



Policy Brief

Parenting Leave Policies and Social Inequalities in Europe

Evidence, Blind Spots and Policy Direction

Developed by:

Thordis Reimer (Hamburg University of Technology)

Johanna Lammi-Taskula (Finnish Institute for Health and Welfare)

Based on:

Lammi-Taskula, J. and Reimer, T. (eds) (2026), Mapping the Unknown: Research Gaps in Parenting Leave Inequality Research in Europe, COST Action Parental Leave Policies and Social Sustainability (Sustainability@Leave), DOI: https://doi.org/10.31235/osf.io/8kbsz_v1, available at: https://osf.io/preprints/socarxiv/8kbsz_v1

Acknowledgements:

We sincerely thank Margaret O'Brien, Jeanne Fagnani, Tatyana Kotzeva and Maria Olsson for their valuable comments on this Policy Brief.

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Executive Summary

Reducing inequalities is a core objective of the United Nations Sustainable Development Goals¹ and a longstanding commitment of European welfare states. Parenting leave policies constitute a central policy instrument for addressing inequalities in gender relations, labour market participation, income security and family formation. However, their effectiveness depends not only on formal entitlements but on access, affordability and actual use across different social groups.

This Policy Brief draws on the CA21150 Working Group 4 report *Mapping the Unknown*², whose primary objective was to identify research and data gaps in the European evidence base on parenting leave and social inequalities.

Parenting leave, understood as an umbrella term encompassing all types of leave that enable parents to care for their children following birth, constitutes a central component of contemporary family policy frameworks³. It includes statutory entitlements to maternity, paternity and parental leave, which may be gender-specific or gender-neutral in design and which together structure how care responsibilities are shared and how work-family reconciliation is organised. A substantial body of research has examined parenting leave policies and their effects on inequalities, with a strong and well-established focus on gender differences in leave use. At the same time, the available evidence remains uneven across other inequality dimensions, social groups and country contexts.

The existing literature shows that parenting leave policies interact with multiple forms of inequality, including those related to socio-economic status, labour market position, health and well-being, migration and citizenship status, family diversity and workplace contexts. Across these domains, inequalities arise at multiple stages of the policy process, including access to entitlements, take-up of leave and long-term social and economic outcomes. Depending on their design and implementation, parenting leave policies can therefore both reduce and reproduce inequalities.

However, knowledge beyond gender inequalities remains limited. Evidence on long-term and distributional outcomes is scarce, and comparative insights into how policy designs perform across different institutional contexts are fragmented. Current data systems and monitoring frameworks do not sufficiently capture distributional outcomes across countries and population groups. As a result, policymakers lack a comprehensive and comparable evidence base to assess whether parenting leave policies reduce inequalities broadly or primarily benefit already advantaged groups.

This Policy Brief therefore highlights key research and data gaps that need to be addressed to support more inclusive and evidence-informed policymaking. It shows that improving data infrastructures, developing harmonised and disaggregated indicators, and expanding research to under-examined groups and outcomes are essential steps towards strengthening the inequality-reducing potential of parenting leave policies in Europe.

The brief concludes with policy and research recommendations aimed at improving the design, implementation and monitoring of parenting leave policies, and at strengthening the evidence base required for effective and inclusive inequality reduction across Member States.

¹ <https://sdgs.un.org/goals>

² Lammi-Taskula & Reimer, 2026

³ Meil et al., 2025



1. Introduction: Parenting Leave and the Reduction of Inequalities

Parenting leave, understood as an umbrella term encompassing maternity, paternity and parental leave entitlements, constitutes a central component of contemporary family policy frameworks in Europe⁴. By providing paid time off work and employment protection around childbirth, parenting leave policies form a key pillar of social protection for parents with young children and a core instrument through which European welfare states seek to reduce social inequalities related to gender, employment and family formation⁵.

At the European Union level, the Work–Life Balance Directive (EU) 2019/1158⁶ establishes minimum standards for parenting-related leave and flexible working arrangements with the explicit objective of strengthening gender equality in both the labour market and the division of care. By setting standards for individual and non-transferable entitlements, promoting adequate income replacement and enhancing employment protection, the Directive aims to reduce inequalities both within and across Member States⁷. Parenting leave policies are also closely aligned with the United Nations Sustainable Development Goals⁸. They contribute to reducing inequalities between parents and non-parents (SDG 10), support decent work and secure employment trajectories (SDG 8), and promote gender equality through a more balanced distribution of paid and unpaid work (SDG 5)⁹.

