

FAMILY-WORK BALANCE IN RUSSIAN DEMOGRAPHIC AND FAMILY POLICY: INSUFFICIENT OR DÉJÀ VU

I.E.Kalabikhina
POPULATION DEPARTMENT,
ECONOMIC FACULTY, MOSCOW STATE UNIVERSITY
ikalabikhina@yandex.ru

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Design of study

DATA:

- Official statistics (Rosstat)
- Documents (Concept and Plans of measures) of Demographic policy (2007-2025), Family policy (2014-2025), The National Strategy of Action for Children (2012-2017)
- Laws on employment and social policy (2012-2015)

METHODS: statistic and document analysis

THREE CORNERSTONES OF FAMILY-LIFE BALANCE



Assistance in childcare

Friendly employer, and flexible
labor market

Gender equality in the care
economy

RUSSIA: THREE DEFICIENCIES

- CHILDCARE – *understand, doing, but we can not*
2 million unmet demand under 50 billion rubles per year.
Nursery lost (age 0-2).
- LABOR MARKET – *first weak sprouts, half measures*
Some laws on distance employment, working mothers.
Discrimination of parents with small children and women.
- GENDERED CARE ECONOMY – *not ready, stereotypes*
Female housework is more than male one by 3 times.
Breadwinner and keeper stereotypes.

