Major economic dimensions of leave policies

Tindara Addabbo

tindara.addabbo@unimore.it

International Network on Leave Policies and Research

Bologna 7-8 October 2010

Major economic dimensions of leave policies

Leave policies and well-being

an evaluation based on well-being
gender evaluation of policies

T. Addabbo, D. Lanzi and A.Picchio (2010) Gender Auditing in a Capability Approach' forthcoming in *Journal of Human Development and Capabilities,* Vol. 11, Issue 4, November 2010.

Leave Policies should be evaluated from two interconnected points of view:

Gender inequalities

well-being as a complex of equal opportunities

Leave policies and well-being

Children capabilities:
- Love and affection
- Play
- Cognitive
- Living an healthy life
- Being well fed

Connected to parent's capability of caring...

Parents' capabilities of
- working
- caring for others
- social interaction
- living an healthy life

The effect on the development of capabilities is related to

- the leave's design
- the extent of intra-household gender inequalities in terms of time allocation
- the extent of gender inequalities in the labour market (wage differentials at the disadvantage of women, employment segregation)
- the work-place degree of awareness of work-life balance issues
- the system of child-care services

Leaves and capabilties

The interaction of institutional 'conversion factors' requires the assessement not only of the leaves design but also of:

- ✎ child-care services
- ✎ home care payments
- ✎ labour market policies

The case of Italy

- Gender differences and inequalities
- Parents on leave
- Behind the figures
- Policy proposals

Employment rates by gender and regions. 2008. ISTAT LFS data

	Modena	ER	Nord	Centro	Sud	Italia
M	79,6	78,2	76,2	73	61,1	70,3
F	62,3	62,1	57,5	52,7	31,3	47,2
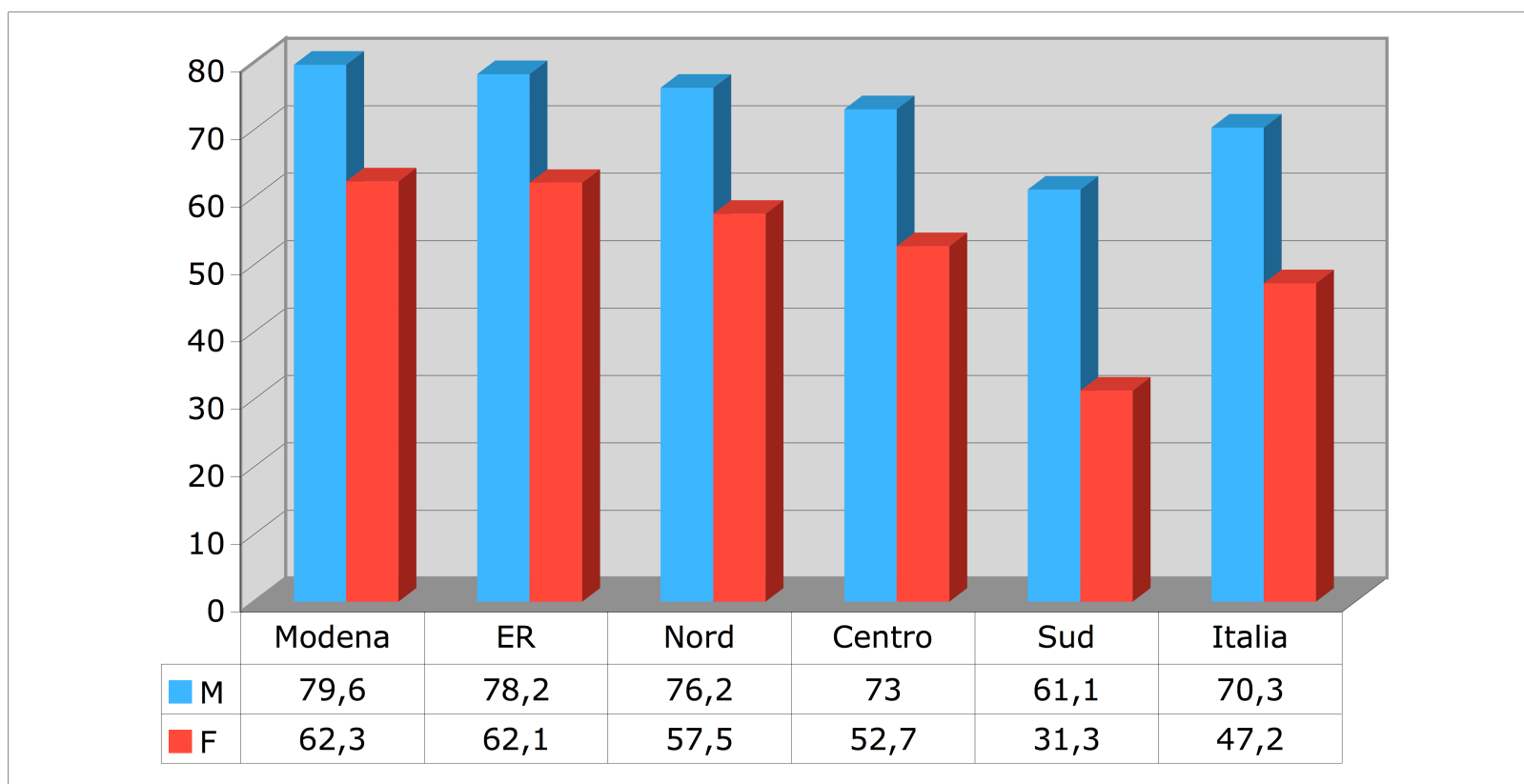
Leaves and gender inequalities in wages and allocation of time

