

PF 2.5 ANNEX: DETAIL OF CHANGE IN PARENTAL LEAVE BY COUNTRY

Australia

Post-1969 Policy changes:

- 1973: The first major piece of legislation was the *Maternity Leave Act 1973*, which introduced 12 weeks of paid maternity leave and 40 weeks of unpaid maternity leave for Commonwealth public servants (Productivity Commission 2009).
- 10/3/1979: The Australian Conciliation and Arbitration Commission handed down the Maternity Leave Test Case. It provided Australian employees covered by the award system with the right to 52 weeks of unpaid maternity leave (but it was not a statutory provision).
- 26/7/1990: Fathers could share parental leave with mothers. The change was granted by the Australian Industrial Relations Commission. It was, again, only available to employees covered by the award system.
- December 1993: A year's unpaid job-protected parental leave was included in the *Industrial Relations Reform Act*, which was a statutory provision. This was a family entitlement of a year in total.
- 27/3/2006: The *Workplace Relations Amendment (Work Choices) Act* was introduced. It provided eligible casual employees with 52 weeks unpaid job-protected parental leave. Six post-natal weeks (to be taken out of the 52 weeks of parental leave) were mandatory for mothers.
- 01/1/2010: A new system of labour regulation was established under the *Fair Work Act 2009*, which put in place new employment regulations, the bulk of which came into effect on 1 January 2010. These regulations contained a set of ten national employment standards, some of which referred to parental leave and flexible working arrangements. Each parent was entitled to 52 weeks, or right to request an additional 52 weeks unpaid parental leave for the primary carer. Additional employment entitlements could be included under enterprise-level collective agreements.
- From January 2011 the primary carer is eligible for 18 weeks paid parental leave at the minimum wage. The government's Parental Leave Pay was equivalent to the federal minimum wage (AUD589,30 per week or AUD15.51 per hour). Company policies or industrial agreements often provided for paid maternity leave from 6 to 12 weeks and for paid paternity leave of one or two weeks.
- On 27 June 2012, the Australian Parliament passed the Paid Parental Leave and Other Legislation Amendment (Dad and Partner Pay and Other Measures) Bill 2012. From January 2013, fathers and partners (including adoptive parents and same-sex partners) will be entitled to two weeks pay at the national minimum wage (AUD606.40 a week). It must be taken while on unpaid leave, and can be accessed at any time in the first 12 months after the child's birth or adoption.

Austria

Policy background:

- 1885: Four weeks of working restrictions were introduced for pregnant women (Wikander *et al.* 1995).
- 1957: Twelve mandatory weeks of paid job-protected maternity leave were introduced (of which six were post-natal weeks). Leave for nursing mothers was up to 14 weeks and up to eighteen weeks for premature births. Payment during leave was calculated on the basis of average earnings over the preceding 13 weeks before the start of the leave. Unpaid and job-protected leave, reserved for mothers, was six months (Prskawetz *et al.* 2008; Kamerman and Kahn 1991).
- 1961: Mothers could take job-protected leave up to child's first birthday. The payment was equal to 50% of the unemployment benefit for married women and 100% of the unemployment benefit for single mothers. Payments were abated against other family income. Only mothers with 52 weeks of insured employment during the two years immediately preceding a first birth were eligible (Prskawetz *et al.* 2008).

Post-1969 Policy changes:

- 1/4/1974: Maternity leave was extended to 16 weeks, with the six pre-natal weeks remaining mandatory. It was replaced at 100% of earnings, mandatory and job-protected (Kamerman and Kahn 1991). There was a flat rate payment during the extended maternity leave (Prskawetz *et al.* 2008; Kamerman and Kahn 1991).
- 1/7/1990: Parental leave was extended to the child's second birthday from the end of maternity leave. It was job-protected and paid at a flat rate (Wikander *et al.*, 2008; Prskawetz *et al.*, 2008; Kamerman and Kahn 1991; Lalive and Zweimuller, 2005). Fathers were entitled to share leave after the first 16 weeks of maternity leave. Part-time leave could be taken from the child's first birthday up to the child's second birthday (if both parents taking leave at the same time) or up to the child's third birthday (if one parent alone, or both parents alternately, take leave) (Gauthier and Bortkik, 2001).
- 1/7/1996: One parent could use up to 18 months of parental leave. In practice, this implies an introduction of a six month father quota (Prskawetz *et al.*, 2008; Lalive and Zweimuller, 2005).
- 1/1/2002: Parental leave could be taken without an employment requirement, making all residents entitled. Parental leave was still job-protected until the child becomes two years old. As there was still job-protection for those who were employed, this amounted to parental leave. The parental leave entitlements and cash-for-care benefits were separated. However parents could receive the childcare benefits (at a flat rate) for 36 months after the birth of the child if both parents apply for the benefit and each parent participates for at least six months. Otherwise leave was paid for a maximum of 30 months (Moss and Korintus 2008; Prskawetz *et al.*, 2008; Lalive and Zweimuller, 2005).
- 1/1/2008: More flexibility was introduced in the usage of parental leave payments. Parents have three options about the payment: a long option (EUR436 a month for 30 months or for 36 months if both parents share the childcare duties); a mid-range option (EUR626 a month for 20 months or 24 months); and a short-option (EUR800 a month for 15 months or 18 months). Job-protected leave was still up to the child's second birthday (Moss and Korintus 2008; Prskawetz *et al.* 2008). For each payment option, a longer period of payment is provided if both parents share the leave.
- 1/1/2010: Two options were added to the existing three options for taking childcare benefit. Parents can choose between five payment options: four flat-rate and one income-related:
 - EUR436 a month for 30 months, or for 36 months if both parents apply for the payment (30+6 weeks option);
 - EUR624 a month for 20 months, or 24 months (20+4 weeks option);
 - EUR800 a month for 15 months, or 18 months (15+3 weeks option),

- EUR1,000 a month for 12 months, or 14 months for those earning less than EUR1,000 income a month (12+2 weeks option);
- 80 % of the net income for 12 months, or 14 months for those earning between EUR1,000 and EUR2,000 a month (12+2 weeks income-related option).
- 2011: Fathers working in the public sector are now entitled to take one month of leave without pay after the birth of their child. This, the Ministry argues, should be the first step in introducing an obligatory 'Papa-Monat' for all fathers. The payment would depend on the chosen model of the cash-for-care benefit; during the period of the 'Papa-Monat' the benefit would be paid to the father as well as the mother.

Coding notes

- From 1997: one parent could use up to 18 months of parental leave, which in practice implies an introduction of a 6 months quota per parent, coded as 26 weeks of *Patleave*.
- 2008: 18 months is taken as the short option in *Pleavem_paid1*; 2010: 12 months is taken as the short option in *Pleavem_paid1*.

Belgium

Policy background:

- 1889: Article 5 of the law on Women's and Children's Labor (*Loi du 13 décembre 1889 sur le travail des femmes et des enfants*) legislated four weeks leave for working mothers giving birth (Contact 1).
- 1954: Introduction of paid maternity leave, possibly for the four week of maternity leave introduced in 1889 (see above) (Deven and Moss 2005).
- 1961: The Royal Decree of 23 November 1961 granted two days of paternity leave. During these two days the legislation entitled the worker to guaranteed pay from his employer.
- 1963: The Royal Decree of 28 August 1963 increased paternity leave by one day.
- 1967: Job-protection during maternity leave was introduced by article 8 of the Royal Decree nr. 40 of 24 October 1967 on Women's Labor. Eight post-natal weeks of maternity leave became mandatory.

Post-1969 Policy changes:

- 1969: Total job-protected maternity leave was increased to 14 weeks. Women were entitled to a month of guaranteed pay by her employer (at 100% of earnings), followed by a social security allowance for the balance of the period. There were six pre-natal weeks and eight mandatory post-natal weeks.
- 9/1/1990 (*loi-programme du 22 décembre 1989*): The payment during maternity leave was changed to 30 days paid at 82% of the previous wage and from the 31st day at 75% (*Deux repères historiques de l'assurance indemnités* 1999).
- 1/1/1991 (*loi 29 décembre 1990*): Maternity leave was extended by one week to be taken before the birth (i.e. seven pre-natal plus eight post-natal weeks). The mandatory period ran from the week before childbirth to the eighth week following birth (*Deux repères historiques de l'assurance indemnités* 1999).
- 1/1/1998 (*loi 29 octobre 1997*): A three month, job-protected parental leave scheme was introduced (NATLEX). The scheme applied only to the private sector. The scheme was an individual based allowance, with each parent meeting the employment conditions being entitled to three months of paid leave. It was paid at a flat rate.¹
- 1/7/2002: Paternity leave was increased from three to ten days. Three days of paternal leave were mandatory. The payment was 100% of earnings for the first three days and then at 82% with a ceiling.
- 1/7/2004 (law on 9/7/2004): The distribution of the weeks of maternity leave was changed to six weeks before and nine weeks following childbirth.
- April 2009: Parents who work in the private sector could take parental leave until the child's 12th birthday (instead of the 6th birthday). This measure was also applicable to the public sector from April 2010.
- 08/3/2012: The federal government has acted to implement the EU Directive 2010/18 on Parental Leave. A fourth month of Parental leave was set as an individual entitlement; the flat rate payment was also extended to a fourth month of leave for parents of children born after 8 March 2012.

¹ <http://www.emploi.belgique.be/defaultTab.aspx?id=547>.

Canada²

Post-1969 Policy changes:

- 23/6/1971 (date of the law): Maternity leave benefits were introduced under *The 1971 Unemployment Insurance Act*. These benefits were payable to those with at least 20 weeks of insurable employment in their qualifying period. Ten of these weeks of employment had to fall between the 30th and 50th week prior to the expected birth date. Benefits were payable for up to 15 weeks in the following manner: eight weeks prior to the expected date of childbirth, the week of birth, and up to six weeks after the actual date of birth (NATLEX). The replacement rate was 75% of insurable earnings for claimants with dependants, and 67% for those without dependants (Lin 1998). Leave was job-protected.
- 1/1/1976: Bill C-69 reduced the replacement rate for claimants with dependants to 67% of earnings (Lin 1998).
- 30/1/1976: Rules for maternity leave were amended under the *Statute Law (Status of Women) Amended Act*, to allow for the payment of maternity benefits from eight weeks prior to the expected date of birth up to 17 weeks after the date of birth. These rules still apply today. A two-week period at the beginning of the leave was unpaid (the “waiting period”). All claimants had to serve this unpaid period of leave before starting the paid leave, which was 15 weeks long.
- 1/1/1979: Bill C-14 further lowered the replacement rate to 60 % (Lin 1998).
- 18/12/1990: Ten weeks of job-protected parental leave were introduced. These were shareable between parents. If the father used parental leave, he had to serve two unpaid waiting weeks like the mother. If the mother claimed all ten weeks of parental benefits after receiving her maternity benefits, then the total number of weeks of job-protected leave was 27 (15 weeks of maternity leave, plus two waiting weeks for maternity leave, plus 10 weeks of parental leave) as only a single two week waiting period needed to be served for each benefit period.
- 4/4/1993: Bill C-113 reduced the rate for new claimants to 57% (Lin, 1998).
- 7/7/1994: Bill C-17 raised the rate for claimants with low weekly earnings (less than half of the maximum insurable earnings) and with dependants to 60%, but lowered it to 55% for others (Lin 1998).
- 31/12/2000: Parental leave increased to 35 weeks. The 35 weeks of payment could be used by one parent (mother or father), or divided between them as long as both parents met the qualifying conditions. Further, parental payments offered the flexibility of taking the 35 weeks anytime within one year following the birth of the child. A father could get the parental payment from childbirth. The first parent to apply had to serve the two weeks waiting period. If both parents apply at the same time, they could choose who will serve the waiting period.
- 01/2011: Self-employed parents could opt-in to federal employment insurance benefits, including maternity leave, parental leave, and sickness and compassionate care.

