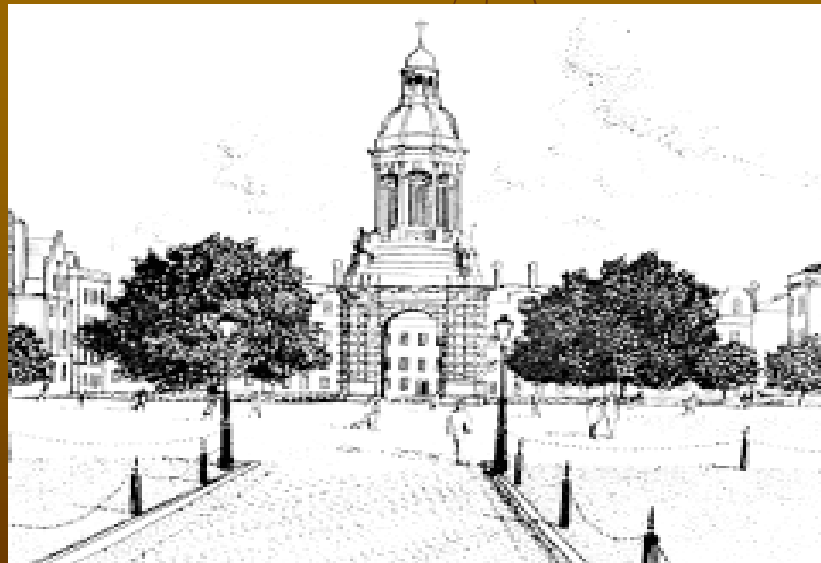




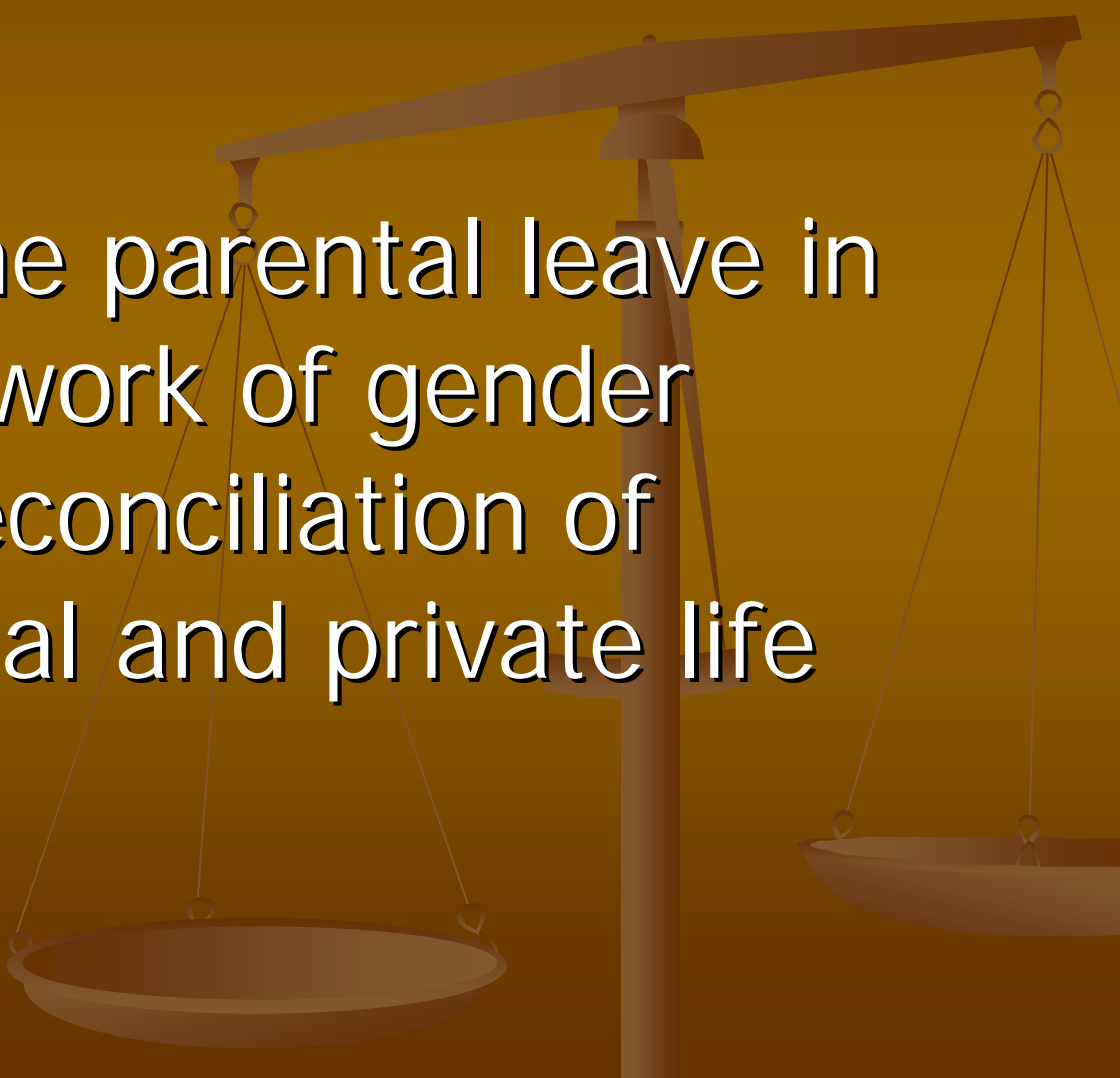
Study of Parental Leave for the Council of Europe

