

Effects Of Parental Leave Policies On Female Career And

This report examines the laws that govern parental leave in five Nordic countries (Denmark, Finland, Iceland, Norway and Sweden) from a historical perspective, as well as from the experiences of individuals and the findings of a literature review, in order to identify best practices and remaining challenges to help secure a more gender-equal society. Topics discussed include: women's labour market participation, job security and maternity leave; fathers as parents; flexibility and shortcomings in parental leave laws; the use of parental leave and factors that influence its use by men.

Working conditions impact our health, the amount of time we can spend with family, our options during momentous life events, and whether we keep or lose a job when the unexpected occurs. The global community has accepted the argument that any country that guarantees decent working conditions will suffer higher unemployment and be less competitive. This book shatters this view by presenting the first ever global analysis of the relationship between labor conditions, national competitiveness, and unemployment rates in 90 countries.

This report provides a picture of where we stand and what we have learned so far about maternity and paternity rights across the world. It offers a rich international comparative analysis of law and practice relating to maternity protection at work in 185 countries and territories, comprising leave, cash benefits, employment protection and non-discrimination, health protection, breastfeeding arrangements at work and childcare. Expanding on previous editions, it is based on an extensive set of new legal and statistical indicators, including coverage in law and in practice of paid maternity leave as well as statutory provision of paternity and parental leave and their evolution over the last 20 years. The report also takes account of the recent economic crisis and austerity measures. It shows how well national laws and practice conform to the ILO Maternity Protection Convention, 2000 (No. 183), its accompanying Recommendation (No. 191) and the Workers with Family Responsibilities Convention, 1981 (No. 156), and offers guidance on policy design and implementation. This report shows that a majority of

countries have established legislation to protect and support maternity and paternity at work, even if those provisions do not always meet the ILO standards. One of the persistent challenges is the effective implementation of legislation, to ensure that all workers are able to benefit from these essential labour rights.

What does it mean to be a successful working parent? And how do working parents cope in the United States, the only developed nation with no paid parental leave requirement?

Despite some positive advancement in the voluntary adoption of paid parental leave, many organizations over the past 25 years have instead decreased paid leave benefits offered to employees in the United States, choosing instead to let unpaid leave under the Family Medical Leave Act (FMLA) serve in its place. This regression in practice is perhaps the greatest unintended consequence of FMLA and surely was not the intent of Congress. *Maternity Leave: Policy and Practice, Second Edition* approaches parental leave from a variety of perspectives: legal, political, social, institutional, organizational, and, most importantly, from the personal perspectives of the women and men interviewed expressly for the book. This second edition offers two new chapters: the first puts the issue of maternity leave within the context of work-life balance issues, and the second explores case studies from states, cities, and private organizations. Incorporating new census data, related reports, and academic studies, authors Victoria Gordon and Beth M. Rauhaus utilize relevant and cutting-edge research in their exploration of parental leave, and they enrich this research with the individual stories of ordinary working parents as well as those who choose not to have children. Assuming no prior specialized knowledge, this book can be assigned on a variety of undergraduate and graduate courses in politics, public policy, public administration, gender studies, and human resource management, and will equally be of interest to parents, policy makers, and C-suite managers.

Families That Work

Handbook of Labor Economics

Unfinished Business

Paid Parental Leave

The Norway Model and the Changing Face of Fatherhood

FMLA of 1993

The United States is the only industrialized nation to not offer paid maternity leave. Other developed nations offer maternity leave for families to be able to have time to bond with their children without fear of losing income or their jobs. The U.S. only offers a federal parental leave policy. This policy grants new parents a maximum of 12 weeks off. However, it is unpaid and there are several requirements needed in order to even qualify for it. While not much research has been conducted on the effects of mothers returning to work shortly after giving birth, there is some empirical evidence that suggests that children of women who are able to take time off have better health outcomes. (Berger et al., 2005) Maternity leave policies are not simply a "woman's issue." Women who have children are sometimes forced out of the workplace due to limited leave policies. (Han et al., 2009) This not only affects their continuity in the labor market but might also compromise the health of the mothers due to not having adequate time to recover from labor. Research has also found that most of the women who take the standard 12-weeks off come from more affluent families who can afford to have one parent not working. There is research lacking on how this affects families from single-parent homes or less educated families. (Han et al., 2009) To further complicate this issue, not many studies have been conducted on how our current federal maternity leave policy affects women from different socioeconomic backgrounds, races, and ethnicities. (Shepherd-Banigan et al., 2014) Research on this is needed because connections need to be made between mothers having paid time off to be with their children, how this affects the health of the children and families, and how that can affect every other environment the child will engage in his/her lifetime. This analysis will utilize the family impact framework to better understand how the current state of maternity leave policies affect women in the United States.

