

WORK-FAMILY POLICIES IN CROATIA AND SLOVENIA: POLICY DEVELOPMENTS THROUGH GENDER LENS

IVANA DOBROTIĆ

UNIVERSITY OF ZAGREB, FACULTY OF LAW,
DEPARTMENT OF SOCIAL WORK, SOCIAL
POLICY CHAIR

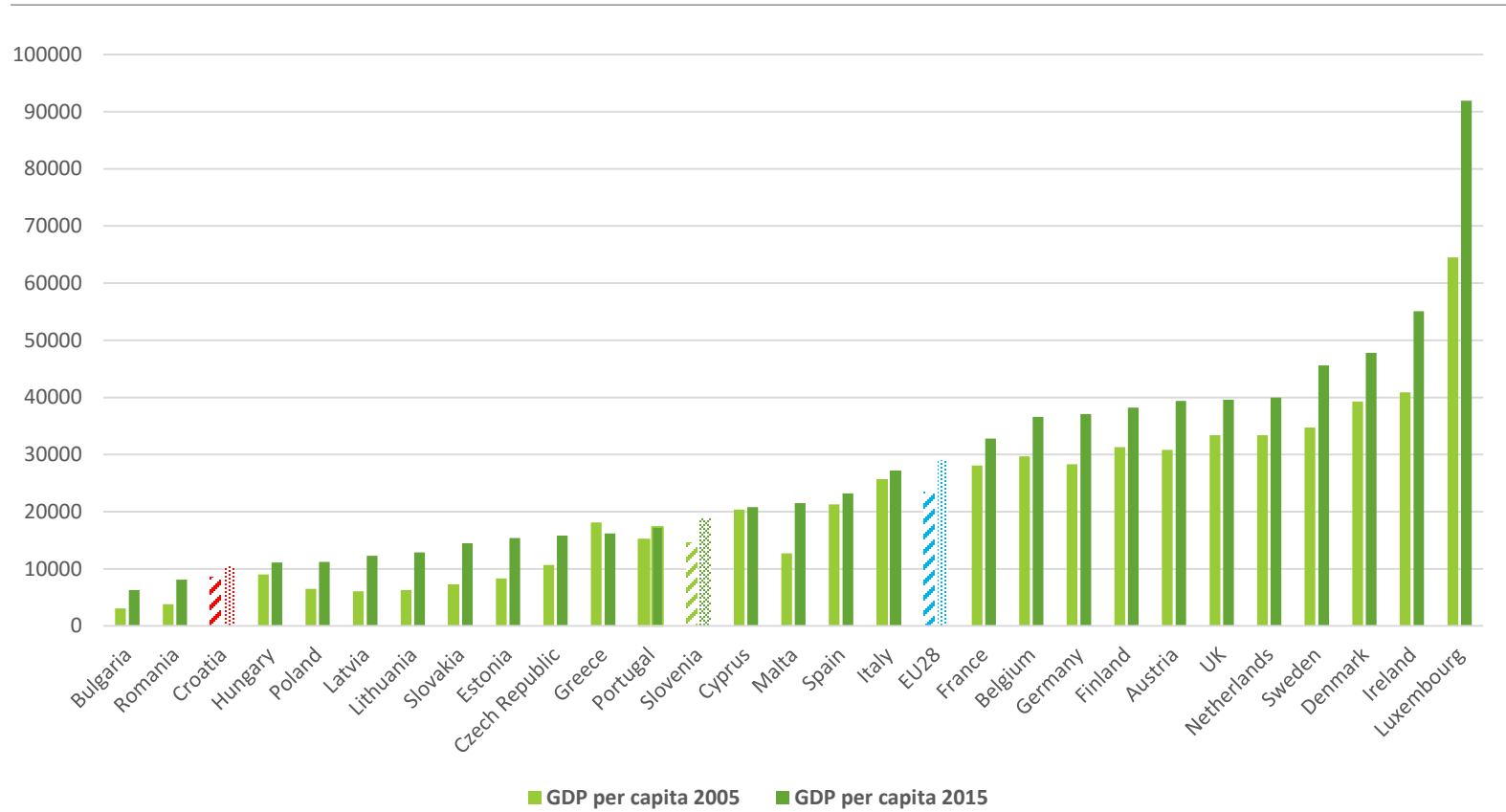


Brno, April 25th 2017, Erasmus+ program

Outline

- ❖ Socio-economic and cultural context
- ❖ WFPs development
 - ❖ Short view in history
 - ❖ Postcommunist transformation
 - ❖ Crisis impact
- ❖ Current WFPs
 - ❖ Strategic differences
 - ❖ Differences in policy instruments
- ❖ Policy implications of different developmental paths