However, the effects of parenting leave policies on inequality are not automatic. Formal statutory entitlements alone do not guarantee equal outcomes. Policy impacts depend on how individuals respond to the incentives embedded in policy design and on whether leave entitlements are actually taken up. This distinction between formal rights and behavioural outcomes is reflected in comparative measurement frameworks such as the Gender Equality Index, which focuses on gender differences in the use of leave rather than on the mere existence of entitlements¹⁰. Moreover, parenting leave policies operate within broader labour market, organisational and cultural contexts that shape access to and use of leave in practice. Workplace norms and employer expectations can either support or discourage leave-taking, particularly among fathers, while within couples labour market inequalities and household income dynamics influence who takes leave¹¹.

As a result, parenting leave policies do not produce uniform effects across countries or across social groups. Depending on their design and on the socio-institutional contexts in which they operate, such policies may reduce inequalities, but they may also reproduce or reinforce existing disparities. Differences in eligibility criteria, benefit levels, duration and the individualisation of entitlements create divergent incentive structures and constraints for parents across Europe¹². Understanding when and how parenting leave policies contribute to reducing inequalities therefore constitutes a central policy question for the European Union.

⁴ Meil et al., 2025

⁵ Thévenon, 2011

⁶ European Union, 2019

⁷ *ibid.*; European Institute for Gender Equality, 2024

⁸ <https://sdgs.un.org/goals>

⁹ European Social Fund Plus, 2022

¹⁰ European Institute for Gender Equality, 2023

¹¹ e.g., Jørgensen & Sjøgaard, 2024; Haas & Hwang, 2008; Reimer, 2019

¹² e.g., Blum & Dobrotić, 2021; Dobrotić & Blum, 2020; European Institute for Gender Equality, 2020



2. What We Know: Evidence on Parenting Leave and Inequalities

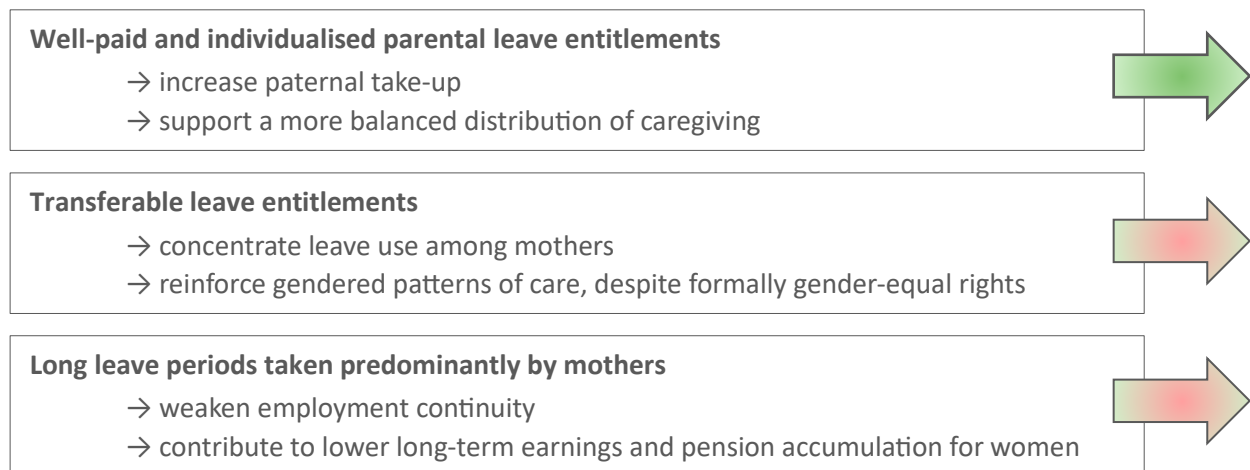
2.1 Inequalities related to Gender

Beyond gender-specific provisions such as maternity and paternity leave, which differ in duration as maternity leave addresses the physical aspects of childbirth, parental leave entitlements are formally available to both mothers and fathers. Across European countries, however, women remain the primary users of parental leave, while men account for only a minority of leave beneficiaries. Despite the formal availability of leave to both parents, men represent only around one quarter of paid leave users in Europe¹³. This persistent imbalance reflects the interaction of policy design, workplace practices, gender norms and household-level economic considerations¹⁴.

A substantial body of research shows that parenting leave policy design plays a decisive role in shaping gendered leave use. Well-paid and individual, non-transferable entitlements for each parent are associated with higher paternal take-up and a more balanced distribution of caregiving¹⁵. By contrast, where entitlements are transferable within households or poorly compensated, leave use remains concentrated among mothers, reinforcing traditional divisions of care and limiting fathers' involvement¹⁶.

These patterns have long-term implications. Because mothers are more likely to take extended leave, they experience longer and more frequent labour market interruptions, which are associated with declines in earnings, career progression and long-term economic outcomes over the life course, commonly described as the “motherhood penalty”¹⁷. In this way, parenting leave policies interact with existing labour market inequalities and play a key role in shaping gendered life course trajectories¹⁸.