² Federal rights, not provincial rights, are considered here. Provincial rights to unpaid parental leave vary.

Czech Republic

Policy background:

- 1948: Maternity leave was introduced (Steinhilber, 2005).
- 1956: The Labour code gave women the right to 18 weeks of paid job protected maternity leave (Fultz *et al.* 2003). Eligibility for maternal leave required 270 days of participation in sickness insurance in the last two years before delivery, which is still the case today (Fultz *et al.*, 2003).
- 1964: Introduction of unpaid but job-protected “additional maternity leave” up to when the child was age one year, regardless of the number of the children.
- 1965: The Labour Code stated a mandatory period of 12 weeks maternity leave with at least six weeks after childbirth. It was expected that women would start maternity leave four weeks before expected childbirth but they could start maternity leave up to eight weeks before.
- 1/7/1968 (Act no 88/1968): The Act changed the calculation of maternity payment. The amount for a workday was set at 90% of net monthly salary of the employee during the period in which the benefit was paid. The benefit was paid for 26 weeks. (Kantorová 2004).

Post-1969 Policy changes:

- 1/1/1970: Extension of unpaid but job-protected “additional maternity leave” until the child was aged two years.
- 1971: Introduction of the maternity allowance (around one-third of the average female salary) up to child’s third birthday for mothers with at least two dependent children, or mothers caring full time for an adopted or disabled child.
- 1/1/1985 (Act no. 110/1984): The maternity allowance was extended to cover women caring for one child. It was paid at flat rate up to the child’s first birthday (Kantorová, 2004).
- 1/7/1987: Paid maternity leave was extended to 28 weeks. Maternity leave usually started six weeks before the expected birth of the child. While the law did not oblige a woman to take maternity leave, if she took time off from work for the birth of a child, the leave had to last at least 14 weeks, six of which had to follow the child’s birth. The 28 weeks were paid at 90% of the individual net monthly salary (Saxonberg and Szelewa 2007). Once maternity leave ended, a maternity allowance was provided to a mother caring for a child up to three years of age which was job-protected (Saxonberg and Szelewa, 2007).
- 1/10/1990 (Act no. 382/1990): The “maternity allowance” was renamed the “parental allowance” and was now open to men. However, the take-up of such leave, unlike that for the previous “maternity allowance”, was not job-protected (Fultz *et al.* 2003). The parental allowance was paid up to the third birthday of the child to one parent who personally cared for the child.
- 1/1/1993: The maternity leave replacement rate was changed to 67% of earnings (Fultz *et al.*, 2003).
- 1/10/1995 (Act no. 117/1995): Maternity leave was paid at 69% of the individual daily wage. The parental allowance was provided to a mother or father caring for a child up to four years of age (Saxonberg and Szelewa 2007). However, job protection (for women only) still expired after three years (Steinhilber, 2005).
- 1/1/2001: Parental leave become job-protected for fathers (Fultz *et al.*, 2003).
- 1/1/2004: Parental benefits were provided for parents regardless of income, so they could continue to work without losing their parental leave (Moss and Wall, 2007).
- 1/1/2008: Introduction of flexibility in parental leave. Both parents could take leave until the third birthday of the child. Leave was an individual entitlement. Both parents could be on leave but

income support could be paid out to only one parent. There were three payment options (from 1/1/2008): (i) a long option (after maternity or after birth if the person was not entitled to maternity benefit) at CZK 7600 monthly until the child was 21 months old and thereafter at CZK3800 monthly until the child was 48 months old; (ii) a mid-range option (only for parents entitled to maternity benefits) at CZK7600 monthly until the child was 36 months old; (iii) a short option (only for parents entitled to maternity benefits) of CZK11400 monthly until the child was 24 months old (Moss and Korintus, 2008).

- January 2009: amendment to the Sickness Insurance Act included two changes related to the parental care of a child: (i) the child's father was now able to take maternity leave instead of the mother from the 7th week after the child's birth; (ii) parents could now alternate with each other during the course of taking leave to care of a sick child. This 'care benefit' could be received for a period of 9 days in total, but there is no limit with regards to how many parents can use this provision during a year.
- 2009: Cut in the maternity leave benefit by 20% as part of the budget restrictions was adopted by the government.
- 2010: Cuts to maternity leave benefit was introduced (January 2010), then reversed (May 2010); the long option of parental benefit was reduced in length. Parents could choose the period and amount of parental benefit. The longest option was until the child was 48 months old; and the shortest option was until the child was 24 months old. In April 2012, the maximum amount was CZK11,500 (EUR455) per month and 70 per cent of previous monthly earnings. The total amount payable for the whole period was CZK220,000 (EUR8,700).
- Since 2012 the selection of duration and payment options for the receipt of parental benefit has been made more flexible. Each family was entitled to a total amount of benefit of CZK220,000 up to a child's 4th birthday; within that period, parents can choose when to receive income support, for how long and what amount. Parents could now also place a child under two years in a publicly-funded childcare service for up to 46 hours a month without losing parental benefit (previously the use of publicly-funded childcare services while receiving parental benefit was more restricted).
- Fathers wishing to use maternity leave must do so for at least 7 days; before 2012 there was no condition related to the length of use.

Coding notes

- The number of pre-birth weeks expected to be taken by a pregnant woman was four weeks from 1969 to 1986, but it could be also up to eight weeks (eight weeks was coded). From 1987 maternity leave could start six or eight weeks before the birth (eight pre-birth weeks was coded).

Denmark

Policy background:

- 1892: Denmark introduced two weeks mandatory maternity leave for women working as factory workers (Borchorst, 2006).
- 1901: Two weeks of mandatory maternity leave for female factory workers was introduced (Borchorst 2006).
- 1933: Two weeks of paid maternity leave for salaried mothers (Moss and Deven, 1999)
- 1960: A universal paid maternity leave scheme of 14 weeks was introduced (Moss and Deven, 1999). This leave was not job-protected.
- 1966: Statutory rights to maternity leave were extended to almost all groups of women in the labour market, and the leave was extended to 14 weeks (Borchorst, 2006).

Post-1969 Policy changes:

- 4/6/1980: Maternity leave was increased to 18 paid weeks, of which four weeks were to be taken before childbirth (Würtz Rasmussen, 2009). It was still not job protected. Mothers needed to be eligible for the jobseekers allowance. Compensation was at most 90% of the income from which the jobseekers allowance was calculated (Würtz Rasmussen, 2009).
- 1/7/1984: Introduction of six weeks of parental leave as an extension of the 14 weeks after childbirth of maternity leave. Fathers were granted two weeks of paternity leave (paid as for maternity leave) simultaneous with the mother, to be taken in the first 14 weeks following childbirth (Würtz 2007; Würtz Rasmussen, 2009; NOSOSCO, 1997). Parents could not take parental leave simultaneously. The father's parental leave entitlement depended on the mother's uptake of parental leave (Pylkkänen and Smith ,2004). Mothers giving birth on or after March 26th 1984 were, in practice, eligible for the extended leave (Würtz, 2007).
- 1/7/1985: Parental leave increased from 6 to 10 weeks, paid as for maternity leave (Würtz Rasmussen, 2009; Pylkkänen and Smith, 2004).
- 1/5/1989. Job-protection during maternity and parental leave was introduced in 1989 as a consequence of the Directive on Equal Treatment.³
- 7/1/1992: Introduction of a new childcare leave which was available to parents with children under eight years old (NATLEX). It entitled each working parent to 26 weeks of paid and job-protected leave, with a payment equal to 80% of the unemployment benefit (Pylkkänen and Smith, 2004). Parents who were in employment, self-employed, unemployed members of an unemployment insurance fund, or cash-benefit claimants were all eligible. If the child was over one year of age, the duration of leave was reduced to 13 weeks in 1995 (Jensen, 2000). Childminding leave could be taken after the 10 weeks of parental leave and 14 weeks of maternal leave.
- 1/1/1994: The Danish labour market reform made the 1992 childminding leave reform a more permanent part of labour market policy.⁴ Childcare leave could be taken when the child was between 0-8 years old. It was possible to take 13-52 weeks of childcare leave, but only the first 13 weeks were

³ <http://www.socialjura.dk/index.php?id=2821&sub=7&cat=1&showpage=1&cHash=5a39c4835e;>
[http://www.ilo.org/dyn/natlex/docs/WEBTEXT/51713/65154/E98DNK01.htm;](http://www.ilo.org/dyn/natlex/docs/WEBTEXT/51713/65154/E98DNK01.htm)
http://uk.bm.dk/Legislations/~/_media/BEM/Files/English/Acts/Equal%20treatment%20men%20and%20women.ashx

⁴ http://www.eu-employment-observatory.net/ERSEP/imi49_uk/01200003.asp

a general statutory right. Up to 26 weeks was possible if the child was less than one year old. Both parents had the right to childcare leave with each child.

- 1/1/1996: The payment during childminding leave was lowered to 70% of the unemployment benefit (Neilsen 2009).
- 1/4/1997: The payment during childminding leave was lowered to 60% of the unemployment benefit ((Neilsen 2009).
- 1/4/1998 (law of 29/12/1997): Parental leave was increased from 10 to 12 weeks after birth via the addition of two weeks of leave which must be taken by the father (NATLEX).
- 27/3/2002: A new birth-related leave scheme was implemented for children born on or after 27th March 2002. Parents of children born between 1st January and 26th March 2002 could choose to use the old or new child leave scheme (Neilsen 2009). Under the new scheme, the childcare leave scheme was abolished. The two week father's quota from 1998 was eliminated. The 4 pre-birth and 14 post-natal weeks of maternity leave remained. Parental leave was extended. The parental leave benefit is paid up to 32 weeks per family, but parents could chose a longer option of 46 weeks with the payment for 32 weeks spread over the longer period (MISSOC). The other parent could take the same leave and extension of leave, but unpaid. Thus, parents were entitled to 52 weeks of paid leave (maternity leave plus paternity leave plus parental leave). The family could get a maximum of 112 weeks of job-protected leave. Of these 112 weeks, the mother could get a maximum of 64 weeks (18 maternity plus 46 parental leave weeks) and the father could get a maximum of 48 weeks (2 week paternity plus 46 week parental leave).

Finland

Policy background:

- 1917: Four weeks of maternity leave was introduced (decree 18.8.1917/64) for women working in factories following childbirth (Valdimarsdóttir, 2006).
- 1919: Six weeks of maternity leave for women in trade and working as officers.
- 1922: Job-protection introduced during the period of maternity leave in the Employment Contracts Act (1.6.1922/141) (Valdimarsdóttir, 2006).
- 1937: Maternity Allowance Act.
- 1/9/1964: Two months (54 days) of maternity leave was introduced in Act 364/1963; 3 weeks before and 6 weeks after childbirth. The three weeks before birth were not job-protected.

