



Female Labour Supply in the Czech Transition: Effects of the Work-Life Conciliation Policies

Alžběta Müllerová

EconomiX, University of Paris Ouest Nanterre La Défense

March 25 2014

Motivations



- Increasing discontinuity of female careers
- Steep decline of public childcare supply
- Diversity of family policy objectives

Our objective



Analyse the evolution of family policies with respect to the female labour supply and the EU recommendations.

European perspective:
"gender mainstreaming",
equal opportunities and
increasing female
participation rates

Methods



Work-family
balance /
Conciliation

Fertility

Labour
market
participation

- 3 stages of conciliation policies, before and after 1989
- Policy analysis concepts:
 - Path dependency, Layering (Thelen, 2004)
 - Institutional Complementarity (Amable, 2005)

I) Before 1989



- Comprehensive and paternalist family policy (Vecernik, 1993)
 - 1950's – 1980's :
 - Part of children in nurseries: 3% → 18%
 - Part of children in kindergartens: 26% → 81%
- (Haskova, 2007)

II) Post 1989



- Institutional continuity, family policy used as a tool to maintain social peace and reduce labour market tensions
- Pro-reform attitude, "Ideologically induced animosity towards the institutions and policies of the welfare state" (Potucek, 2001)

II) Post 1989



Date of birth of the child	Number of months of daily child caring			
	0-12 months	13-24 months	25-36 months	more than 36 months
1960-1969	61	15	17	7
1970-1979	44	34	17	5
1980-1989	25	30	37	8
1990-2002	5	17	51	27

The number of months spent by mothers at home with their children
Source : Haskova, 2007. From ISSP 2002

At the same time, the number of nurseries declines:
1043 (1990) → 49 (2007) (Kucharova, 2009)

III) The EU accession



- EC recommendations: increase female participation rates by improving the public childcare supply
- Barcelona targets (2002)
 - At least 33% of children in nurseries
 - At least 90% of children in kindergartens
- Disapproving attitude but several measures in favour of faster return to work

III) The EU accession



	Fertility ▼	Participation ▼
Additional Maternity / Parental Leave		
1964 Creation of 1 year Additional Maternity	+	-
1970 2 years	+	-
1989 3 years	+	-
2001 Additional Maternity leave becomes Parental Leave, accessible to fathers in the same conditions	+	+
Additional Maternity / Parental Benefit		
1970 Creation of the AM benefit, 1 year if 2 dependent children or single mother	+	
1971 2 years (same conditions)	+	
1987 3 years if child born after December 1987 (same conditions)	+	
1990 AM benefit becomes Parental benefit, 3 years for all children (7 for handicapped)	+	-
1995 Extension of the parental benefit: 4 years	+	-
1998 No more limitation of worked hours for recipients	+	+
2001 The limitation of income for recipients moves from vital minimum to 50% above it		+
2004 No more limitation of income for recipients		+
2006 Less strict limitation of hours spent in childcare facility for recipients' child		+
2007 Significant increase of the parental benefit	+	-
2008 Creation of a Multi-Speed Parental benefit: 2, 3 or 4 years	+	+
2012 No more limitation of hours spent in childcare facility for recipients' child	+	+

Conclusion



- Efficiency of the new conciliation policies?
 - Multi-speed parental benefit (2008)
 - Uncertain realisation of the Children Group Act
- Lack of econometric family policy evaluations



Thank you for your attention.

alzbeta.mullerova@u-paris10.fr