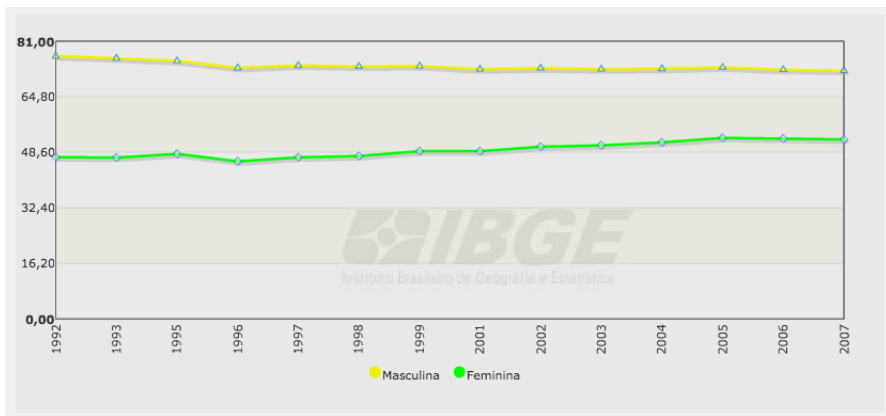


FECUNDIDADE E MERCADO DE TRABALHO

Fecundidade e Mercado de Trabalho

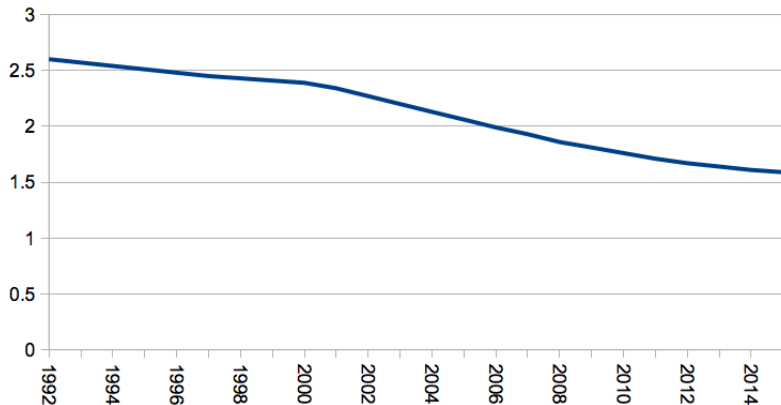
- ▶ Países enfrentam o problema do envelhecimento da população e “falência” da previdência social
- ▶ Desafio!
 - ▶ Políticas de incentivo a fecundidade e, simultaneamente, a participação no mercado de trabalho (principalmente das mulheres)

Participação no mercado de trabalho - homens e mulheres, Brasil



Fonte: IBGE, Pesquisa Nacional por Amostra de Domicílios 1992-2007.

Fecundidade no Brasil



Fonte: IBGE. Projeção da População do Brasil por Sexo e Idade para o Período 1980-2050 - Revisão 2008.

Auxilio creche e Licença maternidade

► No mundo:

	Childcare spending (% of GDP)	Young Children having formal childcare (%)		Duration of base Maternity leave (weeks)	Base maternity benefits (% of av. wage)	Total duration of leave (base + optional) (weeks)
		Age<3	Age>3			
Denmark	1.32	66	92	18	50	46
France	1.01	42	100	16	100	159
Germany	0.39	18	93	14	100	162
Italy	0.62	29	97	20	80	26
Netherlands	0.72	56	67	16	100	26
Spain	0.45	37	99	16	100	162
UK	1.09	41	93	52	25	52
US	0.38	31	56	12	0	12

OECD Family Database (2011).

Note: 2nd and 3rd column concerns the years 2007-2008; last three columns concern year 2008.

