

Parental leave in OECD countries

Historical Data collection

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www.oecd.org/els/social/family/

What's currently available in DBfF and/or Family database



- Data on public spending on leave (indicator PF1.1) – data on trends from 1980 might be added at some point.
- Key characteristics of parental leave systems (PF2.1)
- Use of childbirth-related leave (info of bad quality) (PF2.2)
- Additional leave entitlements of working parents (PF2.3)
- Parental leave replacement rates (PF2.4)
- To be added soon: data on historical changes in leave entitlements since the early 1970s

Motivations



1. Parental leave policies at the intersection of different family & work outcomes
2. Increasing development of parental leave policies since the mid-1990s, but increasing heterogeneity
3. To document trends and assess the impact of leave extension on child and labour market outcomes
4. Cross-national studies by Chris Ruhm used a panel of 16 European OECD countries for the period 1969-1994. He found that longer paid maternal/parental leave:
 - reduces infant/young child mortality
 - Increases female labour market participation, but with reduction in their relative wage.

Data collection



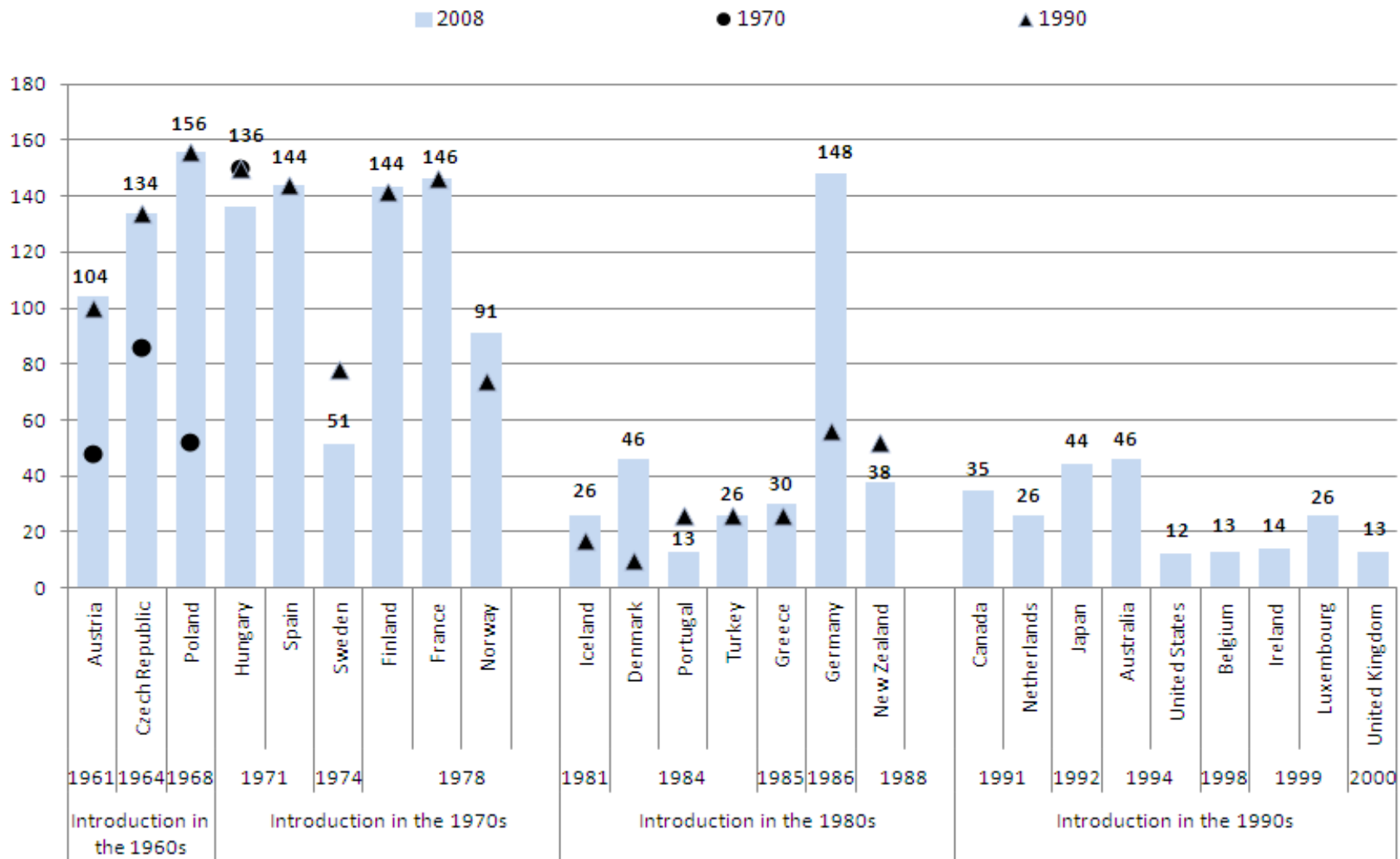
- Information on leave entitlements since the introduction of maternity leave; all changes identified since 1970, regarding maternity, parental and paternity leave.
- Information checked with “national” correspondents (many of you!), especially when there was conflicting information...lack of institutional memory of policy changes in many OECD countries...
- Check Ruhm’s 1969-1994 data ; extend the data set from 1994 to now and expand to cover the additional 14 countries.
 - => 38 changes in leave duration identified by Ruhm from 1969 to 1994; 46 by the OECD
- 2010 Questionnaire on additional leave entitlements to care for a dependent adult, in case of severe illness or for other family/personal reason.

