

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, Australian Government, 2009^[1]).
- 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.
- 1995: The government introduced the Maternity Allowance, a means-tested, lump-sum payment, equivalent to about 6 weeks of social security benefits, and payable to mothers regardless of their labour force status (Brennan, 2009^[2]).
- 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. Parental leave must be taken in one continuous period and within 24 months of the child's birth. Under the *Fair Work Act 2009* framework, employees in permanent positions and on fixed-term contracts (full- or part-time) as well as casual (hourly paid) employees are eligible for the above mentioned parental leave. However, it does not cover self-employed workers and the unemployed (Alexander, Whitehouse and Brennan, 2011^[3]). Additional employment entitlements could be included under enterprise-level collective agreements.
- 2011: From January the primary carer is eligible for government-funded 18 weeks parental leave pay (hereafter parental leave pay), equivalent to the federal minimum wage (AUD 569.90 per week in 2011). As of 2018, individuals who earn less than AUD 150,000 per year are entitled to it. This parental leave pay can be received during

unpaid or paid leave, and be transferred from one parent to the other where the primary carer for the child (i.e. the parent on leave) changes. However, parental leave pay must be completed by 12 months after the birth, and it does not extend parental leave duration (12 month's unpaid leave with the possibility of extension to 24 months). Self-employed workers, who are not entitled to unpaid parental leave, can also access to this parental leave pay if they meet residential and work-test requirements (Alexander, Whitehouse and Brennan, 2012^[4]).

- 2012: On 27 June, 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-week daddy and partner pay at the national minimum wage (AUD 606.40 per week in 2013). This cannot be taken during other paid leave, but 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. Moreover, self-employed workers, who are not entitled to unpaid parental leave, can access this two-week's dad and partner pay.

Austria

Policy background:

- 1885: Four weeks of working restrictions were introduced for pregnant women (Wikander, Kessler-Harris and Lewis, 1995^[5]).
- 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 (Kamerman and Kahn, 1991^[6]; Prskawetz et al., 2008^[7]).
- 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^[7]).

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^[6]). There was a flat rate payment during the extended maternity leave (Kamerman and Kahn, 1991^[6]; Prskawetz et al., 2008^[7]).
- 1/7/1990: Parental leave was extended to the child's second birthday from the end of maternity leave, and the entitlement is per child per family. It was job-protected and paid at a flat rate (Kamerman and Kahn, 1991^[6]; Prskawetz et al., 2008^[7]; Lalive and Zweimuller, 2009^[8]). 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 Bortnick, 2001^[9]).
- 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^[7]; Lalive and Zweimuller, 2009^[8]).
- 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 (Prskawetz et al., 2008^[7]; Lalive and Zweimuller, 2009^[8]; Moss and Korintus, 2008^[10]).
- 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 (Prskawetz et al., 2008^[7]; Moss and Korintus, 2008^[10]). 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:
 - EUR 436 a month for 30 months, or for 36 months if both parents apply for the payment (30+6 months option);
 - EUR 624 a month for 20 months, or 24 months (20+4 months option);
 - EUR 800 a month for 15 months, or 18 months (15+3 months option),
 - EUR 1,000 a month for 12 months, or 14 months for those earning less than EUR 1,000 income a month (12+2 months option);
 - 80 % of the net income for 12 months, or 14 months for those earning between EUR 1,000 and EUR 2,000 a month (12+2 months income-related option).
- 2011: There is no statutory entitlement for paternity leave, but 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.
- 2017: There is no statutory entitlement for paternity leave, but employed fathers with children born after 1 March 2017 are entitled to a monetary "family-time bonus" benefit of EUR 22.60 per calendar day if they take full-time leave for between 28 and 31 days within 91 calendar days of the birth. There is no job protection during the 'family-time bonus' period. This family-time bonus may reduce the amount of childcare benefit (see below) if the father decides to receive childcare benefit later. Under collective agreements, a few days of special leave with full earnings replacement may be available for fathers immediately after the birth of a child (Rille-Pfeiffer, Dearing and Schmidt, 2017^[11]).

All employed parents are entitled to take parental leave, but self-employed parents are not. The duration of parental leave is two years per child, and is transferrable between parents. The whole period can be divided into two or three parts and each part should be at least two months. When parents alternate their leaves, they can use parental leave simultaneously for up to one month. Each parent has the possibility to postpone three months of parental leave until the child's seventh birthday (or school entry).

The parental leave payment system has changed for parents whose children born after 1 March 2017. Parents may choose between either a flexible flat-rate childcare account – which replaced four flat-rate childcare benefit – or the existing income-related childcare benefit. Parents cannot change their chosen childcare benefit option

(flexible flat-rate vs. income-related), but can change their option of time span once within the flat-rate childcare benefit period. Under the flexible flat-rate childcare account, parents can receive childcare benefits over a specific time span. When one parent takes leave, for example, an overall sum of about EUR 12,366 is given to the family within a time span from 365 (EUR 33.88 per day) to 851 days (EUR 14.53 per day). If both parents take leave for at least 61 calendar days, the overall sum increases to EUR 15,449, to be used within a time span of 456 (EUR 33.88 per day) to 1063 days (EUR 14.53 per day). Parents that share parental leave at least 60:40 are entitled to a 'partnership bonus' payment (EUR 500). All parents with a legal residence including the self-employed, regardless their citizenship, can claim childcare benefit options and entitled to receive the flat-rate childcare benefit account (Rille-Pfeiffer, Dearing and Schmidt, 2017^[11]).

Coding notes

- From 1997: one parent could use up to 18 months of paid parental leave, which in practice implies an introduction of a 6 months quota per parent, coded as 26 weeks of *Father_specific_Parleave_paid*.
- 2008: 15+3 months is taken as the short option in *Parental_paid*;
- 2010: 12+2 months is taken as the short option in *Parental_paid*.
- 2017: 12+2 months continues to be taken as the short option in *Parental_paid*.

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.
- 1954: Introduction of paid maternity leave, possibly for the four week of maternity leave introduced in 1889 (see above) (Deven and Merla, 2005_[12]).
- 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 in the private sector 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). Self-employed mothers are entitled to 12 weeks with three weeks of compulsory leave. Unemployed mothers have the same rights as employees.
- 1/1/1998 (*loi 29 octobre 1997*): A three month, job-protected parental leave scheme was introduced (International Labour Organisation, 2016_[13]) 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 This three-month per parent per child leave can be taken up to the child's fourth birthday. Leave may be taken by full-time for three months, half-time over six months or for one day a week over 15 months (Deven and Merla, 2005_[12]).
- 1/7/2002: Paternity leave was increased from three to ten working days. Three days are mandatory. The payment was 100% of earnings for the first three days and then

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

at 82% with a ceiling. Fathers can take paternity leave during the first month of the child's life, and can be distributed during this month, except for the first 3 days. All male employees are eligible except the self-employed.

- 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.
- 2006: Parents in the private sector can take the three-month parental leave until the child's sixth birthday, instead of the fourth birthday. More flexibility was given to parental leave take-up; parents are able to combine different forms of leave, such as one month at full-time + two months at half-time and five months at one (Merla and Deven, 2006^[14]).
- 2009: Fathers can take the 10-day paternity leave at any point during the first four months following the birth of child. The flexibility of using parental leave increased; 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 (Deven and Merla, 2009^[15]).
- 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. Parental leave may be taken full-time, half-time over eight months or one day a week over 20 months.
- 2019: The self-employed became entitled to 10 days of paternity leave within four months of childbirth, paid at EUR 808 per month (Fusulier and Mortelmans, 2019^[16]).

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 (International Labour Organisation, 2016_[13]). The replacement rate was 75% of insurable earnings for claimants with dependants, and 67% for those without dependants (Lin, 1998_[17]). Leave was job-protected.
- 1/1/1976: Bill C-69 reduced the replacement rate for claimants with dependants to 67% of earnings (Lin, 1998_[17]).
- 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_[17]).
- 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_[17]).
- 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_[17]).
- 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.

² Federal rights, not provincial rights, are considered here.

- 01/2011: Self-employed parents could opt-in to federal employment insurance benefits, including maternity leave, parental leave, and sickness and compassionate care.
- 2017: Introduction of more flexibility in maternity leave benefit payments: as of 3 December 2017, the 15-week paid maternity leave can start as early as 12 weeks, instead of 11 weeks, before the expected date of birth, and can end as late as 17 weeks after the actual date of birth/adoption. Under the employment insurance scheme, the maternity leave payment is 55 percent of average insured earnings up to a ceiling. Low-income families can qualify for a higher benefit, up to a maximum 80% of average insured earnings. There is no payment for the first week of maternity leave, as it considered a 'waiting period' (Doucet et al., 2018_[18]).

Flexible options were also added to the parental leave benefits as well: parents could opt to extend the parental leave payment period to 61 weeks per family, at a reduced payment rate of 33% of insurable earnings up to a ceiling. The standard option remained 35 weeks paid at 55% of insurable earnings up to a ceiling (Doucet et al., 2018_[18]). Low-income families can again qualify for a higher benefit, up to a maximum 80% of average insured earnings.

- 2019: Introduction of a new employment insurance parental sharing benefit: as of 17 March 2019, an additional five weeks of benefits is available under the standard option if both parents share parental benefits, and an additional eight weeks of benefits is available under the extended option when parents share parental leave under the extended option for parents that share parental leave (Doucet et al., 2019_[19]).

Czech Republic

Policy background:

- 1948: Maternity leave was introduced (Steinhilber, 2006^[20]).
- 1956: The Labour code gave women the right to 18 weeks of paid job protected maternity leave (Kotýnková, Kuchařová and Průša, 2003^[21]). 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 (Kotýnková, Kuchařová and Průša, 2003^[21]).
- 1964: Introduction of unpaid but job-protected “additional maternity leave”, so-called childcare leave, up to when the child was age one year, regardless of the number of the children. Maternity leave is extended from 18 to 22 weeks (Kocourkova, 2009^[22]).
- 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 paid maternity leave was extended to 26 weeks (Kocourkova, 2009^[22]; Kantorová, 2004^[23]).

Post-1969 policy changes:

- 1969: Extension of unpaid but job-protected “additional maternity leave” until the child was aged two years (Kocourkova, 2009^[22]).
- 1970: Job-protected paid extended maternity leave – or childcare leave was introduced, which was available to women with at least two children (Kocourkova, 2009^[22]).
- 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^[23]).
- 1/7/1987: Paid maternity leave was extended to 28 weeks. Maternity leave usually started compulsory 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^[24]). 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 salary (Saxonberg and Szelewa, 2007^[24]).