Post-1969 Policy changes:

- 1/1/1971: Maternity leave was extended to 72 days (Kolberg 1992). All leave, not just post-natal leave, was now job protected. The new Employment Contracts Act (30.041970/320) replaced the separate maternity leave acts for the industrial and commercial sectors, and confirmed job-protection on leave and extended protection against dismissals to cover the period of pregnancy when a woman was not on maternity leave.
- 1/7/1974: Maternity leave was further extended to 174 days (29 weeks) (Rønsen and Sundström 2002).
- 1/3/1978: Maternity leave was extended to 186 days (31 weeks) of which the father could use two weeks as paternity leave at the time of the child's birth with the mother's consent (Haataja 2001).
- 1/7/1978: Maternity leave was 198 days (33 weeks) long. Fathers could use two weeks paternity leave at the time of the child's birth from this long maternity leave (Kolberg 1992).
- 1/3/1979: Maternity leave was 210 days (35 weeks). Fathers could use 12 days (Rønsen and Sundström 2002).
- 1/5/1980: Maternity leave was lowered to 198 days. 24 days of parental leave, to be taken after mother has used 100 first days, were introduced. Fathers were still entitled to take 12 days, deducted from maternity leave (Deven and Moss 1999).
- 1/7/1981: Maternity leave was still 198 days. Fathers could still use 12 days from maternity leave. Parental leave was increased to 48 days.
- 1/1/1982: Maternity leave was reduced to 146 days. Parental leave was increased to 100 days. Payment became earnings-related at 80% replacement rate. Before the replacement rate was approximately 45% (Rønsen and Sundström 2002).
- 1/2/1985: Fathers could share 158 days of parental leave with mothers. Maternity leave decreased to 100 days. An unpaid but job-protected leave till the child was three years old was introduced. It was a family entitlement from the end of parental leave until the child turned three years old. The minimum period was one month and each parent could take two leave periods. During the leave, a home care allowance was paid per child as an alternative to a place in public day care. If the child uses public day care, the family was no longer entitled to the allowance. The home care allowance was a flat-rate benefit (unlike parental leave benefit which was income-related), and supplements were paid for siblings and there was also a means-tested supplement for low-income families. Some municipalities paid local supplements (if they have problems providing day care places). The benefit was a taxable income. The Act on home care allowance came into force on 11.1.1985 and the change in the Employment Act regarding childcare leave on 1.2.1985.

- 1/1/1987: Maternity leave was reduced to 105 days. Parental leave was still 158 days. Fathers could still use 12 days, deducted from parental leave (Rønsen and Sundström, 2002).
- 1/1/1991: Fathers got six days of paternity leave (Deven and Moss 1999). Parental leave was extended to 170 days. Maternity leave was 105 days, of which 30 days had to be taken before childbirth. Up to another 20 days could be used before birth (Rønsen and Sundström, 2002).
- 1/1/1992: Parental leave payment rates were set at 75% of earnings (Rønsen and Sundström, 2002).
- 1/9/1992: Parental leave payment rates fell to 70% of earnings (Rønsen and Sundström, 2002).
- 1/1/1993: Parental leave payments rates fell to 66% of earnings (Rønsen and Sundström, 2002). Parental leave was shortened to 158 days. Paternity leave becomes 18 days.
- 1/1/2003: Fathers were entitled to two extra weeks (12 days) of bonus paternity leave, if they took two weeks (12 days) of the parental leave.
- 2010: The father's month was lengthened by two weeks.
- Autumn 2011: the father's individual leave period was lengthened by 12 days by dissolving the connection of the father's month to the father's taking the two last weeks of parental leave. In effect, the number of days available for the father remained the same as it has been (54 working days) but the parental leave to be shared as the parents wished became 12 days longer in families where the father took his individual leave days. Of his 54 leave days the father could take at most 18 days simultaneously with the mother. In addition, it had been agreed that the possibility to use the father's leave days would be extended until the child turned two years, whereas now it had to be used before the child turned 16 months old. The reforms will take effect in 2013.

Coding notes

- Leave days are counted as weekdays (Monday to Saturday), so that the number of leave days is divided by six to convert days to weeks.

France

Policy background:

- 1909: Eight weeks of unpaid maternity leave were introduced.
- 1928: Payments were generalised for all civil servants in 1928. The payment rate was set at 100% of earnings for two months. Leave still remained unpaid for women working in the private sector (or paid according to collective agreements) (*Un féminisme ouvrier: La maternité (1946-1980)*).
- 1946: Maternity leave was 14 weeks and paid at 50% of earnings (*Un féminisme ouvrier: La maternité (1946-1980)*).
- 1966: Job-protection for women giving a birth was introduced with no possibility of firing women for the 12 weeks following childbirth.⁵

Post-1969 Policy changes:

- 1969: Maternity leave was 14 weeks (of which 6 were pre-natal weeks). Payment was 50% of earnings.
- 1/1/1971 (law in 1970): Maternity leave payments increased to 90% of earnings.⁶
- 13/7/1977: Introduction of unpaid parental leave from the end of maternity leave up to a maximum of two years of leave (with one year of social security contributions). Fathers could use this leave only if the mother declined her right (Deven and Moss 1999).⁷ One year of employment with the same employers was required to be eligible and firms must have over 200 employees. This unpaid leave was job protected.
- 1/10/1978 (law published on 13th July 1978): Maternity leave was extended to 16 weeks (18 in case of multiple births), of which six weeks were pre-natal.⁸
- 5/1/1984 (law on 4/1/1984): Fathers become eligible for parental leave. Leave ran for up to two years following childbirth (Deven and Moss 1999). The entitlement was now per parent. One year of work in the same company was required to be eligible. The mother/father could be dismissed only for redundancy or reasons not related to his/her leave.
- 1/1/1985: The Child Rearing Benefit (Allocation Parentale d'Education) was introduced for parents with three or more children with the youngest child not yet 3. This flat-rate benefit could be received by parents on parental leave, but was a family-based entitlement (one benefit per family only). Partial payment was available if the parent switched from full to part-time work. In addition, to be eligible, the parent must have worked at least two of the five years preceding childbirth.
- 26/07/1985: Longer periods of maternity leave from the 3rd child onwards were introduced. From the third child, the entitlement was 26 weeks of leave (8 weeks before childbirth).
- 30/12/1986 (law on 29/12/1986): Parental leave could be taken now for up to three years from the end of maternity leave up to the child's third birthday (up from two years previously).⁹
- 1994: A parental leave payment (Allocation Parentale d'Education) was made available to parents from a second child under age 3 years. The benefit was paid at a reduced rate if the parent taking leave worked on a part-time basis. Eligibility criteria for receiving a benefit payment were more

⁵ Loi 66-1044, 30 décembre, 1966, http://www.legifrance.gouv.fr/jopdf/common/jo_pdf.jsp?numJO=0&dateJO=19661231&numTexte=&pageDebut=11753&pageFin=.

⁶ <http://www.employer-une-nounou.info/divers/histoire.php#haut>.

⁷ Loi 77-766 1977-07-12 JORF 13 juillet 1977.

⁸ Loi 78-730 du 12 juillet 1978.

⁹ Loi n°86-1307 du 29 décembre 1986.

restrictive for parents with only two children compared to parents with three or more children. In the former case, parents were only eligible if they had worked for at least two out of the five years prior to childbirth; in the latter case parents were eligible if they had worked two years at any time over the last ten years.

- 1/1/2002 (law n° 2001-1246, 21st of December 2001): Introduction of a maximum of 3 days of paternal birth leave and 11 consecutive days of paternity leave (to be taken during the four months after birth). This leave was job-protected and fully paid.¹⁰
- 1/1/2004: The payment system during parental leave was changed. The new payment, called *Complément de libre choix d'activité (CLCA)*, was paid also in case of the first child for six months after maternity leave (from the second child it was paid until the third birthday of the last child). It was a flat-rate payment (like APE, EUR513 per month in 2005), paid to families whose income was below a threshold. While the payment was per family, the leave was still per parent and paid up to the child's third birthday.
- 01/07/2006: Introduction of a one year period of leave option for parents having a third child (*Complément Optionnel de Libre Choix - COLCA*). Flat rate payment was delivered at a higher rate than the standard CLCA. Parents had to stop work and opt for one option between CLCA and COLCA.

Coding note

- The situation for mothers with 1 child is coded in *TotLm_paid1* and for mothers with 2 children in *TotLm_paid2*

¹⁰ See <http://www.travail-solidarite.gouv.fr/etudes-recherche-statistiques-drees/publications/etudes-resultats/no-442-conge-paternite.html>.

Germany

Policy background:

- 1878: Pregnant women cannot work for 3 weeks before birth (Wikander *et al.*, 1995).
- 1903-1911: Amendments were made to the code in 1903 and 1911 which increased the leave period to six weeks and supplied women with paid time off work for 2 weeks before delivery (Merz 2004).
- 1924: Job protection was introduced for women taking maternity leave (Jordan, 1999).
- 1/1/1968: Female employees expecting a child have fourteen weeks of mandatory maternity leave (*Mutterschutzgesetz*) of which 6 weeks had to be taken prior to childbirth. During these fourteen weeks, a sickness insurance benefit was paid by the social security system at a flat rate approximately equal to the average salary for female workers. Employers were required to supplement this benefit to cover the woman's full salary (Merz, 2004).

Post- 1969 Policy Changes:

- 1/1/1979 or 1/5/1979: Female employees on maternity leave (14 weeks) could opt to take an additional four months of leave immediately following maternity leave. While on this extended leave, they received a monthly payment which depended on the average salary received during the three months prior to the start of maternity leave. Women could not be dismissed and had the right to return to their employer, albeit not to their previous job (Merz 2004). The prime motivation of the amendment was maternal health, but later reforms would be more focused on child development (see below) (Dustman and Schonberg 2008).
- 1/1/1986: Married mothers and fathers and unmarried mothers with an infant were entitled to an additional eight months of paid parental leave (*Erziehungsgeld*) following the 14-week of maternity leave. Additionally, any new parent working up to a maximum of fifteen hours per week was entitled to receive a benefit from the federal government, regardless of his or her previous labor market status equal to DM600 for the first six months of the additional eight months. Starting from the seventh month the benefit amount was means-tested on the following basis: a married couple received the transfer payment as long as their annual net family income did not exceed DM29,400. For a single parent, this income limit equaled DM23,700 DM per year. Each additional child increased the upper limit by DM4,200 and was paid for at most one year (Dustman and Schonberg, 2008; Kamerman and Kahn 1991; Merz 2004;).
- 1/1/1988: Paid employment-protected parental leave was extended up to 10 months following maternity leave (Dustman and Schonberg 2008).
- 1/7/1989: Paid parental leave was extended up to 13 months. Parents could now work up to nineteen hours per week (Dustman and Schonberg 2008; Merz 2004).
- 1/7/1990: Paid parental leave was extended up to 16 months (Merz 2004).
- 1/1/1992: Eligible parents could take job-protected parental leave up to three years after the birth of their child. The right to take parental leave was disentangled from the eligibility to receive a parental payment for raising the child. Parental leave (on top of 2 months of post-childbirth maternity leave) was 34 months, while the payment was still only for 16 months (Merz 2004; Gauthier and Bortnick 2001). Thereafter parents could use unpaid but job-protected parental leave up to the child's 3rd birthday.
- 1/1/1993: The payment period for parental leave was extended from 16 to 22 months (Dustman and Schonberg, 2008; Merz, 2004).
- 1/1/2001: Some flexibility in the parental leave payment was introduced. Parents could choose a shorter and better paid leave (DM900 per month for 10 months) or a longer but less well paid leave

(DM600 per month for 22 months), but these benefits were income-tested.¹¹ Married parents with an annual income of at least DM100,000 and all other parents with an annual income of at least 75,000 DM were excluded from receiving any payment during parental leave. Parents could work up to 30 hours per week and still be eligible for the payment. Paid leave could be used until child's second birthday. The third year of leave may be used until the child was 8 years old (Merz 2004). Couples could take leave simultaneously, but this option was reserved for part-time working parents (OECD, 2007).

