

ANNEX 2.A4: NOTES FOR THE TAX-BENEFIT ANALYSIS, 2008

Introduction

Using the notes below, and the information provided in the *Benefits and Wages* [country chapters for 2008](#), we explore the distributional aspects of tax and benefit policies by child age in chapter 2 of the OECD report *Doing Better for Families*.

The approach taken is to examine net transfers to families of different types as their children age by dynamically adapting the OECD Social Policy Division's 2008 static tax-benefit models to allow the birth and ageing of children, and to examine the consequent evolution of net family income. The dynamic model allows consideration of how tax-benefit systems effect income changes at different stages of the child life cycle by different levels of gross earned income, family size, or family structure.

For the various assumptions applied in the modelling and justification of the countries selected and outlined here please see Chapter 2 of *Doing Better for Families*.

The information outlined below is drawn directly from three sources, and cross-checked where possible. Sources include:

MISSOC (2010), *Social Protection in the Member States of the European Union of the European Economic Area and Switzerland*. Situation on July 1st, 2008. European Commission, Brussels.

OECD (2010), *Benefits and Wages Country Chapters*. Downloaded at http://www.oecd.org/document/0/0,3343,en_2649_34637_34053248_1_1_1_1,00.html, May, 2010.

Social Security Programmes throughout the World 2010, *Europe in 2008, Policies for Asia and the Pacific in 2008; Policies for the Americas in 2007*. www.ssa.gov/policy/docs/progdesc/ssptw/

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AUSTRALIA

1. Birth grants

In 2008 a birth grant was payable to people with newborns, adopted children, or children who die during or shortly after birth. Australia also pays a maternity immunisation allowance (see interaction with other benefits).

1.1 Conditions for receipt

This is a government-funded universal benefit based on residency. No other qualifying conditions.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The birth grant is a lump sum of AUD 5 000 paid for each child. As of January 1st 2009, the sum is paid in 13 equal biweekly instalments.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

Family benefits are not taxable.

Australia also pay a Maternity Immunisation Allowance to parents with children under 24 months that have received all recommended immunisations for a child aged 18 months of age (or with a valid exemption). The benefit is paid in a lump sum of AUD 222.30. From 2009 the payment is made in 2 parts.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

In 2008 there were no public maternity benefits paid in Australia. A birth grant was payable to people with newborns (see birth grant).

Employee provided maternity leave is available in Australia, more commonly available to higher earners.

3. Paternity benefits

Fathers are entitled to unpaid leave – see parental benefits.

4. Parental leave benefits

Unpaid parental leave is available (52 weeks). The leave is to be shared between parents.

Australia plans to bring in a paid parental leave in 2011. To be paid at the level of the federal minimum wage (around AUD 550) for a maximum of 18 weeks. An income test will apply.

5. Other child raising allowances

None.

AUSTRIA

1. Birth grants

None.

2. Maternity benefits (income maintenance in the event of childbirth)

The cash Maternity Benefit in Austria (*wochengeld*) is a compulsory social insurance scheme with cash benefits for insured women. Benefit payments are related to earnings.

Legal basis: General Social Insurance Act (*Allgemeines Sozialversicherungsgesetz, ASVG*) of 9 September 1955. Federal Hospitals Act (*Krankenanstaltengesetz, KAG*) of 18 December 1956 and Hospitals Acts of the Länder. Families' Compensation Act (*Familienlastenausgleichsgesetz*) of 24 October 1967.

2.1 Conditions for receipt

Cash benefits are available to all women in paid employment (insurance is compulsory) as well as women who are out of work but in receipt of unemployment insurance. There are no additional qualifying conditions.

Insurance contributions are 3.95% of covered wages (manual workers), 3.75% of covered salary (white collar workers), and 3.6% of earnings for those on free service contracts (*freie dienstnehmer*) or 5.10% of the pension (pensioners 2006 figures). The minimum earning levels for employed persons' contributions is EUR 349.01 a month; those with lower earnings receive statutory continuation of earnings from employers. Apprentices and pensioners have no minimum earnings. The maximum monthly earnings for contribution purposes are EUR 3 930.

Self-employed persons pay 7.65% of earned income to a monthly maximum of EUR 4 585.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Maternity leave covers 8 weeks before and after the birth of a child (16 weeks in total) if the payment of wages and salaries are not continued by the employer. In the case of premature births, multiple births or Caesarean sections, post-confinement leave is extended to 12 weeks.

Payments are made at the level of the average net earned income in the last 13 weeks (or 3 months). For those with earnings below the compulsory insurance threshold, with voluntary insurance, or with a free service contract (*freie Dienstnehmer*), maternity is paid at EUR 7.55 per day.

2.2.2 Income and earnings disregards

Payments are calculated on net earned income.

2.3 Tax treatment of benefit and interaction with other benefits

The Maternity Benefit is not subject to taxation or social security contributions.

Benefits in-kind, associated with maternity, include medical care and midwife care, hospital or maternity hospital care, care provided by certified children's nurses and baby nurses, and pharmaceutical products, drugs and appliances. These forms of in-kind care are provided to women with health insurance, and female dependents of insured women.

2.4 Treatment of particular groups

Employees who earn less than EUR 349.01 per month are entitled to a statutory continuation of payment by their employer.

Particular treatment exists for public-sector and railway employees, and self-employed persons in agriculture and trade.

3. Paternity benefits

No paid paternity benefits in Austria.

4. Parental leave benefits

A Child Raising Allowance is a universally available means-tested benefit for Austria residents with children. The Child Raising Allowance (*Kinderbetreuungsgeld*) does not have employment conditions or insurance contributions requirements.

4.1 Conditions for receipt

The benefit is payable to parents as well as adoptive and foster parents. It is delivered through a universal system, and is means-tested payment based on residency.

This benefit is paid to families receiving the Child benefit (*Familienbeihilfe*), if the recipient (one parent) has additional earnings that do not exceed EUR 16 200 per year. The mother also needs to meet the conditions of having ten medical examinations according to the Mother-and-child-passport examination programme.

It is possible to receive unemployment benefit (*Arbeitslosengeld*) during and after child-raising allowance (*Kinderbetreuungsgeld*) has been granted, provided all the other conditions have been met.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

The Child Care Allowance provides parents with the option of taking leave until the child is 30 or 20 or 15 months, with higher daily rates paid for shorter leave periods. Leave of 30 months pays EUR 14.53 daily, leave of 20 months pays EUR 20.80 daily, and leave of 15 months pays EUR 26.60 daily

The period of leave can be extended by 20% if both parents claim the raising allowance. It is also possible for the parents to claim the benefit twice in turn.

The rate of benefit is raised by a EUR 6.06 daily supplement for single parents with earnings below EUR 5 200 per year, or couples with spouses with earnings lower than EUR 7 200 per year. For couples with earnings above EUR 7 200 the additional daily income is deducted from the supplement. The supplement must be repaid before the child reaches age 15.

The benefit is paid for the youngest child only, in the case of multiple births a daily supplement is added to the benefits (EUR 7.27).

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

The benefit is not taxed or subject to social contributions.

Unemployment benefit can be received at the same time as child raising allowance. Child raising allowance cannot be received at the same time as maternity benefit or the foreign benefit.

4.4 Treatment of particular groups

None.

5. Other child raising allowances

None.

BELGIUM

1. Birth grants

The Birth Grant is delivered through an employer funded-social insurance scheme. Higher payments are paid for the first child. Payments may be received up to 2 months before the expected date of birth.

1.1 Conditions for receipt

There are no insurance conditions for employees, and self-employed people do not qualify.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The amount paid is EUR 1 107.80 for the birth of the first child and EUR 833.49 for subsequent births.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

The benefit is not taxed or subject to social contributions.

An adoption grant paid at the amount of EUR 1 107.80 is also available in Belgium (*prime d'adoption/adoptiepremie*).

1.4 Treatment of particular groups

Special systems exist for self-employed persons and civil servants.

2. Maternity benefits (income maintenance in the event of childbirth)

Belgian maternity benefits are delivered through a compulsory social insurance scheme covering all of the active population. There are differences between schemes for employed and self-employed people (there is no voluntary insurance scheme in Belgium). For insured employees (with a labour contract) the periodic cash benefit is earnings-related. For the self-employed a lump-sum benefit is provided.

Legal basis: Health Care and Sickness Benefit Compulsory Insurance Act (*Loi relative à l'assurance obligatoire soins de santé et indemnités/Wet betreffende de verplichte verzekering voor geneeskundige verzorging en uitkeringen*), co-ordinated on 14 July 1994, Royal Decree of 3 July 1996 on the execution of this Act and Regulation of 16 April 1997 on the execution of Article 80, 5° of this same Act. Royal Decree of 20 July 1971 on the creation of a health care and maternity insurance for the self-employed and their helping spouses.

2.1 Conditions for receipt

Eligibility to the periodic maternity cash benefit (*indemnité de maternité/moederschapsuitkering*) requires that social contributions should be paid for a minimum of 6 months. The basic contribution is derived from the 13.07% of earnings paid into the global management scheme.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

A total of 15 weeks leave is available for mothers in Belgium (normal births). 6 weeks are available prenatal, at least one of which must be taken before confinement. In the case of multiple births prenatal leave is extended by 2 weeks.

Periodic cash Maternity benefit is paid at 82% of wages (without ceiling) in the first 30 days, and 75% of wages up to ceiling respectively afterwards.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Maternity benefit is subject to taxation. A tax reduction is allowed in accordance to the taxpayer's income (general taxation).

No social security contributions are required.

Health care associated with birth is delivered to all insured women and female members of their family (health insurance). In-kind services associated with maternity include: injections (vaccinations), pre- and post-natal care, monitoring and assistance during labour and delivery in a hospital or day-hospital or at home. To receive the health services a minimum amount of contributions are required (in the current or in the previous year). Minimum contributions were age-related in 2008 (up to 21 years of age EUR 3 851.73, 21 years and older: EUR 5 135.64). A qualifying period of 6 months with 120 working days is required in special cases only.

Adoptions leave is also available in Belgium.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period.

Special regulations for the maternity cash benefit exist for unemployed workers and for the disabled.

3. Paternity benefits

Fathers are entitled to 10 days of paternity leave on the birth of their child (three days of which are obligatory). If the mother dies, or is hospitalised for an extended period the father can take some of the mother's maternity leave.

3.1 Conditions for receipt

Leave must be taken within 30 days of birth. To take the 7 non-obligatory days of leave, 12 months of employment in the last 15 months is required.

For social contribution conditions see maternity benefit.

3.2 Calculation of benefit amount

3.2.1 Calculation of gross benefit

The first 3 days are compulsory and paid at 100% of salary. The following 7 days are paid at 82% of wages.

3.2.2 Income and earnings disregards

3.3 Tax treatment of benefit and interaction with other benefits

See Maternity benefit.

3.4 Treatment of particular groups

Adoption leave is also available for fathers.

4. Parental leave benefits

The parental leave benefit in Belgium is delivered through a contributions-based social insurance scheme. Flat-rate monthly benefits are paid to parents that interrupt their employment to care for their children.

4.1 Conditions for receipt

Parents are eligible after 12 months of employment in the past 15 months with the same employer. Insurance contributions apply (see Maternity leave).

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

The benefit can be taken up until the child is aged 4 (or 8 if disabled). If interrupting full-time employment, leave can be taken for 3 months, for interrupting part-time work, 6 months are available.

The benefit is paid at a flat rate of EUR 684.94 per month for full-time interruption, and EUR 342.46 per month for half-time interruption (this amount is increased to EUR 580.90 for persons over 50 years of age). Amounts are calculated proportionally for part-time workers.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

The benefit is subject to taxation. A means-tested tax reduction is allowed. No social security contributions are payable.

4.4 Treatment of particular groups

Regional supplements exist in Flanders.

5. Other child raising allowances

None.

CANADA

1. Birth grants

None.

2. Maternity benefits (income maintenance in the event of childbirth)

Canada provides a social insurance scheme-based earnings replacement maternity cash benefit for employees. Maternity cash benefits in Canada are paid to all salaried workers, including federal government employees and self-employed fishermen. Self-employed persons in Quebec are eligible for maternity and parental benefits if they are covered by the Quebec Parental Insurance Plan. Provincial government employees may be covered with the consent of provincial government. Self-employed persons (other than fishermen) are excluded from the benefit.

Legal basis: The employment insurance Act (1996) and Employment insurance regulations.

2.1 Conditions for receipt

Claimants must prove pregnancy and have at least 600 hours of covered employment in the previous 52 weeks. In Quebec, eligibility for maternity benefits is based on having at least CAD 2 000 of insured income in the previous 52 weeks.

Employed insured persons contribute 1.8% of earnings to a maximum earned income threshold of CAD 40 000, except in Quebec where 0.416% of earnings is contributed (no maximum). Self-employed persons are excluded from the federal program. In Quebec the self-employed are included and pay 0.737% of taxable income.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Maternity starts 8 weeks before the expected delivery date, and 17 weeks following the expected date of confinement or the birth itself, whichever is later. The benefit is paid for up to 15 weeks, plus up to 35 additional weeks for parental care (provided by the mother, father, or both) on the birth or adoption of a child. The maternity benefit is equal to 55% of average weekly covered earnings in the last 26 weeks, plus a family supplement for lower-income earners with dependent children (where annual net income is lower than CAD 25 921). The maximum weekly benefit is CAD 423. If the household has a low income and at least one dependent child, the benefit can be increased by up to 80% subject to maximum weekly benefit amount (CAD 423).

Maternity benefits in Quebec are equal to 70% of insured earnings and are paid for 18 weeks or 75% of insured earnings for 15 weeks. Paternity benefits cover 70% of insured earnings for 5 weeks or 75% for 3 weeks. In Quebec parental benefits (mother, father, or both) are equal to 70% of insured earnings for 7 weeks then 55% of covered earnings for 25 weeks or 75% of covered earnings for 25 weeks.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Maternity benefits are taxable and subject to general taxation rules. No social security contributions are required.

Maternity services (benefits in-kind) are covered alongside the cash benefits. Medical services and hospitalisation in the event of pregnancy and childbirth are provided by provincial health insurance programs. Requirements include residency and provincial waiting period (which can be no longer than 3 months). Parental benefits and adoption benefits are also payable.

2.4 Treatment of particular groups

None.

3. Paternity benefits

There is no leave equivalent to maternity leave for fathers. Father can share, or take the whole of, the parental leave (35 weeks following maternity). See maternity benefits for rules.

4. Parental leave benefits

Parental leave in Canada is an extension of maternity. See maternity benefits for rules on the additional 35 weeks of parental care paid following maternity.

5. Other child raising allowances

None.

CZECH REPUBLIC

1. Birth grants

In the Czech Republic a Birth Grant (*Porodné*) is paid to mothers with newborns. In case of the death of the mother (and an unpaid grant) the father can receive the money. If the child is taken into care by a third party before their first birthday, the substitute carer will also receive the grant.

