

PARENTAL LEAVE IN QUÉBEC : RECENT EVOLUTIONS



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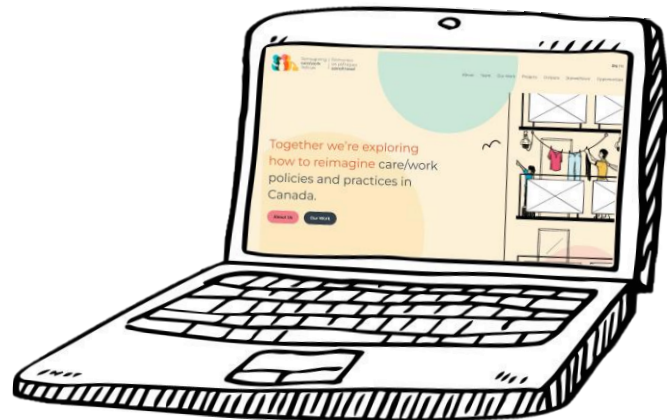


Reimagining
care/work
Policies

Réinventer
les politiques
soins/travail

**National and international experts
working within and across three clusters:**
(1) childcare; (2) parental leave; and (3)
employment policies.

50+ Co-Investigators and Collaborators



LP&R

SSHRC  CRSH



36 Partners organizations ... Including...

Vanier Institute of the Family

TELUQ

Childcare Resource and Research Unit (CRRU)

Canadian Labour Congress (CLC)

Campaign 2000

Canadian Center for Policy Alternatives (CCPA)

