

WOMEN ON THE POLISH LABOUR MARKET

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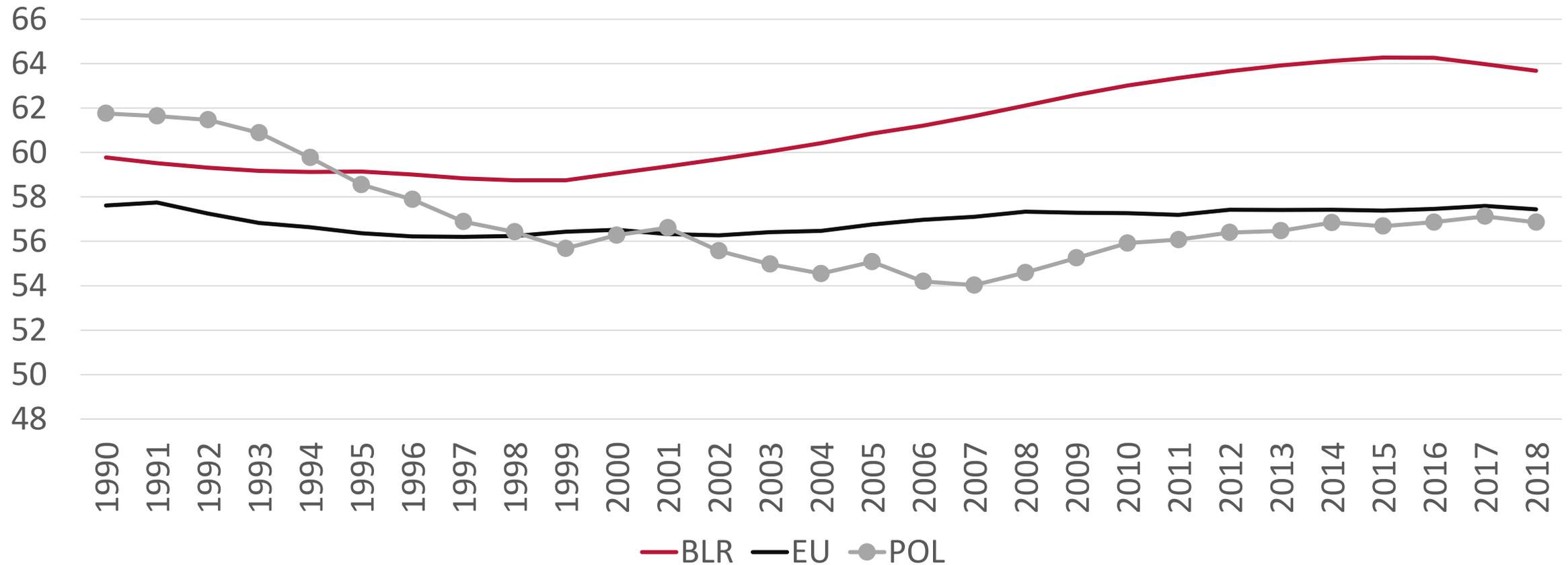
Warsaw School of Economics, Institute for Structural Research (IBS) and IZA