1.1 Conditions for receipt

Payable to permanent residents through a government-funded universal system, without additional qualifying conditions.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The amount of Birth Grant is CZK 13 000 (EUR 546) for each child.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

The grant is not taxed and no social contributions are payable.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

Cash maternity benefits (*Dávky v mateřství*) in the Czech Republic are delivered through a compulsory social insurance system for all permanent residents. Benefits are earnings-related.

Legal basis: Act No. 54/1956 on Employees' Sickness Insurance (*Zákon o nemocenském pojištění zaměstnanců*). Act No. 88/1968 on Maternity Benefits, Maternity Leave and Child Benefits (*Zákon o prodloužení mateřské dovolené, o dávkách v mateřství a o přídavcích na děti z nemocenského pojištění*). Act No. 48/1997 on Public Health insurance (*zákon o veřejném zdravotním pojištění*).

2.1 Conditions for receipt

To receive Maternity Benefit the recipient needs at least 270 days of insurance contributions during the two years before childbirth. For the self-employed another 180 days of participation in the sickness insurance scheme during the year preceding the birth is required. Both loss of earnings and a Doctor's note confirming pregnancy are also required. The benefit can also be paid to substitute carers of the child (substitute carers may include men).

Employees contribute 4.5% of the gross salary to the scheme to a ceiling of 48 times the monthly average wage (CZK 1 034 880 or EUR 43 437 per year). Self-employed people contribute 13.5% of the assessment base (50% of their income from business and from other independent gainful activity minus costs) to the same ceiling.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Maternity Benefit is paid during leave which begins six to eight weeks before expected birth and lasts a total of 28 weeks in normal cases, and 37 weeks in the case of a multiple birth.

The benefit payment is 69% of the Daily Assessment Base (*Denní vymerovací základ*) which is calculated using gross monthly earnings. For earnings up to CZK 550 (EUR 23) daily assessment base is 100%, for CZK 550 (EUR 23) to CZK 790 (EUR 33) it is 60%. Earnings over CZK 790 (EUR 33) are not taken into account.

2.2.2 *Income and earnings disregards*

2.3 Tax treatment of benefit and interaction with other benefits

The maternity benefit is not subject to taxation or social security contributions.

In-kind benefits associated with childbirth are also provided through a compulsory social insurance system. In-kind services associated with child birth include pre-natal and post-natal care, and free confinement and hospital care.

Maternity Compensation Benefit (*Vyrovňovací příspěvek v tehotenství a mateřství*) is paid when mothers have to transfer jobs during pregnancy and earnings are reduced. It is paid for the day of the transfer until leave begins, and then up until the ninth month following birth. Maternity compensation is paid at the difference between the earnings before and after job transfer using the Daily Assessment Base rules above.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period.

3. Paternity benefits

No paid paternity benefits.

4. Parental leave benefits

Child-raising allowances in the Czech Republic are paid through the Parental Allowance (*Rodičovský příspěvek*). It is a universal system that pays a flat-rate payment to parents caring full-time for their children at home.

The benefits is payable to Czech residents, EU citizens, and selected others (see Act No 117/1995).

4.1 Conditions for receipt

A parent providing full-time and proper care for the youngest child in the family receives the payment. The child must not exceed a number of hours in centred-based childcare during the leave period. Parents can work during the leave period, if the child is cared for by another responsible adult. There are no other qualifying conditions.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

The benefit is paid at three different rates according to length of leave. Leave until the child is 24 months is paid at CZK 11 400 per month (EUR 478), leave until the child is 36 month is paid at 7 600 CZK per month (EUR 319), and leave until the child is 48 months pays CZK 7 600 until child is 21 months of age, and CZK 3 800 (EUR 159) for the remaining months.

The leave period is extended to age 7 for parents caring for disabled children.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

The benefit is not subject to taxation or social security contributions.

4.4 Treatment of particular groups

None.

5. Other child raising allowances

None.

DENMARK

1. Birth grants

The Danish birth grant is paid four times a year for children of multiple births up until age 7. The benefit is paid to Danish citizens, and all residents, for over one year and refugees. It is a government-funded universal system. The multiple birth grant benefit is paid at a rate of DKK 1 876 (EUR 252) per child every three months until the child's 7th birthday. The benefit is not taxed and no social contributions are required. The payment is also made for adoptions of more than one child from a multiple birth. An adoption grant is also payable for the adoption of foreign born children of DKK 43 225 (EUR 5 796).

Birth grants are not modelled because they are only paid for multiple births.

2. Maternity benefits (income maintenance in the event of childbirth)

Maternity benefits in Denmark are part of the tax financed universal public health service for all persons with 6 weeks of residence in Denmark. The cash benefit is a universal protection scheme for the active population (employees and self-employed) with earnings-related benefits for the mother and the helping spouse. A Holiday Allowance is payable to mothers not entitled to full pay during maternity leave.

Legal basis: Act. No 563 of 9 June 2006 on right to leave and cash benefits in the event of birth (*barselsloven*). Consolidated Act No 95 of 7 February 2008 on Health (*om sundhed*).

2.1 Conditions for receipt

To receive the maternity cash benefit (*dagpenge ved fødsel*) employees must have worked at least 120 hours in the 13 weeks before paid leave, or have just completed a vocational training course for a period of at least 18 months.

Self-employed persons are required to have worked at least 18.5 hours weekly, on average, for 6 of the last 12 months, one of which should immediately precede the paid leave period.

There are no social contributions as the benefit is tax financed.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

For employed and self-employed people weekly payments are made for 4 weeks before and 14 weeks after the birth of the child.

For employees the cash benefit (*dagpenge ved fødsel*) is calculated on the basis of the hourly wage of the employee to a maximum of DKK 3 515 (EUR 471) per week or DKK 95 (EUR 13) per hour for a 37 hour week.

For the self-employed the cash benefit covers earnings to the same maximum levels as above.

A holiday allowance is paid to women not eligible for maternity pay. It is equivalent to the level of maternity benefit and paid the following year from 1 May to 30 April.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

The Maternity benefit is subject to general taxation. Social contributions are made from the payment to the supplementary pension scheme (*arbejdsmarkedets tillægspension, ATP*) and to the special saving scheme (SP).

Persons on a paid work placement as part of an activation measure, or the unemployed who are entitled to benefits from unemployment insurance or similar benefits (activation measures), can also receive the payment. Services, associated with pregnancy and childbirth, include free midwife and hospital care. Paternity leave and adoption payments are available.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period. Continued payments of wages for certain groups of employees are sometimes provided for under collective agreements. In the case of continuation the employers can receive the employee's benefit.

3. Paternity benefits

Paternity leave in Denmark is payable to employed or self-employed men for 2 weeks in the 14 weeks following birth. Also Parental leave following paternity and maternity can be shared by the mother and father. For all conditions see Maternity Benefit.

4. Parental leave benefits

After the 14th week of maternity leave (and paternity leave) both parents share a 32-week Parental leave, that can be split up or postponed, but must be taken before the 9th birthday of the child. If one parent returns to part-time work, the leave can be extended proportionally. Parents can opt for an extended leave of 40 or 46 weeks (after the 14 weeks) but the benefit is frozen to the amount paid for 32 weeks.

4.1 Conditions for receipt

See maternity benefits.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

See maternity benefits. Paid for 32 weeks or the same amount is paid for 40 or 46 weeks if the parent returns to part-time work.

The benefit is paid at 60% of the unemployment benefits.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

See maternity benefits.

4.4 Treatment of particular groups

None.

5. Other child raising allowances

Municipalities in Denmark can pay a home care allowance to families looking after their children in the home in place of the child care subsidy. This is not modelled.

ESTONIA

1. Birth grants

A Childbirth Allowance (*sünnitoetus*) is paid in Estonia.

1.1 Conditions for receipt

The grant is payable to residents of Estonia. It is a government-funded universal benefit.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The birth grant is paid at a rate of EEK 5 000 (EUR 320) per child.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

No tax or social contributions are payable.

An Adoption Grant (*lapsendamistoetus*) is also paid in a one-off grant of EEK 5 000 (EUR 320) per adopted child.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

Maternity cash benefits (*sünnitushüvitis*) in Estonia are delivered through a compulsory social insurance scheme for the active population (employees and self-employed) with earnings-related benefits. Conditional on the payment of social tax (*sotsiaalmaks*), and recipients should be working directly before confinement.

Legal basis: Health Insurance Act (*Ravikindlustuse seadus*) 2002. Estonian Health Insurance Fund Act (*Eesti Haigekassa seadus*) 2000.

2.1 Conditions for receipt

Employees do not make contributions from earned income as the social tax is taken from the gross payroll of employers. The self-employed contribute 13% of income to the health and sickness insurance scheme.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

The benefits is paid for 140 calendar days (an additional two weeks are provided for multiple birth or birth complications) if leave begins 30 days before confinement. Days not used before confinement (if less than 30) are lost.

The cash Maternity Benefit is paid at 100% of the reference wage (average gross daily wage over the previous calendar year using income liable to social tax (*sotsiaalmaks*)). No benefit ceiling is set.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Maternity benefit is subject to general taxation and not subject to social insurance contributions.

Benefits in-kind are provided to resident women from the 12th week of pregnancy. Benefits in-kind are taxed financed, and include maternity services and hospital care.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period. Adoption benefits are available. In case of a temporary job transfer during pregnancy, wage compensation amounting to the difference between the previous wage and the new wage is paid up until maternity leave starts.

3. Paternity benefits

Fathers are entitled to [10 working days of paternity leave in Estonia](#). It is paid as holiday pay (assumed to be 100% of the reference wage), to a maximum of three times the average gross wage.

4. Parental leave benefits

The Parental Benefit (*vanemahüvitis*) in Estonia is a tax-financed universal scheme for all residents, with income-related payments.

4.1 Conditions for receipt

Parental Benefit and child care allowances are universal benefits paid to one of the parents or guardians of a child in Estonia. Age and caring conditions of the child must be met. No other qualifying conditions.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

Parental Benefit is paid at a rate of 100% of the reference wage for the period of 575 days (including the Maternity Benefit leave – for the reference wage see maternity benefit) to a minimum of EEK 3 600 (EUR 230) and a maximum of EEK 25 209 (EUR 1 611).

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

Parental benefit is subject to general taxation rules. Benefits are not subject to social contributions.

4.4 Treatment of particular groups

None.

5. Other child raising allowances

The Estonian Child Care Allowance (*lapsehooldustasu*) is a tax-financed universal benefit for one parent of a children aged 3 or younger (extended to age 8 under certain conditions). A supplement to the Child Care allowance (*täiendav lapsehooldustasu*) exists for parents raising a child up to age of 1 year.

5.1 Conditions for receipt

The Estonian Child Care Allowance is a universal lump-sum benefit paid both to working and non-working parents. Child Care Allowance is paid for children up to 3, or up to 8 if in a large family of 3 plus children or if a child in a family of two with the younger sibling aged under 3.

5.2 Calculation of benefit amount

5.2.1 Calculation of gross benefit

The Child Care Allowance rate is EEK 1 200 per month (EUR 77). This is paid at half rate for each child under 3 and a quarter rate for each child aged 3 to 8. The supplementary payment is paid to those caring for children under 1 at a rate of EEK 100 per month (EUR 6.39).

5.2.2 Income and earnings disregards

5.3 Tax treatment of benefit and interaction with other benefits

The allowance is not paid simultaneously with a parental leave benefit for the same child.

Benefits are not subject to social contributions or to taxation (while parental leave [*vanemahüvitis*] is subject to taxation, the other benefits are not).

5.4 Treatment of particular groups

None.

FINLAND

1. Birth grants

The birth grant in Finland can be taken as a cash benefit or a maternity pack (containing childcare items). The grant is paid to all mothers of newborns if conditions are met, as well as to parents of adopted children under the age of 18. More is paid in the case of multiple births.

1.1 Conditions for receipt

Paid to women whose pregnancies have lasted at least 154 days, and have undertaken health examinations. It is a government-funded universal benefit for all Finnish residents.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

A lump sum of EUR 140 is paid or a maternity pack is delivered.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

Not subject to taxation or social insurance contributions.

An Adoption Grant is paid to parents of foreign born children to cover expenses. The level of payment varies according to the country of origin (EUR 1 900 to 4 500).

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

In Finland the Maternity cash benefit is provided through a compulsory sickness insurance scheme for all residents with earnings-related payments. Parents who are not working are eligible for a basic allowance.

Legal basis: Sickness Insurance Act (*Sairausvakuutuslaki*) of 21 December 2004. Maternity Grant Act (*Äitiysavustuslaki*) of 28 May 1993.

2.1 Conditions for receipt

Recipients must have been resident in Finland for at least 180 days immediately before confinement. Self-employed persons working in Finland for at least 4 months are covered by the scheme. For employed persons the social contributions amount to 0.67% of taxable income, for the self-employed 0.81%.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Maternity allowance (*äitiysraha*) is paid to the mother for 105 consecutive calendar days (excluding Sundays). Between 30 and 50 days should be taken before confinement.

For the first 56 days the cash benefit is paid at a rate of 90% replacement of earned income up to EUR 46 207, and at a rate of 32.5% for income exceeding this amount. For the remaining period (49 days) 70% of income up to EUR 30 033 is replaced, 40% of earned income between EUR 30 033 and 46 207 is replaced, and 25% of income exceeding this amount is replaced. The minimum benefit is EUR 15.20 per day.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Maternity benefit is subject to general taxation. Social contributions for sickness and medical care insurance are made at 1.45% of the benefit income.

Benefits in-kind, associated with pregnancy and childbirth, are provided for via the public health service (financed by tax and patient fees) for all residents operated by municipalities. A maternity grant is also available, as is paternity and parental allowance. Special maternity allowance (*erityisäitiysraha*) is paid during pregnancy to mothers exposed to dangerous conditions (chemical substances, radiation or an infectious disease) at work.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period. Collective agreements provide for the continued payment of wages and salaries for certain groups of employees.

3. Paternity benefits

Paternity allowance (*isyysraha*) is paid to fathers for a maximum of 18 days under the same conditions as maternity benefit. If the father takes at least 12 days of the parental allowance the paternity leave can be extended for an additional 1 to 12 days of leave (referred to as the Father's month in Finland). For all conditions see Maternity Benefit.

Paternity leave in the model lasts one month, since it is assumed that fathers share parental leave, and are entitled to the so-called Father Month.

4. Parental leave benefits

Parental leave is paid as an extension to Maternity leave, and payable to both parents. The payments are delivered through the compulsory sickness insurance scheme.

4.1 Conditions for receipt

See Maternity benefit.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

Parent's allowance is paid after the Maternity benefit, for either parent, for 158 days (excluding Sundays).

The payment is paid in two tiers. For the first 30 days, and for the Father's month, the parental allowance pays 75% of earned income to a ceiling of EUR 46 207, and 32.5% over this amount. For the remaining period the allowance is paid at 70% of income to a ceiling of EUR 30 033, 40% of earned income between EUR 30 033 and 46 207 is replaced, and 25% of income exceeding this amount is replaced.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

The benefit is not taxed. Social contributions are payable at a rate of 1.45%.

4.4 Treatment of particular groups

Extensions to leave are provided for in the case of multiple births and the adoption of children under 7 years of age.