GDP per capita, €



Main trends relevant for WFP

indicators	Croatia	Slovenia	EU	year
total fertility rate	1,40↓	1,57↑	1,58	2015
crude rate of net migrations	0,2	5,6	1,4	2009
	-4,3	0,2	3,7	2015
life expectancy				
-male	74,4	77,8	77,9	2015
-female	80,5	83,9	83,3	2015
proportion of population 65+ (%)	19,2	18,4	19,2	2016
mean age of women at childbirth	29,9	30,2	30,5	2015
live births outside marriage (%)	18,1	57,9	40,2	2015
mean age at first marriage				
- female	27,9	30,0	.	2015
- male	30,7	32,3	.	2015
marriage rate	4,7	3,1	.	2015
divorce rate	1,4	1,2	.	2015

Employment patterns & poverty rates

	Croatia	Slovenia	EU	year
employment rate (20-64)	60,5	69,1	70,1	2015
- gender gap	-9,4	-8,6	-11,6	2015
part-time employment (%)	5,9	9,3	19	2015
- gender gap	-2,6	-6,6	-23,3	2015
employment rate (20-49)				
- male, children<6	85,3	94,2	88,9	2015
- female, children<6	68,8	77,6	62,1	2015
poverty rate	20	14,3	17,3	2015
- single person	38,6	35,4	25,4	2015
- single person, dependent children	33,1	32,5	33,7	2015
- 2 adults, 1 dependent child	15,3	12,6	12,9	2015
- 2 adults, 2 dependent children	16,8	10,2	14,8	2015
- 2 adults, 3+ dependent children	34,1	16	27,1	2015

Main values relevant for WFP

values (strongly agree/agree)	Croatia	Slovenia	year
family important	98,8	97,4	2008
work important	92,1	94,1	2008
it is alright for two people to live together without getting married	55,4	73,5	2008
a pre-school child is likely to suffer if his/her mother works	48,0	35,8	2008
both the husband and wife should contribute to household income	82,5	90,1	2008
job is alright but what most women really want is a home and children	64,1	54,6	2008
in general, fathers are as well suited to look after their children as mothers	76,3	90,6	2008
men should take as much responsibility as women for the home and children	96,2	97,2	2008

Family policy – short view in history

❖ *ILO Convention concerning the Employment of Women before and after Childbirth (1919)*

- ❖ Kingdom of Serbs, Croats and Slovenes ratified it in 1927 – **12 weeks** of paid maternity leave

❖ *after the second WW*

- ❖ early socialism – similar development – focused on women (main goal – **women`s employment**)
 - maternity leaves & childcare; maintenance of traditional division of labour in the family
- ❖ decentralization/”self-management” – first differences
 - duration of maternity leave, child allowances, childcare development

WFP in late socialism – main differences

socialism – main differences

Slovenia

- **progressive** system of child allowances (1970)
// **unique & highly** means-tested (1984)
- **additional maternity leave**
141 days in 1975, since 1986 **parental leave (260 days)** // **extended** leave for families with more children (since 1981)// **fathers** since 1978 // **unemployed parents** since 1986
- **childcare**
additional **self-contribution** for childcare // family type care (1980)
(**76,5%** of parents included children in institutions (Stropnik 1987)
// coverage rate 1991 – **50,9%**)

Croatia

- **unique child allowances**
- **maternity leave** 180 days /100% (1973)
- **additional maternity leave**
up to the **first year/means tested** (1973), in 1989 **100%** compensation rate // **fathers** since 1978
- **childcare – poorer network**
nurseries & kindergartens **part of educational system** (1974) // family type care (1977)
(**26,5%** of parents included children in institutions (Stropnik 1987)
// coverage rate 1989 - **30,3%** in kindergartens and **7,8%** in nurseries)

WFP since 1990s – strategic differences

strategy level – main differences

Slovenia

1. recognition of family policy

- important field // planned development
(*Resolution on family policy, 1993*)

2. basic goals in the field of family policy

- multiple goals (WFP, child-centric, gender equality)

3. nature of family policy instruments

- versatility

Croatia

1. recognition of family policy

- low importance, declarative, non-consistent, highly ideological, purely evidence based

(*National demographic development programme 1996 // National family policy 2003//National population policy 2007*)

2. basic goals in the field of family policy

- demographic goals, economic goals

3. nature of family policy instruments

- compensationally oriented

WFPs in post1990 – policy differences

postcommunism – main differences

Slovenia

existing measures were upgraded with new goals/instruments // **CRISIS!**

e.g. additional development of **childcare institutions**; encouragement of more **active role of fathers** – shared (individual) parental leave, paternity leave; better conditions for families with **more children** – especially since 2005

Croatia

often and non-consistent changes

- 1990s – idea of **women`s redomestication, demographic renewal**; supported by family policy measures (e. g. three-year maternity leave, institute of „mother career“, generous family allowances...)
- ECEC system not in focus