Today, as married women commonly pursue careers outside the home, concerns about their ability to achieve equal footing with men without sacrificing the needs of their families trouble policymakers and economists alike. In 1993 federal legislation was passed that required most firms to provide unpaid maternity leave for up to twelve weeks. Yet, as Gender and Family Issues in the Workplace reveals, motherhood remains a primary obstacle to women's economic success. This volume offers fascinating and provocative new analyses of women's status in the labor market, as it explores the debate surrounding parental leave: Do policies that mandate extended leave protect jobs and promote child welfare, or do they sidetrack women's careers and make them less desirable employees? An examination of the disadvantages that women—particularly young mothers—face in today's workplace sets the stage for the debate. Claudia Goldin presents evidence that female college graduates are rarely able to balance motherhood with career track employment, and Jane Waldfogel demonstrates that having children results in substantially lower wages for women. The long hours demanded by managerial and other high powered professions further penalize women who in many cases still bear primary responsibility for their homes and children. Do parental leave policies improve the situation for women? Gender and Family Issues in the Workplace offers a variety of perspectives on this important question. Some propose that mandated leave improves women's wages by allowing them to preserve their job tenure. Other economists express concern that federal leave policies

prevent firms and their workers from acting on their own particular needs and constraints, while others argue that because such policies improve the well-being of children they are necessary to society as a whole. Olivia Mitchell finds that although the availability of unpaid parental leave has sharply increased, only a tiny percentage of workers have access to paid leave or child care assistance. Others caution that the current design of family-friendly policies may promote gender inequality by reinforcing the traditional division of labor within families. Parental leave policy is a complex issue embedded in a tangle of economic and social institutions. Gender and Family Issues in the Workplace offers an innovative and up-to-date investigation into women's chances for success and equality in the modern economy.

"This engaging collection gathers theoretical and empirical insights from leading family policy experts. The authors - representing diverse countries, disciplines, and methods - bring to life the volume's innovative conceptual framework, which is organized around policy institutions, both public and private. The volume closes with a call for new lines of research that should inform family policy scholars for years to come."--Janet Gornick, Professor of Political Science and Sociology, and Director of the Stone Center on Socio-Economic Inequality, The Graduate Center, City University of New York, USA

"Featuring exciting contributors from a range of often-siloed scholarly disciplines, countries and cultures, this Handbook offers nuanced insights into how interacting societal inequality factors influence family policy enactment to reinforce or improve inequality outcomes across gender, class, and nations. It is ambitious, broad-reaching, and succeeds in providing a strategic view within and across nations to inspire thoughtful evidence-based policy implications to improve societies in the future." - Ellen Ernst Kossek, Basil S. Turner Professor of Management, Purdue University, USA

This open access handbook provides a multilevel view on family policies, combining insights on family policy outcomes at different levels of policymaking: supra-national organizations, national states, sub-national or regional levels, and finally smaller organizations and employers. At each of these levels, a multidisciplinary group of expert scholars assess policies and their implementation, such as child income support, childcare services, parental leave, and leave to provide care to frail and elderly family members. The chapters evaluate their impact in improving children's development and equal opportunities, promoting gender equality, regulating fertility, productivity and economic inequality, and take an intersectional perspective related to gender, class, and family diversity. The editors conclude by presenting a new research agenda based on five major challenges pertaining to the levels of policy implementation (in particular globalization and decentralization), austerity and marketization, inequality, changing family relations, and welfare states adapting to women's empowered roles

During the past several decades, paid family leave has emerged as a policy issue at the intersection of work and life, which is affecting many working families, particularly during the period of childbirth. According to U.S. Census Bureau data, 56 percent of women worked full-time during pregnancy from 2006 to 2008, and among women who worked during pregnancy, 64 percent were actively working less than one month before childbirth and 59 percent returned to work less than three months after childbirth. As the number of single parent households and the number of women participating in the labor force increased over the last three decades, the demand for paid family leave from employers or government has grown. Researchers have found that paid family leave has a number of health and economic benefits. This dissertation builds upon on an existing body of research by examining whether paid family leave improves two measures related to

