

## **Disabling Effects of Enabling Social Policies on Organisation's Human Capital Development Practices for Women**

Paid parental leave and availability of formal childcare are social policies designed to enhance parents' labour force participation. These policies influence men's and women's decisions regarding their labour market supply. They also affect organisational decision makers' expectations about their employees' availability to work and thus, the willingness to invest in their human capital. According to statistical discrimination theory these expectations are different for female and male employees. Using a sample of over 12,000 individuals from 19 countries, we investigate the moderation effect of gender on the relationship between social policies and human capital development practices. Both, paid parental leave and availability of formal childcare, are negatively associated with organisational investment in developing women's human capital while the provision of human capital development practices for men is not affected.