5. Other child raising allowances

Although all children aged 10 months to 6 years of age have a right to receive day care from their municipality, families that chose to care for the children at home can receive a home care payment in place of centred-based care.

Parents can also choose to arrange for child care privately, subsidies by the municipalities.

5.1 Conditions for receipt

Parents must have children under the age of 3, and caring for them at home instead of using centre-based care. A partial payment can be paid to parents who work less than 30 hours a week with children under 3 or children in their first two years of school.

This tax-based universal benefit is paid to residents of Finland. There are no other qualifying conditions.

5.2 Calculation of benefit amount

5.2.1 Calculation of gross benefit

The child home care allowance (*lasten kotihoidon tuki*) is a flat rate payment of EUR 294.28 per month. A sibling payment of EUR 94.09 is also payable for siblings in the household under 3 years of age, and EUR 60.46 for those aged 3-6 years. A means-tested care supplement, paid to a maximum of EUR 168.19 per month, is also available. The supplement is reduced for income above the threshold and not paid above a higher threshold (see below).

Family size (parents plus kids aged 3-6)	Income limit €/month	Reduction (%)	No care supplement paid
2	1 160	11.5	2 622.48
3	1 430	9.4	3 219.21
4 or more	1 700	7.9	3 828.93

Source: <http://www.kela.fi/in/internet/english.nsf/NET/150502155459EH>. January 2010.

Partial child care allowance (*osittainen hoitoraha*) is paid at a flat rate of EUR 70 per month.

5.2.2 *Income and earnings disregards*

5.3 *Tax treatment of benefit and interaction with other benefits*

The benefit is taxed. Social contributions are payable at a rate of 1.45%. Payment follows the receipt of parental allowance.

5.4 *Treatment of particular groups*

If the recipient is registered as a jobseeker then the child home care allowance is deducted from their unemployment benefits.

FRANCE

1. Birth grants

The Birth Grant of the Infant Welcome Benefit (*Prime à la naissance de la Prestation d'accueil du jeune enfant, PAJE*) is paid in France to gestating women. The payment is made based on a means-test.

Other benefits paid as part of the Infant Welcome Benefit include a parental leave payment (base allowance), a reduced work allowance and a child care payment.

1.1 Conditions for receipt

Employer-paid social insurance benefit paid as part of the Infant Welcome benefit (*Prestation d'accueil du jeune enfant, PAJE*).

To receive the benefit the total family income must not exceed a ceiling that varies according to the number of children and family situation (see table below).

Example of annual earnings limits for receipt of PAJE payments in 2005

	Couple one earner	Couple two earners	Single parents
1 child	32 328	42 722	42 722
2 children	38 794		
Additional children	7 759	7 759	7 759

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The grant is paid at the start of the 7th month of pregnancy for each child at a rate of EUR 868.13.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

The payment is subject to a contribution to the repayment of social debt (*contribution pour le remboursement de la dette sociale, CRDS*) at a rate of 0.5%. No tax is levied on the grant payment.

An adoption grant is paid through the same system for children adopted before the age of 20 at a rate of EUR 1 736.27. An age-related start of the school year grant is also paid for children aged 6 to 18 years.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

Cash maternity benefits in France are delivered through a compulsory social insurance scheme, payments are earnings-related. Rates of the maternity cash benefit in France vary by family size.

Legal basis: General scheme for employees (*Régime général d'assurance maladie des travailleurs salariés, RGAMTS*); Social Security Code (*Code de la sécurité sociale*), Articles 331-1 and following. Several other schemes, in particular for self-employed and certain employees.

2.1 Conditions for receipt

Recipients should have taken part in the social insurance scheme for a minimum of 10 months before the birth of the child.

Contributions are paid at 0.75% of earned income.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Maternity benefit (*indemnités journalières de maternité*) is provided for 6 weeks before birth and 10 weeks after confinement for normal births. If the child born is the third child, paid leave is extended to 8 weeks before confinement and 16 weeks post-confinement. Three weeks of prenatal leave can be postponed and taken as post-natal leave. Pathological pregnancies have extended prenatal leave by 2 weeks. Leave is also extended for twins, multiple births and premature births.

Maternity cash benefits are paid at 100% of the net salary to a maximum of EUR 74.24 per day, and a minimum of EUR 8.48 per day. Fathers are entitled to the post-natal leave if the mother dies during birth.

2.2.2 *Income and earnings disregards*

2.3 *Tax treatment of benefit and interaction with other benefits*

General scheme for employees (*Régime général d'assurance maladie des travailleurs salariés, RGAMTS*): Maternity benefits are subject to general taxation, as well as general social contributions of 6.2% and contribution to the repayment of social debt (CRDS) of 0.5%.

Services associated with pregnancy and childbirth are provided through a compulsory social insurance scheme based on professional criteria and residency. The scheme covers all active women and those with permanent and regular residence in France. The general scheme for employees (RGAMTS) provides entitlement to services either from conception or with maternity leave. Services include obligatory medical checks before and after birth, medical benefits during the final four months of pregnancy, hospitalisation. Women in the third trimester are exempt from medical intervention co-payments and prescription co-payments.

2.4 *Treatment of particular groups*

The employer either entirely or partly pays the difference (above the ceiling) between the salary and the amount of the maternity/paternity benefits of the General scheme for employees (*Régime général d'assurance maladie des travailleurs salariés, RGAMTS*) in accordance with the collective agreement conditions.

3. **Paternity benefits**

Paternity benefits are payable in France for 11 days (extended to 18 for multiple births). The leave is to be taken within 4 months of the birth, and the father is required to stop work. For all conditions see Maternity Benefits.

4. **Parental leave benefits**

Parental leave benefits in France are provided through the infant welcome benefits. The complement for child education choice (*complément de libre choix d'activité*) supplements parental income when they are looking after a child under the age of 3.

A basic allowance is paid to all families who pass a means-test. If parents reduce their working time they can receive a reduced work supplement as well. An optional supplement can be paid to large families. Parents with 3 children or more (including adopted children) can receive the optional supplement instead of the reduced work supplement.

A complement for child care choice (*complément de libre choix de mode de garde*) is also paid in France; see other child raising allowances below, and the French Benefits and Wages country note, 2008.

4.1 *Conditions for receipt*

This benefit is paid to families with a child under 3 years of age, or an adopted child. It is an employer-funded universal system.

The total family income is subject to a mean-test (see birth grants) for the basic allowance.

Additional supplements (reduced work or optional supplements) are not subject to a means-test, but evidence of previous labour market activity for 8 quarters in the two years before the birth of the child is required (they do not need to be consecutive and can be proved over a longer period in the case of families having their second or third child [within 4 and 5 years before birth respectively]).

Families with three or more children can choose to receive the optional supplement instead of the reduced work supplement. With the exception of multiple births, the benefits cannot be paid for more than one child at a time.

4.2 *Calculation of benefit amount*

4.2.1 *Calculation of gross benefit*

The benefits are paid from the first month of the child's life. The basic allowance is paid until the child reaches age three at EUR 173.63 per month.

The reduced work supplement is paid for 6 months for the first child, and up until the child is aged 3 for the second and following children. The benefit amount varies depending on the amount of leave taken. For full-time leave EUR 538.72 is paid, for part-time leave of up to 50% work time EUR 409.64 is paid, if more than 50% of time is spent working up to a maximum of 80% time EUR 309.77 is paid.

In a case where the basic allowance is also paid, benefits are reduced to: EUR 374.17 for full-time leave, EUR 241.88 for part-time leave up to 50% work time, and EUR 139.53 for part-time leave with work-time between 50% and 80%.

Parents with three children choosing to receive the optional supplement are paid at a higher rate of 770.38 EUR per month for 12 months only.

Parental leave benefits: reduced work supplement is decreased if the basic allowance is also received; the amounts correspond to [2010](#) values.

4.2.2 *Income and earnings disregards*

4.3 *Tax treatment of benefit and interaction with other benefits*

Benefits are not taxed. The payment is subject to a contribution to the repayment of social debt (*contribution pour le remboursement de la dette sociale, CRDS*) at a rate of 0.5%.

If the means-tested family supplement is being paid, parental leave benefits above are not.

4.4 *Treatment of particular groups*

None.

5. **Other child raising allowances**

The Complement for Child Care Choice of the Infant Welcome Benefit (*Complément de libre choix de mode de garde de la Prestation d'accueil du jeune enfant, PAJE*) is outlined in the French Benefits and Wages country chapter for 2008.

A parenting presence payment is also available to parents who stay at home to care for disabled children under the age of 20.

GERMANY

1. Birth grants

Mothers not insured by the statutory health insurance fund, and not receiving maternity payments, will receive a one-off grant from the Federal Insurance Office amounting to EUR 210.

Uninsured employed mothers may also receive a statutory continuation of payments from their employer.

1.1 Conditions for receipt

The grant is only paid when persons are not in receipt of Maternity Benefit paid from social insurance contributions.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The grant amounts to EUR 210. The birth grant is not modelled because it is assumed parents fulfil working and insurance requirements and receive Maternity Benefits.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

Maternity related benefits are not taxed or subject to social contributions.

Additional needs allowances in the Unemployment Assistance benefit pays additional amounts for expectant mothers as of the 13th week of pregnancy, and a one-off benefit at the time of birth for a new set of clothes (German *Benefits and Wages* country chapter, 3.2.1).

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

German maternity benefits are paid through a compulsory social insurance scheme for employees and provide earnings-related cash benefits. Cash benefits are paid to women who pay into the statutory sickness fund, or have partners or parents who pay into the fund. Employees not contributing to the sickness fund may receive maternity benefit financed by the Federal State.

Legal basis: Act on the protection of working mothers (*Gesetz zum Schutze der erwerbstätigen Mutter*) in the version published on 20 June 2002 (BGBl. I p. 2318); as last amended by Article 32 of the Act of 14 November 2003 (BGBl. I p. 2190).

2.1 Conditions for receipt

Maternity Benefit (*Mutterschaftsgeld*) is paid if the mother cannot work, and there is no continuation of earnings.

Average contributions by employees in 2007 were 6.95% of earned income, as well as an additional contribution rate of 0.9%. There are no other qualifying conditions.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

The maternity cash benefit is paid during leave for 6 weeks pre- and 8 weeks post-confinement (post-natal leave is extended for multiple births). Pre-natal days lost for premature confinement can be taken after confinement.

The benefit is paid at the level of the average net wage to a EUR 13 per day maximum. A supplement is paid by the employer to cover the difference between earned income and maternity benefit paid (see below). If this supplement is not paid it is covered by the State. Uninsured women employees received a maximum of EUR 210.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

The maternity benefit is not subject to taxation or social security contributions.

In-kind benefits provided in the case of pregnancy and childbirth include: medical care and midwife care, maternity hospital, home care, family assistance, drugs and appliances. These benefits are available to insured women, or the spouse of daughter of the insured person.

2.4 Treatment of particular groups

The Maternity Protection Act (*Mutterschutzgesetz*) provides the legal basis for employer supplements. Employer's have to make-up the difference between the benefit amount and the net income of the insured mother.

3. Paternity benefits

No paid paternity leave in Germany. See parental leave for fathers leave entitlements.

4. Parental leave benefits

The child raising allowance / parental allowance (*Elterngeld*) superseded the child raising allowance (*Erziehungsgeld*) for children born from January 1st 2007.

4.1 Conditions for receipt

Mothers or fathers who are not working, or working less than 30 hours a week, and are taking care of a child under 14 months of age at home. Partners can receive the benefits if caring for the child after birth (same conditions apply). Relatives can also receive the benefit if taking care of the child in case of parental hardship (illness, disability or death of the parents).

No income limits are set.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

The parental allowance can be shared between parents. One parent can take a maximum of 12 months of parental allowance – 2 months are reserved for the other parent.

The parental allowance is paid at 67% of the adjusted net income of the parent claiming the benefit, to a monthly minimum of EUR 300 and a maximum of EUR 1 800. The replacement rate can increase to 100% for those on incomes less than EUR 1 000 a month, it increases by 0.1% for every EUR 2 under the EUR 1 000 threshold.

A sibling bonus is paid to families with two children born within 24 months of each other and where the parental allowance is being paid for one. The bonus is 10% of the total allowance to a minimum of EUR 75 per month.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

Parental allowance is subject to progression. No social security contributions. In the case of adoption leave of 14 months is available to be taken up until the child's 8th birthday.

4.4 Treatment of particular groups

None.

5. Other child raising allowances

None.

GREECE

1. Birth grants

There are no specific birth grants in Greece. Payments are made to cover confinement expenses and cost associated with fertility treatment.

Costs incurred during confinement during birth (*Βοήθημα Τοκετου*) are reimbursed at least 30 times the minimum daily wage of an unskilled blue-collar worker (EUR 912). SSPTW reports this as a birth grant of EUR 881.70 paid for each child in 2008. The costs of in-vitro fertilisation are also covered with a one-off grant (EUR 352).

2. Maternity benefits (income maintenance in the event of childbirth)

The Greek maternity cash benefit is delivered through a compulsory social insurance scheme for employees and pays contribution-related cash benefits for insured women. Payments are dependent on family size.

Legal basis: Legislative Decree 1846 of 14 June 1951 on social insurance as amended.

2.1 Conditions for receipt

Maternity benefit (*Επίδομα Κυοφοριασ-Λοχειασ*) is paid to female employees with 200 days work resulting in contributions during the last 2 years.

Cash benefits contributions by employees are 0.4% of earnings to a ceiling (if insured before 1993 – EUR 2 384.50 per month, and post 1993 EUR 5 438 per month).

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Maternity cash benefit is paid 56 days before and 63 days after confinement at 50% of daily earnings. 10% of the benefit is paid for each dependent sibling up to a maximum of four children. Maximum benefit for mothers with no additional dependants is EUR 46.54 per day, for those with up to 4 dependants or more the maximum is EUR 65.20 per day.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Maternity benefit is subject to general taxation with exemptions for victims of war (wounded and widows) and disabled people (blind or paraplegic).

In-kind benefits are available for insured women or the spouse or dependent of insured people. Receipt of in-kind benefits is dependent on 50 days of insurance during the previous year or during the last 15 months, from which the last 3 are not taken into account.

Birth grant (*Βοήθημα Τοκετου*) and in-vitro fertilisation expenses are also paid.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period.

3. Paternity benefits

No publically financed paternity leave. Employed fathers are paid 3 days leave paid in full by the employer. No qualifying conditions.

4. Parental leave benefits

There is no paid parental leave in Greece. Private sector employees can take 13 non-transferable weeks to look after a child under 42 months old. A child care leave allows Greek private employees to reduce hours at work (both men and women) with no change to their employment conditions (pay etc.).

The employee needs to maintain their social insurance contributions, and different rules apply for public sector workers.

5. Other child raising allowances

None.

HUNGARY

1. Birth grants

A Birth Grant (*Anyasági támogatás*) is paid in Hungary. Conditions need to be met. If the mother dies the father can receive the benefit.

