

PhD progress presentation: Parental leave policies and gender in(equality)

Abstract:

Although significant effort has been made to promote greater gender equality, the underrepresentation of women in the labor market has remained a big issue in the European countries. One of the main reasons for this is the difficulty of balancing work and family obligations, particularly in the first years of a newborn's life. Therefore, the availability and adequate design of parental leave arrangements, especially those directed at fathers, are necessary to promote equal sharing of household responsibilities and close a gap in earnings and pay. To shed further light on this matter, an ongoing research project aims to estimate the causal effect of the Austrian 1996 parental leave policy reform on fertility and labor market outcomes for women. By thoroughly investigating the Austrian Social Security Database and Birth Registry data, the first objective is to examine the validity of the Regression Discontinuity Design (RDD) as the main identification strategy in the given setting and to try to overcome several other sample and data-related constraints.

About the speaker:

Lea-Karla Matić is a research assistant at the Institute of Economics, Zagreb, in the Department for Labor Markets and Social Policy. She obtained her master's degree in economics from the Faculty of Economics and Business, University of Zagreb, and is currently a PhD student in Economics at the Joint Study Programme of the University of Innsbruck and the Johannes Kepler University Linz. Her research interests mainly include applying econometric methods and tools to study gender-related empirical questions and policy evaluation.