- 1/10/1990 (Act no. 382/1990): The “maternity allowance” was renamed as the “parental benefit” and was now open to men. However, the take-up of such leave, unlike that for the previous “maternity allowance”, was not job-protected (Kotýnková, Kuchařová and Průša, 2003^[21]). 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 diminished to 67 percent of earnings protected (Kotýnková, Kuchařová and Průša, 2003^[21]).
- 1/10/1995 (Act no. 117/1995): Maternity leave was paid at 69% of the individual daily wage with a ceiling for the employed and the self-employed mothers. Parental leave was made sharable, although there was no job protection for fathers. Both parents could take leave at the same time, but income support (parental benefit) was paid to only one parent. The parental benefit was provided to a mother or father caring for a child up to the child’s fourth birthday (Saxonberg and Szelewa, 2007^[24]).
- 1/1/2001: Fathers are entitled to job-protected parental leave, previously there was no job protection for fathers (Kotýnková, Kuchařová and Průša, 2003^[21]).
- 1/1/2004: Parental benefits were provided for parents regardless of income for three years, so they could continue to work without losing their parental leave (Kocourková, 2006^[25]).
- 01/05/2004: Parental benefit was increased by 40 percent (CZK 2,552 in 2003 to CZK 3,573 in 2004).
- 2007: Parental benefits are doubled to a flat rate of CZK 7,582 (Kocourková, 2007^[26]).
- 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 CZK 3800 monthly until the child was 48 months old; (ii) a mid-range option (only for parents entitled to maternity benefits) at CZK 7600 monthly until the child was 36 months old; (iii) a short option (only for parents entitled to maternity benefits) of CZK 11400 monthly until the child was 24 months old (Kocourková, 2008^[27]).
- 2009: Mothers can take the 28-week of maternity leave – six to eight weeks before the birth and the rest after the birth – but the maternity leave benefit increased to 70% of daily income with ceiling (CZK 962, EUR 36 per day in 2009) from 69%. By the amendment of the Sickness Insurance Act on January 2009, mothers can share a part of maternity leave – from the seventh week after the childbirth – with fathers.
- 2010: Cuts to maternity leave benefit were introduced – 60 percent of daily earnings with a ceiling (CZK 23,490 per month) on January, then reversed – 70 percent of daily earnings with a ceiling (CZK 31,341 per month).
- 2012: Changes to the parental leave options, with 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 CZK 11,500 (EUR 455) per month and 70 per cent of previous monthly earnings (Kocourková, 2012^[1]). The total amount payable for the whole period was CZK 220,000 (EUR 8,700).

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 (Kocourková, 2012^[28]).

- 2018: A new six-month option of parental benefit was introduced on 1 January; parents could now take the parental benefit at 70 percent of daily earning up to a ceiling (CZK 36,750 per month) over six months. The total payable amount over the whole period remained CZK 220,000 for a single childbirth. For multiple childbirth, the total payable amount for the whole parental leave period was increased to CZK 330,000 (Kocourková, 2019^[29]).

From 1 February, fathers can take paternity leave (seven calendar days) as one-block within six weeks of the birth, adoption or fostering of a child. This new paternity leave entitlement is available fathers with sickness insurance, and fathers are paid up to 70 percent of their salary up to a ceiling of CZK 8,575 per week (Kocourková, 2019^[29]).

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 is coded). From 1987 maternity leave could start six or eight weeks before the birth (six pre-birth weeks is coded).

Denmark

Policy background:

- 1901: Two weeks of mandatory maternity leave for female factory workers was introduced (Borchorst, 2006_[30]).
- 1933: Two weeks of paid maternity leave for salaried mothers introduced (Deven and Moss, 1999_[31]).
- 1960: A universal paid maternity leave scheme of 14 weeks was introduced (Deven and Moss, 1999_[31]). 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_[30]).

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 (Rasmussen, 2010_[32]). 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 (Rasmussen, 2010_[32]).
- 1/7/1984: 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. Six weeks of parental leave was introduced as an extension of the 14-week maternity leave after childbirths (Rasmussen, 2010_[32]). 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_[33]). Mothers giving birth on or after March 26th 1984 were, in practice, eligible for the extended leave (Rasmussen, 2010_[32]).
- 1/7/1985: Parental leave increased from 6 to 10 weeks, paid as for maternity leave (Rasmussen, 2010_[32]; Pylkkänen and Smith, 2004_[33]). If the parent chooses to work part-time, the benefit is reduced accordingly, and the "non-used" period cannot be saved and used later.
- 1/5/1989: Job-protection during maternity and parental leave was introduced in 1989 as a consequence of the Directive on Equal Treatment.³ Parents in the public sector are entitled to the 100 percent uncapped wage compensation during the 10-week parental leave per child per family that is sharable between parents (Nielsen, 2009_[34]).
- 7/1/1992: A new childcare leave introduced in 1992 gave parents the right to take a job-protected leave with an allowance for up to 39 weeks with a payment equal to 100

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<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://uk.bm.dk/Legislations/~/_media/BEM/Files/English/Acts/Equal%20treatment%20men%20and%20women.ashx

percent of the unemployment payment, following the end of parental leave (Pylkkänen and Smith, 2004^[33]; Rostgaard, 2002^[35]). This childcare leave was available to parents with children under eight years old (International Labour Organisation, 2016^[13]).

- 1993: The childcare leave was extended to one year per child, but the payment was gradually diminished to 80 percent of the unemployment payment (Pylkkänen and Smith, 2004^[33]; Rostgaard, 2002^[35]). Parents who were in employment, self-employed, unemployed members of an unemployment insurance fund, or cash-benefit claimants were all eligible. The duration of the childcare leave period depends on the age of a child. If the child is less than 1 year, the entitled period is 26 weeks, and it might be extended to 52 weeks if the employer accepts this extension. If the child is older, the duration is shorter (Pylkkänen and Smith, 2004^[33]). The duration of the childcare leave was reduced to 13 weeks for the child over one-year old in 1995 (Jensen, 2000^[36]).
- 1/1/1994: The 1992 childcare leave reform was made 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 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 childcare leave payment was lowered to 70% of the unemployment benefit (Nielsen, 2009^[34])
- 1/4/1997: The childcare leave payment was lowered to 60% of the unemployment benefit (Nielsen, 2009^[34])
- 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 (Pylkkänen and Smith, 2004^[33]).
- 27/3/2002: The Danish government introduced a new birth-related leave scheme by combining parental leave and childcare leave. The fathers-only parental leave (2 weeks) was abolished (Pylkkänen and Smith, 2004^[33]; Nielsen, 2009^[34]). Under the new scheme, parents are eligible for three types of birth-related leave with 100 percent income compensation up to a ceiling. This new scheme covers the employed, the self-employed, the employed, and students if they are entitled to unemployment benefits.

Mothers are entitled to an 18-week maternity leave (four weeks before the birth and 14 weeks after the birth). Fathers are entitled to a two-week paternity leave within the first 14 weeks after the childbirth. Each parent is entitled to a 32-week parental leave per child until the child becomes 48 weeks, though the parental leave payment is only granted for 32 weeks per child per family.

There is some flexibility in use of this parental leave; parents can take between 8 and 13 weeks of the parental leave later and prolong the 32 weeks parental leave to 40 weeks (for all) or 46 weeks (only for employee). Thus, parents were entitled to 52 weeks of paid leave (maternity leave plus paternity leave plus parental leave).

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

A family could get a maximum of 112 weeks of job-protected leave; the mother could get a maximum of 64 weeks (18-week maternity plus 46-week parental leave) and the father could get a maximum of 48 weeks (2-week paternity plus 46-week parental leave). It is also possible to return to work on a part-time basis with a reduced parental leave payment spread over this extended period of leave (Rostgaard, 2005_[37]).

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_[38]).
- 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_[38]).
- 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_[39]). All leave, not just post-natal leave, was now job protected. The new Employment Contracts Act (30.04.1970/320) 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_[40]).
- 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, 2000_[41]).
- 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_[39]).
- 1/3/1979: Maternity leave was 210 days (35 weeks). Fathers could use 12 days (Rønsen and Sundström, 2002_[40]).
- 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_[31]).
- 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 become earnings-related at 80% replacement rate. Before the replacement rate was approximately 45% (Rønsen and Sundström, 2002_[40]).
- 1/2/1985: Fathers could share 158 days of parental leave with mothers. Maternity leave decreased to 100 days. Parents were entitled an unpaid but job-protected leave

from the end of parental leave until the child turned three years old. It was a family entitlement. 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 used 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. There were also means-tested supplements 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_[40]).
- 1/1/1991: Fathers became entitled to 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 childbirth (Rønsen and Sundström, 2002_[40]).
- 1/1/1992: Parental leave payment rates were set at 75% of (Rønsen and Sundström, 2002_[40]).
- 1/9/1992: Parental leave payment rates fell to 70% of earnings (Rønsen and Sundström, 2002_[40]).
- 1/1/1993: Parental leave payments rates fell to 66% of earnings (Rønsen and Sundström, 2002_[40]). Parental leave was shortened to 158 days. Paternity leave became 18 days.
- 1/8/1997 Act on home care allowance was amended to also cover private forms of childcare.
- 1/1/2003: Fathers were entitled to two extra weeks (12 days) of bonus paternity leave on the top of extant paternity leave (18 working days), if they took the last two weeks (12 days) of the parental leave (Salmi and Lammi-Taskula, 2005_[42]).
- 2010: The father's month was lengthened by two weeks, so fathers were entitled to four extra weeks of paid leave if they took the last two weeks of the sharable parental leave (Salmi and Lammi-Taskula, 2010_[43]).
- 2013: The 'father's month' was abolished, so there were no longer four bonus weeks for fathers taking the two last weeks of parental leave. Paternity leave was extended from three to nine weeks, so the number of 'father only' leave days remained the same (54 working days) but they were all now called paternity leave, and were not linked to father's use of (the last two weeks of) parental leave. However, of his 54 leave days the father could take at most 18 days simultaneously with the mother. The remainder could only be taken when the mother was not on parental leave (Salmi and Lammi-Taskula, 2013_[44]).