quality of life: child health and mothers' employment and work schedules. Further, this study examines a potential political precursor to the passage of paid family leave laws, namely the proportion of female legislative representation. Together, these studies enhance our understanding of how paid family leave affects the well-being of working families and the factors that predict its passage into law. One of the unique aspects of this research is that is that the effects of paid paternity leave are examined, which has not received adequate attention in the existing literature. The overarching theme and motivation of this dissertation is the availability of paid family leave and is introduced in Chapter 1. Chapter 2 examines the effects of the availability of paid family leave on the health outcomes of children. This study uses country-level balanced panel data from the 35 OECD countries from 1990 to 2016. Using an event study design, the study finds an approximately 1.9 to 5.2 percent decrease in country-level infant, neonatal, and under-five mortality rates following the adoption of paid maternity leave. However, the impact of the implementation of paid paternity leave was not as apparent as that of paid maternity leave, which may be attributed to its recency and amount that is much smaller than that of the more common maternity leave. An increase in the length of paid paternity leave was found to have a measurable impact on the health outcomes of children. An important finding of this study is that it takes at least two years for paid family leave to have an effect on the health outcomes of children, indicating that there is a delayed impact after the enactment of paid family leave legislation. Chapter 3 examines the impact of the paid family leave on female labor market outcomes, including being employed, working full-time, number of hours worked, and whether mothers actually utilized the paid family leave program. The study uses individual-level, cross-sectional data in the United States from the 2000 to 2019 waves of the Current Population Survey's Annual Social and Economic Supplement (ASEC) and a triple difference-in-difference estimator. The results show that the adoption of state paid family leave improves the labor market outcomes for mothers with an infant. Mothers with infants in states with paid family leave are 0.6 percent more likely to be employed, 0.6 percent more likely to work full-time, and work 0.8 more hours compared to mothers with infants in states without paid family leave. However, the results also show that the adoption of state paid family leave decreases the labor market outcomes for mothers with both an infant and child. When mothers with both an infant and a child live in states with paid family leave, they are 3 percent less likely to be employed, 2.2 percent less likely to work full-time, and work 1.3 fewer hours compared to mothers with both an infant and a child in states without paid family leave. This may suggest that paid family leave is inadvertently worsening the labor market outcomes for mothers with multiple children. From the results on the utilization of paid family leave, it appears that some mothers may be hesitant to use such leave, which may be attributed to fears associated with taking paid family leave. Chapter 4 examines whether the female legislative representation has a measurable effect on the likelihood of whether a U.S. state adopts friendly work-family policies. The study examines 50 U.S. states from 2000 to 2016 using a linear probability model with data from the Michigan State University's Correlates of State Policy Project. The study finds that when states have more than 25 percent females in the state legislature and the governor is a female, they do not experience a statistically significant increase in the likelihood of passing friendly work-family laws. The results may suggest that an increase in the passive representation of women does not always result in active representation. According to representation theories in the literature, passive representation leading to active representation only occurs when three

conditions are met: 1) the policy area needs to be salient for women; 2) women need to be the direct beneficiary of the policy; and 3) policy area needs to be gender-related. Two of these three conditions were not met in this study, which may explain the null findings. Another explanation is the extremely partisan political culture in the United States where even women-related issues are supported or opposed on party lines, regardless of the number of female legislators in any party. A number of common and interrelated policy implications emerge from the studies included in chapters 2 through 4, which are presented in Chapter 5, Summary and Conclusion. The lagged impact of paid family leave suggests that both the employees and employers need to be educated with the availability of and access to paid family leave and both should be aware of their rights and responsibilities. Compliance of the employers with paid family leave has been an issue with the Family and Medical Leave Act (FMLA), which is on a non-paid basis, and it can be expected to be even worse for paid family leave. Thus, the government would need to come up with better and effective enforcement mechanisms. Fears associated with the utilization of paid family leave, which include impediment to career advancement or even losing job, would need to be mitigated in order to realize the benefits of paid family leave. Finally, the lack of a linkage between female legislative representation and the adoption of friendly work-family legislation may indicate that merely large female legislative representation is not sufficient and the success of such legislation may depend on the buy-in of the public. It needs to be better communicated that paid family leave is beneficial to both employees and employer alike, and paid family leave is a value proposition to businesses and employers. Overall, the findings of this research can be used to educate stakeholders on the need, justification, challenges, benefits, and a general framework for the development and implementation of paid family leave.

Dismantling the Myth that We Can't Afford Good Working Conditions for Everyone

The Political Economy of Work and Family in America

Parental Leave Policies and Socio-Economic Gaps in Child Development

Women, Business and the Law

Perspectives from the United States and the European Community

The Palgrave Handbook of Family Policy

Explores the formulation, implementaion and evaluation of US family leave policy. This study identifies economic and social forces that affect both the family and the workplace, and examines how the political system, in particular, has responded to changes through various policy initiatives.