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Setting the Context

To examine parental leave in the framework of gender balance reconciliation of professional and private life

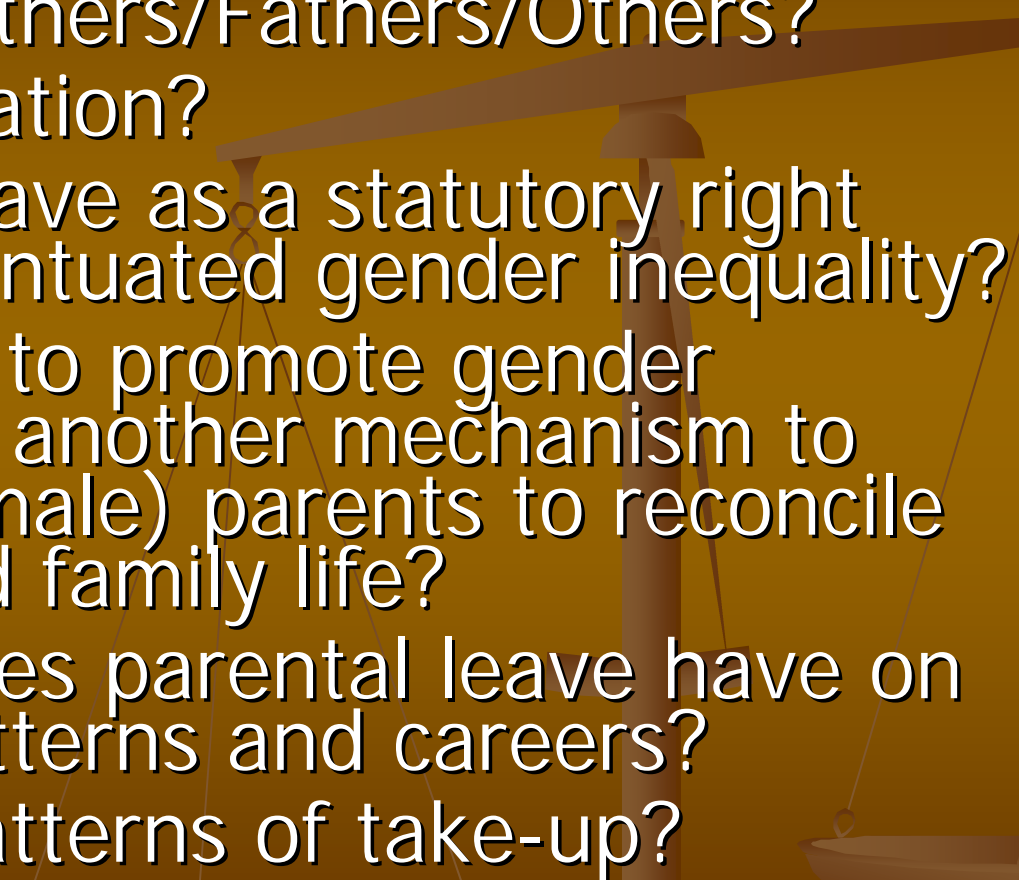


Research Themes



- Legislation at national level (especially in non-UU states)
- Statistics showing patterns and trends in the take-up of parental leave (inc non-EU states)
- Issues around the gendered take-up of parental leave
- Good practice examples

Issues with Parental Leave 1

- Who Avails? Mothers/Fathers/Others?
 - What is the duration?
 - Has Parental Leave as a statutory right reduced or accentuated gender inequality?
 - Is the objective to promote gender balance OR is it another mechanism to help (mainly female) parents to reconcile professional and family life?
 - What impact does parental leave have on employment patterns and careers?
 - What are the patterns of take-up?
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Issues with Parental Leave 2



- Is it available of full or part-time or both?
- Upper age limit for children?
- Impact of second/subsequent child(ren) while on parental leave?
- Who is eligible? (minimum length of service)
- Remunerated or not? Who pays? -
 - state
 - employers)
- If unpaid – who can/can't afford? (e.g. men, managers)

Best Practice Models



- Measures to encourage fathers as in Denmark Sweden and Italy;
- Encourage more flexibility in leave schemes (Austria, Denmark and Sweden);
- Encourage all parents to avail through some form of payment/social security provision (Austria, Sweden, Finland);
- Promote take-up (particularly by fathers) through media campaigns (Portugal, Sweden)
- Monitor how the different leave arrangements impact or otherwise on gender in/equality (EU LFS 2005-)