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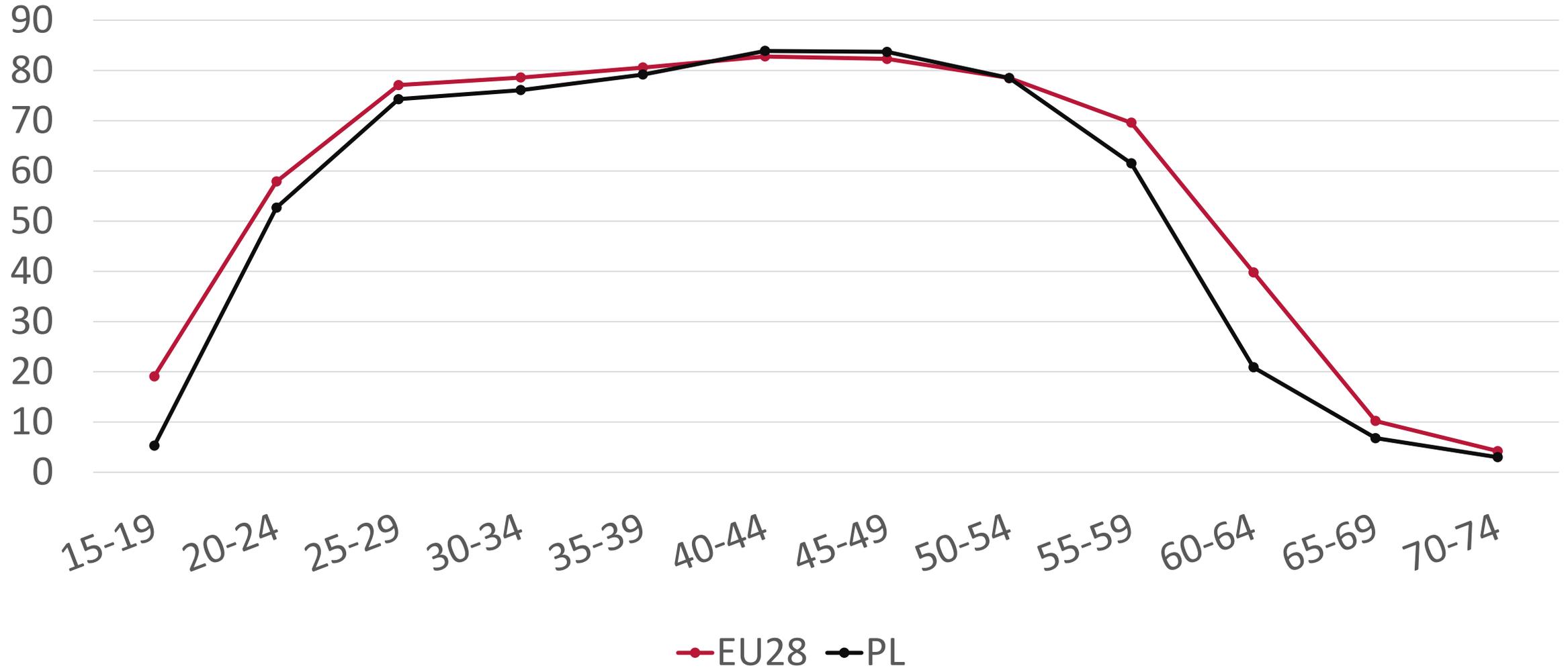
FLP has declined during transition and never rebounded



