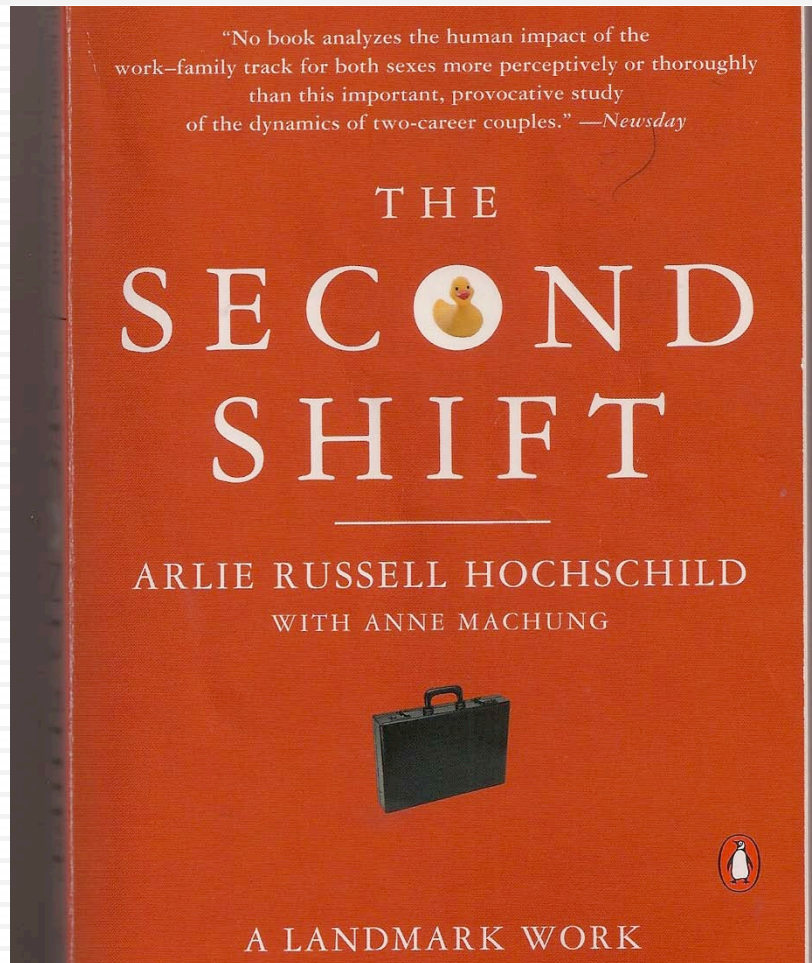




# THE FUTURE OF LEAVE POLICIES – ADVANCING THE GENDER REVOLUTION?

LINDA HAAS, 8<sup>TH</sup> ANNUAL MEETING OF THE INTERNATIONAL  
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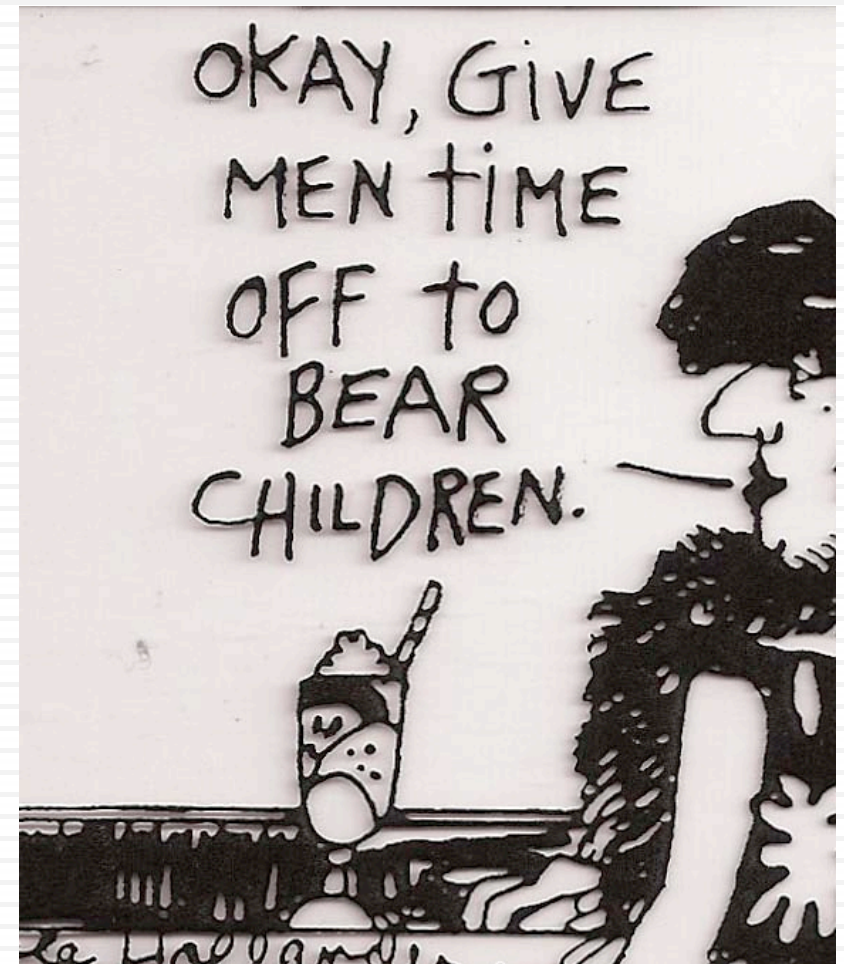
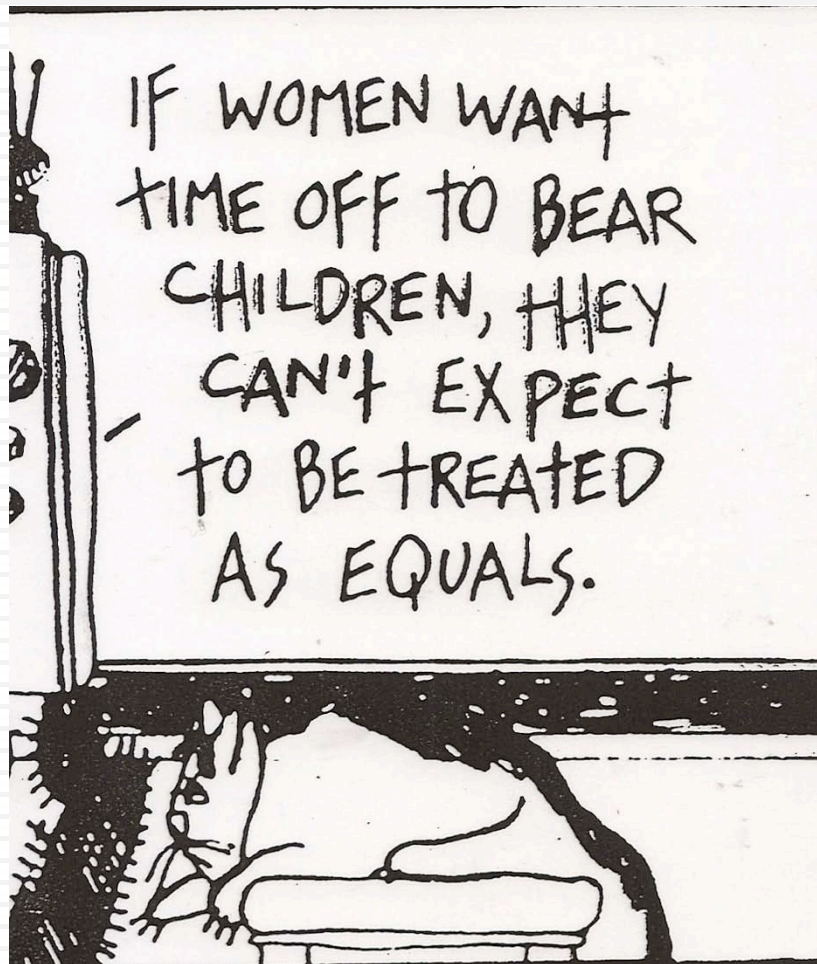
# A “stalled revolution” since the 1970s



