



POLITICAL ATTITUDES PREVENTING FAMILY POLICY REFORM IN THE CZECH REPUBLIC

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AGENDA

Introduction

Overview of Czech Family Policy

Obstacles to Family Policy Reform

Research Findings

Summary



INTRODUCTION

The world is changing: (1) Diversity of family forms (2) Destandardization of life paths (3) Family instability

New Social Risks: Care gap, Feminisation of poverty, Inability to reconcile work and family life, Demographic crisis, Single parenthood, Public budget crisis ...etc.



OVERVIEW OF CZECH FAMILY POLICY

1

BENEFITS

Maternal/Paternal benefit
(tied to leave 70 % of income)
Parental Benefit (300 000 CZK
calculated for the length for max. 4 yrs)

2

JOB PROTECTION

Maternal leave 28 weeks
Parental leave (up to 3 years)
Paternal leave (14 days)

3

TAX EXEMPTION

On children (increasing exemption up
to third child)
On non-working spouse*

4

CHILDCARE

0-3: (Micro)nurseries, children's
groups (low access)
3-6: Kindergardens (quarantees for
children 3+*)

5

FLEXIBLE WORKING

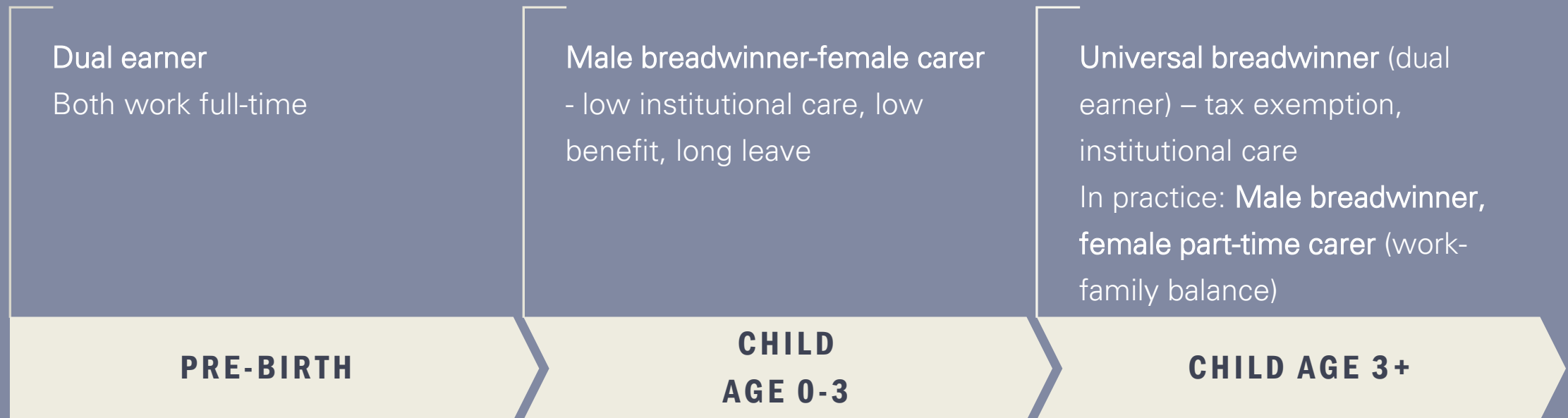
Not incetivized, but possible*

6

SOCIAL POLICY

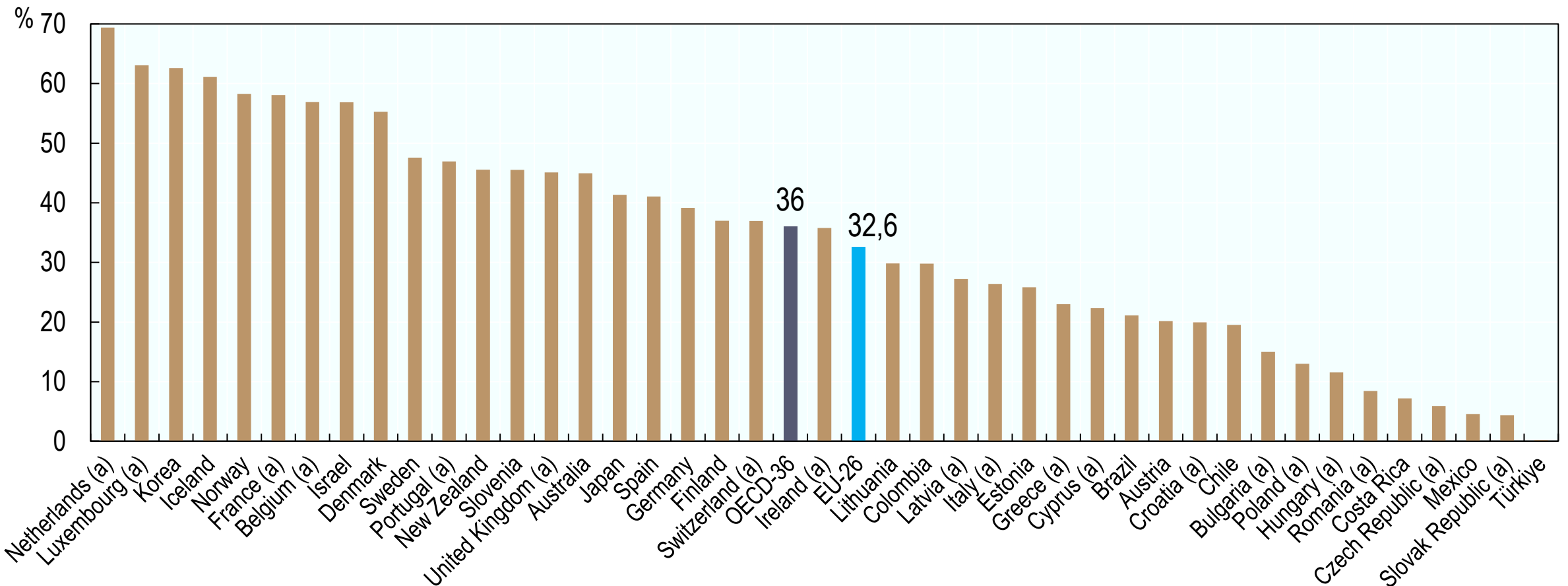
Means-tested Benefits (Birth
benefit, child benefit etc.)

