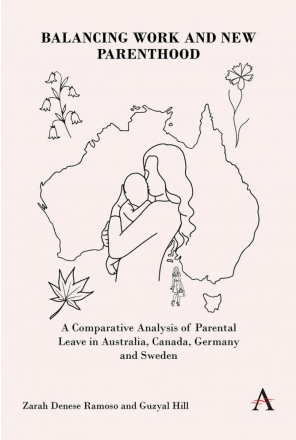

Balancing Work and New Parenthood

A Comparative Analysis of Parental Leave in Australia, Canada, Germany and Sweden

By Zarah Denese Ramoso and Dr Guzyal Hill

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Presents a comparative analysis of the Australian parental leave system and offers recommendations for reform, applying various feminist theories and drawing on data from OECD countries. This book opens new perspectives on parental leave in Australia with recommendations for reform based on the legislation of three comparable OECD countries and the latest scientific health recommendations by WHO.

This book closely examines the current parental leave provisions in Australia, both paid and unpaid, provided by both the government and private sector. In order to provide a comprehensive analysis of the Australian parental leave system, a comparison is made between the Australian provisions and those of Canada, Germany and Sweden. Applying various feminist theories to the analysis, recommendations for reform are identified to address the gaps found in the current system.

Readership

This book will be of interest to anyone who wants to learn about the current state of parental leave policies in Australia, and how they compare to those of other countries in the Organisation for Economic Co-operation and Development (OECD).

Contents

Foreword; 1. Introduction; 2. Rights to Parental Leave; A Feminist Jurisprudence; B Global Frameworks; C International Labour Organization Standards; 3. Australia's Paid Parental Leave; A Paid Parental Leave Scheme; B Employer-Paid Parental Leave; C Domestic Laws; 4. Paid Maternity and Parental Leave in Comparable OECD Countries; A Canada; B Germany; C Sweden; 5. Call for Law Reform; Conclusions

About the Author(s) / Editor(s)

Zarah Ramoso is a mother, lawyer, and author who is passionate about women's empowerment and bridging the gap between motherhood and women's career.

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