Oxfam Canada

Réseau pour un Québec famille

rcwproject.ca

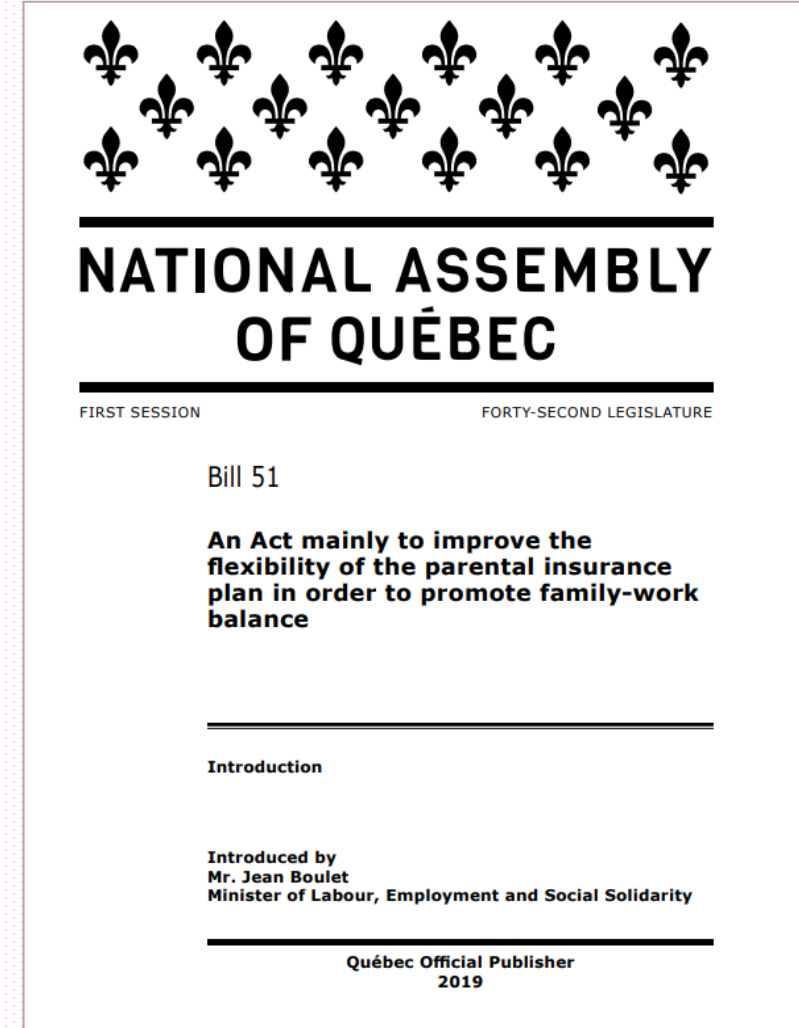
Parental benefits in Québec

Type of benefits	Basic plan (longer benefits/lower replacement rate)	Special plan (shorter benefits/higher replacement rate)
Eligibility criteria	Insurable income of 1 390 € (\$2,000)	
Maternity benefits Non-sharable, not transferable to the other parent	18 weeks 70 % of income	15 weeks 75 % of income
Paternity benefits Non-sharable, not transferable to the other parent	5 weeks 70 % of income	3 weeks 75% of income
Parental benefits Can be shared	32 weeks •7 first weeks: 70 % of income •25 following weeks: 55 % of income	25 weeks 75% of income
Maximum insurable income	63 270 € (\$91 000)	



Two recent changes in QPIP

Since January 2021:

- parents can use their benefits over an 18 months period, instead of 12 months
- parents are offered additional weeks of parental or adoption benefits when they share a certain number of weeks of benefits



Creating incentives for the sharing of parental benefits

	Basic plan (longer benefits/lower replacement rate)	Special plan (shorter benefits/higher replacement rate)
Shareable Parental benefits	<p>32 weeks</p> <ul style="list-style-type: none"> • 7 first weeks: 70 % of income • 25 following weeks: 55 % of income <p>When each parent takes 8 weeks of parental benefits</p> <p style="text-align: center;"></p> <p>4 additional weeks of benefits at 55% of earnings</p>	<p>25 weeks</p> <ul style="list-style-type: none"> • 75% of income <p>When each parent takes at least 6 weeks of parental benefits</p> <p style="text-align: center;"></p> <p>3 additional weeks of benefits at 75% of earnings</p>

How do fathers react to the introduction of an incentive to share parental benefits?

Do more fathers share parental benefits with their partner?



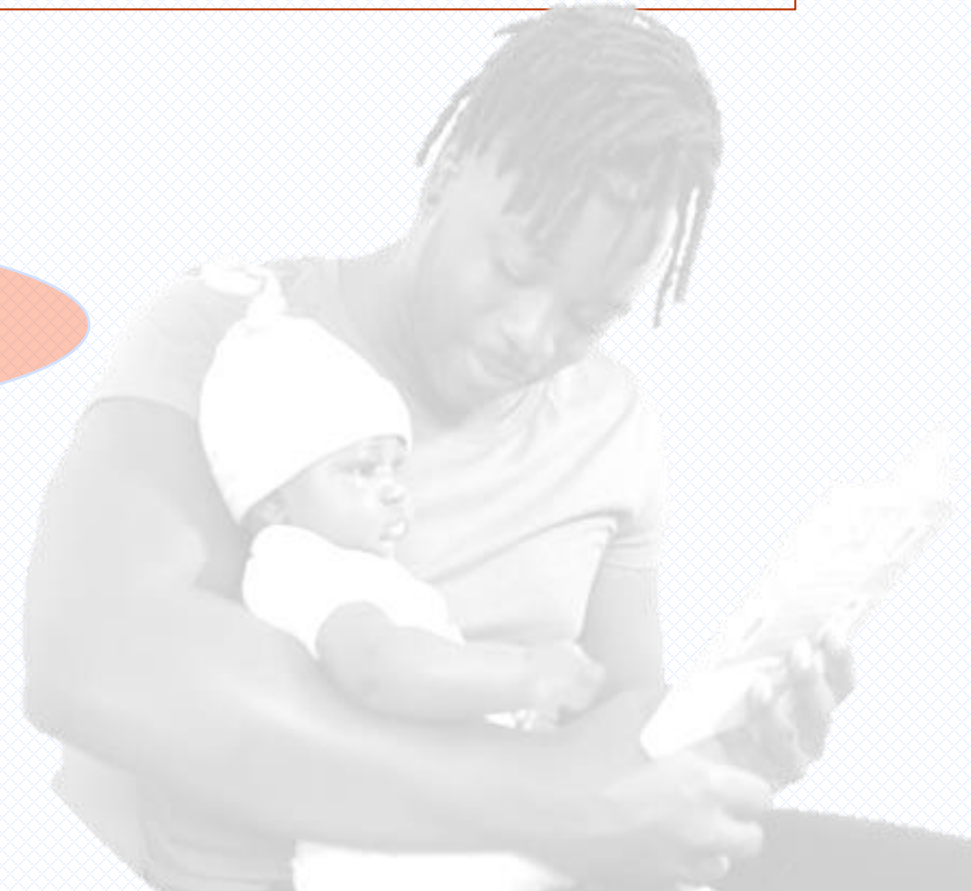
Father's uptake of benefits in developed countries

