

## **THE PRECARIETY OF PARENTAL LABOUR IN RUSSIA: ANALYSIS AND CAPABILITIES TO REDUCE**

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### **Abstract**

The paper presents the results of analysis and capabilities to reduce of precarity of parental labour. We have implemented our method of signs and the level of parental labour precarity. Our research shows that from 2010 to 2015 in Russia there is a tendency of growth in the precarity of parental labour. The most problematic aspect of parental labour are the labour processes of care for the object of parental labour, the work of specialists in the sphere of social reproduction, the stage of professional training of the object of parental labour, the regulation function and the organizational side of parental labour. Difficulties in the organization of the process of parental labour are found in the lack of means of parental labour by means of labour, money resources, qualified labour force and in the underdevelopment of production relationships. Correlation of the revealed shortcomings with the most problematic components of the aspects of parental labour allowed us to build a system of regulators for the precarity of parental labour, aimed at improving the demographic situation and increasing the efficiency of preproduction of human capital in Russia.

**Key words:** parental labour, precarity, human capital.

**JEL Code:** J13, J24, J45

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### **Introduction**

At present time, human capital has become the main intensive productive factor of the economic development of society. The formation and initial development of human capital happens during the process of parental labour. Parental labour includes preparing for the birth of children, the birth of children, care for them, their development, socialization, training and professionalization. The effectiveness of parental labour directly affects the quantity and quality of the future human capital of the country. The analysis of recent years publications shows that the issues of the quality of human capital, the search for a balance between professional and parental labour are of concern to economists of different countries. Measures to support the subjects of parental labour that engaged in professional labour and the influence of state support for parental labour on the choice of the sphere of employment both in parental

## **The 12th International Days of Statistics and Economics, Prague, September 6-8, 2018**

and professional labour are explored. For instance, J. Hodges, human rights expert, examines the impact of measures aimed at supporting families by the International Labour Organization (ILO). She believes that in conditions of non-observance of the balance between family and work, lack of resources for combining parents' careers and family responsibilities, there is a need in support measures, providing parents with work that allows them to give their children more time. The conventions developed by the ILO and approved by the 185 member countries of the organization are aimed at stimulating the combining of professional and parental labour, supporting working parents, increasing their level of involvement in the economy and reducing the vulnerability in the labour market. Different approaches to the implementation of ILO decisions are used in different countries. In the Nordic countries both parents go on parental leave to take care of the child: the rule "use or lose" is effective there. Chile is developing a system of assistance to families with preschool children: the number of kindergartens is increasing and the service of "free nannies" is developing. In Croatia, family responsibilities, responsibility for the provision of family and the upbringing of children are divided between men and women, there is an increase in the availability of child care services there. In India opportunities for women to engage in professional labour are being expanded, the "mobile" nurseries service is also available. In South Africa, there is a special program to support families (Hodges, 2014). According to Finnish economist T. Kosonen, women are more likely to devote themselves to caring for a child with decent financial support from the state (Kosonen, 2014). A study of household incomes in Australia by R. Breunig shows that the economic and social situation is more stable if the mother spends more time with children while working part-time (Breunig, 2014). American economist G. Dunbar found that the growth of labour productivity is half ensured by the parents-employees (Dunbar, 2013). Economist N. Broussard (2013) and colleagues show that, in most cases, entrepreneurs tend to have more children than self-employed people (Broussard, 2013). R. Maurizio and G. Vazquez are exploring a universal social protection benefit for families with children in Argentina. In their conclusions they reported that although the new benefit program was well accepted by society and took an important place in support system, parents did not want to work less (Maurizio, 2014). The study of families in the United States conducted by N. Folbre justifies the application of differentiated wages for different types of childcare (Folbre, 2015). Employers' surveys conducted by the ILO show that family assistance measures are a key components of the process of women's participation in labour force. According to the ILO, social programs should be aimed to allow women to have more opportunities for professional implementation. The ILO believes that the imbalance between family and work leads to a