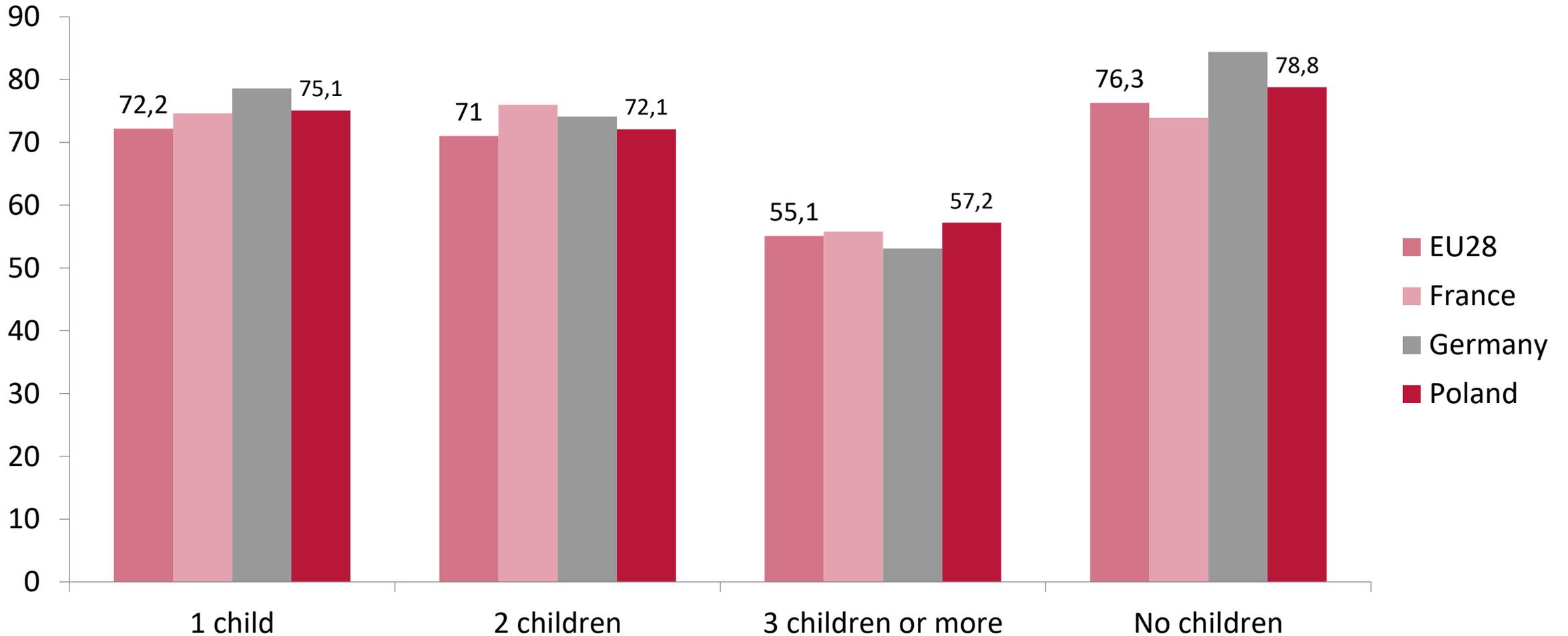
LFPR 15+, World Bank data



LFPR by age: youngest and oldest women lag behind



Women 25-49 on the labour market and children (LFPR)



Leaves

- Maternity, parental, paternity leaves
- Care leave

Childcare

- ECEC for 0-3
- kindergartens

Monetary transfers

- Family benefits
- Add ons
- 500+ (2016)

Family policies in Poland (1): leaves



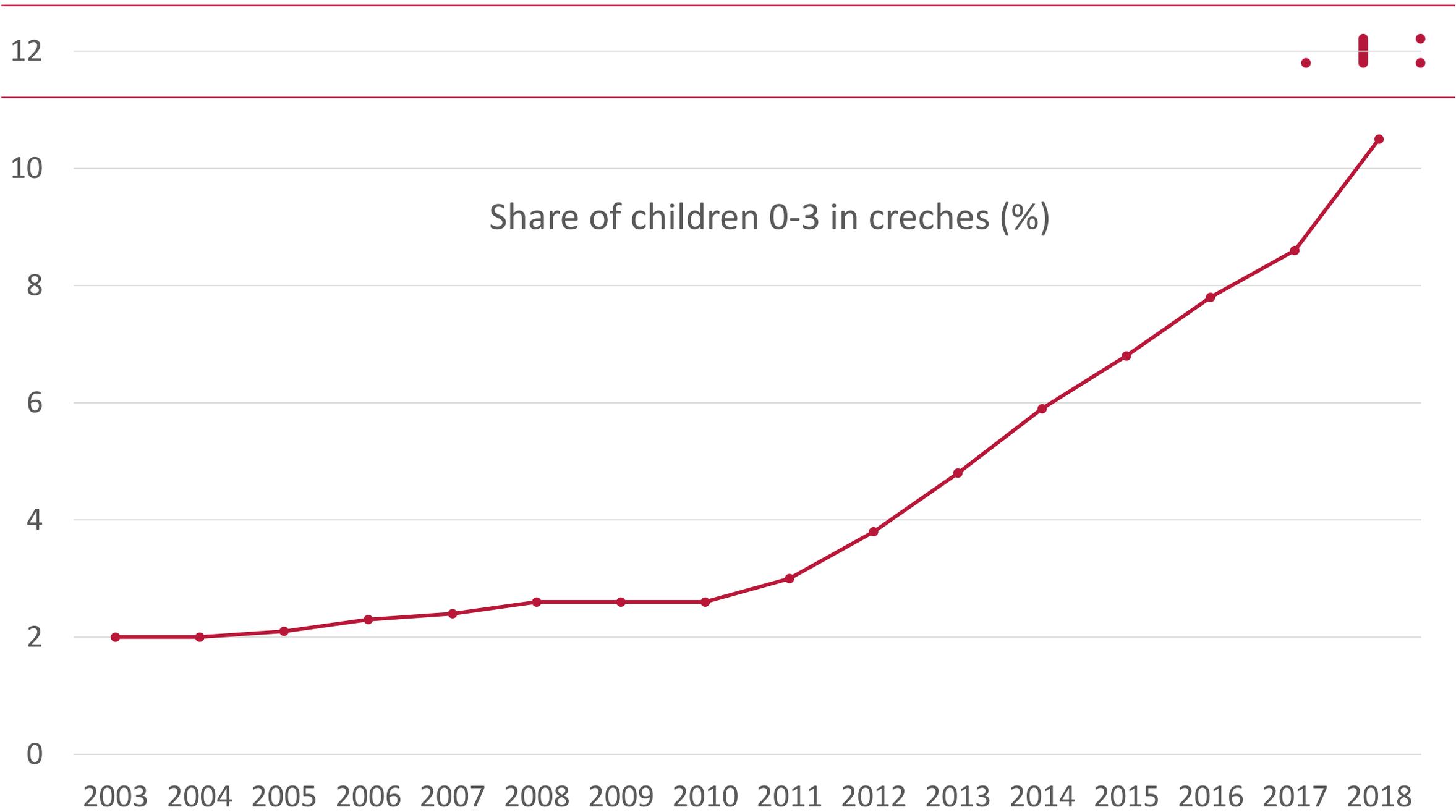
- **Major changes after 2008: improving parents' possibilities to combine work and care**
 - extension of maternity leave from 18 to 20 weeks (2008), adding new voluntary leave of six additional weeks (with full maternity leave benefit granted); **further extension to 1 year** (2013) (maternity/ parental); paid at 80% flat rate or 100% (6 months) and 60% (6 months)
 - both **mothers and fathers can use 38** weeks of the leave on the same terms (though fathers rarely do)
 - introduction of **paternity leave**: one week assigned solely to fathers (2010); extended to two weeks in 2011; fully remunerated – take up is increasing.
 - More flexibility added in 2016 – also in the unpaid leave of 36 months