Key determinants in the uptake of paternity and parental benefits

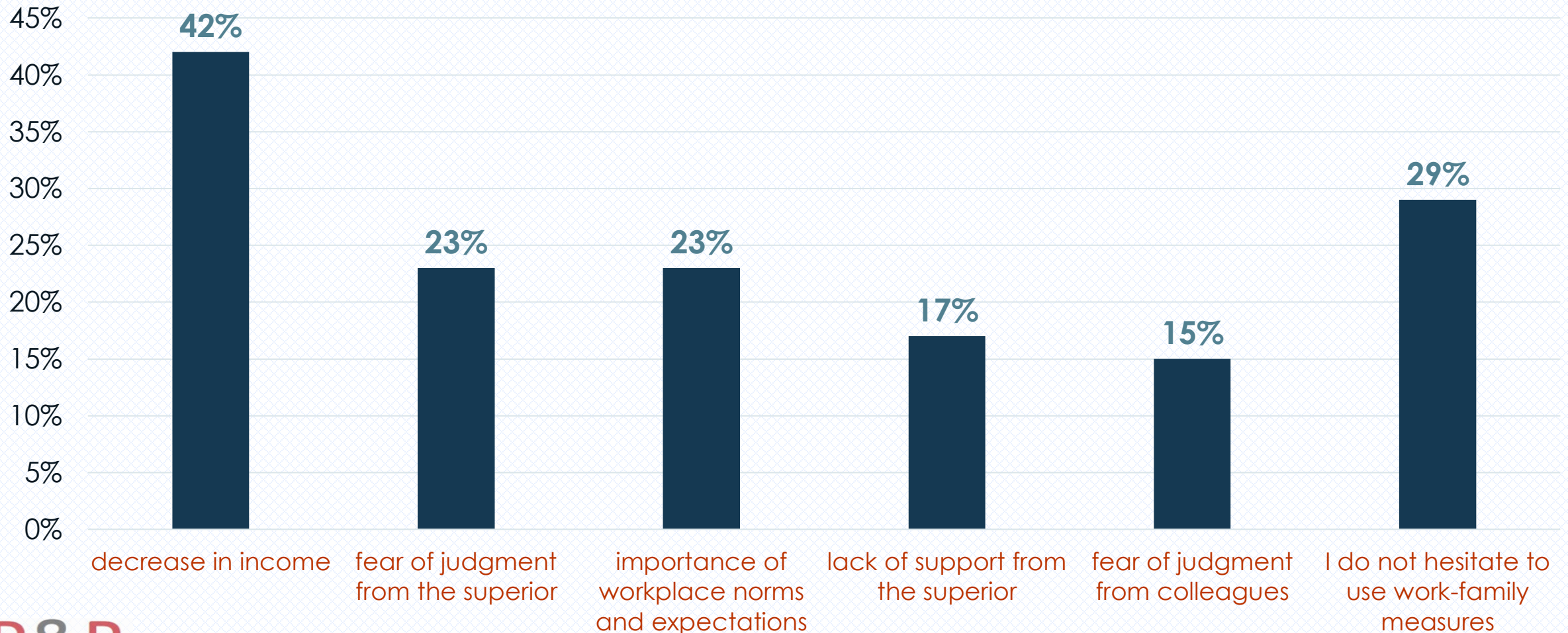
- Fathers' quota, which is not transferable to mothers and that is offered as an individual right;
- High benefit levels.