Auxílio creche e Licença maternidade

► No Brasil:

- licença maternidade: benefício do regime de proteção social (INSS), 16-24¹ semanas, benefício integral 100%
- licença paternidade: benefício do regime de proteção social (INSS), 5-20² dias, benefício integral 100%
- auxílio-creche: direito a celetistas com filhos de até 5 anos em empresas com 30 ou mais funcionárias, pode ser físico ou por meio de reembolso, valor definido por acordos coletivos

¹funcionários públicos federais e de empresas do Programa Empresa Cidadã

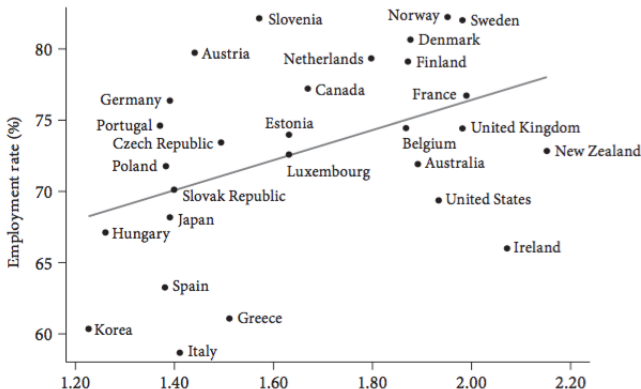
²funcionários públicos federais e de empresas do Programa Empresa Cidadã

Efeitos esperados da licença maternidade e auxílio creche sobre fecundidade

- ▶ $U = U(C, n)$, onde C =consumo, n =tempo dedicado aos filhos, $n+h=24$ horas
- ▶ *Restrição orçamentaria* $C = m + wh - creche * n$, onde h é o numero de horas trabalhadas
- ▶ Políticas de redução da despesa com creche/cuidado infantil \Rightarrow aumento da fecundidade

Evidencia empírica

- ▶ *Tradeoff*: Taxa de participação feminina x Fecundidade em muitos países (porem não em todos)
- ▶ Em 2010, em termos agregados, maior participação associada a fecundidade mais alta:



Evidencia empírica

- ▶ Participação reduz com o numero de filhos (% mulheres em idade ativa)

	0	1	2	+ 3	Total
France	80.0	78.5	78.4	58.2	76.7
Germany	82.9	74.7	69.1	50.1	76.3
Italy	63.2	58.8	54.3	40.4	58.7
Netherlands	81.4	78.4	81.6	69.7	79.5
Spain	67.6	63.3	60.1	47.8	63.2
UK	81.7	75.4	71.1	49.2	74.3

Evidencia empírica

- ▶ Trabalho por tempo parcial (<30 horas/semana) cresce com o numero de filhos (% mulheres empregadas)

	0	1	2	+3	Total
Denmark*	24.4	23.0	24.7	26.6	24.3
France	20.9	26.7	36.9	47.5	29.0
Germany	31.8	59.5	74.3	78.3	47.6
Italy	22.6	32.7	37.1	40.2	29.4
Netherlands	55.3	82.4	89.2	91.1	74.0
Spain	17.1	24.2	29.7	30.2	22.9
UK	21.5	45.4	60.1	65.6	39.0
US**	10.1	15.8	-	23.6	14.6

Notes: *year 2005 **year 1999

Box 7.1 Mothers with young children in France

France 1986 policy to help parents raise children (APE):

- Allowance 40% of the median wage (60% of the net minimum wage) for mother of **at least 3** children, one of whom was younger than 3
- 1994: also for mothers of **at least 2** children, one of whom was younger than 3.
- Mothers entitled for the birth of their second child, provided he was **born after June 30, 1994**
- By 1997 every mother with one child younger than 3 was entitled to the benefit

Box 7.1 Piketty (1998)

Effect on employment rates of mothers living in a couple — younger than 55 years of age — period 1994–1997

Analysis as natural experiment:

- **1 treatment group:** 2 children — 1 child less than 3: not eligible before 1994 — eligible after
- **3 control groups:**
 - 1 child — less than 3 — not eligible before — not after
 - 3 children, 1 less than 3 — eligible before & after
 - 2 children, none less than 3 — not eligible before — not after

