



Parental leaves in Visegrad countries


Piotr Michoń

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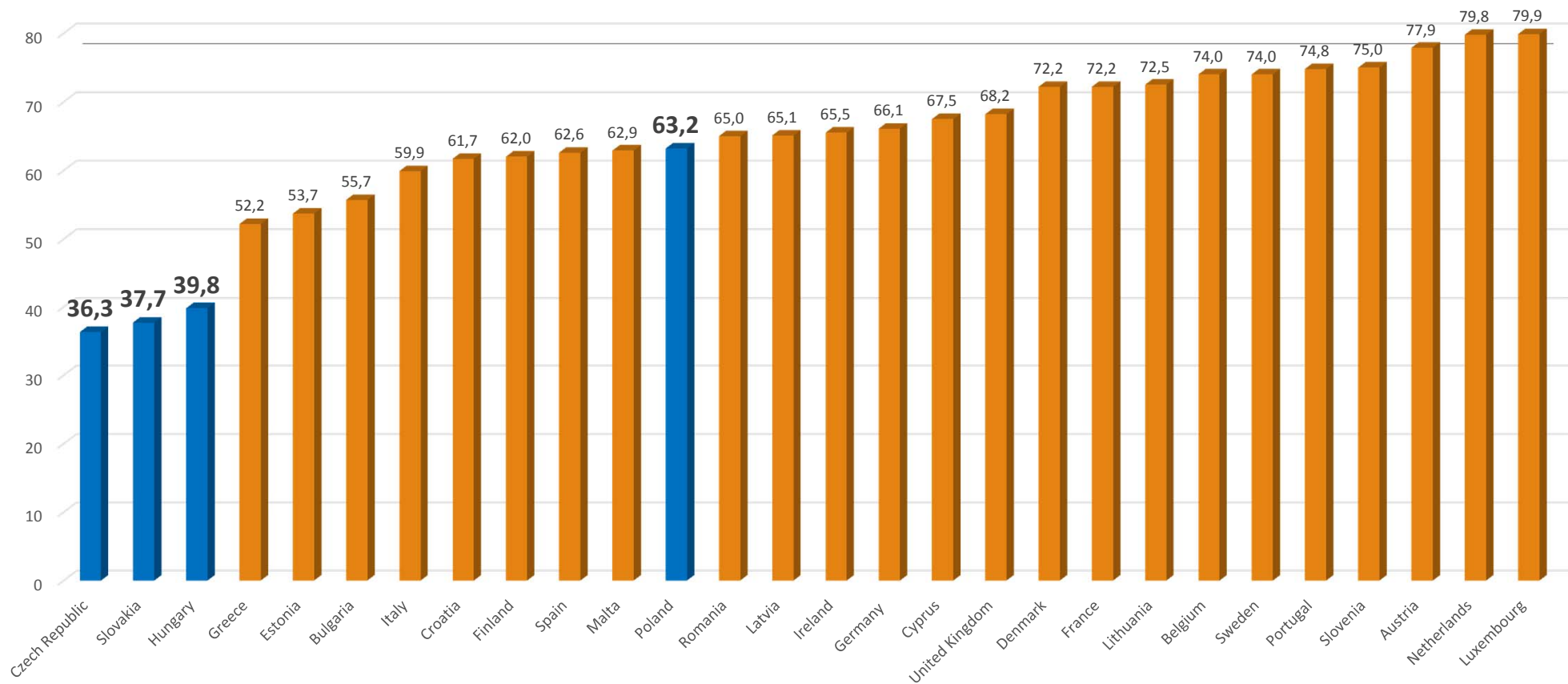
Historical background 1990-2000

- high rate of females' employment at the beginning of 1990s.
- main concern: economic transformation
- women's abilities to be successful in the labour market became more dependent on their family situation.
- state support to families in need
- care refamilisation