- 2016: Parental and paternity leave payments were cut. The higher benefit level (75 per cent of earnings) previously available during the first 30 days of parental leave (as well as during the first 30 days of paternity leave taken after maternity and parental leave) was abolished. As a result, payments during parental and paternity leave were set at 70 percent of earnings for the entire duration (Salmi, Närvi and Lammi-Taskula, 2016^[45]).
- March 2017: The leave entitlements of non-resident fathers and same-sex parents were improved; a child's fathers is entitled to paternity benefit even if not living with the child's mother, and a mother's female spouse is entitled to paternity and parental benefit on the same basis as a male spouse (Salmi, Närvi and Lammi-Taskula, 2017^[46]).
- 2019: Several reforms implemented in April 2019. For instance, the minimum flat-rate allowance for parental benefits was raised by 13 percent; single mothers became entitled to a 54 working-day additional parental leave; and parental leave payments were set 70 percent of individual annual earnings between EUR 11,943 and EUR 37,861, with a lower percentage for earnings above this level, and with a minimum flat-rate allowance for earnings below this level. Fathers with multiple children born or adopted at the same time receive an additional 18-day (3 weeks) paternity leave for each additional child up to maximum 105 days (17.5 weeks) (Salmi et al., 2019^[47]).

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.
- From 2013: the 18 days of paternity leave that the father can take while the mother is also on leave are coded as paternity leave (under *Patleave_paid*), while the remaining days (which can only be taken when the mother is not on leave) are coded as father-specific parental leave (under *Father_specific_Parleave*)

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_[31]).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_[31]). 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'Éducation) 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

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.

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 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): A job-protected and fully paid paternity leave (11 consecutive days for a single birth and 18 consecutive days in the event of a multiple birth) was introduced. The leave should be taken within four months after birth.
- 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.
- 2013: Paternity leave (*congé paternité*) renamed 'leave for looking after a child' (*congé d'accueil de l'enfant*), whose aim was to adopt a neutral perspective on family types and to take into consideration gay couple (married or cohabiting) who now are eligible for this leave.
- 2014: CLCA revised. For a family with only one child, payment of CLCA can extend for up to 12 months, but each parent claim a maximum of six months of payments, only (i.e., each parent has an individual entitlement to six months). For families with two children or more, the first parent can take leave (and claim CLCA) for a maximum duration of two-and-a-half-years, leaving the other parent to take the remaining period of paid leave until the child's third birthday. In effect, this reserves six months of paid parental leave for each parent.

⁹ Loi n°86-1307 du 29 décembre 1986.

- 01/01/2015: CLCA/COLCA revised and replaced by 'PreParE' (*Prestation partagée d'éducation de l'enfant*, Childrearing shared benefit). CLCA and COLCA continue to be paid to families with a child born before 1 January 2015. The payment of PreParE is income-related and dependent on whether the recipient continues working and, if so, for how long. For instance, for those on the lowest income level, the leave is paid at EUR 392.09 per month if not working; EUR 253.47 per month if working less than half of full-time hours; and EUR 146.21 per month if working 50 to 80 percent of full-time hours (Fagnani, Boyer and Thévenon, 2016_[48]).
- For a family with only one child, payment of PreParE can extend to the child's first birthday, but each parent can claim a maximum of six month's payments, only (i.e. each parent has an individual entitlement to six months). For families with two children or more, the first parent can take leave (and claim PreParE) for a maximum duration of 24 months, leaving the other parent to take the remaining period of paid leave until the child's third birthday. In effect, this reserves at least six months of paid parental leave for each parent, depending on the number of children in the family.
- 2018: The basic payment rate for PreParE for low-income families is increased to EUR 576 per month if not working; EUR 438 per months if working less than half of full-time hours; and EUR 331 per month if working 50 to 80 percent of full-time hours (Boyer and Fagnani, 2018_[49]).
- 2019: Paternity leave (11 days for a single birth or 18 days for multiple births), can be extended by the period of immediate hospitalisation in a specialised care unit after of childbirth (Boyer and Fagnani, 2019_[50]).

The basic payment rate for PreParE for low-income families is increased to EUR580 per month if not working; EUR440 per months if working less than half of full-time hours; and EUR331 per month if working 50 to 80 percent of full-time (Boyer and Fagnani, 2019_[50]).

Germany

Policy background:

- 1878: Pregnant women cannot work for 3 weeks before birth (Wikander, Kessler-Harris and Lewis, 1995^[5]).
- 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, 2005^[51]).
- 1924: Job protection was introduced for women taking maternity leave (Jordan, 1999^[52]).
- 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, 2005^[51]).

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, 2005^[51]). The prime motivation of the amendment was maternal health, but later reforms would be more focused on child development (see below) (Dustmann and Schönberg, 2011^[53]).
- 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 labour market status equal to DM 600 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 DM 29,400. For a single parent, this income limit equalled DM 23,700 DM per year. Each additional child increased the upper limit by DM 4,200 and was paid for at most one year (Merz, 2005^[51]; Dustmann and Schönberg, 2011^[53]; Kamerman and Kahn, 1991^[6]).
- 1/1/1988: Paid employment-protected parental leave was extended up to 10 months following maternity leave (Dustmann and Schönberg, 2011^[53]).
- 1/7/1989: Paid parental leave was extended up to 13 months. Parents could now work up to nineteen hours per week (Merz, 2005^[51]; Dustmann and Schönberg, 2011^[53]).
- 1/7/1990: Paid parental leave was extended up to 16 months (Merz, 2005^[51]).

- 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, 2005^[51]; Gauthier and Bortnick, 2001^[9]). 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 (Merz, 2005^[51]; Dustmann and Schönberg, 2011^[53]).
- 1/1/2001: Some flexibility in the parental leave payment was introduced. Parents could choose a shorter and better paid leave (DM 900 per month for 10 months) or a longer but less well paid leave (DM 600 per month for 22 months), but these benefits were income-tested.¹⁰ Married parents with an annual income of at least DM 100,000 and all other parents with an annual income of at least DM 75,000 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 the child's second birthday. The third year of leave may be used until the child was 8 years old (Merz, 2005^[51]). Couples could take leave simultaneously, but this option was reserved for part-time working parents (OECD, 2007^[54]).
- 20/6/2002: Only the eight post-natal weeks were mandatory for mothers. For the six weeks before the 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^[11]). 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 EUR 1,800 per month and a floor at EUR 300). 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 months payment available. 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 (Erler and Erler, 2008^[55]).
- 2009: the Parental leave law of 2007 is modified to enable grandparents to take leave to care for their grandchildren if the child's parents are younger than 18 years or if they are still in education or in vocational training.

¹⁰ 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 EUR 30,000, or to sole-parent families below EUR 23,000. The benefit payment was also reduced from month seven of receipt for families with net annual earnings of EUR 16,500 and EUR 13,500 respectively.

- 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 EUR 500,000 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.
- 7/2015: Parents could choose between the standard *Elterngeld* programme and a new *ElterngeldPlus* programme, which allows parents to spread their leave to 24 (+4) months but with the monthly leave benefit halved. The total amount paid over the whole period is the same regardless of which option is actually chosen. 24 of the overall 36 months of parental leave could be taken up to the child's eighth birthday; before only 12 months could be used in this way, though this needs the employer's approval if taken between the child's third and eighth birthday (Blum, Erler and Reimer, 2016^[56]).

Greece¹¹

Policy background:

- 1910: Pregnant women are not allowed to work, but no payment was provided (Wikander, Kessler-Harris and Lewis, 1995^[5]).
- 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, Kessler-Harris and Lewis, 1995^[5]).

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), 12 weeks of job-protected maternity leave was provided, including six weeks of post-natal leave (Jankanish, 1994^[57]). The maternity leave payment was 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 parental leave for each parent were introduced, available until the child was aged 2.5 years (International Labour Organisation, 2016^[13]).
- 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 per parent 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^[58]).

¹¹ 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.

- 7/8/1998 (Law 2639/1998, Article 25). The duration of unpaid job-protected parental leave increased to 3.5 months per parent 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; 8 weeks must be taken before childbirth and 9 weeks after childbirth.. Two days of full paid paternity leave was introduced (Moss and Korintus, 2008_[10]).
- 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 before 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 with a monthly sum that equals the minimum daily wage agreed in the National General Collective Labour Agreement (Moss and Korintus, 2008_[10]).
- 04/2012: A new law on parental leave was passed by the Greek Parliament and immediately implemented 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 (Kazassi and Karamessini, 2013_[59]):
 - 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
 - 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.
- 2017: Since April 2017, surrogate mothers and mothers acquiring children through surrogate motherhood have been entitled to maternity leave (Law 4488/2017, article 44). Under the same law, the above categories of mothers but

also mothers in the process of adopting children are protected from dismissal, as other mothers already are (article 46) (Hatzivarnava-Kazassi and Karamessini, 2018^[60]).

Hungary

Policy background:

- 1884: Women are allowed 4 weeks of leave after the childbirth (Korintus and Stropnik, 2009_[61]).
- 1927: A benefit for 6 weeks before and 6 weeks after birth is provided at 100 percent of earnings (Korintus and Stropnik, 2009_[61]).
- 1953: The period of paid postnatal leave was extended to 12 weeks, and employed mothers were allowed breastfeeding breaks until their child was 9 months old. Employers could not refuse to employ pregnant women, and could only dismiss mothers with babies younger than 3 months old for some serious offences (Korintus and Stropnik, 2009_[61]).

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, parental leave payment for uninsured parents or childcare allowance) was provided up to the child's third birthday after maternity leave (Korintus and Stropnik, 2009_[61]). The GYES was a universal right to all parents who care for children under age three. Both men and women could claim these benefits, but the entitlement is a family entitlement. After the child was 18-months old, the caretaker could work part time outside the home. A flat-rate payment was paid, which equaled the minimum old-age pension (Fodor, 2004_[62]). The leave was job-protected for those who were in work.
- 17/1/1985: The GYED (*Gyermekgondozasi dij*, parental leave payment for insured parents or childcare benefit) was introduced. After maternity leave up to the child's first birthday, GYED was paid at 65-75% of the average daily income if there was an uninterrupted history of social insurance contributions of two years, compared with approximately 30 percent for GYES (Korintus and Stropnik, 2009_[61]). GYED could be take only by a mother or a single father. Paid work was not allowed pension (Fodor, 2004_[62]). When GYED expired, the family was able to take up GYES until the child's third birthday (Korintus, 2005_[63]).
- 27/02/1986: GYED was extended up until the child was 18 months old (Generations and Gender Programme - Contextual Data, n.d._[11]). The father could share leave between the child's first and third birthday.
- 1987: GYED was extended up to the end of the child's second year (Korintus and Stropnik, 2009_[61]).
- 1990-1994: GYET (*Gyermeknevelési támogatás*, child raising support) is introduced at the value of the minimum old-age pension for families where there are three or more children and the youngest is aged between 3 and 8 years (Korintus and Stropnik, 2009_[61]; OECD, 2007_[54]).