This paper examines the effects of substantial changes in paid parental leave on child development and socio-economic development gaps. We exploit a German reform from 2007 that both expanded paid leave in the first year and removed paid leave in the second year following childbirth. Higher-income households benefited relatively more from the reform than low-income households. We use administrative data from mandatory school entrance examinations containing detailed child development assessments at age six within a difference-in-differences approach. Our precise and robust estimates reveal no effects of the changes in parental leave benefits on child development across various socio-

economic groups, and consequently no effects on socio-economic development gaps.

The politics of parental leave policies addresses how and why, and by whom, particular policies are created and subsequently developed in particular countries. It examines the factors that bring about variations in leave policy, covering fifteen countries in Europe and beyond, and the European Union.

Numerous challenges exist in respect to integrating work and family institutions and there is remarkable cross-national variation in the ways that societies respond to these concerns with policy. This volume examines these concerns by focusing on cross-national variation in structural/cultural arrangements. Consistent support is found in respect to the prospects of expanding resources for working families both in the opportunity to provide care, as well as to remain integrated in the workforce. However, the studies in this volume offer qualifiers, explaining why some effects are not as strong as might be hoped and why effects are sometimes restricted to particular classifications of workers or families. It is apparent that, when different societies implement similar policies, they do not necessarily do so with the same intended outcomes, and usage is mediated by how policies are received by employers and workers. The chapters in this book speak to the merits of international comparative analysis in identifying the strategies, challenges and benefits of providing resources to workers and their families. This book was originally published as a special issue of Community, Work & Family.

Parental Leave Policies and Their Consequences for Inequality

Parental Leave Policies in Europe and North America

Gender and Family Issues in the Workplace

Parental Leave

Fixing Parental Leave

Evidence on the Economic Impact of Legislative Changes in High Income Countries

The issue of child care policy for children under three is the focus of this work. Leading native scholars examine the child care policies of Germany, Sweden, France, Hungary, Austria, and Finland. Among the questions raised are whether the government should make it financially easier for parents to remain at home, what the relationships between such assistance and the broader economic policy of child care would be, and what the consequences of such policies might be on parents and children. Kamerman and Kahn conclude with suggestions for modifying U.S. family and child care policy direction based on lessons from Europe.

The United States is at a crossroads in its policies towards the family and gender equality. Currently America provides basic support for children, fathers, and mothers in the form of unpaid parental leave, child-related tax breaks, and limited public childcare. Alternatively, the United States' OECD peers empower families through paid parental leave and comprehensive investments in infants and children. The potential gains from strengthening these policies are enormous. Paid parental leave and subsidised childcare help get and keep more women in the workforce, contribute to economic

growth, offer cognitive and health benefits to children, and extend choice for parents in finding their preferred work-life strategy. Indeed, the United States has been falling behind the rest of the OECD in many social and economic indicators by not adequately investing in children, fathers and mothers.

Parents around the world grapple with the common challenge of balancing work and child care. Despite common problems, the industrialized nations have developed dramatically different social and labor market policies—policies that vary widely in the level of support they provide for parents and the extent to which they encourage an equal division of labor between parents as they balance work and care. In *Families That Work*, Janet Gornick and Marcia Meyers take a close look at the work-family policies in the United States and abroad and call for a new and expanded role for the U.S. government in order to bring this country up to the standards taken for granted in many other Western nations. In many countries in Europe and in Canada, family leave policies grant parents paid time off to care for their young children, and labor market regulations go a long way toward ensuring that work does not overwhelm family obligations. In addition, early childhood education and care programs guarantee access to high-quality care for their children. In most of these countries, policies encourage gender equality by strengthening mothers' ties to employment and encouraging fathers to spend more time caregiving at home. In sharp contrast, Gornick and Meyers show how in the United States—an economy with high labor force participation among both fathers and mothers—parents are left to craft private solutions to the society-wide dilemma of "who will care for the children?" Parents—overwhelmingly mothers—must loosen their ties to the workplace to care for their children; workers are forced to negotiate with their employers, often unsuccessfully, for family leave and reduced work schedules; and parents must purchase care of dubious quality, at high prices, from consumer markets. By leaving child care solutions up to hard-pressed working parents, these private solutions exact a high price in terms of gender inequality in the workplace and at home, family stress and economic insecurity, and—not least—child well-being. Gornick and Meyers show that it is possible—based on the experiences of other countries—to enhance child well-being and to increase gender equality by promoting more extensive and egalitarian family leave, work-time, and child care policies. *Families That Work* demonstrates convincingly that the United States has much to learn from policies in Europe and in Canada, and that the often-repeated claim that the United States is simply "too different" to draw lessons from other countries is based largely on misperceptions about policies in other countries and about the possibility of policy expansion in the United States.