Québec has quotas, but only for paternity benefits (and not parental benefits)

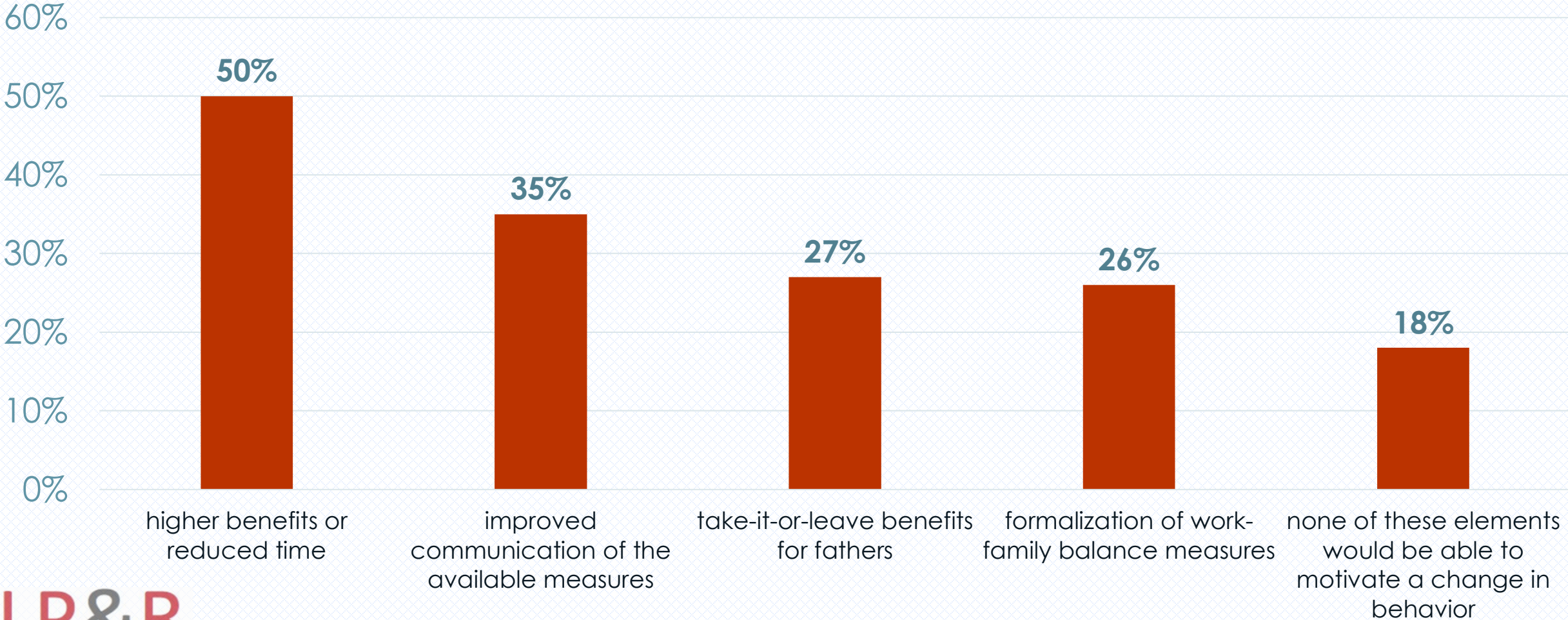
The additional weeks of benefits offered to couples who share parental benefits are paid at 55% of the income



Recent research with the “Regroupement de la valorisation de la paternité” in Quebec (Association for the Recognition-Valuation of Fatherhood) shows the existence of **barriers** to the utilization of work-family balance measures.



Recent research with the “Regroupement de la valorisation de la paternité” in Quebec (Association for the Recognition-Valuation of Fatherhood) also shows there are **incentives** to the utilization of work-family balance measures.




Hypothesis

The incentives put in place will have limited effect on the sharing of parental benefits.

