



***Leave policy in Poland –
opinions of users and employers***

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topics for discussion

I. leave take-up - poor statistics, the survey data

- Who takes up parental leaves?
- Why parents did not use the leave?

II. preferences for measures aimed at reconciling work and family

- Which policy measures are considered as important?

III. duration of leaves, possible ways of its prolongation

- Users' and employers' opinion

IV. Returns to job after parental leave

V. Shortages in care facilities



- reconciliation of work and family


- the Eurostat survey, a module of the LFS, 2nd quarter of 2005

- part-time work, work organisation, child care arrangements, parental leave, care patterns

- mothers in the labour market

- The survey of non-random sample of mothers, November 2006, n = 1000 of women, employed in non-agriculture sector, who gave a birth in the years 1995 – 2004; 71% aged 25-34 and 19% aged 35-39; 98% living in cities; 34% with university education and 45% with post-secondary and secondary education

- the survey of employers

- the random sample of n=1000 firms, November – December 2006, representative by firm size
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parental leave take-up (2005)

- during the last 12 month:
2.5% of men / 49.9% of women took the leave
 - 97.1% only leave (no employment)
 - 92.9% without any breaks,
 - 80% full leave (three years)
- allowance received by 69,3% women, (more frequently mothers in rural than urban areas 81.9% and 64.3% resepctively)
- the higher the education level the lower share of paid leavers

Reasons to resign from parental leave

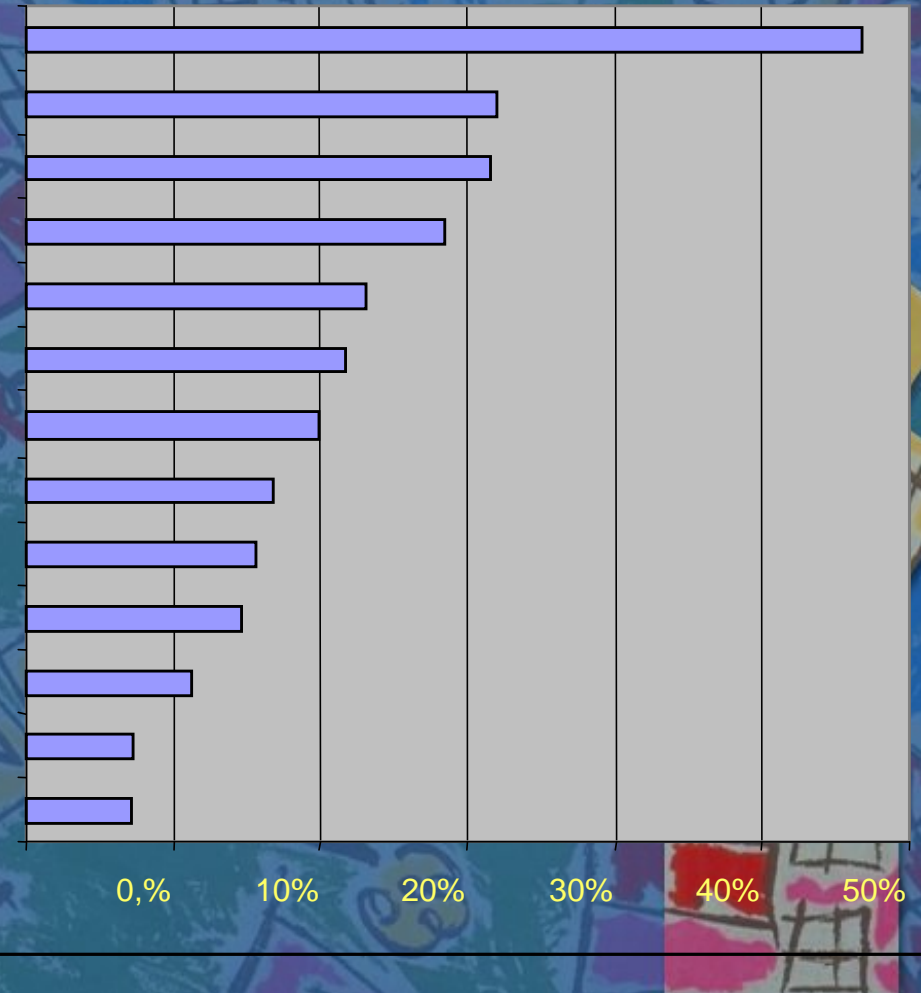
reason	all	females	males
No allowance/ too low*	22.1	29,6	14,3
No flexibility to choose the leave period	2,3	2,1	2,3
Negative effects for social insurance	1,3	1,2	1,6
Negative effect for career	16,9	19,8	14,3
Preference for work due to other reasons	16,7	17,3	16,0
Other reasons	40,7	30,0	51,5

