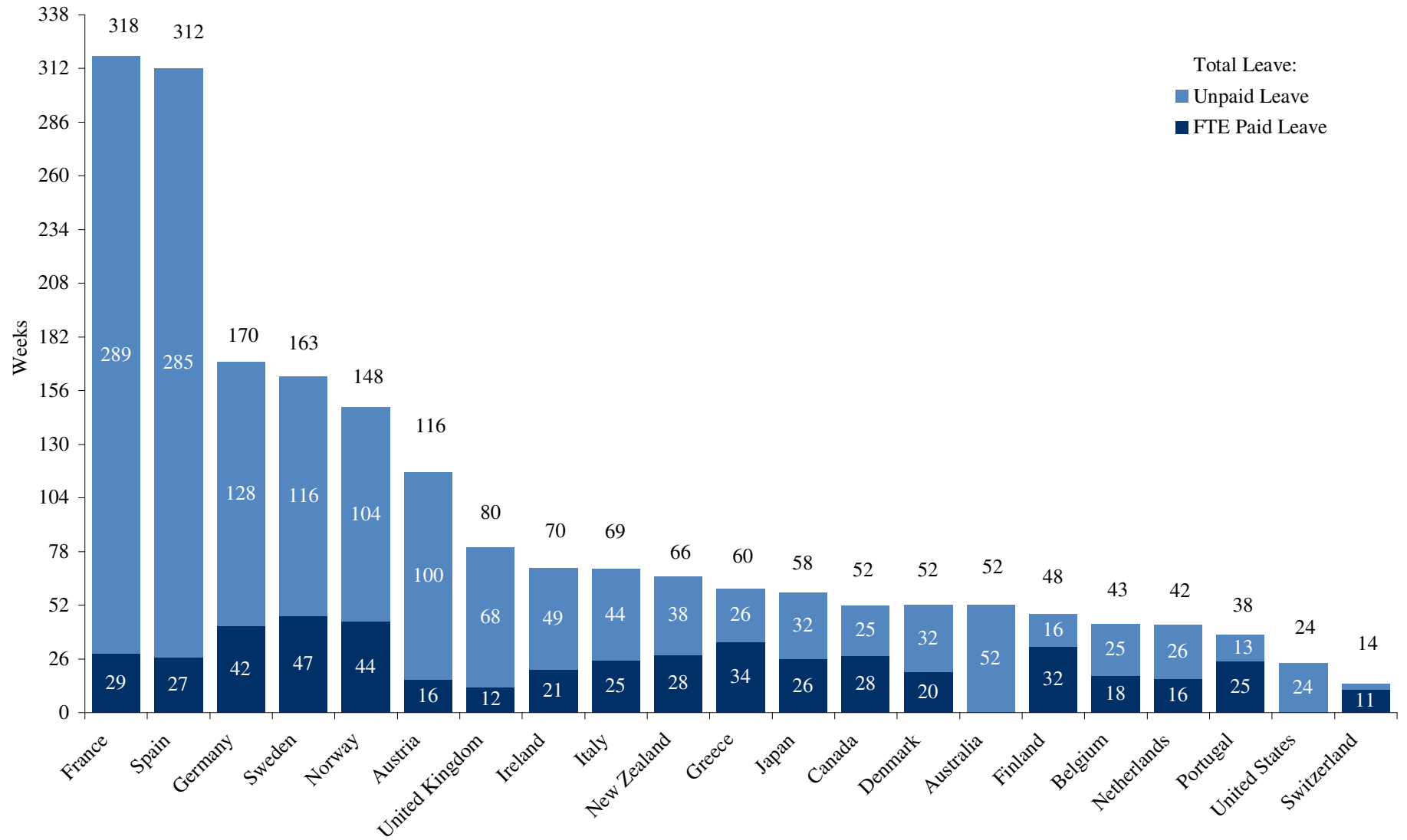


TOTAL AND FTE PAID PARENTAL LEAVE FOR TWO-PARENT FAMILIES



Source: Authors' analysis and Ray (2008).