

# Work/Life Ballance as gendered agenda: Case of Slovakia



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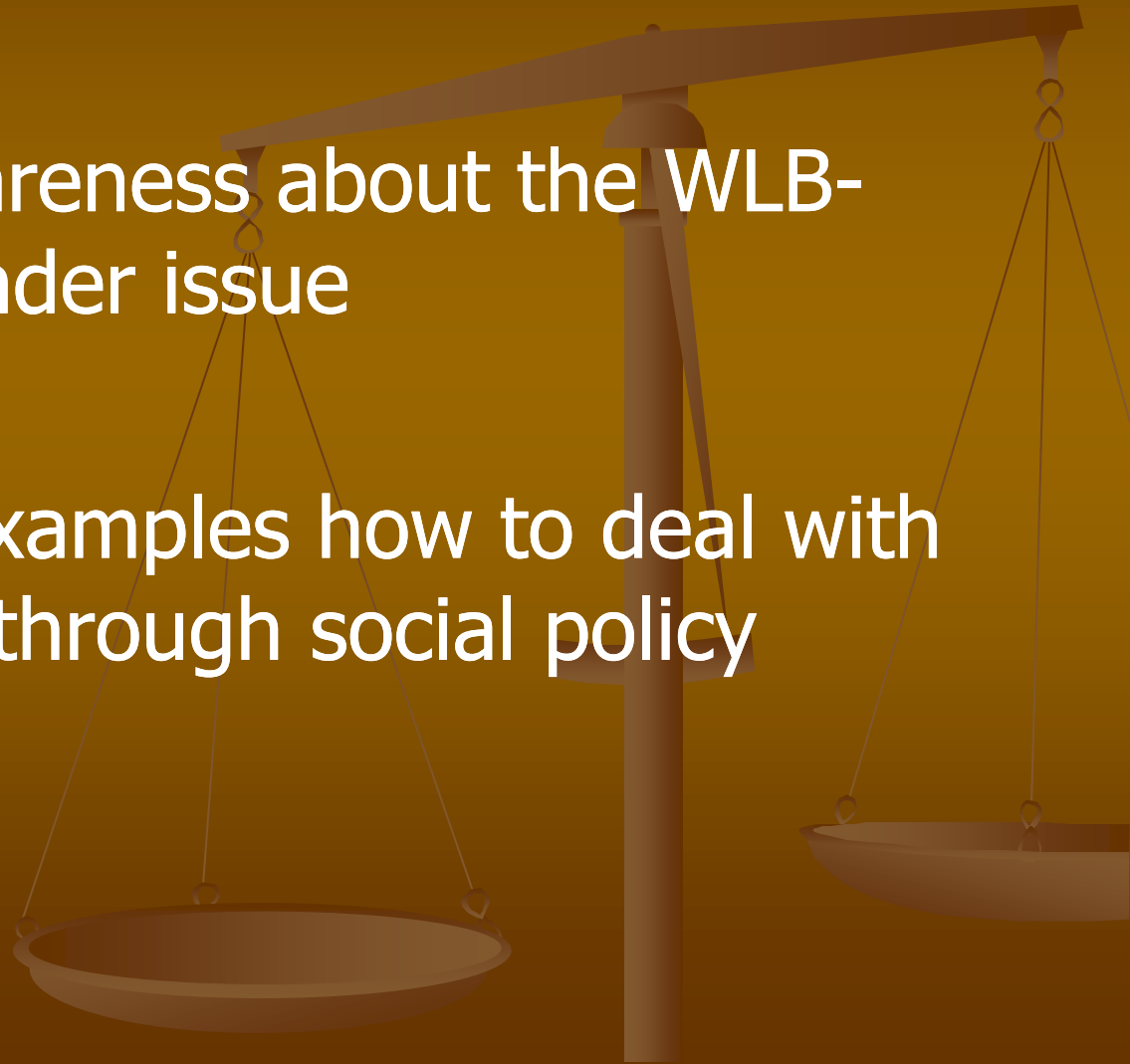
# Kick-off headline