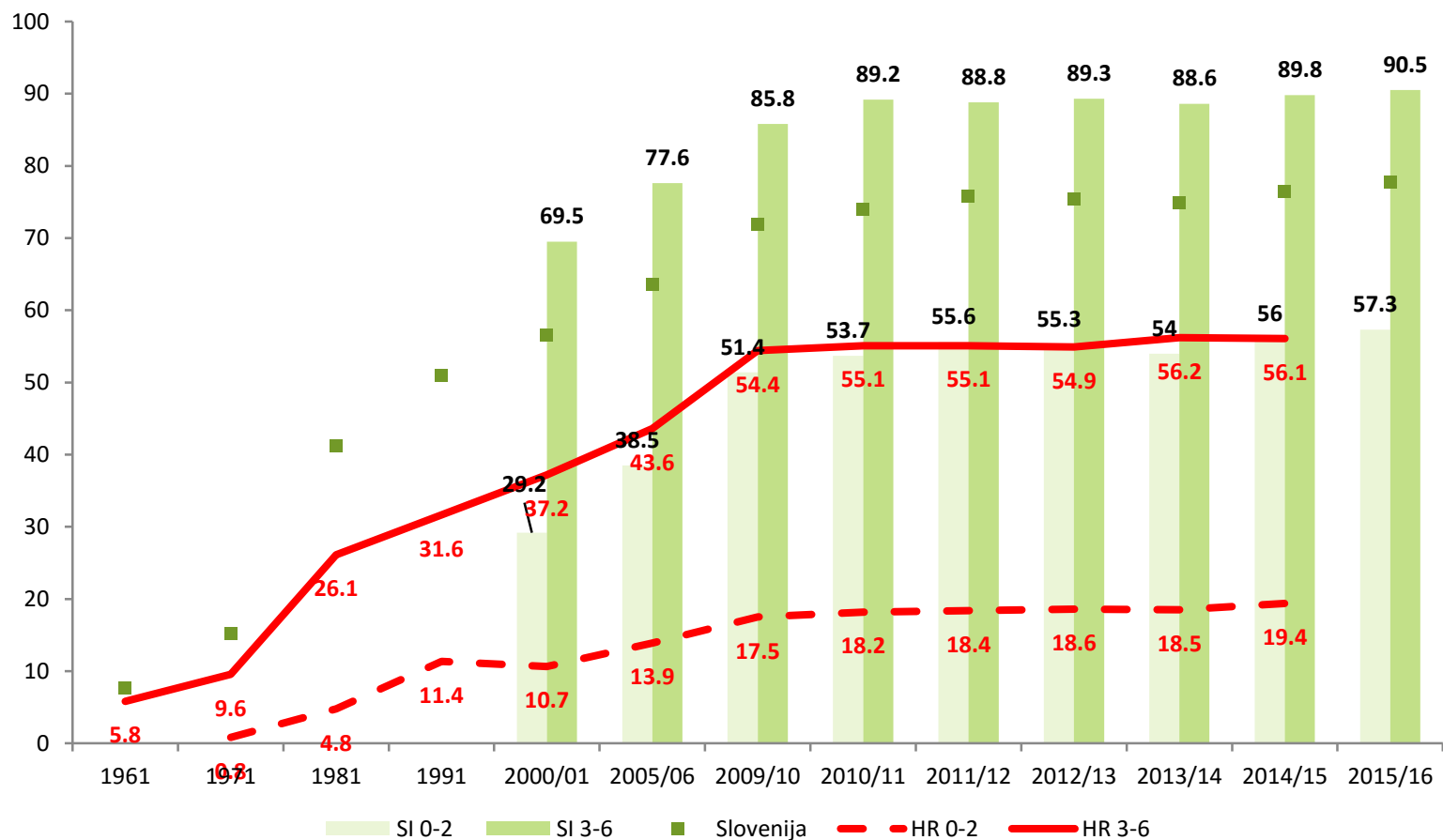
Crisis related measures in SI

- ❖ temporary measures [June 2012]???
 - ❖ GDP > 2,5% (+annual increase in employment rate - 1,3 pp, 2016)
- ❖ Leaves
 - ❖ compensation rate for parental and paternity leave – 90% for earnings above €763,06, upper ceiling from 2.5 to 2 average salaries
 - ❖ parental allowance increased (for 28%)
 - ❖ reform of paternity leave (15+75 → 30 days)
- ❖ ECEC
 - ❖ parents fee for the 2nd child 30 %; free of charge for 3rd and any subsequent child (if simultaneously attending the ECEC)
 - ❖ additional 50% state subsidy of corresponding parent`s fee for children aged 3 years or over withdrawn
 - ❖ municipalities can subsidized childminders for children who were not accepted in the ECEC due to the lack of places – 20% of fee for ECEC