glaring difference in the evaluation of the results of professional and parental labour. Parental labour is unpaid, undervalued labour that limits the time that women can spend on training, development, and paid professional work. This is also associated with the overrepresentation of women in unstable, precarious, informal work without economic and social protection (Hodges, 2014). In contemporary Russia parental labour has significant and important role for society, but at the same time it is unprestigious and low-status, unpaid labour. We believe that this type of labour has signs of precarity (Bagirova, 2015). We have shown that parental labour is an expedient activity of the subjects of labour to formation of the human capital of children. It has a number of signs of precarity – in particular, the unstable employment, lack of guarantees, security, professional self-identification of labour subjects, the narrowing of their economic and social rights. Precarity has been deeply researched in the context of professional labour. These studies have been carried for different types of labour. Thus, Canadian scientists Zhang & Zuberi analyse this phenomenon by comparing a country's labour laws and its economic realities (Zhang & Zuberi, 2017). Peuter finds growing precarity for the unstable market of creative professions in the USA (Peuter, 2013). In studying precarity, scientists usually advocate various mitigation mechanisms – active labour market policies (Greer, 2016), greater social security (Harris & Scully, 2015) and others. Some articles assess both public and private sector measures being implemented to regulate precarity levels. For instance, international corporations in India use theatre-based corporate training programs that are designed to inspire employees to be more dynamic, aspirational and self-motivated at work. However, in Saddler's assessments, the use of such programs only leads to greater precarity for employees (Saddler, 2017).

## **1 Main chapter**

### **1.1 Methods**

We have developed a methodology for analyzing the signs a 3<sup>rd</sup> level of precarity of parental labour in Russia (Edgar Ilves, 2017). First, we identified the indicators of precarity – aspects of parental labour and its components. We applied the method of analysis of signs and the level of precarity for parental labour and identified the following aspects of parental labour as indicators of precarity: types of labour process (bearing and birth, care, upbringing, education and development, socialization, professionalization); parts of the labour process (psychophysiological, organizational-technical, economic); labour functions (logical,

implementational, registering, controlling and regulating); subjects of labour (parents, relatives, specialists in the sphere of social reproduction); stages of labour (perinatal, infant, pre-school, early school, school adolescent, stage of vocational training and incorporation stage). We propose to use the parameters of the social and labour sphere that are taken into account by the Federal Statistical Service in terms of indicators of precarity. For example, to assess the precarity of parental labour by the type of labour process “bearing and birth” we use such parameters as the number of women of fertile age per 1000 men, the number of abortions per 1000 women of fertile age, the proportion of the population with cash incomes below the subsistence level, the maternal mortality ratio, the infant mortality ratio, one-time childbirth allowance and so on.

The main method of research was the calculation of indexes of indicators. We calculated three groups of indices: 1) individual indices – for individual indicators of the level of precarity of parental labour, 2) group indices – for individual components of labour, 3) integral indices – for labour aspects in general and so on.

When calculating the individual indices, we calculated the indices of indicators of precarity on aspects (constituents of aspects) of the parental labour and the signs of its precarity for the allocated time intervals and recalculated them into precarity indices. In case when indicator index showed its deterioration, these two indices were assumed to be equal. If the content assumed that the positive dynamics of precarity indicator meant a deterioration in the constituent aspect of labour, the index was calculated by the formula 1:

$$i_{p_n} = 1/i_n, \quad (1)$$

where  $i_m$  - index of precarity of parental labour by the n indicator;

$i_n$  - index of n indicator.

When calculating group indices the precarity indices were calculated by the constituent aspect of the parental labour (for example, specific stages of specific subjects of parental labour) by formula 2:

$$I_{p_m} = \sqrt[n]{i_{p1} \times i_{p2} \times \dots \times i_{pn}}, \quad (2)$$

where  $I_{p_m}$  - precarity index for the m group of the constituent aspects of parental labour

The value of the group index, exceeding 1, indicates the deterioration of a group of constituent aspects of parental labour and the intensification of its precarity.

We calculated the integral index of conditions of parental labour for each period ( $I_p$ ) using the formula 3:

$$I_p = \sqrt[n]{I_{p1} \times I_{p2} \times \dots \times I_{pn}}, \quad (3)$$

The results of the calculations, exceeding 1 indicates the worsening of the condition of parental labour and the intensification of its precarity (for individual indicators, aspects, or in general for parental labour).