In order to increase parents' participation in parental leave, in 2006 Quebec reformed its paid leave program to to offer higher benefits and institute a 'daddy-only' quota that reserved 5 weeks for fathers. In this dissertation I investigate the effects of this landmark reform on various dimensions of inequality. In chapter 1, I analyze whether QPIP affected the gender gap in parents' leave participation. Using data on benefit claims, I find that QPIP had an immediate program effect of increasing fathers' leave participation by 53 percentage points and leave duration by 3.1 weeks, with no immediate effect on mothers' leave behavior. I find evidence that the 'daddyonly' quota produces an intra-household fly-paper effect: even though the quota does not change a binding constraint for most families in Quebec, the 'daddy' benefits stick to fathers. This suggests that one of the reasons that daddy quotas are effective is that they produce a labeling effect from

the 'daddy-only' label. In chapter 2, I investigate how this exogenous increase in fathers' leave taking under QPIP may have affected household sex-specialization in the long-term. I utilize data from time-diaries, and exploit variation in exposure to QPIP across provinces, time and the age of one's children. I find that QPIP had a large and persistent effect on the division of household labor. In exposed households, fathers experience decreased time in market work and personal income, while mothers experience increased time at the workplace, labor supply, and personal income. The organization of non-market work also changes: Fathers increase time in housework, while mothers move time away from housework and towards childcare instead. Overall, households exposed to QPIP are found to be less sex specialized. Chapter 3 explores whether QPIP reduced inequalities in leave-utilization across socioeconomic strata, and in turn reduced health inequalities. I find that QPIP increased mothers' leave participation, particularly among never-married mothers and low-income mothers, who previously took significantly less leave. On average QPIP increased breastfeeding initiations by 6% and increased the duration of breastfeeding and exclusive breastfeeding, but the program effects favored married, educated, high-income mothers, suggesting increasing health inequalities.

Children, Parenting, Gender and the Labour Market

The Economic Consequences of Family Policies

Doing Better for Families

Engaged Fatherhood for Men, Families and Gender Equality

Policies for Reconciling Parenthood and Employment

Societal and Economic Impacts of Paid Family Leave

"Over recent years many European Union countries have made changes to the design of the maternity leave provision. These policy developments reflect calls for greater gender equality in the workforce and more equal share of childcare responsibilities. However, while research shows that long period of leave can have negative effects on women's labour market attachment and career advancements, early return to work can be seen as a factor preventing exclusive breastfeeding, and therefore, potentially having negative health impacts for babies. Indeed, the World Health Organisation recommends exclusive breastfeeding up to 6 months of age to provide babies with the nutrition for healthy growth and brain development, protection from life-threatening ailments, obesity and non-communicable diseases such as asthma and diabetes. Therefore, labour market demands on women may be at odds with the health benefits for children gained by longer periods of maternity leave. The aim of this brief is to examine the relationship between leave provision and health benefits for children. We examine maternity and parental leave provision across European countries and its potential impact on the breastfeeding of very young babies (up to 6-months of age). We also consider economic factors

of potential extension of maternity leave provision to 6 months, such as costs to businesses, effects on the female labour market attachment, and wider consequences (benefits and costs) for individuals, families, employers and the wider society"--Publisher's description.

Work, Family, Health, and Well-Being grew out of a conference held in Washington, D.C. in June 2003 on "Workforce/Workplace Mismatch: Work, Family, Health, and Well-Being" sponsored by the National Institutes of Health (NIH). The text considers multiple dimensions of health and well-being for workers and their families, children, and communities. Investigations into the socioeconomic gradient in health within broad occupational categories have raised important questions about the role of specific working conditions versus the role of conditions of employment such as wages and level of job security afforded a worker and his/her family in affecting health outcomes. Organized into seven parts, this text: *provides an overview of changes in work and family time and time use; *dedicates a section focusing specifically on employers and workplaces; *explores disciplinary perspectives on work, family, health, and well-being; *focuses on the most studied work and family nexus, the interrelationship between parental employment, especially maternal employment and the child's well-being; *examines gender differences in the division of labor, the effect of marriage on health, the shifting nature of care-giving throughout life, and the role of work on various health and well-being outcomes; *explores occupational health literature; and *focuses on the unique work-family issues faced by low-income families and workers in low-wage jobs. This book appeals to anyone in the fields of psychology, sociology, family studies, demographics, economics, anthropology, and social work.

