

APPENDIX

CANADIAN AND INTERNATIONAL COMPARISONS

Chapter 3 FIGURES

Figure 3.1 Annual leave and public holidays in the European Union (EU), Japan, USA and Canada, 2001

Country	Average annual leave entitlement*	Statutory minimum annual leave entitlement	Public holidays per year	Average annual leave plus public holidays	Statutory minimum annual leave plus public holidays
Austria	25	25	13	38	38
Belgium	NA	20	10	NA	30
Canada	NA	10 – 15***	5–9 ****	NA	15 – 26
Denmark	30	25	9.5	39.5	34.5
Finland	25	24	12	37	36
France	25	25	11	36	36
Germany	29.1	20	9-12	38.1 -41.1	29-32
Greece	23	20	10-12	33-35	30-32
Ireland	20	20	9	29	29
Italy	28	20	12	40	32
Luxembourg	27	25	10	37	35
Netherlands	31.5	20	8	39.5	28
Portugal	24.5	22	12-14	36.5-38.5	34-36
Spain	NA	25	12-14	NA	37-39
Sweden	25	25	11	36	36
UK	24.5	20	8	32.5	28
EU average	25.7	22.3	10.8	36.5	33.1
Japan	18	10*	15	33	25
USA	16.9**	0	10	26.9	10

Source: *Industrial relations in the EU, Japan and USA, 2001*, European Industrial Relations Observatory (EIRO). <http://www.eiro.eurofound.eu.int/2002/12/feature/TN0212101F.html>.

NOTES

* Average collectively agreed entitlement for EU countries, average paid holiday entitlement for Japan, average vacation days in medium and large private sector for USA.

Austria: Increases by five days after 25 years' service

Canada: *** after one year of service (shorter requirement in Québec, New Brunswick, and Saskatchewan); minimum 15 days in Saskatchewan; additional week after 5 years of service in Alberta, BC, Manitoba, Québec, NWT and Nunavut; and after 10 years in Saskatchewan and 15 years in Newfoundland.

Canada **** Statutory holidays vary by province: 5 in Newfoundland and PEI; 6 in New Brunswick and Nova Scotia; 8 in Manitoba, Ontario and Québec; 9 in Alberta, B.C., Saskatchewan, Nova Scotia, Nunavut, NWT and the Yukon.

Japan: ** Basic entitlement after six months service– increases with length of service to a maximum of 20 days

Portugal: figure applies to employees aged over 35; employees aged over 59 are entitled to a minimum of 25 days.

USA: ***After 10 years service in medium and large private sector.

Figure 3.2 Length of Family Related Leave in Employment Standards Legislation (unpaid), Canadian Provinces 2003

Jurisdiction	Maternity Leave ⁽¹⁾ (in weeks)	Parental Leave ⁽¹⁾ (in weeks)	Adoption Leave ⁽¹⁾ (in weeks)	Family Responsibility Leave
Federal	17 ⁽²⁾	37 ⁽²⁾	37	(2004) 6 weeks Compassionate Family Care Leave
Alberta	15	37 ⁽⁴⁾	37 ⁽⁴⁾	
British Columbia	17	37 ^{(3),(5)}	37 ⁽⁵⁾	5 days/year
Manitoba	17	37 ⁽⁵⁾	37 ⁽⁵⁾	
New Brunswick	17 ⁽²⁾	37 ⁽²⁾	37	3 days/year
Newfoundland and Labrador	17	35 ⁽⁵⁾	52 ^{(5),(7)}	
Northwest Territories	17 ⁽²⁾	37 ^{(2),(5)}	37 ⁽⁵⁾	
Nova Scotia	17	52 ^{(3),(5)}	52 ⁽⁵⁾	
Nunavut	17	37 ^{(2),(5)}	37 ⁽⁵⁾	
Ontario	17	37 ^{(3),(5)}	37 ⁽⁵⁾	Emergency leave: up to 10 days in companies with 50 employees or more
Prince Edward Island	17	35	52	
Québec	18	52 ⁽⁵⁾	52 ⁽⁵⁾	5 days/year
Saskatchewan	18	37 ^{(5),(6)}	52 ⁽⁷⁾	
Yukon	17	37 ⁽⁴⁾	37 ⁽⁴⁾	

Reproduced from: *Labour Law Analysis, Strategic Policy and International Labour Affairs, Labour Program; Human Resources Development Canada*, February 18, 2002, with information about family responsibility leaves from Friendly, Beach and Turiano, *Early Childhood Education and Care 2001*. Childcare Resource and Research Unit, University of Toronto, 2002.

