Differences in entitlements across gender and class + Impact how parental leave entitlements can be converted into valued functionings = Gender differences across class lines in real opportunities created by parental leave systems

Real opportunities to achieve valued functionings:
- to stay in the job market while having a child;
- to care personally for a child;
- to be cared for by both parents.

Gender differences across class lines in leave uptake + time with the child.