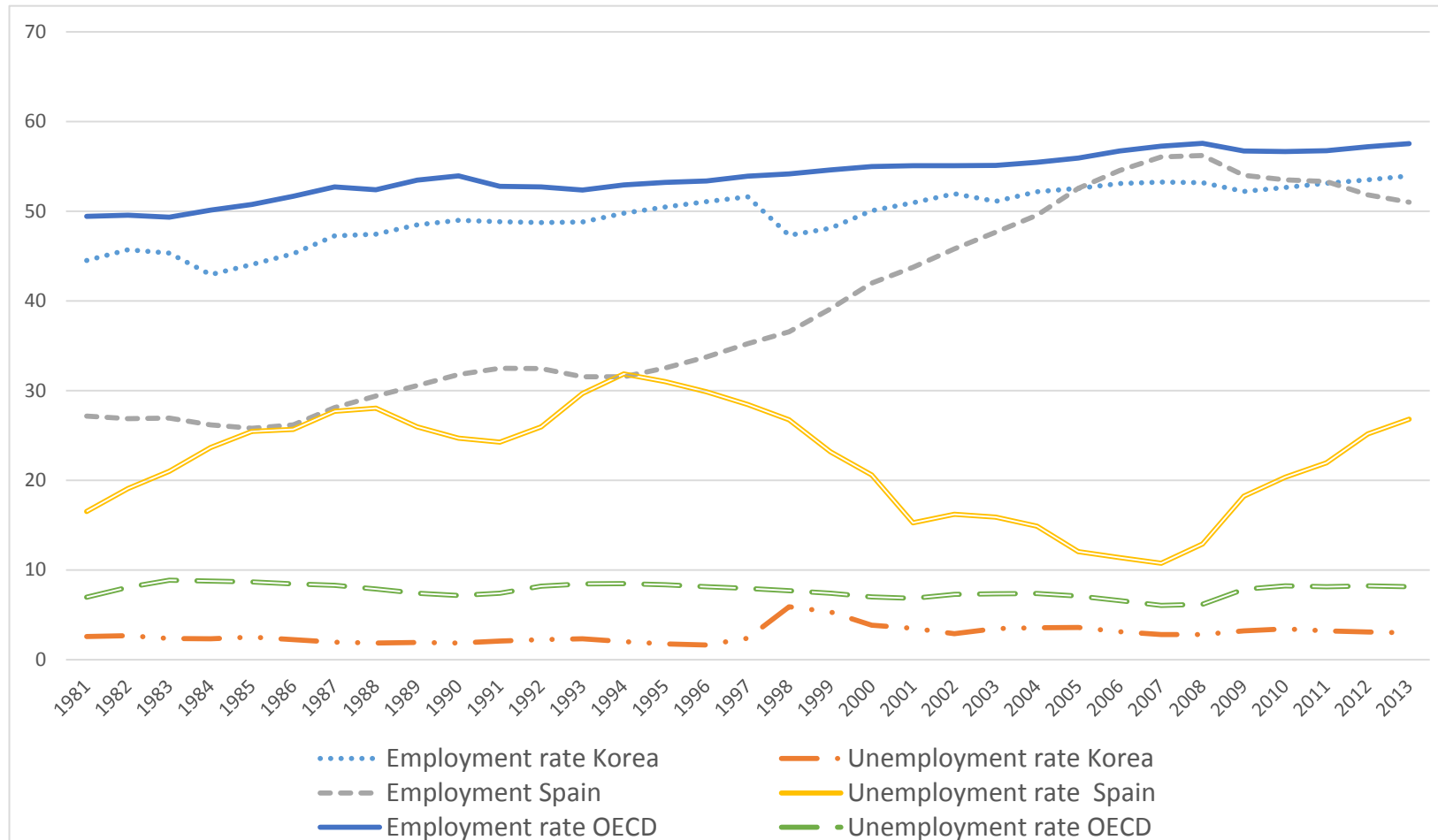


Cost Action Seminar: El impacto de los tiempos del cuidado en las trayectorias laborales de las mujeres