- 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.¹²
- 15/4/1996: GYED and tax credit for families with children were abolished; family allowance, GUYES and GYET were no longer conditional on previous employment but were tied to income level (Korintus and Stropnik, 2009_[61]). The maternity benefit was reduced from 100 per cent to 70% of previous earnings (Lukács and Frey, 2003_[64]).
- 1/1/1999 (law on 22/12/1998): Maternity leave was paid at 70% of previous earnings with no ceiling, and it will be twice of official daily minimum salary if mothers has no actual income. At the same time, all women became entitled to 168 days unpaid maternity leave (Korintus, 2005_[63]). GYED was restored and paid at 70% of average daily earnings from the end of the maternity leave to the child's second birthday (Korintus, 2005_[63]; Szelewa, 2006_[65]). The means test for GYES and GYET was abolished (Korintus and Stropnik, 2009_[61]).
- 2002: Five days of job-protected and fully paid paternity leave were introduced. This should be taken during the first two months after childbirth (Korintus, 2006_[66]).
- 1/1/2006: A parent taking GYES and GYET cannot work until the child's first birthday, but the person can work unlimited hours after that period with a full-payment of GYES benefits until the child's third birthday – previously the claimant could only up to 20 hours per week and remain eligible. Therefore, in effect, GYES became a universal payment to parents with children under 3 years old with no insurance (Korintus and Stropnik, 2009_[61]; Korintus, 2009_[67]).
- 30/4/2010: Payment for parents taking GYES reduced to 2 years from 3 while the length of leave remains at three years. However this measure was reversed in December 2010 (Korintus and Gyarmati, 2011_[68]).
- 01/5/2010: The minimum insured period for insurance-based leave entitlements – maternity leave and GYED – extended from 180 days to 365 days of employment over two years before giving birth (Korintus, 2010_[69]).
- 01/1/2012: Eligibility for maternity leave is expanded to adopting mothers, legal guardians, and fathers if the mother has died or is not present in the household due to health-related reasons. (Korintus and Gyarmati, 2012_[70]).
- 2014: Parental leave and benefit systems (GYES or GYED) are reformed. A parent taking GYES or GYED is able to work unlimited hours after the child's first birthday with full benefits. Parents are able to receive two or three sets of parental benefits if additional children are born during the GYES or GYED period of the preceding child. Women who gave a birth within two years after completing two semesters at a state-recognised higher education institute are eligible for GYED (Korintus, 2014_[71]).
- 2016: Parents are now allowed to return to work when the child reaches six months of age, while still receiving the same amount of payment for the duration of the leave period (Korintus and Gábos, 2016_[72]).

Coding note

¹² <http://www.ilo.org/public/english/employment/gems/eoo/law/hungary/lc.htm>.

- Gyermekgondozasi segely (GYES) is coded as Homecare_protected/Homecare_paid; the entitlement to Gyermekgondozasi dij (GYED) since 1985 is coded as Parental_protected/Parental_paid

Iceland

Policy background:

- 1938: First instance of financial support in relation to birth was introduced in social insurance laws (Gíslason, 2007^[73]).
- 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^[73]).
- 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): All women are entitled to three months paid job-protected maternity leave, and fathers can take the last month of maternity leave if their spouse agrees (Gíslason, 2007^[73]). Maternity leave payments are given in two parts: a lump-sum fixed grant; and a monthly supplement in accordance with hours worked – not salary – in the last 12 months. Fiscal responsibility for paid maternity leave transferred to social insurance from unemployment insurance (Gíslason, 2007^[73]; Eydal and Ólafsson, 2006^[74]).
- 1987 (no. 579/1987): Separation of maternity leave payments into a *birth grant* and a *birth allowance* (Gíslason, 2007^[73]). The birth grant referred to a fixed amount, unrelated to labour market participation, and was payable only to mothers throughout the duration of the maternity leave. Union members who maintained their full salaries during maternity leave were excluded from the birth grant. The birth allowance 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 the full allowance, while those who had worked 516-1,031 daytime hours were paid half of the birth allowance (Gíslason, 2007^[73]).
- 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^[73]).
- 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 a mandatory 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^[73]).
- 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. 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.
- 2007: The rule for calculating leave payments for parents who have children at very short interval was amended to 80 percent of previous earnings instead of 80 percent of 80 percent of their previous earning. In other words, the leave payment for the first child is not used as a reference in calculating the amount of payment for the subsequent child (Einarsdóttir and Pétursdóttir, 2008^[75]).
- 2008: The entitlement of leave payments is narrowed to those who have been in the workforce during the preceding 12 months, ending six months prior to childbirths (Einarsdóttir and Pétursdóttir, 2008^[75]). The ceiling of parental leave payments was lowered to ISK 400,000 from ISK 535,700 in 2007.
- 7/2009: the ceiling on payments was lowered from ISK 400,000 to ISK 350,000. 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 ISK 300,000. In addition, payments were now based on 80% of earnings lower than ISK 200,000 and 75% of earnings over ISK 200,000.
- 2010: Introduction of cuts in the budget for the Leave Fund. Leave was paid at 80% of earnings if earnings were lower than ISK 200,000 per month; 75 % for earnings over ISK 200,000 up to a ceiling of ISK 300,000 per month.
- 2013: Return to a single payment rate. Leave paid at 80% of earnings up to a ceiling of ISK 350,000
- 2014: The ceiling on leave payments was raised from ISK 350,000 to ISK 370,000 per month. The period of unpaid childcare leave is extended to four months per each parent per child from 13 weeks until the child became 8 years old. This leave is not transferable between parent (Gíslason and Eydal, 2014^[76]).
- 2016: Employed parents who are taking leave maintain their pension entitlements as if they were at work. Unemployed parents are not entitled to any pension credit (Eydal and Gíslason, 2016^[77]).
- 2017: The ceiling of leave payments is raised to ISK 500,000 per month (Eydal and Gíslason, 2017^[78]).
- 2018: The ceiling of leave payments is raised to ISK 520,000 per month (Eydal and Gíslason, 2018^[79]).
- 2019: The ceiling of leave payments is raised to ISK 600,000 per month (Eydal and Gíslason, 2019^[80]).

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.
- 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.¹³
- 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 (International Labour Organisation, 2016_[13]).
- 3/12/1998 (Parental Leave Act No. 30/1998): Introduction of 14 unpaid and job-protected weeks of parental leave per parent. All employees who have completed one year's continuous employment with their current employer were entitled. This parental leave may be taken up to the child's fifth birthday (Drew, 2005_[81]).¹⁴
- 8/2/2001 (Statutory Instrument no. 29/2001): Maternity leave was extended to 18 paid weeks and eight unpaid weeks.¹⁵
- 18/10/2004: (Maternity protection amendment act 2004): The number of the compulsory pre-birth weeks was reduced from four to two weeks (Drew, 2007_[82]).¹⁶
- 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 (Drew, 2006_[83]). Paid at 70 percent of earnings, calculated by dividing gross earnings in the

¹³ Unfair Dismissals Act no. 10/1977

(<http://www.irishstatutebook.ie/1977/en/act/pub/0010/index.html>).

¹⁴ Parental Leave Act No. 30/1998

(<http://www.irishstatutebook.ie/1998/en/act/pub/0030/index.html>).

¹⁵ Maternity Protection Act, 1994 (Extension of Periods of Leave) Order, 2001

(<http://www.irishstatutebook.ie/2001/en/si/0029.html>).

¹⁶ Maternity Protection (Amendment) Act 2004

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

relevant tax year by the number of weeks worked, with a bottom and a ceiling are paid for 22 weeks (Drew, 2006^[83]).

- 1/3/2007: The maximum length of maternity leave was increased to 42 weeks, of which 26 were paid at 70 percent of earnings up to a ceiling, and the remaining 16 weeks were unpaid. Parents could take leave up to the child's eighth birthday (Drew, 2007^[82]).
- 2008: According to the Civil Law (Miscellaneous Provisions) Act 2008, parents who are employed by the same employer may transfer all or part of their parental leave entitlements to the other parent, subject to the employer's agreement (Drew, 2010^[84]).
- 2010: Maternity leave payments are increased to 80 percent of earnings, with a floor and a ceiling, for 26 weeks. The remaining 16 weeks are still unpaid (Drew, 2010^[84]).
- 2013: The length of parental leave was extended from 14 weeks to 18 weeks from 8 March 2013. From July 2013, maternity leave payments are subject to taxation (Drew, 2013^[85]).
- 01/01/2014: The earnings-related maternity benefit (in 2013, eighty per cent of earnings with a floor of EUR 217.8 and a ceiling of EUR 262 per week) was replaced with a flat-rate maternity benefit (in 2014, EUR 230 per week) (Drew, 2014^[86]). To be eligible for maternity benefit, an employee or self-employed woman has to meet certain conditions relating to payment of Pay Related Social Insurance (PRSI) (Drew, 2014^[86]).
- 09/2016: Introduction of a new statutory two-week paid paternity leave on 1 September 2016, which should be taken consecutively within the first 26 weeks following the birth or adoption of a child. Paid at the same rate as maternity leave (EUR 230 per week in 2016) (Daly and Rush, 2017^[87]).
- 2019: All parents are entitled to newly introduced 2 weeks job-protected parent's leave for a child born or adopted on or after 1 November 2019. This parent's leave must be taken before the child's first birthday. Parent's leave is available to both employees and the self-employed. A flat-rate parent's leave benefit – EUR245 per week in 2019 – is available if parents have enough social insurance (PRSI) contributions (Daly and Rush, 2019^[88]). From 1 September 2019, the job-protected unpaid parental leave is extended to 22 weeks for each eligible child, and must be taken before the child's 12th birthday (Citizens Information, 2019^[89]).
- 2020: The job-protected unpaid parental leave is extended to 26 weeks from 1 September 2020 (Citizens Information, 2019^[89]).