Present measures

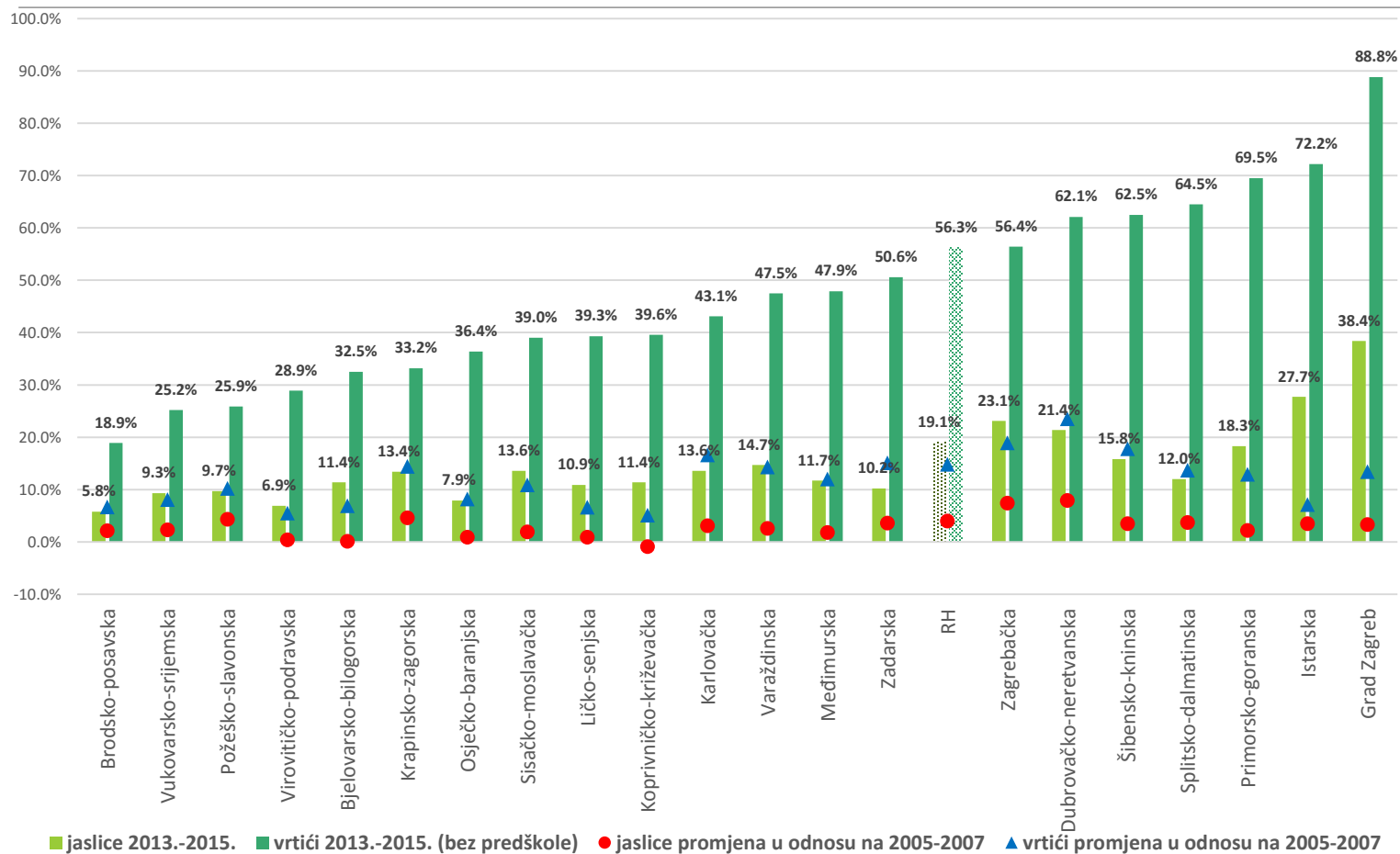
	Slovenia	Croatia
maternity leave	105 days /100%	180 days /100%
parental leave	130 days per parent /90% non-transferable 30 mother`s days extended for second and any subsequent child (30 days)	4 months per parent (low ceiling) non-transferable 60 days 450 days per parent for twins/ third... child (all days transferable)
paternity leave	25+25 days (2017) // 30 from 2018	-
labour market	PT up to the child completes the first grade (10) years; one year non- transferable flexible work. arrang.	PL can be used part-time (2009)
childcare	education system high enrolment [private educator] (2008) unique rules for subsidies – 0-77% (depending on income/property) // 30% for the 2nd child & free for 3rd+ child (if simult.)	education system low enrolment nannies (2013) fees dependent on municipalities rules // different rules for public/private providers