Challenges

1. Ageing of population:

Decreasing of number of birth and working age population

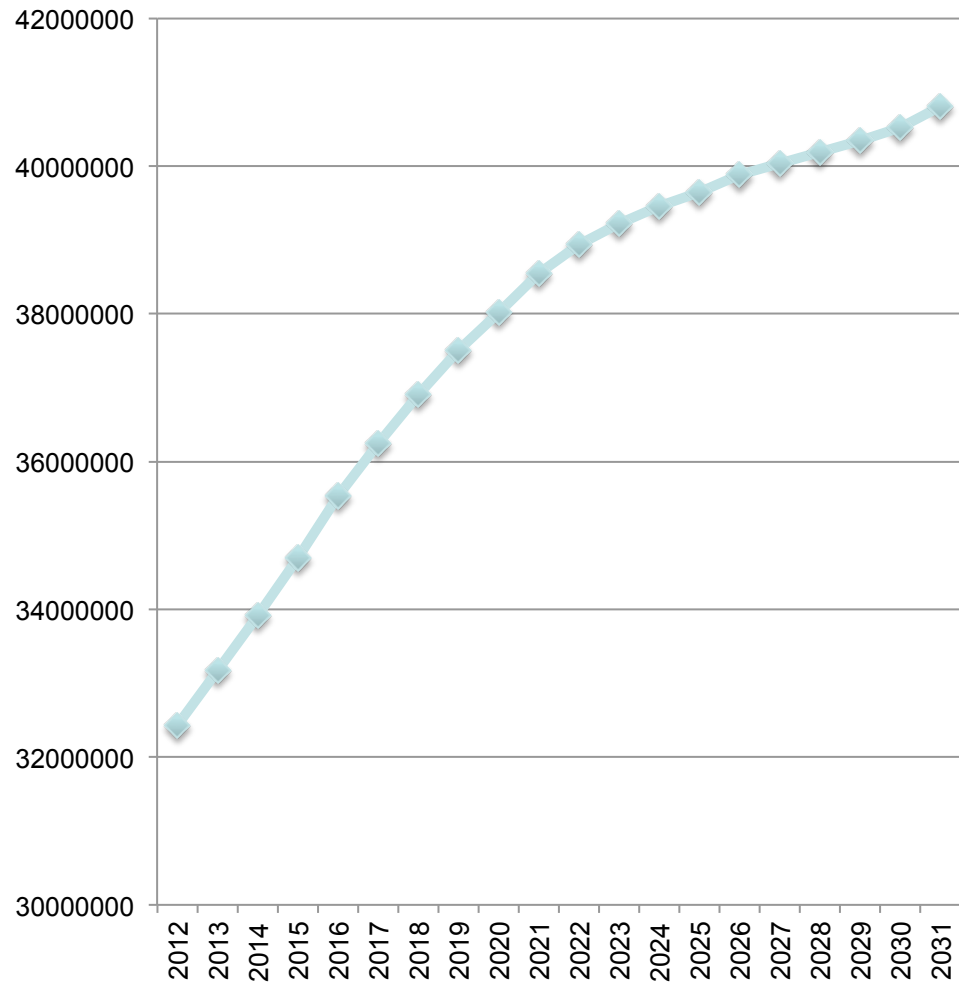
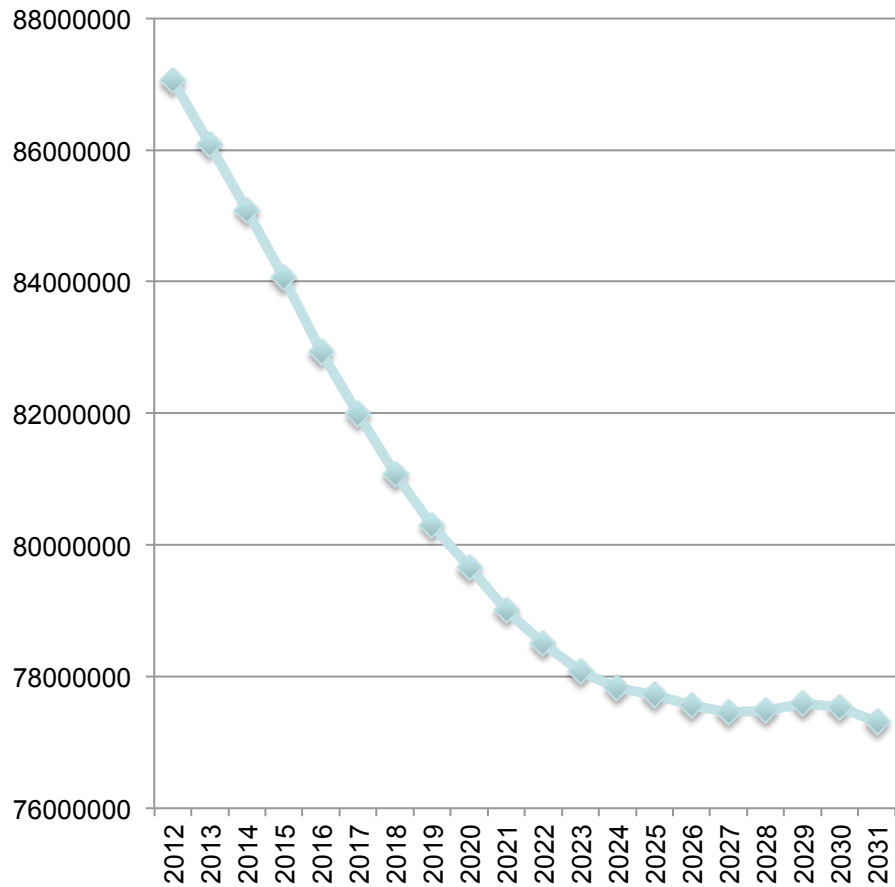
2. Ageing of population, Growth of number of older mother (35-44) and their input in fertility:

Sandwich generation (double care burden)