Key mechanisms in parenting leave policy design and gender inequality



¹³ European Institute for Gender Equality, 2023; OECD, 2025

¹⁴ e.g., Pizarro & Gartzia, 2024; EIGE, 2025; Reimer, 2019

¹⁵ e.g., OECD, 2025; Pizarro & Gartzia, 2024; Eydal & Rostgaard, 2018

¹⁶ e.g., OECD, 2025; Duvander & Johansson, 2012

¹⁷ e.g., Kleven et al., 2025; Samtleben et al., 2019; Budig et al., 2012

¹⁸ e.g. Hook & Li, 2025



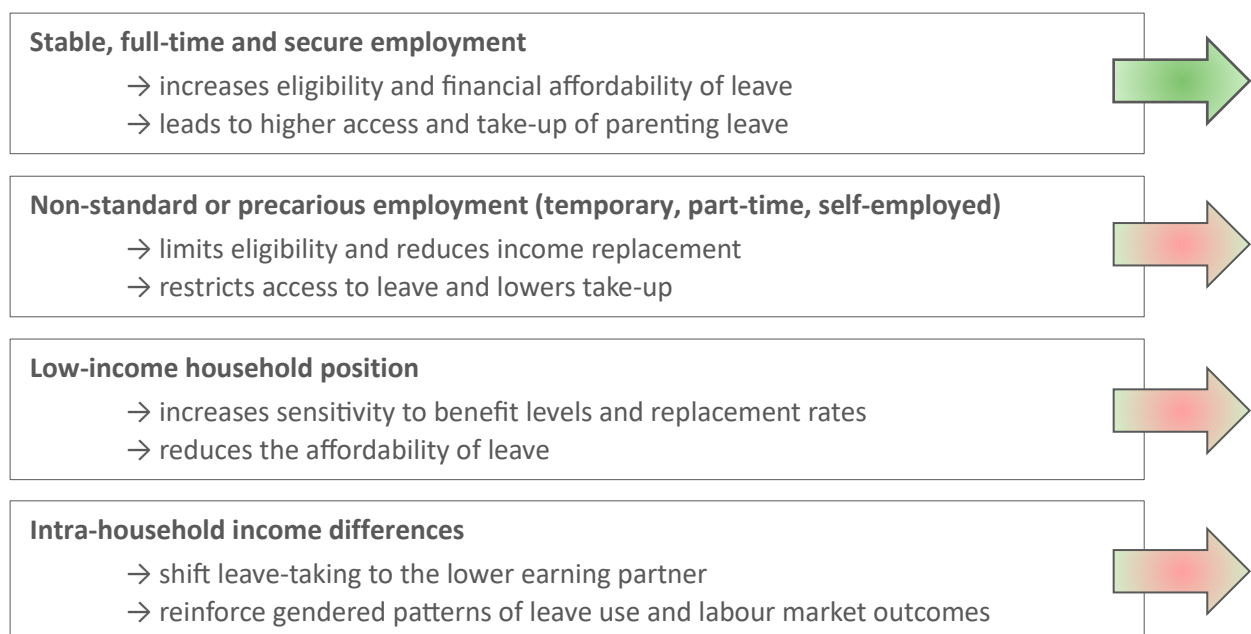
2.2 Inequalities related to socio-economic and labour market positions

Beyond gender, socio economic position and labour market status strongly shape both access to parenting leave and patterns of leave use. Parents in stable, well paid and secure employment are significantly more likely to meet eligibility criteria and to afford taking leave, while parents in non-standard, precarious or self-employed work often face restricted access, lower income replacement or greater financial constraints that limit take-up¹⁹.

Household level income dynamics reinforce these patterns. Because women’s earnings remain lower on average due to occupational segregation, the gender pay gap and unequal care responsibilities, the lower earning partner is typically more likely to take leave. This leads to a concentration of longer leave periods among mothers and contributes to the reproduction of gender inequalities in employment and income²⁰.

Educational differences further shape leave use. Higher educated fathers are more likely to take leave where compensation and entitlements are adequate, while highly educated mothers are more likely to shorten leave durations in order to maintain labour market attachment²¹. As a result, parenting leave policies may support work-family reconciliation among more advantaged households while leaving disadvantaged groups behind.