Context

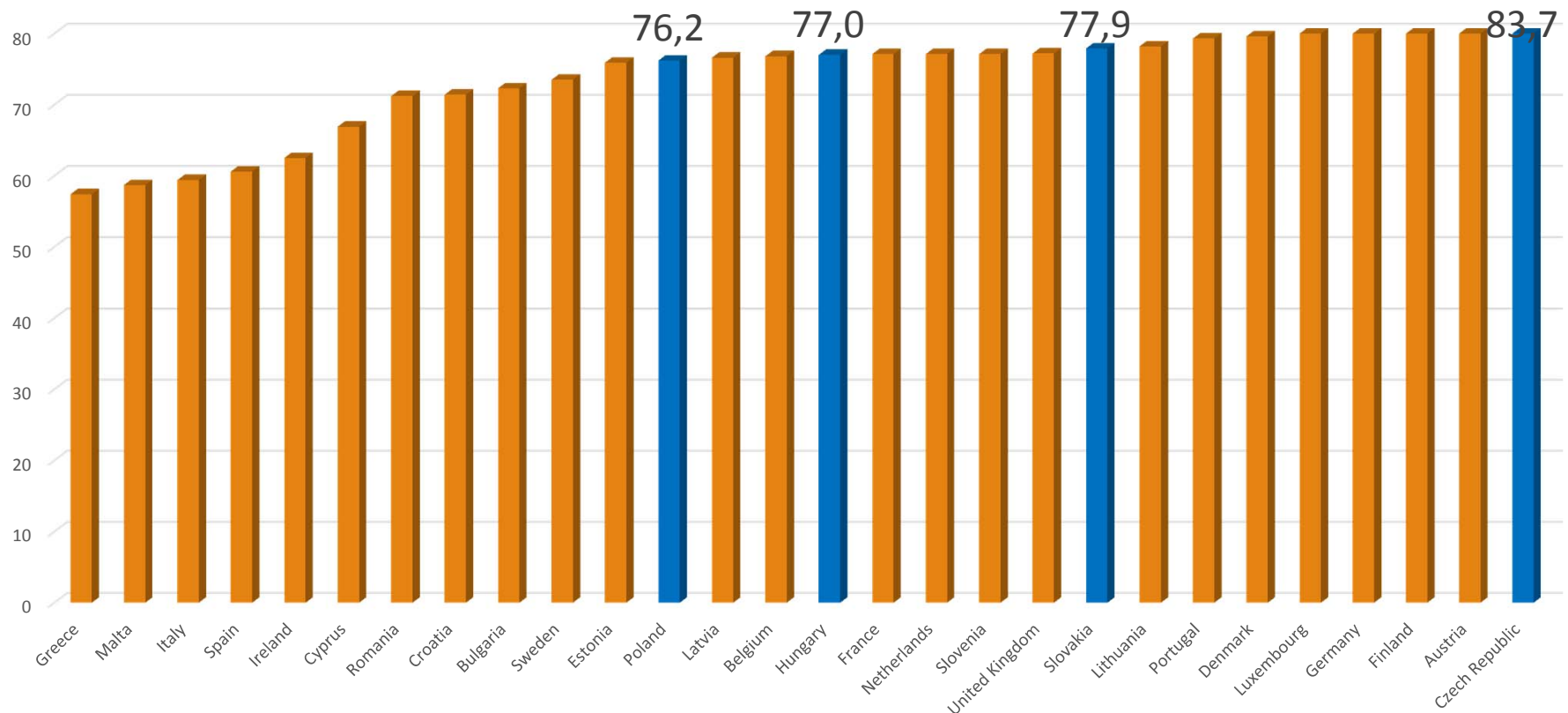
- **Labour market** (females' employment, working time, labour division at household)
 - **Childcare facilities**
 - **Demographic trends**
 - **Gender roles**
- 

Employment rate of females aged 20-49 with one child (0-6 years old) 2012.