The WLB – agenda is not a woman's issue, but a gender issue

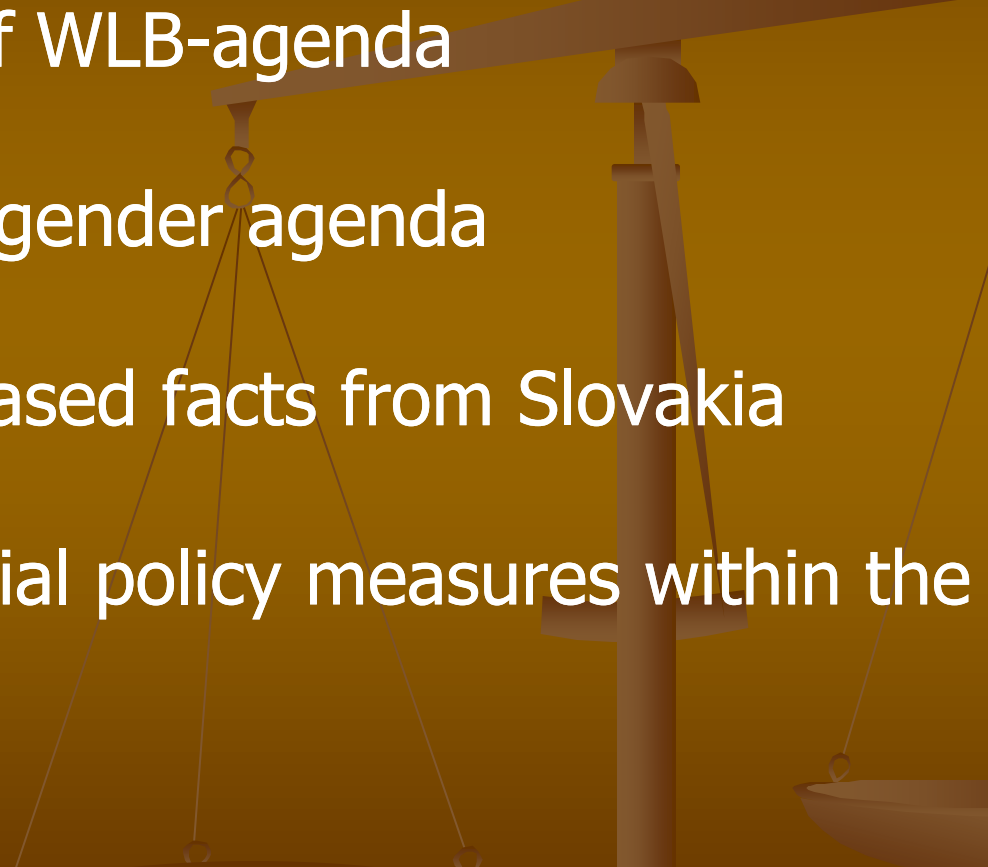


# Presentation mission

- 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
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# WLB - agenda as a horizontal priority