CONCEPTUALISATION OF CZECH FAMILY POLICY MODELS (NORM-OF-THREENESS)



ENROLMENT RATES IN EARLY CHILDHOOD EDUCATION AND CARE SERVICES, 0- TO 2-YEAR-OLDS

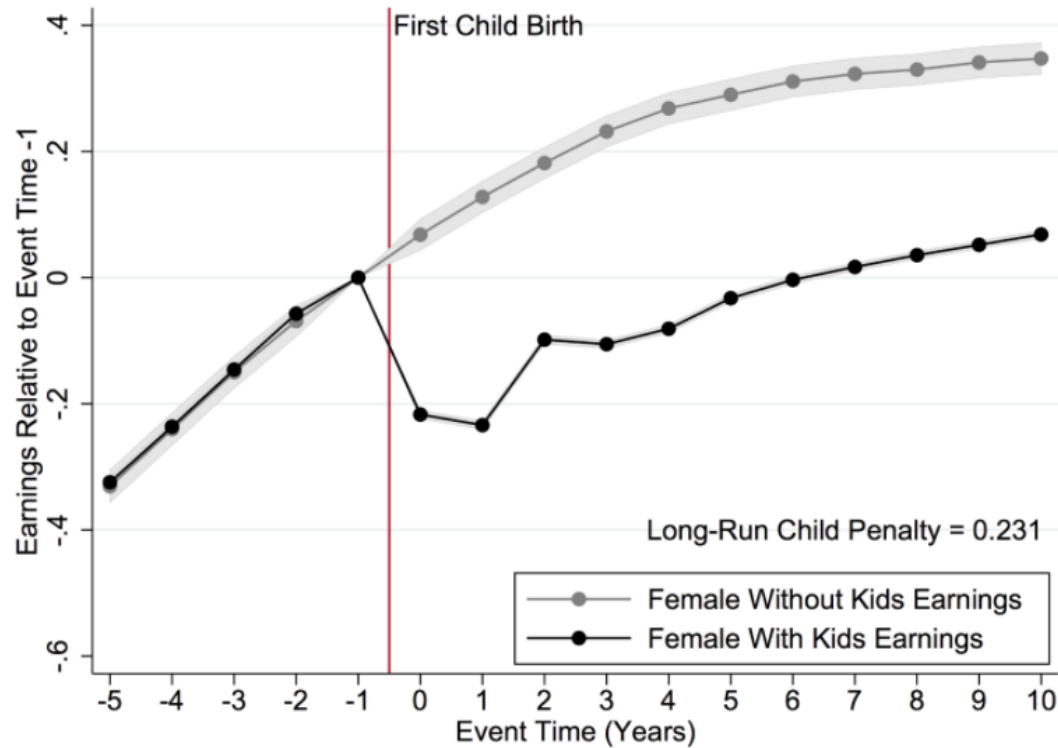
PERCENT OF CHILDREN ENROLLED IN EARLY CHILDHOOD EDUCATION AND CARE SERVICES (ISCED 0 AND OTHER REGISTERED ECEC SERVICES), 0- TO 2-YEAR-OLDS, 2020 OR LATEST AVAILABLE