- 20/6/2002: Only the eight post-natal weeks were mandatory for mothers. For the six weeks before childbirth mothers can decide to continue working.
- 1/1/2007: A new earnings-related parental leave benefit with floors and ceilings (*Elterngeld*, or “parental money”), replaced the means tested flat rate child-raising benefit (*Erziehungsgeld*). The child rearing benefit was targeted at low income families, while the new parental money was more universal in nature (Kluve and Tamm, 2009). Duration of the job-protected parental leave remained up to three years following childbirth, but there was an overhaul of child rearing benefits. The payment became income related (at 67% of the parent’s average earnings during the 12 months preceding childbirth, with a ceiling of 1800EUR per month and a floor at 300EUR). An extra payment for fathers was introduced. The payment was for ten months plus two extra months for the father if he used at least two months of parental leave, resulting in a total of 14 available months of payment. The maternity leave payment was included in this period, reducing the actual *Elterngeld* payment period to 12 months. It was possible to extend leave up to 24 plus four months (if each parent takes at least four months), with a proportionate reduction in the monthly payment rate. The actual *Elterngeld* payment period was then 28 months less the two months maternity payment which were included in the child rearing benefit period, i.e. 26 months. There still was unpaid and job-protected leave up to 36 months following birth (Moss and Korintus, 2008).
- 2009: the Parental leave law of 2007 is modified to enable grandparents to take leave to care for their grand children if the child’s parents are younger than 18 years or if they are still in education or in vocational training.
- 2010/11: Two cuts in *Elterngeld* (parental benefit) were introduced (autumn 2010); the federal government approves a draft law to enable reduced working hours to care for a dependent relative for submission to Parliament (March 2011); and parents earning more than EUR500 000 would not receive any payments. Since 2011 the long-term unemployed are no longer eligible for parental benefits, as it is now credited against social assistance payments
- 1/2012: A new *Familienpflegezeit* (family caring time) for employees was introduced. *Familienpflegezeit is not a legal entitlement, but an optional provision* that is available if covered by an individual contract or collective agreement. For a period of up to two years, employees may reduce their working time to a minimum of 15 hours, if they need to care for a dependent relative. During this period employees are paid a lower income, though the reduction in income is less than the reduction in hours; employees repay the difference by receiving the same amount of reduced earnings for an equivalent period after returning to full-time employment. For example, if employees reduce their working time from 100 to 50% for two years, they will receive 75% of their income during that time and for a further two years after returning to full-time work again. The compulsory long-term care insurance covers additional pension contributions during the caring time if care is given for at least 14 hours and employment is limited to a maximum of 30 hours per week.

Coding note

¹¹ The income test on net income was as follows. A parental leave benefit was paid to two parent families where net annual income was below EUR30,000, or to sole-parent families below EUR23,000. The benefit payment was also reduced from month seven of receipt for families with net annual earnings of EUR16,500 and EUR13,500 respectively.

- From 2007 each parent individually could take only up to 12 months of leave in the ‘short’ option (maternity leave included). *TotLm_paid1* is equal to 12 months (52 weeks).

Greece¹²

Policy background:

- 1910: Pregnant women are not allowed to work. No payment was provided (Wikander *et al.*, 1995).
- 13/6/1921: Ratification of the ILO Convention No. 3 of 1919 came into force and it applied to women employed in manufacturing, construction, transport and commerce. It provided for compulsory leave of no less than six weeks after childbirth, the right for women to cease working six weeks before the presumed date of childbirth, two half-hour nursing breaks, benefits paid out of public funds or through an insurance scheme and the right to free medical care. It also prohibited dismissal during maternity leave (Wikander *et al.* 1995).

Post-1969 Policy changes:

- 1969: Introduction of four fully paid weeks and eight flat rate weeks of job-protected maternity leave (12 weeks in total). For the rest of the leave period, benefits were paid at a fixed rate above a legal minimum.
- 15/2/1977: Maternity leave became fully paid for all 12 weeks.
- 29/10/1982: Greece ratified the ILO Convention on maternal job-protection. According to this act (No. 1302/1982), maternity leave was 12 weeks, provided that the duration of post-natal leave was six weeks (Jankanish 1994). The leave was paid at 66% of earnings.
- 14/2/1984: Maternity leave was extended to 14 weeks, with seven weeks before and seven after childbirth.
- 8/10/1984 (Law 1483/1984): Three months of unpaid job-protected leave for each parent were introduced, available until the child was aged 2.5 years (NATLEX).
- 23/3/1989 (Day of the Act; retrospective application from 1/1/1989): The national general collective labour agreement increased maternity leave to 15 weeks (Contacts 1 and 3).
- 9/6/1993 (Day of the Act; retrospective application from 1/1/1993): The National General Collective Agreement extended the duration of unpaid job-protected parental leave from 3 to 3.5 months with the leave to be taken up to the point when the child reached the age of three years instead of two and a half years (from Parental leave in Greece: the impact of the framework agreement and the European Directive). Article 7 introduced 16 weeks maternity leave, of which eight pre-natal weeks were mandatory (Soumeli 1998).
- 7/8/1998 (Law 2639/1998, Article 25). The duration of unpaid job-protected parental leave increased to 3.5 months to be taken until the child was 3.5 years old.
- 23/5/2000 (Retrospective application from 1/1/2000): Paid maternity leave increased to 17 weeks; one week following childbirth was added. Two days of full paid paternity leave was introduced (Moss and Korintus 2008).
- 1/1/2004: Breastfeeding breaks could be converted to 3.75-months of paid leave (breastfeeding leave was provided at a maximum one hour per day for two years or two hours per day for one year). It was fully paid. This is not a statutory employee right.
- 9/5/2008: (Law 3655/2008): A six-month period of special maternity employment-protected leave for mothers was introduced, after the expiry of their childbirth leave and the reduced working hours leave. This leave was paid at the minimum wage. It could be transferred by mothers to fathers. During the duration of the special leave, the Manpower Employment Organisation pays the mother

¹² Greek family leave was covered by different systems for the public and private sector, with the former typically being somewhat more generous on most dimensions. The private sector scheme and its changes are detailed here.

with a monthly sum that equals the minimum dily wage agreed in the National General Collective Labour Agreement (Moss and Korintus 2008).

- 04/2012: A new law on parental leave was passed by the Greek Parliament in April 2012 (articles 48-54, Law 4075/12).The law incorporates the EU Directive 2010/18 on Parental leave in the national legislation. According to the provisions of the law, the following main changes were introduced that concern all working people in the public or private sector:
 - Parental leave is extended, so it can be taken until a child was 6 years old (instead of 3.5 years as in the past).
 - Parental leave lasts 4 months (instead of 3½ months, as in the past
 - Requests for parental leave from parents of children with a disability or long-term illness or sudden illness and from single parents are dealt with as an absolute priority.
 - In the case of death of a parent or total removal of parental responsibility or non-recognition of the child, the other parent is entitled to receive the double amount of parental leave
 - Working people that adopt or foster a child that is less than 6 years of age, are entitled to parental leave which, under certain circumstances, could be extended until the child's eighth birthday.
 - Special leave was introduced to cover the unplanned and serious needs of parents whose children suffered from serious illness needing regular therapy or hospitalisation.

Hungary

Post-1969 Policy changes:

- 1969: Maternity leave was 12 job-protected weeks, of which six were pre-natal weeks.
- 28/1/1969: The *Gyermekgondozasi segely* (GYES) was provided up to the child's third birthday after maternity leave. The GYES was a universal right to all parents who care for children under age three. Both men and women could claim these benefits. After the child was 18-months old, the caretaker could work part time outside the home. A flat fee was paid, which equals the minimum amount of old age pension (Fodor 2004). The leave was job-protected for those who were in work.
- 17/1/1985: After maternity leave up to the child's first birthday, the *Gyermekgondozasi dij* (GYED) was paid at 75% of the average daily income if there was an uninterrupted history of social insurance contributions of two years, paid at 65% of the average daily earnings. The GYED was a parental entitlement to claim requiring at least 180 insured days of work in the two years prior to the birth of their child. Either parent could take the leave, up to the baby's second birthday and receive 70% of his/her earnings (up to a relatively low maximum). Paid work was not allowed (Fodor, 2004). When GYED expires, the mother could use GYES (Generations and Gender Contextual Database).
- 27/02/1986: GYED was extended up until the child was 18 months old (Generations and Gender Contextual Database). The father could share leave between the child's first and third birthday.
- /11/1987: GYED was extended up to the end of the child's second year.
- 30/3/1992: Maternity leave was increased up to 24 weeks (four pre-natal and 20 post-natal weeks). Six weeks after birth were mandatory.¹³
- 15/4/1996: GYED was abolished and GYES became means tested (Generations and Gender Contextual Database).
- 1/1/1999 (law on 22/12/1998): Maternity leave was paid at 70% of earnings (Generations and Gender Contextual Database). GYED was restored and paid at 70% of earnings (Szelewa 2006). There was no more income testing for GYES (Generations and Gender Contextual Database).
- 2002: Five days of job-protected and fully paid paternity leave were introduced.
- 30/4/2010: payment for parents taking GYES was reduced from 3 to 2 years, but this measure was reversed in december 2010.
- 01/5/2010: the eligibility for payments for insurance-based leaves (Maternity leave and GYED) was changed to 365 days of employment during the two years before giving birth.
- 01/1/2012: A new law on the protection of families was passed in 2011 and came into force on 1 January 2012. There is now separate legislation for families stating that the State contributes to bringing up children. Parents are eligible for job protection and other benefits/services to help balance work and family life. Part-time work and atypical work are promoted. As a result of the modifications in the legislation related to parental leave, fathers are specifically mentioned in relation to eligibilities (e.g. the father (birth or adoptive), and are eligible if the mother dies or is not present in the household due to health-related reasons).

Coding note

- *Gyermekgondozasi segely* (GYES) is coded in *TotLm_paid2*; the entitlement to *Gyermekgondozasi dij* (GYED) since 1985 is coded in *TotLm_paid2*

¹³ <http://www.ilo.org/public/english/employment/gems/eoo/law/hungary/lc.htm>.

Ireland

Policy background:

- 14/6/1952 (date of the Act, Social Welfare Act no. 11/1952): A maternity allowance was payable for 12 weeks, beginning with the sixth week before the end of the expected week of childbirth.¹⁴
- 1968: Women who were compulsorily insured were entitled to maternity benefits. There was no corresponding right to maternity leave.

Post-1969 Policy changes:

- 1969: There were 12 paid but not employment-protected weeks for maternity leave.
- 6/4/1977 (Unfair Dismissals Act no. 10/1977): The 1977 Unfair Dismissal Act indicated that a dismissal connected with pregnancy was unfair unless the employee could not do the work, or comply with some other statute, or there was not suitable alternate work for her or she refused such work if offered.¹⁵
- 6/4/1981: (The Maternity Protection Act 1981): This Act entitled expectant mothers to paid maternity leave and the right to return to work after their childbirth. The period of statutory maternity leave was 14 weeks, four of which had to be taken before the birth and four after. Employees may take up to four weeks of additional unpaid maternity leave on top of the 14 weeks. The Act applied to all women who worked eight hours or more per week, and there was no service qualification (NATLEX).
- 3/12/1998 (Parental Leave Act No. 30/1998): Introduction of 14 unpaid and job-protected weeks of parental leave per parent.¹⁶
- 8/2/2001 (Statutory Instrument no. 29/2001): Maternity leave was extended to 18 paid weeks and eight unpaid weeks.¹⁷
- 18/10/2004: (Maternity protection amendment act 2004): The number of the compulsory pre-birth weeks was reduced from four to two weeks.¹⁸
- 1/3/2006: Women who commence maternity leave on or after 1 March, 2006 were entitled to 22 weeks paid maternity leave and 12 weeks unpaid maternity leave (Moss and Korintus, 2008).
- 1/3/2007: The maximum length of maternity leave was increased to 42 weeks of which 26 were paid at 70% of earnings with a ceiling (Moss and Korintus, 2008).