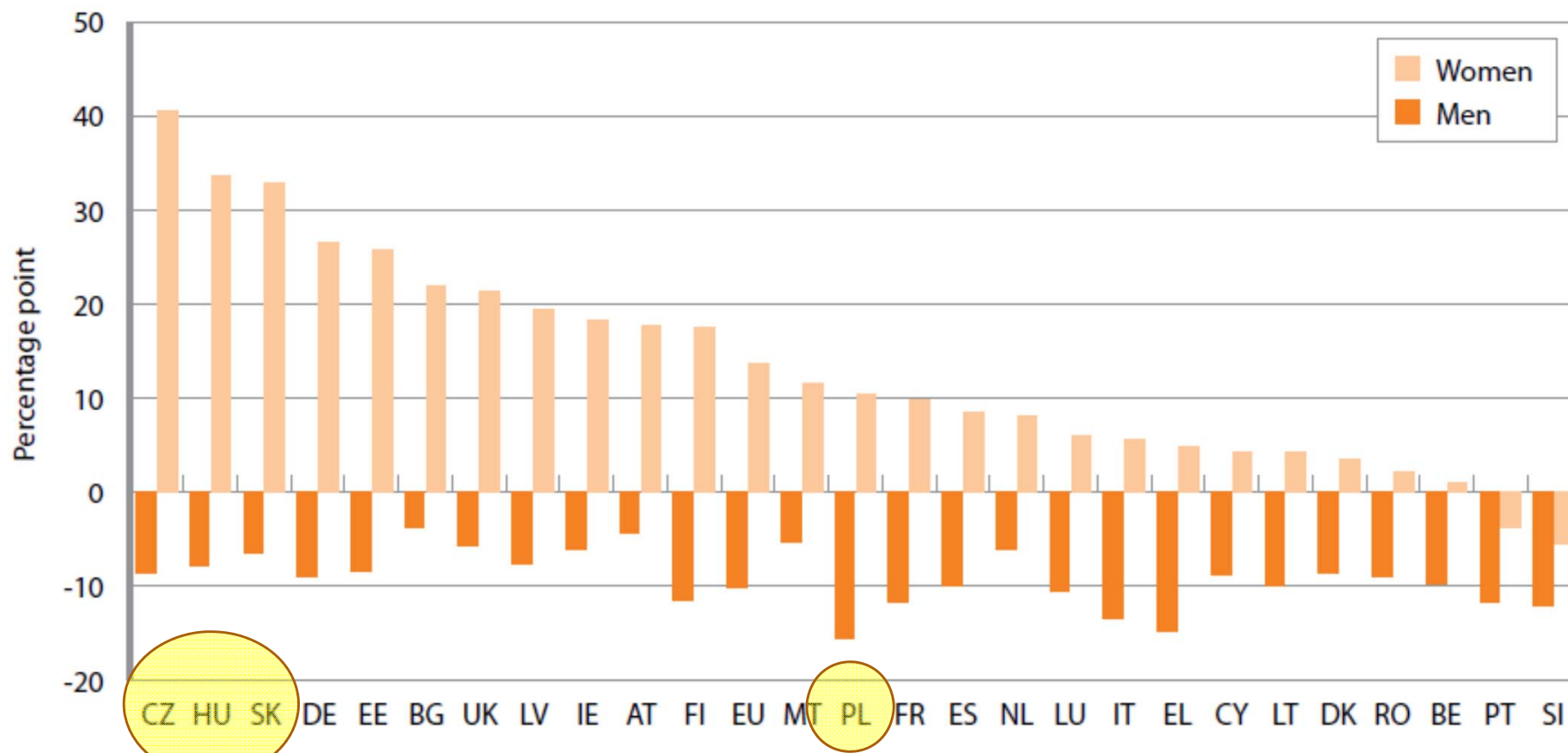
Source: Eurostat

Employment rate of females aged 20-49 with one child (6-11 years old) 2012.