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 with no ceiling.¹⁷
- 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).¹⁸ 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. A lone parent is entitled to ten months' leave. It could be used until the child was eight years old. Parental leave is paid at 30 percent of earnings until the child turns 3

¹⁷ Legge 30/12/1971 n. 1204 (http://www.giustizia.it/cassazione/leggi/l1204_71.html).

¹⁸ Legge 9/12/1977 n. 903 (http://www.unicobas.it/l903_77.htm).

years old and not paid when a child is 3 to 8 years, unless annual earnings are under approximately 2.5 times of minimum wages (Giovannini, 2005_[90]).¹⁹

- 12/05/2009: The right for fathers to leave was extended to those living with a housewife; previously this right was limited to fathers with an employed wife.
- January 2013: One day of compulsory paid paternity leave with 100 percent earnings replacement was introduced, and this paternity leave can be used until five months after child birth (Addabbo and Giovannini, 2013_[91]). Fathers could take two additional days if the mother agreed to transfer these days from her maternity leave. Instead of receiving paid parental leave, from the end of compulsory maternity leave up to 11 months after childbirth mothers could claim a voucher for childcare costs.
- March 2015: The period during which Parental leave could be taken was extended from eight to 12 years after birth, and the period during which payments could be made was also extended from three to six years after birth (Addabbo et al., 2015_[92]).
- June 2015: Self-employed workers are entitled to Paternity leave (Addabbo et al., 2016_[1]). Parental leave can be taken on a part-time basis, for a few hours per day, up to a maximum of half the average daily hours worked in the year immediately preceding the start of Parental leave.
- January 2016: Compulsory paid paternity leave was extended from one to two days (Addabbo et al., 2016_[93]).
- 2017: Compulsory paid paternity leave was extended to four days from two, and further one day of optional leave is available if the mother transfers part of her maternity leave (Addabbo et al., 2018_[94]).
- 2018: The 485 Law 145/2018 changed the obligation to use at least four weeks of Maternity leave before the birth, and allowed pregnant women the choice to work up to the birth, as long as a specialist doctor certified that this option did not damage the health of the pregnant woman and the child. Those who choose this option will then be able to benefit from the five months of mandatory maternity leave after the birth of the child (Addabbo et al., 2019_[95]).
- 2019: Compulsory paid paternity leave is extended to five days from four, and further one day of optional leave is available if the mother transfers part of her maternity leave (Addabbo et al., 2019_[95]).

¹⁹ 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, Higuchi and Abe, 1998^[96]).

Post-1969 policy changes:

- 1969: Insured women taking maternity leave received 60 percent of earnings for 42 days (six weeks) before birth and 42 days (six weeks) after birth.
- 1/4/1986 (law on 1985): Statutory post-natal maternity leave was extended to eight weeks after birth from six, in the case of a multiple pregnancy pre-natal maternity leave was extended to ten weeks from eight (Nakazato and Nishimura, 2012^[97]).
- 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, Higuchi and Abe, 1998^[96]).
- 1/4/1995: Parental leave was extended to firms with less than 30 employees, and parental leave payment 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 percent of previous earnings, of which 20 percent was paid during leave and 5 percent was paid after six months of post-leave work as an insured employee (Higuchi, 1997^[98]).
- 1998: In the case of a multiple pregnancy pre-natal maternity leave was extended to ten weeks from eight (Nakazato and Nishimura, 2012^[97]).
- 2007: Maternity leave benefit increased to two-thirds of mothers' average daily earnings with a ceiling. All female employees are eligible for maternity leave but only those covered by the Employees' Health Insurance system are eligible for maternity leave payment. In other words, women enrolled in the National Health Insurance system, for instance self-employed women, part-time or casual employees, are not entitled to maternity leave payments (Nakazato and Nishimura, 2012^[97]).
- 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. Parental 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 percent of earnings, with a minimum payment with a bottom and a ceiling (Nakazato and Nishimura, 2012^[97]).

- 2014: Parental leave benefit increased to sixty-seven percent of earnings from 50 percent or the first 180 days, with a minimum payment of JPY46,431 a month and a maximum payment of JPY286,021 per month. The remaining days continue to be paid at fifty percent of earnings, with a minimum payment of JPY34,650 a month and a maximum payment of JPY213,450 per month (Nakazato and Nishimura, 2014_[99]). Parental leave payment is reduced if the benefit plus payment from the employer exceeds 80 percent of the individual's earnings.

From October 2014, a parent covered by Employment Insurance system and taking parental leave is entitled to receive parental leave payment even when working for 11 days or more per month, as long as the total working hours are 80 hours or less (Nakazato and Nishimura, 2014_[99]). Previously she/he was only eligible to parental leave payment when working ten days or less.

- 2017: Under an amendment of the Child Care and Family Care Leave Act, effective from 1 October 2017, parental leave can be extended to 24 month from 18 if parents have applied for a place at a childcare service but not received one (Nakazato, Nishimura and Takezawa, 2018_[100]).

Korea

Policy background:

- 1953: 60 days' paid (by the employer) maternity leave was introduced.

Post-1969 policy changes:

- 1988: Parental leave introduced for female employees only until one year after childbirth. The period of parental leave was less than one year due to the fact that the maternity leave (60 days) was included in the one year after childbirth.
- 1995: Fathers became eligible for the one-year parental leave, but leave remained a family entitlement and was limited to one parent per family (either mother or father).
- November 2001: Maternity leave was extended to 90 days from 60. The added 30 days of parental leave were paid by the Employment Insurance. The minimum period of post-natal maternity leave was 45 days. A flat-rate parental leave payment at KRW 200,000 per month was introduced.
- December 2002: Parental leave payment increased to KRW 300,000 per month.
- April 2004: Parental leave payment increased to KRW 400,000 per month.
- 2006: The age at which parental leave could be taken was extended to until the child reaches three years of age. This means that parental leave became an individual entitlement for each parent (one year per parent per child).
- April 2007: Parental leave payment increased to KRW 500,000 per month.
- June 2008: Three days of paid paternity leave was introduced, and this paternity leave should be taken within 30 days after childbirth.
- February 2010: The age at which parental leave can be taken was extended to until the child reaches the age of six.
- 2011: The previous means-tested flat-rate parental leave payment is replaced with a new earnings-related parental leave payment with a floor and a ceiling. Parental leave payment was forty percent of ordinary earnings with a minimum of KRW 500,000 and a maximum amount of KRW 1,000,000.
- 2012: From August, paternity leave extended from three days to between three to five days, though the two extra days are not paid.
- 2014: From January, the age at which parental leave can be taken was extended to until the child reaches his/her eighth birthday or enters the second year of primary education.

From October 2014, the 'daddy's month' was introduced when both parents take parental leave sequentially. Parental leave payment for the first month of leave taken by the second parent is increased to 100 percent of ordinary earnings with a ceiling of KRW 1,500,000.

- 2016: From January, the 'daddy's month' was extended from one month to three months.
- 2017: From July, the ceiling on the 'daddy's month' payment is increased to KRW 2,000,000 per month when the child is the second or higher.

From September, the first three months of full-time parental leave payment is increased to 80 percent of ordinary earning with a floor of KRW 700,000 and a ceiling of KRW 1,500,000 per month, but the remaining nine months are paid at 40 percent of ordinary earnings with a minimum KRW 500,000 and a maximum KRW 1,000,000.

- 2018: From July, the ceiling of the 'daddy's months' payment is increased to KRW 2,000,000 per month from KRW 1,500,000 for all children regardless their birth order.
- 2019: From 1 January, the ceiling of the 'daddy's months' is increased to KRW 2,500,000 from KRW 2,000,000. Parental leave payment for the last nine months was increased to 50 percent of ordinary earnings from 40 percent. The floor and the ceiling were also increased by KRW 200,000 to KRW 700,000 and KRW 1,200,000, respectively.

From July, maternity leave payment is extended to those who not covered by the Employment Insurance including the self-employed or freelancers if they have income for three months among 18 months prior to childbirth and are active in the labour market on the child's birthday (Employment Insurance, Korea, 2019_[1]). A flat-rate maternity leave payment – KRW 500,000 per month in 2019 – is given.

From 1 October, the period of paid paternity leave is extended to 10 days within 90 days after the childbirth from 5 days within 30 days. The extended paid paternity leave can be used in up to two blocks. Each parent is entitled to a one-year parental leave as well as a one-year reduced working hours arrangement; previously parents were entitled to either parental leave or the reduced working hours up to one year until his/her child turns eight years old or enters the second year in primary education. In addition, more flexibility was added parental leave and the reduced working hours arrangement: a parent can transfer any untaken parental leave period into the reduced working hour period; as a result, parents are able to take the reduced working hours arrangement for up to three years if they does not take parental leave.

- 2020: From January, the ceiling of maternity leave benefit paid by Employment Insurance increased to KRW 2 million per months from 1.8 million.

From 28 February, parents can take up parental leave simultaneously, but in this case parents cannot take advantage of the 'daddy's months'. Changes to parental leave payments for a single parent: the parental leave payment for the first three months is paid at 100 percent of previous earning with a ceiling of KRW 2.5 million, for months 4-6 at 80 percent of that with a ceiling of KRW 1.5 million, and for months 7-12 at 50 percent with a ceiling of 1.2 million.

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^[9]).
- 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^[9]).
- 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.²⁰
- 15/8/1998 (Law 7th July 1998): All 16 weeks of maternity leave becomes mandatory.²¹
- 1/1/1999 (law 3/2/1999, applicable for children born from the 1st of January): Introduction of paid parental leave, paid at a flat-rate payment (EUR 1 778 per month). The leave was an individual entitlement lasting six months if taken on a full-time basis or 12 months if taken part-time. The leave was job-protected (ILO, 2019^[101]). Both parents could not take full-time parental leave at the same time, but could take part-time leave at the same time. Once maternity or adoption leave ended, one of the parents must take parental leave, otherwise he/she will lose his/her right to this part of leave. The other parent could take their entitlement at any time until the child was five years old.
- 2016: From December, introduction of more flexibility in when parents can take parental leave. Each parent can take between four and twenty months of leave. Parents working full-time (40 hours per week) have four options: full-time leave for four or six months; part-time leave for eight or twelve months; fractioned full-time leave for four months across a period of 20 months; and fractioned leave at one day per week for up to 20 months.