¹⁴ Social Welfare Act no. 11/1952 (<http://www.irishstatutebook.ie/1952/en/act/pub/0011/index.html>).

¹⁵ Unfair Dismissals Act no. 10/1977 (<http://www.irishstatutebook.ie/1977/en/act/pub/0010/index.html>).

¹⁶ Parental Leave Act No. 30/1998 (<http://www.irishstatutebook.ie/1998/en/act/pub/0030/index.html>).

¹⁷ Maternity Protection Act, 1994 (Extension of Periods of Leave) Order, 2001 (<http://www.irishstatutebook.ie/2001/en/si/0029.html>).

¹⁸ Maternity Protection (Amendment) Act 2004 (<http://www.oireachtas.ie/viewdoc.asp?fn=/documents/bills28/acts/2004/a2804.pdf>).

Iceland

Policy background:

- 1938: First instance of financial support in relation to birth was introduced in social insurance laws (Gíslason, 2007).
- 1946: At the birth of each child, the mother had a right to a payment whether she worked outside of the home or not, but more was paid to those who were in paid employment. A married woman could only get paid if her husband was unable to provide for the family (not actually paid maternity leave). This benefit did not include any clauses on the mother's right to return to her previous job (the law reiterated the father's role as the main provider for the family) (Gíslason, 2007).
- 1954 (law n.38): Women in the public service had the right to a 90 day paid absence from work after childbirth. This gave women in the public sector a much better standing than women in the private sector.

Post-1969 Policy changes:

- 1/1/1975: Three months leave for all working mothers following childbirth was introduced. The payment was equal to the unemployment benefit. The leave was not job-protected.
- 1/1/1981 (law no. 97/1980): Introduction of job-protection during leave. A parent had the right to three months' leave and the payments were moved from unemployment insurance to social insurance. The father could take the last month of the leave. Thirty days following the birth, mothers could transfer entitlements to fathers (Eydal and Ólafsson, 2006).
- 1987 (no. 579/1987): Introduction of a grant that separated the birth grant and *per diem* birth payment. The grant referred to a fixed amount, unrelated to labor market participation, and was payable only to mothers throughout the duration of the maternity leave. The *per diem* birth payment was tied to labour market participation, so those who had worked a minimum of 1,032 daytime hours in the last twelve months before resuming the leave were paid full per diem, while those who had worked 516-1,031 daytime hours were paid half of the per diem (Gíslason, 2007).
- 1/1/1988 (law no. 57/1987): This law introduced parental leave for six months. The reform was gradually implemented (see below). From 1/1/1988, four months were provided (one pre-natal month, one post-natal month and two shareable months). The woman could begin the leave one month before the estimated day of childbirth according to a medical testimonial. Benefits were paid according to the Act on Social Security (Gíslason, 2007).
- 1/1/1989: Introduction of five months of leave divided as follows: one pre-natal month, one post-natal month and three shareable months.
- 1/1/1990: Introduction of six months of leave divided as follows: one pre-natal month, one post natal-month and four shareable months.
- 1/1/1998 (law of the 9th of December 1997): With this amendment, all Icelandic fathers gained the right to a two-week paternity leave, which could be taken at any time during the first eight weeks after the birth or the arrival of the child at home (Gíslason, 2007).
- 22/5/2000 (law No. 95): Parents were given an independent entitlement to maternity/paternity leave for up to three months. Mothers could take leave up to three months, of which one month could be used before the birth of the child. The other three months after the birth could be shared or taken by only one of the parents. The right to leave lapsed when the child was 18 months old. In addition to the rights of maternity/paternity leave, each parent had the right to an unpaid 13-week parental leave (total 26 weeks, divided as 13 weeks for mothers and 13 weeks for fathers; the leave was not transferable between the mother and the father). The right to this unpaid parental leave expires when the child reached age eight years (Deven and Moss, 2005). This law was implemented gradually from the 1/1/2001.

- 1/1/2001: Maternity leave was made three paid months, parental leave was made three shareable months, and paternity leave was made one month. The unpaid parental leave was 13 unpaid weeks per parent (*Social Protection in the Nordic Countries, 1995-2005*). Two post-natal weeks become mandatory as part of the maternity leave.
- 1/1/2002: Paternity leave was increased by another month (*Social Protection in the Nordic Countries, 1995-2005*).
- 1/1/2003: Paternity leave increased to three months (*Social Protection in the Nordic Countries, 1995-2005*). The system worked as follows: maternity leave was three months (of which one month must be taken before birth). Two weeks after birth were mandatory. Paternity leave was three months. Parental leave was three months following birth which could be shared. The right to leave expires when the child was 18 months old. Payment, equal for all the three schemes, was 80% of earnings up to a ceiling for those who have been in the workforce during the preceding 24 months. Others (including students) received a flat-rate payment. There was an additional available 13 weeks of unpaid parental leave.
- 7/2009: the ceiling on payments was lowered from ISK400,000 to ISK350,000. Parents could also take leave before the child turned 36 months old (up to 18 months previously).
- 12/2009: The ceiling was lowered again to ISK300,000. In addition, payments were now based on 80% of earnings lower than ISK200,000 and 75% of earnings over ISK200,000.
- 2010: Introduction of cuts in the budget for the Leave Fund. Leave was paid at 80% of earnings if earnings were lower than ISK200,000 per month; 75 % for earnings over ISK200,000 up to a ceiling of ISK300,000 per month.

Italy

Policy background:

- 1902 (law 19/6/1902, n. 242): Women could not work for four weeks following birth.
- 1934 (Regio Decreto 22/03/1934 n. 654): There was a mandatory absence from work for mother from one month before and six weeks after childbirth. Leave was job-protected. Breastfeeding time was introduced.
- 1950: (Law 26/08/1950 n. 860. The law came into force two months later): Mothers could not be fired from childbirth until the first birthday of the child. Mandatory job-protected leave before birth was three months in industry, eight weeks in agriculture, and six weeks in other sectors. Mandatory job-protected leave after birth was eight weeks for all sectors. The payment was a daily allowance of 80% of earnings during all mandatory leave (private sector). There was a lump sum benefit in the agricultural sector. There was also unpaid job-protected leave for women for six months after the mandatory period.

Post-1969 Policy changes:

- 18/1/1972 (law 30/12/1971 n. 1204): Introduction of maternity leave of five compulsory months (two pre-natal months, followed by three post-natal months). The leave was job-protected and paid at 80% of earnings.¹⁹
- 1/1/1973 (law of 1204/1971): This law introduced a payment during the six months of previously unpaid leave following the mandatory maternity leave. Payment was set at 30% of earnings and was only for women.
- 18/12/1977 (Law 9/12/1977 n. 903): Fathers could use parental leave as well as mothers (six months at 30% of his earnings).²⁰ Three mandatory months of leave in case of adoption if the child was less than six years old were also introduced.
- 1/1/1988 (Law 29/12/1987, n. 546): There was an extension of paid leave for self-employed women paid at 80% of minimum wage for two months before and three months after birth.
- 1990 (Law 11/12/1990 n.379): Freelance female workers could receive the payment during maternity leave.
- 14/3/2000 (Day after the publication on the Gazzetta, Law 8/03/2000 n. 53): Maternity leave remained mandatory but mothers could now choose to start leave one month instead of two months before birth. Fathers could take leave for three months after birth (payment as for maternity at 80% and job-protected) but only in some restricted cases such as the mother's death, leave, or if the mother is ill. Six months parental leave per parent was introduced. If a father took three months, he was entitled to one additional month of parental leave (he could take a maximum leave of seven months). The total amount of the parental leave taken by two parents could not exceed 10 months, or 11 if the father takes at least three months. It could be used until the child was eight years old.²¹
- 12/05/2009: The right of fathers to leave was extended to those living with a housewife; previously this right was limited to fathers with a self-employed wife.

¹⁹ Legge 30/12/1971 n. 1204 (http://www.giustizia.it/cassazione/leggi/11204_71.html).

²⁰ Legge 9/12/1977 n. 903 (http://www.unicobas.it/1903_77.htm).

²¹ Legge 8/03/2000 n. 53 (<http://www.handylex.org/stato/1080300.shtml>).

Japan

Policy background:

- 1/9/1947: The Labour Standard Law introduced maternity leave (Sanzen-Sango Kyugyo) for a five weekly mandatory post-natal period (Article 19-1). The law prohibited dismissal of women during maternity leave and for 30 days following the end of leave. However, not all workers were covered (Waldfogel *et al.*, 1998).

Post-1969 Policy changes:

- 1969: Insured women taking maternity leave received 60% of earnings for 42 days (six weeks) before birth and 42 days (six weeks) after birth.
- 1/4/1986 (law on 1985): The duration of mandatory maternity leave changed to 42 days (six weeks) before birth and 56 days (eight weeks) after birth(and from six to ten weeks before birth for a multiple pregnancy; and in 1998, this period was increased from ten to 14 weeks before birth for a multiple pregnancy). Leave was paid at 60% of salary.
- 1/4/1992: Introduction of unpaid parental leave up to the child's first birthday, but only for people employed in firms with more than 30 employees. Leave was employment-protected. Both parents were entitled to this leave, but leave could not be split between the parents (Waldfogel *et al.*, 1998).
- 1/4/1995: Parental leave was extended to firms with less than 30 employees. Payment for parental leave was also introduced. This benefit was paid to the insured to compensate for leave to care for children less than one year old. It was equivalent to 25% of previous earnings, of which 20% was paid during leave and 5% was paid after six months of post-leave work as an insured employee (Higuchi, 1997).
- 2007: payment of maternity leave increased to 2/3 of mothers' average daily earnings.
- 2010: Parental leave became an individual entitlement, allowing a parent to take leave even when her/his partner is on leave or not in the labour force. Leave was also extended until a child becomes 14 months of age if both parents take some leave (i.e. a bonus for sharing leave). At the same time, the period of time parents can take to care for an injured or ill child was extended if there are two or more children in the family.

Parental leave is paid at fifty per cent of earnings, with a minimum payment of JPY38,950 (€393) a month and a maximum payment of JPY215,100 (€2,171) per month.

Korea

Post-1969 Policy changes:

- 4/12/1987 (the Gender Equal Employment Act of 1987 - came into effect in 1988): Maternity leave was introduced. It was 60 days long, employment-protected and fully paid (Won and Pascall, 2004). This leave was mandatory. There was unpaid parental leave till the child's first birthday on the top of maternity leave.
- 4/9/1995: Fathers were also entitled to parental leave. This leave was also employment-protected (Won and Pascall 2004).
- November 2001: Maternity leave was extended up to 90 days, fully paid. The minimum leave after birth was 45 days. Usually women start leave at least 40-45 days before birth. A flat rate payment during parental leave (WON 200,000 per month) was introduced.
- 2004: Payment of WON 300,000 per month paid for parental leave was introduced.
- 2006: Payment of WON 400,000 per month paid for parental leave (US\$400) was introduced.
- December 2007: Parental leave could be used on part time basis up until the third birthday of the child. Parental leave is paid 40% of normal income with a lower limit of WON 500,000 with an upper limit at WON 1,000,000 per month (Pascall and Sung, 2007). 15% of the parental leave payment is paid in a lump sum when the employee returns to the same employer and work for more than 6 months. The parental leave was shareable between parents. It was only offered for two years if the father takes one year leave. It was only paid for a year, so if the father takes another year, the second year, then it was unpaid.
- June 2008: The introduction of three full paid days of paternity leave.
- 2012 (August 2): 44 days of maternity leave before childbirth can be used separately by employees. Maternity leave payments are provided for the maximum of 90 days based on the normal income of the employees. The amounts of the maternity leave payments are 100% of normal income for the first 60 days with a maximum of WON 1,350,000 for the last 30 days.

