Major economic dimensions of leave policies

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Major economic dimensions of leave policies

Leave policies and well-being

an evaluation based on well-being

gender evaluation of policies

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 capabilities

The interaction of institutional ‘conversion factors’ requires the assessment 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

<table>
<thead>
<tr>
<th>Region</th>
<th>M</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Modena</td>
<td>79.6</td>
<td>62.3</td>
</tr>
<tr>
<td>ER</td>
<td>78.2</td>
<td>62.1</td>
</tr>
<tr>
<td>Nord</td>
<td>76.2</td>
<td>57.5</td>
</tr>
<tr>
<td>Centro</td>
<td>73</td>
<td>52.7</td>
</tr>
<tr>
<td>Sud</td>
<td>61.1</td>
<td>31.3</td>
</tr>
<tr>
<td>Italia</td>
<td>70.3</td>
<td>47.2</td>
</tr>
</tbody>
</table>
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](http://www.lavoce.info)

<table>
<thead>
<tr>
<th>Country</th>
<th>Wage gap without sel.</th>
<th>Wage gap imputed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Portugal</td>
<td>0.088</td>
<td>0.283</td>
</tr>
<tr>
<td>Italy</td>
<td>0.067</td>
<td>0.268</td>
</tr>
<tr>
<td>France</td>
<td>0.124</td>
<td>0.161</td>
</tr>
<tr>
<td>US</td>
<td>0.339</td>
<td>0.35</td>
</tr>
<tr>
<td>Denmark</td>
<td>0.119</td>
<td>0.08</td>
</tr>
</tbody>
</table>
Type of job by gender and area
Modena (Icesmo 2006) and Italy (SHIW 2006)

<table>
<thead>
<tr>
<th></th>
<th>District of Modena</th>
<th>Italy</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Men</td>
<td>Women</td>
</tr>
<tr>
<td>Full-time</td>
<td>98.49%</td>
<td>75.90%</td>
</tr>
<tr>
<td>Part-time</td>
<td>1.51%</td>
<td>24.10%</td>
</tr>
</tbody>
</table>

Source: translation from
Tindara Addabbo e Anna Maccagnan
‘Lavori e costruzione del benessere in una prospettiva di genere’
Allocation of time by gender in double earners households with children in Modena data Icesmo2 2006

<table>
<thead>
<tr>
<th></th>
<th>Paid</th>
<th>Unpaid</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Father</td>
<td>45</td>
<td>18,33</td>
<td>63,33</td>
</tr>
<tr>
<td>Mother</td>
<td>35,76</td>
<td>40,62</td>
<td>76,38</td>
</tr>
</tbody>
</table>

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.
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*
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
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*
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*
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 currently on leave)

• Amongst other reasons preference twds work and lack/incomplete information

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