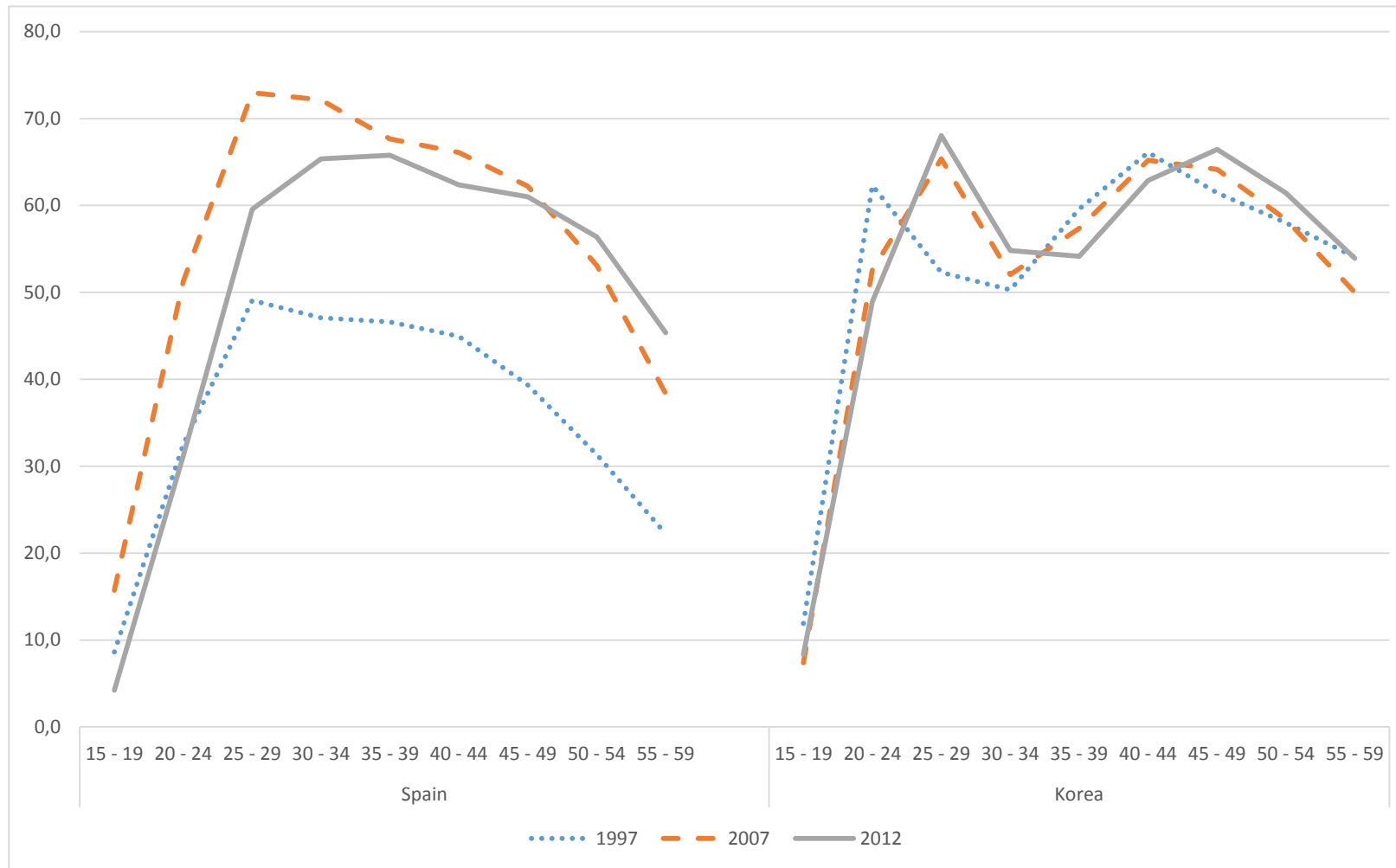
Margarita León

17 Marzo 2017

Women's employment and unemployment rates in Spain, Korea, and OECD (%)