1.1 Conditions for receipt

The benefit is universal and payable to resident Hungarian women (central and local government-funded), long-term residents, migrant workers or refugees. Women require at least 4 pre-natal examinations to qualify for receipt (in case of a premature births this is limited to just one).

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The benefit is paid in a single grant of 225% of the minimum Old-age Pension (*Öregségi nyugdíj*) which is equal to HUF 64 125 (EUR 272). In the case of twins the payment is equal to 300% of the minimum pension or HUF 85 500 (EUR 362).

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

The birth grant is not subject to taxation or social insurance contributions. An adoption grant is paid equal to the maternity grant if adoption or guardianship is taken up within 180 days of the child's birth.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

Hungarian maternity cash benefits are earnings-related cash benefits and paid via a compulsory social insurance scheme (employer and employee contributions). The cash benefit is the pregnancy confinement benefit (*Terhességi-gyermekágyi segély*).

Legal basis: Act LXXXIII of 1997 on the Benefits of Compulsory Health Insurance (*törvény a kötelező egészségbiztosítás ellátásairól*). Act LXXXIV of 1998 on Family Support (*törvény a családok támogatásáról*).

2.1 Conditions for receipt

Eligibility requires 180 days of insurance during the last two years before delivery. Birth should happen before 42 calendar days of the expiry of insurance (or during insurance). Employees' contributions are 2.5% of gross total earnings.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

The cash benefit is paid for 24 weeks, up to four weeks can be taken before birth but this is not compulsory. The benefit is paid at 70% of the daily average gross earnings of the previous year.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Maternity benefit is subject to general taxation. Social contributions are made to the pension fund.

In-kind benefits are received by insured women (health insured), there are no qualifying conditions, and services include: check-ups, delivery at home or in a hospital, basic advice on breast-feeding, home care services, and family assistance.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period.

3. Paternity benefits

Fathers are entitled to 5 days paid paternity leave in Hungary. The payment is earnings-related and payable though contributions to the National Health Insurance fund.

3.1 Conditions for receipt

See maternity benefit.

3.2 Calculation of benefit amount

3.2.1 Calculation of gross benefit

Paternity leave is payable at 100% of earnings for 5 days. To be taken in the first 2 months following the birth of the child.

3.2.2 Income and earnings disregards

3.3 Tax treatment of benefit and interaction with other benefits

See maternity benefit.

3.4 Treatment of particular groups

None.

4. Parental leave benefits

A further benefit to help parents raise children is the Child Care Fee (*Gyermekgondozási díj*). The payment is for families' out-of-pocket child care costs at home, and is funded through a compulsory social insurance scheme, with earnings-related cash benefits.

4.1 Conditions for receipt

Recipients must be employees that have at least 180 days of insurance during the last two years before the child's birth, the child must live with the family, and one parent has to care for the child at home.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

The benefit is paid following the maternity benefit until the child is 2 years old. It is paid at the rate of 70% of the daily average gross earnings to an earnings ceiling of double of the minimum wage (HUF 96 600 or EUR 409).

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

The benefit is subject to general taxation and subject to pension insurance contributions. The benefit can be paid at the same time as the universal home care allowance. Local crèches and childcare centres are also co-financed by the state.

4.4 Treatment of particular groups

None.

5. Other child raising allowances

There are two forms of parental leave Hungary: the Child Home Care Allowance (*Gyermekgondozási segély*) and the Child Raising Support (*Gyermeknevelési támogatás*). Both benefits are tax-financed universal schemes for all residents of Hungary.

5.1 Conditions for receipt

Child Home Care Allowance and Child Raising Support are benefits paid to nationals, long term residents, migrant workers and refugees.

The home care allowance is paid to parents caring for children under 3 (up to 10 if disabled) and for grandparents caring for children aged 1 to 3 in the child's home. Care periods for twins are extended. Before the child's first birthday the parents should not be working, and following the child's first birthday there are no restrictions on earnings and employment.

The child raising support is a payment for large families with 3 or more children in the home. The youngest child must be between the ages of 3 and 8. The caring parent cannot work for more than 4 hours per day, unless they work from home.

5.2 Calculation of benefit amount

5.2.1 Calculation of gross benefit

The Child Home Care Allowance is paid at a flat rate equal to the minimum Old-age Pension (HUF 28 500 or EUR 121). The rate is doubled for twins. The Child Raising Support is paid at the same flat rate (no twins supplement).

5.2.2 Income and earnings disregards

5.3 Tax treatment of benefit and interaction with other benefits

Neither benefit is subject to general taxation, but both are subject to pension insurance contributions.

5.4 Treatment of particular groups

None.

ICELAND

1. Birth grants

Maternity/paternity grants are available at flat rates for non-active parents or students (periodic payments). See Maternity benefits. Adoptive grants (*ættleiðingarstyrkur*) are also payable to adoptive parents in case of adoption from abroad.

2. Maternity benefits (income maintenance in the event of childbirth)

Icelandic maternity cash benefits earnings-related parental benefits financed by social contributions. Maternity/paternity grants are available at flat rates for non-active parents or students.

Legal basis: Social Security Act (*Lög um almannatryggingar*) No. 100/2007 of May 2007. Public Health Services Act (*Lög um heilbrigðisþjónustu*) No. 40/2007 of March 2007. Maternity/Paternity Leave and Parental Leave Act (*Lög um fæðingar- og foreldraorlof*) No. 95/2000 of May 2000.

2.1 Conditions for receipt

Parental benefit (*greiðslur úr fæðingarorlofssjóði*) is received by those involved in the domestic labour market for 6 consecutive months before the birth of their child (at an employment rate of at least 25% time)

Maternity/paternity grants (*fæðingarstyrkur*) require 12 months residency of the mother prior to birth of the child.

Contributions to these benefits are paid by the employer.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

The parental benefit provides for 3 months leave for both parents, with the mother being able to start maternity up to 1 month before confinement. The first 2 weeks of leave following birth are compulsory.

Joint rights to 3 months leave following the individual leave rights can be shared or taken by one parent. Leave can be postponed and taken before the child reaches 18 months of age.

Parental benefit is paid to employees and self-employed (both parents) at 80% of average wages based on earnings in the previous two income years. Minimum benefits vary by employment rate. Parents working in 25%-49% time receive a minimum of ISK 74 945 (EUR 815); those in 50%-100% employment receive a minimum of ISK 103 869 (EUR 1 129). ISK 535 700 (EUR 5 823) is the maximum payment.

Maternity/paternity grants (*fæðingarstyrkur*) are made to non-active parents - those working less than 25% time - at 45 324 ISK (EUR 493) per month. If the parent is in full-time education the payment is ISK 103 869 (EUR 1 129) per month.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Maternity payments are subject to general taxation, 4% of parental payment contributes to a pension fund (MISSOC, 2007).

Benefits in-kind, associated with pregnancy and birth, are delivered via a tax-financed public health service for all residents (6 months for new residents) and include free maternity health care and hospital care.

Adoption grants are also available.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period.

3. Paternity benefits

See Maternity benefit.

4. Parental leave benefits

See Maternity benefit.

5. Other child raising allowances

Icelandic local authorities may pay supplements for child care to certain homes (for example in single parent homes). Subsidises are designed to equalise the cost of private day care to the cost of enrolling a child in day care provided by the local authority. There is no means test. This benefit is not modelled.

5.1 Conditions for receipt

5.2 Calculation of benefit amount

5.2.1 Calculation of gross benefit

5.2.2 Income and earnings disregards

5.3 Tax treatment of benefit and interaction with other benefits

Benefits are subject to general taxation. No social security contributions are made.

5.4 Treatment of particular groups

None.

IRELAND

1. Birth grants

The Irish birth grant is paid for multiple births only, and paid in three stages: at birth, and again at age 4 and 12. The benefit does not require specific employee contributions (or the meeting of employment conditions) and each birth grant payment is made at the amount of EUR 635 per child. This benefit is not subject to tax or social contributions.

2. Maternity benefits (income maintenance in the event of childbirth)

Cash benefits in Ireland are earnings-related and delivered through a compulsory social insurance scheme for the active population (employees and self-employed).

Legal basis: Social Welfare Consolidation Act 2005 (Cash benefits). Health Act 1970 (Benefits in-kind).

2.1 Conditions for receipt

Maternity cash benefits are paid to insured women in employment and self-employment. For employees 39 contributions are required in the year before maternity leave, or 26 contributions paid in the two relevant tax years before the benefit year. In case of the mother's death the leave can be transferred to the father.

For the self-employed 52 contributions are required in either the last, or second last complete tax year, before the benefit year in which the claim is made.

Employees' contributions amount to 2.0% of all earnings. When income is in excess of EUR 1 925 per week a further 0.5% is payable (no annual ceiling). Employees with earnings of EUR 500 per week or less are exempt, as are those with full eligibility for health services, recipients of Social Welfare Widow's/Widower's (Contributory and Non-contributory) Pensions, and the One Parent Family Payment.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

The Irish maternity benefit is paid for 26 weeks, 2 must be taken before confinement and 4 weeks after confinement.

The benefit is paid at 80% of average weekly earnings (subject to a ceiling) in the relevant tax year. Minimum and maximum payments are paid at EUR 221.80 and EUR 280 per week respectively. If instead the amount of Illness Benefit (including adult and child dependants premiums) payable during leave is more than the maternity entitlement, then that is paid instead.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

The maternity benefit is not subject to taxation or social security contributions.

Benefits in-kind, associated with pregnancy and birth, are provided to all residents and delivered through the tax-financed health service. Pre- and post-natal care and hospital care for infants under 6 weeks are free.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period.

People with full eligibility for health services, recipients of Social Welfare Widow's/Widower's (Contributory and Non-contributory) Pensions, and the One Parent Family Payment are exempt from the relevant social insurance scheme contributions for maternity benefit.

3. Paternity benefits

None.

4. Parental leave benefits

Ireland provides an unpaid parental leave of 14 weeks to the employed; it can be taken up to the child's eighth birthday in a maximum of two separate blocks. Both parents have an equal separate entitlement to parental leave. Recipients need continuous employment with the same employer for at least 1 year.

5. Other child raising allowances

Ireland pays a child care allowance in the form of an early childcare supplement to children aged under 6. The benefit is paid quarterly to the resident parent or step-parent.

The early childcare supplement rate of payment was reduced in 2009. From January 2010 the early childcare supplement is being replaced with a free pre-school year of Early Childhood Care and Education (ECCE) for all children aged from 3.25 year to 4.5 years of age.

5.1 Conditions for receipt

This is a universal benefit paid to parents or step parents caring for a child under age 6.

5.2 Calculation of benefit amount

5.2.1 Calculation of gross benefit

A flat rate is paid per child 275 EUR per quarter.

5.2.2 Income and earnings disregards

5.3 Tax treatment of benefit and interaction with other benefits

The benefit is not subject to taxation or social security contributions.

5.4 Treatment of particular groups

None.

ISRAEL

1. Birth grants

A maternity grant is paid in Israel to insured women. A maternity and hospitalization grant is also paid to cover the costs of confinement, as is a hospital transportation grant.

A multiple birth allowance is paid to mothers of three or more children that survive past 30 days (if the mother is entitled to the maternity grant). If the insured mother dies during birth, or within a year of the birth, a special benefit is also payable.

1.1 Conditions for receipt

For condition details see maternity benefits.

Recipient must be an insured women or the wife of an insured person residing or working for the past six months in Israel. The child must also be born in Israel.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The maternity grant is paid at a rate of NIS 1 448 for the first child, NIS 652 for the second child, and NIS 434 for the third or subsequent child (for percentages of the basic amount see *Benefits and Wages* Israeli Country Chapter, 2008).

The payment is made for the purchase of clothing and other necessities for the newborn.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

Income tax and social contributions are deductible.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

Israeli Maternity cash benefits are paid to employed persons, self-employed persons, and persons aged 18 or older undertaking vocational training.

Legal basis: 1953 (national insurance), implemented in 1954.

2.1 Conditions for receipt

In order to receive the full maternity benefit at least 10 months of insurance coverage in the last 14 months (or 15 months in the last 22 months) are required. If 6 months are paid in the last 14 months a partial payment is made.

The insured employee is required to pay 0.04% of earnings below, plus 0.87% of earnings above, 60% of the national average wage. The minimum monthly earnings for contribution calculation purposes are NIS 3 710 (equal to the minimum wage). The maximum monthly earnings for contribution calculation purposes are five times the national average wage (NIS 7 663 a month in January 2008). An insured self-employed person is required to pay 0.56% of earnings below plus 0.82% of earnings above 60% of the national average wage. The minimum monthly earnings for contribution calculation purposes are NIS 1 916 (25% of the national average wage).

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

The maternity allowance is equal to 100% of the insured's average daily net income in the 3 months before the day the insured woman stops work because of the pregnancy. The allowance is paid for 14 weeks in total, and 7 weeks for a partial benefit.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

National and health insurance contributions and income tax are deducted [from the payment](#).

A maternity grant and a multiple birth allowance are also available. If mothers reduce or stop work due to a risk to the pregnancy an additional benefit is available (if certified by a medical professional). A multiple birth allowance is also paid as is a hospitalization grant for hospitalisation expenses. Vacation payment for adopting parents, hospital transportation costs, a special allowance and special benefit (paid for a mother who died while giving birth or within a year of giving birth) and a special benefit (paid if the spouse stops working to care for the children) are all available.

2.4 Treatment of particular groups

None.

3. Paternity benefits

Paternity leave is available in Israel if mothers share their maternity leave and return to work, and the father's employer agrees.

3.1 Conditions for receipt

Fathers need at least 10 months of insurance coverage (see maternity benefits) in the last 14 months. The period of leave must be at least 21 consecutive days.

3.2 Calculation of benefit amount

3.2.1 Calculation of gross benefit

See Maternity benefit.

3.2.2 Income and earnings disregards

3.3 Tax treatment of benefit and interaction with other benefits

See Maternity benefit.

3.4 Treatment of particular groups

None.

4. Parental leave benefits (Special Allowance)

No standard paid parental leave benefit is payable in Israel. One year unpaid leave can be taken following maternity.

Parental leave is available to people whose partners die during childbirth through a Special allowance. Thirty percent of the national average wage is paid for a period of 24 months for each child born during the mother's last childbirth. The period of entitlement is reduced to 12 months if the surviving spouse is receiving social assistance (dependent benefits).

5. Other child raising allowances

None.

ITALY

1. Birth grants

There are two birth grants (maternity allowances) paid in the form of periodic cash benefits in Italy. Neither is modelled as all mothers in the model are assumed to be eligible for the Maternity Benefit.

MA 1) A means-tested maternity allowance (*Congedo per maternità alle lavoratrici non occupate*) is paid by the municipality for each child born or adopted, paid for 5 months.

MA 2) A none means-tested state-financed Maternity Allowance (*Assegno di maternità per lo stato / congedo per maternità alle lavoratrici precarie*) is also available for children born or adopted in Italy.

1.1 Conditions for receipt

EU citizenship and residency in Italy is required. For MA 1 a means-test applies. At least 70% of applicable income for the means test must be derived from earnings. No other qualifying conditions (employer and government funded insurance scheme).