The benefit paid depends on the workers' average earnings and hours worked during the 12-months period preceding the start of the leave, and the leave option chosen. A full-time worker taking full-time leave, will receive an amount between the minimum social wage (EUR 1922.96 per month in 2017) and the minimum social wage plus two-thirds (EUR 3204.93 per month in 2017) (Zhelyazkova, Loutsch and Valentova, 2017^[102]).

²⁰ Loi du 3 juillet 1975 (<http://www.legilux.public.lu/leg/a/archives/1975/0040/a040.pdf>).

²¹ Loi du 7 juillet 1998 (<http://www.legilux.public.lu/leg/a/archives/1998/0061/a061.pdf>).

- 2018: From 1 January, post-natal maternity leave and adoption leave are increased to 12 weeks from 8, and paternity leave is extended to ten days from two (Zhelyazkova et al., 2018_[103]).

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_[104]).

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_[104]).²²
- 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_[104]). By specific request, and with doctor's certification, up to four of the six weeks of maternity leave before childbirth can be transferred to after childbirth.
- 2012: Introduction of five days of paternity leave, paid at 100 percent of earnings by the employer. As maternity leave, parents in the formal economy are only entitled to paternity leave (Pérez, 2015_[105]).

²² 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, Kessler-Harris and Lewis, 1995^[5]).
- 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^[52]).

Post- 1969 Policy Changes:

- 1969: Maternity leave was 12 weeks and 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% income replacement rate with a ceiling equivalent to the maximum daily payment for sickness benefit. Four pre-natal weeks becomes mandatory (Wikander, Kessler-Harris and Lewis, 1995^[5]).
- 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^[106]).
- 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^[106]).
- 1/12/2001: Fathers were entitled to a two-day paternity leave, to be taken within four weeks of child birth. Paternity leave is paid 100 percent of earnings with no ceiling (Juhasz, van der Sanden and Waaldijk, 2005^[107]).
- 2009: Parental leave is extended to 24 times the parent's weekly working hours. In other words, a full-time worker (38 hours a week) is entitled to 988 hours of parental leave. This should be taken before the child's eighth birthday. There is no payment but all parents taking parental leave are entitled to a tax reduction worth, in 2009, EUR690 per month – half the statutory minimum wage – if taking full-time leave, or EUR3.99 per hour (Groenendijk and Keuzenkamp, 2008^[108]; Groenendijk and Keuzenkamp, 2009^[109]).
- 08/2011 (*Wetswoustel 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 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).

- 2015: From January, mothers can enjoy more flexibility in taking maternity leave, for example, they can spread the last six weeks of their after-birth maternity leave over 30 weeks (den Dulk, 2016_[110]).

Paternity leave was extended by three days, from two to five days, with the additional three days coming out of the father's parental leave entitlement. Only the first two days were paid (by the employer, at 100% of earnings), with the remaining three days unpaid. Parents are no longer entitled to the parental leave tax credit, which existed from 2009 to 2014 (den Dulk, 2016_[110]).

- 2018: From April, in case of multiple pregnancy, mothers are entitled to 20 weeks of maternity leave – 8 to 16 weeks before the due date and the remaining leave after the childbirth instead of 16 weeks (den Dulk, 2018_[111]).
- 2019: From January, women in same-sex relationships who give birth are eligible to maternity leave. Paternity leave is renamed as birth leave for partners and fathers, and the length of leave is equivalent to the number of weekly working hours per partner/father. This birth leave is paid by the employer at 100 percent of earnings with no ceiling (den Dulk and Yerkes, 2019_[112]).

Coding notes:

- 2009: A tax allowance to employees on leave is introduced, which implies a code as paid leave (*Parental_paid*, and *Father_specific_Parleave_paid*). The allowance was abolished in 2015.

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 Caltry, 2006_[113]; International Labour Organisation, 2016_[13]). Eligibility required 18 months of continuous employment of 15 hours or more per week for the same employer (Ravenswood and Kennedy, 2012_[114]).
- 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 per a child, but there was no payment (Callister and Caltry, 2006_[113]; International Labour Organisation, 2016_[13]). Eligibility requirements were further relaxed to an average of ten hours per week in the last 12 months or last six months (Ravenswood and Kennedy, 2012_[114]). In addition, one or two weeks of paternity leave is introduced, but there is no payment (Morrissey and Williamson, 2018_[115]).
- 2002 (*The Parental Leave and Employment Protection (Paid Parental Leave) Act 2002*): From July, biological mothers and a nominated adoptive parent who had been employed by the same employer for at least 10 hours per week over the previous year were eligible for 12 weeks paid primary carer leave (McDonald, 2009_[116]). The leave is paid at NZD 325 gross per week in 2002 – equivalent to 53 percent of average weekly earnings – or 100 percent of previous weekly earnings, which is lower (Inland Revenue, 2012_[117]). Any paid primary carer leave taken is subtracted from the unpaid parental leave entitlement (Callister and Caltry, 2006_[113]; International Labour Organisation, 2016_[13]).
- 2004: Paid primary carer leave was increased to 13 weeks as from 1 December 2004.
- 2005: From December, paid primary carer leave was increased to 14 weeks (Callister and Caltry, 2006_[113]).
- 2006: From July, the self-employed are entitled to paid primary carer leave (McDonald, 2009_[116]). Self-employed parents who make a loss or earn less than the equivalent of ten hours pay at the highest rate of the minimum wage receive a minimum rate of NZD 125 per week.
- 2015: From April, paid primary carer leave increased from 14 to 16 weeks.
- 01/04/2016: Paid primary carer leave extended from 16 to 18 weeks (McDonald and Morrissey, 2016_[118]). Payments were extended to non-standard workers, such as casual, seasonal, and employees with more than one employer and those who have recently changed jobs. Introduction of up to 40 hours working-time while on paid leave as 'keeping in touch' days. Paternity leave is renamed as partner's leave (McDonald and Morrissey, 2016_[118]).
- 2018: From July, paid primary carer leave is increased to 22 weeks from 18 weeks.
- 2020: From July, a paid primary carer leave is increased to 26 weeks from 22 weeks.

Norway

Policy background:

- 1909: With the introduction of compulsory sickness benefits, working women are entitled maternity leave benefits up to 6 weeks after birth (Carneiro, Løken and Salvanes, 2008_[119]).
- 1915: This maternity leave benefits was extended to include a one-time-benefit to married women of 40 NOK as long as the husband had sickness insurance (Carneiro, Løken and Salvanes, 2008_[119]).
- 1956: There were 72 days (12 weeks) of job protected maternity leave (Kolberg, 1992_[39]). Six weeks of leave had to be taken after childbirth. The eligibility requirement was eight months employment during the last ten months prior to birth (Rostgaard, 2002_[35]).

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_[40]; Rønsen, 2004_[120]; Carneiro, Løken and Salvanes, 2008_[119]). Parents became entitled to payment at 100 percent of earnings during leave. In addition, two weeks of unpaid but job-protected paternity leave were introduced. This paternity leave could be paid in line with collective agreement. On the top of 18 weeks paid parental leave, job-protected parental leave was introduced up to 52 weeks, which was an individual entitlement per parent per child and not paid (Rønsen and Sundström, 2002_[40]).
- 1978: Paid sharable parental leave benefits were raised to 100 percent of former income with a ceiling of six times the basic national insurance benefit payment for most working mothers (Rønsen, 2004_[120]).
- 1/5/1987: Paid sharable parental leave was extended to 120 days (20 weeks) (Rønsen and Sundström, 2002_[40]).
- 1/7/1988: There was another increase in paid sharable parental leave length, to 132 days (22 weeks) (Rønsen, 2004_[120]). Mothers who did not meet the requirement for paid parental leave payment – six months employment of the last ten months – are entitled to a tax-free cash benefit at delivery, amounting to NOK 4,730 in 1988 (Rønsen, 2004_[120]).
- 1/4/1989: Paid sharable parental leave was increased to 24 weeks (Carneiro, Løken and Salvanes, 2008_[119]). There was an option to take either 30 weeks paid at 80% of earnings or 24 weeks paid at 100% of.
- 1/5/1990: Paid sharable parental leave is increased to 35 weeks (Carneiro, Løken and Salvanes, 2008_[119]). Parents could choose between 28 weeks of leave paid at 100% or 35 weeks paid at 80%.
- 1/7/1991: Paid sharable parental leave was increased to 40 weeks (Rønsen, 2004_[120]; Carneiro, Løken and Salvanes, 2008_[119]). 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: Paid sharable parental leave could be taken for 35 weeks paid at 100% or 42 weeks paid at 80% (Carneiro, Løken and Salvanes, 2008_[119]).
- 1/4/1993: Paid sharable parental leave is extended to 52 weeks, including nine weeks reserved for mothers and mandatory to take – three weeks before childbirth and six weeks after childbirth. Four weeks were reserved for the father, which should be taken during the child's first year. 39 weeks are sharable. Parents could choose between a short option of 42 weeks with full pay or a long option of 52 weeks with 80 percent of income replacement (Rønsen, 2004_[120]; Carneiro, Løken and Salvanes, 2008_[119]).
- 08/1998: Introduction of a 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).
- 1/6/2005: Father's quota in paid sharable parental leave was increased by a week and became five weeks. Therefore, the long option of paid sharable parental leave became 53 weeks, of which nine weeks were reserved for the mother, five for the father and 39 weeks to be shared. During the paid sharable parental leave, parents are entitled to parental leave payment at 100 percent of earnings with a ceiling of six times the basic national insurance benefit payment – NOK 352,668 per year in 2005. The sharable family entitlement can be taken either a long option of 39 weeks paid at 80 percent of earnings or a short option of 29 weeks paid at 100 percent of earnings within this ceiling (Brandth and Elin, 2005_[121]; Brandth and Kvande, 2006_[122]).
- 1/6/2006: The father's quota became six weeks, so that the longest leave option became 54 weeks – nine weeks reserved for the mother, six weeks reserved for the fathers, and the remaining 39 weeks for either parent (Brandth and Kvande, 2006_[122]).
- 2006: The total cash-for-care benefit period was reduced from 24 to 23 months.
- 2007: From January, more flexibility was added to parental leave (Brandth and Kvande, 2007_[123]). Each family is entitled to 54 weeks of sharable parental leave, paid up to a ceiling of NOK 400,872 per year in 2008. The income replacement rate of parental leave payment depends on the length of parental leave within the ceiling of parental money; 100 percent of earnings if the family takes a shorter option of 29 weeks, and 80 percent of earnings if the family takes a longer option of 39 weeks (Brandth and Kvande, 2008_[124]).
- 2008: From July, self-employed parents are entitled to paid parental leave (Brandth and Kvande, 2008_[124]).
- 2009: From July, the father's quota is extended to ten weeks. The overall long option was 56 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.

