

Work-family life balance policies and promoting gender equality: are they sometimes at odds?

Jeanne Fagnani (CNRS-IRES)

INTERNATIONAL WORKSHOP

Fathers on Leave and Gender Equality: a comparative perspective

University of Lisbon

May 20-21 th 2014

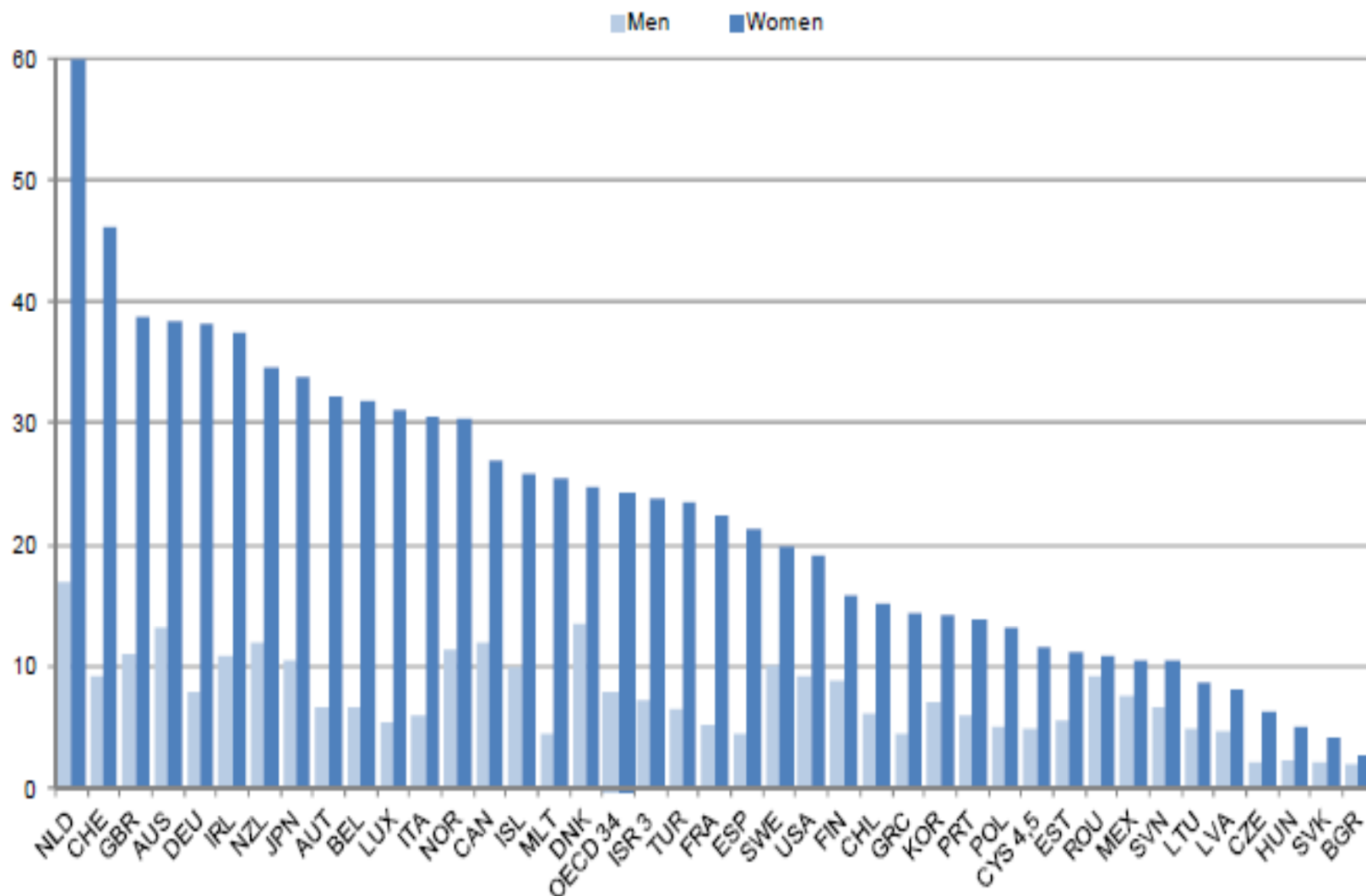
Summary

1. Parental leave schemes: a “poisoned chalice” for women?
2. Flexible working arrangements and family-friendly policies in the workplace: an indirect discrimination
3. The gender issue in the caring sector: a female-dominated employment sector
4. Conclusion

Parental-leave schemes: side-effects and unintended consequences

- Maintain or reinforce the traditional gender division of unpaid work
- Contribute to the maintenance of gender discrimination in the labour market by establishing asymmetrical professional trajectories within couples
- Reinforce employers prejudices towards female workers

Incidence of Part-Time Employment (Source: OECD, 2010)



Thank You for Your Attention

Parental Leave and Child Rearing Benefit (CRB): 2 different Schemes

- PARENTAL LEAVE:
 - falls within the provisions of the *Code du Travail* (Labour Code),
 - Unpaid
 - Duration: one year
- CHILD REARING BENEFIT:
 - Flat-rate Allowance paid by Social Security

Child Rearing Benefit (CRB)

- A flat-rate benefit: 566 € per month if the mother (or the father) does not work
- PART TIME JOB POSSIBLE:
 - 430 € if the recipient works < 50 half-time
 - 325 € if the recipient works between 50 et 80 % of full-time

CRB: Maximum Duration of the Leave

Parents with a Single Child

- Duration: 6 months from the end of maternity leave (or paternity leave)