This compelling book examines parental leave policies in Nordic countries, looking at how these laws encourage men towards life courses with greater care responsibilities. It considers the impact that these policies have had on gender equality and how they have led to a re-gendering of men by promoting 'caring masculinities'.

Women perform 66% of the world's work, produce 50% of the food, but earn 10% of the income and own 1% of the property. To shed light on why this grim statistic still holds true, Women, Business and the Law aims to examine legal differentiations on the basis of gender in 143 of the world's economies. Women, Business and the Law tracks governments' actions to expand economic opportunities for women across six key areas: accessing institutions, using property, getting a job, providing incentives to work, building credit and going to court. The report

uncovers legal differentiations for women and married versus unmarried women such as being able to register a business, open a bank account and work at night. These issues are of fundamental importance. When, because of tradition, social taboos or simple prejudice, half of the world's population is prevented from making its contribution to the life of a nation, the economy will suffer. The empirical evidence does suggest that, slowly but surely, governments are making progress in expanding opportunities for women. It is our hope that data presented in *Women, Business and the Law* will both facilitate research on linkages between legal differentiation and outcomes for women, and promote better informed policy choices on what governments can do to expand opportunities for women.

Paid Family Leave in California and the Future of U.S. Work-Family Policy

Fathers on Leave Alone

The Six Month Solution

Family Impact Analysis

Designing Parental Leave Policy

Maternity Leave

*The transformation of women's lives over the past century is among the most significant and far-reaching of social and economic phenomena, affecting not only women but also their partners, children, and indeed nearly every person on the planet. In developed and developing countries alike, women are acquiring more education, marrying later, having fewer children, and spending a far greater amount of their adult lives in the labor force. Yet, because women remain the primary caregivers of children, issues such as work-life balance and the glass ceiling have given rise to critical policy discussions in the developed world. In developing countries, many women lack access to reproductive technology and are often relegated to jobs in the informal sector, where pay is variable and job security is weak. Considerable occupational segregation and stubborn gender pay gaps persist around the world. The *Oxford Handbook of Women and the Economy* is the first comprehensive collection of scholarly essays to address these issues using the powerful framework of economics. Each chapter, written by an acknowledged expert or team of experts, reviews the key trends, surveys the relevant economic theory, and summarizes and critiques the empirical research literature. By providing a clear-eyed view of what we know, what we do not know, and what the critical unanswered questions are, this Handbook provides an invaluable and wide-ranging examination of the many changes that have occurred in women's economic lives.*

This book looks at the different ways in which governments support families.

This book is open access under a CC BY-NC 2.5 license. This book portrays men's experiences of home alone leave and how it affects their lives and family gender roles in different policy contexts and explores how this unique parental leave design is implemented in these contrasting policy regimes. The book brings together three major theoretical strands: social policy, in particular the literature on comparative leave policy developments; family and gender studies, in particular the analysis of gendered divisions of work and care and recent shifts in parenting and work-family balance; critical studies of men and masculinities, with a specific focus on fathers and fathering in contemporary western societies and life-courses. Drawing on empirical data from in-

depth interviews with fathers across eleven countries, the book shows that the experiences and social processes associated with fathers' home alone leave involve a diversity of trends, revealing both innovations and absence of change, including pluralization as well as the constraining influence of policy, gender, and social context. As a theoretical and empirical book it raises important issues on modernization of the life course and the family in contemporary societies. The book will be of particular interest to scholars in comparing western societies and welfare states as well as to scholars seeking to understand changing work-life policies and family life in societies with different social and historical pathways.

Parental leave policies are a major policy tool used across OECD countries to support families before and after child birth. There are large differences across countries in the amount and the duration of benefit payments as well as leave entitlement periods. Despite these differences, the shared goal of parental leave policies is to reconcile family life and work, and support child development. While much research attention has been paid to the effects of parental leave policies on maternal labor supply, much less is known about their effects on child development and health. This DIW Roundup summarizes the international literature on parental leave policies and their impact on child outcomes. The literature suggests that the effects are small. However, research in this area is still relatively new and it is too early to draw conclusions about how the design of parental leave policies impacts on child development.

