

Strategies for improving the reconciliation of Employment, Childcare and Care for Older Family Members

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Background

- **A contribution to the project** *‘Improving the conditions of Equal Participation for Women in the European Chemical Industry – best practices and strategies’*

Focus:-

- 9 countries selected by FECCIA: BE, CZ, DE, ES, FI, FR, IT, SE, UK
 - Reconciliation measures
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- **Two previous reports**
 - Demographic change (2010)
 - Active Ageing (2012)
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- **Preliminary results, final report due November 2013**

Presentation outline

- **European Policy context**
- **Women's under-representation in the Chemical sector – reflecting gender segregation in the labour market**
- **Reasons for women's under-representation**
- **Reconciliation measures as one part of the solution**
- **National Policy overview for the 9 countries in the study**
- **Conclusions and next steps**

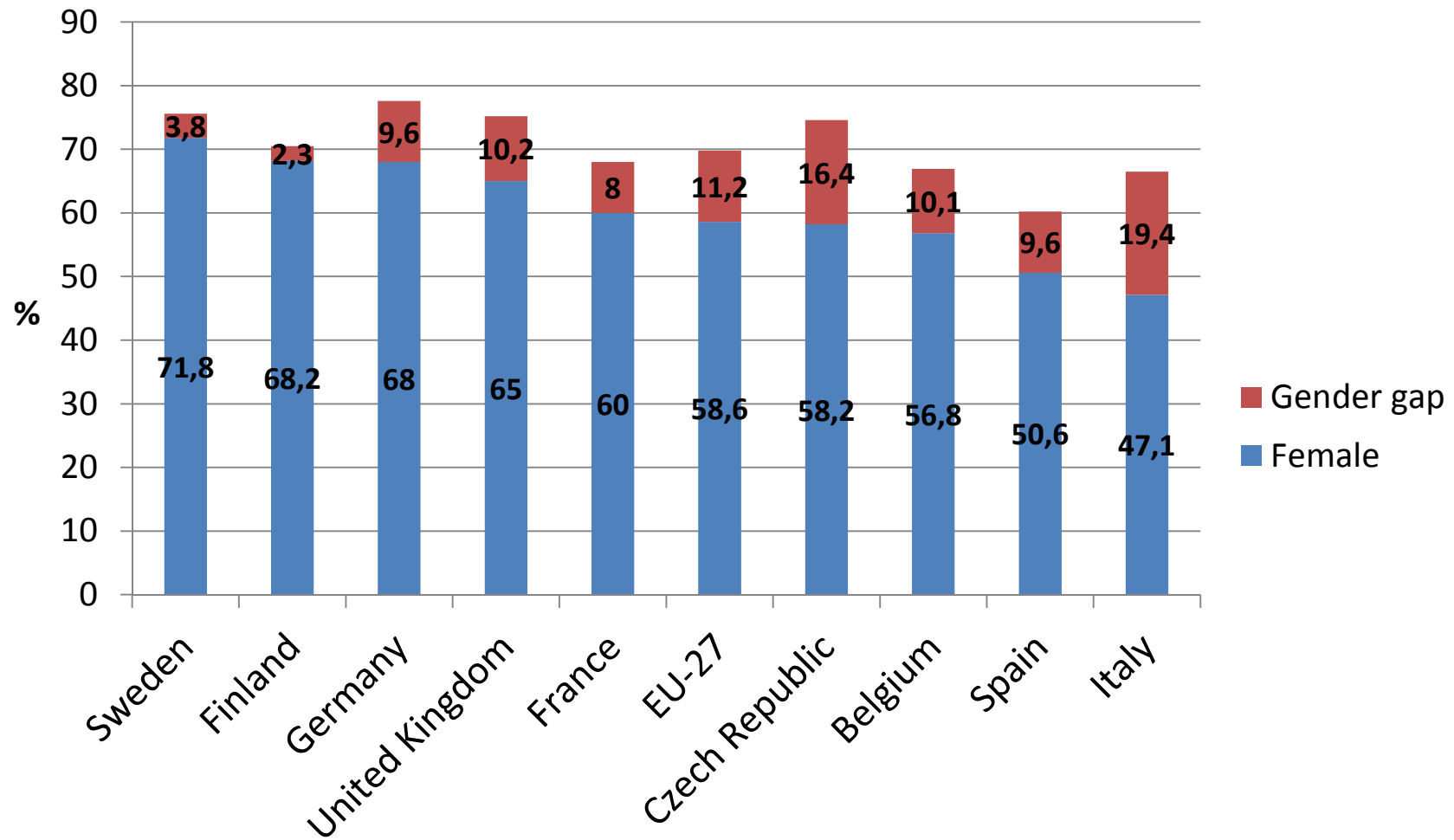
Europe 2020

- The European Union's ten-year growth strategy:
 - *Smart* - **more effective investments in education, research and innovation;**
 - *Sustainable* - moving towards a low-carbon economy;
 - *Inclusive* - strong emphasis on job creation and poverty reduction
- Five targets for employment, innovation, education, poverty reduction and climate/energy; three have a gender impact:
 - 1. Raise Europe's employment rate to 75% by creating more and better jobs, especially for women**
 2. Reduce school drop out by 10%; ensure 40% of 30-34 year olds complete third level education
 3. At least 20 million fewer people in or at risk of poverty

EC's Strategy for gender equality

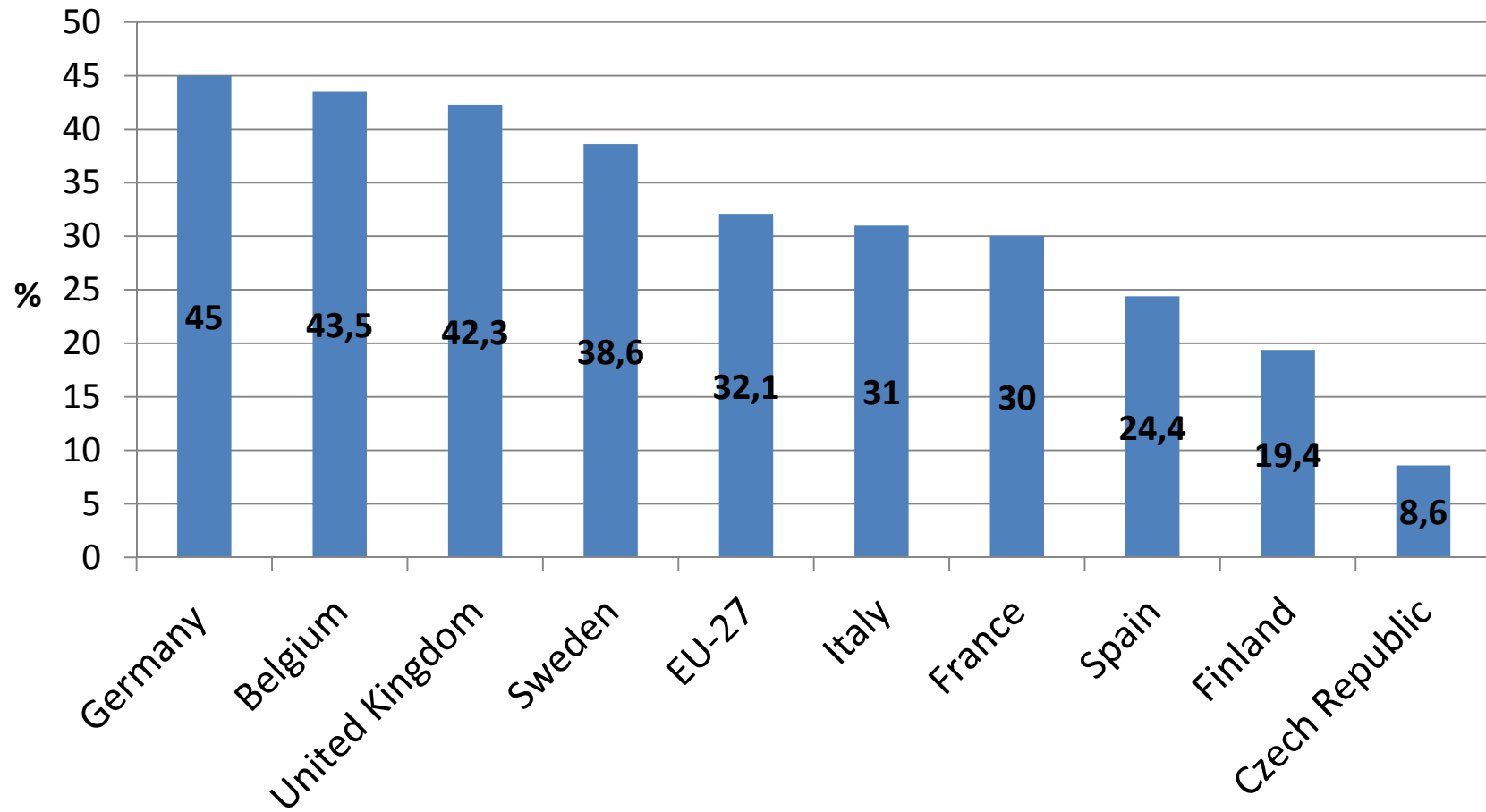
- **Thematic priorities of the European Commission's work programme to promote gender equality (2010-15):**
 - Equal economic independence for women and men
 - Equal pay for work of equal value;
 - Equality in decision-making;
 - Dignity, integrity and ending gender-based violence;
 - Promoting gender equality beyond the EU
 - Cross-cutting 'Horizontal' issues e.g. role of men
- **Highlights the contribution of gender equality to economic growth and sustainable development; supports the implementation of gender equality in the Europe 2020 strategy.**