MA 1) Maternity allowance: it is given to unemployed women (mainly housewives) and to employed women, that do not enjoy maternity benefits (see section 2 below), i.e. the differential quota between the maternity benefit and the maternal allowance is paid when the former is lower than the latter.

MA 2) The benefit is given to: working mothers with precarious contract that have social insurance (the differential quota between maternity benefits and the maternal allowance of EUR 1 843.90 can be paid); mothers that have lost right to social insurance; and, mothers that have resigned their job, even voluntary, during pregnancy.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

MA 1) The benefit pays EUR 299.53 for 5 months, for a total of EUR 1 497.65. If the recipient is eligible for another maternity benefit that pays less the difference is paid also. Benefits are subject to a mean-test based on the Italian Indicator of Economic Situation (ISE) taxable income thresholds which vary by family size for 2008 the reference value of ISE for a 3 members family is EUR 31 223.51).

No. of family members	Parameters	Thresholds
1	1	
2	1.57	24 029.86
3	2.04	31 223.51
4	2.46	37 651.88
5	2.85	43 621.08
6	3.2	48 978.05

Parameters are increased by 0.2 for lone parents with children and for couples with children, when both parents are working.

MA 2) This benefit can pay up to EUR 1 843.90 per year.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

Maternity allowances are exempt from income taxation. No social contributions required.

The benefits cannot be combined with other maternity allowances. If eligibility exists for more than one benefit and amounts differ, the higher amount is paid.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

Italian maternity cash benefits are delivered via a compulsory social insurance scheme for employees and benefits are earnings-related. Maternity cash benefit (*indennità di maternità*) is provided to the insured mother or father (supplementary parental leave).

Legal basis: Law No. 1204 of 30 December 1971 on the protection of working mothers. Law No. 903 of 9 December 1977 on equal treatment between men and women. Law No. 53 of 8 March 2000 on provisions for maternity and paternity support.

2.1 Conditions for receipt

Maternity benefit recipients must have their earned income discontinued. Contributions are paid by the employer.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

The maternity benefit is paid during leave for five months, with 1 or 2 months to be taken before confinement. There is the option to take 6 supplementary months following birth in parental leave, this can be taken by the father if the father is in sole charge, or the mother or does not claim.

The cash benefit is paid at the rate of 80% of earnings for the compulsory period, and 30% for the supplementary period.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Maternity benefits are subject to general taxation. No social contributions required.

Benefits in-kind, associated with pregnancy and birth, are provided for all women residents (registered with the National Health Service - *Servizio Sanitario Nazionale, S.S.N.*). Medical visits and laboratory analysis for mothers and children up to the age of 6 are provided for those with a family incomes of less than EUR 35 000 per year.

2.4 Treatment of particular groups

3. Paternity benefits

There is no paid paternity leave entitlement in Italy. If the mother dies during child birth (or leaves the child) the father receives her maternity entitlement for 3 months. Fathers are entitled to a share of the parental leave.

4. Parental leave benefits

Parental leave in Italy follows maternity leave. Each parent is entitled to 6 months non-transferable leave, but the total family parental leave cannot be more than 11 months.

4.1 Conditions for receipt

See insurance conditions for maternity.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

Each parent can receive 6 months of exclusive leave; total leave per child is 11 months. 6 months of paid leave must be taken before the child reaches age 3. Remaining leave should be taken before the child's 8th birthday (unpaid). Benefit is paid at 30% of insured earnings for the first 6 months of leave. After the third birthday leave is unpaid unless taken by families with earnings less than 2.5 times the minimum pension. In these cases they continue to receive the 30% income replacement following the 6th month of leave.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

Benefits are not subject to general taxation. No social contributions required.

4.4 Treatment of particular groups

Single parents can take leave for 10 months. An additional month is paid for fathers who take paternity leave (see paternity leave above).

5. Other child raising allowances

None.

JAPAN

1. Birth grants

A birth grant is payable in Japan. The grant is for mothers when they, or their partners, are insured through the Employees Health Insurance or through National Health insurance plans.

1.1 Conditions for receipt

See Maternity benefits.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The benefit pays a lump sum of JPY 350 000. Increases to this benefit (child care allowance) have been proposed in 2009.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

See Maternity benefits. The benefit is not taxable.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

Maternity cash benefits in Japan are contributory based, and are paid through Employees Health Insurance (EHI).

Legal basis: 1922 (employees' health insurance), implemented in 1927, with 2006 amendment; 1938 (national health insurance), with 2006 amendment.

2.1 Conditions for receipt

Employees contribute 4.1% of monthly salaries and bonuses (before tax) to the EHI scheme (contributions levels can vary according to 47 wage classes, the government-managed program average is reported - see SSPTW Japan 2008). The minimum and maximum monthly earnings for contribution purposes are JPY 58 000 and JPY 1 210 000 respectively (adjusted according to changes in the national average wage).

To receive the benefit mothers must be in covered employment, or have left covered employment in the previous two months. Dependents of the insured are also eligible. Self-employed persons are excluded from the employees' health insurance.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

The cash benefit is paid for 42 days before and 56 day after birth (extended for multiple births), at an approximate rate of 66.67%. If the insured receives wages, benefits are suspended or reduced.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

The benefit is not taxed, and social insurance contributions are not paid.

Services around the time of birth are paid for difficult child births only.

2.4 Treatment of particular groups

None.

3. Paternity benefits

None.

4. Parental leave benefits

Parental leave benefits are available in Japan for 10 months and paid through employee's health insurance to workers with children under the age of 1.

The benefits rate is provisionally raised for people back in insured work following leave on the 31st of March 2007, or taking their leave by March 31st 2010 from 10 to 20 percent. Following this date is assumed that the payment will revert to pre 2007 rates

(40% total, 30% during leave and 10% following 6 months following the return to insured work) – see *Benefits and wages* (Japan Country Chapter, 2007).

4.1 Conditions for receipt

The recipient must be the mother or the father, it cannot be split. The recipient must be an insured employee contributing 0.6% of monthly earnings (salary and bonuses before tax). Self employed people cannot receive the benefit.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

A monthly benefit is paid equivalent to 30% of the employee's average daily wage in the 6 months before leave. The benefit is paid up until the child's first birthday. On returning to insured work the parent also receives 20% of the reference wage over the period of leave, as a lump sum, after 6 months.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

Not taxed, no social contributions required.

4.4 Treatment of particular groups

None.

5. Other child raising allowances

None.

KOREA

1. Birth grants

None.

2. Maternity benefits (income maintenance in the event of childbirth)

In Korea maternity benefits are guaranteed under the Labour Standards Act, women are entitled to 90 days of total leave – the first 30 being compulsory (paid by employment insurance) and the remaining 60 being available on request (paid by employer). Leave is employment protected and pregnant workers also have the right to request changes in working conditions. Provisions are also in place for women who have miscarried, and women who are breastfeeding whilst at work.

<http://www.ilo.org/public/english/dialogue/ifpdial/info/national/kor.htm#mat>;
http://www.moel.go.kr/english/topic/laborlaw_view.jsp?idx=254&tab=Standards.

2.1 Conditions for receipt

Employed workers with employment insurance are eligible for maternity benefits.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Earnings are replaced at 100% of net wage for 60 days and a minimum of 30 days, for a total possible 90 day leave period. Forty-five days of leave or more should be taken following birth (http://www.moel.go.kr/english/topic/laborlaw_view.jsp?idx=254&tab=Standards).

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Not taxed or subject to social contributions (net earnings replacement).

Maternity care is provided to those with health insurance and their dependents. There is no limit to the number of births covered.

2.4 Treatment of particular groups

Leave is employment protected and pregnant workers also have the right to request changes in working conditions. Provisions are also in place for women who have miscarried, and women who are breastfeeding whilst at work.

3. Paternity benefits

See parental leave benefits.

4. Parental leave benefits

In Korea Childcare leave is provided through the employment insurance scheme, and in 2008, was paid at a flat rate for a limited period within the first 3 years of the child's life. Leave is employment protected and workers also have the right to request reduced hours during the period.

See the Equal Employment Act (article 19) - http://www.moel.go.kr/english/topic/laborlaw_view.jsp?idx=224&tab=Equal.

4.1 Conditions for receipt

Employed workers with employment insurance are eligible for maternity benefits.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

In 2008 the benefit was paid at the flat rate of 500,000 Won per month for less than one year before the child reaches age 3.

The Korean government is amending the childcare leave benefit from a flat rate payment to a replacement rate payment in 2011.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

Not taxed or subject to social contributions.

4.4 Treatment of particular groups

None.

5. Other child raising allowances

None.

LUXEMBOURG

1. Birth grants

A birth grant is paid in Luxembourg to residents. Medical examination conditions apply.

1.1 Conditions for receipt

This universal grant is paid to women resident in Luxembourg. To receive the benefit both mother and child need to have undergone medical examinations.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

Birth Grant (*allocation de naissance*) of EUR 1 740.09.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

The birth grant is not taxed and no social contributions are required.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

The cash maternity benefit in Luxembourg is a compulsory social insurance scheme for the active population (employees and self-employed) and recipients of social security benefits. Maternity Allowance is provided for women not entitled to the maternity cash benefit.

Legal basis: Book I of Social Insurance Code (*Code des assurances sociales*) in the version resulting from the Law of 27 July 1992.

2.1 Conditions for receipt

To get the Maternity cash benefit (*Prestations en espèces de maternité*) recipients must have been part of the insurance scheme for 6 months in the year prior to the birth of their child. Contributions for blue collar workers are paid at 2.45% of the earned income, for white collar workers the rate is lower at 0.10% (see special treatments below). The benefit is paid only if the wage is discontinued.

Maternity Allowance is paid on the basis of residence if the woman is not entitled to the maternity cash benefit.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Maternity Cash Benefits are paid in the leave period of 16 weeks (8 before confinement and 8 after). A supplement of 4 weeks is provided for nursing mothers, and premature or multiple births. Additional leave is provided for women if a transfer between jobs is not possible (required for health reasons, subject to opinion of the occupational medical officer). The replacement rate is 100% of the net wage and no less than the minimum wage (i.e. EUR 1609.53).

Maternity Allowance (*allocation de maternité*) is paid at a rate of EUR 194.02 per week over 16 weeks.

2.2.2 Income and earnings disregards

The benefits cannot be paid at the same time as other maternity benefits or earnings.

2.3 Tax treatment of benefit and interaction with other benefits

Recipients of social security benefits are entitled to the maternity benefit. The maternity benefit is subject to general taxation. Social contributions are made to health care, long term care insurance and pension insurance.

For in-kind services both the personally-insured women and spouses and partners (not personally insured) are covered. Services include midwife and medical assistance, and the stay in the maternity hospital. A lump sum payment provides for the drugs and diet nutrition for babies.

2.4 Treatment of particular groups

There is no statutory requirement for employers to continue payment during leave, although white collar workers continue to receive payment at the employers' expense for four months (see sickness benefit finance rules in MISSOC).

3. Paternity benefits

None.

4. Parental leave benefits

A parental leave allowance is paid in Luxembourg to parents caring for a child under five at least half-time. Receipt of family allowances is required, as is a work-test and residency in Luxembourg.

4.1 Conditions for receipt

Universal mean-tested benefit. Paid to parents in receipt of family allowance and caring for a child at least half-time. Recipient must also have been working for the same employer for the year preceding benefit payment.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

The parental leave allowance is paid at a rate of EUR 1 778.31 per month for a maximum of 6 months for each parent.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

The parental leave allowance is subject to general taxation. No social security contributions payable.

4.4 Treatment of particular groups

None.

5. Other child raising allowances

A child raising allowance (*L'allocation d'éducation*) in Luxembourg is paid to residents looking after one or more children under the age of 2 on a full-time basis. The parent must be also receiving family allowances.

5.1 Conditions for receipt

The benefit is paid to those who care for at least one child under 2 and receive child benefit. The income test for carers depends on the number of children being cared for. The recipients and partners monthly income should be below EUR 4 519.65 (one child), EUR 6 026.20 (two), and EUR 7 532.75 (three or more). These are equivalent to three, four or five times the social minimum wage.

Those who care for children half time (spend half working hours rearing the children) can receive half the allowance, and are not required to undertake an income test. The benefit is tax financed, and does not require social contributions. No other qualifying conditions.

5.2 Calculation of benefit amount

5.2.1 Calculation of gross benefit

The child raising allowance is paid at a flat rate of EUR 485.10 per month. Half is paid to part-time carers.

5.2.2 Income and earnings disregards

The means test disregards social contributions.

5.3 Tax treatment of benefit and interaction with other benefits

The child raising allowance is not subject to general taxation. No social security contributions payable.

5.4 Treatment of particular groups

None.

THE NETHERLANDS

1. Birth grants

None.

2. Maternity benefits (income maintenance in the event of childbirth)

The Dutch maternity cash benefit is provided through the sickness insurance scheme. Benefit payments are dependent on earnings.

Legal basis: Work and Care Act (*Wet arbeid en zorg, WAZO*).

2.1 Conditions for receipt

Insured women receive the benefit. Contributions are paid by the employer. No other qualifying conditions.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

The benefit is paid for 16 weeks. A pre-confinement leave of 4 to 6 weeks is compulsory. Leave is extended for premature births (by the number of days premature); the same rules apply if the baby is late.

The benefit is paid at 100% of the daily wage to a maximum of EUR 177.03.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Maternity benefit is subject to general taxation.

Social insurance contributions for the General Surviving Relatives Act (*Algemene Nabestaandenwet, ANW*), the General Exceptional Medical Expenses Act (*Algemene wet bijzondere ziektekosten, AWBZ*), the General Old-Age Pensions Act (*Algemene Ouderdomswet, AOW*) and the Health Insurance Act (*Zorgverzekeringswet, Zvw*) are deducted from the benefits. The contributions deducted for the Health Insurance Act have to be refunded by the body that administers the payment of this social security benefit. Furthermore, contributions for the Unemployment Benefit Act (*Werkloosheidswet, WW*) are deducted from the Wazo-benefit (MISSOC, 2008).

Benefits in-kind, associated with pregnancy and birth, are provided through the Health Insurance Act (*Zorgverzekeringswet, Zvw*). Insured women can receive obstetric care.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period.

3. Paternity benefits

There are two days of paternity leave available to fathers in the Netherlands. This is not state-paid, but covered by the father's employer. It is paid at 100% of the father's wages for 2 days, within the first 4 weeks of the child's birth.

4. Parental leave benefits

Unpaid leave is available to both parents for 13 weeks full-time or 6 months part-time. The leave is not transferable, although parents can take the leave simultaneously. The leave can be split into three parts, and taken before the child reaches age 8. Collective agreements can mean employers pay employees during parental leave. Public sector workers can receive 70 to 75% of earnings.

5. Other child raising allowances

None.

NEW ZEALAND

1. Birth grants

Birth grants are not paid in New Zealand.

2. Maternity benefits (income maintenance in the event of childbirth)

Cash maternity benefits in New Zealand are paid to single women and are means-tested. Monies are derived from general government revenue, and not social contributions. Parental leave provides cash benefits for the employed population immediately following birth (see section 4 below).