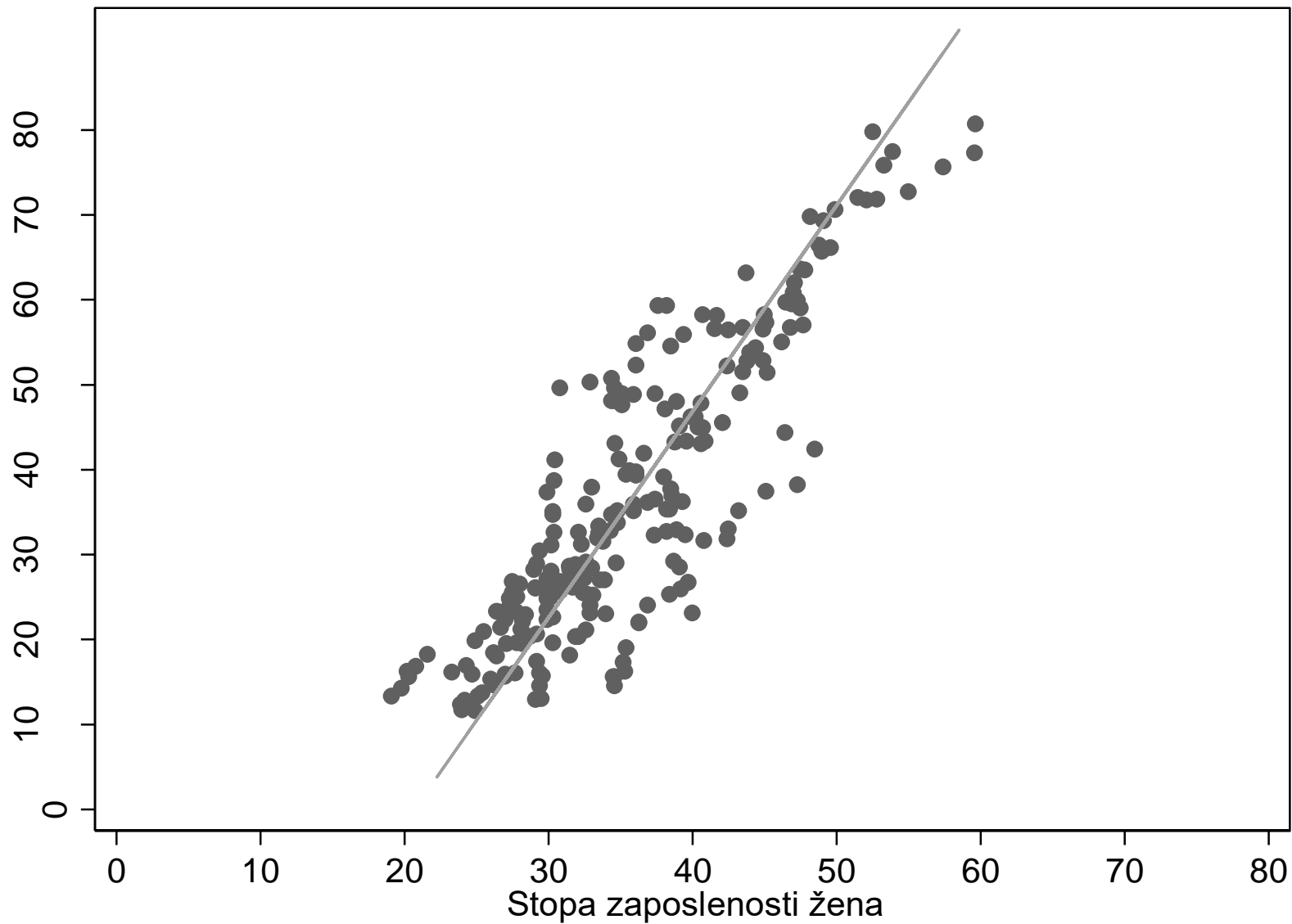
Enrolment in ECEC in Croatia & Slovenia



Source: DZS (1964-2015); SURS (2006-2017), Stropnik (2001)