*400 PLN per month (around 110 EURO, up to two years)



Policy measures selected as important (percentage of mothers)

- Parental leave paid without income testing
- Flexible working time for parents of small children
- Tax relief for parents with dependent children
- Higher family allowance
- Higher family allowance for low income families
- Declining costs of children's education
- Part-time work for parents of small children
- Better housing conditions for families with children
- Birth grant
- More places in kindergartens
- Development of care facilities for school age children
- More places in creches
- Mean testead family allowance



The survey on mothers, 2006

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- mostly preferred policy measures, irrespectively of age and education of mothers (I)

paid parental leaves without income testing

flexible working time for parents and

lower income tax for parents

- Higher family allowance (II)
- Part-time work for parents of small children (III)
- Measures aimed at lowering costs of education (III)

surprisingly low preference for institutional child care

Evaluation of the parental leave duration

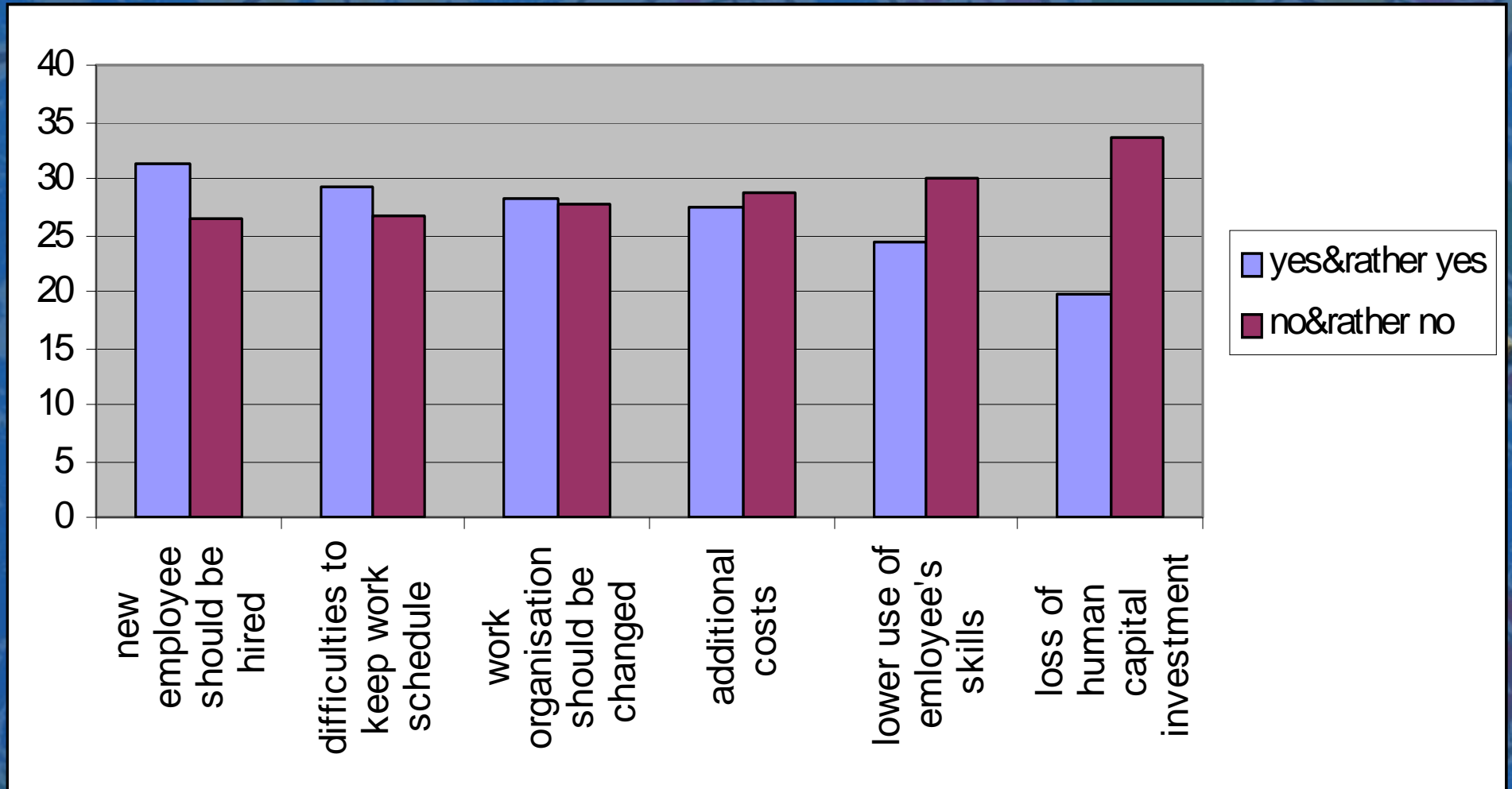
mothers

- the length is accepted by **84%**, too short – nearly **15%**
- *how to prolong the leave?* **97%** opted for additional months for parents (3% for fathers only)
- *leave entitlement for grandparents:* **63%** „NO” ; (41% of mothers aged 20-29 supported that solution vs. 34% of aged 30 and more)

employers

- the length is accepted by **92,3%**, too short – **3,4%**, too long – **4,3%**
- *how to prolong the leave?* A majority opted for additional months for parents.

Effects of parental leave prolongation according to employers' opinions



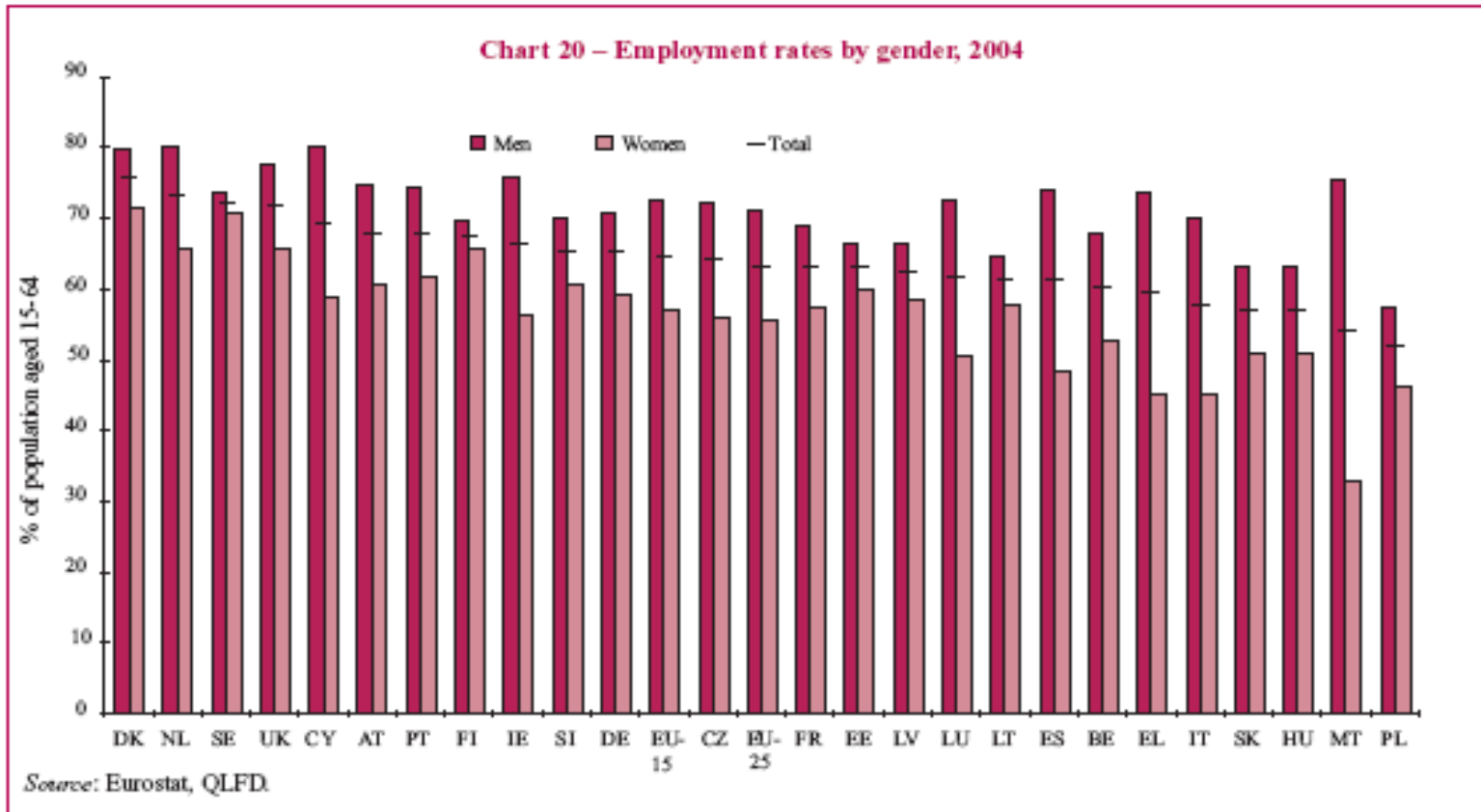
evaluation of the maternity leave duration (16-18-26) (18-20-28)