Eligibility requirements: To qualify for maternity or parental leave, an employee must normally have completed a specific period of continuous employment. However, some provinces—British Columbia, New Brunswick and Québec—do not require a specific length of service. Ontario requires 13 weeks of service; Newfoundland and Labrador as well as Prince Edward Island require 20 continuous weeks; and Saskatchewan requires 20 weeks in the 52 weeks preceding the requested leave. The federal jurisdiction permits an employee to take the leave after six months of continuous service, and Manitoba after seven months. Alberta, Nova Scotia and the three territories require 12 months of service. In addition, in all jurisdictions, a medical certificate must be provided or may be requested by the employer, and an employee must notify the employer, usually two to four weeks in advance (six weeks in Alberta), of his/her intent to take maternity or parental leave.

Figure 3.2 Notes:

(1) A number of jurisdictions allow maternity and/or parental leave (for natural or adoptive parents) to be extended under certain circumstances, such as late births or health problems of the mother or child.

(2) In the federal jurisdiction, New Brunswick, Nunavut and the Northwest Territories, the combined duration of maternity and parental leave may not exceed 52 weeks.

(3) In the case of an employee who has taken maternity leave, the maximum parental leave is 35 weeks.

(4) The Alberta legislation stipulates that there is no requirement to grant parental leave to more than one parent at a time if both parents of a child work for the same employer. In the Yukon, parents who share a parental leave cannot normally take their leave at the same time, whether or not they work for the same employer.

(5) A majority of jurisdictions, namely British Columbia, Manitoba, Newfoundland and Labrador, Nova Scotia, Ontario, Québec, Saskatchewan (with respect to parental leave), Nunavut and the Northwest Territories, permit both parents to take the full parental or adoption leave.

(6) In Saskatchewan, an employee who is entitled to maternity or adoption leave may not take more than 34 weeks of parental leave.

(7) In Newfoundland and Labrador, an eligible employee is entitled to 17 weeks of adoption leave, to which can be added 35 weeks of parental leave. In Saskatchewan, an eligible employee is entitled to 18 weeks of adoption leave if he or she is the adoptive parent who will be the primary caregiver; to these 18 weeks may be added 34 weeks of parental leave. In both provinces, an eligible adoptive parent may therefore take up to 52 weeks of cumulative leave.

Figure 3.4 Maternity and Parental Leaves in Organization for Economic Cooperation and Development (OECD) Countries 1998-2002