Legal basis: New Zealand Public Health and Disability Act, 2000. Income Tax Act, 1994. Social Security Act, 1964. Parental Leave and Employment Protection Act, 1987.

2.1 Conditions for receipt

Two years of residency are required for receipt of income-tested benefits, for those with less than 2 years of residency income and assets tests apply in cases of hardship only. The benefit is paid through general government revenues.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

The cash maternity benefit is paid to a single pregnant woman after the 26th week of pregnancy and can continue for up to 13 weeks after childbirth (27 weeks in total). The payment is made under the terms of sickness benefit and paid up to NZD 263.78 a week (for a single beneficiary with children) and reduced by NZD 0.70 for each dollar of gross earned income exceeding NZD 80 a week.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

No social security contributions. Maternity (sickness) is taxed at 15 cents in the dollar, which is discounted before recipients receive the payment.

A range of in-kind benefits are associated with pregnancy and birth in New Zealand including: home help for multiple births; antenatal, intra-partum and postnatal care; referral to well-child mother and baby support providers; in-home accident prevention and educational support.

2.4 Treatment of particular groups

None.

3. Paternity benefits

See parental leave benefits. Fathers can share the unpaid leave period with mothers. Based on minimum hours test conditions up to 2 weeks additional unpaid paternity leave is available (12 months of met work tests [with a minimum hours requirement] gets 2 additional weeks, 6 months gets 1 additional week).

4. Parental leave benefits

Parental leave benefits in New Zealand are paid to mothers and fathers for short periods, and are paid dependant on work and insurance contributions conditions. Following paid leave the parent can take unpaid leave up to 52 weeks of total leave.

4.1 Conditions for receipt

The payment of the benefit is financed from government funds. It is also available to the self-employed.

Employed mothers meeting the minimum hours test (for 6 of the last 12 months, employee has worked an average of 10 hours per week, and no less than one hour per week, to a minimum of 40 per month). For the self-employed the rules are the same except no minimum working hours per week are defined.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

Parental leave provides for up to 14 weeks paid leave (this can start up to 6 weeks before birth) at the rate of their ordinary weekly pay or average weekly earnings (whichever is greater), up to a maximum payment of NZD 407.36 per week before tax (July 2008). The parent is able to take unpaid leave for the remaining period, up to 52 weeks after the birth.

10 days special leave are paid to mothers (with 6 or 12 months of conditions met). This leave is unpaid, and is for ante-natal classes, doctor's appointments, etc.

For the self-employed the payment is paid at the rate of average weekly earnings to the same maximum. A minimum applies for the self-employed (equal to 10 hours at the minimum wage, or NZD 125 in July 2009).

Entitlements vary if the mothers or fathers only meet the minimum hour's conditions in the 6 months leading up to birth. This reduces the unpaid paternity leave extension by one week, and means parents are not eligible for extended leave of up to 52 weeks following birth in total. If one parent meets the 12 months conditions they are entitled to the extended unpaid leave.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

Paid parental leave is subject to personal income tax. There are no social insurance contributions.

4.4 Treatment of particular groups

Mothers can transfer up to 14 weeks of paid leave to the father (if he meets the minimum hours test), and can share the remaining unpaid leave with the father.

5. Other child raising allowances

A parental tax credit is payable to families receiving working tax credit and not receiving paid parental leave. The parental tax credit is not modelled since it is assumed that parents are entitled to paid parental leave.

5.1 Conditions for receipt

Funded from general revenues, this benefit is means-tested. The qualifying person must be over 16 and the principal caregiver. No other qualifying conditions (including home care of the child).

5.2 Calculation of benefit amount

5.2.1 Calculation of gross benefit

Paid for up to eight weeks following birth (or adoption) at a rate of NZD 150 per week to a maximum of NZD 1 200 per year. Reduced on the basis of rules outlines in the family tax credit benefits (for these rules see *Benefits and Wages*, New Zealand Country Chapter, 2008).

5.2.2 Income and earnings disregards

5.3 Tax treatment of benefit and interaction with other benefits

Parental Tax Credit is not subject to taxation, there are no social insurance contributions.

The benefit is not paid to those in receipt of the specified payment in the family benefits payment, or to those in receipt of paid parental leave.

5.4 Treatment of particular groups

None.

NORWAY

Remarks - Maternity benefits:

1. Birth grants

A maternity / adoption grant (*engangsstønad ved fødsel/adopsjon*) is payable in Norway to mothers not receiving the maternity allowance (see maternity benefits). A birth allowance is also paid to mothers of home births (not modelled) .

1.1 Conditions for receipt

The Maternity Grant is a universal benefit, paid on the basis of residence to mothers not in receipt of the maternity allowance. No other qualifying conditions apply.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The Maternity Grant is paid as a lump sum of NOK 33 584 (EUR 4 196).

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

A birth allowance is paid for home births of NOK 1 765 (EUR 221).

The benefits are not taxed or subject to social security contributions.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

Cash maternity benefits (Parental Benefit or *foreldrepenger*) in Norway are delivered through a compulsory social insurance scheme for the active population (employees and self-employed). Mothers not entitled to the maternity cash benefit can receive a Maternity Grant (*engangsstønad ved fødsel*). The parental benefit is flexible, allowing leave to be taken over a long period of time, and fathers have equal rights to the benefit.

Legal basis: National Insurance Act (*folketrygdloven*) of 28 February 1997, Chapters 5 and 14.

2.1 Conditions for receipt

The recipient of the parental benefit must have worked for 6 of the 10 months before the start of the benefit period, and be a Norwegian resident. Employers pay the contributions.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Parental Benefit (*foreldrepenger*), when paid to both parents, is set at a maximum period of 44 weeks at the full rate or 54 at 80% earnings. The benefit can be taken 12 weeks before the birth, three of the weeks before confinement must be taken by the mother. Post-confinement 6 weeks are reserved for the father and six for the mother. Fathers can receive the benefit when a non-active mother is a student or ill (29 weeks at 100% or 39 at 80%).

Apart from the 9 weeks reserved for the mother (3 pre and 6 post), Parental Benefit can also be combined with part-time work up to three years after confinement on written agreement with the employer. Parental benefit can also be deferred following the first 6 weeks (in case of employment or illness) and taken within 3 years.

Parental Benefit paid at the full rate is 100% of the income from work to an annual maximum of 6 times the Basic Amount (*Grunnbeløpet* – NOK 421 536 or EUR 52 666 – in the model it is assumed that the maximum of 6 times the basic amount is valid also if 54 weeks at 80% are taken). The minimum parental benefit payment is the amount of the Maternity Grant.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Parental benefit and Maternity benefit (pregnancy benefit) is subject to general taxation and general social contributions. Adoption benefit is also available adjusted to account for the no period of confinement.

Benefits in-kind, associated with pregnancy and birth, are delivered through a tax-financed public health service for all. Services include: free maternity services and hospital care, exemptions from cost-sharing charges where they otherwise exist.

The protection of pregnant women against risk exposure at work is delivered through a Cash Pregnancy Benefit (*svangerskapspenger*) available for women who are unable to be transferred between jobs when they are exposed to risk in their current employment during pregnancy.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period. Where the employer continues to pay salary during maternity leave, the Parental Benefit is paid to the employer.

3. Paternity benefits

Six weeks of the parental benefit are reserved for the father (see Maternity above). The remaining quota can be shared.

4. Parental leave benefits

See Maternity Benefit (Parental Benefit).

5. Other child raising allowances

A monthly cash benefit for parents caring for small children at home (*kontantstøtte*), part or full-time, is available to Norwegian residents. The benefit is universal, non means-tested and tax financed benefit.

5.1 Conditions for receipt

Recipients are Norwegian residents (both child and parent) who do not use, or have limited use of day care centres (*barnehage*). Children should be aged between 1 and 3 years.

5.2 Calculation of benefit amount

5.2.1 Calculation of gross benefit

The benefit is paid at 5 different rates according to the number of hours that children spend in childcare; ranging from zero hours (NOK 3 303 or EUR 413 per month) up to 25 to 32 hours (NOK 661 or EUR 83 per month).

5.2.2 Income and earnings disregards

5.3 Tax treatment of benefit and interaction with other benefits

The benefit is not taxed or subject to social security contribution.

5.4 Treatment of particular groups

None.

POLAND

1. Birth grants

Two birth grants are payable in Poland. One is a Universal birth grant paid (*Jednorazowa zapomoga z tytułu urodzenia się dziecka*). The second (*Dodatek z tytułu urodzenia dziecka*) is paid as part of the family allowance to families with newborns based on a means-test.

1.1 Conditions for receipt

A one-time child birth grant is not dependent on income, and is universal. Payable to all Polish residents. The Childbirth lump-sum, as supplement to the Family Allowance, is means-tested.

No other qualifying conditions apply.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The childbirth grant is paid in a lump sum of PLN 1 000 (EUR 298) per child.

The lump-sum, as supplement to the Family Allowance, is paid at the same rate if the family income is not higher than PLN 504 (EUR 150) per person.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

Benefits are not subject to taxation or social contributions.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

The Polish cash Maternity Benefit (*Zasilek macierzyński*) is delivered through a compulsory social insurance scheme and provides earnings-related benefits to all employees.

Legal basis: Law on Social Insurance Cash Benefits in Cases of Sickness and Maternity (*Ustawa o świadczeniach pieniężnych z ubezpieczenia społecznego w razie choroby i macierzyństwa*) of 25 June 1999.

2.1 Conditions for receipt

Compulsory social insurance contributions amount to 2.45% of gross wage, with no ceiling. No other qualifying conditions

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Maternity leave in Poland is 18 weeks for the first child and 20 weeks for each subsequent child. Extensions exist for multiple births. Two weeks of leave can be taken before the birth.

The Maternity benefit is paid at 100% of reference wage (this is calculated on the basis of gross earnings during the 12 months preceding the cessation of work for which contributions were paid).

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Maternity benefit is subject to general taxation. Social contributions are deducted for health care, old age, invalidity and survivors insurance.

Benefits in-kind, associated with pregnancy and birth, are delivered through a compulsory health insurance scheme. The insured and their dependents are eligible for a range of services including: prevention and assistance during pregnancy, pre and post-natal care, and care in hospital.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period.

3. Paternity benefits

None. See Parental leave for fathers leave rights.

4. Parental leave benefits

Parental leave benefits are paid through a tax-financed universal scheme paying a flat rate and paid as a supplement to the Family Allowance. Payments are paid to the mother or father, or the guardian receiving family allowance. Leave should be taken before the child is 4, in up to 4 separate blocks, for a combined total of 24 months. Parents can take up to 3 months simultaneously.

4.1 Conditions for receipt

Recipients must be eligible for the family allowance, and in employment. The benefit is universal but means-tested. Families must have a monthly income per person less than 25% of the average wage for the previous year.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

Paid for a total of 24 months to employed persons at a flat rate of PLN 400 (EUR 119) per month.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

The benefit is not taxed, but is subject to old-age, invalidity, survivors and health care contributions.

4.4 Treatment of particular groups

Single parents are entitled to 36 months of paid leave, as are mothers of multiple births. Seventy-two (72) months of paid leave are available to parents of disabled children.

5. Other child raising allowances

None.

PORTUGAL

1. Birth grants

None. An adoption grant (*subsídio por adopção*) is paid in Portugal at 100% of average daily wages for 100 days plus an additional 30 days for each adopted child (under 18). A minimum threshold applies (50% of indexing reference of social support).

2. Maternity benefits (income maintenance in the event of childbirth)

Portuguese cash maternity benefits (*subsídio de maternidade*) are delivered via a compulsory social insurance scheme for the active population (employees and self-employed). Benefits levels paid are related to earnings to all insured employees.

Legal basis: Law 99/2003 of 27 August 2003. Law 35/2004 of 29 July 2004. Statutory Decree 154/88 of 29 April 1988 modified by Statutory Decree 333/95 of 23 December 1995. Statutory Decree 347/98 of 9 November 1998.

2.1 Conditions for receipt

Recipients require 6 months insurance to claim the benefit. Contributions by employees are included in the overall contribution of 11% of earned income to the general social security system. No additional qualifying conditions.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Maternity benefit is paid during leave for 120 days in total (90 after confinement). A minimum of 6 weeks post confinement leave is to be taken by the mother. Length of leave varies if the child dies before or during birth (14 to 30 days) and in the case of multiple births (30 extra days per child).

Extended leave is optional at a reduced payment (150 days, the 30 additional days must be taken after childbirth).

Maternity cash benefits is paid at 100% of the daily average wage (Christmas and holiday allowances included) to a minimum amount of 50% of the indexing reference of social support (*indexante dos apoios sociais* = EUR 407.41). Maternity replacement rate is reduced to 80% of the daily wage for extended leave.

Average daily earnings are calculated using earnings in the 6 months before the last 2 months of the pregnancy.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

The Maternity benefit is not subject to taxation or social security contributions.

Benefits in-kind, provided at the time of pregnancy and birth, are delivered through tax financed public health service for all residents. Services include medical care and tests, maternity hospital care, exemption from patient's contribution to health care costs.

Benefits in case of particular risks during pregnancy (*subsídio por riscos específicos*) are also available.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period.

3. Paternity benefits

Paternity benefit (*subsídio de paternidade*) is payable in Portugal through the same social insurance scheme that caters for maternity.

3.1 Conditions for receipt

See maternity benefit.

3.2 Calculation of benefit amount

3.2.1 Calculation of gross benefit

Paternity benefit is paid for 5 days and can be broken up and taken in the first month following birth.

Paternity benefit is paid at 100% of the daily average wage (Christmas and holiday allowances included) to a minimum amount of 50% of the indexing reference of social support (*indexante dos apoios sociais* = EUR 407.41). However, if opting for a 150 days maternity leave, the maternity and paternity benefit corresponds to 80% of the average daily wage.

3.2.2 Income and earnings disregards

3.3 Tax treatment of benefit and interaction with other benefits

The benefit is not subject to taxation or social security contributions.

3.4 Treatment of particular groups

See maternity benefit.

4. Parental leave benefits

After maternity and paternity leave, parents may also take “child-care leave”: a longer period of parental leave (*subsídio por licença parental*). It is paid immediately following maternity / paternity leave if taken by the parents. The benefit is delivered through the same social insurance scheme as maternity and paternity pay.

4.1 Conditions for receipt

See maternity benefit.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

Parental leave benefit lasts for three months per family; mothers and fathers can divide it between themselves as they see fit. However, if the father takes it during the first 15 days immediately after paternity or maternity, he continues to receive benefits at the same rate as during paternity leave. It can be taken before the child reaches 6 years of age.

See maternity benefit for amounts.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

The benefit is not subject to taxation or social security contributions.

Benefits are also available for a special leave for grand-parents to care for the grandchildren (*subsídio por faltas especiais dos avós*), as well as benefits for care of disabled or chronically ill children.

4.4 Treatment of particular groups

None.

5. Other child raising allowances

None.

SLOVAKIA

1. Birth grants

The Slovakian Child Birth Allowance (*Príspevok pri narodení dieťaťa*) is paid to all families with newborns, with increments paid for the first birth and multiple births.