Raising the Global Floor

The Oxford Handbook of Women and the Economy

Parental Leave and Beyond

Nordic Experiences with Parental Leave and Its Impact on Equality Between Women and Men

Family Leave Policy

Parental Leave Policies and Child Development : A Review of Empirical Findings

This research explores how different parental leave reforms in West Germany impacted on the time mothers and fathers in couples spent on child care. I investigate indirect effects through mothers' labor market return decisions more in detail than previous studies and also examine potential direct associations of reforms of the leave period and benefits with maternal and paternal care time. The analysis uses multilevel multiprocess models for 1299 couples with a first or second birth based on data from the German Socio-Economic Panel (1984-2009). I estimate simultaneously the timing and extent of mothers' labor market return, selection into childbearing, and maternal and paternal child care time over the years following a first or second birth. The findings suggest that the extensions of the maximum period of low-paid or unpaid leave between 1986 and 1992 and the introduction of shorter well-paid leave and two 'daddy months' in 2007 indirectly affected maternal and paternal child care through changes in mothers' work return decisions. Even after controlling for these indirect effects and fathers' take-up of leave, the parental leave extensions were directly associated with longer maternal care time on weekdays, whereas father involvement in child care increased after the 2007 reform.

-- Child care ; gender division of unpaid work ; maternal employment ; parental leave policy ; parenting

Labor market policies for expecting and new mothers emerged at the turn of the nineteenth century. The main motivation for these policies was to ensure the health of mothers and their newborn children. With increased female labor market participation, the focus has gradually shifted to the effects that parental leave policies have on women's labor market outcomes and gender equality. Proponents of extending parental leave rights for mothers in terms of duration, benefits, and job protection have argued that this will support mothers' labor market attachment and allow them to take time off from work after childbirth and then safely return to their pre-birth job. Others have pointed out that extended maternity leave can work as a double-edged sword for mothers: If young women are likely to spend months, or even years, on leave, employers are likely to take that into consideration when hiring and promoting their employees. These policies may therefore end up adversely affecting women's labor market outcomes. This has led to an increased focus on activating fathers to take parental leave, and in 2019, the European Parliament approved a directive requiring member states to ensure at least two months of earmarked paternity leave. The literature on parental leave has proliferated over the last couple of decades. The increased number of studies on the topic has brought forth some consistent findings. First, the introduction of short maternity leave is found to be beneficial for both maternal and child health and for mothers' labor market outcomes. Second, there appear to be negligible benefits from a leave extending beyond six months in terms of health outcomes and children's long-run outcomes. Furthermore, longer leaves have little, or even adverse, influence on mothers' labor market outcomes. However, some evidence suggests that there may be underlying heterogeneous effects from extended leaves among different socioeconomic groups. The literature on the effect of earmarked paternity leave indicates that these policies prove effective in increasing fathers' leave-taking and involvement in childcare. However, the evidence on the influence of paternity leave on gender equality in the labor market remains scarce, and somewhat mixed. Finally, recent studies that focus on the effect of parental leave policies for a firm find that in general, firms are able to compensate for lost labor when their employees go on leave. However, if firms face constraints when replacing employees, it could negatively influence their performance.

Despite widespread international implementation, limited information is currently available on

the economic impact of mandated family leave policies. This paper increases our understanding of the nature and effects of parental leave entitlements in several ways. First, we provide a brief history of family leave legislation in Europe and North America and summarize arguments relating to the efficiency and incidence of mandated leave. Second, we have constructed a longitudinal data set detailing durations of job-protected leave in 17 countries, during the 1960-89 period, and use this information to examine recent trends in the regulations. The data indicate that family leave durations grew rapidly during the decade of the 1970s, with more modest increases since that time. Third, we provide an exploratory investigation of the relationship between mandated leave policies and macroeconomic outcomes. The econometric estimates provide little support for the view that moderate periods of parental leave reduce economic efficiency but rather hint at a modest beneficial impact, particularly when considering paid time off work. A guide to the continually evolving field of labour economics.

Healthcare, Social Policy, and Work Perspectives

Evidence from a Substantial Benefit Reform Using Administrative Data

International Comparative Perspectives

The Politics of Parental Leave Policies

Child Care, Parental Leave, and the Under 3s

Lessons from a Century of Legislation in High-income Countries

This aim of this open access book is to launch an international, cross-disciplinary conversation on fatherhood engagement. By integrating perspective from three sectors -- Health, Social Policy, and Work in Organizations -- the book offers a novel perspective on the benefits of engaged fatherhood for men, for families, and for gender equality. The chapters are crafted to engaged broad audiences, including policy makers and organizational leaders, healthcare practitioners and fellow scholars, as well as families and their loved ones.

