

Andrea Doucet, Brock University, Ontario
Lindsey McKay, Thompson Rivers University, British Columbia
Sophie Mathieu, Brock University, Ontario

Note: This presentation has been adapted for the LPR website. Work in progress (and still under review) has been removed. If if you would like more information about our work in progress, please contact adoucet@brocku.ca.

Where are we speaking from?

1. Socioeconomic In/equalities in Parental Leave Support for Families: Canada's Two Policy Regimes and the Care of Children

McKay, Mathieu and Doucet, 2016 in *JIR*

- New work by Sophie Mathieu comparing 4 largest provinces

2. *A Longitudinal Study of the Impact of Fathers' use of paid parental leave to care for infants*

Doucet and McKay



1 Taking a Closer Look

*“... what might appear at first sight to be a universal benefit can turn out, on closer inspection, to contain conditions that effectively **exclude many citizens**”*

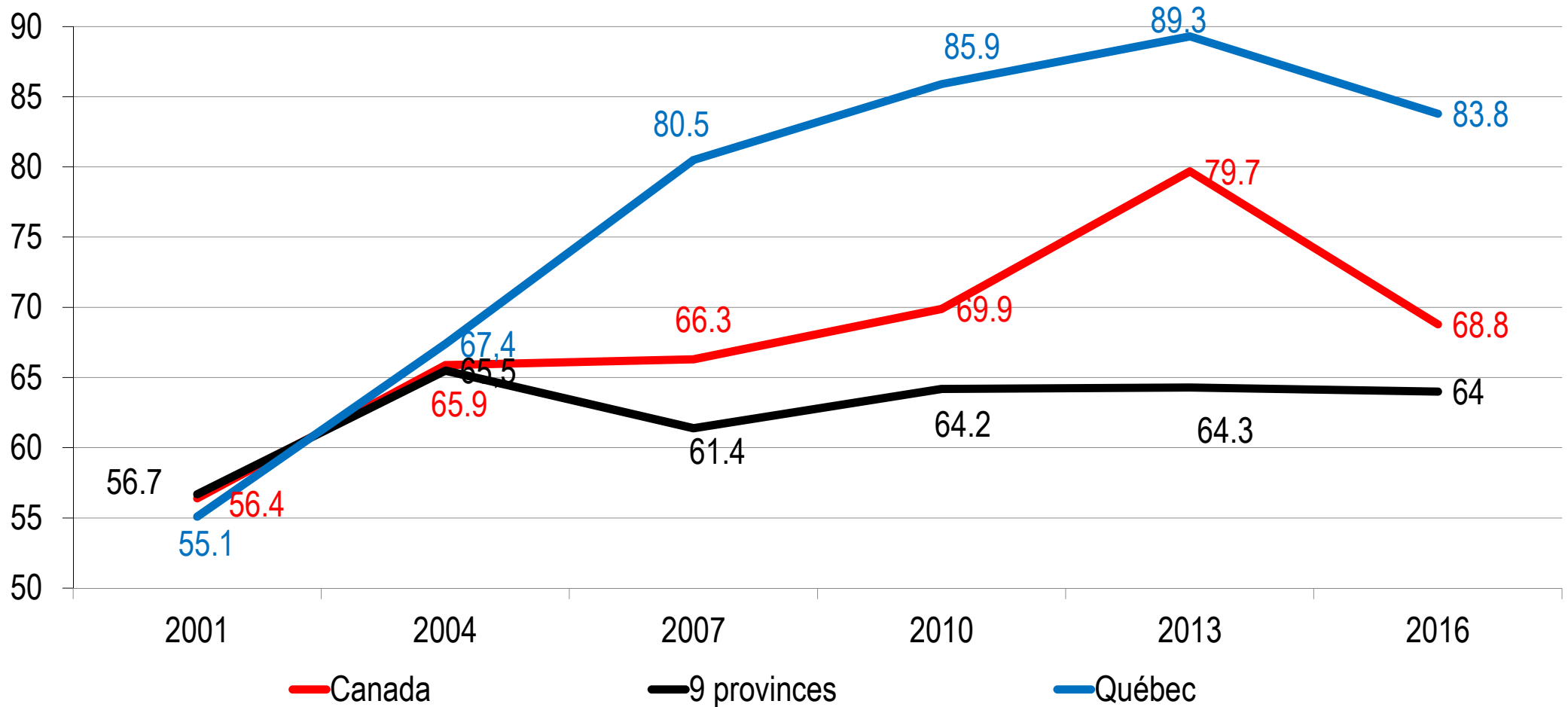
(Moss and Deven, 2015)