Key mechanisms of unequal access to and take-up of parenting leave across employment groups



¹⁹ e.g., Blum & Dobrotić, 2021

²⁰ e.g., Samtleben et al., 2019

²¹ e.g., Geisler & Kreyenfeld, 2018

2.3 Inequalities related to health, well-being and long-term outcomes

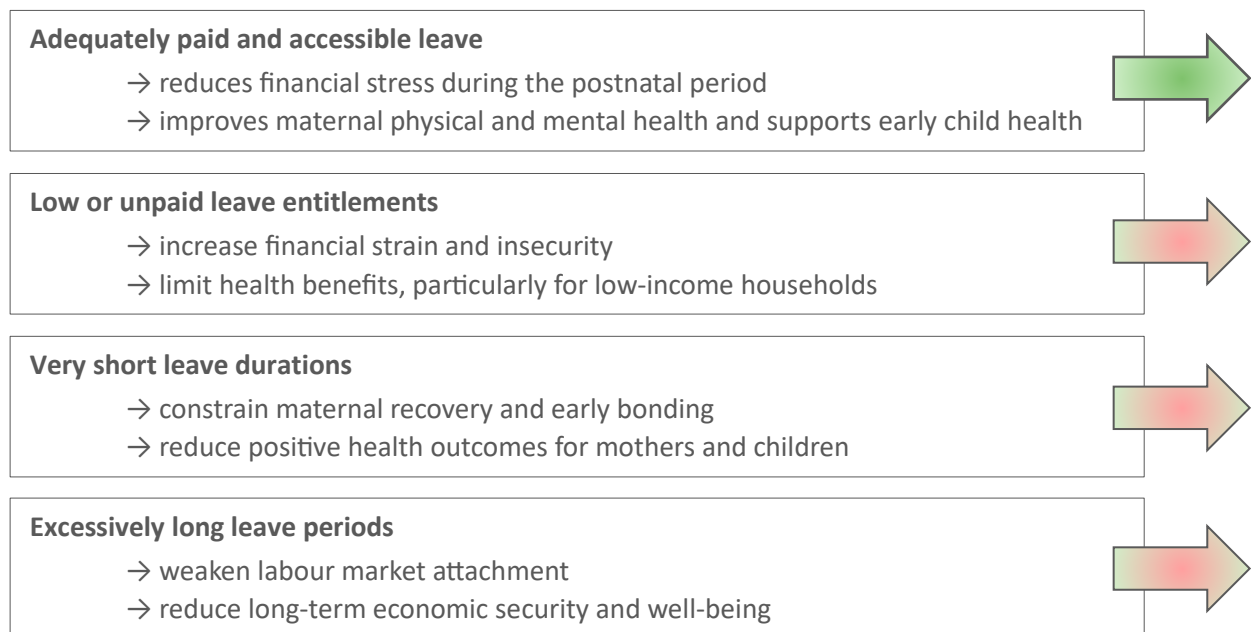
A growing body of research shows that parenting leave policies have important implications for health and well-being across the life course. Access to adequately paid parenting leave is associated with improved maternal physical and mental health, longer breastfeeding duration and better early life health outcomes for children²². These positive effects are particularly relevant for disadvantaged groups, for whom financial security during the postnatal period is crucial.

However, health effects are unevenly distributed. Poorly compensated or unpaid leave can increase financial strain and stress, especially among low-income households, thereby limiting potential health gains²³. Very short leave periods may undermine maternal recovery and early bonding, while excessively long leave durations can weaken labour market attachment and reduce long-term economic security²⁴.

Parenting leave policies therefore function as an inequality-sensitive public health instrument whose effects depend on income replacement, duration and effective access.