Female employment rate (age 15-64), 2012



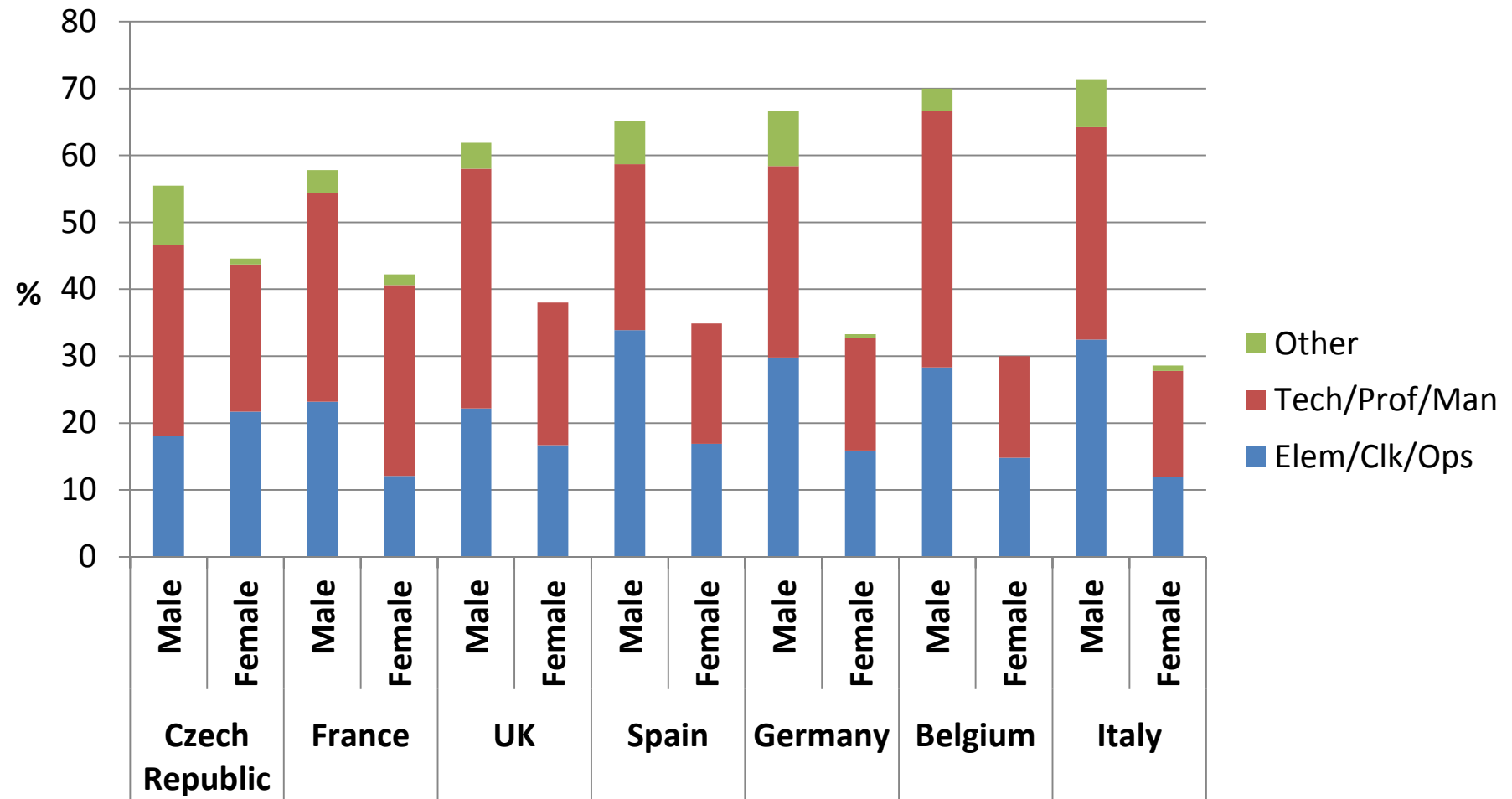
Source: Eurostat

Female part-time employment rate (age 15-64), 2012



Source: Eurostat

The share of men and women in the Chemical Industry, 2008



Source: Eurostat and LFS adapted from Tivig, Eggert & Korb (2010)

Gender segregation in the labour market

- **Women under-represented in some industries**
 - Chemical sector....Extraction, Construction, Engineering
- **Service sector less male-dominated**
 - But women still under-represented in management and many professions
 - Rapid increase over 2-3 generations in women's presence in some professions, including some science based ones (medicine, law, finance...less progress in IT, engineering)

Labour supply reasons – focus on chemical industry

- Training pipeline of young women in science & engineering?
 - Role models, stereotypes, non-sexist careers' advice
- Confidence/risk taking to pursue a minority ('non-traditional') path
 - Do the rewards make it a worthwhile strategy?
 - Financial, career prospects...social environment ('fit in, belong')

Recruit & retain reasons

- Recruitment & progression
 - Equal treatment policies to tackle direct & indirect discrimination
 - Positive action e.g. mentoring, training
- Fitting in
 - Stereotypes & cultural norms
 - Workplace culture welcomes women on an equal footing?
 - Male-centred? ...Sexist?Bullying and harassment?

