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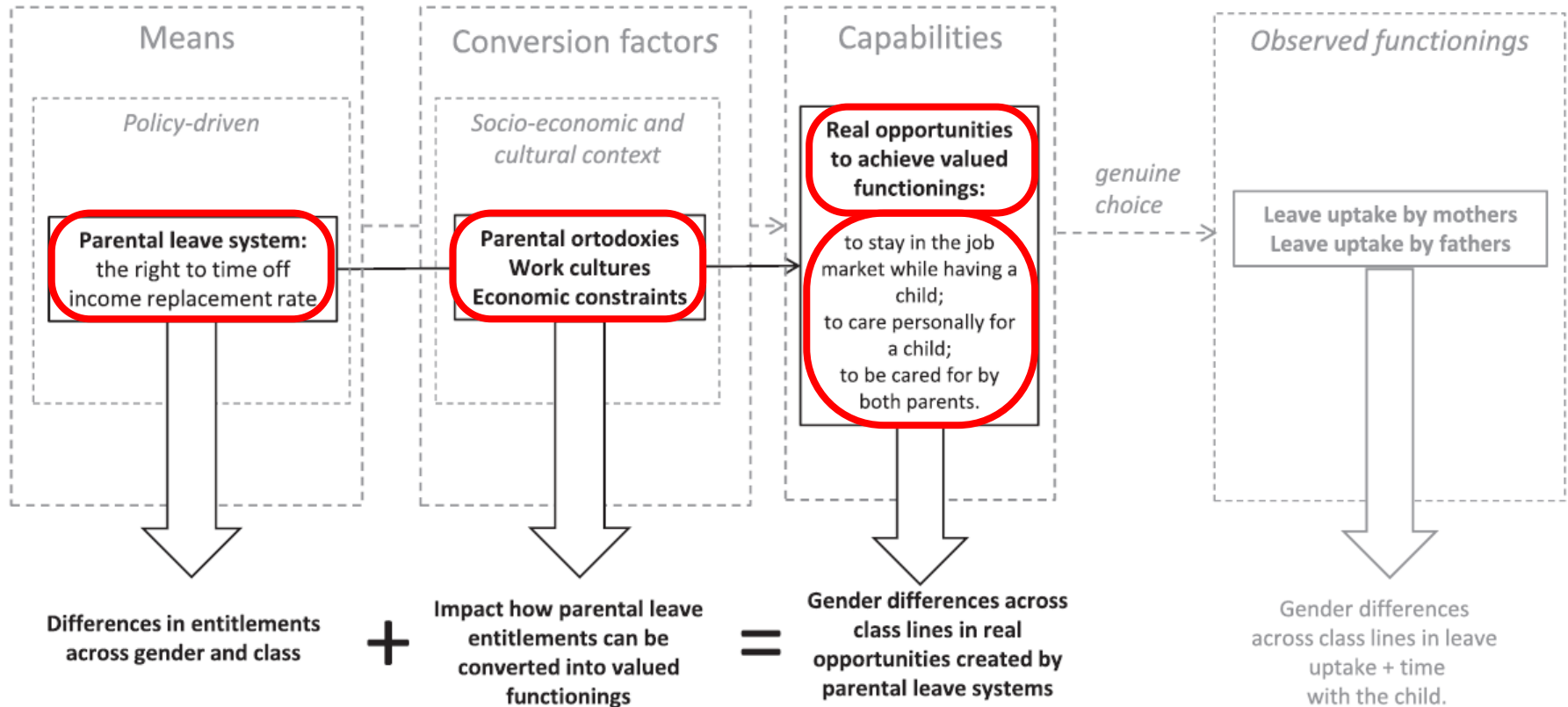
Comparison of real opportunities provided by parenting leaves set in socio-economic context: A capability approach perspective

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Introduction

- ▶ Abundance of comparative research of family policies, incl. parental leaves (e.g. Saxonberg 2013, Ciccia and Bleijenbergh 2014, Lohmann and Zagel 2015, Daly & Ferragina 2017)
- ▶ However: family policy instruments are compared in „raw” terms: parenting leaves - length/replacement rate
- ▶ But countries differ in the socio-economic contexts in which these „raw” instruments operate, particularly :
 - ▶ Differences in income levels
 - ▶ Differences in gender pay gaps
- ▶ I claim that this should be taken into account when parenting leave systems are compared between countries to compare real opportunities
- ▶ I set my analysis in the Capability Approach:
 - ▶ Comparison of Baltic and Nordic states – Javornik & Kurowska (2017), Work and Care Opportunities under Different Parental Leave Systems: Gender and Class Inequalities in Northern Europe, *Social Policy & Administration*, 51 (4):617-637.
 - ▶ Currently working on applying this method to other European countries
- ▶ Goal of the presentation: encourage discussion on the indicators used and results obtained for 10 European countries: UK, IE, DE, FR, SE, FI, ES, IT, PL, SI

