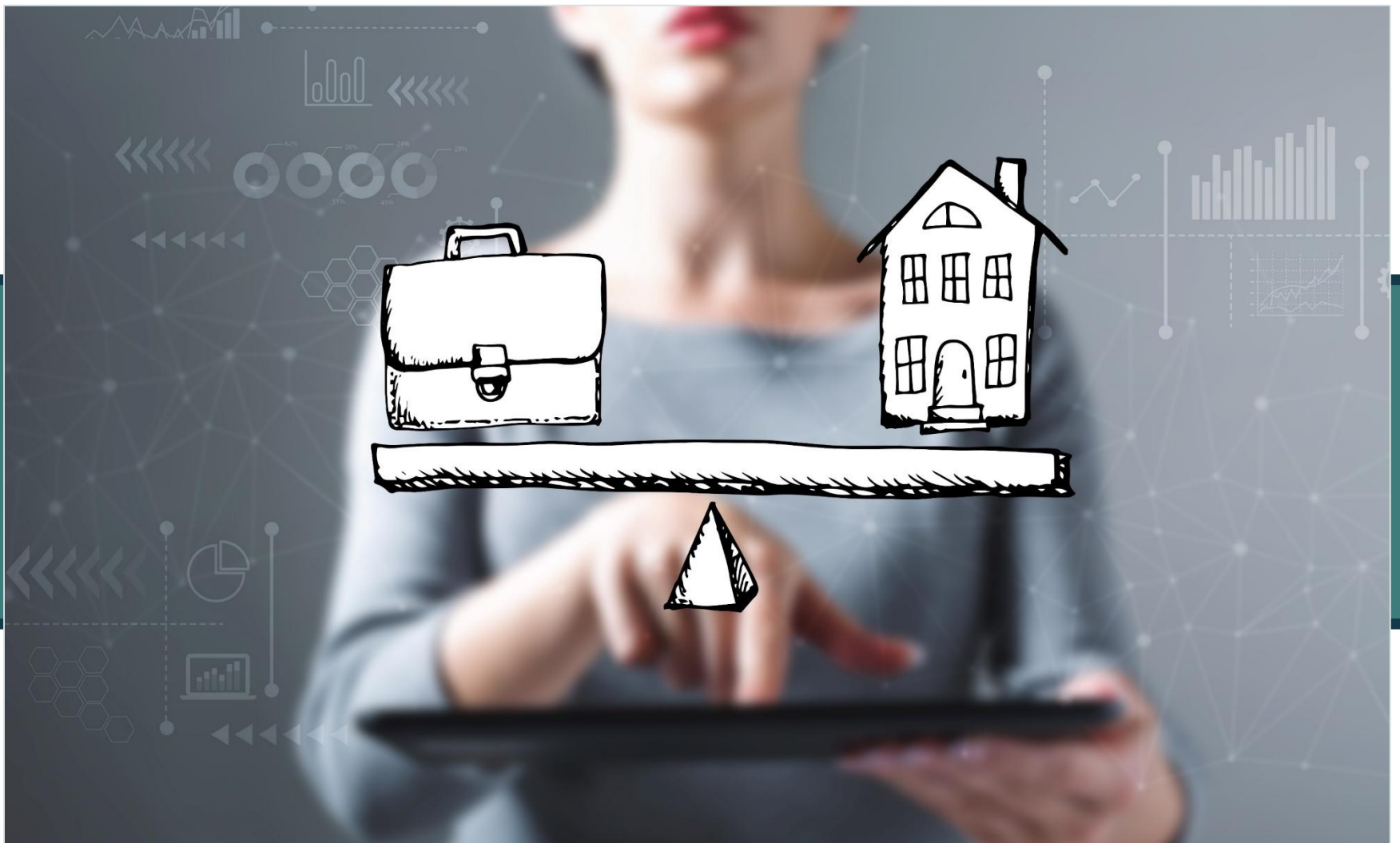


# **Care Leave Policies:** Dimensions, measures, and developments across countries

**Cassandra Engeman**

Swedish Institute for Social Research  
Stockholm University

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



# MakingTime

ERC 2024 Starting Grant

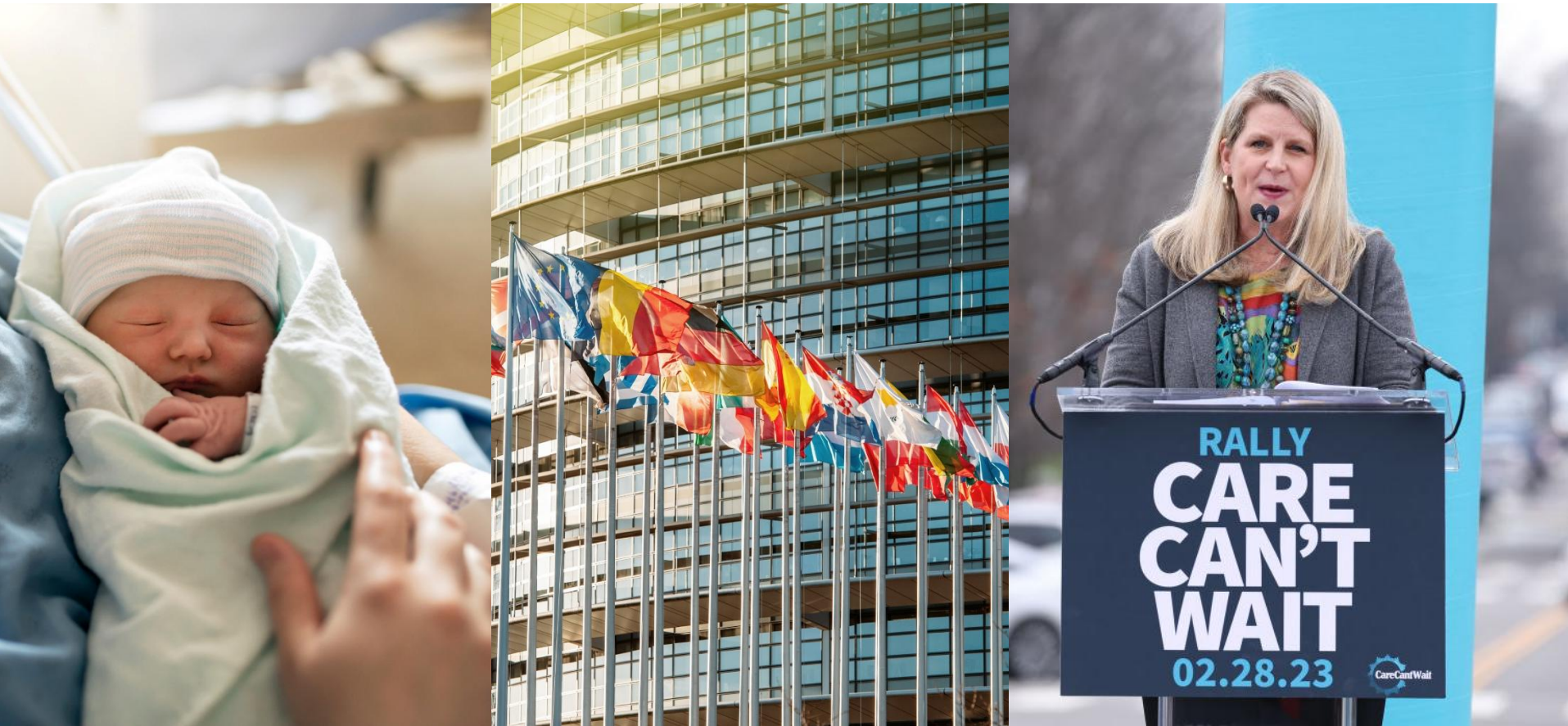


Stockholm  
University

# The Right to Care Leave



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





# Care Leave Policy Data set

35 countries  
1965-2025

- 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

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### 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