- 2010: From July, the eligibility rules for the father's quota was made less dependent on the mother's employment. Previously, a father used was not entitled to the father's quota the mother worked less than half-time. Following the change, entitlement was based on both parents having been employed for six of the ten months preceding childbirth and having earned at least half the basic amount – NOK75,641 in 2010 (Brandth and Kvande, 2011_[125]).
- 01/7/2011: Paid parental leave was extended to 47/57 weeks with 100/80 percent of earnings for the short/long leave. Of these, the father's quota consists of 12 weeks, up from 10 weeks (Brandth and Kvande, 2012_[126]). 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 NOK 3,303 (EUR 435) per child per month for the oldest child (19-23 months old), and NOK 5,000 (EUR 658) for the youngest (13-18 months old). This replaced the former scheme, which included children from 12 to 36 months.
- 01/07/2013: The mother and father quotas were extended by five weeks and two weeks, respectively, becoming 14 weeks. The sharable paid parental leave period was reduced to 18/28 weeks (Brandth and Kvande, 2013_[127]). As the mother's quota was extended to 14 weeks, women are entitled to a total 17 weeks of leave around child birth – three weeks before birth and 14 weeks after. Women are paid at 100 percent of earning during this 17-week period.
- 01/07/2014: Length of the mother and father quotas reduced from 14 to 10 weeks, and the shared period increased to 26/36 weeks.
- 2018: From July, the mothers' and father's quotas in paid parental leave are extended to 15 weeks from 10 weeks, so that sharable paid parental leave is shortened to 16/26 weeks.
- 2019: From January, the mother's and father's quotas in paid parental leave can be extend by one month by choosing 80 percent wage compensation instead of 100 percent. The total length of the paid parental leave remains the same – 49/59 weeks – while the sharable part of the paid leave is reduced by ten weeks if a 100 percent compensation rate is chosen (Brandth and Kvande, 2019_[128]).

Poland

Policy background:

- 2/6/1924: Maternity leave was 12 fully paid weeks with no earnings ceiling. Two weeks could be used before birth (Steinilber, 2006_[20]).
- 6/1968: One year of unpaid job-protected 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 (Steinilber, 2006_[20]).

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 (Steinilber, 2006_[20]).
- 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 extended to 20 weeks. Payment rate remained 100%. Four weeks could be used before the childbirth (Steinilber, 2006_[20]).
- 1/1/2001: Maternity leave was extended to 26 weeks, and 39 weeks in case of multiple births. The payment was still at 100 percent of earnings during the previous months. Four weeks could be used before the childbirth (Steinilber, 2006_[20]).
- 26/5/2001: Fathers could share maternity leave after mothers have used 16 weeks. Previously, 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, but 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 Percent of earnings. 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 with a means-test 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 for a first child, 20 from the second child, and 28 weeks in case of multiple births (Kotowska and Michoń, 2008^[129]).
- 2009: In case of multiple births, maternity leave is extended to 31 weeks for twins, 33 weeks for triplets, 35 weeks for quadruplets and 37 weeks for quintuplets (Kotowska and Michoń, 2009^[130]).
- 1/1/2010: Maternity leave was increased by 2 weeks (3 weeks in case of multiple births), so that it became 20 weeks. Paternity leave was granted to fathers for one week and should be taken within one year after birth. This paternity leave was paid at 100 percent of average earnings during the 12 months before childbirth (Kotowska and Michoń, 2010^[131]).
- 1/1/2012: Maternity leave was extended to 24 weeks by 4 weeks (multiple births as well), of which 14 weeks were obligatory; up to 2 weeks can be used before the expected date of childbirth; payment is made at 100 percent of the average earnings received for 12 months before birth, with no ceiling. Paternity leave was extended to two weeks.
- 17/03/2013: Maternity leave was extended to 26 weeks. The first 20 weeks are referred to as 'maternity leave', and the next six weeks as 'additional maternity leave'. Introduction of a new (sharable) paid parental leave, paid for six months following maternity leave. Parents can choose from two payment options: 80% of earnings for both the 26 weeks of maternity leave and the 26 weeks of parental leave, or 100% of earnings for the 26 weeks of maternity leave and 60% of earnings for the 26 weeks of parental leave. Mothers can transfer their maternity leave to fathers after the obligatory period of 14 weeks (Michoń and Korowska, 2013^[132]).
- 2013: Introduction of one-month mother and father quotas for the old three-year parental leave scheme. The leave period is still 36 months, but one month is reserved for the mother and one month for the father. The remaining 34 months are a sharable family entitlement. Parents are able to take four months of parental leave at the same time.
- 2014: The 36 months of parental leave can be taken until the child's fifth instead of the child's fourth birthday (Michoń, Kurowska and Kotowska, 2014^[133]).
- 01/01/2016: Re-organisation of the maternity leave and paid parental leave schemes. The six weeks of "additional maternity leave" were moved from 'maternity leave' to be included in the parental leave. Maternity leave now lasts 20 weeks (down from 26 weeks) and paid parental leave now lasts 32 weeks (up from 26 weeks). Parents can still choose from two payment options: either 80% of earnings for the entire 52-week period, or 100% of earnings for the 20 weeks of maternity leave and the first six weeks of parental leave, and the 80% of earnings for the remaining 26 weeks of parental leave.

Other minor changes take place including that paternity leave can be taken within the first 24 months instead of 12 after childbirth and is separable into two parts. The 36 months of unpaid parental leave can be taken until the end of calendar year in which the child turns six years old instead of the child's fifth birthday. In case of parents working during the paid parental leave, the leave will be proportionally extended to up to 64 weeks (Michon and Kurowska, 2016^[134]).

Paid parental benefits are extended to students, the unemployed, farmers and contract workers. The payment are paid for 12 months at a flat-rate of PLN1000 per months with no means-test.

Portugal

Policy background:

- 1963 (decree law 45 266, 23rd September regulating law n^o 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”).²³ 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.²⁴ 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%.²⁵
- 30/9/1999 (Law no. 142/1999 from 31st August) The mandatory period of leave after birth was increased to six weeks. Two measures for father were introduced: five full paid working days of paternity leave and 15 sequential days fully paid to be taken

²³ Lei n.º 4/84 de 5 de Abril :

(<http://intranet.uminho.pt/Arquivo/Legislacao/FeriasFaltasLicencas/L4-84.PDF>).

²⁴ Lei n.º 17/95 de 9 de Junho

(<http://intranet.uminho.pt/Arquivo/Legislacao/FeriasFaltasLicencas/L17-95.PDF>).

²⁵ Lei 18/98 (<http://intranet.uminho.pt/Arquivo/Legislacao/FeriasFaltasLicencas/L18-98.PDF>).

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.²⁶
- 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_[10]).²⁷
- 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.
- 05/2009: 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 and to be used within the first month following childbirth. Additional parental leave was three months per parent.
- 03/2016: Paternity leave was extended from 20 to 25 working days, with 15 working days now mandatory. Five of the fifteen mandatory days must be taken consecutively immediately after birth, and the other ten days must be taken during the first month after birth. The remaining ten optional days must be taken while the mother is on Initial Parental leave.

Coding notes:

- 2009: 120 days (17 weeks) are coded in *Parental_paid*; 150 days (21.4) in *Parental_paid_long*.

²⁶ Lei 18/98 (<http://intranet.uminho.pt/Arquivo/Legislacao/FeriasFaltasLicencas/L18-98.PDF>).

²⁷ Lei 99/2003 (<http://www.portaldocidadao.pt/NR/rdonlyres/52BCB891-6A7E-47E2-AC4F-AC201AB01E68/0/Lein9920031.pdf>).

Slovak Republic

Policy background:

- See notes for the Czech Republic.

Post-1969 policy changes:

- See notes 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.
- 2011: The length of maternity leave was increased from 28 to 34 weeks, of which six to eight could be taken before childbirth. Parents were allowed to receive a parental leave allowance – a flat-rate payment until the child reaches three years – while working. Parental leave and the parental allowance are family entitlements. In the case of twins or other multiple births, the parental allowance is increased by 25 percent (Gerbery, 2013_[135]).
- 2016: From May, maternity leave payment is increased to 75 percent of daily earnings over the previous year, up from 65 percent, with a ceiling of 1.5 times the national average monthly wage (Gerbery, 2017_[136]). Fathers can claim maternity benefit after six weeks from childbirth if the mother agrees not to take maternity leave payment or parental allowance (Gerbery, 2017_[136]).
- 2017: The ceiling of maternity leave payment is increased to two times the national average monthly wage (Gerbery, 2018_[137]).

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, so unpaid parental leave until three years after childbirth became individual entitlement per parent. Parents cannot use it simultaneously. For the first year, return to the same job position is protected. For the rest, 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: Introduction of 15 fully-paid days of paternity leave, made up of the existing 2 days of birth leave and an additional 13 days of paternity leave. Two days were paid by the employer and the remainder by social security. The 2007 legislation includes a commitment to a four weeks of paternity leave by 2012.
- 1/2011: A paid leave scheme to take care of seriously sick children is introduced; dual-earner parents are entitled to full-time or part-time leave. The plan to extend paternity leave to four weeks is postponed, There is no payment during parental leave but since 2011 all employees taking leave are credited with social security contributions for the whole period, which affects pension accounts, health cover and new Maternity or Paternity leave entitlements.
- 2014: From January, all employees with a child under 12 years of age are entitled to reduce their working day without economic compensation. Previously, this was only available for employees in public sector and the age limit was eight years old (Escobedo, Meil and Lapuerta, 2014_[138]).

- 2017: From January, fully paid paternity leave (permiso de paternidad) is increased to four uninterrupted weeks from two for all employed fathers, including self-employed, which can be taken at any moment until the end of the maternity leave or just after following it. Two days of birth leave are still available at the time of birth (Meil, Irene and Escobedo, 2017_[139]).
- 2019: Fully paid paternity leave is extended to 8 weeks for all employed including the self-employed after child birth, adoption or foster care. 100 per cent of earnings, paid by the Social Security Fund with a ceiling of EUR 3,751.20 per month (Meil, Lapuerta and Escobedo, 2019_[140]). Two weeks must be taken full-time immediately after the birth. The six remaining weeks can, in agreement with the employer, be taken part-time and/or spread over the first year on a weekly basis.

