



The future of leave policies from a gender equality perspective: some issues for discussion.

Fathers on leave and Gender Equality: a comparative perspective. International Workshop, Lisbon 20-21 May 2014

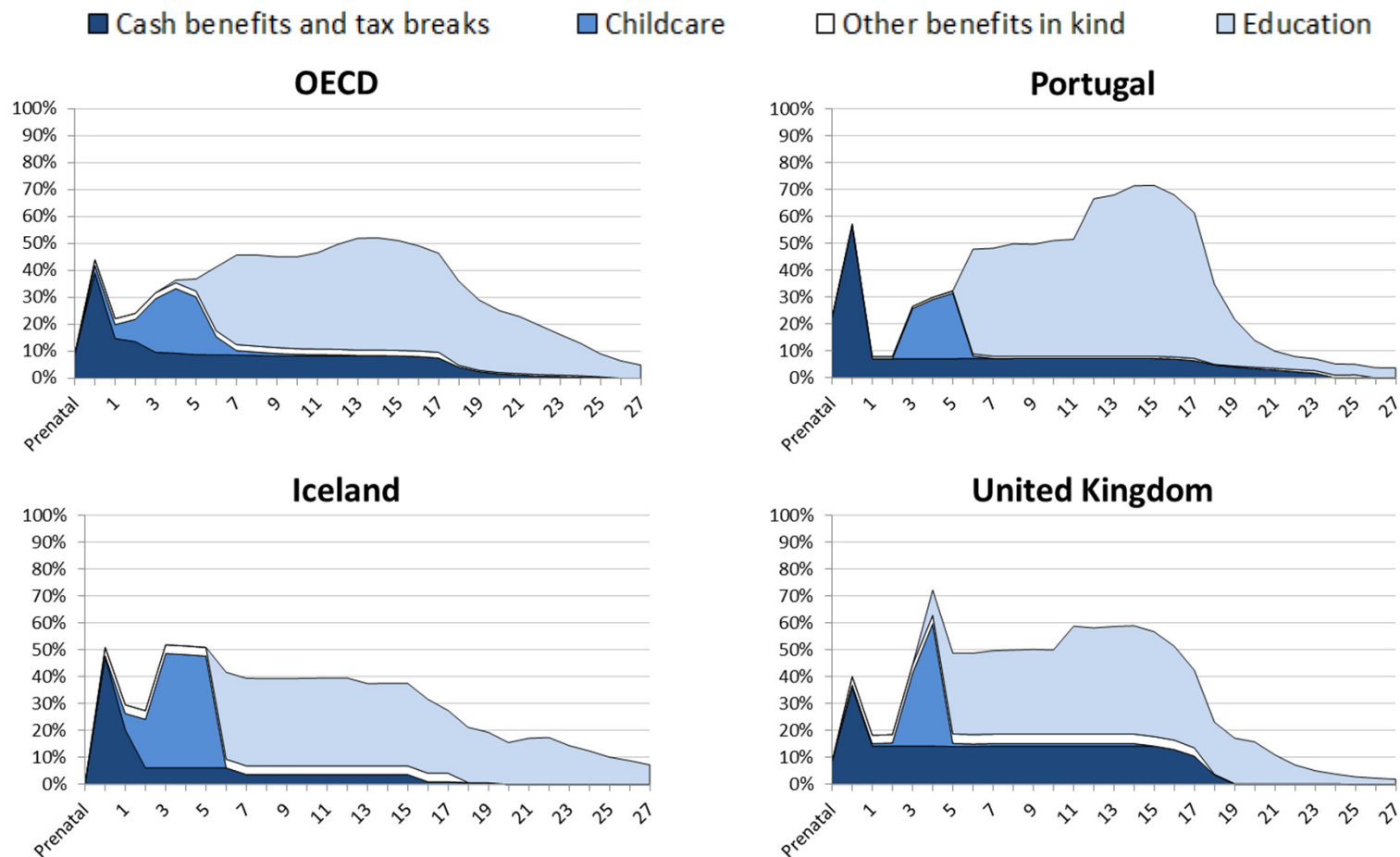
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Paid leave underlies very early childhood spending, but there is often a gap in investment when leave expires

Average social spending per child by intervention, as a proportion of median working-age household income, 2009