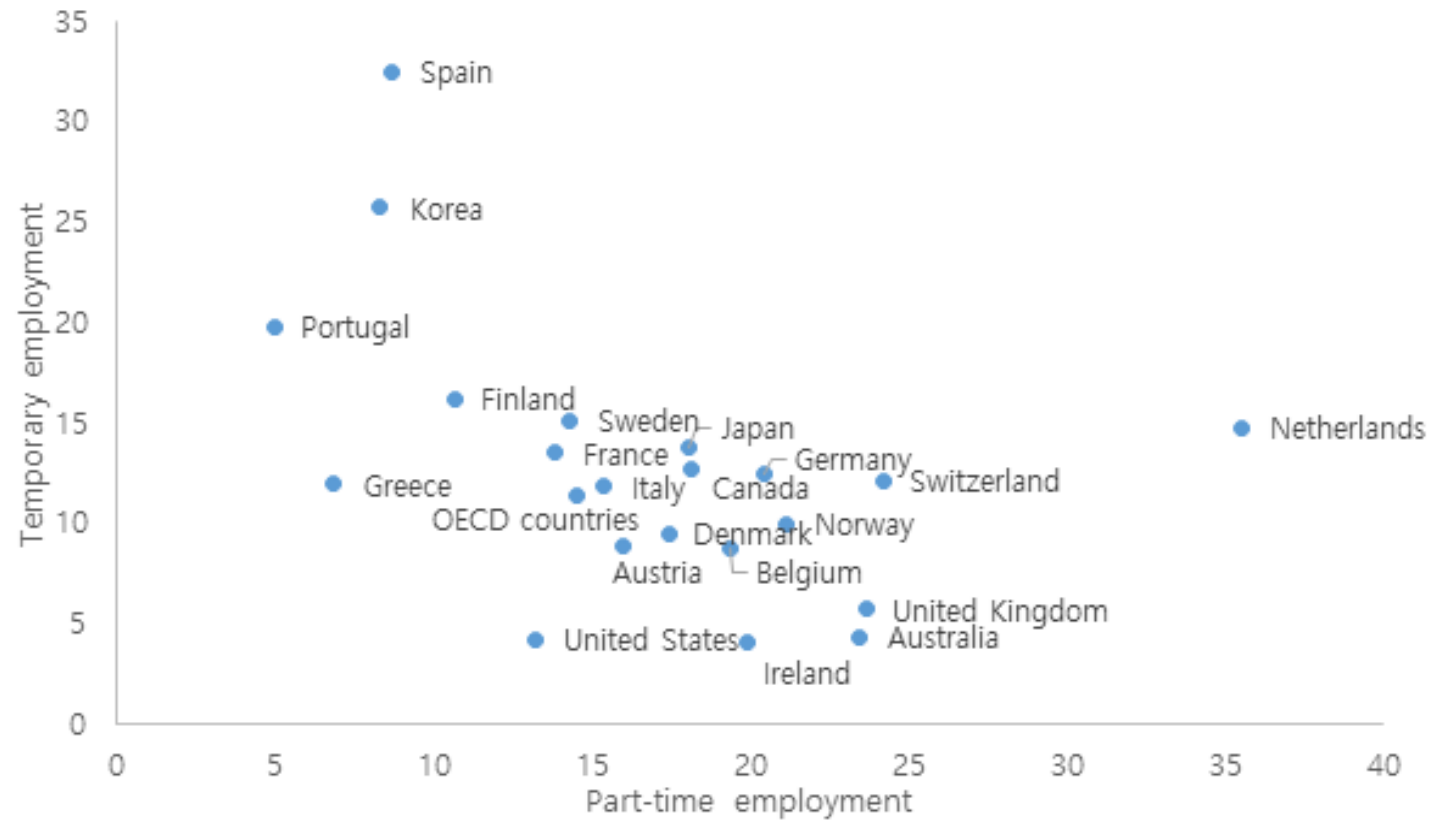
'M-curve': Employment rates by age cohorts in Spain and Korea