Paternity leave of 5 days within the 30 days after childbirth is initiated for workplaces with more than 300 workers. On February 2013, paternity leave will be extended to workplaces with less than 300 workers.

Korea

- Korean birth related leave was expressed in calendar days. Thus 90 days was coded as 12,8 weeks.

Luxembourg

Policy background:

- 1962: A two day paid paternity leave was introduced.

Post-1969 Policy changes:

- 1969: Introduction of 12 weeks of job-protected maternity leave paid at 75% of earnings. Six weeks after the birth were mandatory (Gauthier and Bortnick, 2001).
- 3/5/1974 (Law 2nd May 1974): 100% replacement of earnings during maternity leave was introduced. There was a floor in the payment that was equal to the social minimum wage and a ceiling that was five times the social minimum wage (Gauthier and Bortnick, 2001).
- 10/7/1975 (Law 3rd July 1975): Maternity leave was increased up to 16 weeks (eight pre-natal plus eight post-natal weeks). A mother was not permitted to work during this period, but with a medical certificate she could work the eight weeks before the childbirth. The 12 weeks after birth were mandatory in case of multiple births.²²
- 15/8/1998 (Law 7th July 1998): All 16 weeks of maternity leave becomes mandatory.²³
- 1/1/1999 (law 3/2/1999, applicable for children born from the 1st of January): Parental leave at flat rate payment was introduced. It was an individual entitlement of six months if taken on full-time basis or 12 months long if taken on part-time basis. The leave was job-protected (ILO Maternity protection database). Both parents cannot take full-time parental leave at the same time, but they were allowed to if they take it on a part-time basis. Once maternity or adoption leave ended, one of the parents could take parental leave, otherwise he/she will lose his/her right to this part of leave (this right was not transferable). The other parent could take parental leave until the child was five years old. If both parents request their parental leave at the same time, priority was given to the parent whose last name was first in alphabetical order.

²² Loi du 3 juillet 1975 (<http://www.legilux.public.lu/leg/a/archives/1975/0040/a040.pdf>).

²³ Loi du 7 juillet 1998 (<http://www.legilux.public.lu/leg/a/archives/1998/0061/a061.pdf>).

Mexico

Policy background:

- 1917 (Constitucion de Mexico de 5 de febrero de 1917, art 123): Women were entitled to a mandatory and fully paid post-natal leave of a month (Bermúdez, 2006).

Post-1969 Policy changes:

- 1/1/1975: (law published on 31/12/1974): Maternity leave increased to 12 weeks. For employees in the private sector insured by IMSS, the law specified that the leave period had to be six weeks before and six weeks after childbirth. Women in the public sector insured by ISSTE had to take one month (four weeks) before delivery and two months (eight weeks) after. The leave was job-protected and fully paid (Bermúdez, 2006).²⁴
- 19/12/1995 (Promulgated on December 19, 1995 Article 101): A female insured person was entitled, during pregnancy and post partum, to a cash benefit equal to 100 % of her most recent daily contributory wage, payable for 42 days before and 42 days after childbirth (Bermúdez, 2006).

²⁴ Reforma del 31 de diciembre de 1974, (<http://www.ordenjuridico.gob.mx/Publicaciones/CDs2006/CDConstitucion/pdf/r-79.pdf>).

Netherlands

Policy background:

- 1889: Introduction of four weeks of work restrictions for pregnant women (Wikander *et al.*, 1995).
- 1919: The Labour Act prohibited women from working for at least eight weeks after childbirth, reduced by no more than two weeks against leave taken prior to the childbirth.
- 1966: 12 weeks of paid maternity leave was introduced (Jordan, 1999).

Post- 1969 Policy Changes:

- 1969: Maternity leave was 12 weeks paid at 100% of earnings.
- 1/8/1976 (Act of May 6, 1976, Stb. 2950): Introduction of job protection during pregnancy and for 12 weeks after childbirth.
- 2/3/1990 (Law on 22/2/1990, Stb. 98): Maternity leave was extended from 12 to 16 weeks at 100% replacement rate. Four pre-natal weeks becomes mandatory (Wikander *et al.*, 1995).
- 1/1/1991: Introduction of 26 weeks part-time (50%) unpaid job-protected parental leave. It was an individual right up to the child's 4th birthday (Plantenga and Remery, 2009).
- 1/7/1997: More flexibility introduced into the parental leave scheme. Employees may request to spread leave over more than 26 weeks or take up more hours per week. Unpaid parental leave could be used up until the child's 8th birthday (Plantenga and Remery 2009).
- 1/12/2001: Fathers were entitled to two days of childbirth leave, fully paid and job-protected (van der Sanden and Waaldijk, 2001).
- 1/1/2009: Parental leave was extended to six full-time months and the new saving scheme could be applied to the whole leave (a flat rate payment of EUR 667 per month) (Moss and Korintus, 2008).
- 08/2011 (*Wetswourstel modernisering regelingen voor verlof en arbeidstijden* [Law on modernizing leave arrangements and working times]). The bill includes: more flexibility in the uptake of parental leave, an extension of the entitlement to employees starting in a job, and an entitlement to (short-term and long-term) care leave arrangements for household members other than a child or partner. In case of hospitalisation of a newborn child, the maternity leave would be extended to give an entitlement for at least ten weeks of leave from the moment that the child is discharged from the hospital. The bill is still under consideration in Parliament (September 2012).
- In spring 2012 a new article was added to the Act on Working times (Arbeidstijdenwet) to implement the European Directive 2010/18/EU aimed at a better protection of the position of the employee taking parental leave. Furthermore, an employee could ask the employer for a temporary change of working hours, immediately after the uptake of all of the Parental leave (maximum period of a year).

Coding notes:

- In 1991 unpaid leave was six months on a part-time basis (it was possible to use it on a full-time basis if there was a collective agreement). From 1997 it is possible to choose between full- or part-time parental leave. *TotLm_prot* is coded 26 weeks from 1991.
- 2009: A tax allowance to employees on leave is introduced, which implies a code as paid leave (*TotLm_paid1*).

New Zealand

Post- 1969 Policy Changes:

- 13/1/1981 (*Maternity Leave and Employment Protection Act 1980*): This Act allowed women to take unpaid leave for up to 26 weeks during pregnancy or after the birth of a child, and prohibited dismissal due to pregnancy, pregnancy-related sickness or maternity leave (Callister and Galtry, 2006; NATLEX).
- 10/7/1987 (*Parental Leave and Employment Protection Act 1987. No. 129*): This Act superseded the 1980 Act, extending to fathers the right to take leave after their child's birth. The combined leave time of both parents could be up to 52 weeks (Callister and Galtry, 2006; NATLEX).
- 1/7/2002 (*The Parental Leave and Employment Protection (Paid Parental Leave) Act 2002*): it established 12 weeks of paid parental leave for women. The paid parental leave taken was subtracted from the unpaid parental leave entitlement (Callister and Galtry, 2006; NATLEX).
- 1/12/2004: Paid parental leave was increased to 13 weeks as from 1 December 2004.
- 1/12/2005: Paid parental leave was increased to 14 weeks as from 1 December 2005 (Callister and Galtry, 2006)

Norway

Policy background:

- 1956: There were 72 days (12 weeks) of job protected maternity leave (Kolberg, 1992). Six weeks of leave had to be taken after childbirth.

Post-1969 Policy changes:

- 1/7/1977: There were 18 weeks of job-protected parental leave. Six weeks following birth were reserved for the mother. The other 12 weeks could be shared by parents (Rønsen and Sundström 2002). Full payment during leave was introduced, as well as two unpaid but job-protected weeks of paternity leave. Paternity leave could be paid in line with collective agreement. Introduction of unpaid job-protected parental leave up to 52 weeks, which was an individual entitlement (Rønsen and Sundström, 2001).
- 1/5/1987: Paid parental leave was extended up to 120 days (20 weeks). Six post-natal weeks were reserved for mothers (Rønsen and Sundström, 2002).
- 1/7/1988: There was another increase in paid parental leave length to 132 days (22 weeks).
- 1/4/1989: Parental leave was increased to 24 weeks (The Contextual Database of the Generations and Gender Program; Carneiro *et al.* 2008). There was an option to take either 30 weeks paid at 80% of earnings or 24 weeks paid at 100% of earnings (The Contextual Database of the Generations and Gender Program).
- 1/5/1990: A further increase in parental leave (Carneiro *et al.* 2008). Parents could choose between 28 weeks of leave paid at 100% or 35 weeks paid at 80% (The Contextual Database of the Generations and Gender Program).
- 1/7/1991: Parental leave was increased to 40 weeks (Carneiro *et al.*, 2008; Rønsen, 2004). Two weeks have to be taken before birth, so that the mother's quota was eight weeks (two pre-natal plus six post-natal weeks).
- 1/4/1992: The paid parental leave could be taken for 35 weeks paid at 100% or 42 weeks paid at 80% (Carneiro *et al.*, 2008).
- 1/4/1993: Parental leave was 52 weeks of which nine were for the mother (three pre- and six post-birth weeks, all mandatory), four weeks of father's quota, and 39 "shareable" weeks. Parents could choose between a short option (42 weeks at 100%) and a long option (52 weeks at 80%) (Rønsen, 2004; Carneiro *et al.*, 2008).
- 1/6/2005: Father's quota was increased by a week. The long option of leave became 53 weeks, of which nine weeks were reserved for the mother, five for the father and 39 weeks to be shared, all paid at 80%. The short and better paid option was 43 weeks paid at 100% (Moss and Korintus, 2008).
- 1/6/2006: The father's quota became six weeks, so that the longest leave option became 54 weeks (Moss and Korintus, 2008).
- 08/1998: Introduction of cash-for-care allowance. From January 1999, all children between 12 and 36 months became eligible. All parents with children in this age group who did not use publicly subsidised daycare were entitled to the subsidy. To receive the full subsidy, the child must not attend a publicly funded day-care centre, but parents can hire external daycare, as long as it is not publicly subsidised. Parents of children that attend publicly funded daycare on a part-time basis may receive a share of the full benefit (80, 60, 40, 20%) depending on weekly attendance. The subsidy is a flat, tax-free payment, paid out monthly from the month after the child turns one year old (from month 13), until the child reaches three years of age (36 months old).
- 2006: The total cash-for-care benefit period was reduced from 24 to 23 months.

- 1/7/2009: The father's quota became ten weeks, so that the long option was 58 weeks and the short was 46 weeks. Eligibility of fathers was extended, but remained dependent on both parents being employed six of the last ten months prior to childbirth and earning half the basic amount.
- 01/7/2011: The parental payment period was extended to 47/57 weeks with 100/80 % of earnings for the short/long leave. Of these, the father's quota consists of 12 weeks. Fathers who were eligible for parental money may take parental leave for 12 weeks if the mother received a disability benefit and thus was unable to return to work or education after the birth.
- 01/08/2012: the 'cash-for-care' scheme was revised. Parents with a child aged 12 to 24 months were entitled to receive a cash benefit on condition that they do not use publicly funded ECEC service. The full benefit was NOK3,303 (EUR435) per child per month for the oldest child (19-23 months old), and NOK5,000 (EUR658) for the youngest (13-18 months old). This replaced the former scheme, which included children from 12 to 36 months.