Enrolment by counties, HR

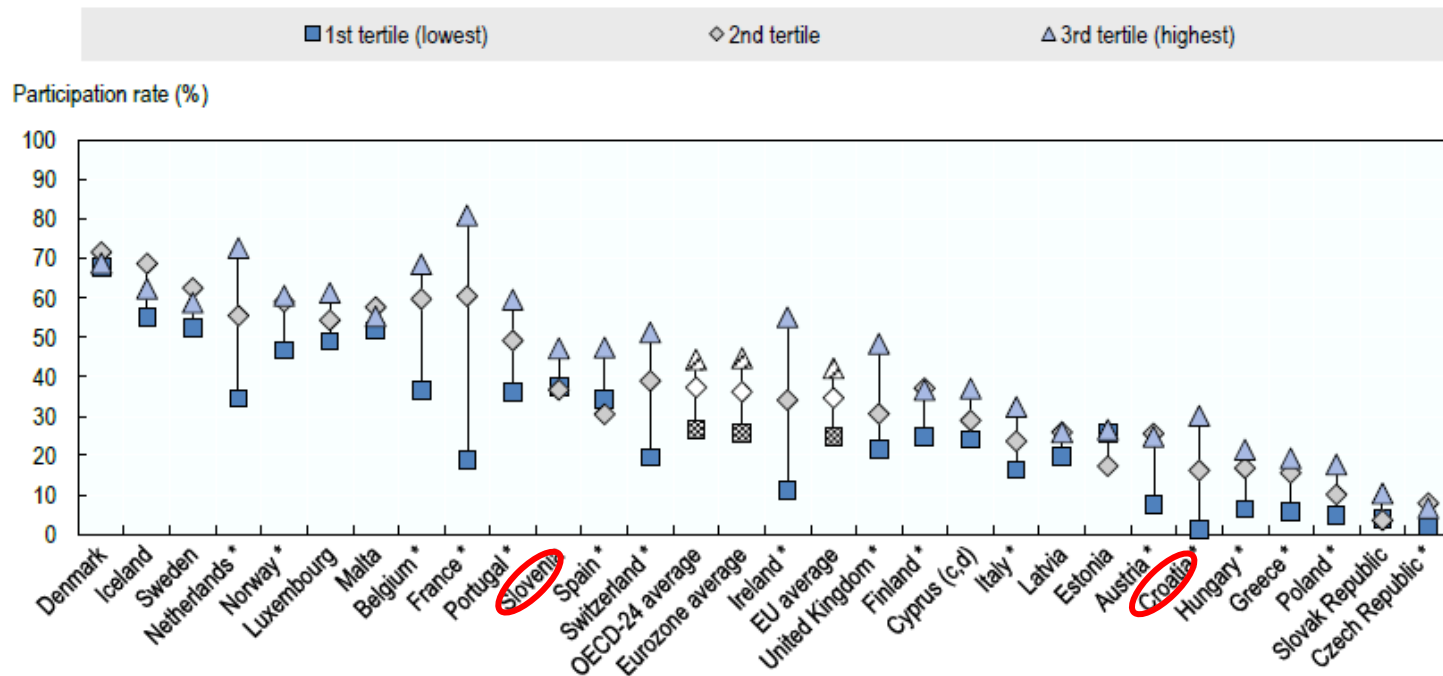




Izvor: Dobrotić, Matković i Baran (2010)

Affordability?

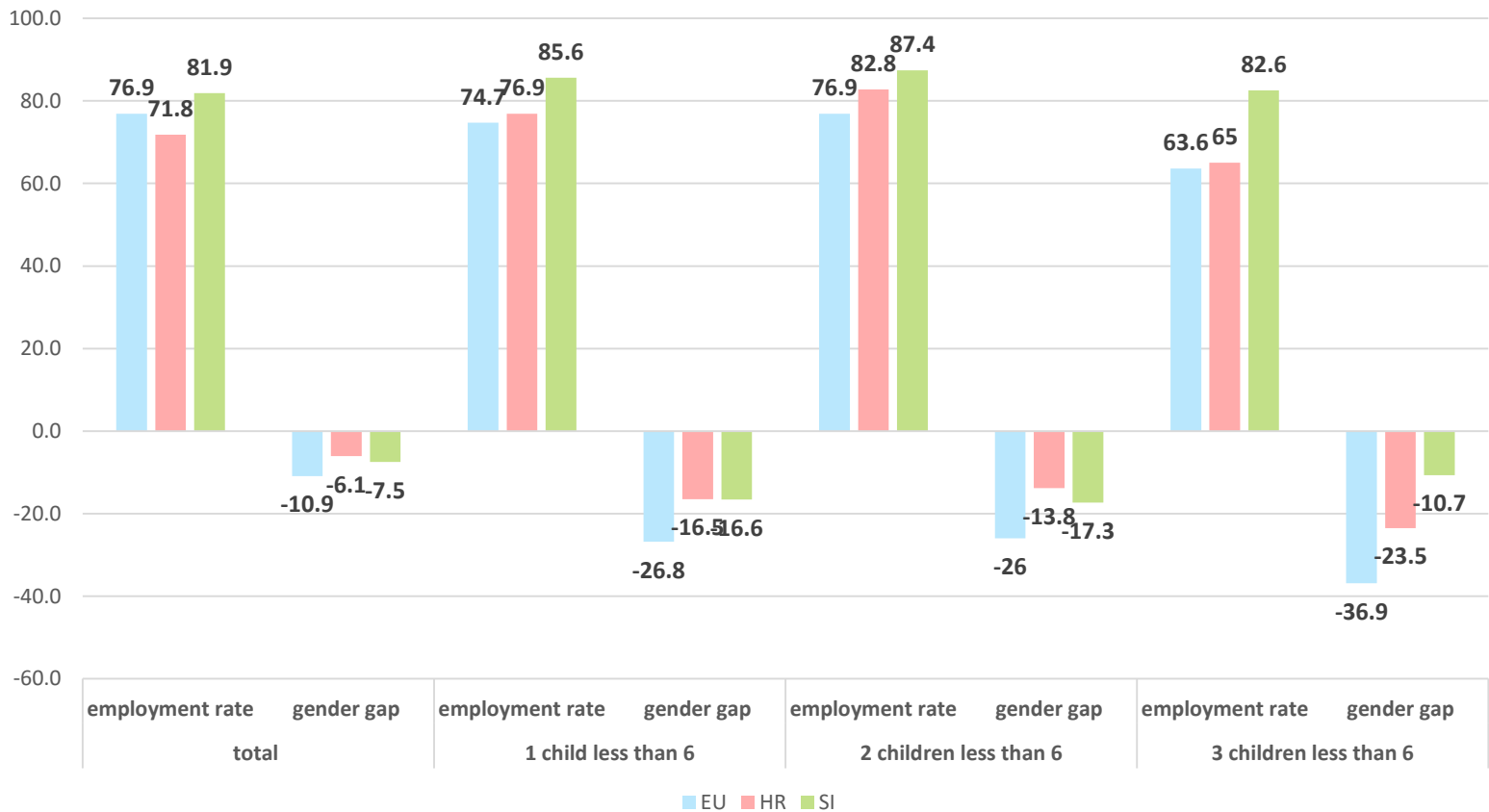
Chart PF3.2.B. Participation rates for 0-to-2-year-olds in formal childcare and pre-school services^a, by equivalised disposable income tertile^b, 2014



Note: In countries marked with an *, differences in participation rates across groups are statistically significant at $p < 0.05$

Employment?

employment rate 20-49, with children less than 6



Fathers...