3. Wave of child population (growth and reduction of number of children 0-6):

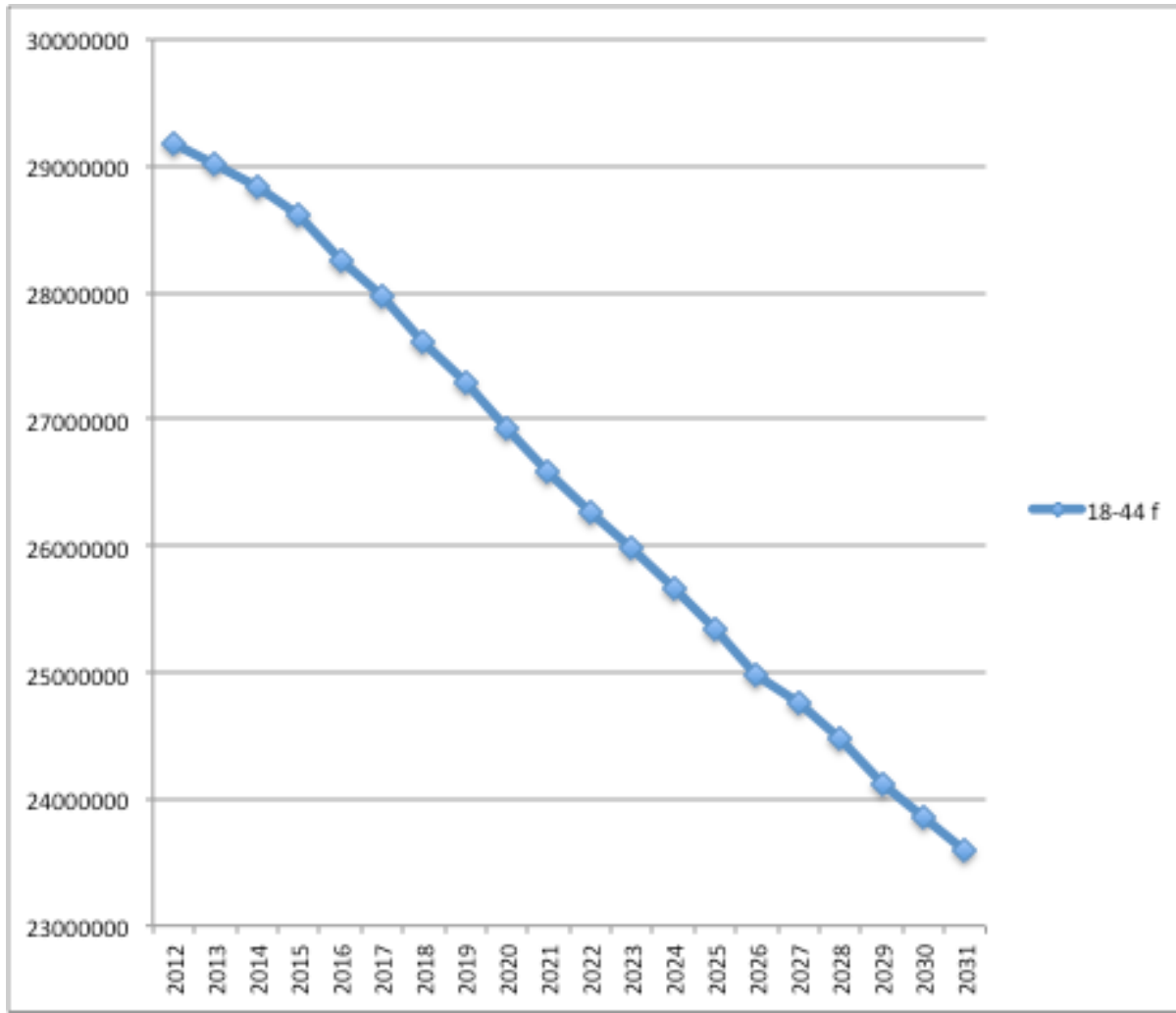
Unmet demand of kindergartens today and empty places in future