The names of childbirth related leaves have also changed; the terms 'Maternity' and 'Paternity' have been dropped, instead the terms 'birth, adoption or foster care leave' and, for the payments, 'birth and caring benefit' are used. The law also redefined the breastfeeding leave from a family right, in which only one parent can use it, to an individual and non-transferable entitlement (Meil, Lapuerta and Escobedo, 2019_[140]).

Coding notes:

- 1989: An unpaid parental leave of three years was introduced, but full employment protection is for only one year. The one year is coded in *Parental_protected*, and the remainder in *Homecare_protected*.

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_[141]).
- 1939: Unpaid maternity leave was extended to four and an half months, of which 12 weeks was after birth (Haas, 1992_[141]).
- 1945: Unpaid maternity leave became six months long (Haas, 1992_[141]).
- 1955: Three out of six months of maternity leave become paid (Haas, 1992_[141]). The qualifying condition was nine months of employment before the childbirth (Kolberg, 1992_[39]).
- 1963: Paid maternity leave was six months long, or 180 days, paid at 80% of earnings (Kolberg, 1992_[39]).

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, 2002_[40]). The benefit period was a maximum of 180 days following childbirth (Sjögren Lindquist and Wadensjö, 2006_[142]). 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 (Sjögren Lindquist and Wadensjö, 2006_[142]).
- 1/6/1978: Parental leave was extended to nine months (or 270 days, or 39 weeks) (Deven and Moss, 1999_[31]; Rønsen and Sundström, 2002_[40]). The leave was paid at 90%. Parents could take job-protected unpaid leave until child was 18 months old (Rønsen and Sundström, 2002_[40]).
- 1/1/1980: Paternity leave of 10 days was introduced (Ellingsæter and Leira, 2006_[143]). Employed fathers can use this leave immediately after childbirth at the same time as the mother. The replacement rate during these 10 days was 90 percent of the basic social security insurance rate (SGI). 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_[141]; Rønsen and Sundström, 2002_[40]).
- 1/7/1989: The period of parental benefit was extended by a further 90 days to 450 days or 15 months (Rønsen and Sundström, 2002_[40]). 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, 2010_[144]).

- 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_[142]). 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 (SEK 60 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 (Sjögren Lindquist and Wadensjö, 2007_[145]).
- 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 (Sjögren Lindquist and Wadensjö, 2007_[145])
- 1/1/1997: The payment rate for the mummy and daddy months was also lowered to 75% (Sjögren Lindquist and Wadensjö, 2007_[145])
- 1/1/1998: The benefit level was raised to 80 percent with ceilings for mummy and daddy months and for 300 days of parental leave. The remaining three months were paid out at flat rate.
- 1/1/2002: The parental benefit was increased by a further 30 days to 480 day. Parents who have had an income over SEK 180 a day for 240 days before the expected date of delivery or adoption receive a parental leave payment, of which 90 days are paid at a flat-rate and 390 days are paid at 80 percent of earnings, with a ceiling. Those who do not meet the earnings criteria receive a flat-rate payment for 480 days. The daddy quota was extended to 60 days per parent (Moss and Korintus, 2008_[1]). In addition, each parent is entitled to unpaid leave until the child become 18 months.
- 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 SEK 3,000 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.
- 01/2008: The parental leave payment has reduced by 3 percent, therefore, the replacement rate of parental leave payment diminished to 77.6 percent from 80 (Haas et al., 2009_[146]).
- 07/2008: Introduction of the Gender Equality Bonus (*jämställdhetsbonus*) to offer an economic incentive for families to divide parental leave (Haas et al., 2009_[146]). 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.

- 01/01/2012: 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.
- 01/01/2013: Temporary parental leave can be used without a signature certifying absence from the child's regular caregiver, preschool or homecare provider (Duvander and Haas, 2013_[147]).
- 2014: For children born on or after 1 January 2014, parents may receive payment for parental leave until the child reaches 12 years of age instead of 8 years old, but 80 percent of the parental leave (384 days) has to be used before the child turns four years (Duvander, Haas and Hwang, 2014_[148]).
- 2016: The mother and father quotas were extended from two to three months (from 60 to 90 days) per parent, with the sharable part of parental leave shortened by 60 days accordingly. This measure took effect from 1 January 2016. The municipal childrearing allowance (vårdnadsbidrag) – introduced in 2008 – was abolished. (Haas, Duvander and Hwang, 2016_[149]).
- 2019: Some minor changes from 1 January 2019. Both parents are able to use parental leave benefits to visit the health centre for mothers. Parents are able to use parental leave to facilitate the child's preschool start as well as for the time when the child is not in the parent's care. Temporary parental leave can be used for courses on how to take care of a child (Duvander and Löfgren, 2019_[150]).

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.²⁸
- 1/1/1920: The prohibition was lowered to 6 post-natal weeks, extendable to 8 weeks up on 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. Payment during this job-protected leave was equal to 80% of previous wages, with ceiling (CHF 172 per day). Employed women can be exempted from work before childbirth for medical and health reasons upon presentation of a medical certificate, and full salary is paid for a limited period of time (Valarino, 2011_[151]). All employees, self-employed workers, women working in their family businesses with a salary, and women benefiting from unemployment, sickness, accident or invalidity allowance are eligible. Women must have a record of nine months of contributions to the Old Age and Survivors Insurance fund and have worked for a minimum of five months during the nine months preceding birth (Valarino, 2011_[151]).
- 01/01/2009: The ceiling on maternity leave payment was increased to CHF 196 per day (Valarino, 2011_[151]).
- 2013: Maternity leave was extended from 14 to 16 weeks in 2013. However, the additional 2 weeks are unpaid.
- January 2015: The years parents spent out of the labour market in order to care for children under 16 years old are credited for old-age pension to the parent who was the main carer during this time. This is split between parents, if both were equally responsible (Valarino, 2016_[152]).

²⁸ 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 (Kılıç, 2006_[153]).
- 1936: The Labour Law introduced a six-week period of maternity leave paid at 50% of previous earnings (Kılıç, 2006_[153]).
- 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_[154]).
- 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 (Kılıç, 2006_[153]).
- 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 from the Social Security Institution (Kılıç, 2006_[153]).

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 (Kılıç, 2006_[153])²⁹
- 04/2015: Introduction of statutory paid paternity leave for private sector employees. Male employees are entitled to five days paid leave, paid at 100% of earnings by the employer.
- 2016: Significant amendments concerning maternity leave in Labor Law came into effect on 29 January 2016, providing flexible working choices for mothers, fathers and adoptive parents. As a result, employees and adopting parents have the right to benefit from many of the rights previously granted only to working mothers. Working women will be offered a choice to work half time for up to two months on her first childbirth, four months on her second and six months for the third child, without losing their full-time earnings after the expire of their statutory maternity leave, in order to spare more time for their infants (Maternity Leave in Turkey, 2017_[155]).

²⁹ 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 with no job-protection was introduced and paid for thirteen weeks (Sargeant and Lewis, 2006_[156]; Zabel, 2009_[157]).
- 1953: The maternity allowance payment duration was increased to eighteen weeks (Sargeant and Lewis, 2006_[156]).

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_[157]). 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_[158]).
- 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_[159]).
- 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, Gutiérrez-Domènech and Waldfoegel, 2007_[160]).
- 6/4/2003: Job-protected maternity leave was increased to 26 weeks from 18, with all normal contractual entitlements except pay. Maternity leave was increased to one year, and was divided into paid ordinary and unpaid additional maternity leave with each period being 26 weeks in length. The payment was at 90 percent 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 were unpaid. To be eligible, mothers had to have worked for their employer for more than 26 continuous weeks prior to 15 weeks preceding the birth. Introduction of a two-week paternity, paid at a flat rate, which should be taken the first 8 weeks of childbirth.

Self-employed workers cannot take maternity leave but may qualify for 26 weeks of flat-rate payment (Moss and O'Brien, 2005_[161]). 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 maternity leave payment changed to 90 percent of average earnings for six weeks with no ceiling and a flat-rate payment for 33 weeks (O'Brien and Moss, 2007_[162]). The final 13 weeks remained unpaid.
- 2008: The situation in was as follows: 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 (Moss and Korintus, 2008_[10]).
- 06/4/2009: Additional paternity leave and additional statutory paternity leave for parents of infants due on or after 3 April 2011. With this new legislation, fathers are eligible to take up to six months additional paternity leave during the child's first year if the mother returns to work before the end of her maternity leave. The additional parental leave cannot be claimed during the first twenty weeks after childbirth and must end no later than the child's first birthday. This additional paternity leave is paid only during the period that the mother would be entitled to statutory maternity payments – normally up to 39 weeks after childbirth. Any remaining additional paternity leave is not paid (O'Brien and Moss, 2010_[163]).
- 2011: The rule of maternity and paternity leave is changed to the lower one between a flat-rate payment and 90 percent of weekly earning (O'Brien and Moss, 2011_[164]).
- 2013: Unpaid parental leave was extended from 13 weeks to 18 weeks per parent per child (O'Brien et al., 2013_[165]).
- 2014: Employed mothers of children born after April 5 2015 have the right to transfer all maternity leave to the father, except for the two weeks of obligatory leave, so they became to transfer up to 50 weeks. This period of leave is termed Shared Parental Leave (SPL) and replaces a similarly designed tool named "additional paternity leave", under which mothers could transfer leave to partners after 20 weeks. The mother must commit to a return to employment date in the future, when she will end her Maternity Leave. Shared parental leave only can be take in one-week blocks of time. Each parent can alter leave arrangements up to three times before the end of 52-week maternity leave. Statutory shared parental leave payment is available but the income replacement rate is not more than current maternity leave payment (O'Brien, Koslowski and Daly, 2015_[166]).

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 and job-protected leave in a 12-month period for specified family and medical reasons (Engeman et al., 2019^[167]; United States Department of Labor, 2009^[168]).

N.B. Only federal statutory entitlements are taken into account. Several states have laws that provide parents with additional maternity/paternity/parental leave entitlements, and some also provide parents with an entitlement to paid parental/paid family leave. More information on leave policies led by states can be found in (Engeman et al., 2019^[167]).

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