## 1.2 Results

The dynamics of precarity on the aspects of parental labour is shown in the table 1.

**Tab. 1: The dynamics of precarity on the aspects of parental labour in Russia in 2005-2015**

Aspect of parental labour	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2010-2015
	Integral index of parental labour precarity					
<i>Types of the labour process</i>	1,003	0,983	0,995	0,994	1,013	0,988
<i>Subjects of labour</i>	1,006	0,985	1,031	0,978	1,032	1,031
<i>Stages of labour</i>	0,987	1,002	1,025	0,982	1,038	1,034
<i>Labour functions</i>	0,994	1,019	1,012	0,960	1,047	1,030
<i>Parts of the labour process</i>	1,006	0,993	1,004	1,017	1,022	1,044

Source: Developed by author

The analysis showed that in Russia from 2010 to 2015 a tendency has been found to increase the precarity of parental labour by subjects of labour, its stages, labour functions and the parts of the labour process of parental labour.

The most problematic labour processes are care for the object of labour and professionalization of the object of labour, the work of specialists in the sphere of social reproduction, the stage of professional training of the object of parental labour, the regulating function and the organizational and technical part of parental labour.

Disadvantages are found in provision of parental labour with affordable housing, children's polyclinics and hospitals, professional educational organizations which implement training programs for skilled workers and employees; the provision of money resources to consumer spending of labour subjects related to food supply, medicine and medical equipment, care for labour objects; the provision of professionalization of labour objects with resources in the form of state academic scholarships, unemployment benefits for labour objects that previously did not have a job; the lack of a qualified workforce – the required number of pediatricians; underdeveloped production relations of guardianship, lack of support for youth in the period of entering the labour market.

We compared the parameters of the social and labour sphere which determine the disadvantages in the organization of parental labour with problematic components of the aspects of parental labour. We proposed a system for regulating the precarity of parental labour (figure 1).