- ▶ **Only 70% of fathers use the take-it-or-leave it paternity benefits in Québec.**
The uptake of parental benefits is much lower (28% in 2019).
- ▶ *Women tend to consider parental benefits as **their benefits**.*
- ▶ *The additional weeks are paid at **55% of the income**.*



Methodology



2006-2021 administrative data on the uptake of benefits by men and women, provided by the Conseil de gestion de l'assurance parentale (CGAP), the organization that manages Québec parental insurance plan (QPIP).

Preliminary data show positive results

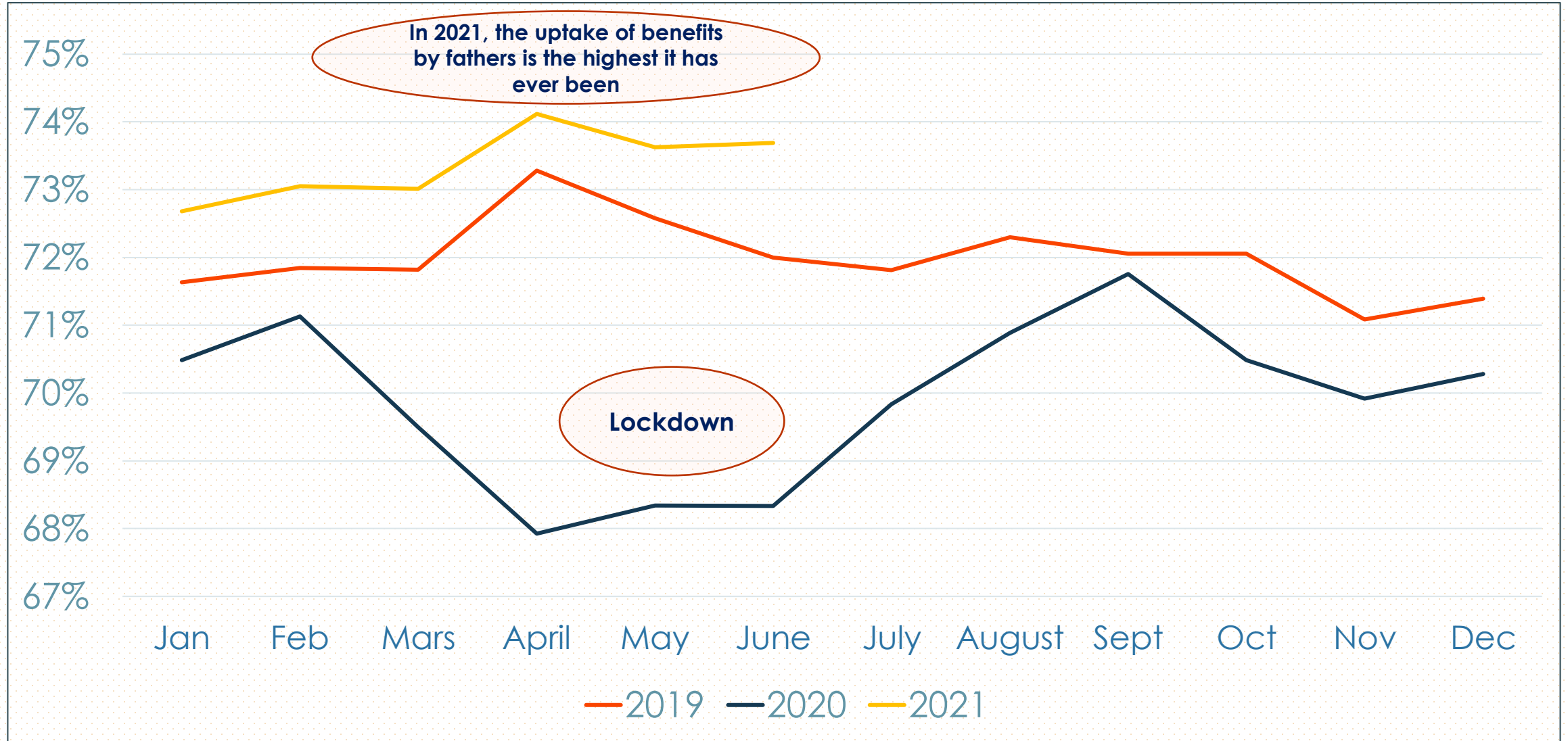
1.