1. Population of working and retirement age (Russia, 2012-2031, -9 mln & +9 mln)

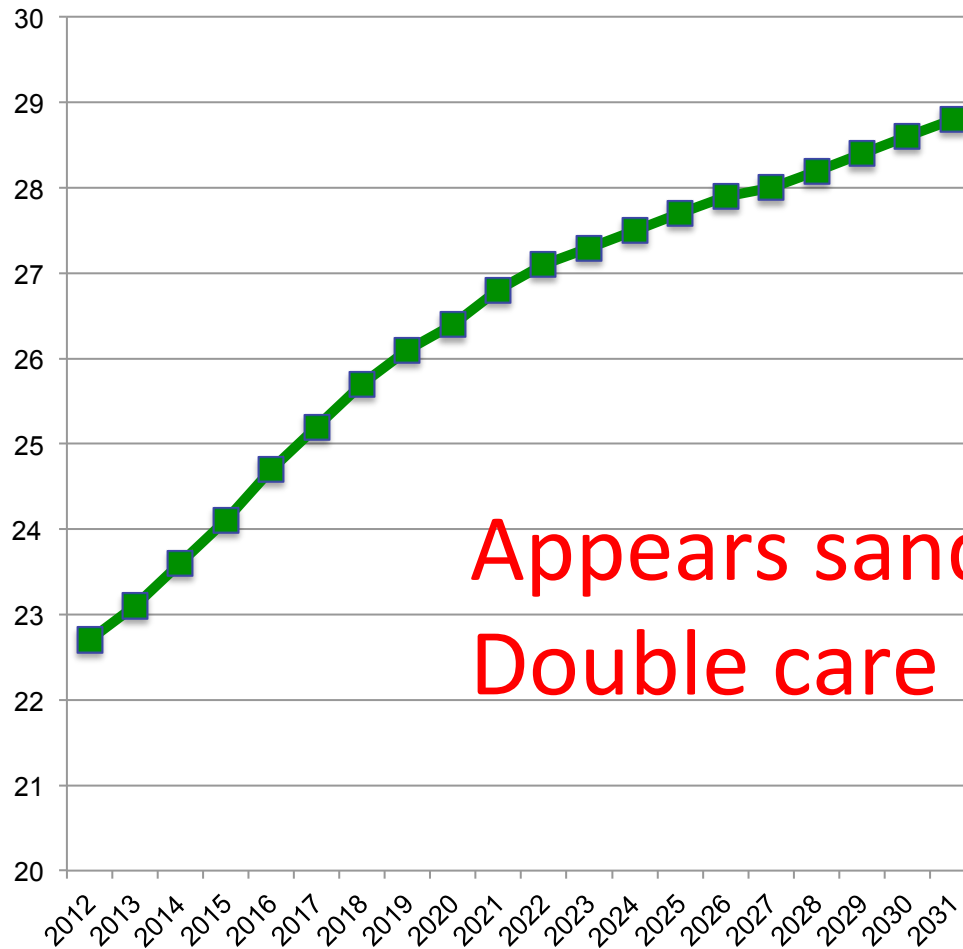


1. Demography and Labor market