Information coded

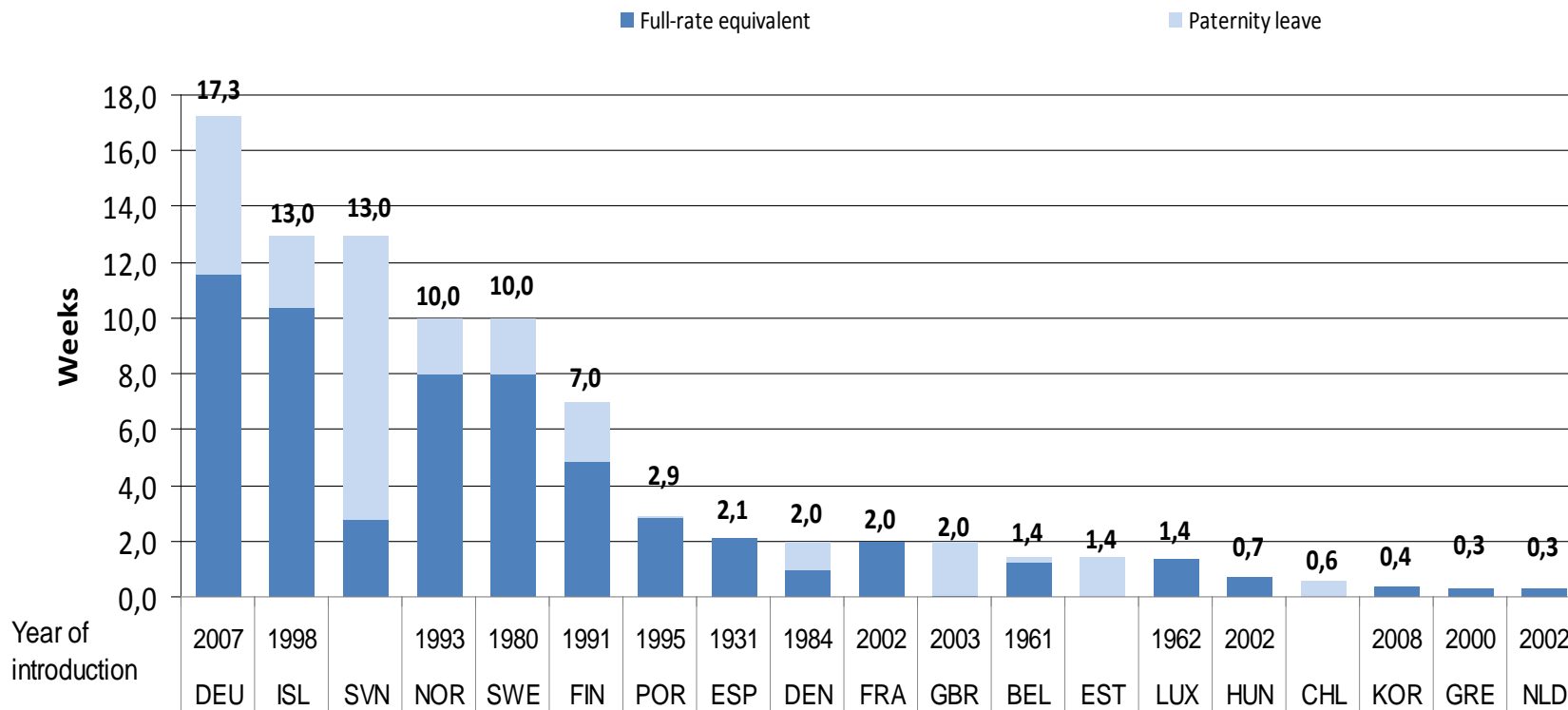


- Number of weeks of paid/unpaid maternity /parental /paternity leave
- Number of weeks of job-protected maternity/ parental/ paternity leave
- Maximum number of weeks of parental leave available for mothers (which can be added to weeks of maternity leave)
- Number of available weeks from the perspective of children