Family policies in Poland (1): institutional childcare



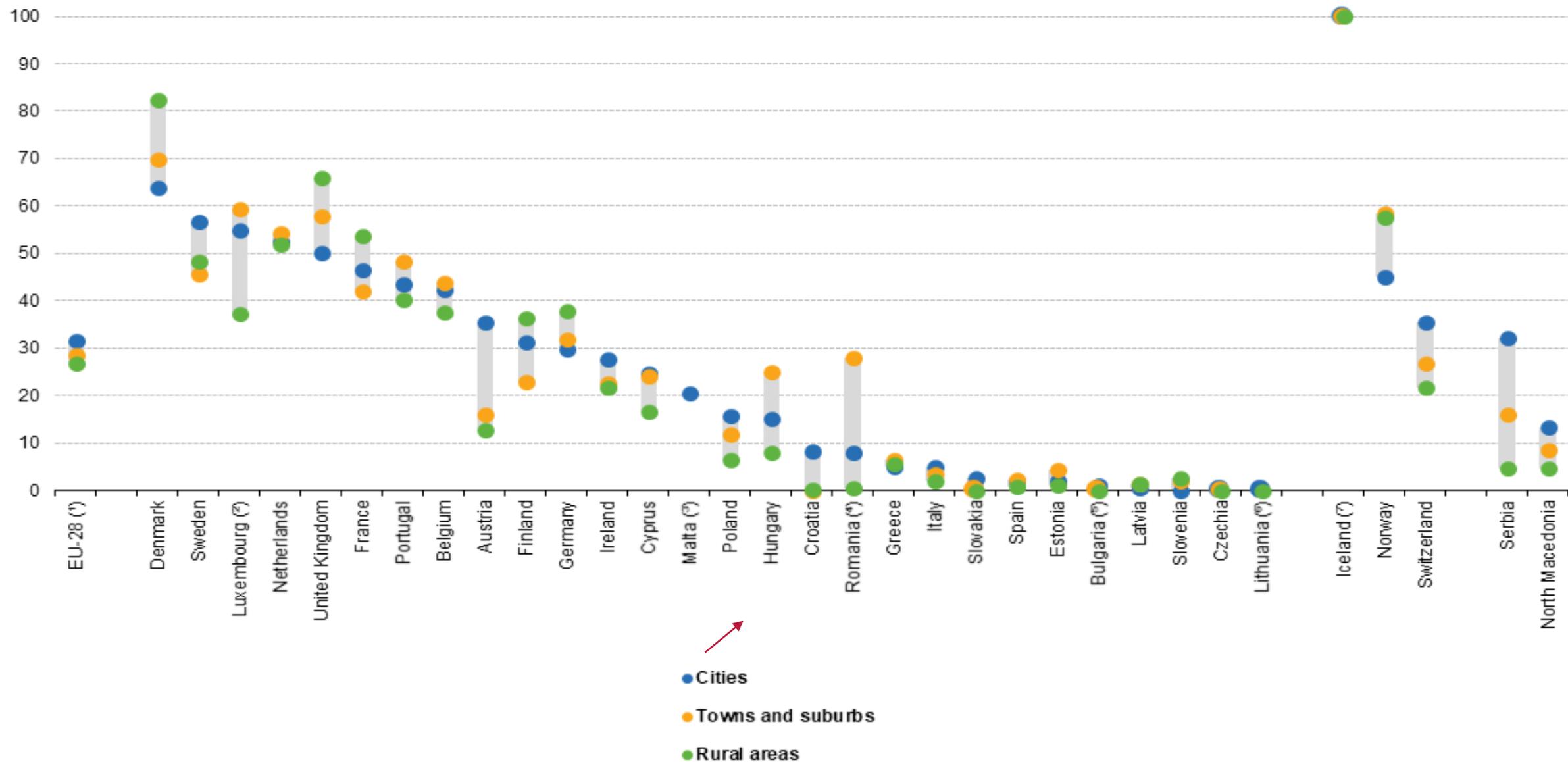
- **Increasing childcare availability: creches**
 - Shifting the management of crèches from the Minister of Health to the Minister of Social Affairs, easing their setup and operation (2011).
 - new forms of early childcare (such as child clubs, “daily caregivers”, and babysitters), providing incentives for their development (2011)
 - The coverage of institutional childcare for children aged less than 3 doubled between 2011 and 2015, but still lags behind
- **Increasing childcare availability: kindergartens**
 - Legal changes (self government obliged to provide places for 5-4-3 yo)
 - ESF support + governmental programmes

