

Family  
matters

# PARENTAL LEAVES IN CANADA



Between 2012 and 2017\*, **2.3 million Canadians** (80% of parents) took a leave (paid or unpaid) from their job for the birth or adoption of a child.

**More women than men take leave for the birth or adoption of a child**



**9 in 10**  
mothers took a leave  
from work



**7 in 10**  
fathers took a leave  
from work

**Men and women take different types of leave for the birth or adoption of a child**

**88%**

of mothers took  
maternity and/or  
parental leave



**46%**

of fathers took  
paternity and/or  
parental leave

**42%**

of fathers took  
annual leave

**Mothers take longer periods of leave than fathers**



Just over **8 in 10 mothers**  
took **27 to 52 weeks** of  
maternity and/or  
parental leave



Nearly **1 in 2 fathers**  
took **5 weeks or less**  
of paternity and/or  
parental leave

**In Quebec, the type of leave taken for the birth or adoption of a child is mainly maternity/paternity and/or parental leave\*\***



Elsewhere in Canada



Quebec



Mothers  
Fathers

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\*The collection period of the survey was from February 1 to November 30, 2017. Therefore births and adoptions in December 2017 are not accounted for in the results.

\*\*As opposed to other types of leave such as annual leave.

Notes:

1. This infographic has been made possible through the collaboration and financial support of Women and Gender Equality Canada.

2. The data refer to parents who were paid workers or self-employed before the birth or adoption of a child (between 2012 and 2017).

Source: Statistics Canada, General Social Survey – Family, 2017.



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# Parental And Maternity Leave Policies In Canada And Sweden



OECD

## **Parental And Maternity Leave Policies In Canada And Sweden:**

*Parental and Maternity Leave Policies in Canada and Sweden* Laurie Schwartz, 1988 Sweden and Canada provide two significantly different maternity and parental leave programs Sweden's Parental Leave program is comprehensive and progressive covering all eligible individuals and enjoying an extremely high utilization rate Canada's Maternity Leave program in contrast does not share the Swedish success only about half the women who bear children each year collect maternity benefits The fundamental difference between Sweden's and Canada's maternity and parental leave programs stems from the underlying philosophies behind their respective policies This study examines and compares the current programs in place in Sweden and Canada and extracts potential lessons that can be learned for Canada from the Swedish Parental Leave program

**Women's Organizing and Public Policy in Canada and Sweden** Linda Briskin, Mona Eliasson, 1999 Briskin and Eliasson professors of social science York U Canada and professor at the Center for Feminist Research Uppsala U Sweden respectively explore women's organizing and public policy in two northern welfare states Canada and Sweden They evaluate the constraints and possibilities provided by the institutional political and discursive contexts in both countries through analysis and comparison of key areas of public policy and the strategic interventions organized by women to challenge and reconstruct these policies The volume's three sections address domestic policy vehicles for organizing and challenges to the boundaries of nation through the EU and NAFTA Annotation copyrighted by Book News Inc Portland OR

*Canadian Family Policies* Maureen Baker, 1995-01-01 With poverty unemployment and one parent families on the rise in most Western democracies government assistance presents an increasingly urgent and complex problem This is the first study to explore Canada's family policies in an international context Maureen Baker looks at the successes and failures of social programs in other countries in search of solutions that might work in Canada Baker has chosen seven industrialized countries for her comparative study Australia France Germany The Netherlands Sweden the United Kingdom and the United States These countries experience social and economic strains similar to those felt in Canada and though they share certain policy solutions major differences in policy remain Baker considers which of the policies in these countries are most effective in reducing poverty enhancing family life and improving the status of women then applies her findings to the Canadian situation Bringing together research and statistics from the fields of demography political science economics sociology women's studies and social policy this rich multidisciplinary study provides a unique resource for anyone interested in Canadian family policy

*The Politics of Parental Leave Policies* Sheila B. Kamerman, Peter Moss, 2011 This title covers 15 countries in Europe and beyond bringing together leading academic experts to provide a unique insight into the past present and future state of this key policy area

**Parental Leave and Beyond** Moss, Peter, Duvander, Ann-Zofie, 2020-07-15 This volume brings together contributors from 18 countries to provide international perspectives on the politics of parental leave policies in different parts of the world Initially looking at the politics of care

leave policies in eight countries across Europe the US Latin America and Asia the book moves on to consider a variety of key issues in depth including gender equality flexibility and challenges for fathers in using leave In the final section of the book contributors look beyond the early parenthood period to consider possible future directions for care leave policy in order to address the wider changes and challenges that our societies face