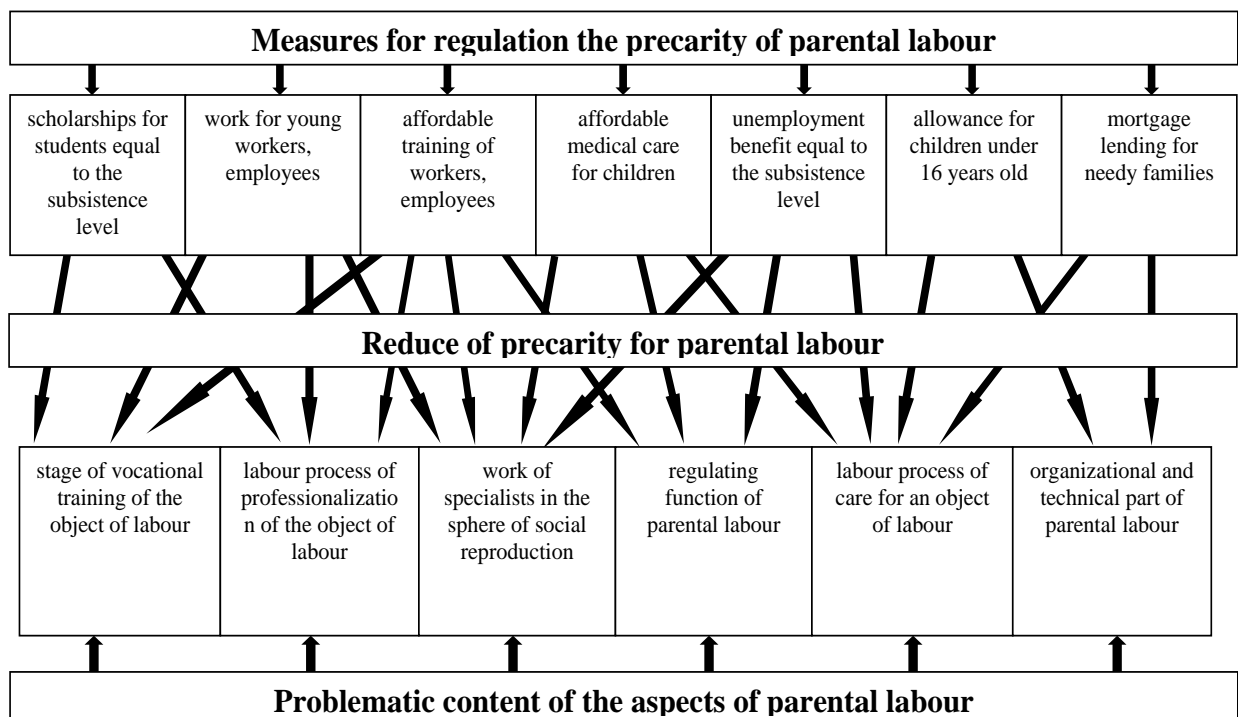
### 1.3 Discussion

The regulation of the precarity of parental labour requires the following measures:

1) The introduction of a cash allowance for a child under 16 years old. It is a monetary payment to families which are able to confirm that they are taking proper care for the child. The basis for the allowance could be the data on the school qualification and periodic medical examination of the child. Such allowance will compensate parents for the maintenance of health, education and development of children.

2) Development of the system of children's health care, ensuring affordable medical care for children. The measure involves putting in operation new children's polyclinic and hospitals, providing children with affordable medical and pharmaceutical assistance, creating conditions for their patronage, including preschool institutions, schools, professional educational institutions, and increasing the number of pediatricians.

**Fig. 1: The system of regulation of the precarity of parental labour**



Source: Developed by author

3) The development of a mortgage lending system for needy families to ensure a progressive reduction in interest on mortgages depending on the number of children in the family: “each child has a separate room”, conditions for healthy life, development and education.

4) The development of the state system for vocational training in educational programs for skilled workers and employees, possibility of primary professionalization, the acquisition of the profession of a worker, an employee.

5) The increase in state academic scholarship for students to the level of subsistence minimum with the possibility to use this scholarship in obtaining the first professional education. This measure should reduce the parents’ expenses on the child in the period of receiving the first profession.

6) Ensuring the first employment of young workers and employees, the guaranteed possibility of obtaining the first employment without work experience and special education, involving the population aged 15-19 years in the labour force, reducing the risks of drug abuse and criminalizing of the objects of parental labour.

7) The increase of the minimum amount of the unemployment benefit to the amount of subsistence minimum with the possibility of using this benefit once – after the end of training and before the first employment with the time limit during which such benefit can be received, reduce the parent’s expenses during the process of professionalization of objects of labour.

In order to recognize possible ways of regulating the precarity of parental labour, we conducted a series of expert interviews with subjects of parental labour and state municipal employees whose work functions include the organization of this type of labour in Russia. Expert interviews confirm the results of our research: in order to reduce the level of instability of parental labour it is necessary to support parental labour at all stages – from perinatal to inclusive. At the same time, special attention should be paid to the processes of care for objects of labour, the professionalization of labour facilities and the involvements of young people in the processes of parental labour.

## **Conclusion**

Thus, we tested the methodology for the analysis of sings and the level of precarity of parental labour and found a trend of its growth in the period from 2010 to 2015 in Russia.

We have found that the problematic aspects of parental labour are the labour processes of care for the object of labour and the professionalization of the object of labour, the work of specialists in the sphere of social reproduction, the stage of professional training of the object of parental labour, the regulating function and the organizational and technical side of parental labour.

The analysis of the level of precarity of parental labour made it possible to identify the disadvantages in the organization of this type of labour and build a system of regulators aimed at reducing the precarity of parental labour, improving the demographic situation and increasing the efficiency of reproduction of human capital in contemporary Russia.

Expert opinions confirm the results of our study.

## **Acknowledgment**

The article is processed as one of the outputs of the research project “Fertility and parenting in Russian regions: models, invigoration strategies, forecasts“, supported by the President of Russian Federation, project no. NSh-3429.2018.6.

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