Key mechanisms linking parenting leave policies to health and well-being



²² e.g., Khan, 2020; Nandi et al., 2018; Tanaka, 2005; Avendano et al., 2015

²³ e.g., Dagher et al., 2014

²⁴ e.g., Akgunduz & Plantenga, 2013



2.4 Inequalities related to migration, citizenship and family diversity

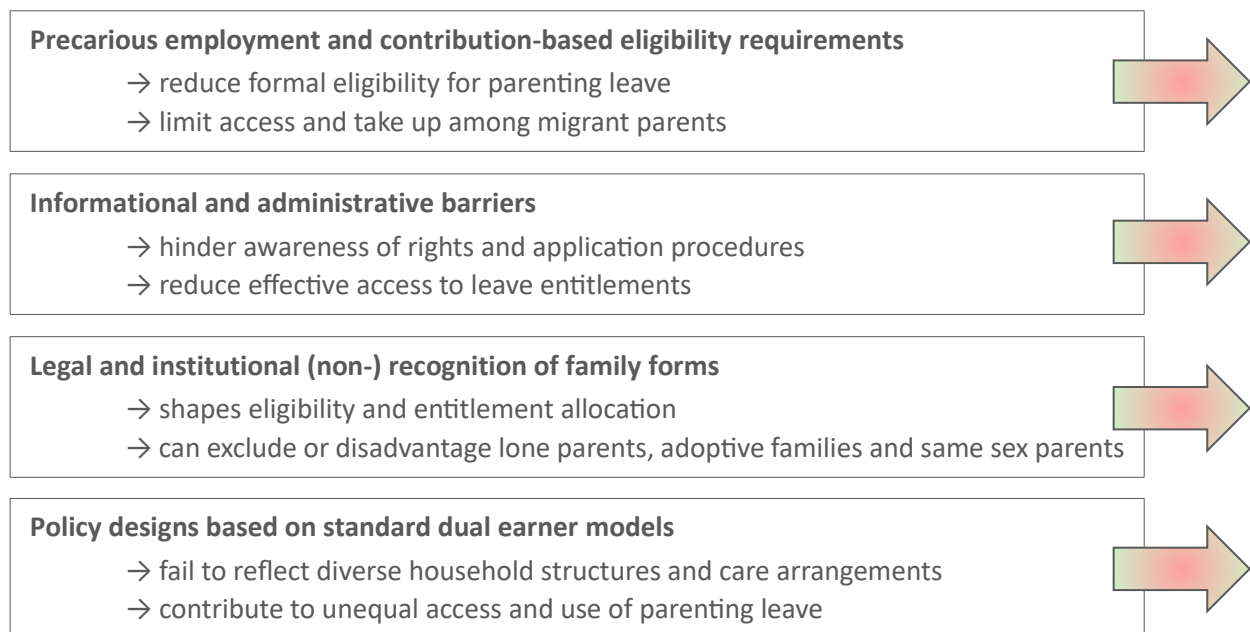
Inequalities related to citizenship, migration status and family structure are increasingly recognised but remain less systematically studied. Migrant parents are more likely to be employed in precarious jobs, to face contribution-based eligibility rules and to encounter informational and administrative barriers when accessing leave²⁵. As a result, they are less likely to qualify for parenting leave or to take leave for shorter durations than native-born parents.

In addition, many policy frameworks continue to be based on standard dual-earner family models. Lone parents, adoptive families and same-sex parents may face legal or administrative constraints that limit access or restrict how leave entitlements can be used²⁶.

Taken together, the evidence suggests that parenting leave policies may reproduce inequalities where access is tied to stable employment, formal contribution histories or narrowly defined family structures. Addressing these barriers is therefore essential for ensuring that parenting leave functions as an inclusive social right across diverse populations and family forms.



Key mechanisms of unequal access to parenting leave by citizenship status and family type



²⁵ e.g., Kilkey & Palenga-Möllenbeck, 2016; Guetto et al., 2020

²⁶ e.g., Jou et al., 2020; Raub & Heymann, 2025



2.5 Inequalities related to workplace practices and organisational contexts

Workplace practices and organisational contexts play a decisive role in translating formal entitlements into actual use of parental leave or paternity leave. Across countries, employer attitudes, organisational cultures and sector-specific constraints strongly influence whether parents can take leave in practice²⁷.

Supportive workplace environments, including positive managerial attitudes and predictable working arrangements, are associated with higher take-up of parenting leave, particularly among fathers²⁸. However, workplace cultures are often structured around the norm of an “ideal” or “unencumbered” worker who is fully available for paid work and free from care responsibilities²⁹. Such organisational norms can discourage leave-taking, particularly among fathers, even where formal entitlements exist.

Fathers are particularly sensitive to workplace norms and career expectations, while employees in precarious jobs may fear income loss or job insecurity. As a result, workplace conditions function as a critical intermediary between policy design and individual behaviour³⁰.



Key mechanisms linking workplace practices to parenting leave take-up



²⁷ e.g., Den Dulk et al., 2012; Haas & Hwang, 2019

²⁸ e.g., Bygren & Duvander, 2006; Haas & Hwang, 2019

²⁹ e.g., Acker, 1990

³⁰ e.g., Reimer, 2019



3. What We Do Not Know: Research Gaps

Building on the report “*Mapping the Unknown*”³¹, this section identifies key research and data gaps that limit the capacity for evidence-informed and inequality-sensitive policymaking on parenting leave in Europe.

Existing research demonstrates that parenting leave policies can influence inequalities across a wide range of domains. However, the current evidence base remains uneven in scope, fragmented across disciplines and limited in its capacity to inform inclusive and context-sensitive policy design. While a growing body of research documents how specific policy features influence behaviour, important gaps persist regarding how parenting leave policies affect different social groups, how their effects unfold over time and how they perform across diverse institutional contexts. In particular, there is limited and often case-specific evidence on how parenting leave policies can be designed to address multiple and intersecting inequalities simultaneously.