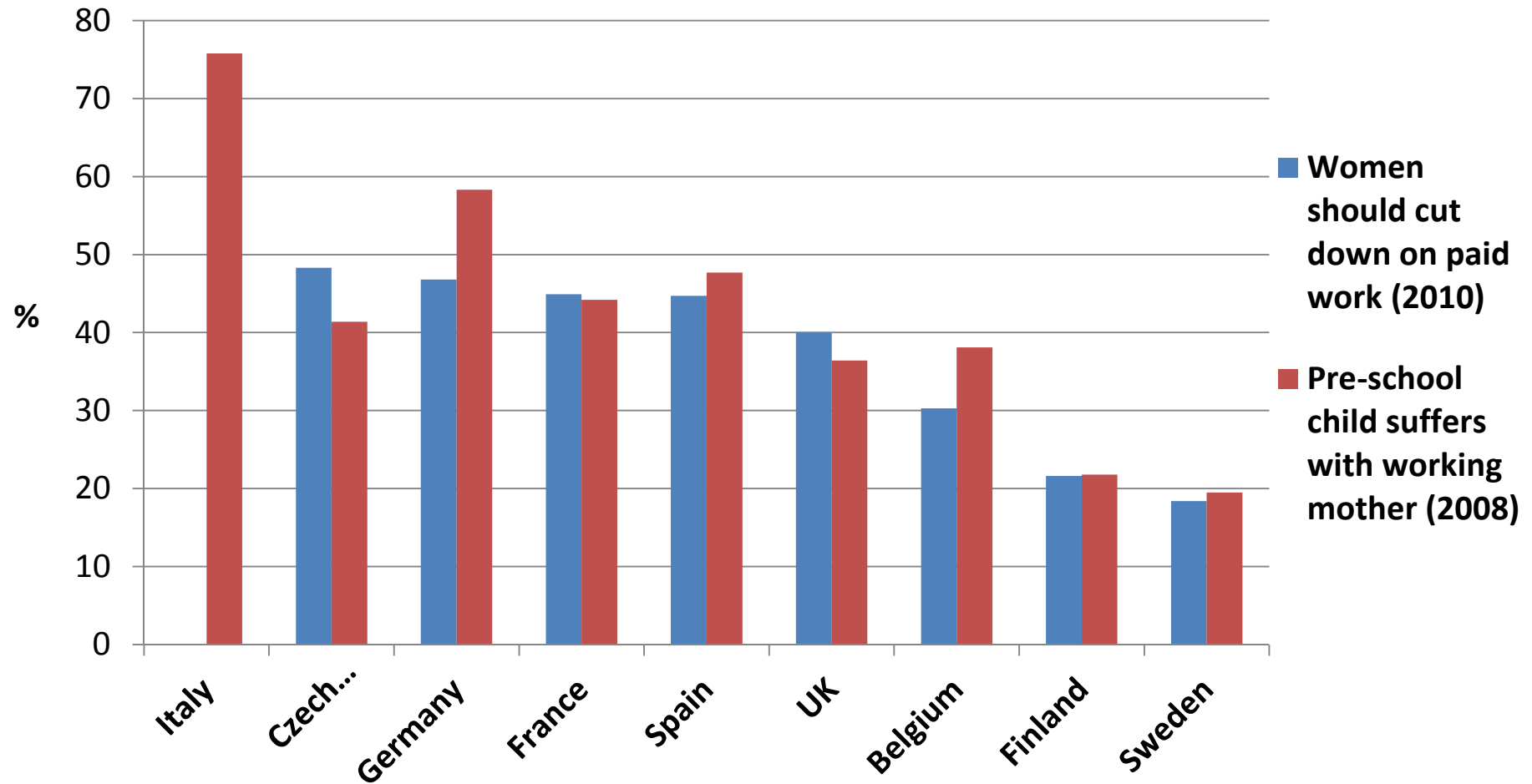
Recruit & retain - reconciliation

- **Combining employment with family responsibilities**
- **Women still do most of the childcare and elder care**
 - Do it themselves or responsible for arranging, coordinating, managing
- **Women still do most of the housework too....**
- **Signs of (slow) change in attitudes and behaviour among younger generations**
 - Supported by **reconciliation policies**

Reconciliation measures

- **Maternity & paternity leave; parental leave**
- **Other leave eg career breaks, time off to care for sick relatives**
- **Employees' individual 'right to request' reduced or flexible working hours**
- **Family-oriented working time policies eg flexitime**
- **Childcare and elder care services**

Attitudes towards women's roles



Source: European Social Survey (2010) & European Values Survey (2008)

Statutory Maternity Leave

	Duration (weeks)	Payment (% of salary)	Eligibility
BE	15 (17 for multiple births)	82% for 30 days; then 75% with a ceiling of €94.87 a day	All insured women
CZ	28 (37 for multiple births)	69% up to CZK31,837 (€1,235) a month	All women residents
FI	105 working days (about 17.5 weeks)	90% for 56 days up to a ceiling of €53,072; then 70% up to a ceiling of €34,495	All parents
FR	16 (1 st /2 nd child) 26 (3 rd child) + 3 (multiple births)	100% up to a max €3,031 a month	10 months ins. cont.
DE	14 (18 for multiple births)	100% with no ceiling	All insured women
IT	20	80%	All women residents
ES	16 (18 if 3 or more children)	100% up to a ceiling of €3230 a month	180 days ins. cont. in last 5 yrs
SE	2+ (50 days for physical jobs or 60 days allocation of PL)	80% of salary up to a ceiling of €43,070	All parents
UK	52	90% for 6 weeks; £136.78 (€159.76) or 90% of average weekly earnings for next 33 wks; rest unpaid	Employed cont 26 wks