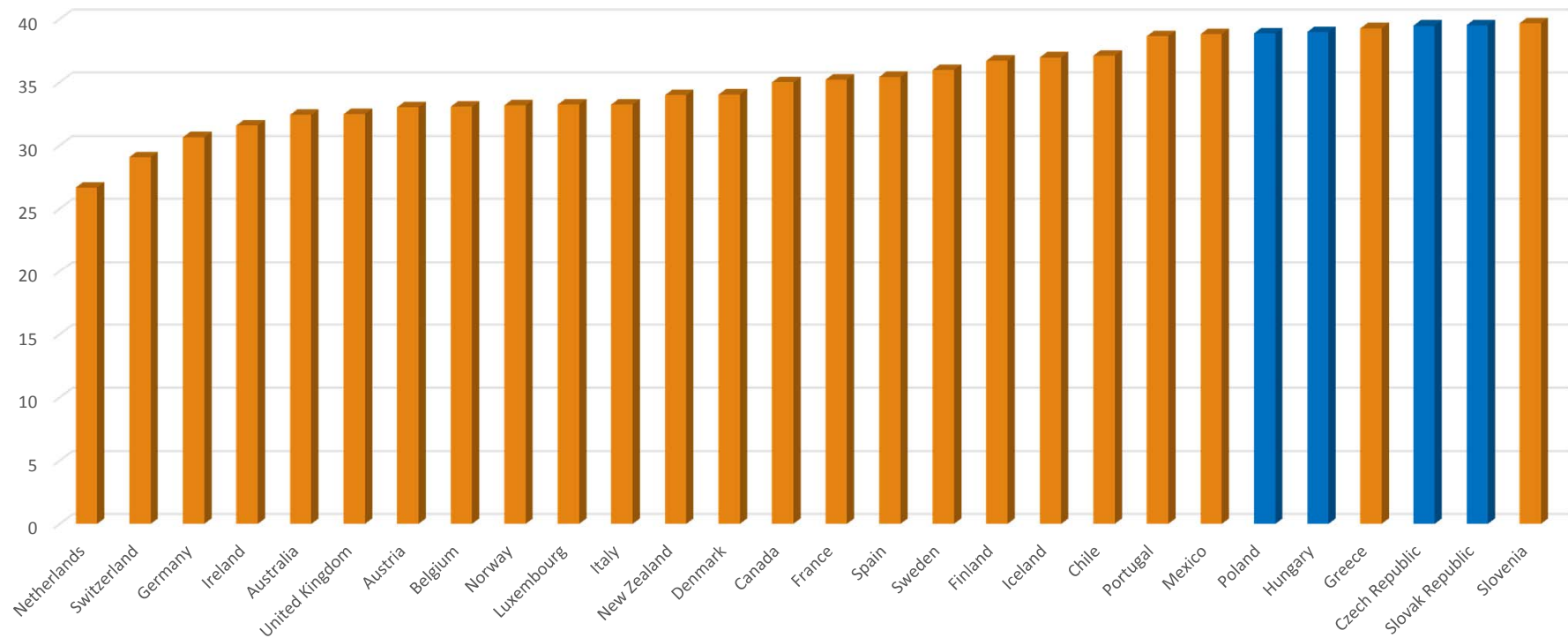
Graph 4. Employment impact of parenthood on men and women 2006



Source: Eurostat, EU labour force survey 2006.

Source: The provision of childcare services. A comparative review of 30 European countries

Average usual weekly hours worked on the main job, women aged 25-54 years.



Country	work for pay+ housework - hours/males (median)	work for pay+ housework - hours/females (median)	Average males' total working hours + average females' working hours	Unpaid work males Hours per week (median)	Unpaid work females Hours per week (median)
Belgium	46	47	89,6	5	16
Bulgaria	47	51	89,4	8	20
Czech Republic	53	56	103,8	7	20
Denmark	47	47	89,3	6	12
Estonia	52	50	98,7	10	20
Finland	47	45	86,2	5	10
France	44	44	86,3	4	12
Germany	49	43	88,7	5	20
Hungary	50	55	100,5	8	21
Israel	50	45	88,1	4	15
Netherlands	46	40	84,6	5	15
Norway	46	45	85,3	5	12
Poland	55	55	109,9	10	21
Portugal	43	45	79,2	3	15
Russian Federation	54	54	104,3	10	21
Slovenia	50	57	104,9	10	20
Spain	46	45	87,2	5	20
Sweden	50	48	92,9	7	12
Switzerland	50	40	89,1	5	20
United Kingdom	45	40	81,8	5	14