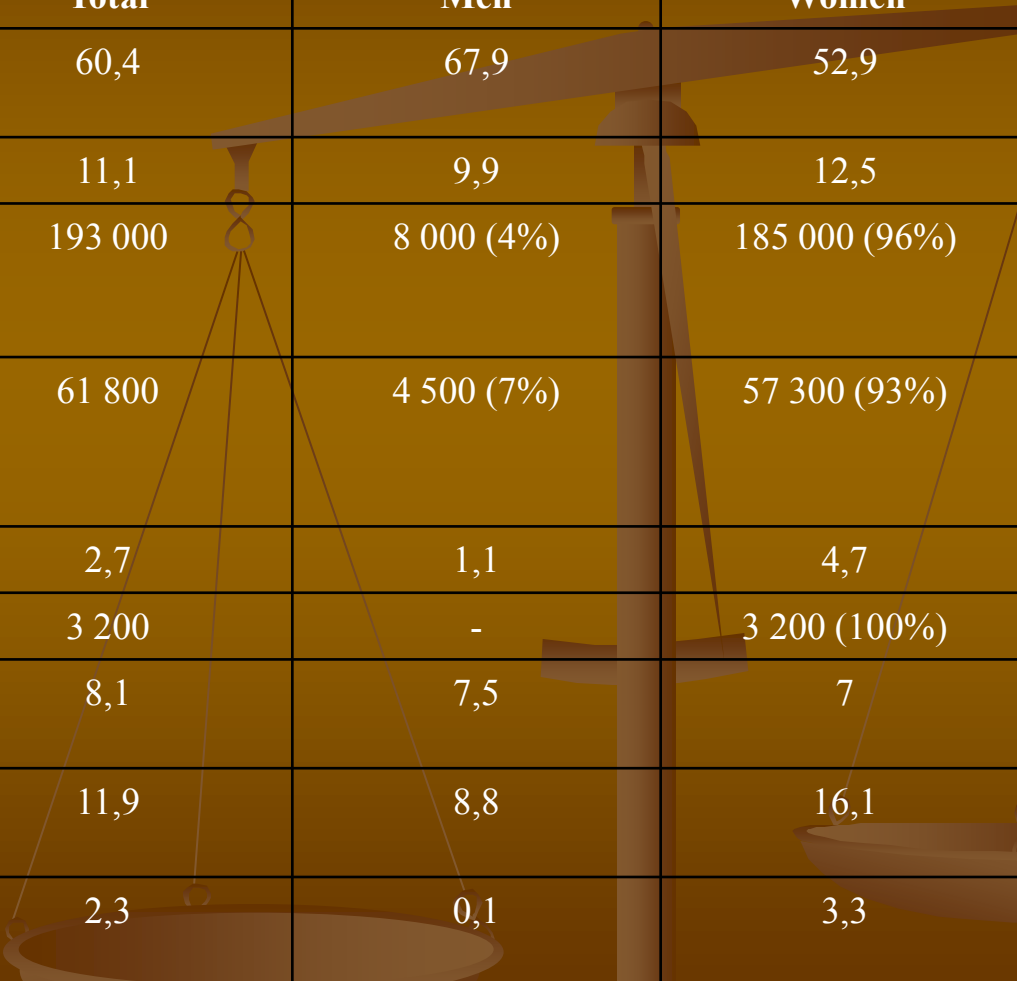


Source: document „Provisions draft on reconciliation of family and working life for the year 2006 in a vision to the year 2010“ (Slovak government, June 21, 2006)

# The WLBA as a gender issue

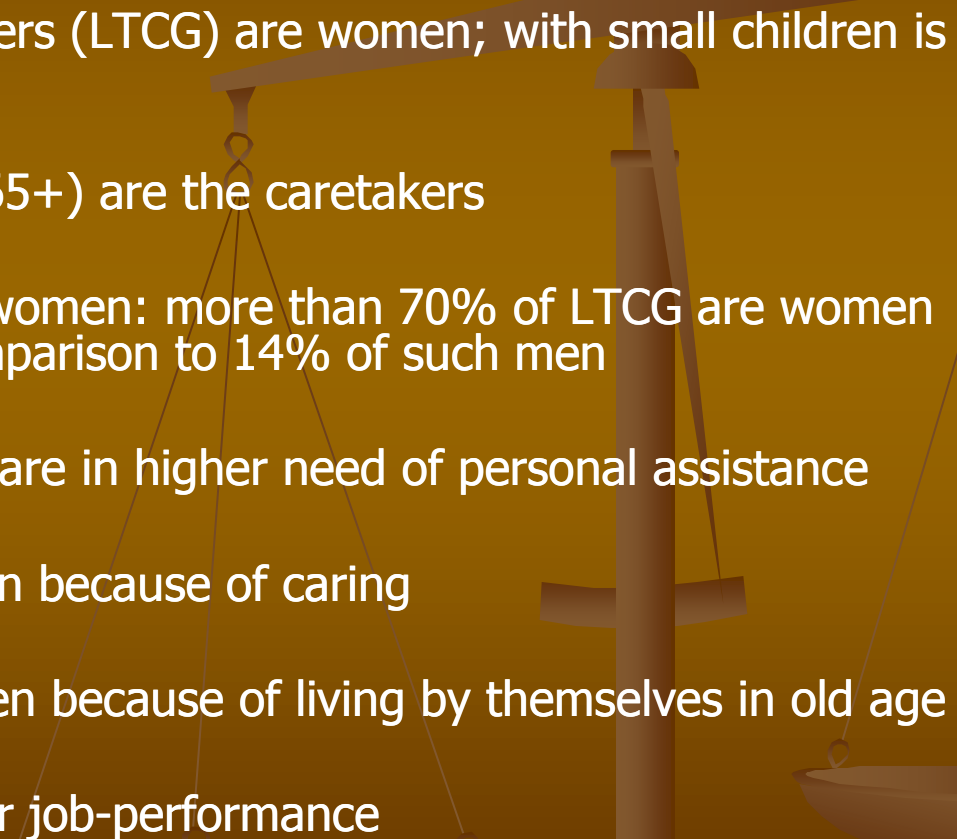
- WLBA as a pro-family agenda
  - Measures oriented for *persons with family responsibilities*
  - Different connotations/reality/impact on men and women
  - W-L dilemma dealt with more by women
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# Some general gender – based facts from Slovakia