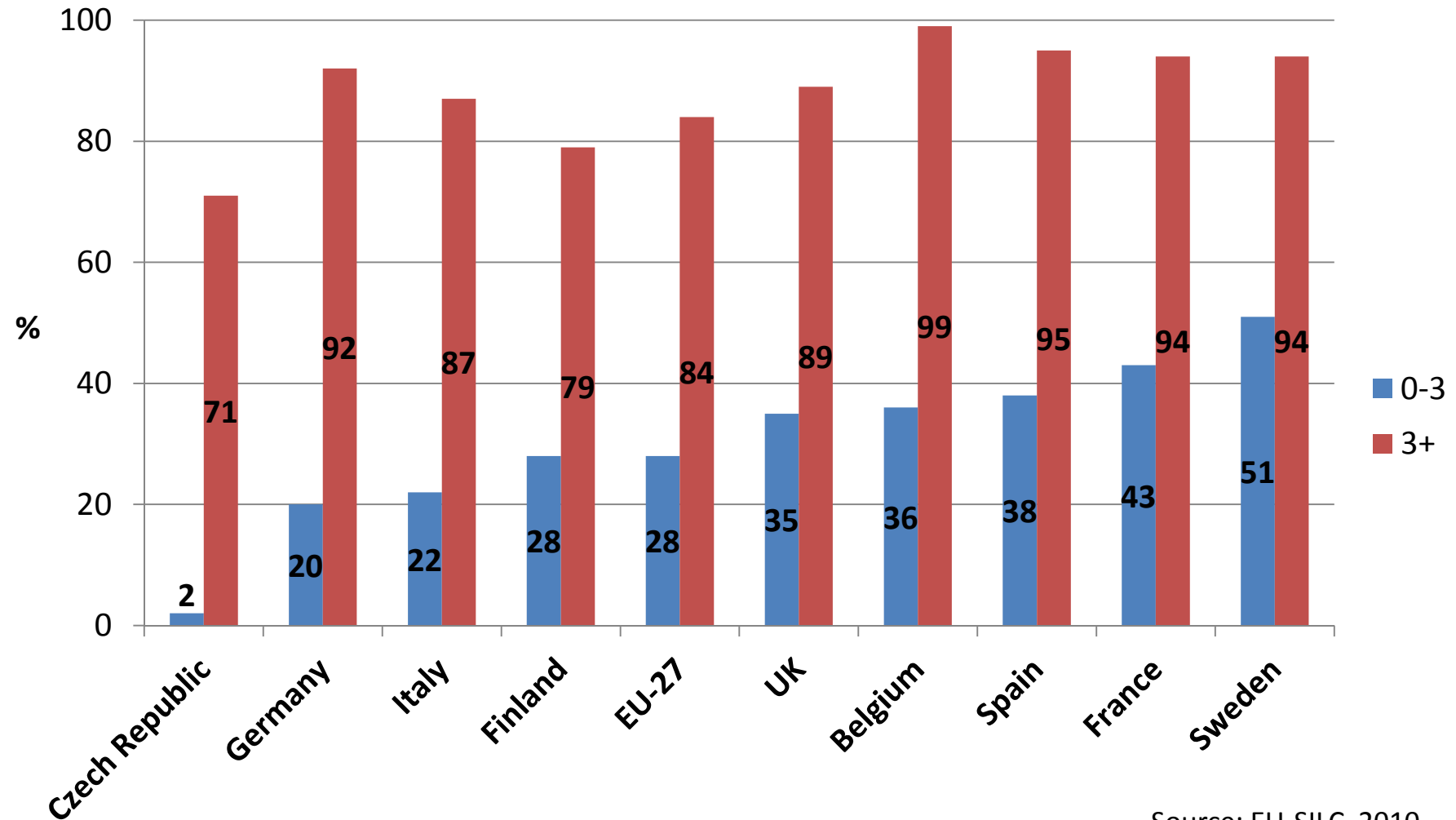
Statutory Paternity Leave

	Duration	Payment (% of salary)
BE	10 days to be taken 30 days after birth	100% for first 3 days; then 82% up to a max of €103.72 per day
CZ	--	--
FI	54 days before child is 2 years old	70%
FR	2 weeks (3 weeks if multiple births) before child is 3 years old	100% for first 3 days (up to maximum afterwards)
DE	--	--
IT	3 consecutive days to be taken within 5 months of child's birth (3 months in exceptional circumstances)	3 days paid at 100% 3 months paid at 80% by health insurance
ES	15 days (+ 2 days if multiple births). 10 weeks of maternity leave may be transferred to father if eligible	100% with ceiling of €3230 a month
SE	10 days to be used during first 60 days and simultaneously with the mother	80% up to max of €43,070 per year
UK	2 weeks to be taken by blocks of 1 week within 8 weeks of birth	£ 136.78 (€160.53) per week or 90% of earnings if this is less

Statutory Parental Leave

	Duration	Age limit	Payment
BE	Taken at FT rate for 4 months; half-time rate for 6 months or 1 day a week for 15 months	3 (8 if disabled)	€679.59 per month net of taxes
CZ	156 weeks	3	Max is CZK 11,500 p/m (€445) & 70% of previous monthly earnings until child is 24-48 months old.
FI	6 months (+ option of homecare allowance until child is 3)	1	75% of income for the first 30 days for each parent; 70 % after that.
FR	3 years per parent per child	3	Paid at €566 per month for 6 months if first child; for 3 years if 2+ children
DE	Up to three years (family entitlement)	3	Replacement rate of 67% of parent's average earnings during 12 months preceding childbirth up to €1800
IT	6 months per parent	8	Child under 3: 30% for 6 months max. For the next 6 months, paid at 30% only if income is below 2 times the minimum earnings. Child aged 3-8 is unpaid.
ES	3 years per parent per child	3	Unpaid
SE	480 days to be shared between parents, 60 days reserved for each parent	8	First 390 days: 80% of salary (up to of SEK440,000 (€49,305) per year
UK	18 weeks per child	5	Unpaid

Formal childcare provision



Source: EU-SILC, 2010

Provisions for elderly care

BE	Two targeted leaves (for medical assistance or palliative care) of between 1-3 months. A lump payment is granted to compensate for foregone earnings.