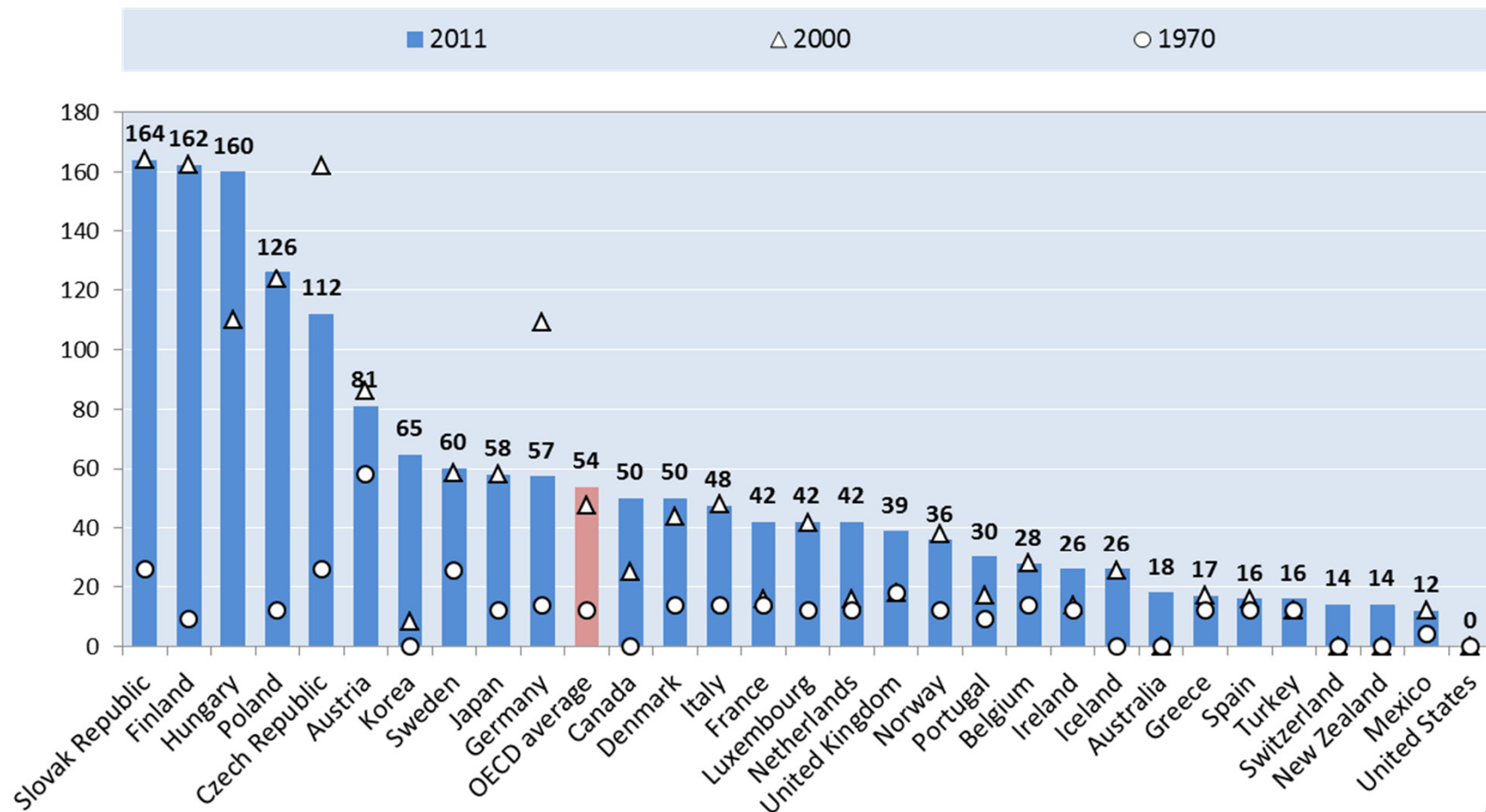
Source: OECD Family database (www.oecd.org/social/family/database)





Paid leave around childbirth increased since 1970 but not so much since 2000...

Number of paid weeks of maternity and parental leave available for mothers, 1970, 2000 and 2011