Impacto maternidad en empleo femenino

	% dentro de cada nivel educativo	Sin hijos	1 hijo/a	2 hijos/as	3 + hijos/as
	Por debajo educación secundaria (ISCED 0-2)	59.9	50.6	45.7	36.4
	Por debajo Educación secundaria superior (ISCED 3-4)	76.8	68.5	57.9	52.3
	Estudios superiores (ISCED 5-8)	83.9	79.6	76.2	72.3

Share of temporary and part-time employment in OECD countries (2004, %)



Employment by gender and education, age 24-64, 2000-2012

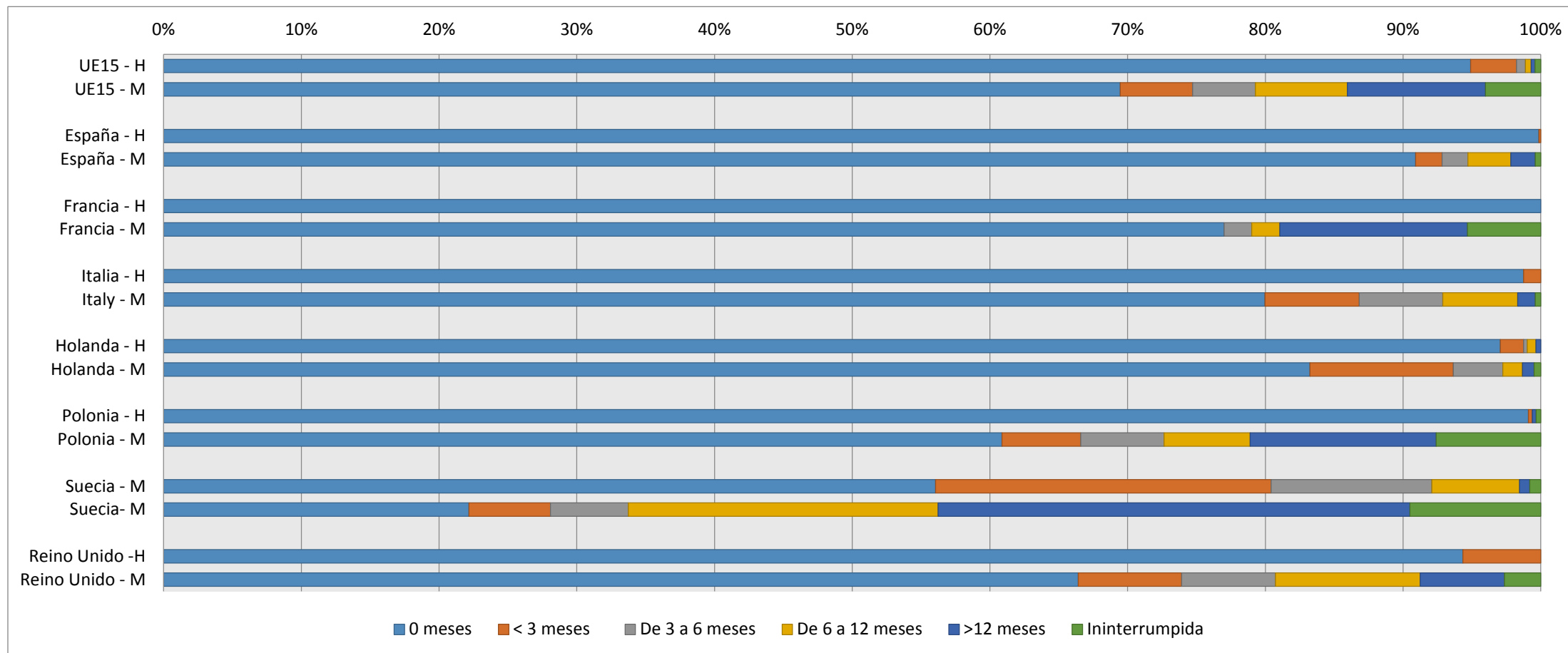
			2000	2005	2008	2009	2012	'00/'08	'08/'12
Korea	Men	Below upper secondary	81	78	78	77	77	-3	-1
		Upper secondary or post-secondary non-tertiary	86	85	84	84	84	-2	0
		Tertiary education	88	90	89	89	90	1	1
	Women	Below upper secondary	60	58	58	58	58	-2	-1
		Upper secondary or post-secondary non-tertiary	50	54	57	56	57	7	1
		Tertiary education	55	59	61	60	61	7	0
Spain	Men	Below upper secondary	76	78	74	66	57	-2	-17
		Upper secondary or post-secondary non-tertiary	86	86	84	77	72	-2	-12
		Tertiary education	86	87	88	85	81	1	-7
	Women	Below upper secondary	33	39	43	42	40	11	-3
		Upper secondary or post-secondary non-tertiary	58	64	67	64	60	9	-7
		Tertiary education	72	77	79	78	74	7	-6