1.1 Conditions for receipt

The grant is delivered through a universal system and paid to permanent residents of Slovakia.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

A grant of SKK 4 560 (EUR 151) is paid for each child. A supplement is paid to the mother for the birth of the first child of SKK 20 440 (EUR 677) if the child survives the first 28 days.

A multiple birth grant (3 or more children) pays an additional 50% of the grant for each child if at least two survive 28 days following birth.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

Benefits are not subject to taxation or social contributions.

One-off childcare benefits are also paid on commencement of childcare.

1.4 Treatment of particular groups

Parents of multiple births also receive an annual benefit which amounts to SKK 2 470 (EUR 82), SKK 3 050 (EUR 101) or SKK 3 240 (EUR 107) for each child depending on the age of the child.

2. Maternity benefits (income maintenance in the event of childbirth)

Cash maternity benefits in Slovakia are paid through a compulsory social insurance scheme for employees and the self-employed with earnings-related benefits. It is possible to take-up voluntary insurance if aged over 16 years. All insured persons can take advantage of the Maternity Benefit (*Materské*) and Equalisation Benefit during pregnancy and maternity (*Vyrovňavacia dávka*).

Legal basis: Law on Social Insurance (*Zákon o sociálnom poistení*) No. 461/2003. Law on Health Care and Services Related to Health Care (*Zákon o zdravotnej starostlivosti a službách súvisiacich s poskytovaním zdravotnej starostlivosti*) No. 576/2004. Law on Health Insurance (*Zákon o zdravotnom poistení*) No. 580/2004. Law on the Scope of Health Care Covered on the Basis of the Public Health Insurance and on Reimbursement of Services Related to Health Care (*Zákon o rozsahu zdravotnej starostlivosti uhrádzanej na základe verejného zdravotného poistenia*) No. 577/2004. Law on Health Insurance Agencies (*Zákon o zdravotných poisťovniach*) No. 581/2004. Law on Health Care Providers, Medical Workers and Professional Medical Associations (*Zákon o poskytovateľoch zdravotnej starostlivosti, zdravotníckych pracovníkoch a stavovských organizáciách v zdravotníctve*) No. 578/2004. Law on Child Birth Allowance (*Zákon o príspevku pri narodení dieťaťa*) No. 235/1998. Labour Code (*Zákonník práce*) No. 311/2001.

2.1 Conditions for receipt

Receipt of Maternity Benefit (*Materské*) requires 270 calendar days of affiliation to the sickness insurance system during the two years before hospitalisation for childbirth.

Employees contribute 1.4% of gross monthly earnings. Self employed and voluntary insured contribute 4.4%. The maximum and minimum monthly wages for the assessment base are SKK 30 219 (EUR 1 001) and SKK 8 100 (EUR 268) respectively.

Lower minimums assessment wages are in place for workers whose capacity for work is reduced by 40-70% and for employed youth over 16 (75% - SKK 6 075 or EUR 201), and for disabled employees under 18 and those with over 70% reduced capacity to work and employees under 16 (50% - SKK 4 050 or EUR 134).

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Maternity Benefit is paid to mothers from 6-8 weeks before confinement for a total of 28 weeks. For single mothers this is extended by 9 weeks, and reduced by 6 weeks for substitute carers. In the case where a child dies leave is reduced to 14 weeks and is compulsory for the first 6 weeks following delivery.

Maternity Benefit is paid at 55% of the assessment base (daily earnings calculated on the basis of the previous year, with a monthly ceiling of 1.5 times of national average monthly wage). If the amount of maternity pay is lower than the parental allowance the difference is made up (for detail on parental allowance see parental leave notes).

2.2.2 *Income and earnings disregards*

2.3 *Tax treatment of benefit and interaction with other benefits*

The maternity benefit is not subject to taxation or social security contributions. If the amount of maternity pay is lower than the parental allowance the difference is made up (for detail on parental allowance see parental leave notes). Child birth allowance (see birth grant) and substitution care payments are also available (adoption or fostering).

Sickness insurance is also required for the eligibility to Equalisation Benefit during pregnancy and maternity (*Vyrovňavacia dávka*). Recipients must also have been transferred to another job in respect of pregnancy or maternity and have reduced earnings as a consequence of the change. Equalisation Benefit during pregnancy and maternity is provided through pregnancy and maternity up to a maximum of 9 months following confinement. The equalisation benefit pays 55% of the wage difference between previous and actual wage to a maximum of 55% of the national average wage.

Benefits in-kind, associated with childbirth, are provided by the health care system to all female residents (permanent or temporary). Services include: monthly gynaecological examination during pregnancy and special care during puerperium, hospital care during confinement, and special paediatric care and preventive examination of the child during first year of life.

2.4 *Treatment of particular groups*

See conditions for receipt above (young people). Employers have no legal statutory obligation to continue the payment of wages during the leave period. Special schemes exist for policemen, soldiers and customs officers. Extensions or reduction in leave are also possible (see gross benefit calculation).

3. **Paternity benefits**

No paternity benefits. Maternity can be transferred to the husband under certain conditions.

4. **Parental leave benefits**

Child-raising allowances (*Rodicovský príspevok*) are paid to Slovakian residents through a universal scheme that is tax financed. The benefit is paid at a monthly flat rate, and follows maternity benefits (if the parent is in receipt).

4.1 *Conditions for receipt*

Recipients should be caring for at least one child under the age of 3 (extended to 6 for children who are sick or disabled). The child should be cared for at home unless parent of child is disabled (then 4 hours day care can be taken).

4.2 *Calculation of benefit amount*

4.2.1 *Calculation of gross benefit*

The benefit is payable up until the child is aged 3 at a rate of SKK 4 560 (or EUR 151) per month.

4.2.2 *Income and earnings disregards*

4.3 *Tax treatment of benefit and interaction with other benefits*

The benefit is not subject to taxation or social security contributions. The benefit cannot be taken at the same time as maternity benefits.

4.4 *Treatment of particular groups*

None.

5. **Other child raising allowances**

None.

SLOVENIA

1. Birth grants

A Slovenian birth grant is payable to new mothers. The payment (*pomoč ob rojstvu otroka*) is made specifically for the purchase of a layette (equipment for the newborn child).

1.1 Conditions for receipt

Permanent residency of Slovenia is required. The benefit is a universal government-funded one-off payment. No other qualifying conditions apply.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The benefit amounts to EUR 259.27.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

The benefit is not subject to tax or social contributions.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

Maternity benefit in Slovenia is delivered through compulsory parental protection insurance with earnings-related benefits for the insured women (includes self-employed) and a compulsory health insurance for medical benefits in-kind.

Legal basis: Health Care and Health Insurance Act (*Zakon o zdravstvenem varstvu in zdravstvenem zavarovanju*) (Official Gazette of the Republic of Slovenia, no. 100/2005). Parental Care and Family Benefits Act (*Zakon o starševskem varstvu in družinskih prejemkih*) (Official Gazette, no.110/2003). Employment Relationships Act (*Zakon o delovnih razmerjih*) (Official Gazette, no. 42/2002).

2.1 Conditions for receipt

The beneficiaries of Maternity Benefit (*porodniško nadomestilo*) must be covered by the Parental Leave Insurance (*zavarovanje za starševsko varstvo*) and be insured prior to the first day of the leave.

The Maternity Benefit can be granted to the father or to another insured carer or adoptive parent if the mother has died, has left the child, or requires care herself.

Employees contribute 0.10% of the gross wage (no maximum). Self-employed contribute 0.20% of the insurance base for pension and disability insurance.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Maternity leave is available to insured mothers for 105 calendar days, of which 28 days are to be taken before the confinement. The benefit is paid at 100% of gross earnings for the last 12 months.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Maternity benefit is subject to general taxation and standard social insurance contributions.

Benefits in-kind, related to the birth of a child, are provided for insured mother and family members. Services include: medical checks and ultrasound examinations during pregnancy, hospitalisation and health care services in connection with confinement during the hospitalisation, home care for the mother and the child (2 visits of the nurse).

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period.

3. Paternity benefits

Paternity Benefit (*ocetovsko nadomestilo*) recipients must be insured prior to the first day of the leave. The benefit is paid for 15 days and unpaid for 75 days.

3.1 Conditions for receipt

See maternity leave.

3.2 Calculation of benefit amount

3.2.1 Calculation of gross benefit

The leave is available for 90 days, the first 15 of which are paid at 100% of gross earnings. The following 75 days are unpaid (although social contributions are covered). The paid leave is to be taken in the first 6 months of the child's life. The remaining leave should be taken before the child's first birthday.

3.2.2 Income and earnings disregards

3.3 Tax treatment of benefit and interaction with other benefits

See maternity leave.

3.4 Treatment of particular groups

None.

4. Parental leave benefits

Parental leave benefits are paid as part of the social insurance scheme for parents around the time of birth. Conditions for receipt are the same as maternity and paternity leave benefits.

4.1 Conditions for receipt

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

The benefit is paid at 100% of the insured person's earnings in the last year before the start of the maternity leave period. The benefit is paid for 260 calendar days. If there are at least 2 children in the household aged under 8, when the child is born, leave is extended as follows: 30 days for 2 children, 60 days for 3 children, and 90 days for four plus children.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

See maternity benefits.

4.4 Treatment of particular groups

Leave is extended for multiple and premature births, of disabled children.

5. Other child raising allowances

All nursery fees are subsidised by municipalities in Slovenia. Parent's contributions range from 10 to 80% of entire costs. Parents receiving financial social assistance are exempt from nursery school fees (*placilo za vrtec*).

SPAIN

1. Birth grants

In 2008 a birth grant was payable in Spain – it has since been discontinued. It was increased for large families, single parent families and disabled mothers (assessed at a level of 66% disability).

1.1 Conditions for receipt

The government-funded birth grant is universal with a means-tested supplement for single mothers and large families. The multiple birth grant is not means-tested. Spanish residency is required for both.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The grant is paid at EUR 2 500 per birth or adoption. It is increased for large families and single-parents by EUR 1 000 and subject to mean-test. For families with 3 or more children annual income cannot exceed EUR 15 500.63, this threshold is increased by EUR 2 510.67 for each additional child; for single-parents instead income should not exceed the upper limit of EUR 11 000 per year, increased by 15%, namely EUR 1 650 per year, for each child after the second one.

A multiple birth grant increases the payment based on the number of children born (EUR 2 400 for 2 children, EUR 4 800 for 3 children, and EUR 7 200 for 4 children).

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

Benefits are not subject to taxation or social contributions. The birth grant can be paid at the same time as the multiple birth grant.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

In Spain there is both a cash maternity benefit (*prestación por maternidad*), delivered through a compulsory social insurance scheme for employees, (*subsidio por paternidad*), and a non-contributory maternity allowance (*Subsidio no contributivo por maternidad*), which is tax financed.

Legal basis: Social Security General Act (*Ley General de la Seguridad Social*) approved by Legislative Royal Decree No. 1/94 of 20 June 1994. Legislative Decree No. 1/95 of 24 March 1995. Law No. 39/99 of 5 November 1999 on conciliation of Labour and Family Life for workers (*Ley sobre conciliación de la vida familiar y laboral de las personas trabajadoras*). Royal Decree No. 1252/2001 of 16 November 2001. Organic Law 3/2007 of 22 March 2007 on effective equality between women and men (*Ley orgánica para la igualdad efectiva de mujeres y hombres*).

2.1 Conditions for receipt

Maternity benefit for workers over 26 years of age require 180 contribution days in the 7 years immediately before childbirth or a total of 360 contribution days in the whole working life.

Contributions for maternity benefits are included in the overall contribution to social security (excludes unemployment contribution) of 4.7% of earned income to a limit of EUR 510.54 per month (this is a share of the employee and employer monthly contribution limit of EUR 3 074.10 per month).

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Maternity benefit is paid for 16 weeks (extended by 2 weeks in the case of multiple births, adoption or foster care placement and disabled child). New mothers must take six weeks immediately after childbirth and they may take the remaining 10 weeks before or after giving birth. If both parents work, 10 weeks may be granted to the father, again extended in special cases. Maternity benefit is paid at the rate 100% of the calculation basis.

Non-contributory Maternity allowance is paid for 42 days and paid at the rate of 100% of IPREM (Public Income Rate of Multiple Effects, *Indicador Público de Renta de Efectos Múltiples*).

The calculation basis is the result of dividing the contribution basis of the month prior to the date of leave by the number of days corresponding to this contribution.

2.2.2 *Income and earnings disregards*

2.3 *Tax treatment of benefit and interaction with other benefits*

Maternity benefit is subject to general taxation and general social security contributions.

Benefits in-kind are delivered through tax-financed health care (*asistencia sanitaria*) and available to all employed women and their dependents. Services include: medical checks during pregnancy, optional care during birth and post-natal confinement and in case of associated complications, hospitalisation in hospitals of the National Health System (*Sistema Nacional de Salud*) or hospitals operating under agreement.

2.4 *Treatment of particular groups*

Special rules exist for workers under 26 years of age. Employers have no legal statutory obligation to continue the payment of wages during the leave period.

A benefit for risk during pregnancy (*riesgo durante el embarazo*) is paid to expectant mothers who are unable to continue with their normal occupation during pregnancy. A benefit for risk while breastfeeding (*Riesgo durante la lactancia*) is paid to working mothers who are breastfeeding and unable to continue with their normal occupation. Benefit for risk during pregnancy and risk while breastfeeding are both paid at 100% of the calculation basis.

3. **Paternity benefits**

In Spain a paternity allowance (*subsidio por paternidad*) is payable for 13 days, with 2 additional days for fathers of multiple births. For all conditions see Maternity Benefits.

4. **Parental leave benefits**

Childcare leave is available to fathers and mothers in Spain. It is unpaid, and can be taken up until the child's third birthday. If the parent takes leave for over one year then the employer has to guarantee a return to work in a similar post. If leave is less than one year, then the same post is guaranteed. Voluntary and extended leave is also available.

4.1 *Conditions for receipt*

One year with the same employer. If mother and father are with the same employer, then they may not be able to take simultaneous leave.

4.2 *Calculation of benefit amount*

4.2.1 *Calculation of gross benefit*

Leave is to be taken in one period, can be taken simultaneously by both parents, following maternity and paternity leave up until the child's third birthday. Leave can be taken full or part-time basis.

4.2.2 *Income and earnings disregards*

4.3 *Tax treatment of benefit and interaction with other benefits*

4.4 *Treatment of particular groups*

None.

5. **Other child raising allowances**

None.

SWEDEN

1. Birth grants

None. An allowance is paid in case of the adoption of a foreign-born child of SEK 40 000 (EUR 4 229).

2. Maternity benefits (income maintenance in the event of childbirth)

Maternity cash benefits in Sweden are paid from a compulsory system of Parental Insurance (*föräldraförsäkring*) for the active population. Both earnings-related and flat-rate benefits are payable. Parent's cash benefit (*föräldrapenning*), Pregnancy cash benefit (*havandeskapspenning*) and temporary parent's cash benefit (*tillfällig föräldrapenning*) are available to employed and self-employed.

