Work/Life Ballance as gendered agenda: Case of Slovakia

Kvetoslava Repková
Institute for Labour and Family Research
repkova@sspr.gov.sk

Plovdiv, February 4-5, 2008
The WLB – agenda is not a woman’s issue, but a gender issue
Presentation mission

- to increase awareness about the WLB-agenda as a gender issue
- to bring some examples how to deal with the W-L dilemma through social policy measures
Presentation structure

- shape/character of WLB-agenda
- WLB-agenda as a gender agenda
- selected gender-based facts from Slovakia
- some new SK- social policy measures within the WLB-agenda
- challenges
WLB - agenda as a horizontal priority

The WLBA as a gender issue

- WLBA as a pro-family agenda
- Measures oriented for *persons with family responsibilities*
- Different connotations/reality/impact on men and women
- W-L dilemma dealt with more by women
Some general gender – based facts from Slovakia

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Total</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>* Employment rate 15-64 in %</td>
<td>60,4</td>
<td>67,9</td>
<td>52,9</td>
</tr>
<tr>
<td>* Unemployment rate in %</td>
<td>11,1</td>
<td>9,9</td>
<td>12,5</td>
</tr>
<tr>
<td>* Economically inactive population 15+ because of keeping households, care</td>
<td>193 000</td>
<td>8 000 (4%)</td>
<td>185 000 (96%)</td>
</tr>
<tr>
<td>* Economically inactive population 15-64 with previous work and left it because of personal or family reasons</td>
<td>61 800</td>
<td>4 500 (7%)</td>
<td>57 300 (93%)</td>
</tr>
<tr>
<td>* Part-time job globally in %</td>
<td>2,7</td>
<td>1,1</td>
<td>4,7</td>
</tr>
<tr>
<td>* Part-time job because of care</td>
<td>3 200</td>
<td>-</td>
<td>3 200 (100%)</td>
</tr>
<tr>
<td>* Working at home (usually, sometimes) in %</td>
<td>8,1</td>
<td>7,5</td>
<td>7</td>
</tr>
<tr>
<td>** Preference of job before retirement (age 50-69) in %</td>
<td>11,9</td>
<td>8,8</td>
<td>16,1</td>
</tr>
<tr>
<td>** Early retirement because of care in %</td>
<td>2,3</td>
<td>0,1</td>
<td>3,3</td>
</tr>
</tbody>
</table>
Some gender-based facts from care sector in Slovakia

- cca 95% of long-term caregivers (LTCG) are women; with small children is more (cca 97%)
- primarily women (preferably 65+) are the caretakers
- W-L dilemma more serious for women: more than 70% of LTCG are women in working age (18-64) in comparison to 14% of such men
- traditional stereotypes – men are in higher need of personal assistance
- higher poverty risks for women because of caring
- higher exclusion risk for women because of living by themselves in old age
- pressure towards men on their job-performance
How to deal with the dilemma?

... by reconciliating measures

Examples:

- parental allowance + job (from July 2005, 5-8% recipients, lightly increasing tendency)
- care allowance + limited job (cca 2,5% of recipients)
- personal assistance by “foreign“ assistants (cca 6 000 recipients)
- atypical job arrangements (telework, working at home in Labour Code, 2007)
- social security of family caregivers (since 2006)
What is missing?
Challenges

- Respite care (in home, in daily care centres)
- More flexibility in care allowance
- Financial rates for care performance
- Encouraging of men to became carers (breaking gender stereotypes)
References:


Provisions draft on reconciliation of family and working life for the year 2006 in a vision to the year 2010. Slovak government, June 21, 2006
Thanks for your attention