**Employee Benefits and Labor Markets in Canada and the United States** William T. Alpert, Stephen A. Woodbury, 2000 Explores the impact that the provision of various types of employee benefits has on labor markets in the US and Canada Part I focuses on the relationship between employee benefits and labor supply and Part II examines employee benefits and labor demand issues Part III considers the implications of employee benefits for worker turnover wages and equity and Part IV focuses on pensions and public policy toward retirement income Specific topics include fringe benefits and employment payroll taxation child care and the supply of labor and public and private pensions Annotation copyrighted by Book News Inc Portland OR

**The Fifth Trimester** Lauren Smith Brody, 2018-03-06 Packed with honest funny and comforting advice a book you MUST read if you are returning to work after the birth of a child I loved it and you will too New York Times bestselling author Lois P Frankel Ph D The first three trimesters and the fourth those blurry newborn days are for the baby but the Fifth Trimester is when the working mom is born A funny tells it like it is guide for new mothers coping with the demands of returning to the real world after giving birth The Fifth Trimester contains advice from 800 moms including The boss approved way to ask for flextime and more money How to know if it s more than just the baby blues How to pump breastmilk on an airplane or if you must in a bathroom What military science knows about working through sleep deprivation Your new sixty second get out of the house beauty routine How to turn your commute into a mini therapy session Your daycare tour or nanny interview totally decoded

Parental Leave, Childcare and Gender Equality in the Nordic Countries Ingólfur V. Gíslason, Guðný Björk Eydal, 2011 The Nordic countries are often seen as pioneers in the area of gender equality It is true that the position of women in Nordic societies is generally stronger than in the rest of the world There is an explicit drive in most or perhaps all areas of society to promote and strengthen equality between women and men In recent years some significant changes have occurred on the family front where men now assume a greater share of childcare household work and other tasks that used to be primarily women s domain Occasionally we hear questions in the context of public debate as to whether the investments we have made to ensure equal opportunities rights and obligations for women and men have in fact occurred at the expense of children This concerns particularly the expansion of childcare and the system of shared parental leave This book addresses some of these questions through an overview of political and policy developments in Nordic parental leave and childcare In addition the book describes research on the situation of Nordic children and their wellbeing as viewed through international comparisons

*Family Change and Family Policies in Great Britain, Canada, New Zealand, and the United States* Sheila B. Kamerman, Alfred J. Kahn, 1997 This is the first volume in a series reporting on the evolution of family policies in twenty

Western welfare states and comparing current provisions The developments are presented in the context of a report on family change for each of the countries and with a view of the economic political and institutional contexts in which they occurred Each of the country reports in the present volume has been prepared as a team collaboration by internationally recognized experts The co editors have prepared an analytic introduction which discussed the methodology for the series as well as the hypotheses that emerge from these first case studies The topics include family formation and current structural patterns families and the division of labour the income of families earnings taxation transfer programmes as well as the political and institutional context for family policy An extensive bibliography is provided About the series A series of country studies and comparative analyses examining major changes in the family and the broad spectrum of family policies in Western industrial society in the second half of the twentieth century Vol 2 The Consociational Democracies Belgium Switzerland and the Netherlands Vol 3 France and Southern Europe Vol 4 Capitalist and Socialist Central Europe Austria the Germanies Hungary and Poland Vol 5 The Scandinavian Welfare States Vol 6 Family Industrial Society and the Welfare State in the West Early Variations and Long Term Developments in Comparative Perspective Vol 7 Family Policies in the West Since World War II A Cross National Analysis Modernising Social Policy for the New Life Course OECD,2007-12-06 This seminar proceedings examines whether The fundamental policy question addressed in the seminar was whether the current designs of social protection systems in OECD societies are well suited to contemporary life course realities **Family Policy Matters** Karen Bogenschneider,2024-02-23 This new edition captures the evolving post pandemic landscape of family policy the transformational changes that have occurred within contemporary families and the social economic and racial ethnic disparities that have grown across families The book draws on policies from around the globe to make an evidence based case for family policy and its contributions to families and to society Bogenschneider tackles a significant challenge of our times the polarization of politics including why it occurs and how professionals can bridge the divide Beyond the basics the book provides best practices for turning analysis into action by drawing on cutting edge research and a point of view often overlooked in policy books the voice of policymakers themselves Imbued with hope yet fundamentally realistic Bogenschneider applies a relationship based and strikingly nonpartisan approach for those who want to make a positive difference for families whether they engage local policymakers in towns cities and counties state national lawmakers or decision makers in businesses nonprofits and philanthropy Accompanied by updated web based teaching materials and a family impact toolkit this is core reading for undergraduate and or graduate courses in family or social policy taught in human development and family studies psychology counseling social work sociology public policy political science and education It is also essential reading for professionals and policymakers interested in pursuing better public policy for families in all their diversity across the lifespan **Work Time** Cynthia L. Negrey,2013-04-23 Work Time is a sociological overview of a complex web of relations that shapes much of our experience of work and life yet often goes without critical