Legal basis: National Insurance Act (*Lag om allmän försäkring*) of 1962.

2.1 Conditions for receipt

To receive a parent's cash benefit (*föräldrapenning*) above SEK 180 (EUR 19) per day, the parent must also have been insured for a sickness cash benefit above SEK 180 (EUR 19) for at least 240 consecutive days before confinement. This requirement applies for the first 180 days of receiving the benefit but not for the remaining days.

Employers make the contributions to the scheme.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Parent's cash benefit (*föräldrapenning*) is payable for 480 days per child, the earliest leave possible is 60 days before confinement by the woman, the remainder can be taken by either parent until the child is 8 years old. Parents can share the leave, and those doing so can receive a Gender equality bonus (*jämställdhetsbonus* – after July 1st 2008). Leave is evenly shared in the case of joint custody, although days can be transferred up to a point where they either parent takes a minimum of 60 days.

The gender equality bonus is a tax relief of up to SEK 3 000 (or EUR 275) per month on earnings made during the period the partner is at home taking leave. A maximum is set of SEK 13 500 per child per year. The model assumes that leave is equally shared between mothers and fathers so that the family is entitled to the Gender Equality Bonus.

The first 390 days are paid at the sickness cash benefit rate with a guaranteed minimum of SEK 180 (EUR 19) per day. For these 390 days the amount paid is 80% of the income qualifying for sickness payment multiplied by a factor 0.97 (So monthly benefit = income*0.8*0.97). The benefit is paid up to a ceiling of SEK 410 000 or EUR 43 350. The remaining 90 days are paid at the minimum amount.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Maternity benefit is subject to general taxation. No social contributions are made.

Benefits in-kind are provided through a tax financed public health service for all residents (work or residence in Sweden). Services include free maternity care and hospital care.

Pregnancy cash benefit (*havandeskapspenning* – for women who have to stop work for reasons of exposure to risk and cannot transfer) is payable in the last 60 days before birth for 50 days. This can be extended if the woman is not allowed to work.

Temporary parent's cash benefit (*tillfällig föräldrapenning*) is paid when parents have to stop work to care for an ill child. Available for 120 days per year until the child reaches 12 years of age.

2.4 Treatment of particular groups

Employers have no legal statutory obligation to continue the payment of wages during the leave period.

3. Paternity benefits

Fathers are entitled to 10 additional benefit days (father days, *pappadagar*) in connection with childbirth above the 60 days available through parents cash benefit. They are paid at the rate of the parent's cash benefit (see maternity benefits above).

3.1 Conditions for receipt

See maternity benefits. To receive the maximum payment the father should have 240 days of work before confinement. If this is not the case the minimum payment is made.

3.2 Calculation of benefit amount

3.2.1 Calculation of gross benefit

Paid at 80% of earnings (times by a factor of 0.97) to a maximum of SEK 410 000 per year. The minimum payment is equal to SEK 180 per day (or EUR 19).

3.2.2 Income and earnings disregards

3.3 Tax treatment of benefit and interaction with other benefits

See Maternity benefit.

3.4 Treatment of particular groups

None.

4. Parental leave benefits

See Maternity benefits for parental insurance scheme payments (parent's cash benefit).

5. Other child raising allowances

A new voluntary municipal child-raising allowance entered into force on 1st July 2008, the benefit is payable for care of children over the age of 1 but younger than 3. The other child raising allowance is not modelled since it is run at a municipal level.

5.1 Conditions for receipt

Both parent and child should be living in relevant municipality, and registered on the population register. The child should be aged 1 to 3 years, and the parent should not be receiving other benefits (see list below). Child care services cannot be used full time for the benefit to be paid.

5.2 Calculation of benefit amount

5.2.1 Calculation of gross benefit

To a maximum of SEK 3000 per month per child.

5.2.2 Income and earnings disregards

5.3 Tax treatment of benefit and interaction with other benefits

See maternity benefit for tax and social security treatment.

The payment cannot be received at the same time as other social insurance payments such as unemployment, sickness, and parental benefit. Family allowances can be received.

5.4 Treatment of particular groups

None.

SWITZERLAND

1. Birth grants

The Swiss benefits system does not provide a birth grant at the federal level.

There are birth grants paid in 9 cantons in 2008. Amounts vary between CHF 800 (EUR 498) and CHF 1 575 (EUR 981). Five of the nine cantonal schemes pay an adoption grant.

2. Maternity benefits (income maintenance in the event of childbirth)

Cash maternity benefits in Switzerland are delivered via a compulsory insurance for all women engaged in paid employment (employees and self-employed), and financed by contributions.

Legal basis: Federal Law on Sickness Insurance of 18 March 1994 (section 2) (*Bundesgesetz über die Krankenversicherung, KVG/Loi fédérale sur l'assurance-maladie, LAMal*). Federal Law on Income Compensation Allowances in case of Service and in case of Maternity of 25 September 1952 (*Bundesgesetz über den Erwerbsersatz für Dienstleistende und bei Mutterschaft, EOG/Loi fédérale sur les allocations perte de gain en cas de service et de maternité, LAPG*). Federal Law on General Provisions concerning Legislation on Social Insurances of 6 October 2000 (*Bundesgesetz über den Allgemeinen Teil des Sozialversicherungsrechts, ATSG/Loi fédérale sur la partie générale du droit des assurances sociales, LPGA*).

2.1 Conditions for receipt

Recipients must have been insured in the 1st pillar (basic scheme) on a compulsory basis for the 9 months preceding childbirth. Also recipients must have worked during this period for at least 5 months, and stop work during the maternity leave period.

Contributions by employees' amount to 0.15% of gross salary and 0.3% of gross income for the self employed (the rate can be reduced according to income).

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Maternity allowance is paid at the rate of 80% of the average income received before the entitlement to the allowance and paid to a maximum of CHF 172 (EUR 107) per day. The benefit is paid for 98 days (14 weeks) after confinement.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Maternity benefit is subject to general taxation. Social security contributions are required to the first pillar and unemployment insurance, and to the second pillar when the pension's institution requires it (MISSOC, 2008).

All women living in Switzerland are eligible for in-kind benefits and include: check-ups, contribution to childbirth preparation courses, delivery at home or in a hospital, and basic advice on breast-feeding.

2.4 Treatment of particular groups

Under the terms of Book V of the Civil Code, the employers are required to continue to pay the salary for a limited period in the event of prevention from working due to pregnancy. The duration is 3 weeks during the 1st year of service. Thereafter a longer period is fixed on an "equitable" basis. Collective labour agreements often contain more favourable conditions.

3. Paternity benefits

No paternity benefits.

4. Parental leave benefits

No parental leave benefits.

5. Other child raising allowances

None.

TURKEY

1. Birth grants

Grants paid in lump sums around the time of birth in Turkey include a pregnancy benefit, a childbirth benefits, and a nursing grant. (The [families](#) in the poorest part of the entire population (6%) are given cash financial aid at a value of 20 YTL per month for each pregnancy and for each child on condition that they continue their health controls in the health institutions and they are additionally given 60 TL financial aid on condition that they give birth to their child in the health institutions).

1.1 Conditions for receipt

See maternity benefits for insurance contributions.

The pregnancy benefit is paid for certified pregnancies before birth. The nursing benefit is paid for live births.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

Nursing benefits in 2009 were paid at YTL 70.

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

See maternity benefits.

Effective since October 2008 a breastfeeding grant is now paid in 6 monthly instalment from the date of birth to insured women (or women with insured partners) at a rate of 1/3 of the minimum wage (the minimum wage in 2008 was approximately YTL 435). Pregnancy benefits and childbirth benefits are also paid. The childbirth benefit is increased if government hospital services are not available. It is also increased for multiple births.

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

Maternity is paid in Turkey through two schemes, one for civil servants and one for employees (workers). The former is a continuation of payment (salary) and in-kind benefits to female civil servants financed through general taxation. Workers benefits are delivered via a social insurance scheme and financed by contributions from employers (insured women, or insured men for their uninsured wives).

Legal basis: Civil Servants: Civil Servants Act of 14th July 1965 No. 657 amended. Employees: Social Insurance Act of 1964/506, amended.

2.1 Conditions for receipt

Private employees require 120 days of work in the year preceding birth.

Employers pay the contributions to the maternity insurance scheme.

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Private employees get 8 weeks of either side of birth with two additional weeks for mothers of multiple births. Insured workers also receive 1.5 hours off per day for the 6 months following delivery for breastfeeding.

Benefits to private employees are paid at 66% of their daily wage.

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Benefits are not subject to taxation or social security contributions.

In-kind services for private employees include pre-natal examinations, hospital and outpatient care related to the birth of a child, and postnatal out-patient care.

2.4 Treatment of particular groups

No continuation of payment for employees. Civil servants receive 16 weeks full salary, without qualifying conditions. 8 weeks either side of birth is available, with 3 weeks prenatal compulsory (the remaining 5 weeks carries over). One additional year of unpaid leave is available to the mother following the payment period – this period does not count for social security purposes (no possibility of claiming further benefits).

3. Paternity benefits

Public employees receive three days paid paternity leave. No general scheme. The private sector has varying rules and leave depending on the company and contract the person is employed at.

4. Parental leave benefits

Unpaid leave is available in Turkey for insured mothers for up to 6 months following birth upon request (this is 12 months for civil servants). See maternity benefit.

5. Other child raising allowances

None.

UNITED KINGDOM

1. Birth grants

The United Kingdom pays a Sure Start Maternity Grant for births and adoptions. The grant is paid to those in receipt of income-related benefits who have received approved health care advice.

1.1 Conditions for receipt

Recipients must be receiving an income-related benefit (means-tested Social Assistance) and a certificate signed by an approved health professional proving the mother has received medical advice on prenatal health and welfare, and the health of the baby. The benefit is paid to UK residents with no other qualifying conditions.

1.2 Calculation of benefit amount

1.2.1 Calculation of gross benefit

The birth grant is paid at the rate of GBP 500 (EUR 632).

1.2.2 Income and earnings disregards

1.3 Tax treatment of benefit and interaction with other benefits

Not taxed, no social security contributions.

Available to those in receipt of income-related benefits (means-tested social assistance benefits).

1.4 Treatment of particular groups

None.

2. Maternity benefits (income maintenance in the event of childbirth)

There are two main periodic cash maternity benefits in the UK, which is received is based on earnings and employment type. Earnings-related Statutory Maternity Pay is paid to higher earning employees. For those not entitled to Statutory Maternity Pay, which includes the recently employed and the self-employed, earnings-related Maternity Allowance is paid.

Legal basis: Social Security Contributions and Benefits Act 1992. Social Security Administration Act 1992. The Welfare Reform and Pension Act 1999. Employment Act 2002.

2.1 Conditions for receipt

In order for a mother to receive Statutory Maternity Pay in the UK they must have been continuously employed by the same employer for 26 weeks into the 15th week before the week the baby is due. Earnings also have to average at least GBP 90 (EUR 114) a week (April 2007/08 rates).

When Statutory Maternity Pay is not paid Maternity Allowance is paid. To receive Maternity Allowance the mother has to have been employed and/or self-employed for at least 26 weeks in the 66 week period before the week the baby is due. Earnings have to be at least GBP 30 (EUR 38) a week on average.

Contributions to the scheme are included in the overall rate of contribution to National Insurance. Employees pay 11% of earned income to National Insurance scheme (this is reduced if you are member of an occupational pension scheme). Lower and upper applicable weekly earnings limits are GBP 105 (EUR 133) and GBP 770 (EUR 974).

2.2 Calculation of benefit amount

2.2.1 Calculation of gross benefit

Mothers are entitled to Statutory Maternity Pay for a maximum of 39 weeks paid at 90% of average earnings (no upper limit) for the first 6 weeks and GBP 117.18 (EUR 148) per week (or 90% of average earnings if less) for the remaining weeks.

Mothers are entitled to Maternity Allowance for 39 weeks paid at standard rate GBP 117.18 (EUR 148) per week or 90% of her average weekly earnings if less than 117.18 GBP (148 EUR).

2.2.2 Income and earnings disregards

2.3 Tax treatment of benefit and interaction with other benefits

Statutory Maternity Pay is subject to general taxation. Maternity allowance is not. Statutory Maternity Pay is also treated as earned income for social contributions, Maternity allowance is not. Statutory Paternity Pay and Statutory Adoption Pay are also available.

Benefits in-kind (health services), during the period around birth, are provided free at the point of consumption and financed via the National Health Service for all inhabitants (based on residency).

2.4 Treatment of particular groups

Statutory Maternity Pay is the minimum amount of pay that the law requires employers to pay during maternity leave.

3. Paternity benefits

Paternity benefit is payable to fathers in the UK under the same conditions as maternity benefit. It is paid for 1 or 2 weeks following the birth of the child depending on the father's choice.

3.1 Conditions for receipt

The same conditions apply as maternity benefit. The benefit is delivered to the child's father, or the mother's partner.

3.2 Calculation of benefit amount

3.2.1 Calculation of gross benefit

Paternity leave is paid for two weeks at a rate of 90% of average earnings. The maximum average earnings are GBP 117.18 per week. The leave must be taken following the birth of the child and within 8 weeks after the birth.

Paternity Pay is the minimum amount of pay that the law requires employers to pay during paternity leave.

3.2.2 Income and earnings disregards

3.3 Tax treatment of benefit and interaction with other benefits

See maternity benefits.

3.4 Treatment of particular groups

None.

4. Parental leave benefits

Parental leave in the UK is unpaid, and provides for 13 weeks of non-transferable leave for each parent per child up until the age of 5. The leave can be split and taken in periods of 1 week to a maximum of four weeks per year. Recipients need one year's continuous employment with the same employer.

5. Other child raising allowances

Working tax credit, childcare payment provides supplements to childcare costs for eligible persons.

UNITED STATES

1. Birth grants

None.

2. Maternity benefits (income maintenance in the event of childbirth) (2007)

There is no national cash maternity benefit paid in all states of the USA. State level programmes for maternity cash benefits exist for workers in industry and commerce in Rhode Island, California, New Jersey, New York, Hawaii and Puerto Rico. For agricultural workers, coverage exists in three states (California, Hawaii, and New Jersey) and Puerto Rico (SSPTW Americas, 2007).

3. Paternity benefits

No national paid benefits. Fathers are entitled to 12 weeks unpaid leave as part of the parental leave scheme (see parental leave below). The same conditions apply.

4. Parental leave benefits

12 weeks of employment protected parental leave is available for covered employers (see conditions) with newborns. Leave can be taken in case of adoption also. Leave to be taken within 12 months of birth.

4.1 Conditions for receipt

Leave is available to employees of public agencies or private companies with over 50 employees. Employees must have accrued 12 months employment with the same employer with at least 1250 hours of work.

4.2 Calculation of benefit amount

4.2.1 Calculation of gross benefit

No paid benefits.

4.2.2 Income and earnings disregards

4.3 Tax treatment of benefit and interaction with other benefits

Social contributions are maintained by the employer during leave.

4.4 Treatment of particular groups

None.

5. Other child raising allowances

None.