

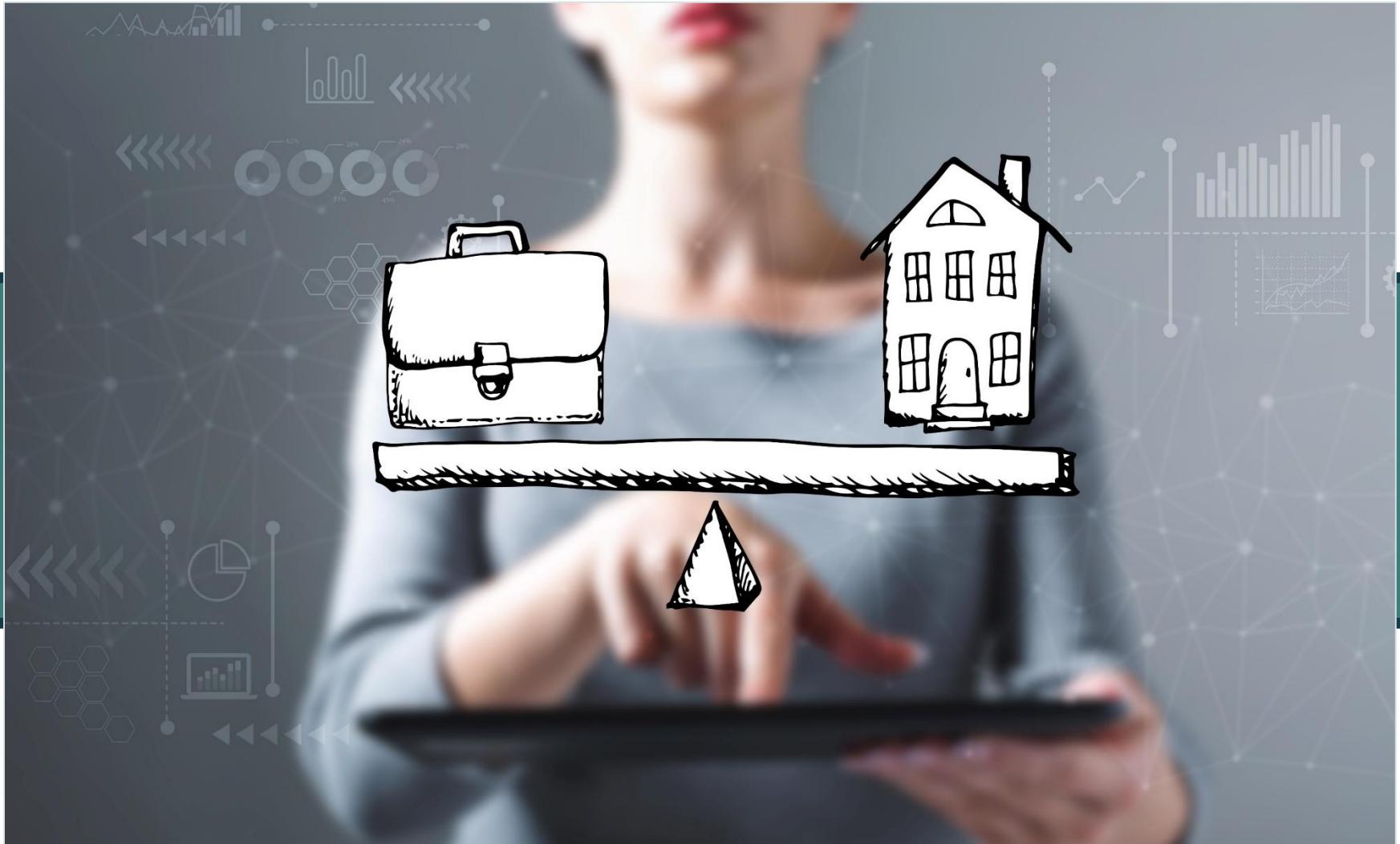
Care Leave Policies:

Dimensions, measures, and developments across countries

Cassandra Engeman

Swedish Institute for Social Research
Stockholm University

Internation Network on Leave Policies and Research annual meeting
(Vilnius, Lithuania), 13 June 2025



MakingTime

ERC 2024 Starting Grant

The Right to Care Leave



Women are now a majority or near-majority of trade union members.