examination Cynthia Negrey examines work time past and present exploring structural economic change and the gender division of labor to ask what are the historical cultural public policy and business sources of current work time practices Topics addressed include work time reduction in the US culminating in the 40 hour statute of 1938 recent trends in annual and weekly hours overtime part time work temporary employment work family integration and international comparisons She focuses on the US in a global context and explores how a new political economy of work time is taking shape This book brings together existing knowledge from sociology anthropology history labor economics and family studies to answer its central question and will change the way upper level students think about the time we devote to work     International Migration Outlook 2023 OECD,2023-10-23 The 2023 edition of International Migration Outlook analyses recent developments in migration movements and the labour market inclusion of immigrants in OECD countries This edition includes two special chapters on the labour market integration of migrant mothers and on fertility patterns among migrant populations in OECD countries     Child Care Choices Edward Zigler,Mary E. Lang,1991 Our overloaded child care system is failing children and families The authors explain what children of different ages and their families need and what kinds of programs are necessary in light of current social and economic realities     **Gendering the Nation-State** Yasmeen Abu-Laban,2009-01-01 Gendering the Nation State explores the gendered dimensions of a fundamental organizational unit in social and political science the nation state Yasmeen Abu Laban has drawn together work by both high profile and emerging scholars to rescue gender from the margins of theoretical discussions on the nation the state public policy and citizenship Contributors bring the insights of feminist analysis to bear on three relationships central to popular and policy discussions in contemporary Canada and beyond gender and nation gender and state processes and gender and citizenship Gendering the Nation State employs a comparative framework and builds on three decades of multidisciplinary work Nuanced and wide ranging the collection crosses and challenges physical theoretical and disciplinary borders     **Handbook on Well-Being of Working Women** Mary L. Connerley,Jiyun Wu,2015-07-27 This handbook provides an overview and synthesis of relevant literature related to the issue of the well being of working women This focus addresses a gap that currently exists in the quality of life and well being fields The work of the authors answers the following broad questions Does gender matter in the well being of working women Do prejudices against and stereotypes of women still play a role in inter personal interactions in the workplace that could hinder women from flourishing professionally Does the organizational context such as organizational culture reward systems and leadership contribute to the well being of working women What impact does the national context have on the well being of working women And finally how can public policies help enhance the well being of working women These are important issues for academics researchers and graduate students interested in gender issues in the fields of management sociology psychology social psychology economics and quality of life studies Policy makers and practitioners will also find this book beneficial Equitable treatment and outcomes for all regardless of gender remains a challenging goal

to achieve with various barriers in different contexts and different cultures and this book provides strong coverage of this important topic of well being of working women

**Canadian Social Policy** Anne Westhues, Brian Wharf, 2012-05-25 Social policy shapes the daily lives of every Canadian citizen and should reflect the beliefs of a majority of Canadians on just approaches to the promotion of health safety and well being Too often those on the front lines social workers nurses and teachers observe that policies do not work well for the most vulnerable groups in society In the first part of this new edition of Canadian Social Policy Westhues and Wharf argue that service deliverers have discretion in how policies are implemented and the exercise of this discretion is how citizens experience policy whether or not it is fair and reasonable They show the reader how social policy is made and they encourage active citizenship to produce policies that are more socially just New material includes an examination of the reproduction of systemic racism through the implementation of human rights policy and a comparative analysis of the policy making process in Quebec and English Canada The second part of the book discusses policy issues currently under debate in Canada Included are new chapters that explore parental leave policies and housing as a determinant of health All chapters contain newly updated statistical data and research and policy analysis A reworked section on the process of policy making and the addition of questions for critical reflection enhance the suitability of the book as a core resource in social policy courses The final chapter explores how front line workers in the human services can advocate for change in organizational policies that will benefit the people supported

**Raising the Global Floor** Jody Heymann, Alison Earle, 2010 Working conditions impact our health the amount of time we can spend with family our options during momentous life events and whether we keep or lose a job when the unexpected occurs The global community has accepted the argument that any country that guarantees decent working conditions will suffer higher unemployment and be less competitive This book shatters this view by presenting the first ever global analysis of the relationship between labor conditions national competitiveness and unemployment rates in 90 countries

**Babies and Bosses - Reconciling Work and Family Life (Volume 4) Canada, Finland, Sweden and the United Kingdom** OECD, 2005-05-27 This study part of a series on OECD countries considers how a tax benefit and childcare policies and workplace practices help determine parental labour market outcomes and may impinge on family formation in Canada Finland Sweden and the UK

**The Current Industrial Relations Scene in Canada** , 1991

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