



Work-family balance: Overview of policies in developing countries

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African extended family

- For generations has been the main source of material, social and emotional support, as well as social security for its members
- Also the base of reciprocal caregiving relations between generations—child care and elder care

S-E and demographic changes

■ Demographic

- Fertility decline: but stall at about 5.0 children per woman noted in many parts; expected to reach replacement level at the earliest in 2040.
- Aging—only 5% aged 60+ but about 35 million are in age group, expected to double to 39million by 2030 and 139 million by 2050

■ Economic

- Increased labour force participation of women-but continue to be main caregivers.
- Migration—both internal and cross-border: reduced household sizes; Weakened traditional kinship mode of residential settlement; hence reduced availability of traditional family support for care and domestic tasks
- Growing economic need compelling many adults to engage in income-generating activities, hence family support

Implications (cont'd)

■ Sociological changes

- Marriage no longer universal; Divorce and separation are becoming a common phenomenon; remarriage is becoming less common; traditional practice of widow inheritance is on the decline
- These nuptiality trends, in combination with other factors such as increased childbearing out-of-wedlock have made single-parent households, particularly female-headed households, a discernible pattern of the African social landscape.

HIV and AIDS

- SSA most affected region
- **Shift on model of care from hospital to home-based care**
 - More than 91% of carers are women
 - Burden of care & W-F-C significantly increased
 - Little or no remuneration
 - Own health and well-being often neglected

Status of WLB policies

■ Leave options:

- Maternity leave comprehensively available in SSA
- Paid in all but two countries (Lesotho & Swaziland) recognised in its “pure” form
- typically 12-14 weeks. Just over half countries offer less than 14 weeks
- Paternity leave
 - Only three countries, (Mauritius, Uganda, and Tanzania), recognise paternity leave in its ‘pure’ form.
 - Nine countries have special multi-purpose leave provisions which could potentially be used by fathers as paternity leave or scope

Flexible arrangements

- no evidence of separate legislative right for employees to request flexible working arrangements in any of the African countries
- In south Africa Available through the unfair discrimination provision of Employment Equity Act, but cumbersome and costly for employees
- The provision of early childhood education and care governments in the region generally consider care and education of children younger than three years the responsibility of parents, private institutions, and non-governmental organisations. In addition, these privately-run child care centres are more prevalent in urban areas and are usually considered expensive, which often hinders access in poor and/or rural communities.
- Objective often to enhance the early development and education of children rather than facilitating WFB

- To acknowledge the critical need for care in [Africa], we need to recognise the role of employees as caregivers through legislative provisions encompassing a range of leave circumstances, with the right to request flexible working arrangements. These measures are a means of valuing [workers] as the main providers of this vital societal function and are necessary considerations if there is to be true equality of opportunity in the workplace

Pathways

- Consideration of parental leave provisions. Based on the principle that both fathers and mothers are jointly responsible for children's overall care and developmental wellbeing
- Reassessment of maternity leave provision. The inadequacy of statutory maternity leave, particularly in terms of entitlement, duration and restrictions, need reassessment in most countries.
- Introduction of paternity leave. in its own right, at the very least, as part of a 'fathers only' quota in parental leave.
- Introduction of flexible working arrangements. There is also the need to consider and debate the introduction of the
- To the extent possible increase the proportion of national budget directed to pre-primary education

- Need for context-specific and evidence based mechanisms
- **Some plausible questions:**
 - Changes in family and household structure
 - Labour force participation and work patterns.
 - The sources and types of work-family conflict
 - Support mechanisms for families
 - Labour legislation and collective labour agreement
 - Men's role

Thank You!