Since 2021, there has been an important increase in the percentage of couples that share parental benefits

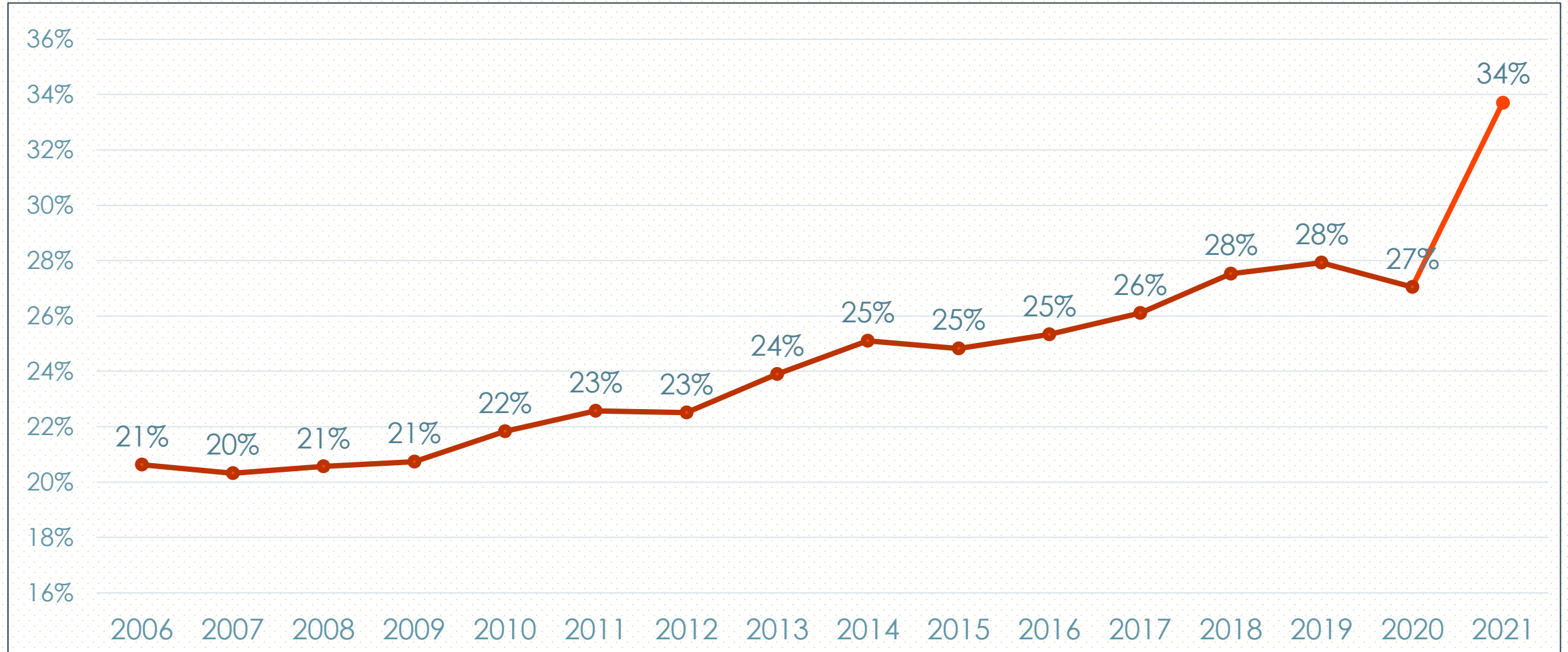
2.