❖ fathers & leaves

❖ HR – 4,5% fathers on parental leave (2015)

❖ SI – 7% fathers on parental leave (2015)

❖ SI – **80%** fathers 15 days, less than 1 in 5 fathers more than 15 days (2015)

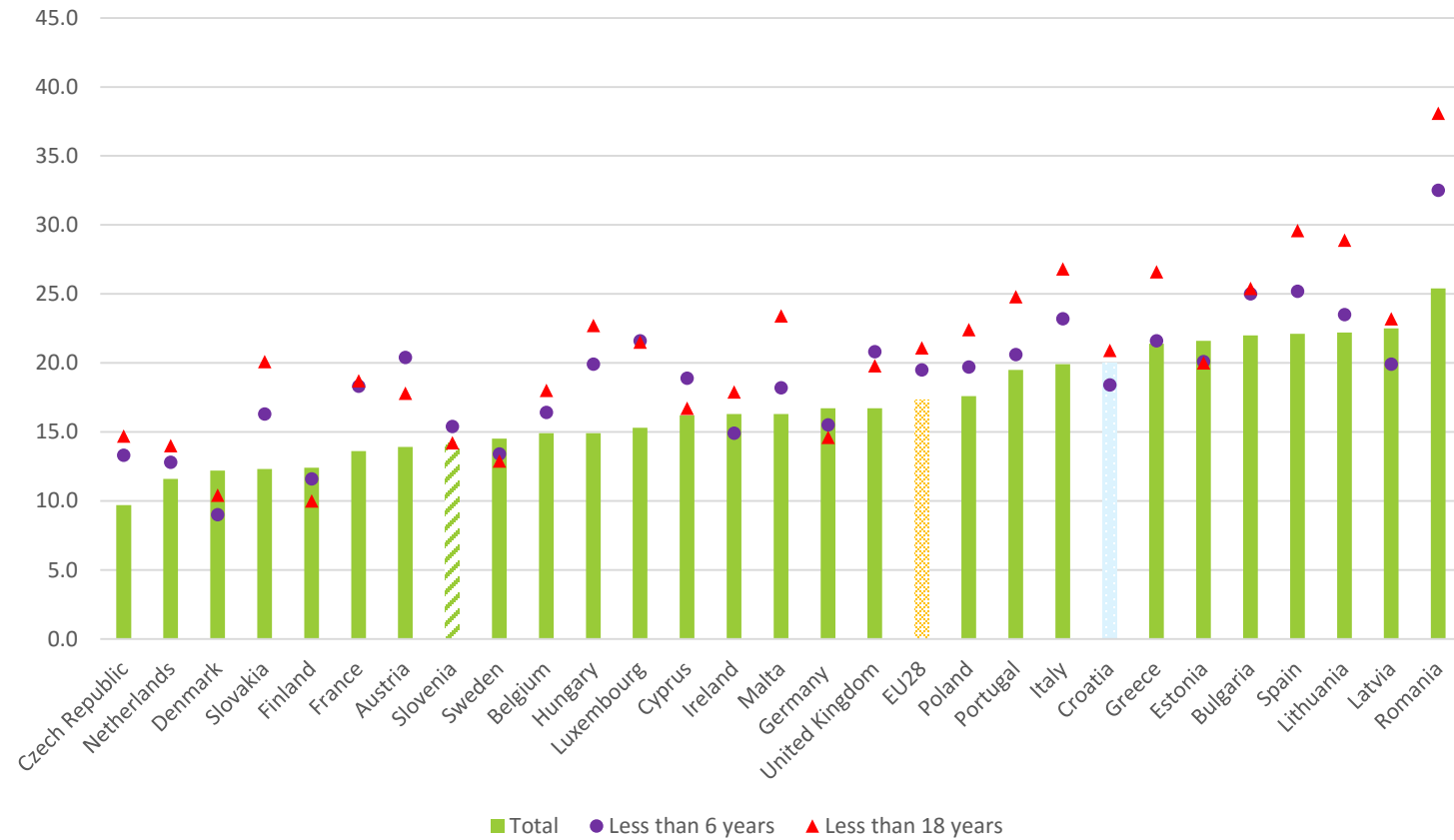
Carework?

hours per week:	HR men	HR women	diff	SI men	SI women	diff
Cooking and housework	10,9	19,4	+8,5	9,9	17,7	+7,8
Caring for children	15,9	24,8	+8,9	14,2	21	+6,8
Caring for elderly/ disabled	14,4	15,7	+1,3	11,3	14,7	+3,4