Care Leave Policy Data set

- Maternity leave
- Paternity leave
- Parental leave
- Carers' leave
- Sick leave
- Temporary disability benefits



Building on fathers' leave provisions

ORIGINAL ARTICLE

WILEY

Signs of the gender revolution's second phase? Historical and cross-national development of fathers' leave provisions

Cassandra Engeman  | Sofie Burman 

Swedish Institute for Social Research,
Stockholm University, Stockholm, Sweden

Correspondence

Cassandra Engeman, Swedish Institute for Social Research, Stockholm University, 106 91 Stockholm, Sweden.
Email: cassandra.engeman@sofi.su.se

Funding information

European Commission Marie Skłodowska-Curie Actions, Grant/Award Number: 742339
ERA; Forte: Swedish Research Council for Health, Working Life and Welfare, Grant/Award Number: 2019-00337;
Riksbankens Jubileumsfond, Grant/Award Number: IN18-0897:1

Abstract

In only a few decades, workplace leave for fathers has grown from a few days of paternity leave to several months of leave to bond with their children. Historically, some reforms are striking for the signals they send about gender norms of care. In this paper, we argue there are five distinct types of fathers' leave that differ in their potential messages about fatherhood. Using new and original measures, we examine the development of each leave type, total leave provisions and the duration of well-paid leave across 23 affluent democracies over the last half century. We find that welfare states have increasingly established well-paid and non-transferable leave provisions promoted by family



Stockholm
University

Current data coverage

23: Australia, Austria, Belgium, Canada, Denmark, Finland, France, Germany, Greece, Iceland, Ireland, Italy, Japan, Luxembourg, Netherlands, New Zealand, Norway, Portugal, Spain, Sweden, Switzerland, United Kingdom and United States

Annual data, 1965-2023

Sources: OECD, MISSOC, SSPTW & INLPR and case studies where needed

Eight types of parenting leave

1. Mothers'/BPs transferable leave
2. Transferable parental leave
3. Prenatal maternity/BP leave
4. Postnatal maternity/BP leave
5. Mothers'/BP non-transferable parental leave
6. Paternity/partner leave
7. Fathers/partners non-transferable parental leave
8. Bonus leave