In 2021, a larger proportion of fathers took at least 6 weeks of parental benefits (in addition to paternity benefits) than before

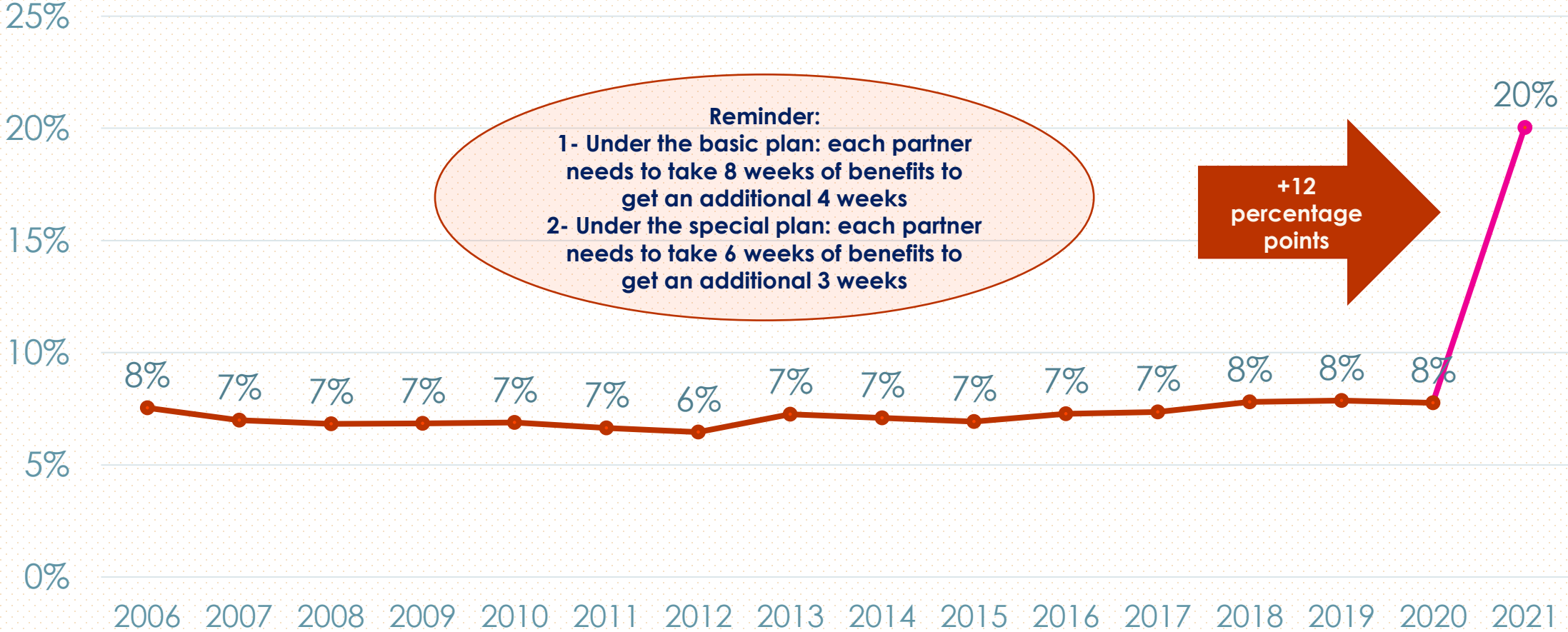
Uptake of benefits (paternity + parental) by fathers, 2019-2021



Share of families covered by QPIP in which the father takes at least one week of shareable parental benefits



Proportion of couples where each parent take the number of weeks required to access additional weeks of benefits



QPIP recently changed its legislation to introduce incentives to facilitate the sharing of parental benefits. Couples who share parental benefits are now entitled to additional weeks.

Preliminary data show that the incentive is working and that more couples share parental benefits despite:

- low replacement rates;
- a significant lost in income when using benefits;
- fear of judgment from superior and colleagues
- the shareable nature of parental benefits;
- the increased proportion of people who work from home.



Reflecting on the key determinants of parental benefits for fathers

Being a good father is being:	Québec	Other provinces
A role model	48%*	39%*
An educator	37%*	16%*
A protector	39%	36%
A breadwinner	12%*	43%*
A caregiver	45%	40%

Source: Regroupement pour la valorisation de la paternité, 2021.

- Taking parental benefits before paternity benefits
- Parents want to have more time with their baby
- Lack of childcare spaces

Final thoughts



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