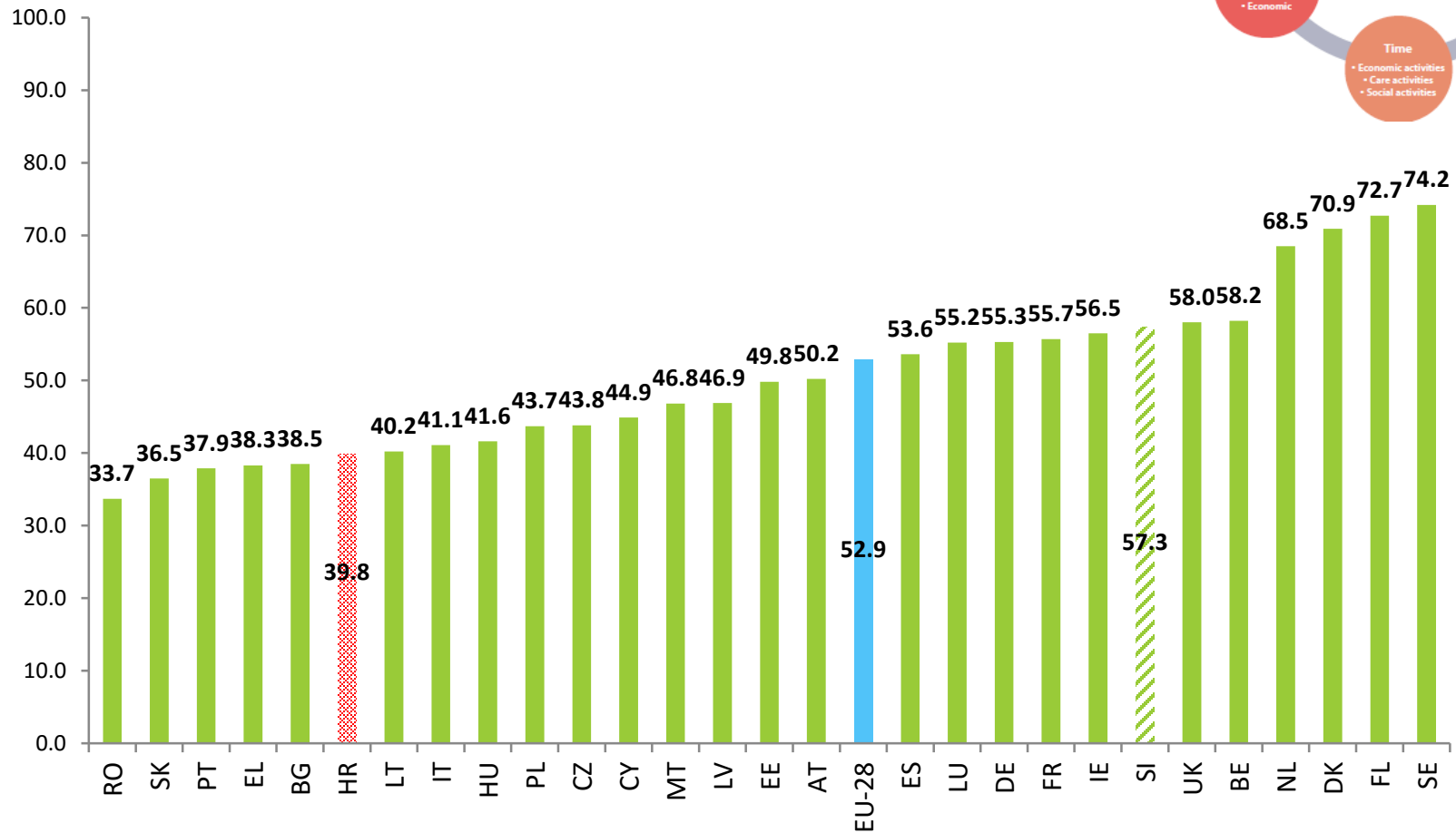
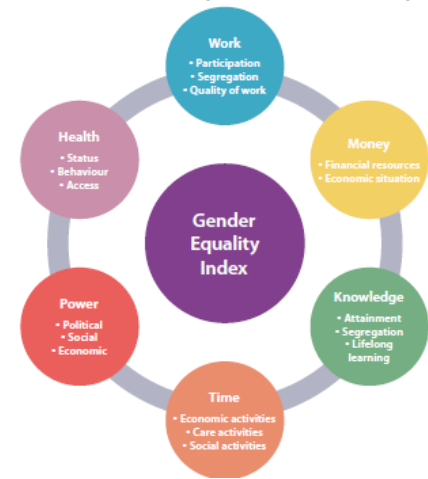
HR: +17,4 hours a week in childcare and housework=904,8 a year
=37,7 days = **+113 working days**

SI: +14,6 hours a week in childcare and housework=759,2 a year =
31,6 days= **+94 working days**

Poverty rates 2015



Gender Equality Index – EIGE (2015)



„He sort of helps me...“



Source: Google Pictures

ivana.dobrotic@pravo.hr