Russia, 2012-2031, female population 18-44



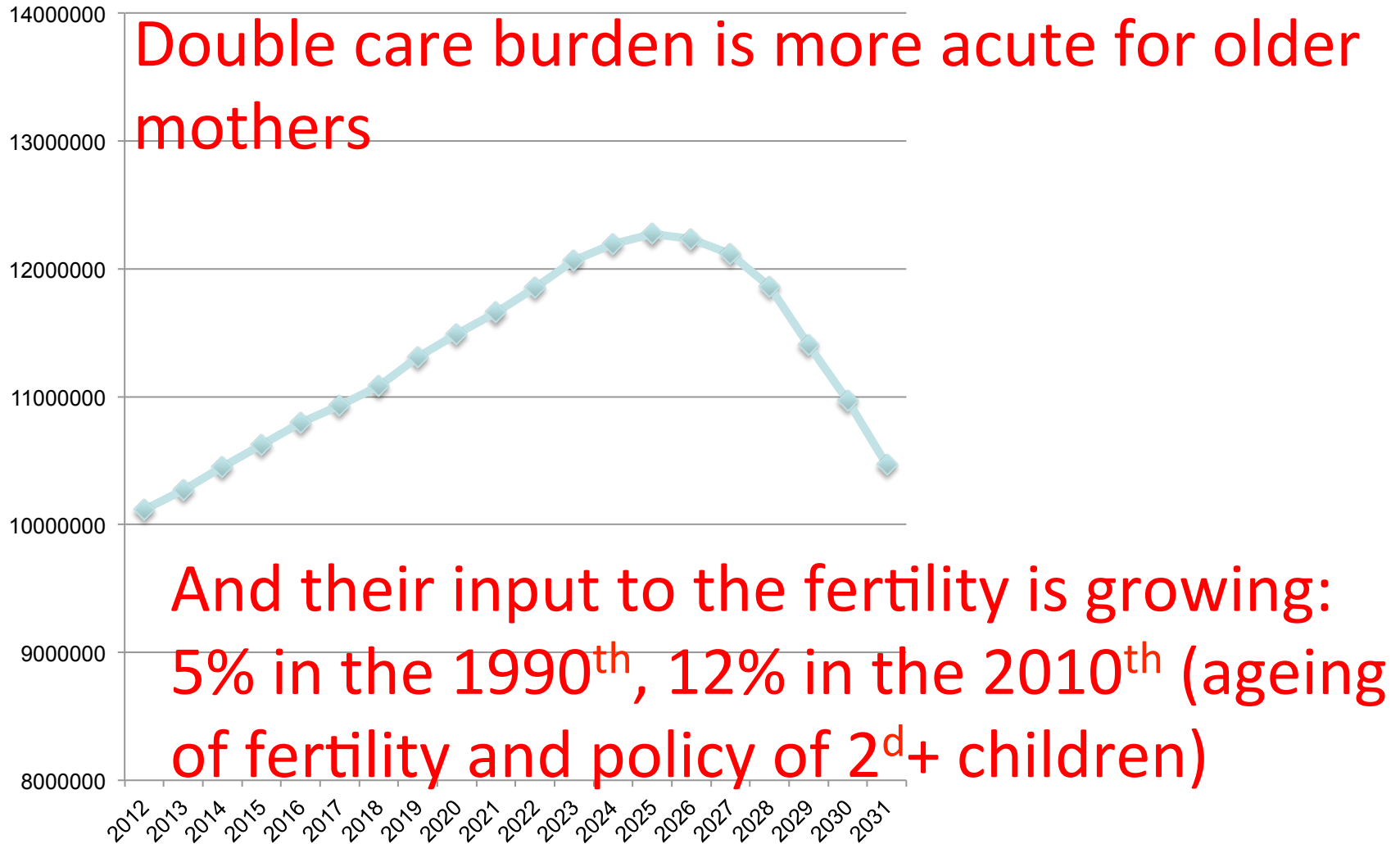
2. Ageing of population (share of 55&60+)