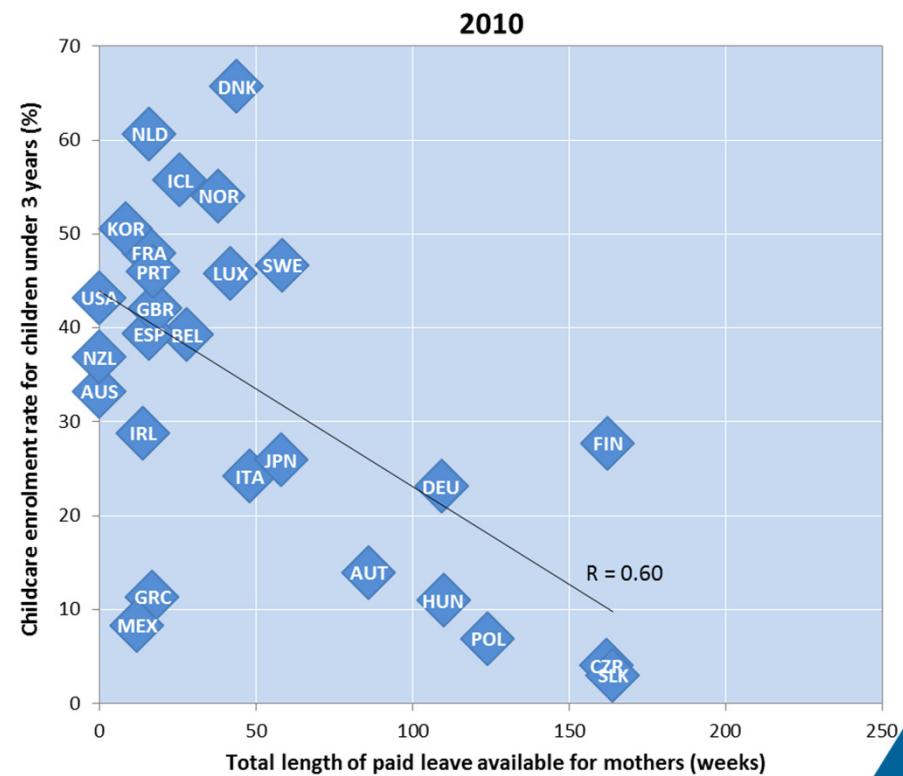
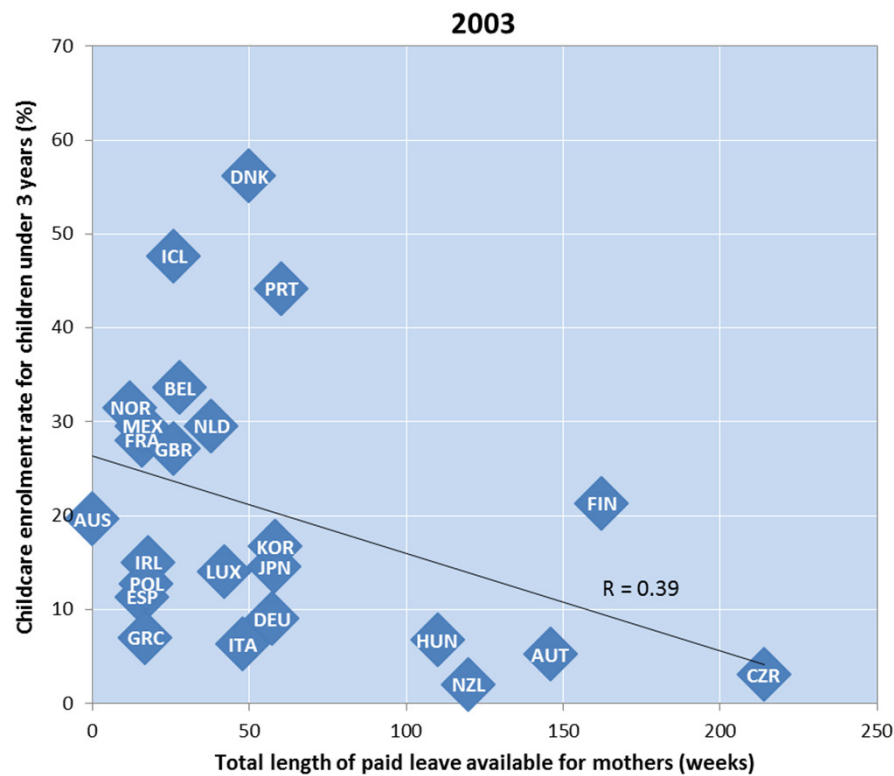


Source: OECD Family database (www.oecd.org/social/family/database)



... and while the duration of parental leave mothers can use has stabilised, childcare participation increased