- Flexible options:
 - Possibility to take part-time
 - Possibility for parents to take leave at the same time
 - Possibility to take leave in separated blocks
 - Choice between different options of duration/payment rate

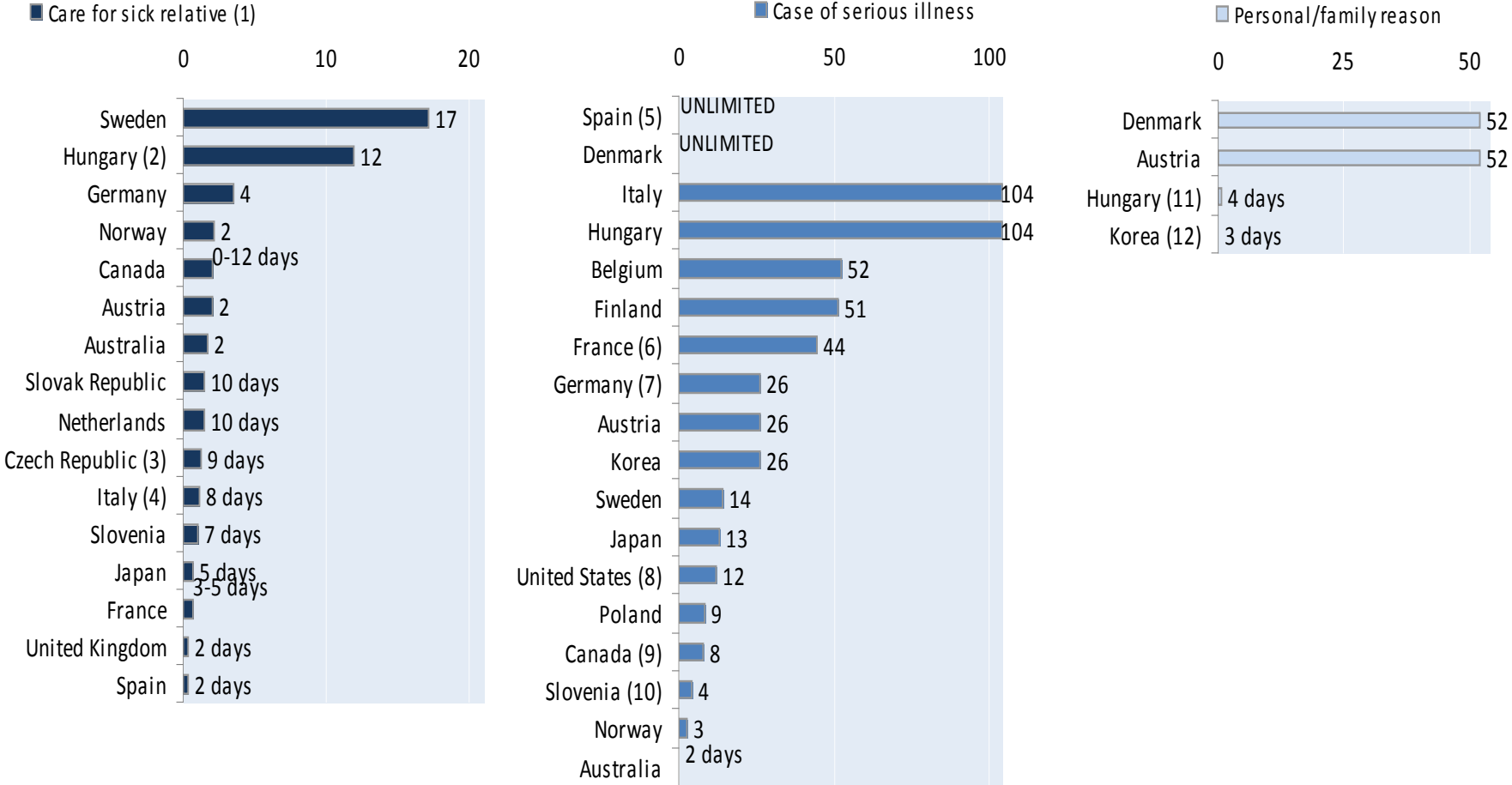
Variations in the number of weeks granted as job-protected parental leave in 1970, 1990 and 2008