2 QPIP is far better than EI

- More accessible:
 - Eligibility criteria are easier to meet
- More generous:
 - Higher maximum insurable earning
 - Higher replacement rate
- More egalitarian
 - Socioeconomic: More lower-income household recipients
 - Gender: Father leave of 5 weeks

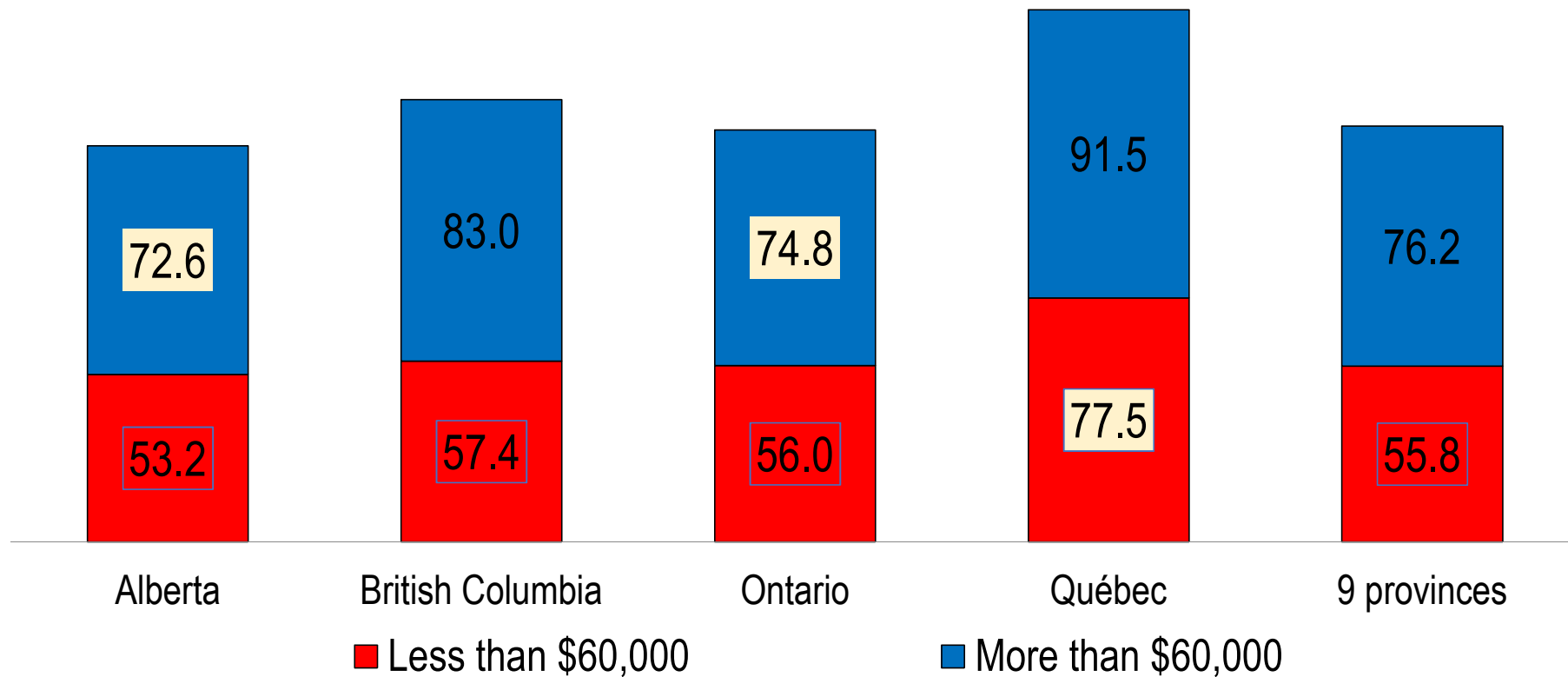
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Proportion of mothers receiving maternity and/or parental benefits in Canada, Québec and 9 provinces, 2001-2016



Source: Statistics Canada EICS 2000, 2004, 2007, 2010 and 2016, custom tabulation.