Coding notes:

- In the Norwegian leave system, days were divided by six to obtain weeks.

Poland

Policy background:

- 2/6/1924: Maternity leave was 12 fully paid weeks (no earnings ceiling). Two weeks could be used before birth (Steinhilber, 2005).
- 6/1968: One for unpaid year of parental leave was introduced, only available for the mother who must be employed at least 12 months before caring a child less than two years old (Moss and Korintus, 2008).

Post-1969 Policy changes:

- 1/1972: Unpaid parental leave, only available for the mother who must be employed at least 12 months before caring a child less than 4 years old, was extended to three years (Steinhilber, 2005).
- 1/7/1972: Maternity leave was extended up to 16 full paid weeks and 18 for subsequent children or in the case of multiple delivery.
- 1/7/1981: Paid extended maternal leave was introduced for a 24 month period. Payment varied with income. The level of the parental benefit was set between 50-100% of the minimum wage.
- 1996: Fathers become entitled to parental leave and allowance.
- 1/1/2000: Maternity leave was 20 weeks. Payment rate remained 100%. Four weeks could be used before the childbirth (Steinhilber, 2003).
- 1/1/2001: Maternity leave was 26 weeks, and 39 weeks in case of multiple births. The payment was still full (100% of earnings during the previous months). Four weeks could be used before the childbirth (Steinhilber, 2003).
- 26/5/2001: Fathers could share maternity leave after mothers have used 16 weeks. Before, there was an obligation for mothers to use the full maternity leave according to the duration of the maternity leave in a specific time period. From this date the mandatory period was reduced to 16 weeks.
- 13/1/2002 (Law 21 December 2001): Maternity leave changes to 16 weeks, 18 in case of the second child, and 29 weeks in case of multiple births. Payment rate remained 100%. Payment was still full. Two weeks could be used before the birth. After using 14 weeks of the maternity leave, the mother could transfer the rest of the maternity leave to the father.
- 1/1/2004: The duration of the parental leave equals three years for a child up to age four (which could be taken as a maximum of four separate periods). Parental leave was granted to one of the parents if they (mother or father) have been employed at least 6 months before childbirth and the child was up to 4 years old (up to 18 years old in the case of disabled child). The parental benefit payment was granted over 24 months, or 36 months in the case of multiple delivery or 72 months in the case of disabled child. Parental leave was granted to the mother or to the father of the child. Additionally, over a maximum of three months, both parents could simultaneously use the parental leave at the same time.
- 19/12/2006: Maternity leave was extended to 18 weeks (20 from the second child, 28 weeks in case of multiple weeks) (Moss and Korintus, 2008).
- 1/1/2010: Maternity leave was increased by 2 weeks (3 weeks in case of multiple births). Paternity leave was granted to fathers for one week and from January 1st 2012 for two weeks.
- 1/1/2012: Maternity leave was extended to 24 weeks, of which 14 weeks were obligatory; up to 2 weeks can be used before the expected date of childbirth; payment is made at 100% of the average earnings received for 12 months before birth, with no ceiling.

Portugal

Policy background:

- 1963 (decree law 45 266, 23rd September regulating law n° 2115 18th June which sets up the reserve funds in Sickness and Maternity – Caixas de Previdência na Doença e na Maternidade): Eligible women (registered in the Caixa de previdência) were entitled to 60 days of maternity leave paid at 100% of earnings. This corresponded to about two months or nine weeks of leave.
- 1966 (decree law 47032, 27th May on individual labour contract regulation): The law forbids dismissal during pregnancy and for one year after childbirth, and entitled mothers to a daily one hour period for breastfeeding.

Post-1969 Policy changes:

- 1969: Nine paid and job-protected weeks of maternity leave was introduced. There was a guarantee that mothers keep the same rights and entitlements as if she was working during the period of leave and also during the breastfeeding period.
- 24/11/1969 (decree law 49408, 24th November on individual labour contract regulation): Women (registered in the Caixa de previdência) keep the same entitlements introduced by decree law 47032, 27th May.
- 7/2/1976 (decree law no. 112 from 7th February): Maternity leave was 90 days at 100% of earnings. Of these, 60 days were to be taken immediately after childbirth and up to 30 days were to be taken before or after.
- 5/5/1984 (law no. 4/1984 from 5th of April): This law introduces parental leave and other changes. It establishes the family entitlement of either parent to an unpaid parental leave of six months subsequent to maternity leave to care for children below three years of age (able to be extended up to two years under special circumstances). It entitles mothers to a reduction of two working hours per day during the first 12 months after birth (“breastfeeding leave”).²⁵ Parental leave was not job-protected.
- 9/6/1995: (Law no. 17/1995 from 9th June): The maternity allowance was now paid for 98 days, 60 of which must fall after the childbirth.²⁶ An obligatory period of leave of 14 days after the birth was also introduced, as well as two unpaid days of paternity leave.
- 28/4/1998: A law was passed to increase maternity leave in two steps in 1999 and 2000.
- 1/1/1999: Maternity leave increased to 110 days, paid at 100%.²⁷
- 30/9/1999 (Law no. 142/1999 from 31st August) The mandatory period of leave after birth was increased to six weeks (Moss and O’Brien 2006). Two measures for father were introduced: five full paid working days of paternity leave and 15 sequential days fully paid to be taken immediately after maternity leave or after the five days of paternity leave. Parental leave was set at three months of unpaid leave per parent. Thus fathers had 5 mandatory working days of paternity leave (paid at 100% of earnings) to be used within the first month following birth, 15 daddy days of paid parental leave (paid at 100% of earnings) to be taken after paternity or maternity (which could be considered as a father's quota) and three unpaid months of parental leave.
- 1/1/2000: Maternity leave was increased up to 120 days paid at 100% of previous earnings.²⁸

²⁵ Lei n.º 4/84 de 5 de Abril : (<http://intranet.uminho.pt/Arquivo/Legislacao/FeriasFaltasLicencas/L4-84.PDF>).

²⁶ Lei n.º 17/95 de 9 de Junho (<http://intranet.uminho.pt/Arquivo/Legislacao/FeriasFaltasLicencas/L17-95.PDF>).

²⁷ Lei 18/98 (<http://intranet.uminho.pt/Arquivo/Legislacao/FeriasFaltasLicencas/L18-98.PDF>).

²⁸ Lei 18/98 (<http://intranet.uminho.pt/Arquivo/Legislacao/FeriasFaltasLicencas/L18-98.PDF>).

- 1/12/2003 (Law no 99/2003, 27th of August): Parental leave on a part-time basis was extended from six (24 weeks) to 12 months. The leave could be taken on a full-time basis for three months or on a half-time basis for a period of 12 months per parent (Moss and Korintus, 2008).²⁹
- 29/08/2004: (law no 177, 29th July 2004): Mothers could choose to leave for a longer period at a reduced payment rate (150 days paid at 80% or 120 days paid at 100% of previous earnings). Paternity leave (five full paid days) became mandatory, to be taken within the 1st month following childbirth.
- 5/2009: Parental leave was set at 120 days (30 days could be used pre- or post-birth) paid at 100%, or 150 days paid at 80% of previous earnings. Mothers had to take at least six weeks leave after the birth. The rest could be transferred to the father. A bonus of 30 days applied if the father took at least 30 continuous days or two periods of 15 days alone without the mother. The qualifying condition was six months of insurance contributions. Each parent was also entitled to three additional months of additional leave paid at 25% of the average earnings for three months, but only if taken immediately after the initial parental leave; payment could only be made to one parent at a time.
- Paternity leave was made mandatory for 10 working days paid at 100% of earnings to be used within the first month following childbirth. Parental leave was three months per parent unpaid except 15 daddy-days (calendar days) at 100% to be taken immediately after paternity or maternity leave.

Coding notes:

- 2009: 120 days (17 weeks) are coded *TotLm_paid1*; 150 days (21.4) in *TotLm_paid2*

²⁹ Lei 99/2003
AC201AB01E68/0/Lein9920031.pdf).

(<http://www.portaldocidadao.pt/NR/rdonlyres/52BCB891-6A7E-47E2-AC4F->

Slovak Republic

Policy background:

- See notes for the Czech Republic.

Post-1969 Policy changes:

- See noted for the Czech Republic before 1993. The Slovak Republic became an independent state on 1st of January 1993.
- 1993: Maternity leave was paid for a maximum of 28 weeks of which eight could be taken before childbirth. 14 weeks were mandatory. The replacement rate was 90% of net daily wage, up to a ceiling. Parental leave exists up to the child's third birthday. The leave and the payment were an individual entitlement. In case both parents were on leave, only one of them could receive the payment. Parental leave was paid at a flat rate and was employment-protected.

Spain

Policy background:

- 1900: The first maternity leave regulations were introduced. The leave was job-protected. The amount of leave was unclear. Job-protection has been extended every time that maternity leave was extended (1929, 1931, 1944, 1966, 1976, and 1989).
- 1907: Six weeks leave following birth become compulsory.
- 1931: One day of birth leave or paternity leave for fathers was introduced.
- 1966: Maternity leave was consolidated into the social security system, paying 75% of previous earnings.

Post-1969 Policy changes:

- 1969: Maternity leave at 12 weeks was paid at 75% of earnings. At least six weeks of leave were mandatory before and after child birth.
- 20/08/1970 (date of the law approval): Unpaid leave up to the child's third birthday was introduced, but only for women. There was a preferential right to be re-hired when a vacancy occurs, but this did not provide complete job protection.
- 8/4/1976: (Ley 16/1976 8th April): Maternity leave was extended to 14 weeks, paid at 75%. The maximum number of pre-natal weeks was eight.
- 3/3/1980 (date of the law approval): Fathers become entitled to parental leave. Parents cannot use it simultaneously. The same category of job was guaranteed. Paternal leave was doubled to two days, always paid by employers.
- 3/3/1989: Maternity leave was extended up to 16 weeks, with a maximum of ten pre-natal weeks. The first year of parental leave was job-protected and in the same category (i.e. a job of a similar nature after a two or three-year period of leave).
- 24/3/2007: 15 full paid days of paternity leave were introduced, of which two days were paid by the employer and the remainder by social security. The 2007 legislation includes a commitment to a four weeks Paternity leave by 2012.
- 1/2011: A paid leave scheme was introduced to take care of seriously sick children is introduced.

Coding notes:

- 1989: An unpaid leave of 3 years was introduced, but employment protection is for only one year, coded in *TotLm_prot*.

Sweden

Policy background:

- 1901: Four weeks of unpaid maternity leave were introduced.
- 1937: Three months of unpaid maternity leave, six weeks before and six weeks after the birth, were introduced. This leave was job-protected (Haas, 1992).
- 1939: Unpaid maternity leave was extended to four and an half months, of which 12 weeks was after birth (Haas, 1992).
- 1945: Unpaid maternity leave became six months long (Haas, 1992).
- 1955: Three out of six months of maternity leave become paid (Haas, 1992). The qualifying condition was nine months of employment before the childbirth (Kolberg, 1992).
- 1963: Paid maternity leave was six months long, or 180 days, paid at 80% of earnings (Kolberg, 1992).