Unfinished Business documents the history and impact of California's paid family leave program, the first of its kind in the United States, which began in 2004. Drawing on original data from fieldwork and surveys of employers, workers, and the larger California adult population, Ruth Milkman and Eileen Appelbaum analyze in detail the effect of the state's landmark paid family leave on employers and workers. They also explore the implications of California's decade-long experience with paid family leave for the nation, which is engaged in ongoing debate about work-family policies. Unfinished Business exposes the process by which California workers and their allies built a coalition to win passage of paid family leave in the state legislature, and lays out the lessons for advocates in other states and localities, as well as the nation. Because paid leave enjoys extensive popular support across the political spectrum, campaigns for such laws have an excellent chance of success if some basic preconditions are met. Do paid family leave and similar

programs impose significant costs and burdens on employers? Business interests argue that they do and routinely oppose any and all legislative initiatives in this area. Once the program took effect in California, this book shows, large majorities of employers themselves reported that its impact on productivity, profitability, and performance was negligible or positive. Milkman and Appelbaum demonstrate that the California program is well managed and easy to access, but that awareness of its existence remains limited. Moreover, those who need the program's benefits most urgently—low-wage workers, young workers, immigrants, and disadvantaged minorities—are least likely to know about it. As a result, the long-standing pattern of inequality in access to paid leave has remained largely intact.

We draw lessons from existing work and our own analysis on the effects of parental leave and other interventions aimed at aiding families. The outcomes of interest are female employment, gender gaps in earnings and fertility. We begin with a discussion of the historical introduction of family policies ever since the end of the nineteenth century and then turn to the details regarding family policies currently in effect across high-income nations. We sketch a framework concerning the effects of family policy to motivate our country- and micro-level evidence on the impact of family policies on gender outcomes. Most estimates of the impact of parental leave entitlement on female labor market outcomes range from negligible to weakly positive. There is stronger evidence that spending on early education and childcare increases labor force participation of women and reduces gender gaps.

A real-world solution for parental leave that promotes gender equality at work and at home What do Papua New Guinea, Suriname, and the United States have in common? These three nations are the only ones that do not offer some form of parental leave to new parents. The US lags far behind the rest of the world on this important issue, raising questions about our commitment to gender equality and the welfare of our families. In *Fixing Parental Leave*, Gayle Kaufman takes an in-depth look at parental leave policies in the US, the UK, and Sweden, and evaluates the benefits and drawbacks of leave policies in each country. She finds that there is more to parental leave policies than whether a country provides time off around the birth or adoption of a child. While most policies are designed to help women return to work, this is only half of the puzzle. The second half requires men to be meaningful partners by encouraging them to take equal time at home. Ultimately, Kaufman arrives at a rational solution that will promote gender equity through a policy that enables parents at companies of all sizes to spend six months with their new child.

Work and Family Policy

Policy Innovation in Europe

Law and Practice Across the World

Recent International Developments, Current Issues and Future Directions

Comparative Perspectives on Work-Life Balance and Gender Equality

Trade-offs Between Labour Market Demands and Health Benefits for Children

This volume brings together contributors from 18 countries to provide international perspectives on the politics of parental leave policies in different parts of the world. Initially looking at the politics of care leave policies in eight countries across Europe, the US, Latin America and Asia, the book moves on to

consider a variety of key issues in depth, including gender equality, flexibility and challenges for fathers in using leave. In the final section of the book, contributors look beyond the early parenthood period to consider possible future directions for care leave policy in order to address the wider changes and challenges that our societies face.

"...Despite some positive advancement in the voluntary adoption of paid parental leave, many organizations over the past 25 years have instead decreased paid leave benefits offered to employees in the United States, choosing instead to let unpaid leave under the Family Medical Leave Act (FMLA) serve in its place...This second edition offers two new chapters: the first puts the issue of maternity leave within the context of work-life balance issues, and the second explores case studies from states, cities, and private organizations. Incorporating new census data, related reports, and academic studies, authors Victoria Gordon and Beth M. Rauhaus utilize relevant and cutting-edge research in their exploration of parental leave and they enrich this research with the individual stories of ordinary working parents as well as those who choose not to have children...:--back cover.

Effects of Parental Leave Policies on Female Career and Fertility Choices

Policy and Practice

Lessons from OECD Countries and Selected U.S. States

Labour Market Effects of Parental Leave Policies in OECD Countries

Maternity and Paternity at Work

Parental Leave Policies and Child Care Time in Couples After Childbirth