- The higher is the gender wage gap and more unbalanced is the distribution of unpaid work, the higher is the risk that without a non-transferable parental leave and with a low wage replacement or flat rate
- fathers' take up of parental leaves will be low with an increase in gender inequalities and an uneven development of parents' capabilities

Gender wage gap
## Source: Olivetti and Petrongolo (2007)
www.lavoce.info

	Wage gap	
	without sel.	imputed
Portugal	0,088	0,283
Italy	0,067	0,268
France	0,124	0,161
US	0,339	0,35
Denmark	0,119	0,08

Type of job by gender and area
Modena (Icesmo 2006) and Italy (SHIW 2006)

	District of Modena			**Italy**		
	Men	Women	Total	Men	Women	Total
Full-time	98,49%	75,90%	87,65%	96,38%	79,77%	89,33%
Part-time	1,51%	24,10%	12,35%	3,62%	20,23%	10,67%

Source: translation from
Tindara Addabbo e Anna Maccagnan
'Lavori e costruzione del benessere in una prospettiva di genere'
in Baldini, Bosi e Silvestri (a cura di) *Le città incartate mutamenti nel modello emiliano alle soglie della crisi*, Il Mulino, 2010.

11

Allocation of time by gender in double earners households with children in Modena data Icesmo2 2006