mothers

- the length is accepted by 24%, too short – 75%
- how to prolong the maternity leave?
 - additional obligatory weeks for parents 37%
 - additional weeks voluntary used by parents 34%
 - additional obligatory weeks for a mother only 27%
 - additional obligatory weeks for a father only 1%

employers

- the length is accepted by 67%, too short – 31% (more often by public sector firms), too long – 2%
- how to prolong the maternity leave?
 - additional weeks voluntary used by parents 41%
 - additional obligatory weeks for a mother only 26%
 - additional obligatory weeks for parents 23%



ER males – min: PL, SK, HU; max: DK, NL, MT, CY, UK

ER females – min: Southern Europe, PL (around 50%), SK, HU;

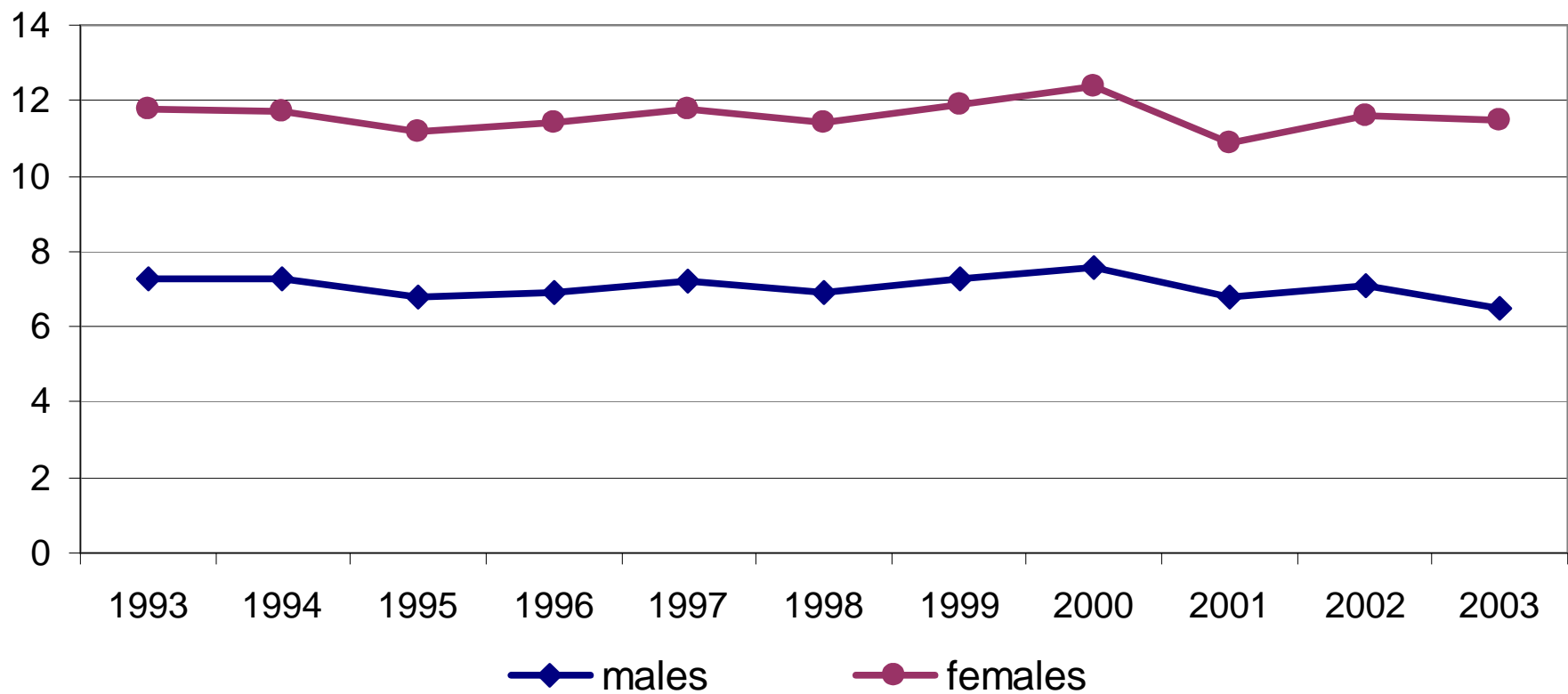
max: DK, SE, (above 70%), FI, UK



Part-time employment in Poland.

LFS data

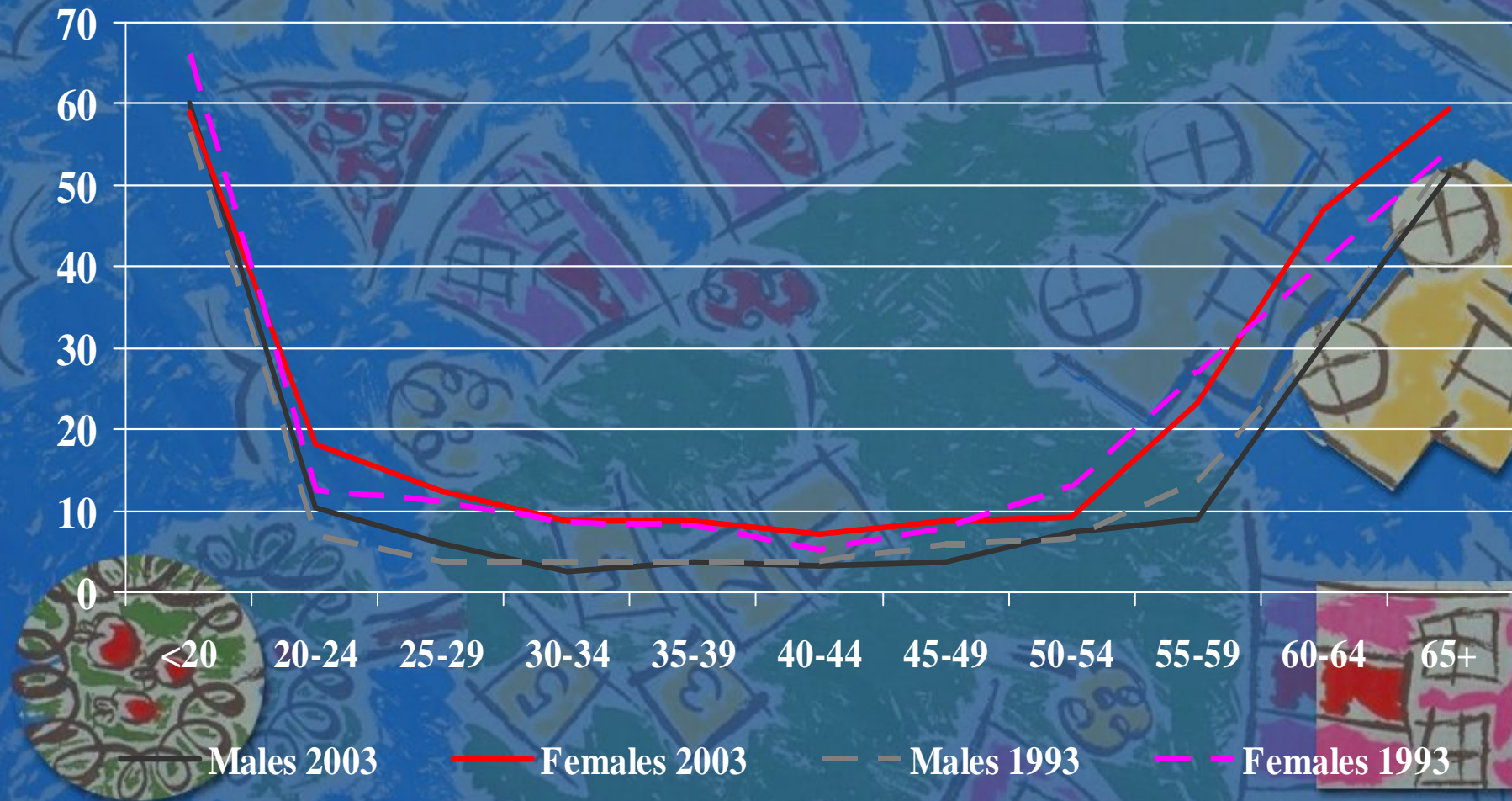
**Part-timers as a percentage of total employment,
15-64**