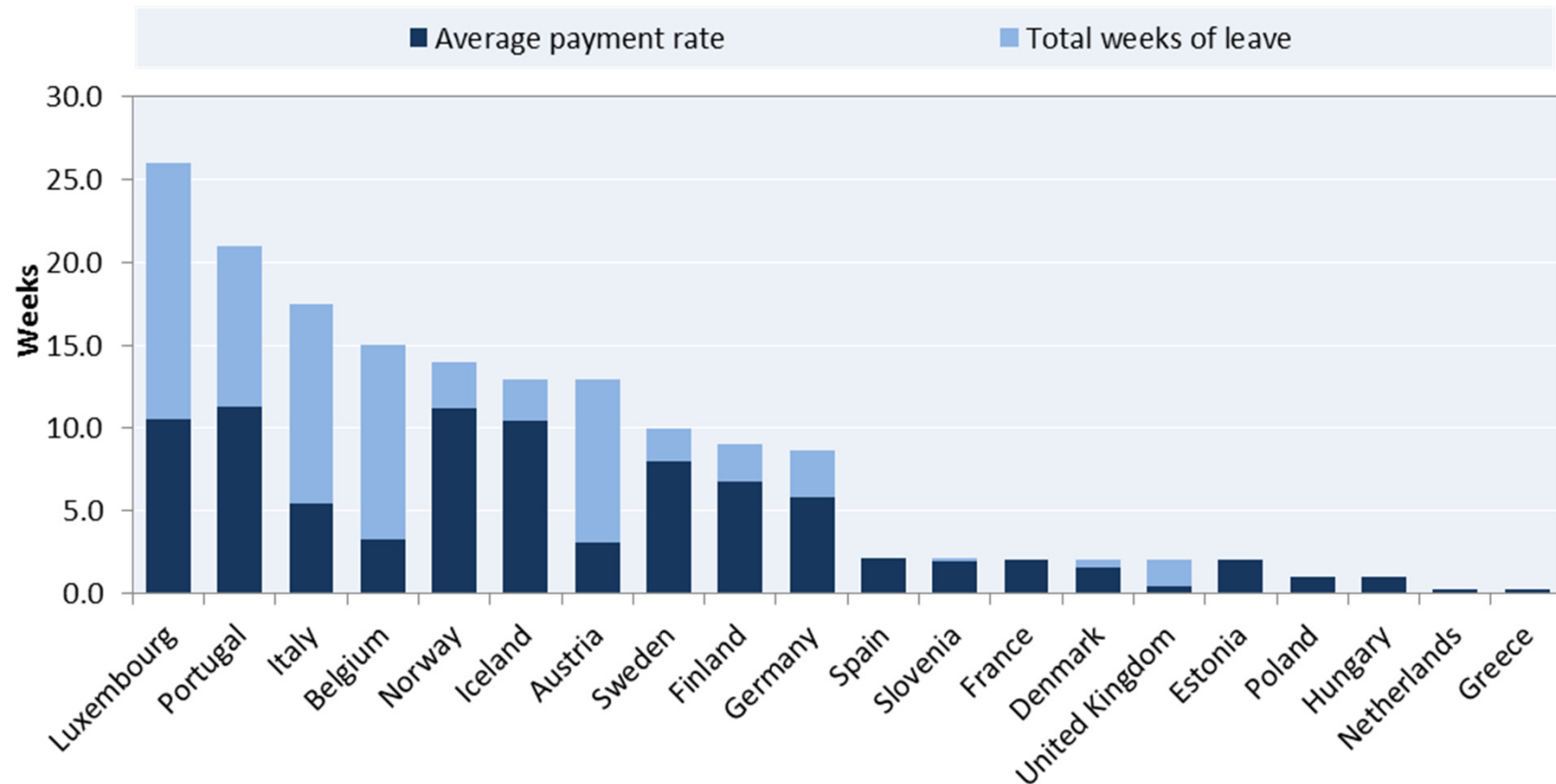
*Total length of paid leave available to mothers (weeks)
Childcare and preschool enrolment rates (%), 2003-2010*





Paid leave entitlements reserved for fathers are often short, but now exceed 2 months in 10 OECD countries

Weeks of paid leave entitlements reserved for fathers, 2011



Source: OECD Family database (www.oecd.org/social/family/database)





Greater gender equality in leave arrangements – summary points

- *In many countries the duration of paid parental leave mothers can use seems to have stabilised, while in some countries there has been a focus on increasing leave for fathers.*
- *Countries which have increased fathers' entitlements to paid leave have often seen an increase in the use of leave by fathers.*
- *There is little room for extra budgetary spending, and it is unrealistic to expect increases in overall entitlements in many countries but changes in the mix of duration and payment rates may well be feasible.*
- *Ensuring greater gender equality in the use of leave would not harm child development objectives, and is likely to strengthen overall labour market participation.*





Why is there not more gender equality in leave arrangements – discussion points

- *Has reform to increase father's usage of leave only been moderately successful because duration remains relatively short.*
- *Is there a critical threshold in replacement rates regarding fathers use of leave*
- *If overall entitlement remains the same increasing the fathers' entitlement will lead to a reduction of that of mothers :*
 - *Why is that so difficult, it often is not even discussed, let alone considered in policy reform proposals. What are the barriers?*





Thank you and further information

— OECD Family database

www.oecd.org/social/family/database



Doing Better for Families



Closing the Gender Gap

ACT NOW



— OECD gender portal

www.oecd.org/gender/data

