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Insights into the gender equality potential of leave policies

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Key messages:

Leave policies for parents may counter gender inequalities, which tend to arise after the birth of a child.

In order for parental or paternity leave to promote equality and to encourage fathers' up-take, leave must be an individual and non-transferable entitlement, one that is well paid, universal and financed collectively.

Most parental leave or paternity leave proposals put forward to this day to the Swiss Federal Parliament do not meet these criteria.

The federal popular initiative "For a reasonable paternity leave – to benefit the whole family", proposing 4 weeks of paid paternity leave, shows good potential for equality.

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