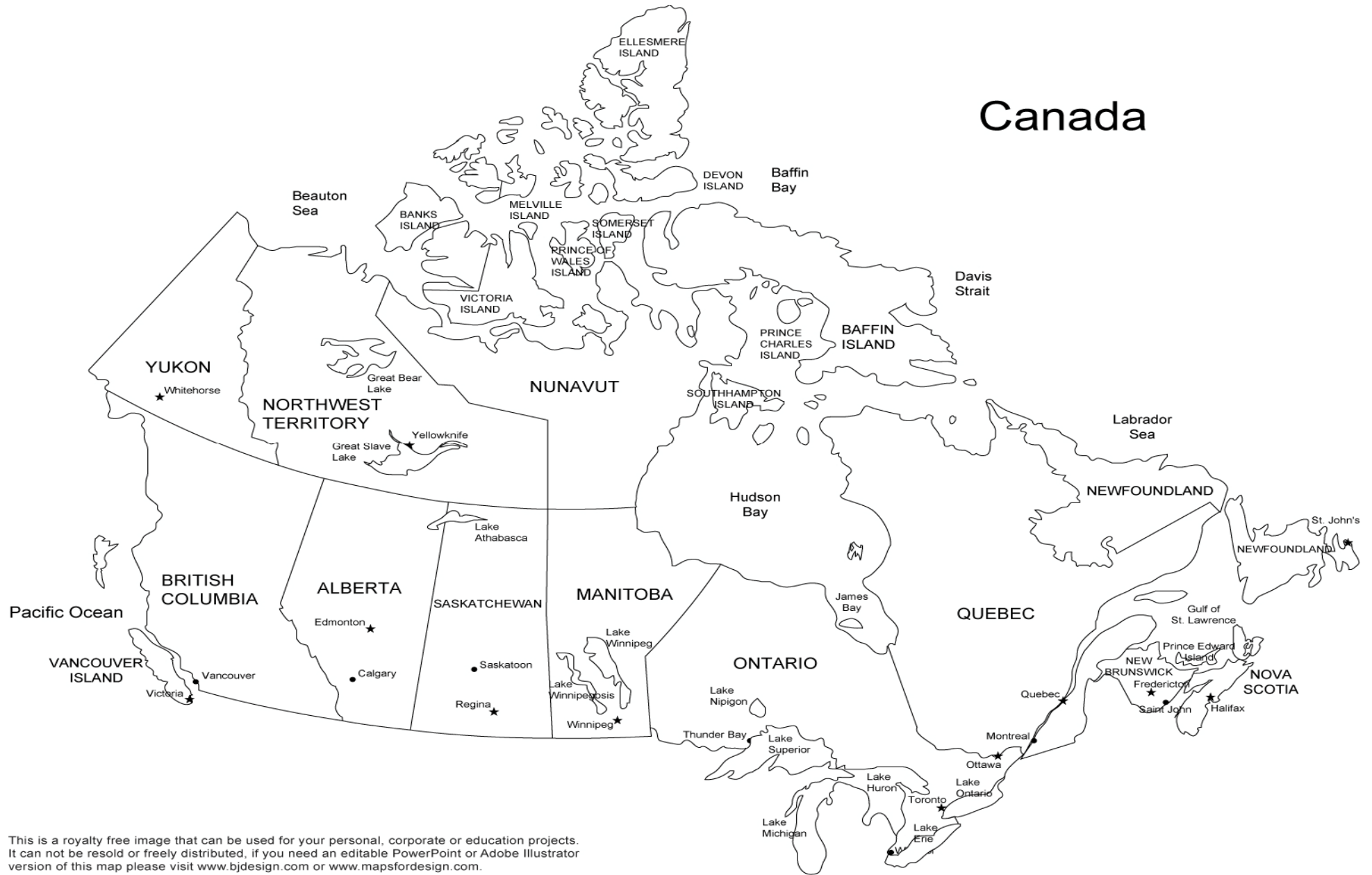
4 % Mothers receiving maternity/parental benefits by household income, 2016



It's better to be poor in Québec than rich in Ontario & Alberta!

Source: Statistics Canada, EICS, 2016

Canada



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6 EI “choice” for whom?

2017: Extended duration to 18m; Same eligibility criteria

2018: Modified extension to “New Shared Parental Benefit”

BUT

No change for the 36% excluded; they continue to receive no financial support

The extra 5-8 weeks is only “for eligible 2 parent families,” so **both** must be eligible

We are channeling public support to babies of eligible, well-earning couples.

7 Goal of gender equality

- Federal Budget 2018
- Will fathers take the new Shared PL Benefit?
 - Fathers outside Québec take leave when mothers do not qualify (McKay, Marshall and Doucet, 2011)
 - A critical mass of fathers do not take leave unless it is individual entitlement ('use it or lose it') AND full or well paid
 - ...but fathers may take under EI **if**:
 - Both parents qualify
 - They are the lower earner
 - Cannot find childcare



1 Key Issues and Gaps in Childcare

1 Cost

- Québec vs. 12 other provinces and territories

2 Availability and “childcare deserts”

3 Complexities of our federal system

4 Investment is low (0.3% of GDP)

5 Gap between the end of leave and the beginning of childcare



Four Points

1. Design matters
2. Equality is gender AND class AND race/ethnicity, Indigeneity, AND family structure AND more
3. Fit: Leaves need to complement not replace childcare
4. Futures
 - Data needed for intersectional analysis
 - Richer conceptual thinking, and
 - More complex relational ways of assessing the impact of leaves