Source: own calculation based on ESS





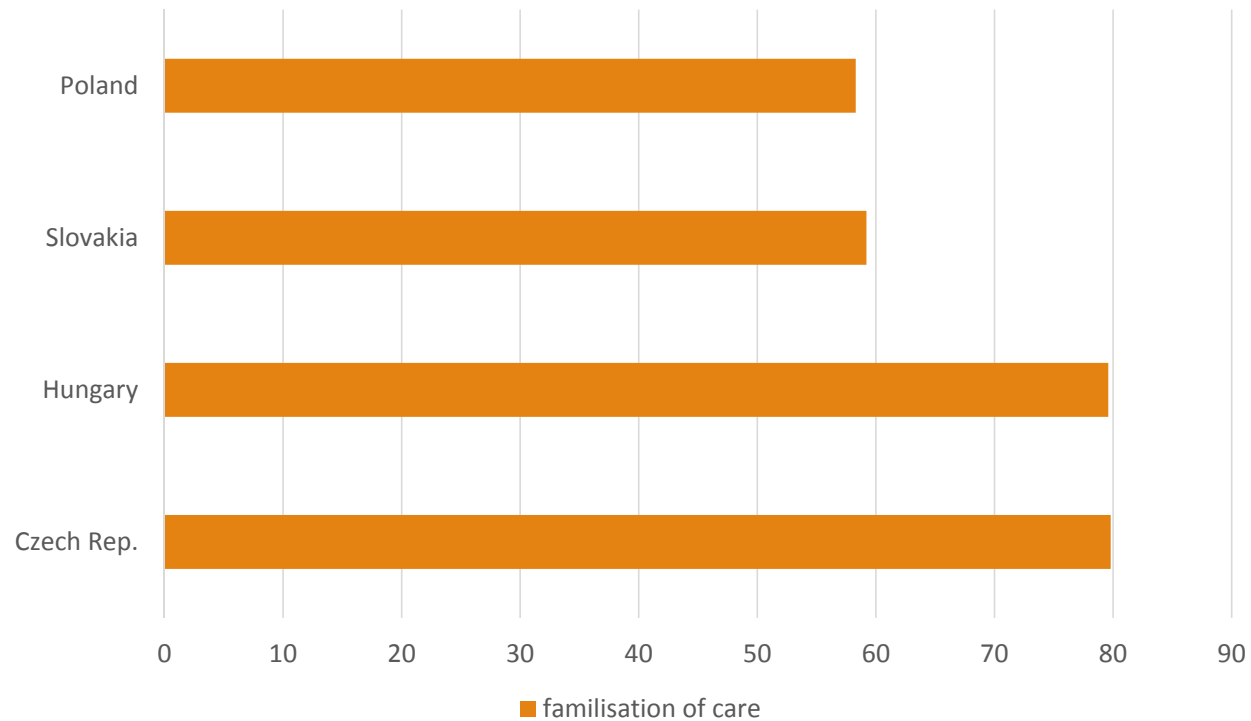
Gender roles

- Acceptance for **females' employment** combined with **pressure to reduce** or give up employment when the children are very young.
- Support for gender **equality in the labour** market with support for women's **traditional role**.
- Relatively **low support for mothers'** of young children **employment** (especially in Poland)

Leave policy

Familisation of care

(weeks fully paid during 3 years after birth)



Fathers ...do
not care?

Paternity leave

Hungary

5 days

Poland

since 2010, 1 week

since 2012, 2 weeks

Fathers ...do
not care?

Fathers' entitlements introduced or
discussed, discussed, discussed.

flexibility

Increasing flexibility

(Poland)

- **combining with part-time work** (Poland) – but accompanied by lack of good quality part-time work;
- **several periods**; which is found to be difficult for employers
- receiving parental benefit while working;

Different groups

The way to combine work and life is more of necessity than a choice.

summary

- Support mothers' childcare at home rather than reconciling work and family responsibilities (see the context).
- Failure to encourage fathers to care for their children at home.
- Increasing awareness of a need to ensure work-life balance but traditional gender values remain;
- Involuntary familisation model