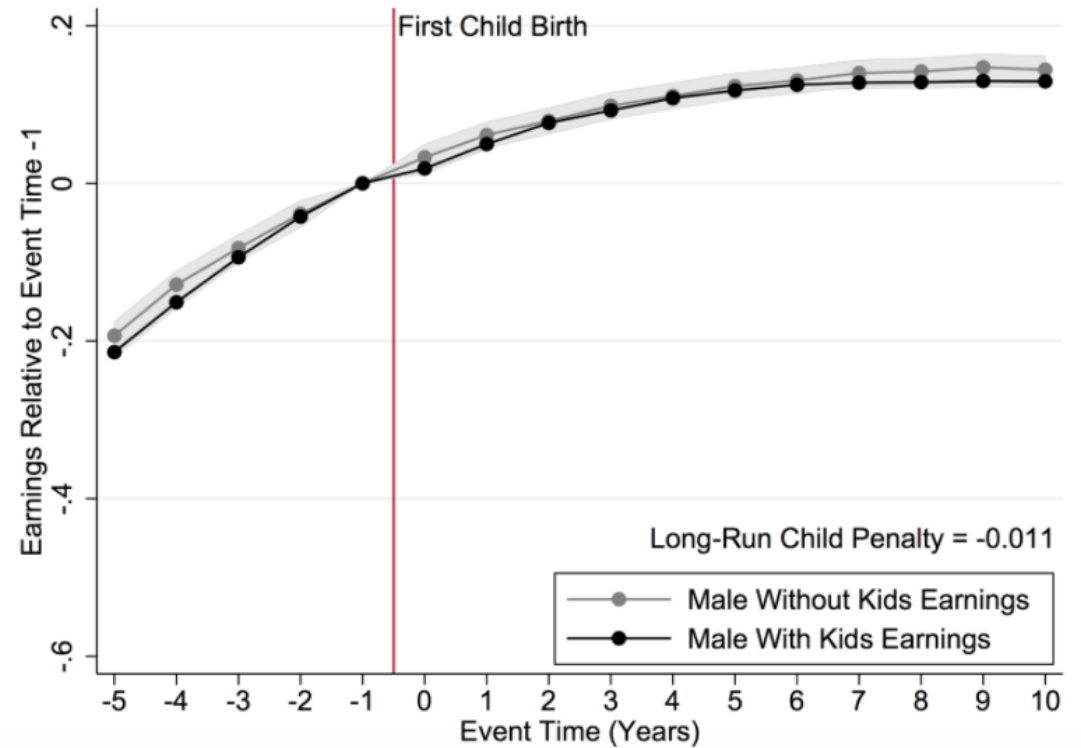
Source: OECD Database Chart PF3.2.A. Enrolment rates in early childhood education and care services, 0- to 2-year-olds

Impacts of Children in a Difference-in-Differences Event Study Design

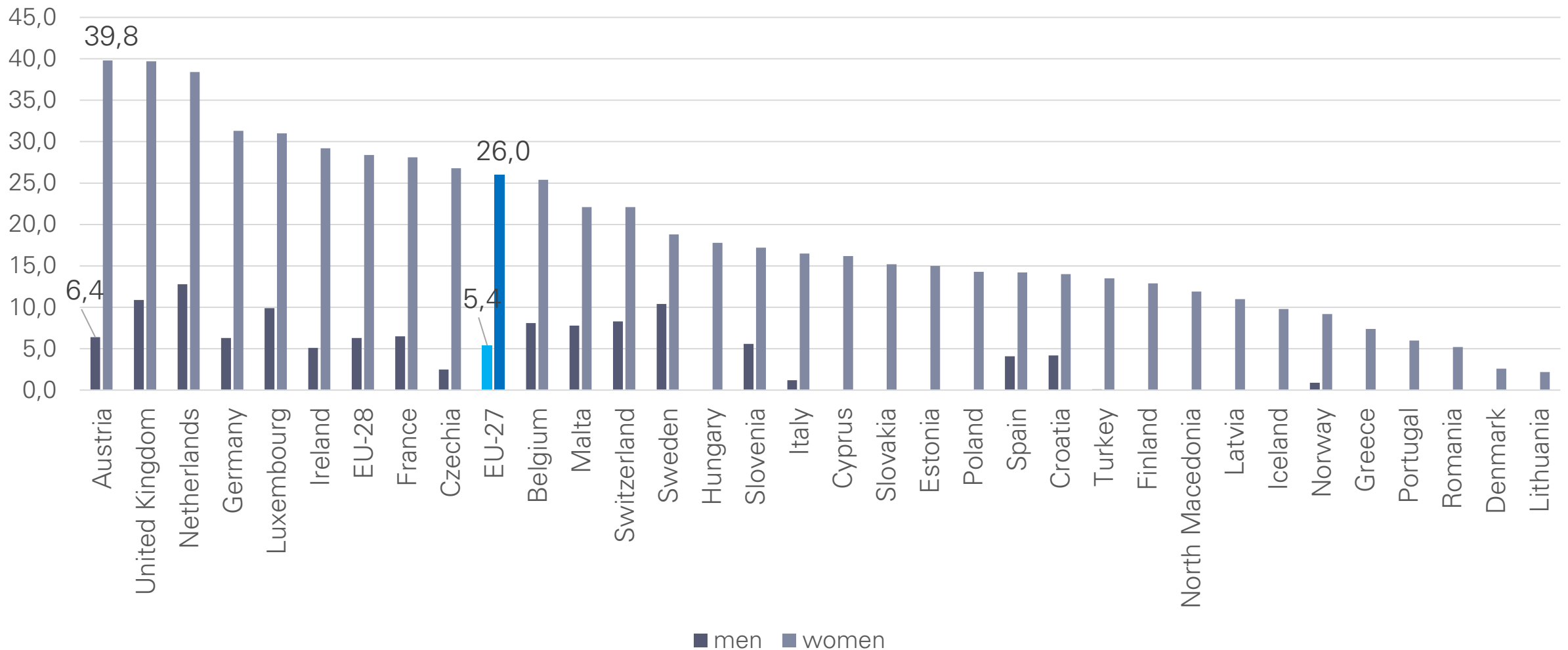
A: Women Who Have Children vs Women Who Don't Earnings Impact