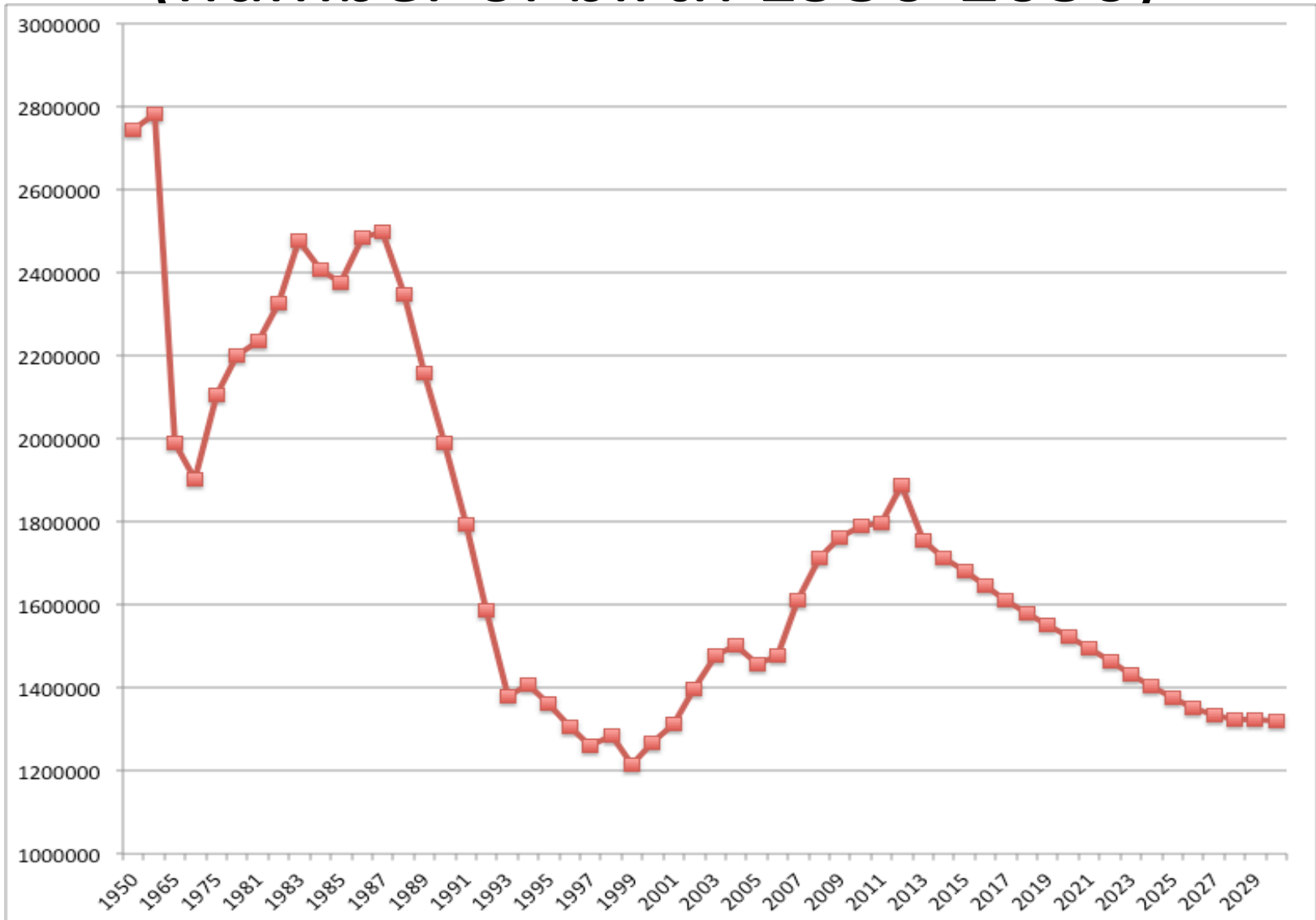
Appears sandwich generation –
Double care burden for woman