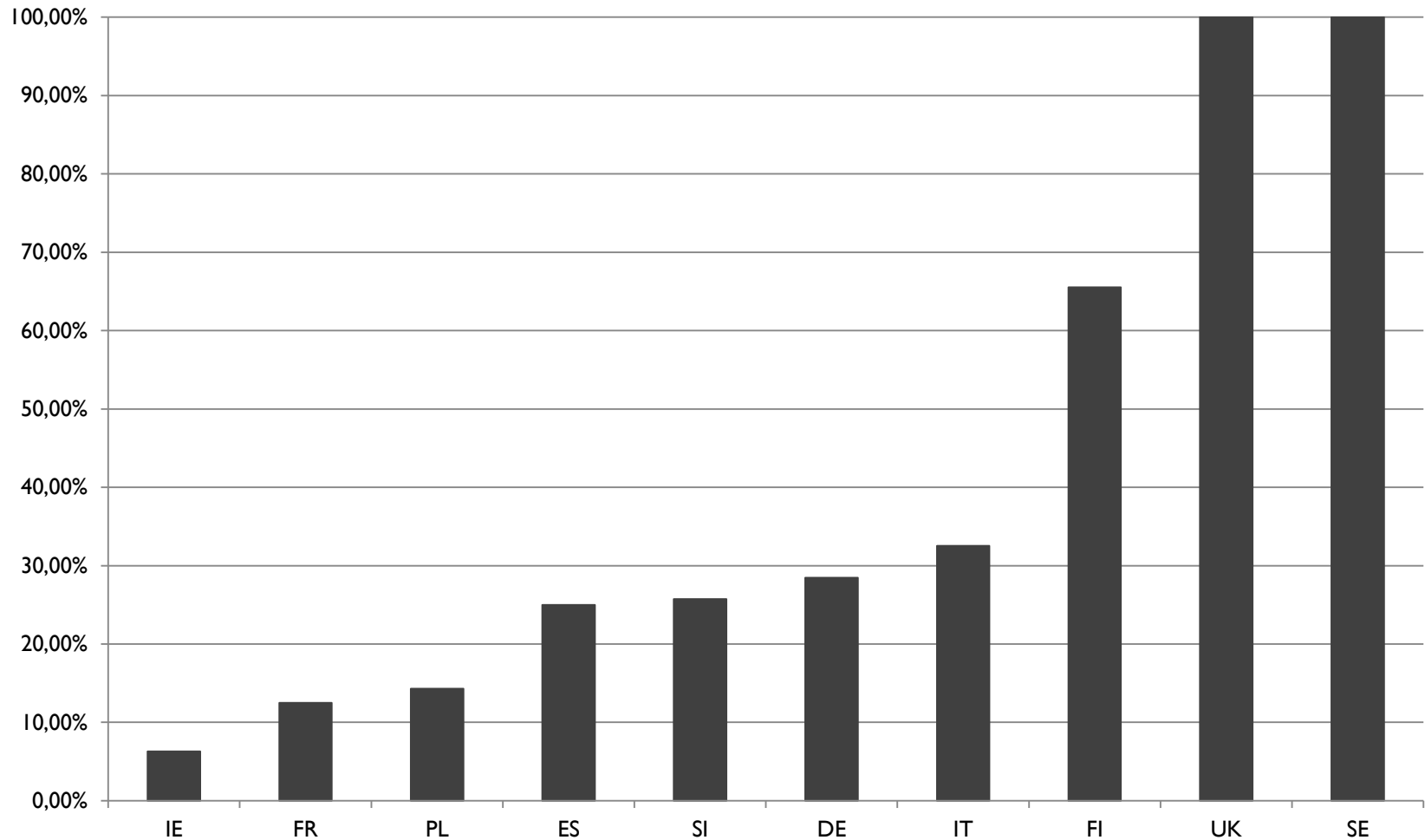
Theoretical framework



Indicators

- ▶ **The equality of treatment (Indicator 1):** *ratio* of the full-rate equivalent of a non-transferable leave for fathers (FRE_f) to the FRE of an individual and non-transferable leave for mothers (FRE_m)
- ▶ How do we calculate FRE_f and FRE_m ?
- ▶ Length of the nontransferable part of leave dedicated to m/f *multiplied* by the replacement rate of previous earnings (salary).