B: Men Who Have Children vs Men Who Don't Earnings Impact

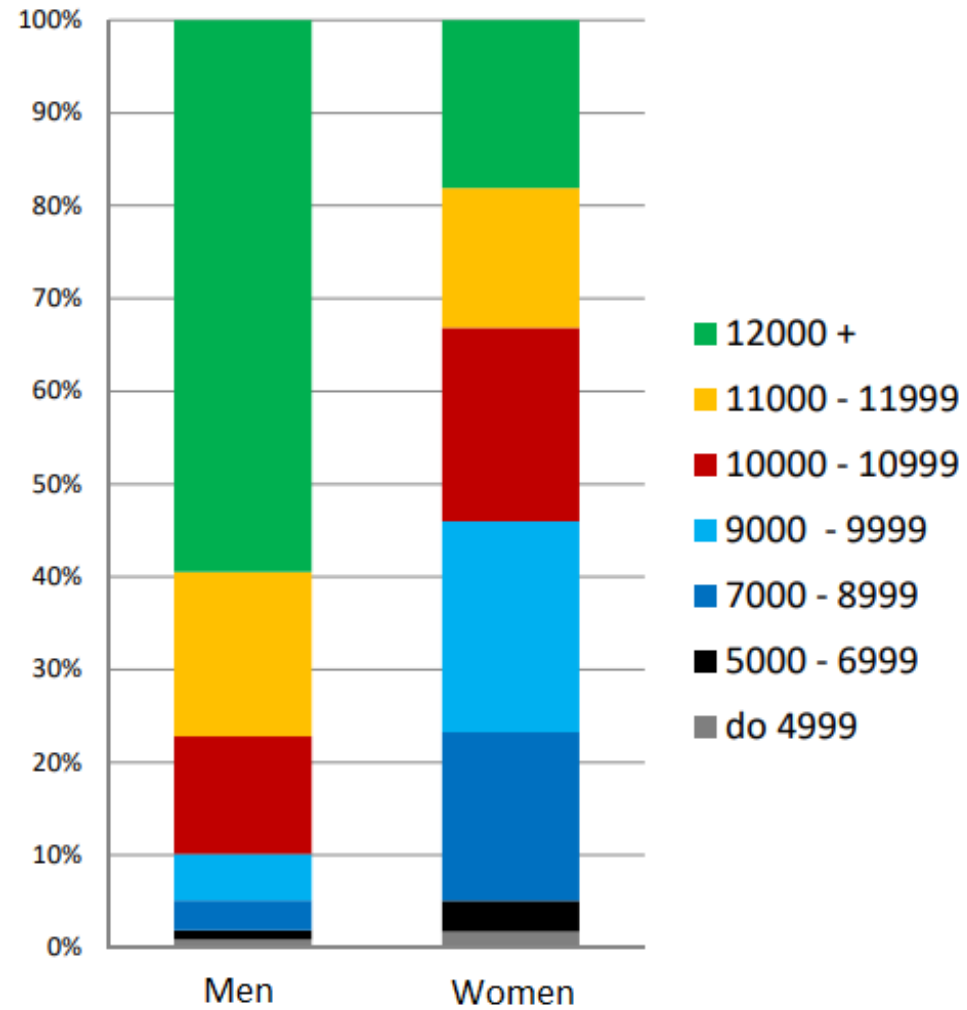


LOOKING AFTER CHILDREN OR INCAPACITATED ADULTS AS A MAIN REASON FOR PART-TIME EMPLOYMENT (2019)



Source: EUROSTAT database (Labour Force Survey)

Gender Pension Gap



Zdroj: Zaostřeno na ženy a na muže 2016, ČSÚ



Click to add photo

OBSTACLES TO FAMILY POLICY REFORM IN CZ

State of the Art

OBSTACLES TO FAMILY POLICY REFORM IN THE CZECH REPUBLIC

(IL)LEGITIMACY OF INSTITUTIONAL CHANGE

INSTITUTIONAL

Path-dependency of three critical junctures that shaped current FP:

1st 1870s

3 yo treshold

2nd 1950s

Nurseries under MH

3rd 1960s

extended maternity leave

(Hašková, Saxonberg, 2010)

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Preferences on care labour (Lutherova et al. 2017)