+ mothers/  
birth parents

# 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

Transferrable

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

Non-transferrable

8. Bonus leave

Bonuses



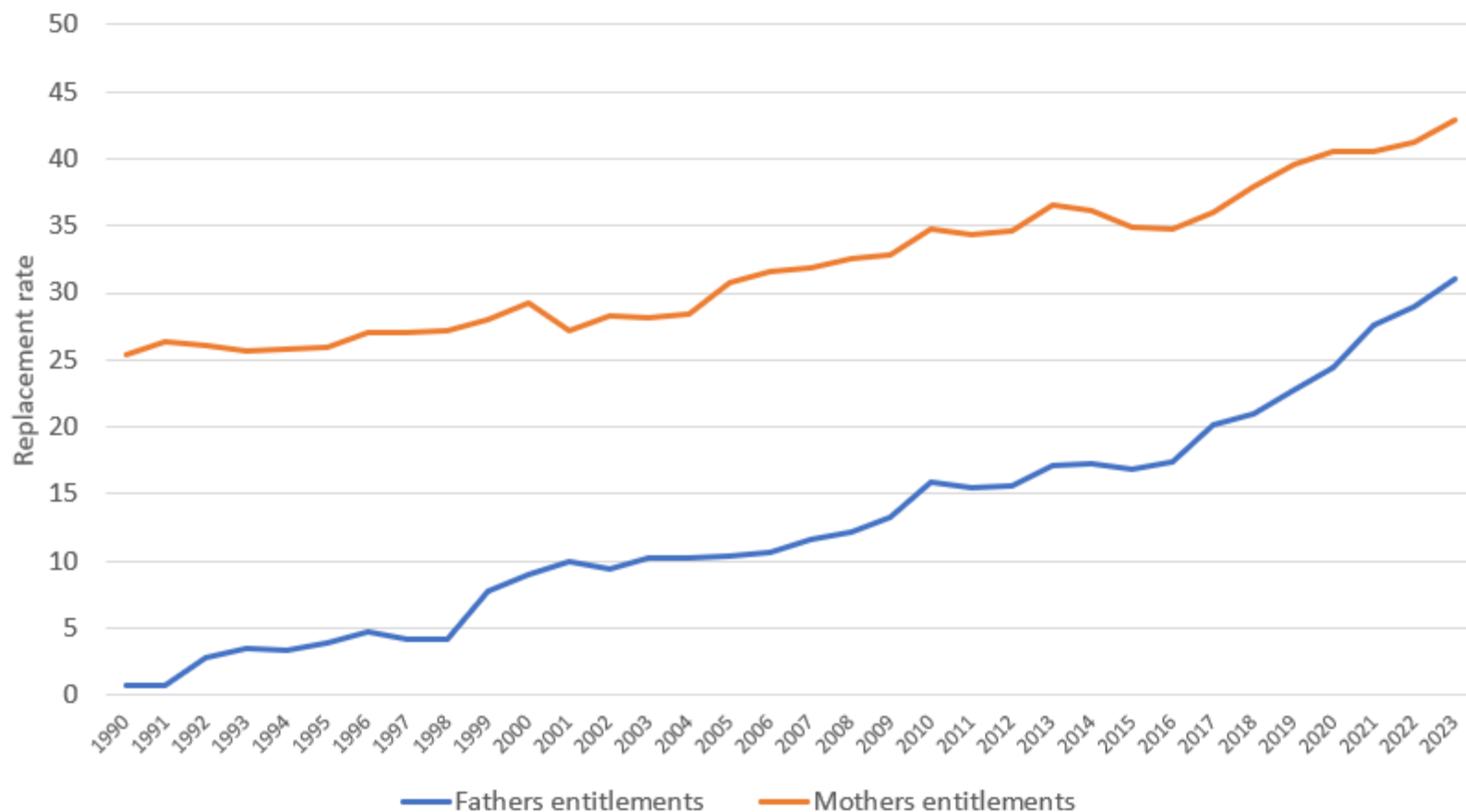
# Measures

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



# 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

# 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](mailto:Cassandra.engeman@sofi.su.se) to be notified of openings.

# Thank you!

[Cassandra.Engeman@sofi.su.se](mailto:Cassandra.Engeman@sofi.su.se)

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