Table. Proportion of children enrolled in formal childcare or pre-school (or primary school) in 2014

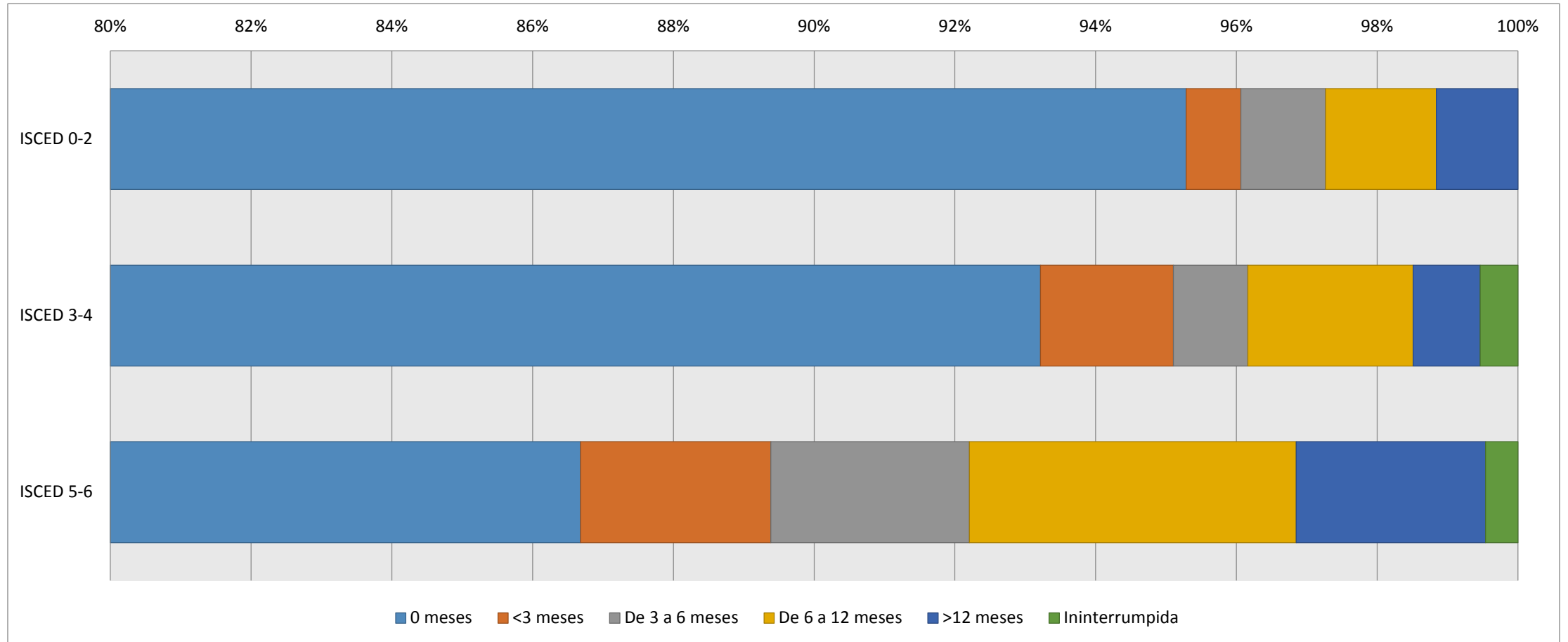
	Children aged 3-5	Children aged 0-2
Australia	67.4	32.0
Austria	83.3	19.2
Czech Republic	80.5	5.6
Denmark	95.5	65.2
Finland	73.8	27.9
France	100.3	51.9
Germany	97.0	32.3
Greece	47.0	13.8
Hungary	89.7	14.5
Italy	95.1	24.2
Japan	91.0	30.6
Korea	92.2	35.7
Netherlands	92.0	55.9
New Zealand	92.4	41.9
Norway	96.6	54.7
Spain	96.7	38.1
Sweden	94.3	46.9
Switzerland	48.1	38.0
United Kingdom	93.7	33.6
United States	66.8	28.0