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

# 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
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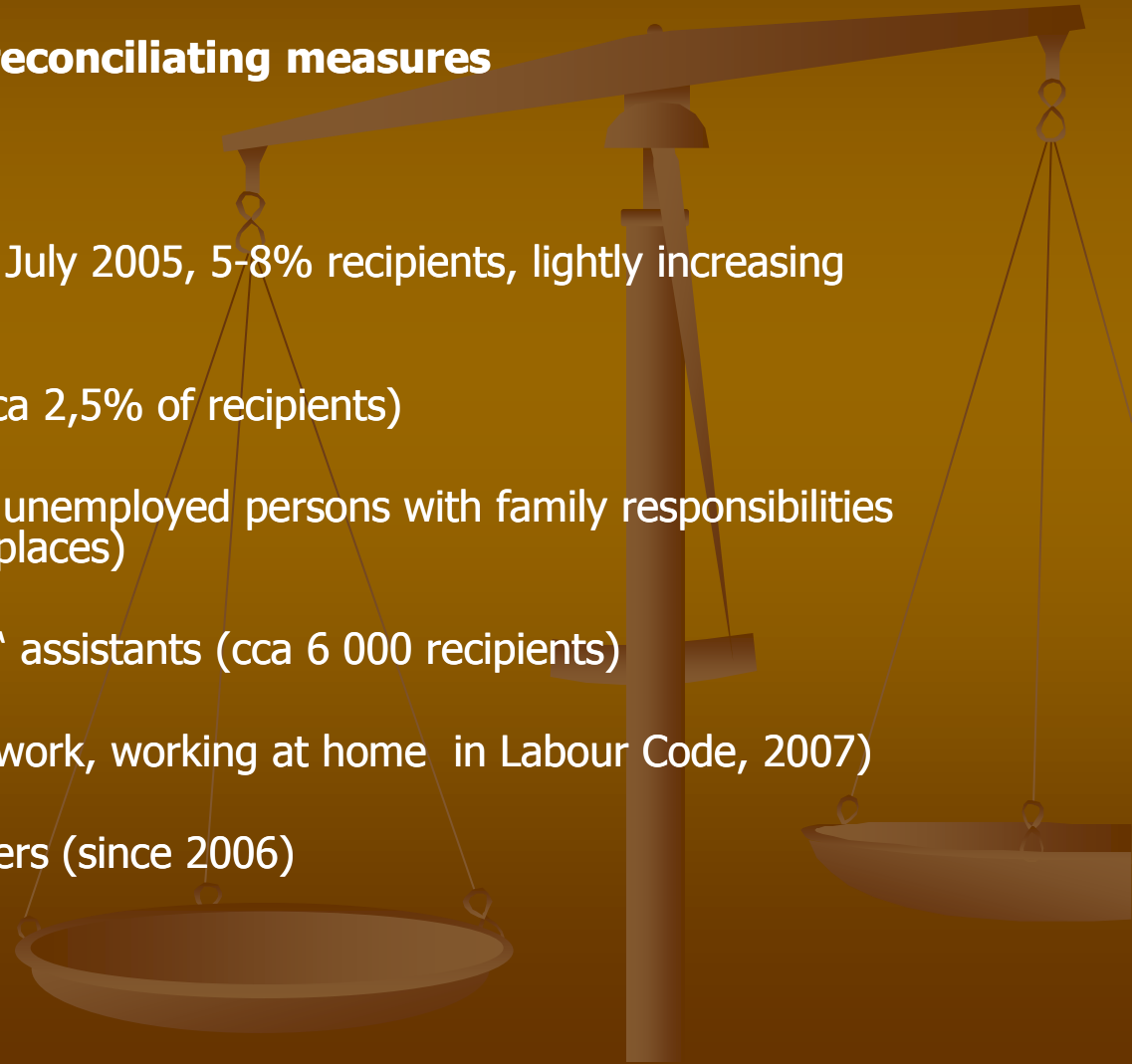