Share of children 0-3 in creches (%)



Children under the age of three in formal care, 2016

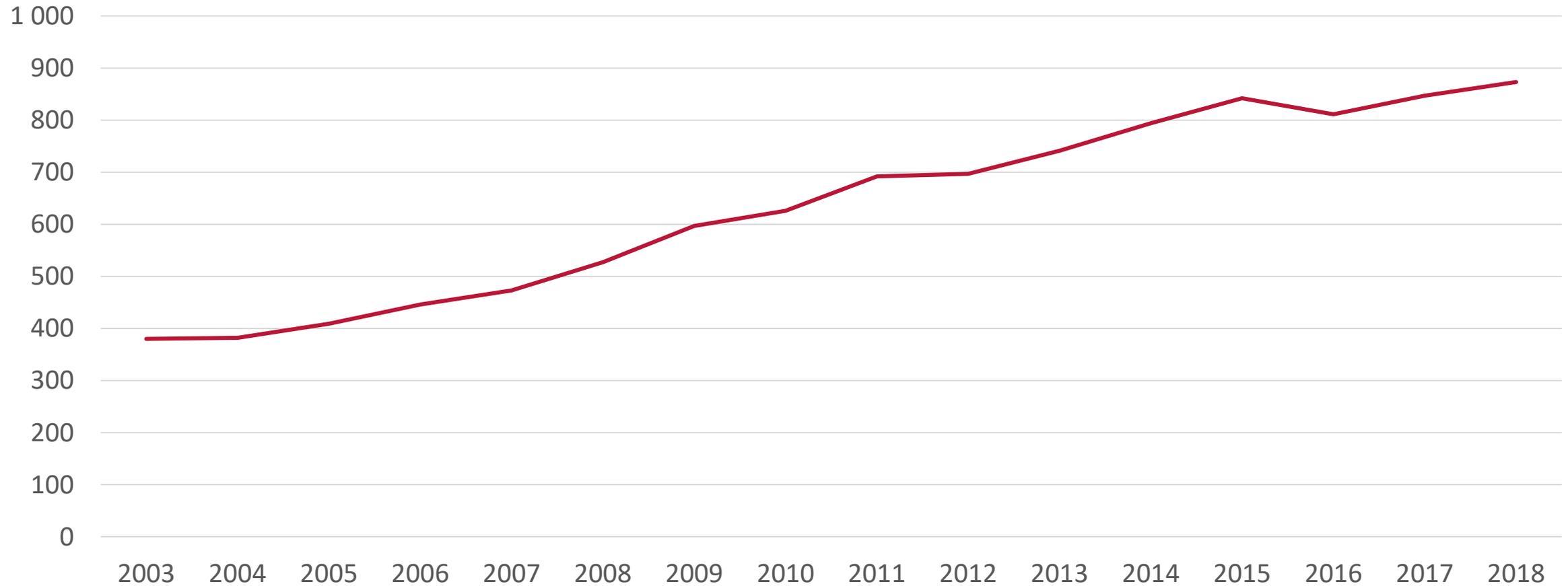
(%, by degree of urbanisation)