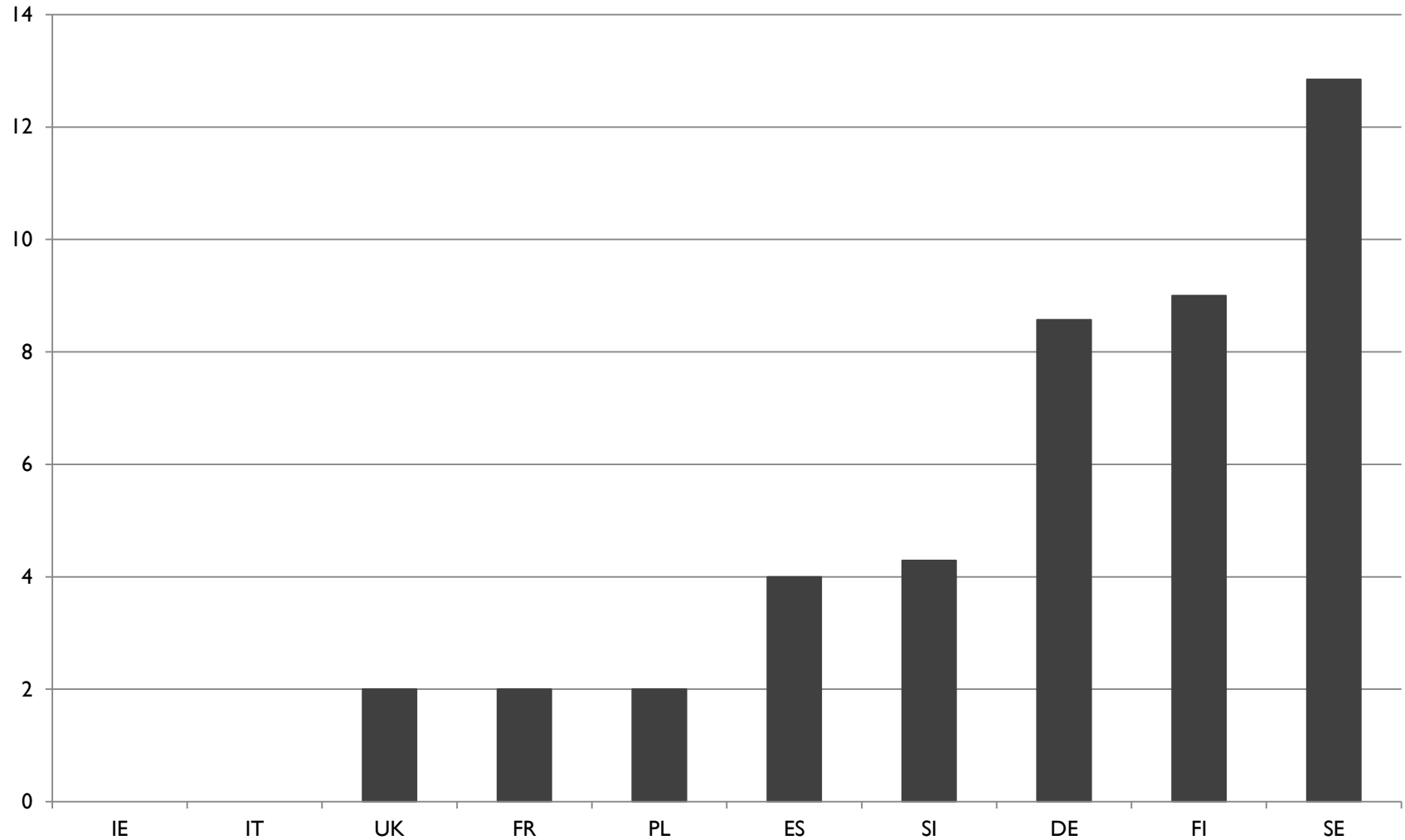
Values of Indicator 1:



Indicators

- ▶ **Fathers' access to financially viable non-transferable leave (Indicator 2):** absolute length of financially viable, non-transferable leave for fathers
- ▶ Income differences between countries must be taken account for
- ▶ We calculate Adjusted Replacement Rate (ARR)=crude income replacement rate *multiplied* by country's GDP index (per capita in PPS; EU28 = 100 per cent; Eurostat 2016)
- ▶ We then take the length of the non-transferable leave for fathers only for the countries for which **ARR ≥70%** (median value from Saxonberg 2013, Wall et al. 2009, Gornick & Meyers 2003)

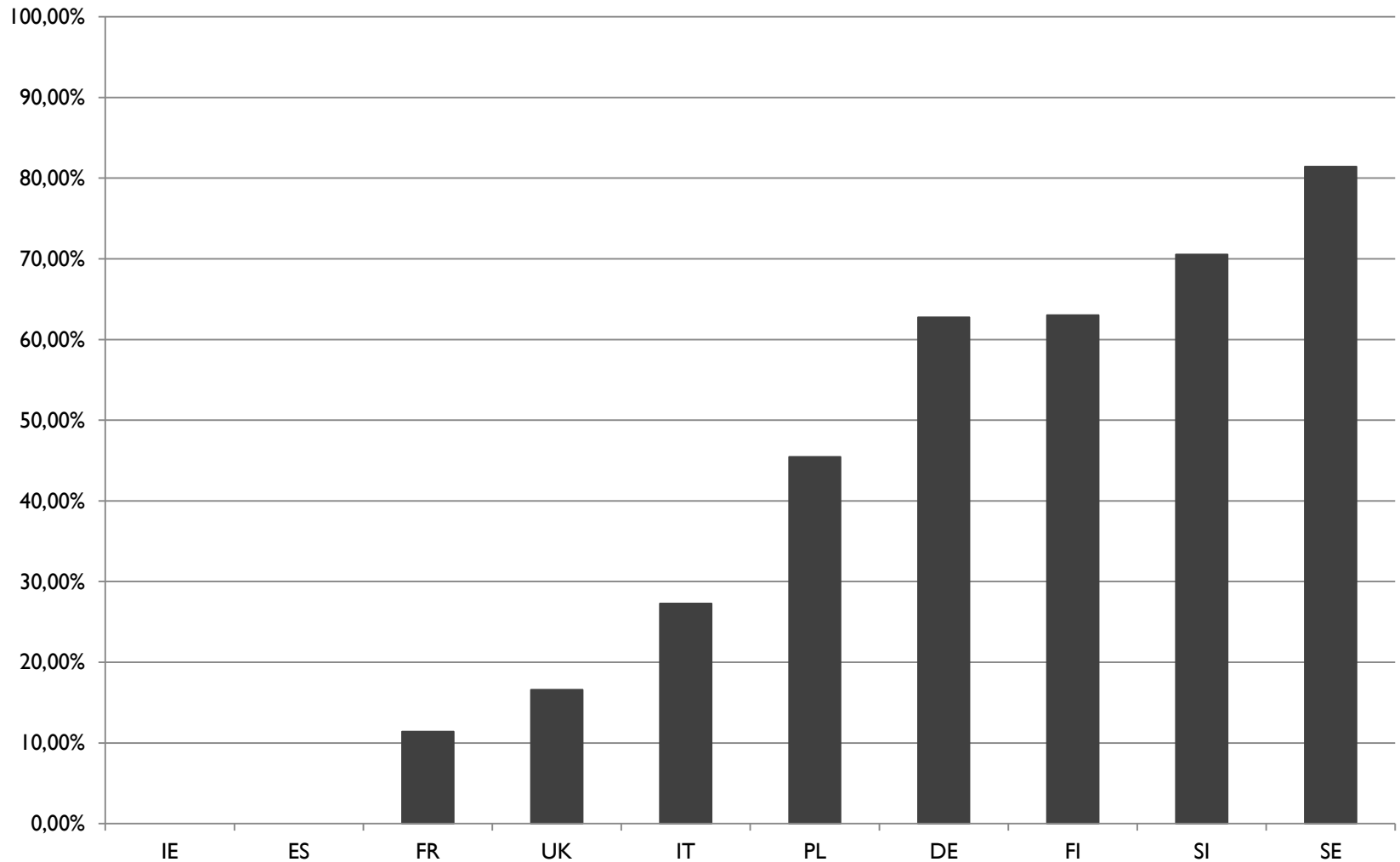
Values of Indicator 2:



Indicators

- ▶ **Financial viability of a transferable (family) leave (Indicator 3):** Gender-Adjusted Replacement Rate
- ▶ We first calculate the ARR' for transferable part of leave
- ▶ Then we multiply the ARR' by the ratio of women's average earnings to men's average earnings in each country

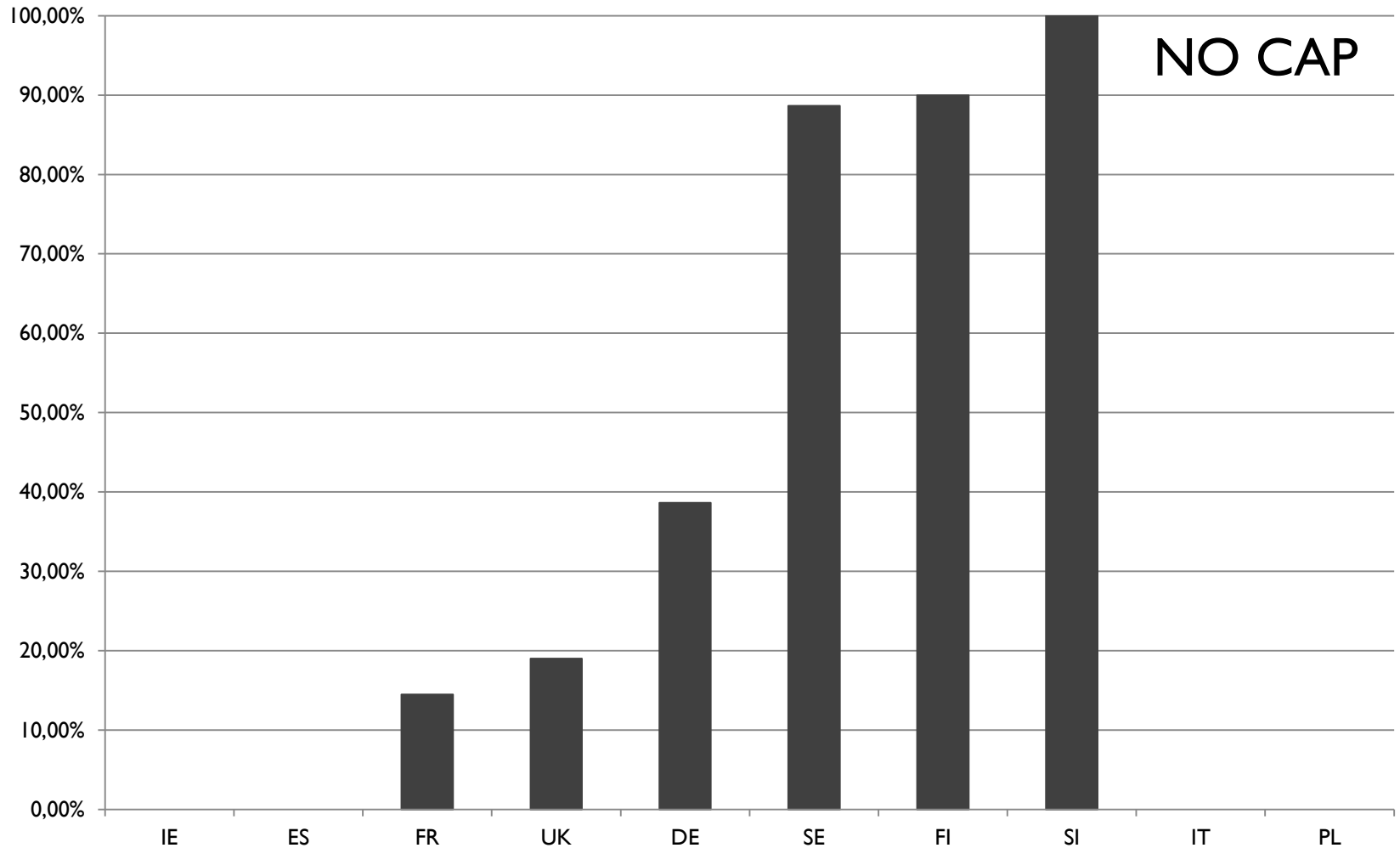
Values of Indicator 3:



Indicators

- ▶ **Equality in effective income replacement rate (Indicator 4)**: assesses the effective income-replacement rate, i.e. the effect of a benefit cap on the financial viability of parental (transferable) leave
- ▶ We calculate the ratio of the benefit cap to the average wage in the country.