These limitations have direct implications for policymaking. Incomplete or uneven evidence increases the risk that parenting leave policies are designed on the basis of partial knowledge and may therefore fail to reach those groups most at risk of exclusion. At the same time, limited data and comparative evidence constrain the ability of policymakers to assess distributional outcomes, evaluate reforms and learn from policy experiences across Member States. As a result, formally inclusive entitlements may coexist with unequal access and outcomes in practice.

Addressing these challenges requires a more comprehensive and context-sensitive evidence base that captures the interaction between policy design, labour market structures, family arrangements and organisational contexts. The following sub-sections identify key gaps in current research and data, structured along core dimensions of inequality, outcomes, institutional context and data availability. For each area, they outline the main knowledge gaps and highlight the implications for policy design, monitoring and evaluation.

3.1 Uneven coverage across inequality dimensions

Research on parenting leave has focused predominantly on gender inequalities, while other dimensions of inequality remain less systematically examined. Existing evidence points to important disparities related to socio-economic position, including income, educational attainment and employment status, as well as to inequalities in health and well-being across the life course. In addition, inequalities linked to migration and citizenship status, disability and long-term health conditions, and diverse family forms, such as lone parent households, adoptive families and same-sex parents, remain under-researched and often confined to specific national contexts. As a result, current knowledge provides only a partial understanding of how parenting leave policies affect different population groups and how multiple inequalities may intersect. This uneven coverage limits the ability to assess whether parenting leave policies reduce inequalities across society as a whole or primarily benefit already advantaged groups.

³¹ Lammi-Taskula & Reimer, 2026



? Research gaps

- socio-economic inequalities related to income, educational attainment and employment status beyond standard indicators
- health and well-being inequalities across the life course, including maternal and child outcomes
- disability and long-term health conditions affecting access to and use of parenting leave
- migration, ethnicity and legal status, including barriers related to eligibility, information and administrative access
- diverse family forms and care arrangements, including lone parents, adoptive families and same-sex parents

! Challenges

- Limited and fragmented evidence on how different population groups access and benefit from parenting leave, which constrains effective policy design, monitoring and evaluation.

3.2 Limited evidence on distributional and long-term outcomes

A large share of existing research focuses on patterns of leave take-up and short-term labour market effects, particularly in relation to mothers' employment and fathers' participation in care. By contrast, there is comparatively limited evidence on how parenting leave policies shape broader distributional outcomes and long-term trajectories across different social groups. There is a lack of systematic evidence on how leave policies affect employment stability, income development and career progression over the life course, as well as on cumulative pension outcomes. Similarly, long-term effects on health and well-being for both parents and children, and on child development and intergenerational inequalities, remain insufficiently understood. Existing studies rarely capture how these outcomes vary across socio-economic groups or how multiple inequalities interact and evolve over time.

? Research gaps

- long-term employment, income and career trajectories across social groups
- cumulative pension and career effects over the life course
- long-term health and well-being outcomes for parents and children
- intergenerational and child development outcomes
- the interaction of multiple inequality dimensions over time

! Challenges

- Limited evidence on long-term and distributional outcomes makes it difficult to assess the overall effectiveness of parenting leave policies as instruments for reducing inequalities across the life course.

3.3 Limited knowledge on policy design across institutional contexts

The literature provides important insights into how specific policy features, such as benefit levels, duration and the individualisation of entitlements, influence leave-taking behaviour. However, there is limited comparative evidence on how different policy configurations perform across varying labour market structures, welfare state regimes and cultural contexts. The effectiveness of parenting leave



policies depends on how they interact with institutional settings, including levels of labour market segmentation, the prevalence of non-standard employment, the availability of childcare services and prevailing gender norms. As a result, similar policy designs may produce different outcomes across countries and population groups. Existing research remains largely country-specific and does not sufficiently capture how policy effects vary across institutional contexts or how they can be adapted to address multiple and intersecting inequalities.

Research gaps

- how policy design interacts with labour market structures, including segmentation and the prevalence of non-standard employment
- how policy configurations perform across different welfare state regimes, childcare systems and cultural contexts
- how similar policy designs affect different social groups across countries
- how workplace practices and organisational contexts mediate policy effects across sectors and occupations
- how policy design can address multiple and intersecting inequalities simultaneously

Challenges

- This limits the ability to identify context-sensitive and transferable models of inclusive parenting leave policy design.

3.4 Bias towards standard employment and family models

Existing research on parenting leave is strongly oriented towards dual-earner households in stable, full-time employment. As a result, it primarily reflects the experiences of parents with continuous employment histories and standard employment contracts, while other groups remain less visible in the evidence base. As a consequence, there is limited knowledge on how parenting leave policies operate for parents in non-standard or precarious employment, including temporary, part-time or platform work, as well as for self-employed or unemployed parents. Similarly, families with irregular or informal care arrangements, and those that do not conform to standard dual-earner models, remain underrepresented in existing research. This limits understanding of how parenting leave policies function across diverse employment trajectories and household configurations.