Source: Matysiak A., 2005a, Part-time employment in Poland – family friendly employment form or a mere alternative for the low-skilled?, the paper for the LOWER Annual Conference, Mannheim 15-16.04.2005.

Part-time employment in Poland by age and sex (LFS data)

Part-timers as a percentage of total employment



Source: Matysiak A., 2005a, Part-time employment in Poland – family friendly employment form or a mere alternative for the low-skilled?, the paper for the LOWER Annual Conference, Mannheim 15-16.04.2005.

Returns to work after parental leave

- After 71% job breaks mothers came back to job, others in half moved to unemployment and in half to inactivity
- Permanent job contract – after 78% of breaks mothers returned to job (the same firm 71%, another firm - 7%).
- Temporary job contract, terminated during pregnancy – after 57% of breaks mothers moved to unemployment and inactivity (no obligation of employers to guarantee a job)
- Temporary job contract, not terminated during pregnancy – after 48% of breaks mothers moved to unemployment and inactivity and after 39% of breaks returned to the same employer
- Education really matters – only after 13% of job breaks mothers with tertiary education moved to unemployment or inactivity, nearly 30% mothers with secondary education, 40% with lower education (returns to the same employer)

The use of different reconciliation measures by age of employed

Age	Percentage of employed, who cannot use:			
	Flexible working time	Breaks during the working day	Work at home	A free day outside of the holiday
18-29	46.2	42.0	87.2	60.6
30-44	42.1	34.4	83.4	56.8
45-64	37.5	29.7	80.7	52.5
Total	41.3	34.3	83.2	56.0

