

# PARENTAL LEAVE AND GENDER EQUITY

**C. Philip Hwang**

**University, Sweden**

philip.hwang@psy.gu.se

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# Why study Scandinavia?



- Long-standing commitment to gender equality and child well-being
- Pioneer in offering parental leave to fathers, first in 1974
- Offers universal, nontransferable flexible leave to all parents
- Heavily advertises leave to fathers



# Lennart “Hoa-Hoa” Dahlgren, Peter Svenonius & daughter Engla



# PARENTAL LEAVE AND CHILD CARE POLICIES IN SWEDEN



- Each parent has 60 nontransferable days + parents have 360 days to share
- 80% of salary
- Temporary parental leave (care for sick children) = 120 days per child per year



# The impact of parental leave

- In 2013 90% of all fathers took parental leave but only 24% of the total number of days.
- The father's quota in 1995 (one month) and its extension in 2002 (to two months) both led to more fathers taking more leave.



# Out-of-Home Childcare

- Approximately 90% of all 1-5 year olds attend out-of-home childcare
- High quality according to international standards
- Maximum fee: somewhat less than 200 US dollars per month per child.





# Parental Leave and Gender Equality

Parental leave could:

- promote parents' continuous connection to the labor market and shared parenting
- challenge assumptions that women are better at childcare and men are indispensable at work

- compensate parents fairly for caregiving as socially valued work
- challenge traditional boundaries between work and family spheres.