2. Female population (35-44)

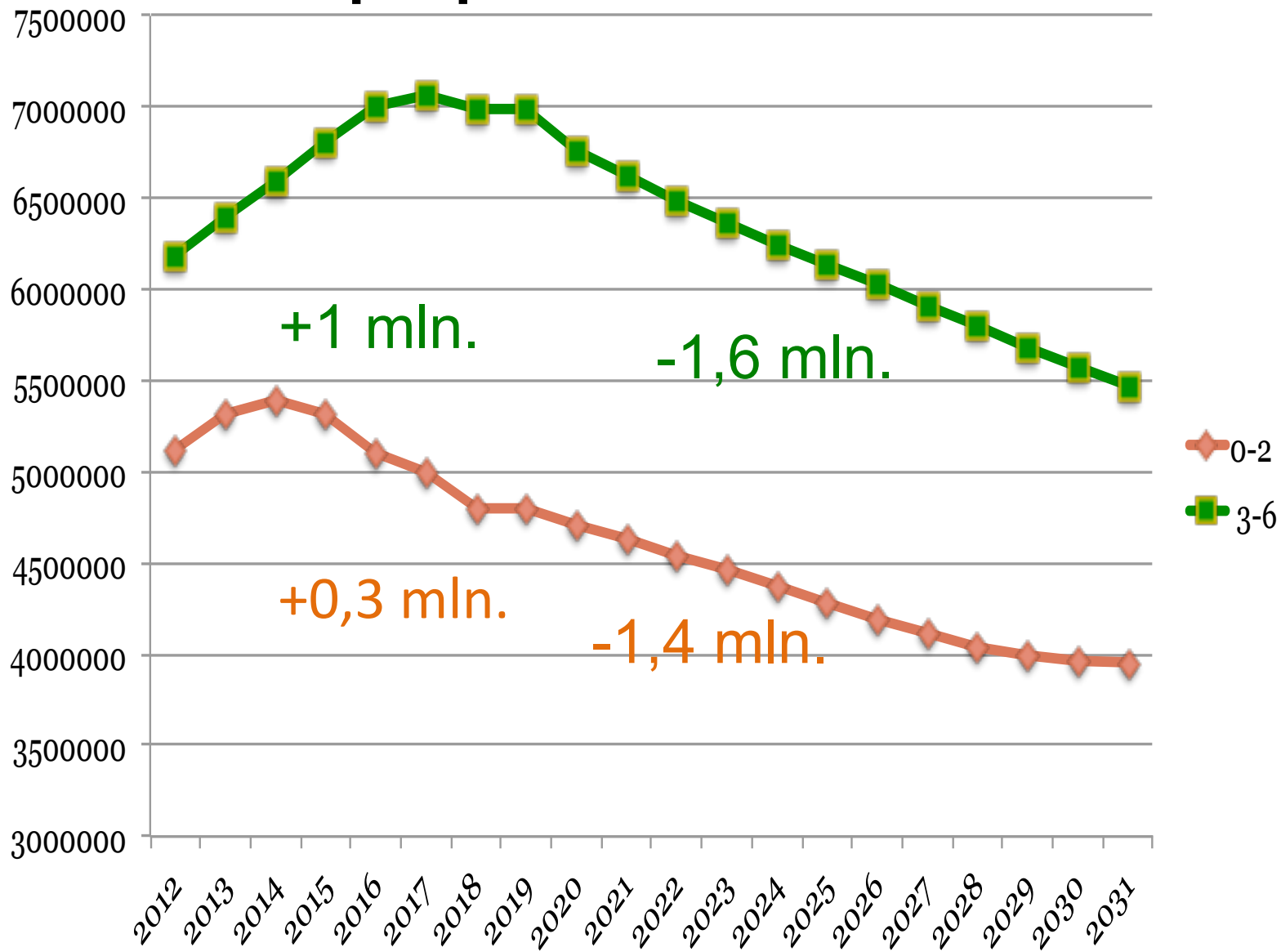
35-44 f



3. Russian demographic wave (number of birth 1950-2030)



3. Child population: 0-2 and 3-6



History of family-life balance policy or gender equality in labor market and household in Russia

REACHED: education and employment



«Literacy - the key to emancipation»