CZ	No entitlement. However, FT employees can take a period of leave to care for a family member in the event of illness for a maximum of 9 days payable at 60% of daily wage for 6 days.
FI	No entitlement. However, employees can request reduced working hours for personal reasons. Some use rights for part-time pension (from age 60) to take care of elder dependents. There is a moderate care allowance.
FR	Unpaid family support leave enables employees with at least 2 years seniority to care for a dependent relative for up to one year. If the dependent relative is suffering from a life-threatening illness, then a further 3-6 months of unpaid leave can be claimed.
DE	Employees have a right to request reduced or flexible working hours to care. Since January 2012, employees are entitled to reduce their working times to 15 hours per week for a maximum of two years to care for relatives.
IT	Workers who care for a disabled relative are entitled to take three days off work per month, or two hours off per day to care for them. Short-term paid leave is also available to some eligible employees.
ES	Workers are entitled to take leave to care for elder dependants (relatives up to the second degree of consanguinity or kinship) of up to 2 years.
SE	No entitlement. However, employees who are absent from work to care for a seriously ill person may receive an allowance for up to 100 days even if the person is in a hospital.
UK	Employees with children aged 17 and under, relatives and some carers have the right to request flexible or reduced hours. This is right to be extended to all employees with childcare or eldercare responsibilities from 2014.

Conclusions and next steps

- **Progress has been made but still some way to go to secure gender equality in the labour market**
 - Segregation particularly acute in some sectors, including the chemical sector
- **Integrated package of recruitment & retention policies needed**
 - Reconciliation measures are one part of the solution
 - Some examples of national differences in policy arrangements
- **Next steps – complete the policy profile for the 9 countries in this study; identify ‘best practice’ personnel policies**