

ANNEX A

Best practices for maternity and parental benefits – a tabular comparison

Country	Duration of childbirth related leave	Percentage of wage replaced	Provisions for Multiple Births	Statutory minimum annual leave plus public holidays
Sweden	<p>14 weeks maternity (can begin up to 7 weeks prior to birth)</p> <p>18 months parental (2 months for father) *Can be pro-rated until child's 8th birthday</p>	<p>First 13 mos parental paid at 80%, next 3 mos low flat rate, final 3 mos unpaid</p> <p>*Most employers top up for first four months **Civil servants receive 100% of wages for 13 mos ***Non-working mothers receives minimum flat rate benefit</p>	Additional 6 months for each child	36
Iceland	<p>3 months maternity (can begin one month before expected birth)</p> <p>Parents have joint right to 3 months each parental leave</p>	<p>Cash benefit replaces 80% of prior wages. *** Unemployed parents have same rights to leave, but benefit is lower.</p>	In the case of multiple births leave can be extended by an additional 3 months	-
Italy	<p>5 months maternity leave (two months before expected childbirth and extends three months after)</p> <p>10 months parental leave</p>	<p>Cash benefit replaces 80% of wages for maternity leave</p> <p>30%</p>	20 months parental leave for multiple births	32

Country	Duration of childbirth related leave	Percentage of wage replaced	Provisions for Multiple Births	Statutory minimum annual leave plus public holidays
France	First and second children: 6 weeks before and 10 weeks after birth; 8 weeks before and 18 weeks after for 3 rd child; 12 weeks before and 22 weeks after for three or more births Parental: Up to three years, can be taken full-time or part-time.	Maternity leave paid at 80% of earnings; paternity at maximum benefit under social security; parental leave unpaid for first child and paid for second and subsequent child at flat rate.	Paternity leave for 14-21 days for multiple births.	36
Poland	16 weeks maternity for first child; 18 weeks for subsequent births Additional 24 months leave, 36 months for single parents	100% Flat rate	26 weeks for multiple births	-
Luxembourg	16 weeks maternity Parental 6 months full time or 12 months part-time	100% taxable wage replacement Flat rate	4 week supplement for multiple childbirth	35
Canada	17 weeks maternity 35 weeks parental, either parent or shared within the first year	55% 55%		15-26

Sources: "International best practices for maternity and parental benefits" Kirsten Lund, An Atlantic Canada Project, December 2004.

"Bargaining for Work and Life" Appendix