Parents with 2 or more Children

- Duration: until the child reaches the age of 3

3,6% of Recipients are Fathers

Fathers	Mothers	TOTAL
19,900 3.6%	539,000 96,4%	559,000 100%

Source : CNAF, 2011

....most of the Fathers Provided with
this Benefit Work Part-time

Fathers Working Part-time	Mothers Working Part-time
70,5%	43,7%

Recipients of CRB Working on a Part-time Basis: Duration of Part-time

	Fathers	Mothers
1-50% of full-time	28	21
51-80 of full-time	72	79
Total	100%	100%

Source : CNAF, 2011

Recipients of the CRB Working Part-time: Earning more or less than his/her partner? (2011)

Source : CNAF FILEAS 2011 (France entière)

	Mothers	Fathers
The recipient earns less than his/her partner	67.6%	55.7%
The recipient earns more than his/her partner	31.1%	43.4%
Same earnings	0.1%	0.1%
TOTAL	100%	100%

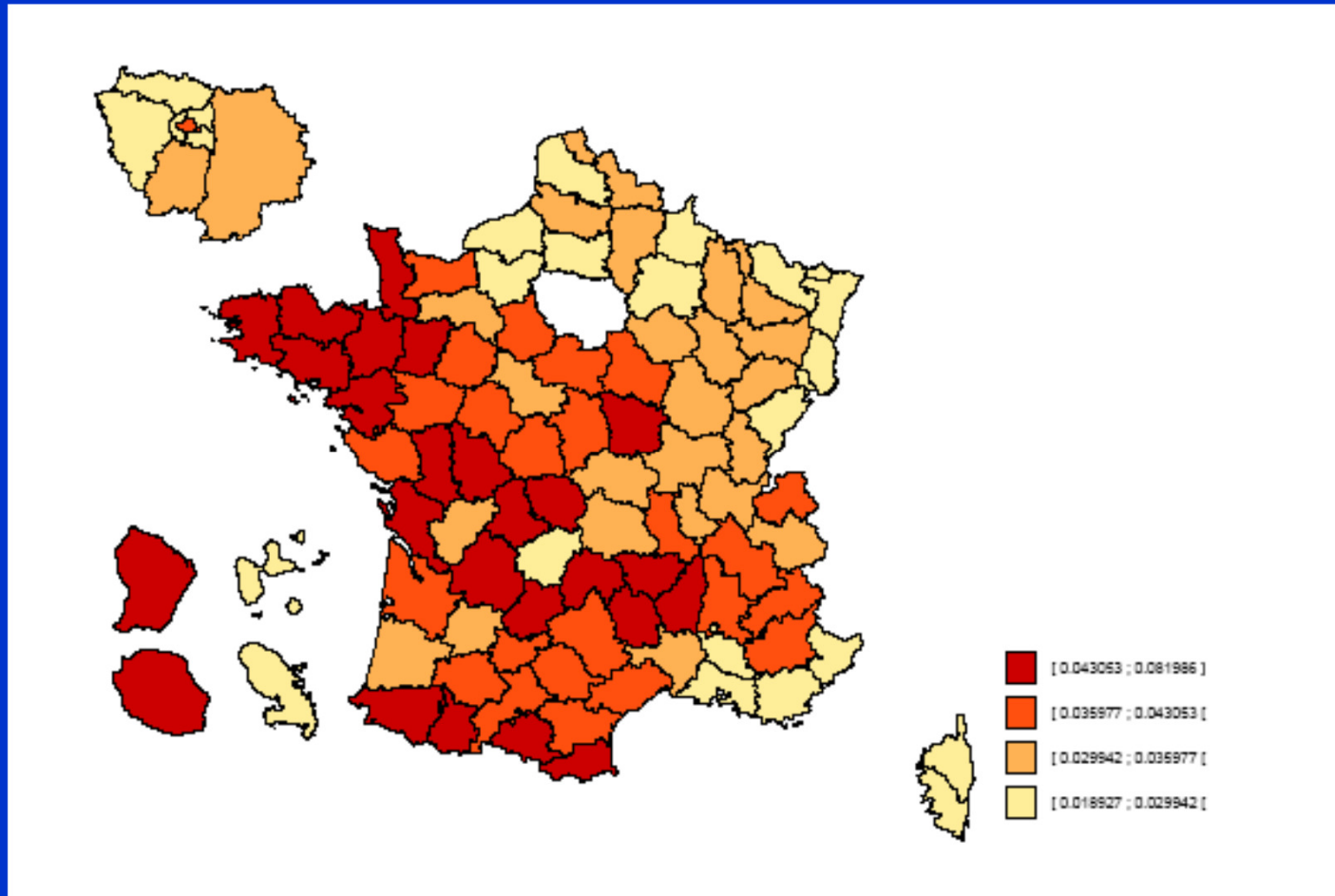
Average Duration of the Leave

Average duration (Months)	Fathers	Mothers
Recipients with a single child	4,4	5,2
Recipients with 2 or more children	19,5	23,5

Barriers to an Increase in Fathers' take-up

- A low flat rate benefit: a strong disincentive for fathers to use this benefit
- Societal norms
- Family policy is still imbued by “maternalist” values
- Reforms opposed by the family associations (UNAF)
- Outcomes of the reforms: a dramatic rise in demand for formal childcare arrangements
- Current budgetary constraints: cost containment is the rule

Take-up Rates among Fathers: Spatial Disparities



Champ : Ensemble des bénéficiaires hommes et femmes du CLCA en décembre 2011
Source : CNAF 2011