

# Work-family reconciliation and use of parental leave in Luxembourg

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## PROPOSITIONS ACCOMPANYING THE DISSERTATION

### WORK-FAMILY RECONCILIATION AND USE OF PARENTAL LEAVE IN LUXEMBOURG

By Nevena Zhelyazkova

1. Even though the option of parental leave is available for both women and men in the same way and under the same conditions, there are large gender differences in whether, when and in what form mothers and fathers use parental leave.
2. The birth of a child is a turning point in most women's career trajectories, whereby it is often followed by parental leave, reduction of working hours, leaving the labour force or a combination of these. In contrast, for the majority of men, the arrival of the child in the family is rarely followed by a career discontinuity.
3. For mothers, salary-related earnings are among the main predictors of remaining in the labour force after maternity and after parental leave. Lower-earning (and presumably lower-qualified) women are more likely to remain outside the labour force for a prolonged period of time.
4. For fathers, there is a negative relationship between salary-related earnings and taking parental leave. However, increases in salary seem to be positively associated with taking parental leave.
5. Parental leave is a subject on which everyone has something to say: after all even if one has not been a parent, one has certainly at some point been a child.
6. If social policies are to make a shift towards encompassing the whole life course of individuals, then policy analysis should also adopt a holistic approach.
7. "In the digital age, data takes on a whole new value, and with new technology we can do great things with it. Opening it up is not just good for transparency, it also stimulates great web content, and provides the fuel for a future economy." ~ Neelie Kroes (Vice-President of the European Commission responsible for the Digital Agenda)

8. “Government administrative data are almost certainly underutilized, both by government agencies and, because of limited and restricted access, by researchers and private data vendors who might use this data to uncover new facts.” ~ Einav & Levin (2014)
9. “Big data poses enormous challenges for data protection both by processors and regulators. It simultaneously changes the context and raises the stakes for data protection.” ~ Kuner, Cate, Millard & Svantesson (2012)
10. In order to move forward one must take small steps. When too big spaces must be crossed, it is necessary to build bridges.