*Women enter the labor market but men's roles do not change →*

- Gender segregated labor market
- Gender gap in pay
- Women's work-family conflict
- Marital discord, divorce, low fertility

# Can social policy make a difference?



# Preview of questions to be raised



- What nations provide good models for the future?
- What lessons do we learn from them?
- What barriers to leave sharing need more attention in the future?
- Does globalization provide a threat and/or opportunity to the future of leave policies?



# What should the future look like?

*What nations are good models?*

- Iceland
- Norway
- Sweden



# What 10 lessons can nations learn?



1. Mandate generous, flexible father's quota
2. Generously compensate leave
3. Centralize financing & administration
4. Don't wait for attitudes to change first
5. Depict leave as a responsibility not a choice
6. Portray fathercare & mothercare as alike
7. Emphasize fathers' taking solo care
8. Mandate educational campaigns
9. Reform professional education
10. Recognize leave policy is not enough

# Future of leave policies

## - reduce barriers to implementation



- ❑ Lack of education regarding fathers' rights and responsibilities
- ❑ Lack of attention to what mothers gain from fathers taking more leave
- ❑ Resistance of gendered work organizations
- ❑ Negligence of trade unions
- ❑ Slow progress in developing new ways of working to accommodate leave

# Is globalization a threat?

## Economic expansion and integration

- More jobs become nonstandard/informal, outside system of benefits/laws
- More transnational companies that can evade national legislation
- More subcontracting to nations with weak family policies
- Corporate culture affected by expansion of “transnational business masculinity,” focused on profit and lack of concern for others
- Availability of immigrant nannies reduces pressure on men to share childcare



# Globalization opportunity?

## Political integration

*Emergence of supra-national political institutions such as EU*

- expands the field where women and men can make claims and engage in lobbying for gender equality
- establishes standards to force nations to offer gender-neutral leave
- national governments retain influence

# Globalization opportunity?

## Flow of ideas and images

The New York Times

## Europe

WORLD U.S. N.Y. / REGION BUSINESS TECHNOLOGY SCIENCE HEALTH SPORTS OPINION

AFRICA AMERICAS ASIA PACIFIC EUROPE MIDDLE EAST

THE FEMALE FACTOR

### In Sweden, Men Can Have It All



# Globalization opportunity?

## Flow of ideas

### *Aims of the International Network on Leave Policies and Related Research:*

- exchange of information about leave policies adopted in individual countries and by international organisations
- cross-national analysis of such policies
- exchange of information about research on leave policies, including findings and conclusions
- cross-national discussion of issues and trends in policy and research

# The future of leave policies

## - advancing the gender revolution?



*Cautiously optimistic –*

- If policies are structured to promote equal sharing by fathers and mothers
- If implementation barriers are addressed
- If political institutions (e.g., EU) step up to spread Nordic model
- If our network keeps up its good work!

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