Transferrable

Non-transferable

Bonuses

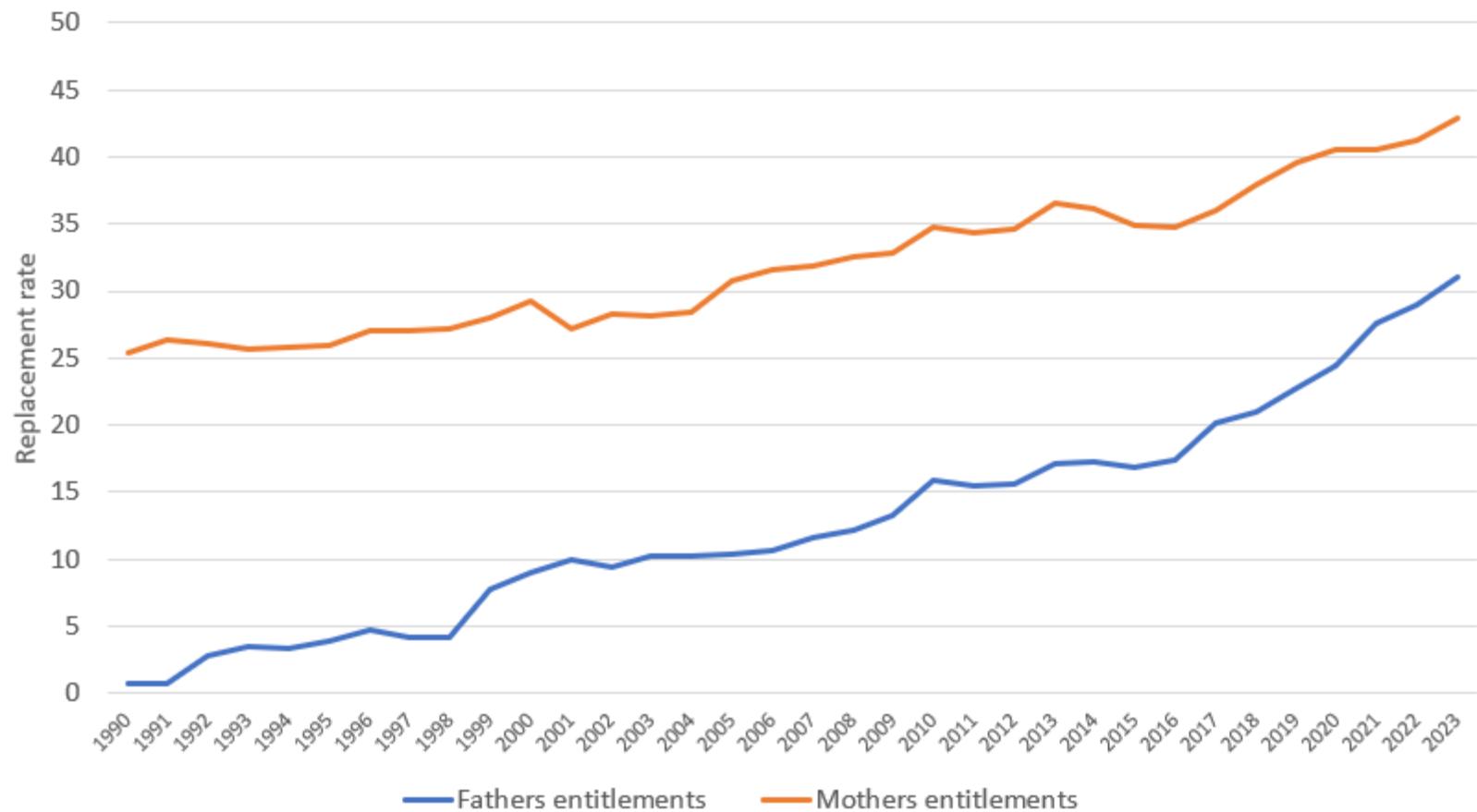
Measures

Duration in weeks: Paid (& unpaid, available separately)

Benefits: Actual benefit amounts & replacement rates

- Calculations modeled off SOFI-SPIN methods (see also Alm et al 2019; Nelson et al. 2021)
- Average production worker wage (**APWW**)
 - Low- (50% APWW), average (100% APWW), and high-income (200% APWW)
- Replacement rates – degree of benefit compensation in % (benefit/average earnings)
- Gross benefits (all years), net benefits (work in progress)
 - This presentation focuses mainly on more recent trends, and on gross benefits.

Non-transferable entitlements



Source: Sofie Burman, own calculations

Carers Leave

Time-off to provide informal care for an older child, non-child relative or reciprocal beneficiary

Can be paid or unpaid

Must be job-protected



Flat-rate and/or earnings-based
Benefit ceilings
Eligibility requirements
Transferability (?)

Unique dimensions – paid leave

Terminally ill/permanently disabled only

- Belgium, Canada, France, Hungary

Seriously ill

Annual

- Australia, Austria, Israel, Netherlands, New Zealand, Poland, Slovak Republic

“Per episode”

- Belgium, Bulgaria, Croatia, Czechia, Denmark, Estonia, Slovenia, Spain, Sweden

Life-time

- Italy, Japan

Source: OECD 2014

Unique dimensions – unpaid leave

Annual

- Australia, Belgium, Canada, Cyprus, Greece, Portugal, US
- Ranges from two days (Australia) to 12 weeks (US)

“Per episode”

- Croatia, Finland, Germany, Iceland, Ireland, Korea, Lithuania, Netherlands, Norway, Spain, UK
- Ranges from 7 days (Croatia) to 2 years (Ireland, Spain) + non-defined (Finland, UK)

No leave – Chile, Luxembourg, Mexico, Switzerland

Source: OECD 2014

Now hiring!

PhD in Sociology

Requires Masters degree, quant methods training, openness to qual approaches, English proficiency

Main task: Collecting and coding policy data on team

Researcher – French case

Requires PhD in Sociology, Political Science or similar, English proficiency

Use process tracing techniques to study leave policy adoption in France; involves interviewing; French prof. preferred; remote work possible

Researcher – Dutch case

Requires PhD in Sociology, Political Science or similar, English proficiency

Use process tracing techniques to study leave policy adoption in Netherlands; involves interviewing; Dutch prof. preferred; Remote work possible

Email Cassandra.engeman@sofi.su.se to be notified of openings.



Starting
Grants

Thank you!

Cassandra.Engeman@sofi.su.se

Funding for the parenting leave indicators was provided by the Swedish Research Council (2023-01349) and by the European Research Council (ERC 2024 StG – MakingTime – 101161438) for the expansion of the data set to include additional leave types.