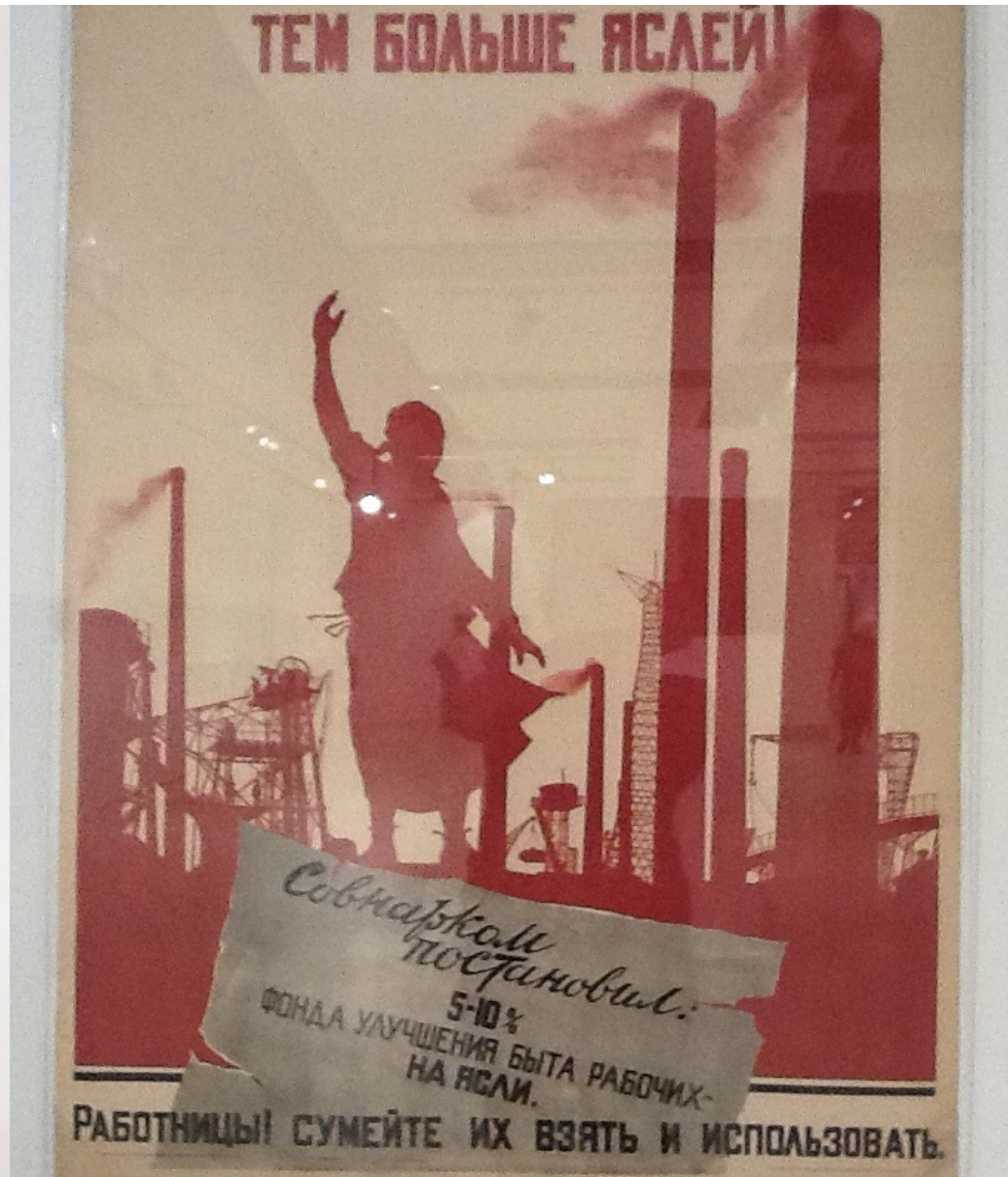


«The woman - on a locomotive»

REACHED, BUT LOST: social service and nurseries



“Down with kitchen slavery, giving new life”



«The more nursery! Decree: 5-10% of the fund to improve daily life to the nursery»

WE NEVER DID: gender equality in household



МУЖСКУЮ СИЛУ — НА ПОМОЩЬ ЖЕНЩИНЕ!

«Masculine strength - to help a woman»

2007-2015: Blind policies and renaissance of traditional values

- Kindergartens
- Working mothers
- No working father

DÉJÀ VU



Open internet source

2007-2015: Cash benefits but not Family-life balance policy

Insufficiency:

- Gendered care economy
- Kindergartens (diversity) and Eldergartens
- Friendly labor market for PARENTS
- Combating gender stereotypes

Conclusions

- Russia does not have a comprehensive FLB policy
- This policy is needed not only for men and women, but also for the economic and demographic development of modern Russia
- Policy relevance increases because of the future demographic challenges