	Paid	Unpaid	Total
■ Father	45	18,33	63,33
■ Mother	35,76	40,62	76,38
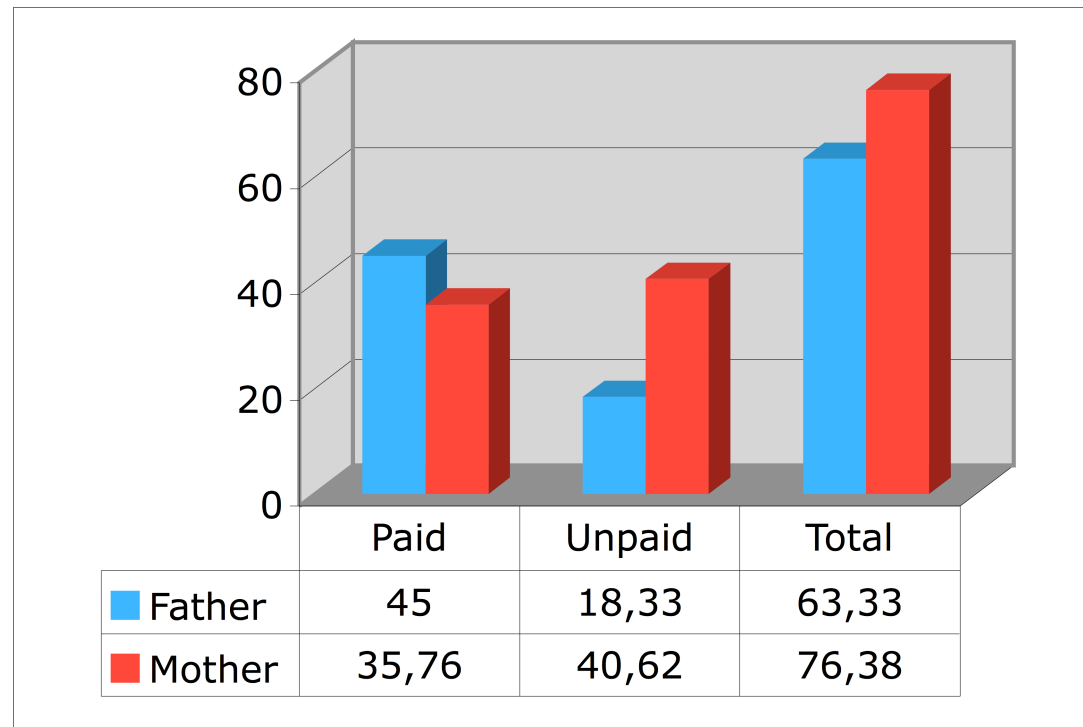
Source: Tindara Addabbo e Anna Maccagnan
'Lavori e costruzione del benessere in una prospettiva di genere'
in Baldini, Bosi e Silvestri (a cura di) *Le città incartate mutamenti nel modello emiliano alle soglie della crisi*, Il Mulino, 2010.

Proportion of employed parents with a child under age 1 on leave. Source: European Labour Force Survey 2006, OECD Family database, Chart PF2.2.A.