# How to deal with the dilemma?

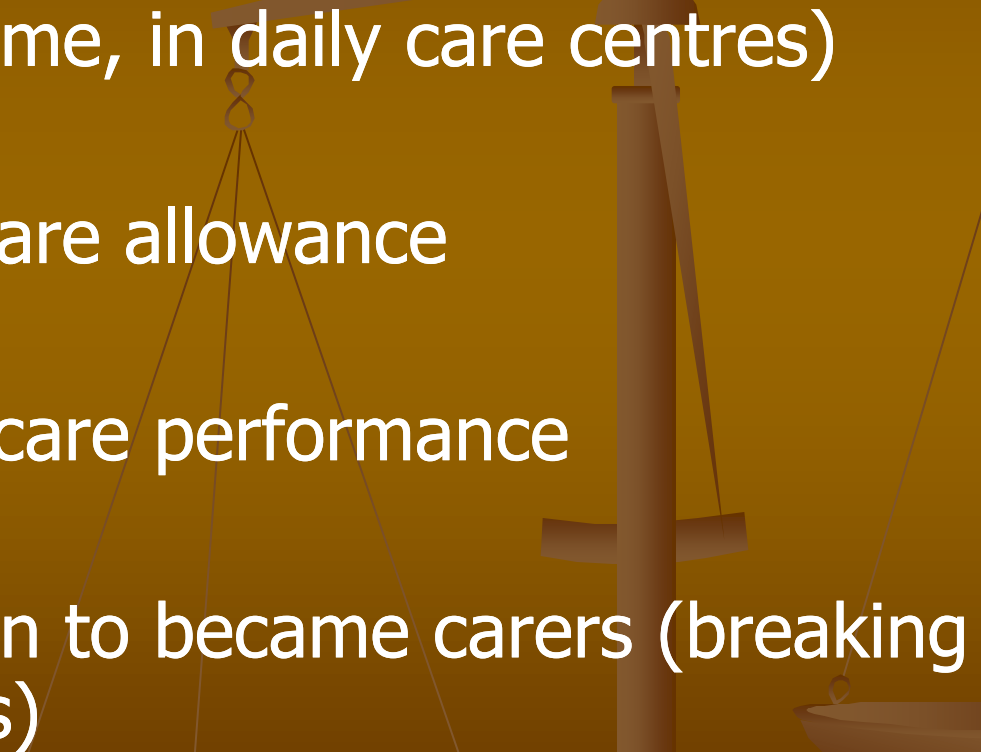
## ... by reconciling measures

### Examples:

- parental allowance + job (from July 2005, 5-8% recipients, lightly increasing tendency)
- care allowance + limited job (cca 2,5% of recipients)
- public employment services for unemployed persons with family responsibilities (2004-2007: cca 160 new workplaces)
- 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