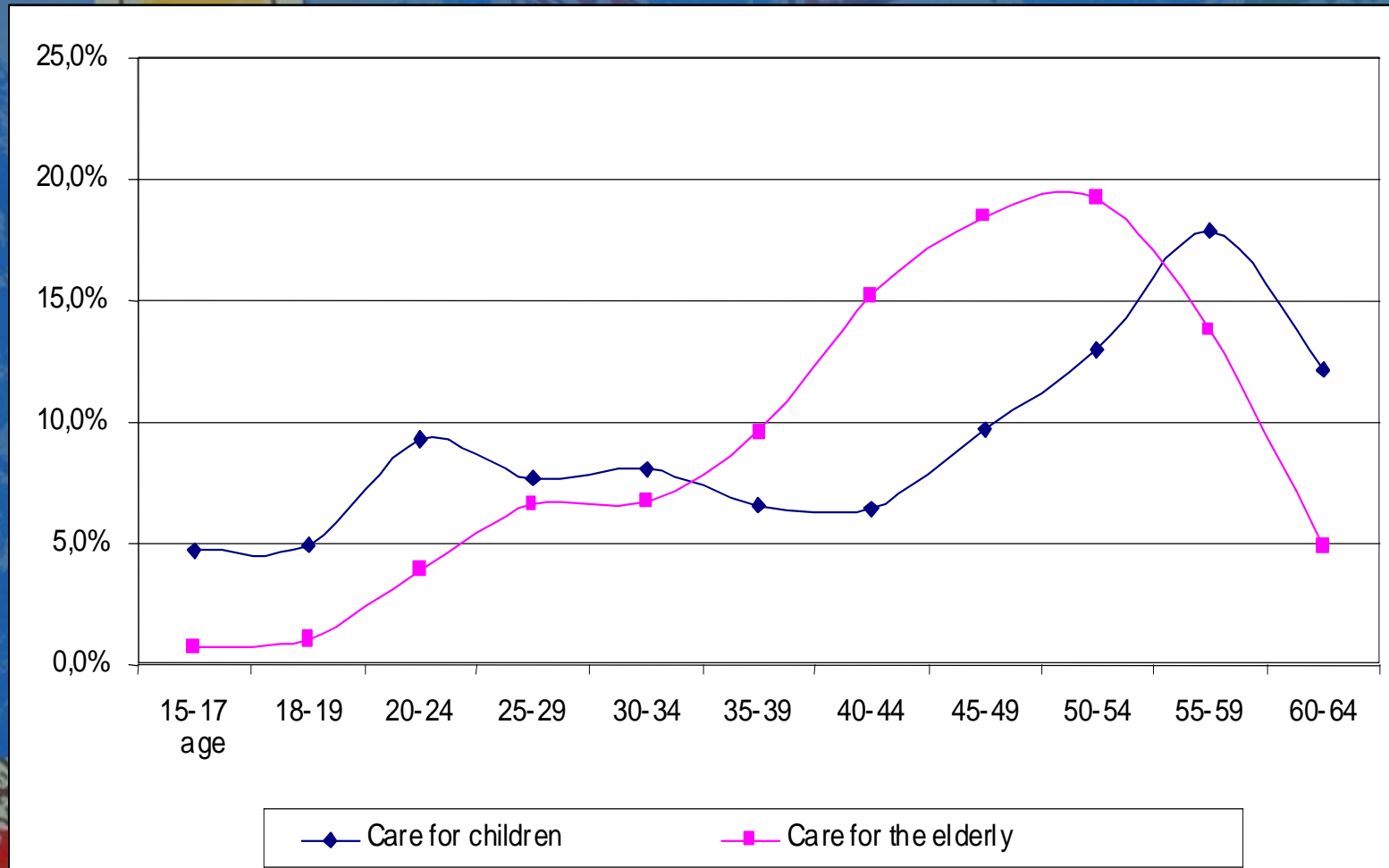
Reconciliation between work and family survey, 2005

Employed parents of children aged up to 14 by care arrangements

Care arrangements	Total	Fathers	Mothers	Alone parents
Public care centers	16.4	13.7	19.6	20.7
Private care centers	0.6	0.5	0.7	0.0
Paid carers	1.8	1.5	2.2	0.8
Partner	34.2	47.7	19.4	-
Relatives – members of the same households	17.8	12.9	22.0	40.1
Relatives, living in other households	14.2	11.6	17.8	14.0
Friends	0.5	0.4	0.7	1.2
No use of any care	14.6	11.6	17.8	22.3
Total	100.0	100.0	100.0	100.0

Reconciliation between work and family survey, 2005

Persons caring for children up to 14 (not own children) and the elderly



Reconciliation between work and family survey, 2005

Conclusions:

- Preferences for paid parental leave without income testing, incentives for fathers, however concerns related to job prospects
- Preferences for flexible working time
in the context of the rigid labour market and under-developed care facilities and relatively traditional gender relations
- Changes in patterns of use existing regulations on parental leave - more flexible attitudes among parents and employers
- Needed attitude change with respect to institutional care
- More focus on work-family reconciliation issue in public discourse and the intended changes in family policy