Research gaps

- parents in non-standard or precarious employment, including temporary, part-time and platform work
- self-employed or unemployed parents
- families with irregular or informal care arrangements
- diverse household and family structures beyond standard dual-earner models

Challenges

- This bias in research risks overlooking the needs of groups that are most vulnerable to exclusion from parenting leave schemes.



3.7 Limited knowledge on intersecting inequalities

The ways in which parenting leave policies shape inequalities are predominantly analysed along single dimensions, most notably gender, while their interaction remains insufficiently understood. In practice, however, inequalities related to parenting leave are interconnected and mutually reinforcing. Socio-economic position, labour market status, migration background, health status and family structure jointly shape access to leave, patterns of use and related outcomes.

An intersectional perspective highlights that different groups of parents face overlapping and cumulative barriers that are not adequately captured in the current evidence base. Existing research rarely examines how multiple inequalities combine over the life course or how they interact with policy design and institutional contexts. As a result, important differences in access to and outcomes of parenting leave remain insufficiently understood.

Research gaps

- limited evidence on how multiple inequalities interact in shaping access to and use of leave
- insufficient knowledge on cumulative disadvantages across groups and over time
- limited research on migrant parents, parents with disabilities and diverse family forms
- lack of comparative and intersectional evidence across countries

Challenges

- Without stronger intersectional evidence, parenting leave policies risk addressing inequalities in isolation rather than tackling their combined effects.

3.5 Data and measurement limitations

The current research base is constrained by significant data and measurement limitations. Across Europe, data on parenting leave access, take-up and outcomes are often incomplete, non-comparable or insufficiently disaggregated. Existing data sources frequently lack consistent information on who is eligible for leave, who takes it up and how leave use translates into longer-term social and economic outcomes. Moreover, differences in definitions, measurement approaches and data collection practices across countries limit the comparability of available evidence. This makes it difficult to systematically analyse distributional outcomes and to assess how parenting leave policies affect different population groups across Europe.

Research gaps

- limited availability of harmonised cross-national indicators on leave access, take-up and outcomes
- lack of longitudinal datasets linking leave use to employment, income and well-being outcomes
- insufficient disaggregation by income, employment status, migration background and family type
- inconsistent definitions of leave types and policy indicators across countries

Challenges

- These data limitations constrain the capacity for systematic monitoring, comparative evaluation and evidence-based policy learning across Europe.



3.6 Structural drivers of research gaps

The persistence of these gaps is not only a question of research focus but also reflects structural constraints in the research and policy landscape that shape data availability, research agendas and the use of evidence in policymaking.

! Challenges

- limited availability of comparable data infrastructures across Europe
- disciplinary fragmentation between labour market, gender, health and family policy research
- policy monitoring frameworks that prioritise legal compliance rather than distributional outcomes
- insufficient integration between research, policy design and policy implementation processes

! Recommendation

- Addressing these structural constraints is essential to strengthen the policy relevance of future research and to support more effective and comparative policy learning across Europe.

4. Policy Implications and Recommendations

From formal entitlements to effective and inclusive equality

The findings of this Policy Brief show that parenting leave policies play a central role in shaping inequalities across European societies. However, their inequality-reducing potential depends not only on formal entitlements but on how these are designed, accessed and used in practice.

Policies that appear formally inclusive may still produce unequal outcomes if eligibility rules exclude certain groups, benefit levels make leave unaffordable for low-income households, or workplace cultures discourage take-up. As shown in Sections 2 and 3, inequalities arise at multiple stages of the policy process, including access, take-up and long-term outcomes, and are shaped by the interaction of policy design, labour market structures, household dynamics and organisational contexts.

An intersectional perspective highlights that these inequalities do not occur in isolation. Different social groups face overlapping and cumulative barriers in accessing and using parenting leave. Policies that reduce gender inequalities, for example by increasing paternal take-up, may not automatically address inequalities related to socio-economic status, migration background, disability or family diversity. Ensuring inclusive outcomes therefore requires policy designs that respond to multiple and intersecting forms of inequality.

At the same time, policymakers must navigate potential trade-offs. Measures that promote labour market continuity and paternal involvement may need to be balanced against maternal health and recovery, child well-being, fiscal sustainability and employer capacity. These trade-offs highlight the need for context-sensitive and evidence-informed policy design that reflects diverse conditions across Member States.