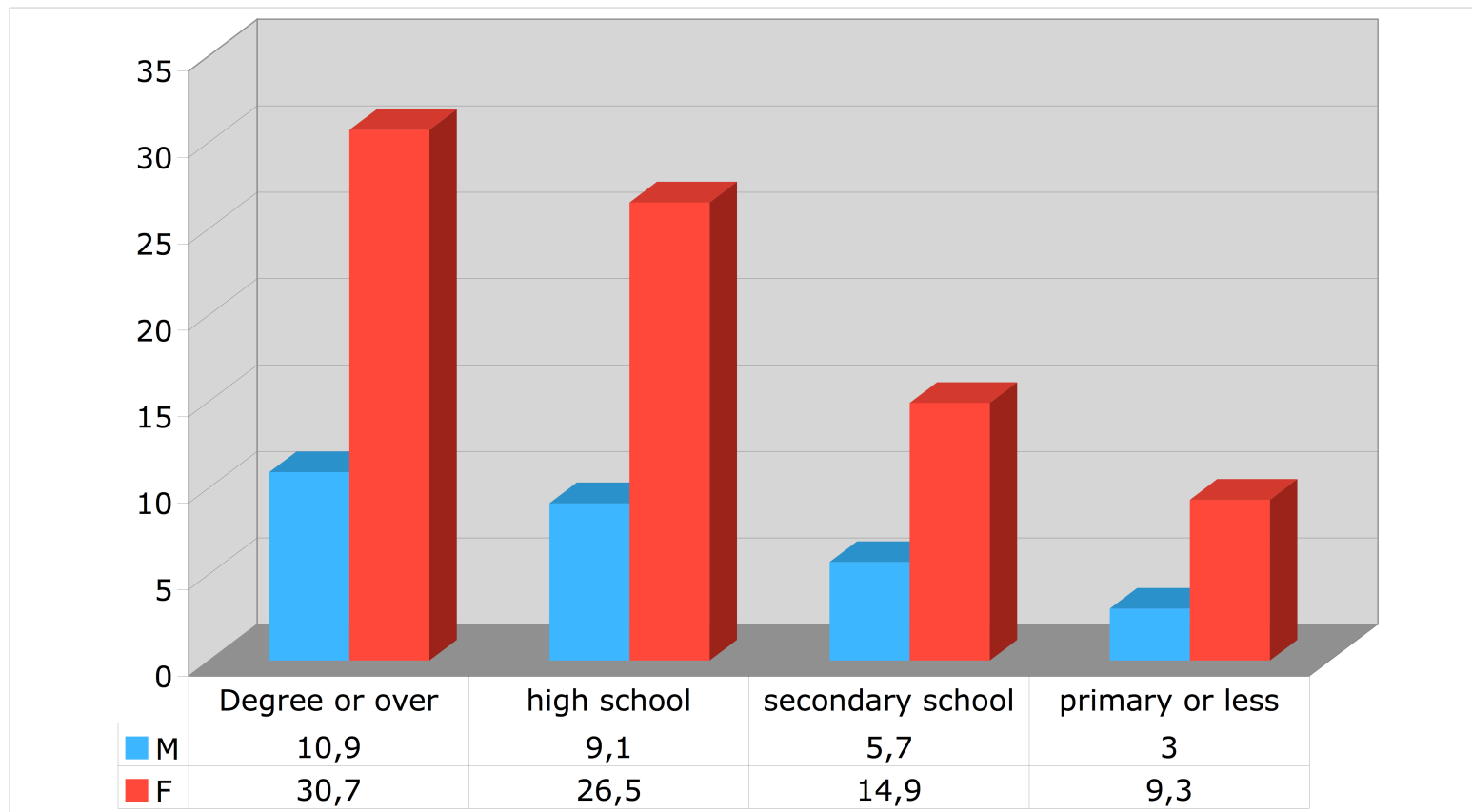■ Women in maternity or parental leave   ■ Men in parental leave