Box 7.1 Piketty (1998)

Employment rates (%)

Children	One Child (≤ 3 years)	Entitled to APE		March 1994	March 1997	Δ	$\Delta\Delta$
		Before 1994	After 1994				
2	yes	no	yes	59	47	-12	
1	yes	no	no	62	64	+2	-14
3	yes	yes	yes	31	34	+3	-15
2	no	no	no	68	69	+1	-13

Conclusion: expansion of the APE caused a drop in the employment rate of mothers involved.

prebirth employer in Canada. An advantage of working on Canadian data is that, due to differences across Canadian provinces in the extent of mandated parental leave and reforms of these regulations, mothers' leave eligibility varies over time and space rather than by their choices to work with particular employers, and their choices are therefore less likely to be correlated with their unobserved characteristics. Baker and Milligan considered two policy changes. The first was the introduction of relatively short mandatory leave (lasting at most 17–18 weeks) in several provinces. The second was the extension of these leaves to much longer periods, ranging from 29 to 70 weeks. Baker and Milligan compared the time spent by mothers at home with their infants in provinces with and without these regulations and before and after these policy changes. They also looked at whether the mothers returning to work were changing employers and losing their job-specific human capital. Figure 7.5 motivates their approach: it compares the fraction of married mothers employed and on leave one month before the childbirth in Ontario and Quebec, two states with similar economic structures, before and after (the vertical line marks the date of the reform) the introduction of a mandatory maternity leave of 18 weeks in Quebec (treatment) in 1978. During the observation period maternity leave regulations in Ontario were left unchanged. The focus is on the month before childbirth, as few private sector arrangements covered the month before birth. In contrast, the new maternity leave entitlement did allow leave in the month before birth. So, looking at the month before birth is less likely to show “crowding out” of existing private arrangements. The figure points to a widening gap between the two provinces after the reform, suggesting that the introduction of maternity leave did increase the proportion of women taking the leave. Baker and Milligan find that the extension of maternity leave succeeds in increasing the time spent by mothers at home with their infants. This effect is stronger after the

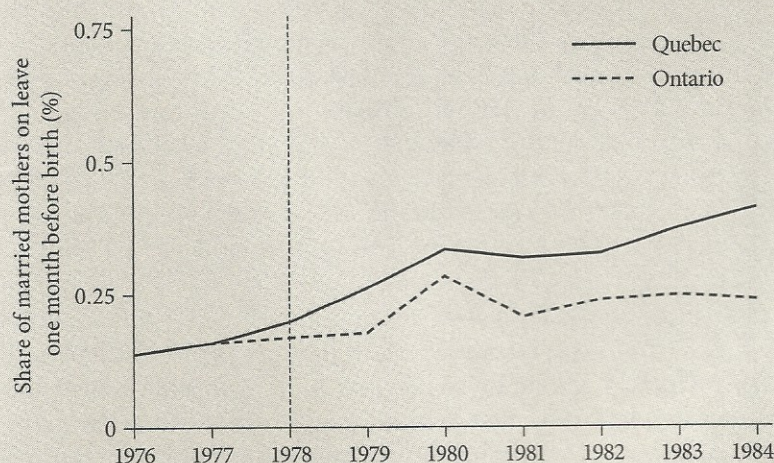


FIGURE 7.5 Married mothers employed and on leave before birth, Ontario versus Quebec

Source: Panel-based sample from the Labour Force Survey.

Notes: Sample includes married mothers aged 20–39 in the month before their children were born. Only the provinces of Ontario and Quebec are included.