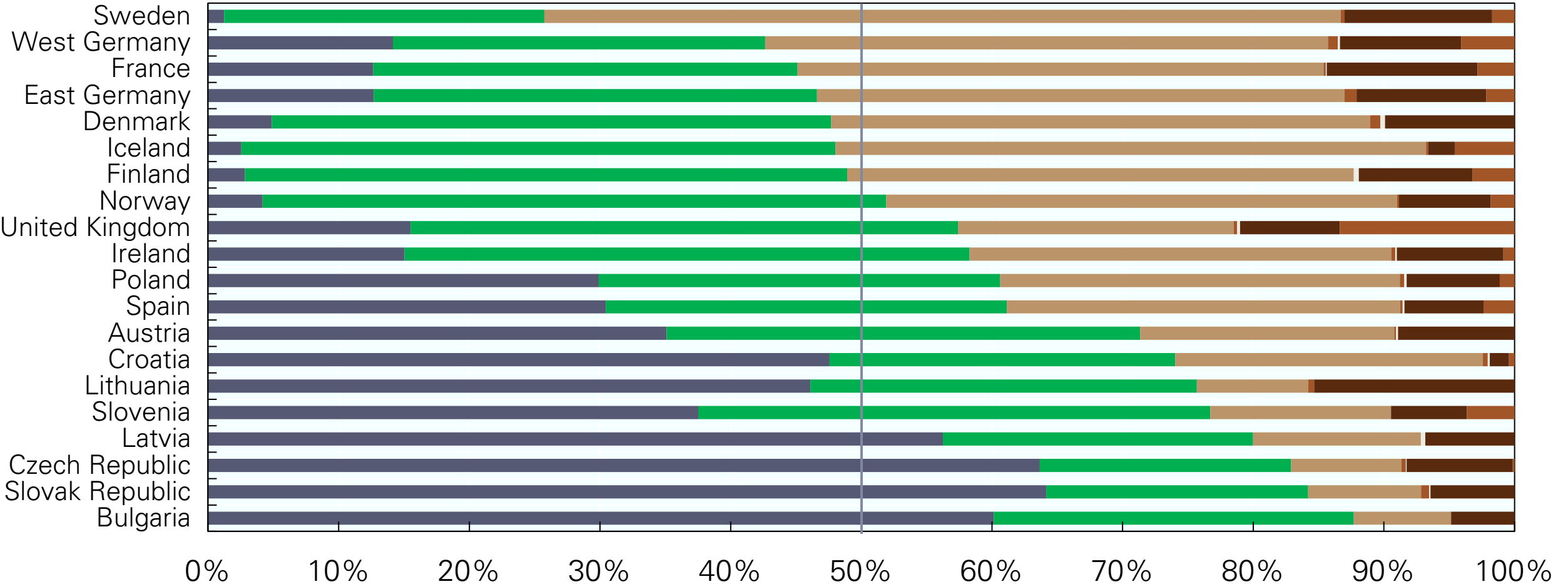
Ideal life choice is norm-of-threeness (Saxonberg, Maříková 2023)

Gender sterotypical division work/care (Křížková and Vohlídalová. 2009)

And more...

ATTITUDES TOWARDS THE GENDER DISTRIBUTION OF LEAVE-TAKING IN EUROPE (2012)

- The leave should be used entirely by the mother
- The leave should be used mostly by the mother
- The leave should be split evenly between the mother and father
- The leave should be used mostly by the father
- The leave should be used entirely by the father
- Undecided



Source: International Social Survey Programme 2012 in OECD Family Database

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DISCURSIVE

Motherhood myths:
Emotional bond
Cognitive development,
Long term impact
Natural caring mom
(Hašková, Saxonberg and Mudrák, 2012)

Anti-genderism (Oates-Indruch, 2016; Wilson-McDonald, A., 2023)

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Abstract vs Concrete Feminism (Sirovatka, Saxonberg, 2006)

Absence of political mobilisation of women (Hašková, 2005)

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POLITICAL

Small influence of experts on family policy (Saxonberg et al., 2023)

Low political interest in family policy (f.e.Pavlík, 2004).



PREVENTING REFORM: RESEARCH FINDINGS

RQ: How did ideas influenced family policy change towards gender equality in the Czech republic in recent years?

The influence of ideas on institutional change

METHODOLOGY

Discourse analysis of statements of politicians in the media between 2013-2017 on Family Policy Conception (2017)

Data gathering method:

- Search in Newton Database
- Full sample 69 news articles with original statements of politicians on the topic of Family Policy Conception

Data analysis method:

- Grounded theory methodology: Three parent categories (Family, Motivation, Social Policy) and apr. 50 subcategories and apr. 500 codes

Limits: Political profile of speakers, Thematic setting (the Conception), Qualitative methodology, Low time frame (4 years),

RESEARCH FINDINGS

OPPONENTS (KDU-ČSL, ODS, TOP 09)

PROPONENTS (ČSSD)

FAMILY

Traditional family with gendered division of labour

Heterogenous family structures (incl. partners, single parents)

ROLE OF FAMILY POLICY

Normative

Effective

CONTENT OF FAMILY POLICY

Tax exemption, Minimal state

Various tools (Labour market, childcare, benefits, services)

BOUNDARIES OF FP

Narrow and rewarding

Wide and preventative

WIDER FAMILY POLICY INTERVENTIONS

Unacceptable (tied to socialist era, zombie socialism)

Necessary (tied to „enabling mothers to work“)

SHARED IDEAS

Emphasis on work and deservingness (FP for working families/people, not for undeserving groups)

Lack of reflection on social conditions

SUMMARY

Specific ideas preventing:

- Liberal conservatism
- Family as illegitimate target of FP

General patterns:

- Under-developed identity of family policy
- Anti-socialism rhetoric and emphasis on deservingness (centre-right discourse)



THANK YOU

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Saxonberg, Steven & Haskova, Hana. (2010). The Institutional Roots of Communist Family Policy: Comparing the Czech and Slovak Republics. 10.1057/9780230303911_7.