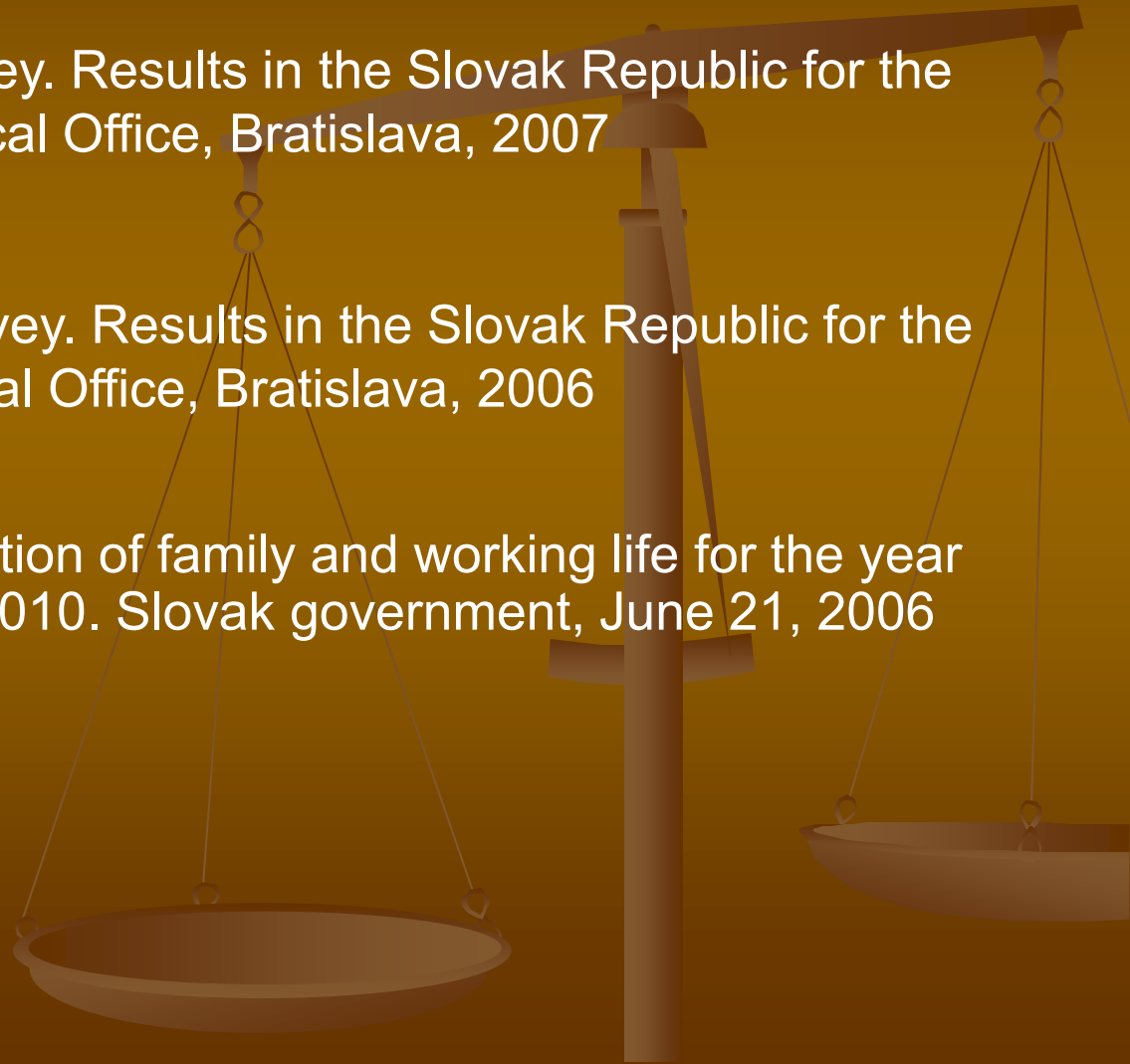
- Respite care (in home, in daily care centres)
  - More flexibility in care allowance
  - Financial rates for care performance
  - Encouraging of men to become carers (breaking gender stereotypes)
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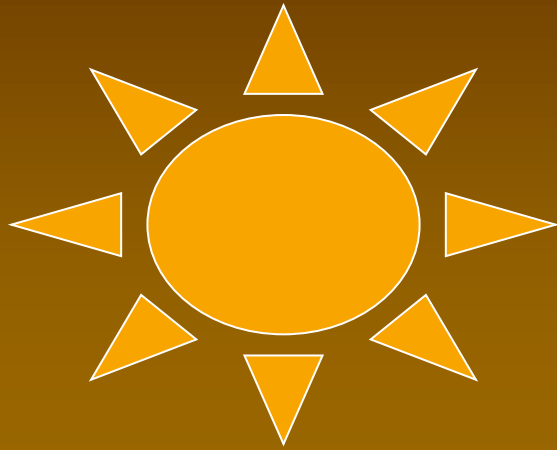
## References:

\* Labour Force Sample Survey. Results in the Slovak Republic for the 2nd Quarter. Slovak Statistical Office, Bratislava, 2007

\*\* Labour Force Sample Survey. Results in the Slovak Republic for the 4th Quarter. Slovak Statistical Office, Bratislava, 2006

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