	Spain	Korea
Maternity leave	16 weeks 100% salary	12.9 weeks 100% ordinary wages for the first 60 days of maternity leave, and maximum 1100 Euros for the remaining 30 days
Paternity leave	13 days 100% salary (4 weeks by 2007 law but not implemented due to budget restrictions)	3-5 days; 100% salary paid for 3 days, unpaid for 2 days
Parental leave	4 weeks unpaid	52 weeks for parents with children under 6, paid 40% of ordinary wages (maximum 810 Euros per month)
Leave of absence to look after children	For workers to look after their children or other dependent relatives. Maximum of 3 years unpaid. Social security contributions for old age and invalidity benefits are recognized during this leave	For workers to look after their children, parents or spouse on account of illness, accidents or old age Maximum 90 days unpaid
Right to time off work for breastfeeding	1 hour daily leave for the mother or the father until the child is 9 months old. 100% of salary	-
Reduction of working time	For workers with children under the age of 12 or older if disabled. Reduction can be for a maximum of 50% of working time with proportional salary reduction. Social security contributions remain 100% during first two years.	Working time reduction possible between 15 and 30 hours per week instead of using parental leave. Payments are provided in proportion to the reduced working hours
Universal Economic Allowance	For large families (3+children), single parents and mothers with disability of 65%. Single payment of 1000 Euros per year	-
Means-tested Economic Allowance	For families on low incomes (11 574 Euros/year; or 17 380.39 Euros for families with 3+children). Amount varies from 1000 to 6604 Euros/year depending on income and family circumstances	For single parent families with monthly income of less than 130% of the minimum living standard (children under 13 years old); 40-80 Euros per month For disabled children under 18 years old; 80-160 Euros per month For adopted children under 13 years old; 80 Euros per month (around 480 Euros for disabled children)
Childcare 0 to 3	Not universally provided 100 Euros/month to all working mothers with children under 3	Universally provided: all children aged 0 to 2 years old who are cared for at childcare facilities (replacement cost of childcare centre) Home care allowance for all families with children age 0 to 2; below 1 year old (160 Euros/month), 1 years old (120 Euros/month), 2 years old (80 Euros/month)
Pre-school 3-6	Universal provision. Near 100% schooling rates for full-time attendance	Universally provided: all children aged 3-5 for the centre-based childcare services (replacement cost of childcare centre) Home care allowance for all families with children 3-5 years old (80 Euros/month)

Permisos parentales según su duración, 2010



Duración permiso parental según nivel educativo



Personas que redujeron su tiempo de trabajo para cuidar de una hija menor de 8 años