Percentage of employed parents 15-64 with at least one child aged less than 8 who used the parental leave in the 12 months before the interview by gender and area - year 2005. Labour Force Survey data. Source: from Tab.5.12 Istat (2008) *Conciliare lavoro e famiglia Una sfida quotidiana*
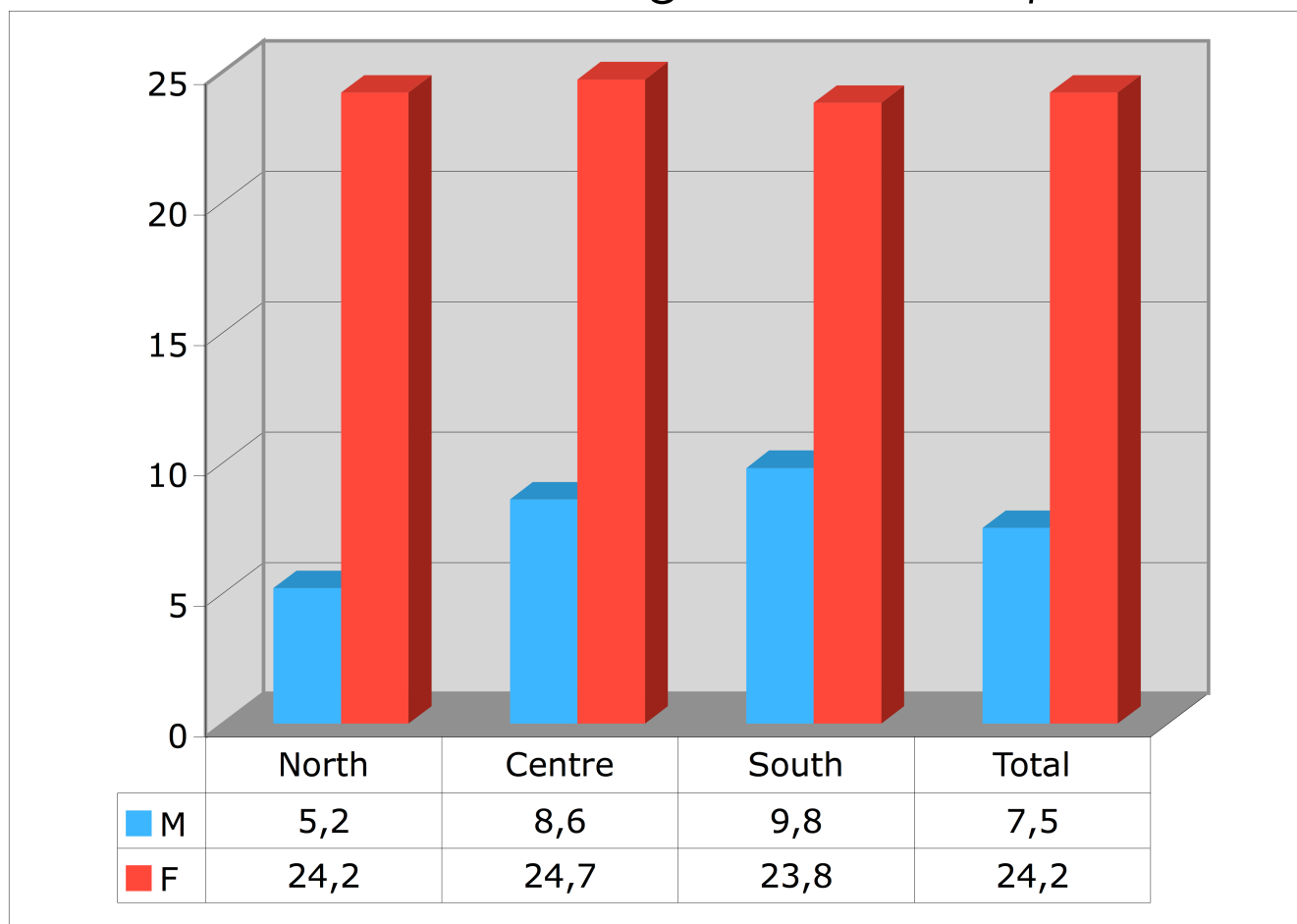
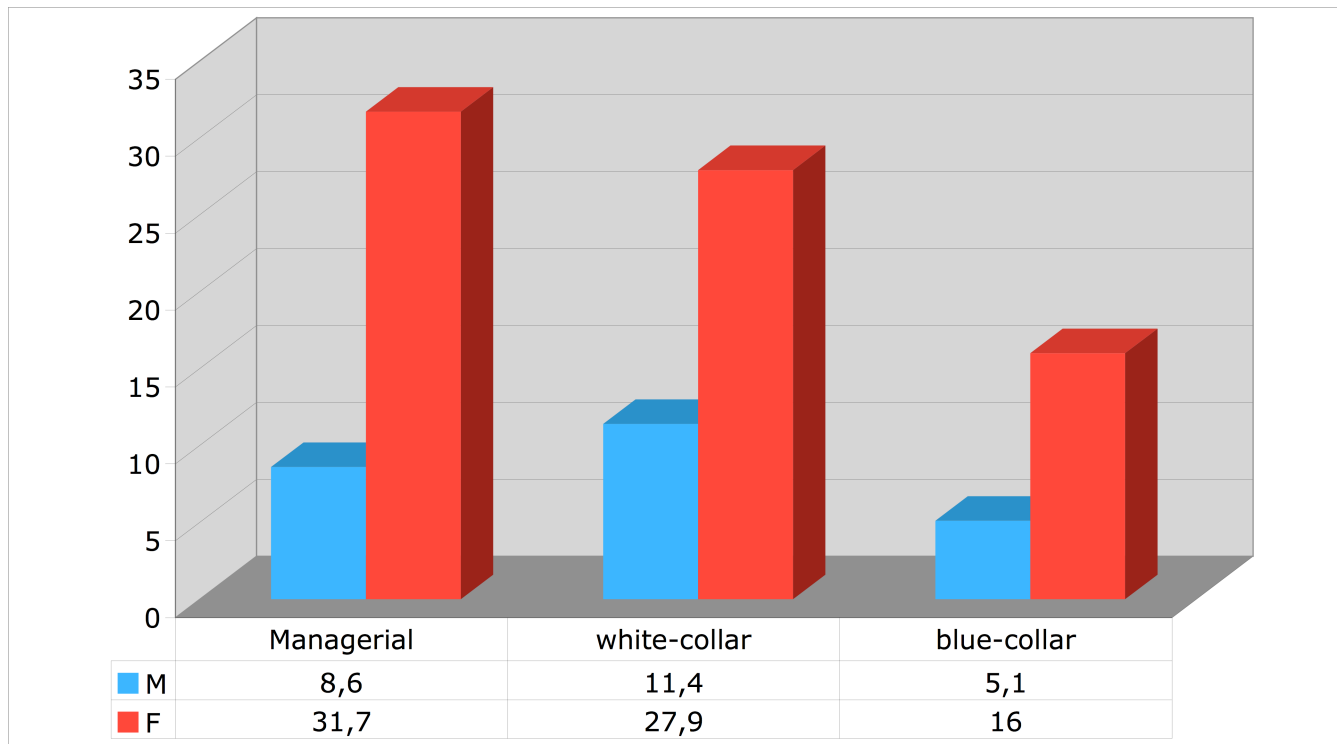|	North	Centre	South	Total
M	5,2	8,6	9,8	7,5
F	24,2	24,7	23,8	24,2