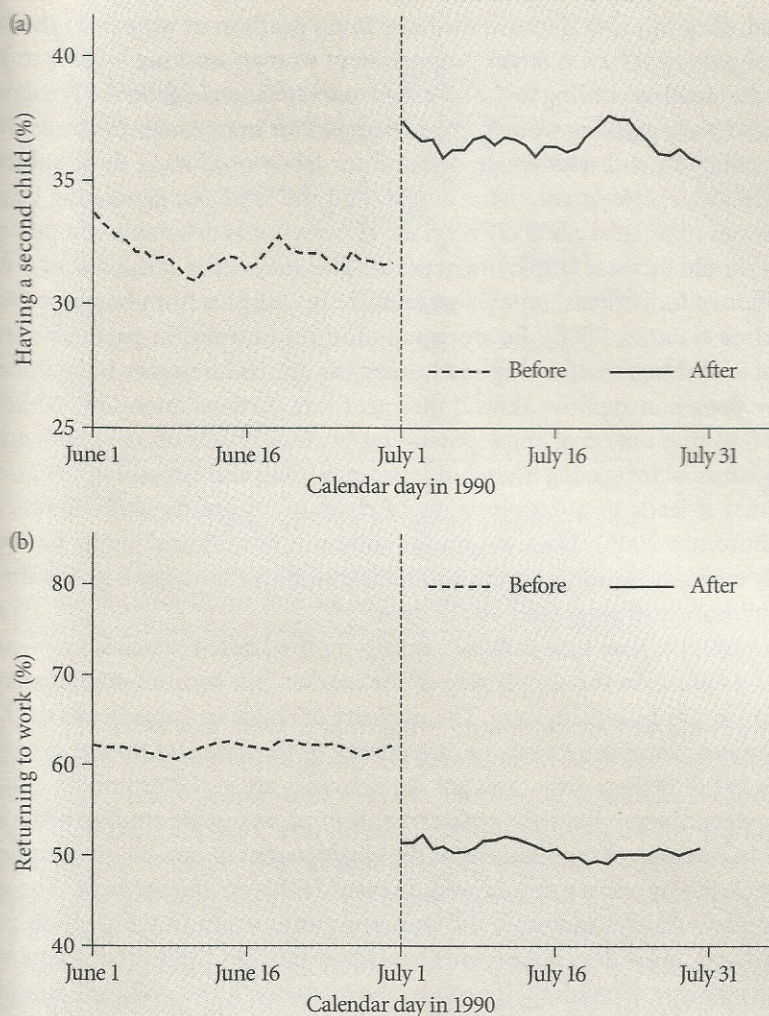


FIGURE 7.6 Extended parental leave: (a) percentage of women giving birth to a second child within three years; (b) percentage returning to work within three years

15.5 months since birth is lower, as women eligible for parental leave exploit the renewal option (figure 7.6b). This choice, however, does not seem to have lasting effects on employment and earnings.

Source: Lalive and Zweimüller (2009).

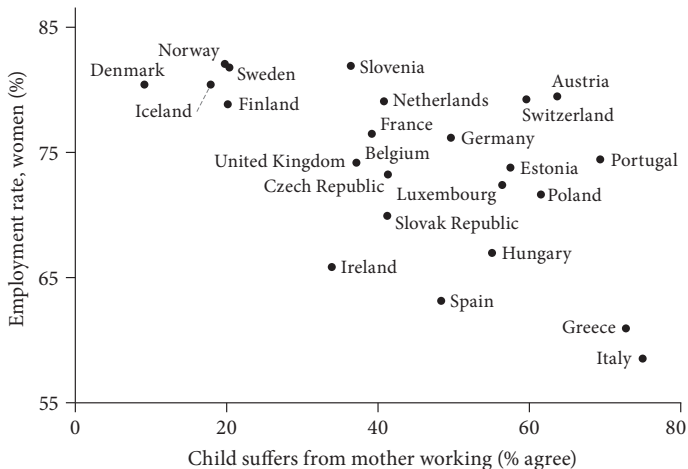
7.4 Policy Issues

7.4.1 Should Public Policies Encourage Mothers to Work?

The key argument in favor of family policies is that they increase female labor force participation, improving the position of women at the workplace. If properly

Employment - Norms about Women Working

Cross-country (2001)



Source: Tito Boeri and Jan van Ours (2013), *The Economics of Imperfect Labor Markets*, Princeton University Press.