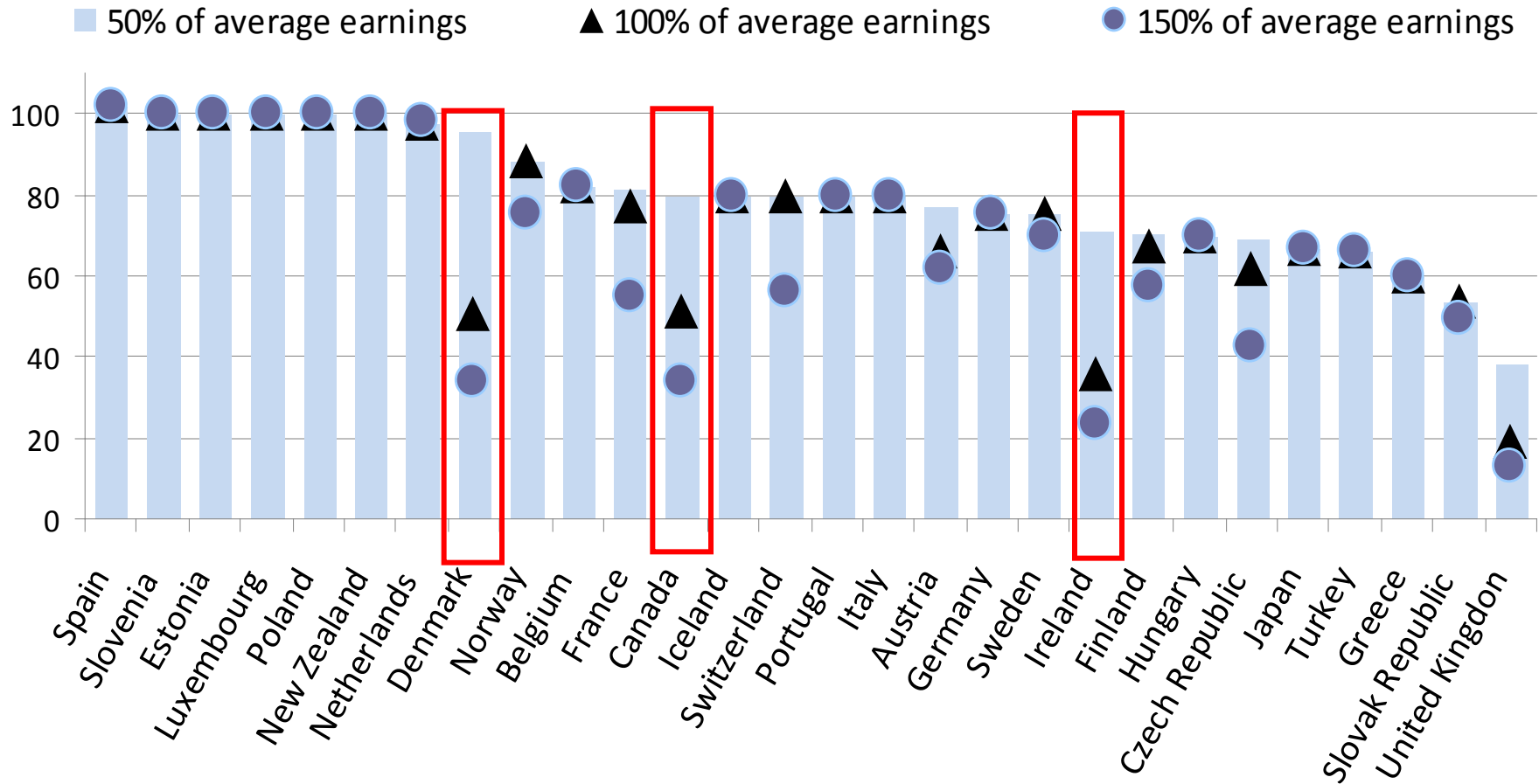
Weeks of paternity leave



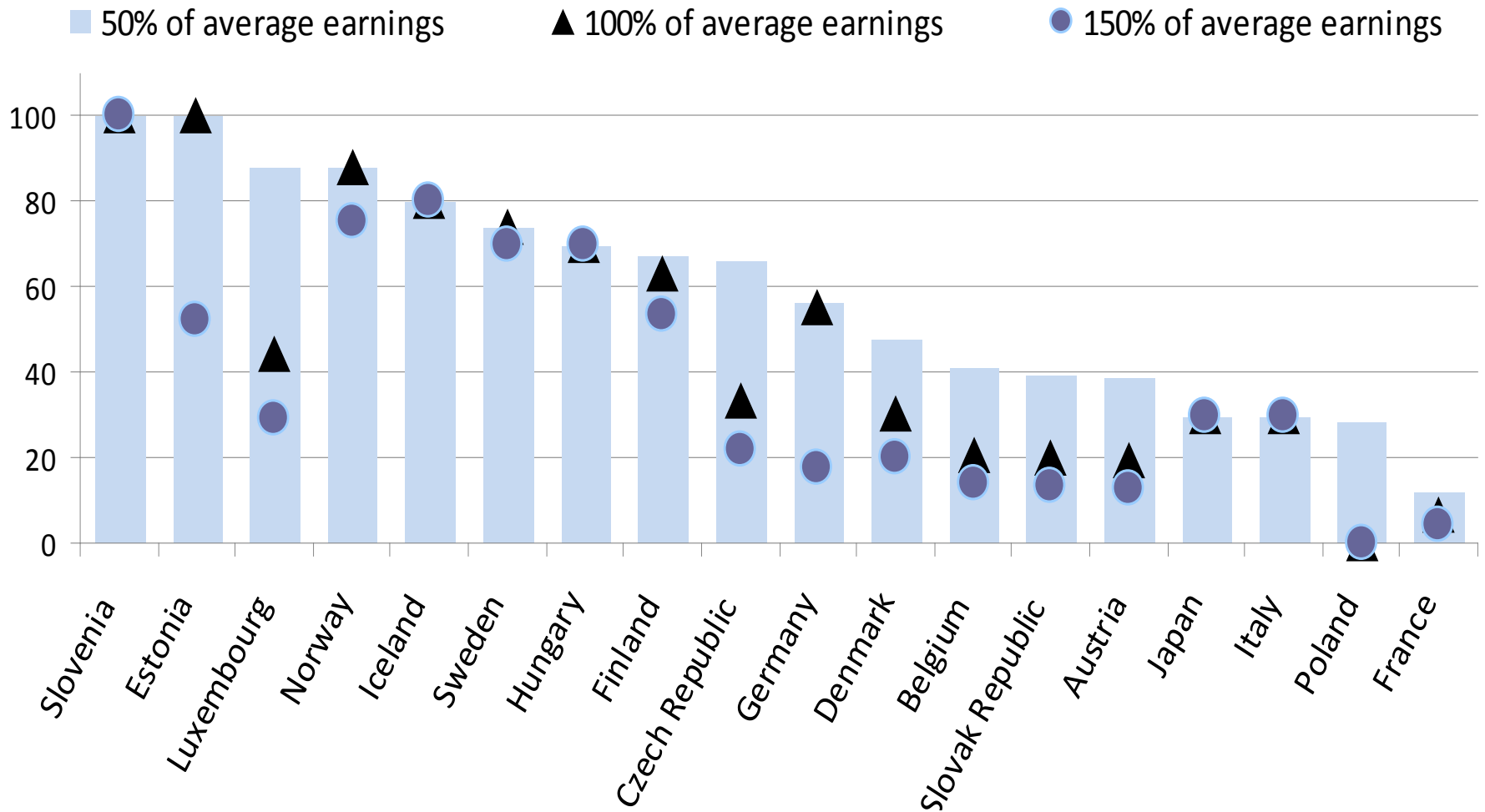
Duration of additional leave to care for sick relatives or children with disabilities in weeks