Steven Saxonberg & Hana Maříková (2023): The central European world of fatherhood policies: how individual attitudes mediate the norm of threeness in the Czech Republic and Slovakia, *Journal of Family Studies*, DOI: 10.1080/13229400.2023.2179525.

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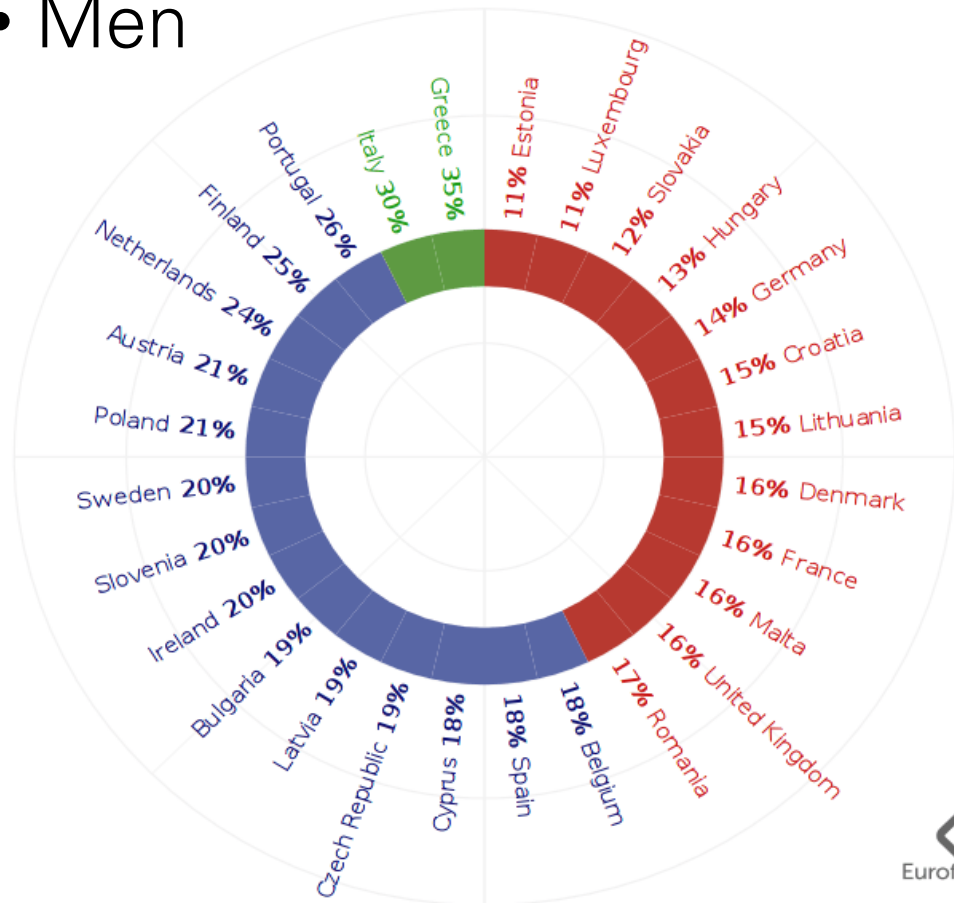
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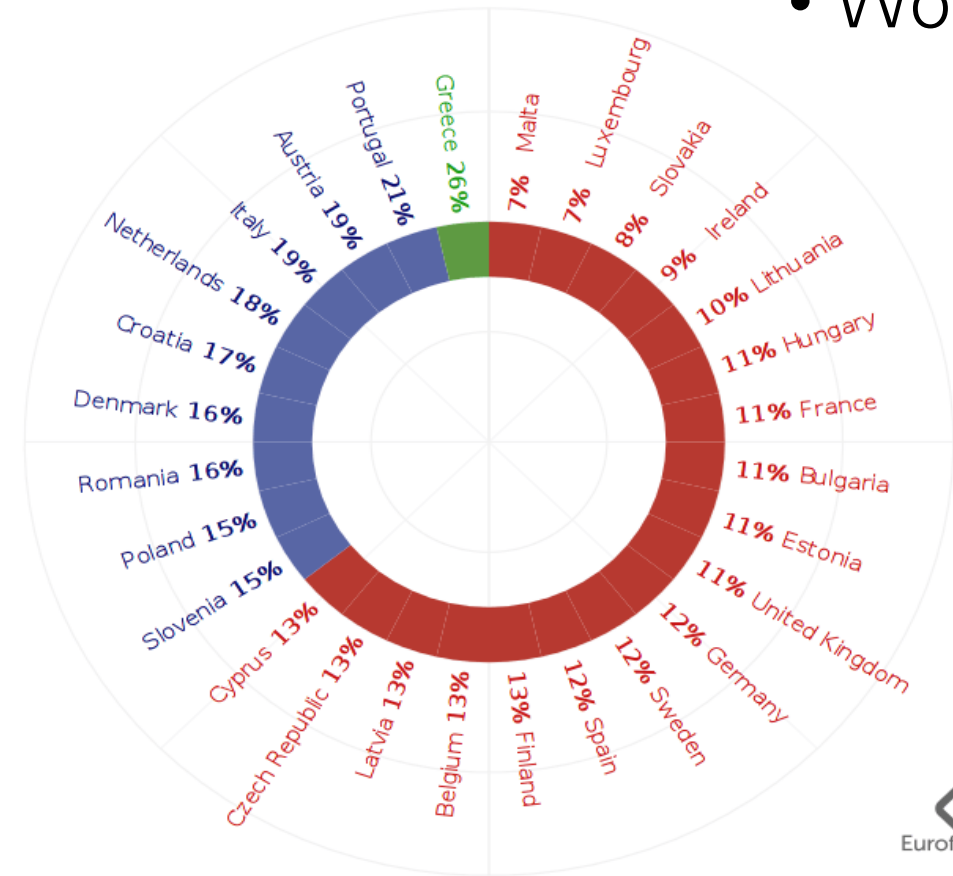
WORKING TIME FLEXIBILITY

