

Who cares? Assessing generosity and gender equality in parental leave policy designs in 21 countries ^[1]

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AVAILABILITY

Article abstract (full text requires library access) ^[2]

Press release, including comparative chart ^[3]

Abstract:

Parental leave laws can support new parents in two complementary ways: by offering job-protected leave and by offering financial support during that leave. This study assesses the design of parental leave policies operating in 21 high-income countries. Specifically, the study analyzes how these countries vary with respect to the generosity of their parental leave policies; the extent to which their policy designs are gender egalitarian; and the ways in which these two crucial dimensions are inter-related. The study finds that public policies in all 21 study countries protect at least one parent's job for a period of weeks, months, or years following the birth or adoption of a child. The availability and generosity of wage replacement varies widely, as does the gendered nature of policy designs. Four countries stand out as having policies that are both generous and gender egalitarian: Finland, Norway, Sweden and -- unexpectedly -- Greece.

Region: International ^[4]

Tags: maternity and parental leave ^[5]

Source URL (modified on 27 Jan 2022): <https://childcarecanada.org/documents/research-policy-practice/10/10/who-cares-assessing-generosity-and-gender-equality-parental>

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