Large increase in kindergartens coverage



Children in kindergartens, per 1000 aged 3-5

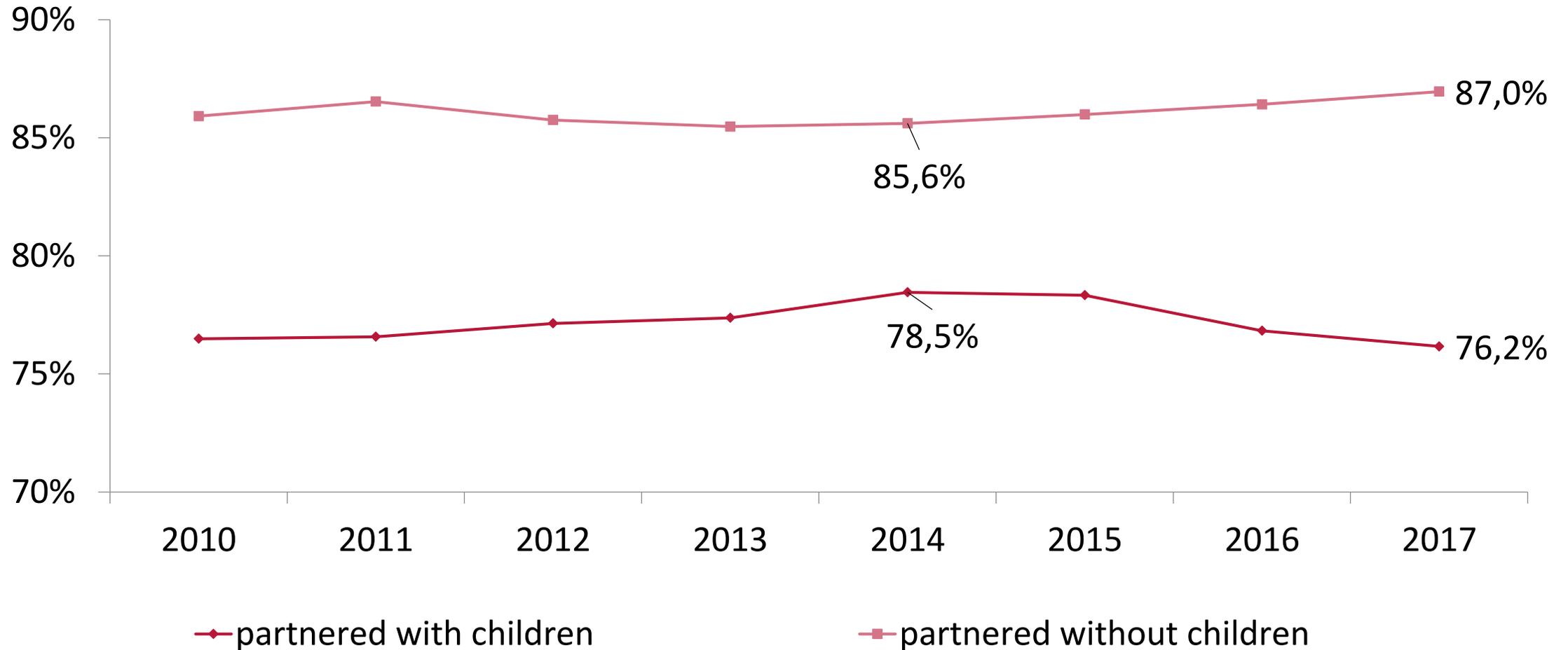


Financial support increased as well



- A system of family benefits (~25 EUR per child per month, means tested)
- A tax relief (~250 EUR per child per year) introduced in 2011
- new maternity benefit (~230 EUR monthly during 12 months) introduced in 2016, targeting those who were not entitled to full maternity benefit
- **Family 500+ Programme** – 2016, a system of family benefits of 120 EUR per child per month, means tested for the 1st child till 2019;
 - 1.5% of GDP (2017), 2.5% from 2020 onwards; PL a top spender on family support
 - Lower child poverty (but at high costs)
 - Negative LFPR impact (~100 000 women withdrawing from the labour market during the first year; out of 8 milion active)

LFPR among women aged 20-49



Conclusions



- Other problems:
 - Working time (in)flexibility
 - Insufficient and expensive childcare/ quality matters
 - Unequal care & household work division
 - Gender pay gap holds strong
 - Social norms
- Solutions?
 - The fact that women are better & better educated (and much better than men) will help in/ put pressure on finding the solutions