'MY WORKING HOURS ARE ENTIRELY DETERMINED BY MYSELF'.

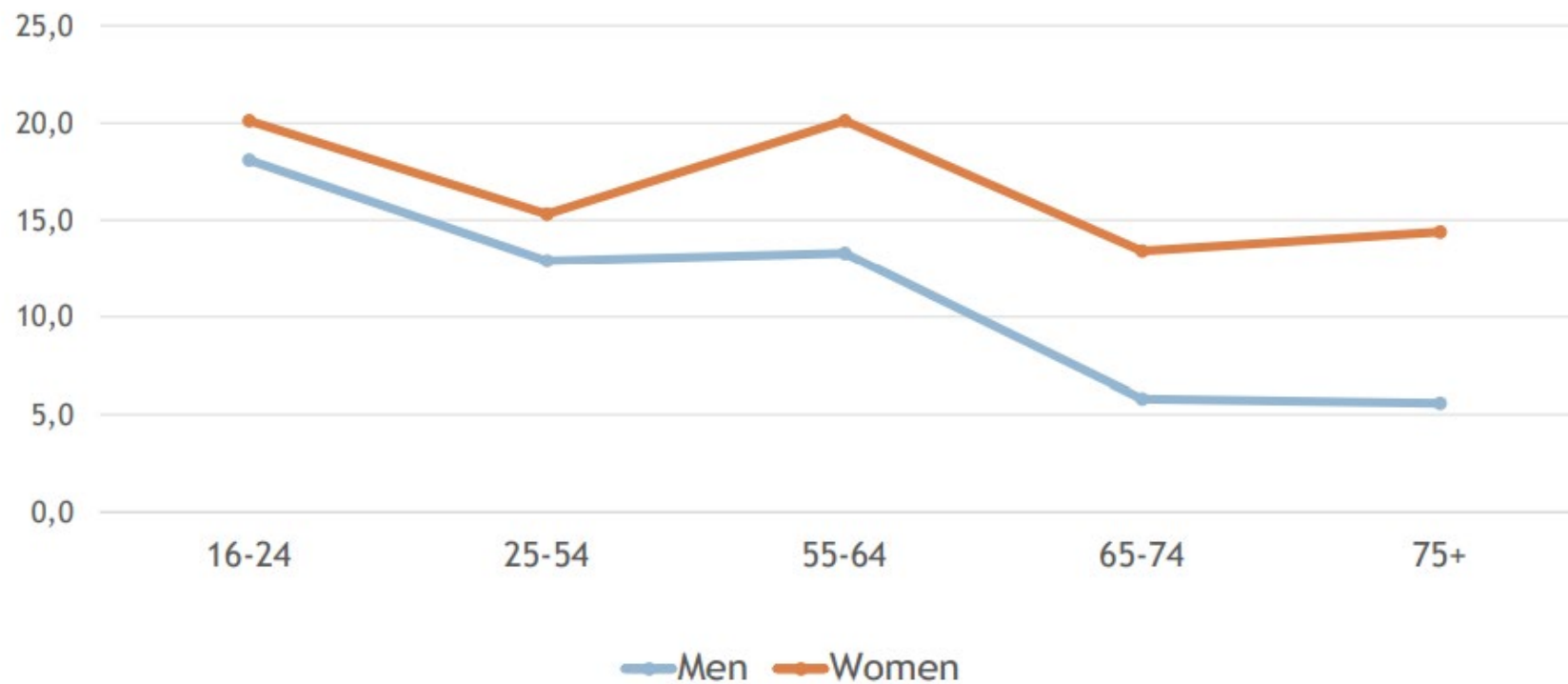
• Men



• Women



People at risk of poverty or social exclusion by age and sex



Gender Pay GAP

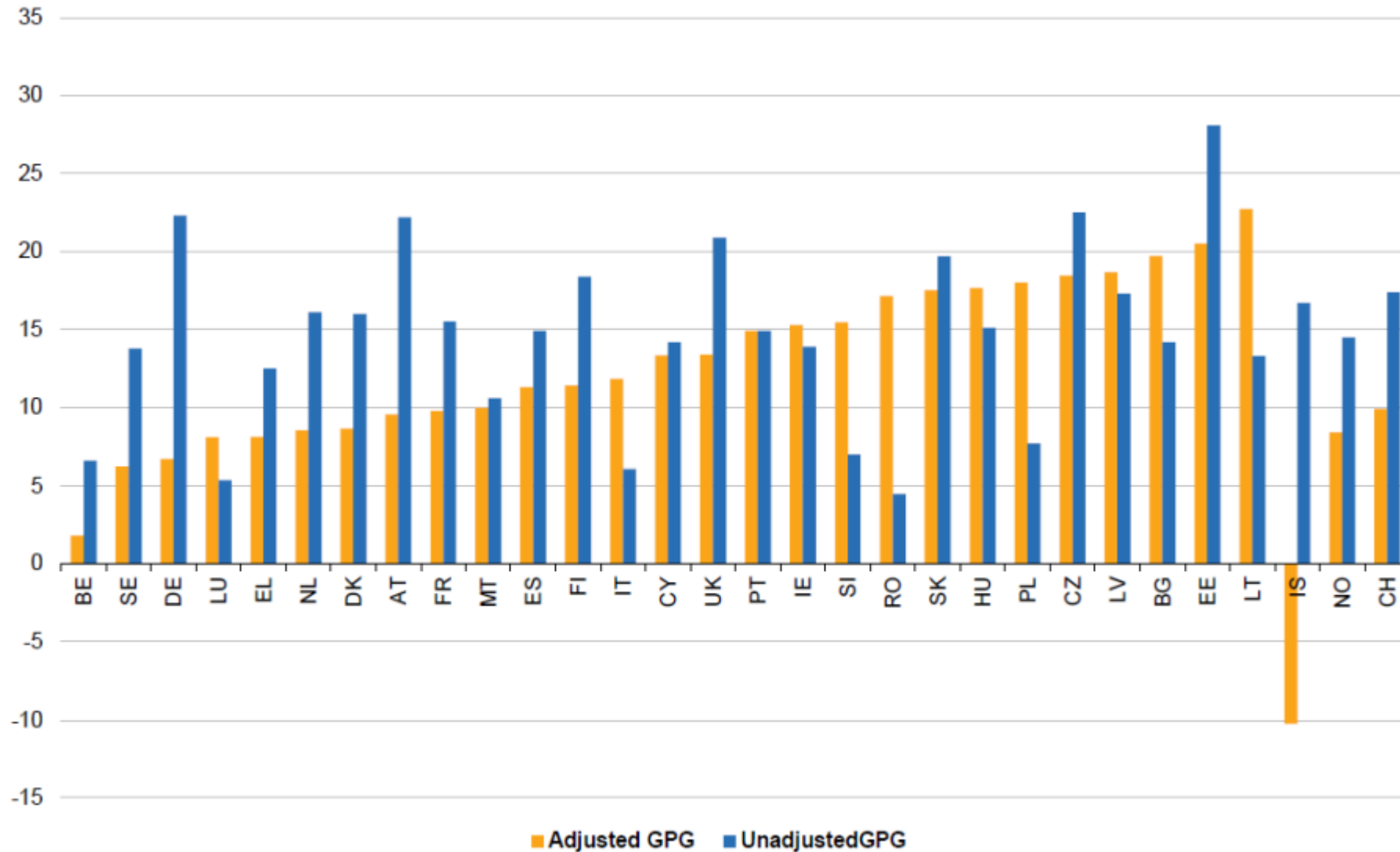
- Adjusted Gender Pay Gap = is the remaining part of GPG that cannot be explained by personal and job characteristics (such as age, education, occupation, job experience, employment contract, working time), and enterprise characteristics (sector of economic activity, size of the company, public x private sector)

Table 1: Observed characteristics from the SES used in the regression analysis

Observed characteristics	Values	Codes of the corresponding SES variables
Personal and job characteristics		
Age	Years / years squared	Variable 2.2
Education	Level of education according to the ISCED classification* in the four groups: Group 1 (ISCED 0+1+2), Group 2 (ISCED 3+4), Group 3 (ISCED 5+6), Group 4 (ISCED 7+8)	Variable 2.5
Occupation	Occupation according to the ISCO-08* classification at 2-digit level	Variable 2.3
Job experience in the current enterprise	Years / years squared	Variable 2.6
Employment contract	Indefinite duration, temporary duration or apprentice	Variable 2.8
Working time	Full time or part time	Variable 2.7
Enterprise characteristics		
Principal economic activity	Economic activity according to the NACE Rev. 2 classification* at section level	Variable 1.3
Enterprise size	Enterprise with 10-49 employees, 50-249 employees, 250-499 employees, 500-999 employees or 1 000+ employees	Variable 1.2
Enterprise control	Public or private	Variable 1.4

NACE Rev. 2: Statistical classification of economic activities in the European Community; ISCED: International Standard Classification of Education; ISCO-08: International Standard Classification of Occupations

Gender Pay GAP



Gender Pay GAP