Taken together, these findings suggest that policymakers need to move beyond statutory rights alone and adopt a more comprehensive approach that addresses access, affordability and effective use across social groups. Strengthening the inclusiveness and effectiveness of parenting leave policies therefore requires coordinated action across policy design, implementation, monitoring and research.

Key priorities for policy and research

Priority recommendations for **policy makers**: At national level, parenting leave policies should be designed and implemented with a clear focus on inclusiveness and inequality reduction.

- **Ensure inclusive eligibility** that covers non-standard, precarious and self-employed workers, and reduces dependence on strict contribution histories
- **Guarantee adequate income replacement** to ensure that all parents can afford to take leave, particularly those in low-income households
- **Strengthen individual and non-transferable entitlements** for each parent in order to promote a more equal division of care, while taking into account diverse household arrangements
- **Support workplace implementation**, including employer accountability, clear procedures and supportive organisational cultures across sectors
- **Integrate inequality indicators into policy evaluation**, including monitoring of access, take-up, duration and outcomes across different social groups

Priority recommendations for **European Union institutions**: At European level, stronger monitoring, coordination and data infrastructure are required to support effective and inclusive parenting leave policies.

- **Strengthen the monitoring of distributional outcomes** under the Work–Life Balance Directive, beyond formal compliance
- **Develop harmonised and disaggregated indicators** on leave access, take-up and outcomes across Member States
- **Invest in European data infrastructures and longitudinal datasets** that allow for analysis of long-term and intersectional inequality effects
- **Support comparative policy learning** and exchange of good practices across Member States

Priority recommendations for the **research community**: Addressing the research gaps identified in Section 3 is essential for improving the evidence base for policymaking.

- **Expand the analytical scope beyond gender** to include socio-economic status, employment type, migration, disability, health and family diversity
- **Adopt intersectional and multi-level approaches** that examine how different inequality dimensions interact across policy design, labour markets and households
- **Integrate quantitative and qualitative methods** in order to capture both structural patterns and lived experiences
- **Strengthen comparative and longitudinal research designs** to improve policy relevance and transferability of findings





What we know about parenting leave policies and inequalities

- Parenting leave can reduce or reproduce inequalities depending on design and use
- Inequalities arise across the policy cycle: access → take-up → long-term outcomes
- Gender inequalities in access to parenting leaves and the use of leave entitlements are well documented, but other inequalities remain under-researched
- Parents in precarious employment, low-income households and migrant families remain at risk of unequal access to parenting leaves
- Current data and monitoring systems do not sufficiently capture distributional outcomes

Key mechanisms shaping parenting leave outcomes

- Policy design affects leave-taking behavior through incentives and constraints
- Individual, well-paid and non-transferable entitlements increase fathers' take-up
- Eligibility rules and contribution requirements shape access to leave benefits
- Workplace cultures enable or constrain leave use
- Leave-taking decisions are shaped by household income structures and gender norms
- Parenting leave policies have effects on the wellbeing of families, including economic

Key action areas for policy and research

Policy Makers

- Ensure inclusive eligibility across all employment forms
- Guarantee adequate income replacement during parenting leaves
- Strengthen individual non-transferable entitlements
- Support workplace implementation and employer accountability
- Integrate inequality indicators into policy evaluation

EU Institutions

- Strengthen monitoring of distributional outcomes under the Work–Life Balance Directive
- Develop harmonised, disaggregated indicators for parenting leave entitlements & use
- Invest in European data infrastructures and longitudinal datasets
- Support comparative policy learning across Member States

Research Community

- Expand research beyond gender to multiple inequality dimensions
- Adopt intersectional and life-course approaches
- Integrate quantitative and qualitative methods in cross-country research
- Improve comparability and policy relevance of research outputs by reaching out to parenting leave experts





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Funding:

This document is based upon work from

COST Action CA21150 | Parental Leave Policies and Social Sustainability | Sustainability@Leave

supported by COST (European Cooperation in Science and Technology). COST (European Cooperation in Science and Technology) is a funding agency for research and innovation networks. COST Actions help connect research initiatives across Europe and enable scientists to grow their ideas by sharing them with their peers. This boosts their research, career and innovation.

Any citation of this document should use the following reference:

Reimer, T. and Lammi-Taskula, J. (2026), Parenting Leave Policies and Social Inequalities in Europe. Evidence, Blind Spots and Policy Direction, COST Action Parental Leave Policies and Social Sustainability (Sustainability@Leave), DOI: https://doi.org/10.31235/osf.io/xcgde_v1, available at: https://osf.io/preprints/socarxiv/xcgde_v1

For further information, please contact:

Thordis Reimer | thordis.reimer@tuhh.de
Johanna Lammi-Taskula | johanna.lammi-taskula@thl.fi

sustainable-leave-policies.eu

www.cost.eu