Post-1969 Policy changes:

- 1/1/1974: Parental leave replaced maternity leave. The father and mother could share six months of job-protected parental leave (Rønsen and Sundström, 2001). The benefit period was a maximum of 180 days following childbirth (Sjögren Lindquist and Wadensjö, 2006). Mothers could use up to 60 days of parental leave benefit before the childbirth. They did not have to use any of the days before if they wish to save days until after delivery.
- 1/1/1975: Parental leave was extended to 30 weeks, equal to seven months or 210 days (Lindquist and Wadensjö, 2007).
- 1/6/1978: Parental leave was extended to nine months (or 270 days, or 39 weeks) (Deven and Moss, 1999; Rønsen and Sundström, 2001). The leave was paid at 90%. Parents could take job-protected unpaid leave until child was 18 months old (Rønsen and Sundström 2001).
- 1/1/1980: Paternity leave of 10 days was introduced (Ellingsaeter and Leira, 2006). It could be used by employed fathers to be home at the same time as mothers immediately after childbirth. The replacement rate during these 10 days was 90% of the basic social security insurance rate (SGI). (Note: This leave was gender neutral and called "Leave and benefit in relation to a childbirth" and goes to the "other parent").
- 1/7/1980: Parental leave was extended to 12 months or 360 days, of which nine months were fully paid and 3 months were paid at a flat rate (Haas, 1992; Rønsen and Sundström, 2001).
- 1/7/1989: The period of parental benefit was extended by a further 90 days to 450 days or 15 months (Rønsen and Sundström 2001). The reform retroactively covered children born from 1/10/1988. Parents of children, born during August 1988, received one extra month of entitlement and the parents, of children born in September 1988 or after, to two extra months of entitlement (Liu and Skans 2009).
- 1/7/1994: A childcare allowance of SEK 2,000 per month was introduced for parents who choose wholly or partly to abstain from paid employment in order to look after the child, while child is aged between one and three years. This allowance was not job-protected. The period for which the parental benefit was applicable was reduced to 360 days (Sjögren Lindquist and Wadensjö 2006). The 90 days of paid parental leave at a flat rate was abolished.
- 1994/1995: Since the implementation of the EU directive 92/85/EEG, two weeks of obligatory maternal leave (before or after the delivery) were introduced. This leave was with or without pay. The parental leave benefit could be used during this time but it was not compulsory. This change was, however, not well known and rarely used.

- 1/1/1995: The childcare allowance was abolished. The 90 days were reintroduced (SEK60 per day), parental leave was individualized, i.e. half was dedicated to the mother and half to the father, but one parent could give days away to the other parent, except for one month (the so-called “daddy” and “mummy” month). Except for the daddy month and mummy month, which were paid at 90%, the payment rate was reduced to 80% of the basic social insurance (Lindquist and Wadensjö, 2007).
- 1/1/1996: The benefit was reduced to 75% of SGI, with the exception of the daddy and mummy months, which were paid at 85% of the basic social insurance (Lindquist and Wadensjö, 2007; *Social Protection in the Nordic Countries*, 1995-2005).
- 1/1/1997: The payment rate for the mummy and daddy months was also lowered to 75% (Lindquist and Wadensjö 2007; *Social Protection in the Nordic Countries*, 1995-2005).
- 1/1/1998: The benefit level was raised to 80% (with ceilings) for mummy and daddy months and for 300 days of parental leave. The remaining three months were paid out at flat rate (Deven and Moss, 2005).
- 1/1/2002: The parental benefit was increased by a further 30 days to 480 days, of which 90 days received payment at the lowest level (SEK 60 per day). The daddy quota was extended to 60 days per parent (Moss and Korintus, 2008). Two new benefit levels were introduced: (i) the basic level of SEK 120 per day and (ii) the lowest level of SEK 60 per day.
- 2008: a municipal child-raising allowance (*vårdnadsbidrag*) was reinstated. Starting in 2009, municipalities could choose whether or not to provide a benefit of up to SEK3,000 per month for parents with a child aged one to three years who do not use publicly-funded childcare services and for parents who have already used 250 days of parental leave. The allowance cannot be used simultaneously with parental leave and is conditional on the other adult in the household (not necessarily the other parent) working or studying.
- 07/2008: Introduction of the Gender Equality Bonus (*jämställdhetsbonus*) to offer an economic incentive for families to divide parental leave. The bonus offers the parent who has stayed at home the longest a bonus when he/she goes back to work and the other parent uses the parental leave. This also applies to parents who do not live together.
- 01/1/2012: The Gender Equality Bonus was simplified. Between 2008-2011, the bonus was paid out as a tax reduction after parents applied for it, but now it is paid out automatically with parental leave benefits in the form of tax-free income. At the same time, ‘double days’ were introduced into parental leave, permitting parents to be at home together on leave for up to 30 days during their child’s first year.

Coding notes:

- Leave was measured in week days, so that leave days were turned into weeks by dividing by seven.
- 2008: the (re)introduction of home care allowance for 3 years is coded in *TotLm_paid2*

Switzerland

Policy background:

- 1877: The first federal law was passed on maternity leave. It forbade pregnant women from working for 8 weeks, with at least 6 weeks of these restrictions being after the birth. This leave was unpaid but job protected.³⁰
- 1/1/1920: The prohibition was lowered to 6 post-natal weeks, extendable to 8 weeks upon request.

Post-1969 Policy changes:

- 1/7/2005: Introduction of maternity leave for 14 weeks (or 98 days), to be taken after the childbirth. The first 8 weeks were mandatory. The payment during this job-protected leave was equal to 80% of previous wages with a maximum daily amount of SFB172.

³⁰ Rapporto di maggioranza sul messaggio n. 5681, 7/2/2006, Health and Social Department
(<http://www.ti.ch/CAN/SegGC/comunicazioni/GC/odg-mes/rapporti/5681-r-magg.htm>). Office fédéral des assurances sociales (OFAS)

<http://www.bsv.admin.ch/themen/eo/00049/index.html?lang=fr>.

Turkey

Policy background:

- 1930: The law banned pregnant women from working 3 weeks before and after the delivery unless a medical report stated that it would not harm the health of the mother and the child (Kiliç 2006).
- 1936: The Labor Law introduced a six-week period of maternity leave paid at 50% of previous earnings (Kiliç 2006).
- 1945: Maternity insurance became part of Turkish social law in 1945 as part of the “Law on Work Accidents, Occupational Diseases, and Maternity Insurances”. The maternity allowance was set at 70% of the daily wage and was paid for the first six weeks after childbirth (Grütjen, 2007).
- 1950: Healthcare benefits for pregnancy and delivery were added to the insurance, while the duration of paid leave was increased to a period of 9 weeks (Kiliç, 2006).
- 1967: According to the Labour Law (no. 931) and Social Insurances Law (SSK - no.506, year 1964) female workers were entitled to 12 weeks of maternity leave which was paid at 66% of previous earnings (Kiliç, 2006).

Post-1969 Policy changes:

- 29/7/1983: An amendment to the Labour Law introduced unpaid job-protected maternity leave for up to six months following the paid maternity leave.
- 10/6/2003 (adopted on 22/05/2003): An amendment to the Labour Law extended maternity leave to up to 16 mandatory weeks (eight weeks pre-natal and eight weeks post-natal). However, a female employee with a medical certificate may work until three weeks before childbirth, and in such cases the time during which she has worked shall be added to the time period after birth (Kiliç, 2006).³¹

³¹ Labor law 2003 n. 4857, <http://www.ilo.org/public/english/region/eurpro/ankara/legislation/law4857.htm>.

United Kingdom

Policy background:

- 1948: A maternity allowance was introduced and paid for thirteen weeks (Sargeant and Lewis, 2008; Zabel, 2009). The maternity allowance was not job-protected (Zabel, 2009).
- 1953: The maternity allowance payment duration was increased to eighteen weeks (Sargeant and Lewis, 2008).

Post-1969 Policy changes:

- 1/6/1976: The 1975 Employment Protection Act introduces the right to return to work up to 29 weeks after childbirth. Maximum leave before birth was 11 weeks (thus, 29+11 weeks of job-protected leave in total). Payment was provided for eighteen weeks, consisting of the first six weeks paid at 90% of earnings and the remaining twelve weeks with a flat rate allowance. The eligibility criteria included the employee to be working at least two years full-time work with the same employer 11 weeks before childbirth, or five years of part-time work (Zabel, 2009). Although the 1975 Employment Protection Act received parliamentary assent on the 12th of November 1975, it was not formally implemented until the 1st of June 1976 for job protection, and not until the 6th April 1977 for leave payment (Fonda, 1980).
- 16/10/1994: All employed pregnant women, regardless of hours or length of service, were entitled to 14 weeks of job protected maternity leave with all normal contractual entitlements except pay. Women who have two years continuous service were entitled to an additional period of maternity leave, lasting from the end of statutory maternity leave until the 28th week after childbirth. Women may start maternity leave at any time from 11 weeks before the date of expected childbirth (still 40 job protected weeks). Women who have been with their employers for 26 continuous weeks, by the 15th week before the expected date of childbirth, were entitled to receive statutory maternity payment for 18 weeks, with six of these weeks at 90% of earnings and 12 weeks at an improved flat rate (Callendar *et al.*, 1997).
- 15/12/1999: Fathers and mothers with children under five years of age were each entitled to up to 13 weeks of unpaid leave. Where individual employers have not chosen to negotiate their own arrangements with employees, leave allowed within one calendar year was limited to 4 weeks. The minimum length of parental leave allowed was one week.
- 30/4/2000: All employed pregnant women, regardless of hours or length of service, were entitled to 18 weeks of job-protected maternity leave with all normal contractual entitlements except pay (Gregg *et al.*, 2007).
- 6/4/2003: Job-protected maternity leave was increased to 26 weeks with all normal contractual entitlements except pay. Maternity leave was increased to one year, and was divided into ordinary and additional maternity leave with each period being 26 weeks in length. The payment was at 90% of earnings for the first six weeks and the flat rate paid period was increased to 20 weeks (up from 12 weeks). The 26 weeks of additional maternity leave was unpaid. Paternity leave was introduced around the birth of a child for two weeks at a flat rate payment. Mothers and fathers still both had access to 13 weeks of statutory unpaid parental leave up until the child turned 5 years old.
- 1/4/2007: The duration of maternity leave remained the same as before (52 weeks) but the payment regime changed. The flat rate payment period was now 33 weeks instead of 20 weeks.
- The current situation as at 2008 was as follows (Moss and Korintus, 2008). Maternity leave was 52 weeks. It was possible to take up to 11 weeks before birth. It was paid at a 90% replacement rate with no ceiling for 6 weeks and at a flat rate for the next 33 weeks. The final 13 weeks of leave remained unpaid. In terms of paternity leave, there were 2 weeks to be taken during first eight weeks following childbirth, paid at a flat rate. In terms of parental leave there were 13 weeks of unpaid leave available per parent per child with four weeks maximum per year. The leave had to be taken before the child's fifth birthday.

- 06/4/2009: Additional paternity leave and additional paternity payments for parents of infants due on or after 3 April 2011 were introduced. It allowed fathers to take up to six months of additional paternity leave during the child's first year if the mother returned to work before the end of her maternity leave. The leave claimed (2 weeks minimum up to 26 weeks) could not be made in the first 26 weeks after the child birth and must end no later than the child's first birthday.

United States

Post-1969 Policy changes:

- 1978: The Pregnancy Discrimination Act 1978 states that pregnant women should not be treated differently from any other worker.
- 5/9/1993 (law on 5/2/1993): The Family and Medical Leave Act (FMLA) became effective for most employers and entitled eligible employees to take up to 12 weeks of unpaid, job-protected leave in a 12-month period for specified family and medical reasons (United States Department of Labor 2009).

Only federal statutory entitlements are taken into account. However, the United States also have parental leave schemes at a state level. By 1987, nine states had unpaid maternity leave laws. By 1989, another 14 states added maternity (three states) or parental (11 states) leave. Currently job-protected maternity leave is provided in 20 states. Ten states plus the District of Columbia have laws that give at least some male workers job-protected paternity leave. The length of leave varies from 4 to 18 weeks.

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