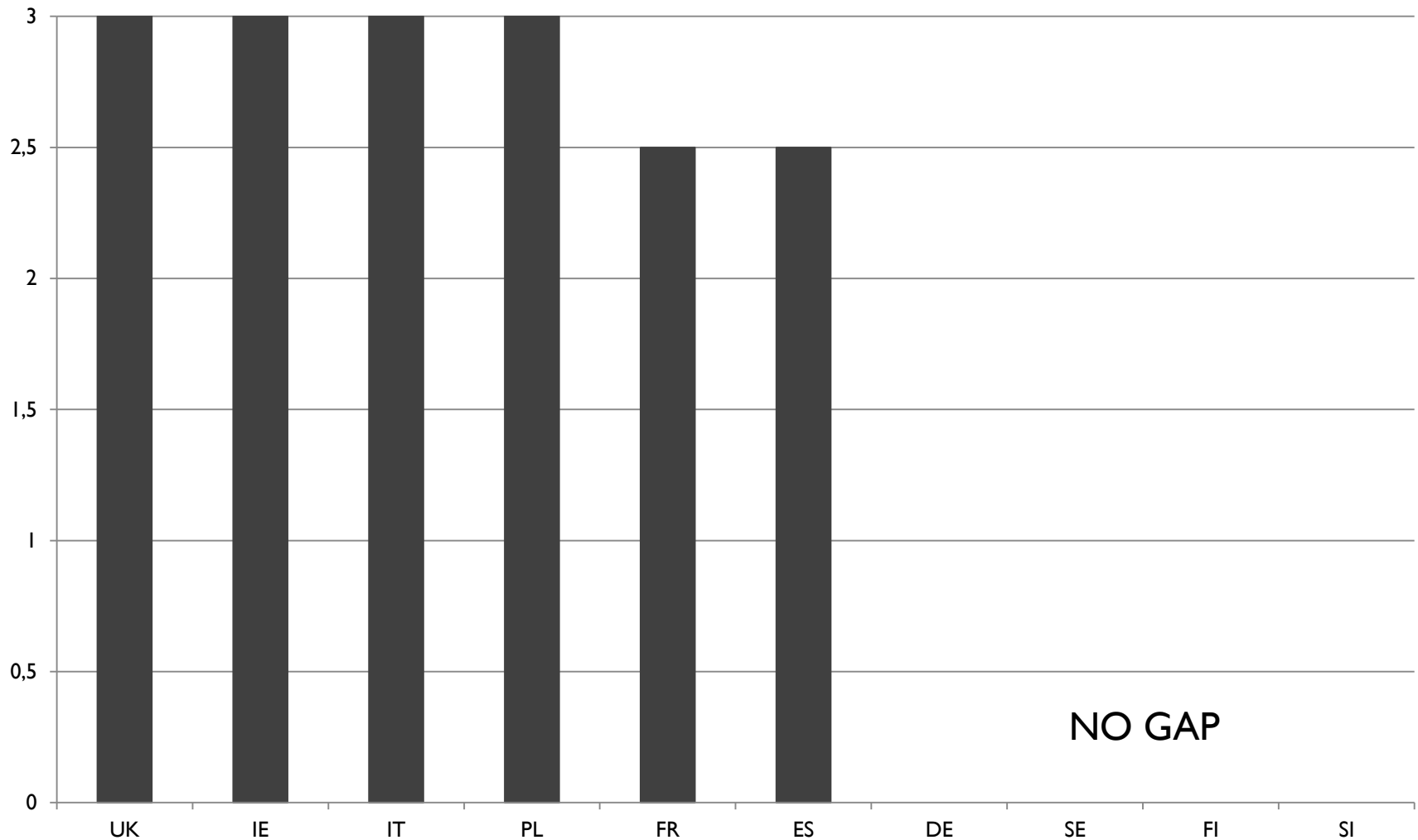
Values of Indicator 4:



Indicators

- ▶ **Congruency of leave and public childcare (Indicator 5):**
assesses whether or not the policy provides real opportunities for mothers to resume employment after the well-paid leave
- ▶ We calculate the gap between the end of well-paid parental leave and entitlement to ECEC for each country

Values of Indicator 5:



Thank you!

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