14

Percentage of employed parents 15-64 with at least one child aged less than 8 who used the parental leave in the 12 months before the interview by gender and level of education - year 2005.
Labour Force Survey data. Source: from Tab.5.15 Istat (2008) *Conciliare lavoro e famiglia Una sfida quotidiana*

|	Degree or over	high school	secondary school	primary or less
M	10,9	9,1	5,7	3
F	30,7	26,5	14,9	9,3

Percentage of employed parents 15-64 with at least one child aged less than 8 who used the parental leave in the 12 months before the interview by gender and position
year 2005.
Labour Force Survey data. Source: from Tab.5.15 Istat (2008)
Conciliare lavoro e famiglia Una sfida quotidiana

	Managerial	white-collar	blue-collar
M	8,6	11,4	5,1
F	31,7	27,9	16

Percentage of employed parents 15-64 with at least one child aged less than 8 who used the parental leave in the 12 months before the interview by gender and type of work
year 2005.
Labour Force Survey data. Source: from Fig.5.3 Istat (2008)
Conciliare lavoro e famiglia Una sfida quotidiana

	temporary	permanent	full-time	part-time
M	5,1	7,7	7,6	5,1
F	19	25	26,8	20
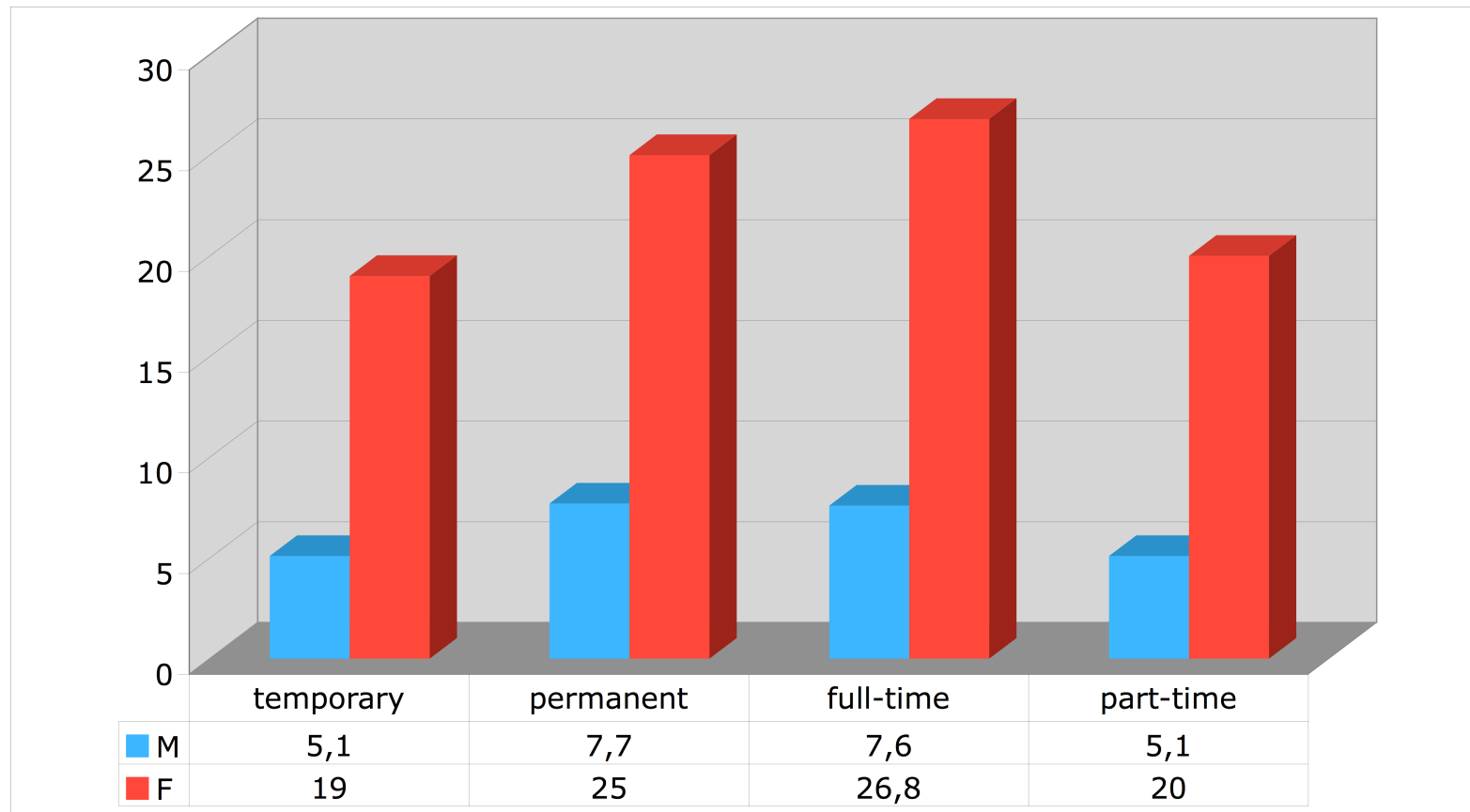
Why parents with at least one child younger than 8 who are employees did not take a leave in the 12 months before interview in 2005?

- They claim they did not need it (46% of women and 52% of men)
  - Amongst them fathers often state that their partner cares for the children (on a full-time or part-time basis, or is currenlty on leave)
- Amongst other reasons preference twds work and lack/incomplete information

Source: Istat (2008) *Conciliare lavoro e famiglia Una sfida quotidiana*

Why Fathers in Modena are not on leave or would not take up a leave?

Source: Addabbo (2005) *Genitorialità, lavoro e qualità della vita: una conciliazione possibile? Riflessioni da un'indagine in provincia di Modena*, Milano, Angeli

career	26,7
it is my partner's task	20
my partner will take it	20
relative would help	6,7
problems with my work colleagues	6,7
the contract would not allow leave	13

Concluding remarks on the Italian case

- High gender inequalities in the distribution of labour and wages

- Increase in nonstandard work

- Regional inequalities in the availability of child care services

- Inequalities in the take up of leaves

Policy proposals

- Increase supply of child care services
- Improve the balance btw work and family time
- Reduce the wage gap at the disadvantage of women
- Change the design and wage replacement of the leaves taking into account discouraging effect on women's labour supply
- Paternity leaves