Percentage of the earnings before birth replaced by maternity payment, by earnings level, 2008

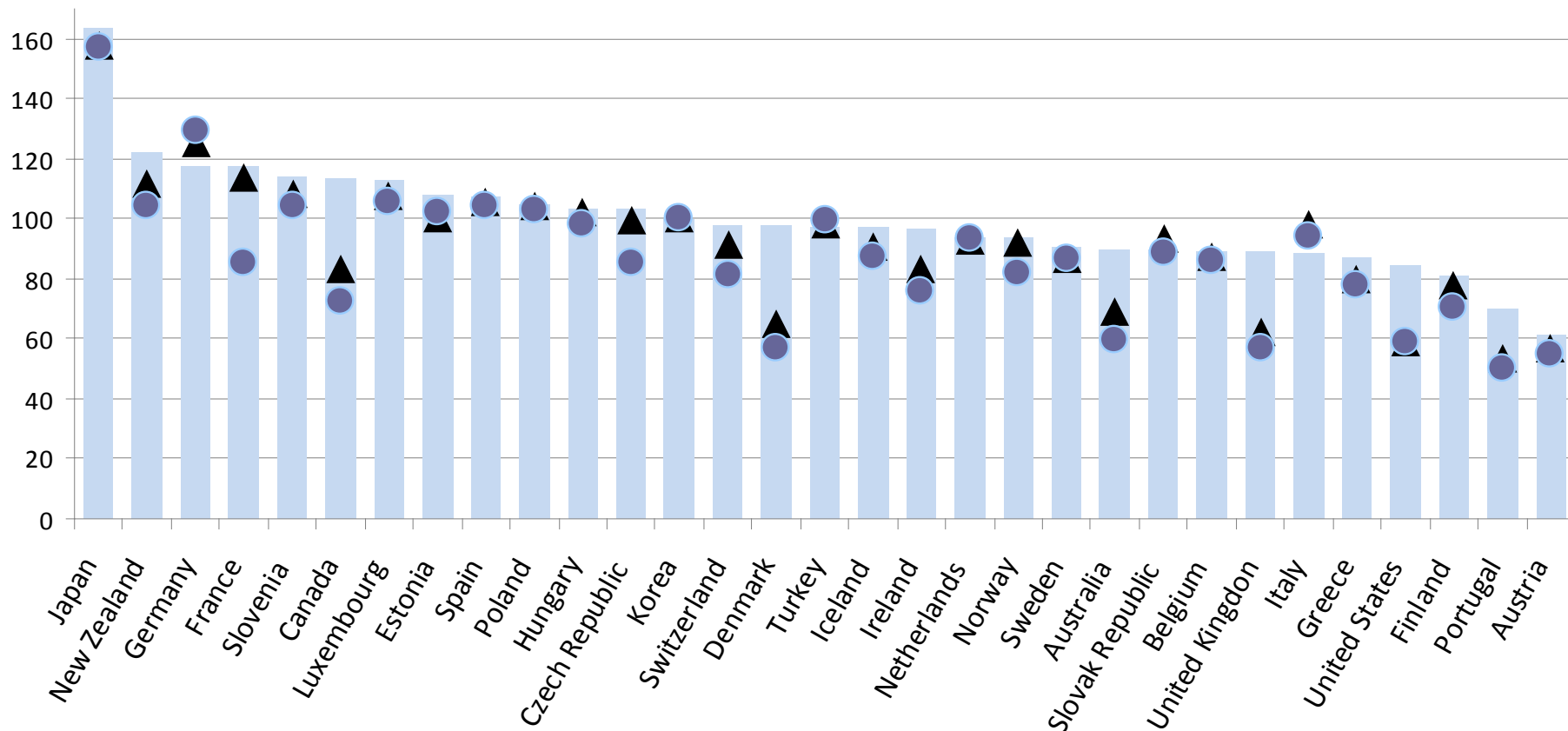


Parental leave payment, six months after birth

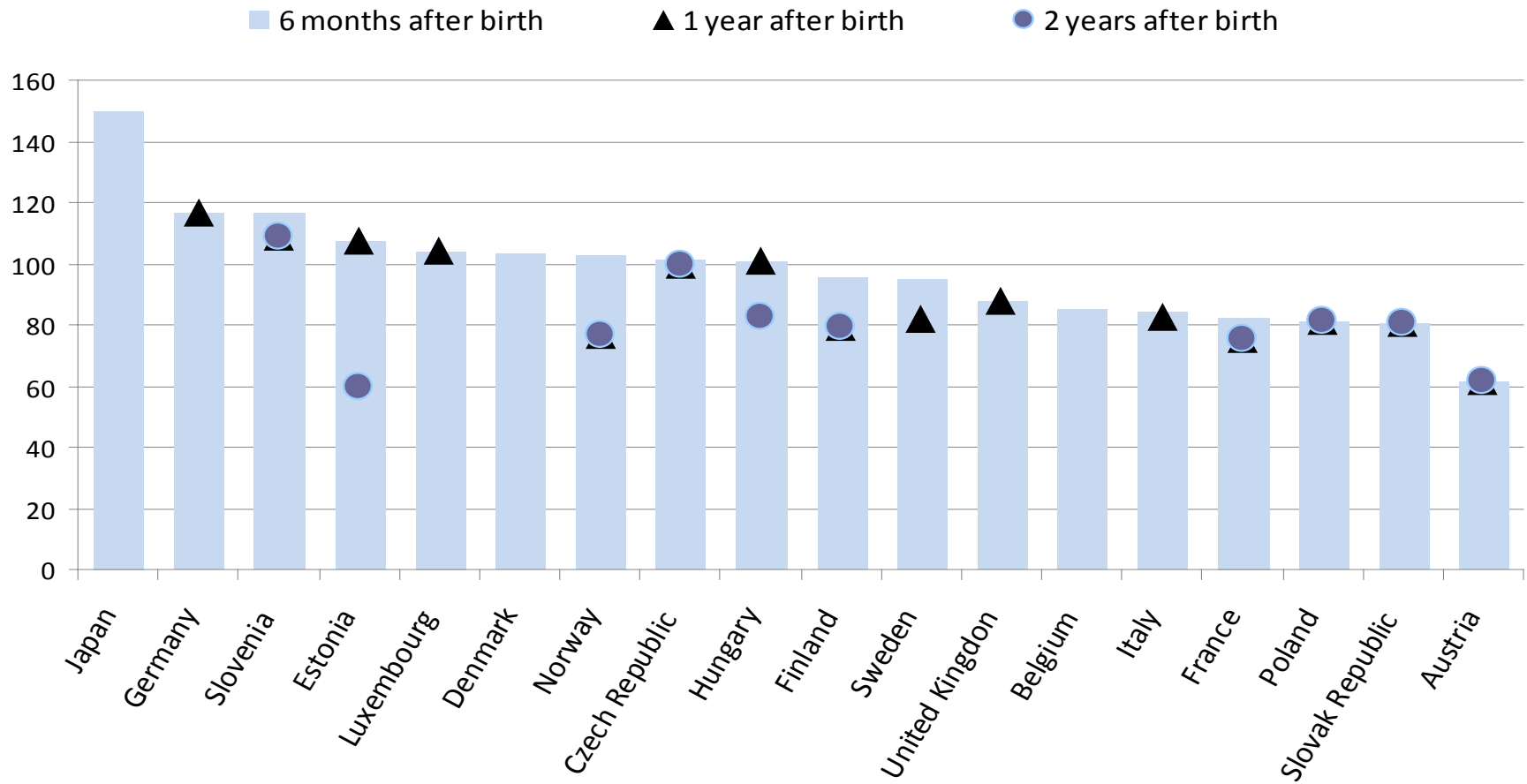


Net income over the period of maternity and paternity leaves

■ 50% of average earnings ▲ 100% of average earnings ● 150% of average earnings



Net income over the period of parental leave



What use of these data on trends?



Work done (see DBfF): Impact of paid leave extension

- on child mortality => hard to replicate Ruhm's or Tanaka's evidence
- On fertility (together with other policy instruments) => small positive impact

Current work:

- On labour market outcomes (employment rates, hours, wage gap)
- Drivers of leave policy changes (fertility, female employment, government deficit, political majority, etc. among drivers)

Thanks for your attention!

More information on our work on family
policies:

www.oecd.org/els/social/family