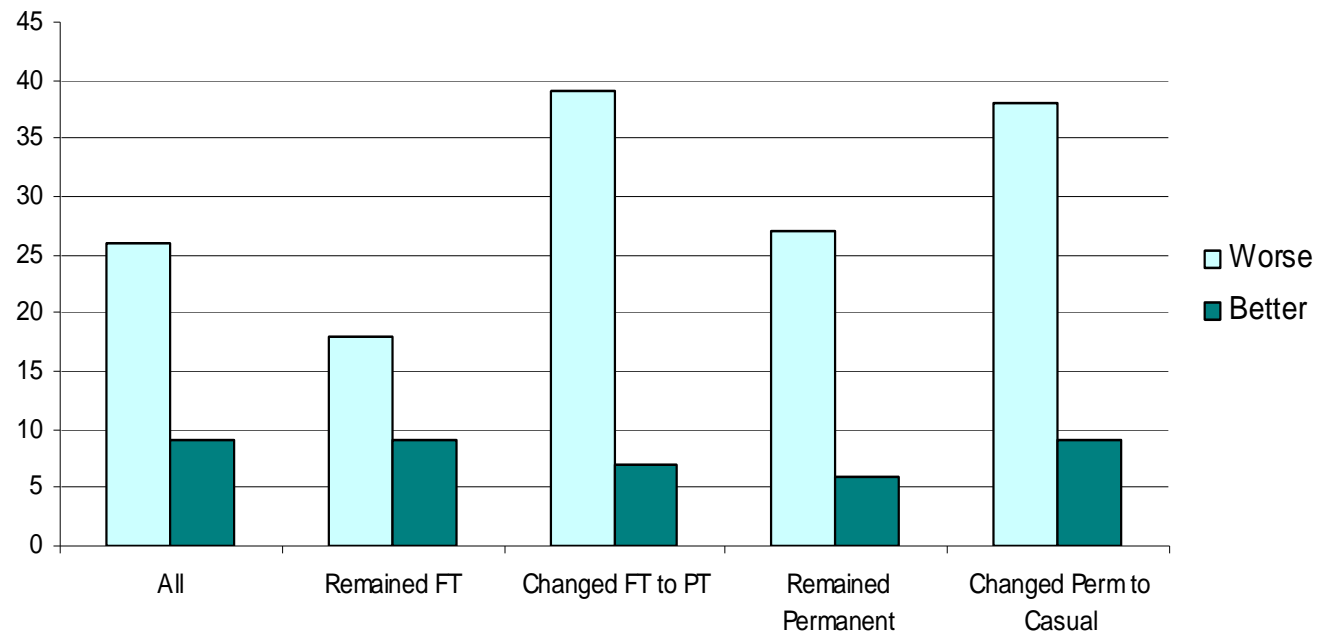


Figure 3: Perceptions of career opportunities on return to work by length of leave taken; mothers of children born March 2003-February 2004, Australia