Country	Duration of child Birth Related Leave	Percentage of Wage Replaced	Country	Duration of Child Birth Related Leave	Percentage of Wage Replaced
Australia	1 year parental	Unpaid	Germany	14 weeks maternity including 6 weeks before birth + 3 years parental/child rearing leave full or part time up until child's 8 th birthday	100% Flat rate/Income – tested for 2 years; Unpaid for 3rd year 50%
Austria	16 weeks maternity; 8 weeks before/8 weeks after birth (mandated) Parental leave replaced by childcare allowance for 30 months one parent or 36 months if childcare is shared by both parents. Previous employment requirement eliminated	100% Flat rate Higher rate for single – and low - income parents	Greece	17 weeks maternity. 3.5 months parental leave for each parent.	Unpaid
Belgium	15 weeks maternity. 3 months parental for each parent. 3 days paternity	75-80% Low flat rate benefit	Hungary	24 weeks maternity Childrearing leave up to child's 3 rd birthday	70% Flat rate/Income -tested
Canada	17 weeks maternity. 35 weeks parental, either parent or shared within first year. Unpaid family leave	55% 55%	Iceland	3 months each for mother and father and one parent can take an additional 3 months for 9 months parental leave in all. The 9 month leave may spread over the first 18 months after birth	80%
Czech Republic	28 weeks maternity 37 weeks for multiple births or single mother Parental leave until child turns 3	69% Unpaid	Ireland	18 weeks maternity including up to 4 weeks before birth 14 weeks parental leave Maternity & parental leave cover adoption; 3 days paid family or emergency leave	70% Unpaid
Denmark	18 weeks maternity including 4 weeks pre-birth 10 weeks parental 2 weeks paternity In addition, child care leave up to 52 weeks for either parent up to child's 8 th birthday	90% 60% 100% 60%	Italy	5 months maternity including 1 month pre-birth; Additional 10 months parental leave, 20 months for multiple births. Fathers applying for 3 months leave will be granted extra month. Unused parental leave can be taken until the child's 9 th birthday. Family (sick) leave – 5 days/year for children 3-8 yrs. old.	80% 30% Paid
Finland	18 weeks maternity 26 weeks parental Childrearing leave of absence until child is age 3 or can opt for home-care or childcare allowances (under age 7). Guaranteed right to part time work. Paternity – 18 days	65% Flat rate	Japan	14 weeks (6 pre – and 8 post – birth); Additional year up to child's first birthday	60% Unpaid

Figure 3.4 Continued

Country	Duration of child Birth Related Leave	Percentage of Wage Replaced	Country	Duration of Child Birth Related Leave	Percentage of Wage Replaced
France		100% for maternity & paternity leaves; Flat rate, Income-tested. 80%	Korea – South	8 weeks maternity	Unpaid
Luxembourg	16 weeks maternity Parental leave is 6 months full-time or 12 months part-time or pro-rated up to child's 5 th birthday 2 days/year family leave	100% Flat rate	Spain	16 weeks maternity; may transfer up to 10 weeks to father; 2 additional weeks maternity per child in multiple births; Additional parental leave until child is 3. 2 days paternity leave	100% Unpaid 100%
Mexico	12 weeks maternity (6 weeks pre-birth)	100%	Sweden	Full parental leave until child is 18 months, Includes adoption +3 months +3 months Maternity leave may begin 60 days prior to expected delivery and 6 weeks after birth. Parental leave can be used full – or part-time until child's 8 th birthday. Additional 6 months for each child if multiple births	80% Flat rate Unpaid
Netherlands	16 weeks maternity + 6 months parental leave per parent 2 days paternity Family leave – 10 days / year +2 days emergency leave	100% Unpaid Paid			
New Zealand	12 week paid parental leave (July 2002), May opt for parental tax credit in lieu of paid parental leave Extended parental leave.	Lower at 100% wages or flat-rate Unpaid	Switzer-land	16 weeks maternity Right to part-time work until child is 8	Varies by Canton
Norway	52 weeks parental leave (or 42 weeks at 100%) including maternity Child rearing leave up to age 2 4 weeks paternity leave, “ use it or lose it”	80% Flat rate	Turkey	12 weeks maternity	66 2/3%

Figure 3.4 Continued

Country	Duration of child Birth Related Leave	Percentage of Wage Replaced	Country	Duration of Child Birth Related Leave	Percentage of Wage Replaced
Poland	16 weeks maternity leave for first child; 18 for subsequent births; 26 weeks for multiple births; Additional 24 months leave, 36 months for single parent Additional 12 months for single parent	100% Flat rate	<i>United Kingdom</i>	18 weeks Ordinary maternity leave (up to 11 weeks prior birth), includes adoption. Additional Maternity Leave of 11 weeks for women who've completed 1 year service with employer. 13 weeks parental leave up to child's 5 th birthday. 18 weeks parental leave for disabled child up to child's 18 th birthday.	6 weeks at 90% 12 weeks at flat rate varies by employment Unpaid Flat rate
Portugal	6 weeks mandated maternity leave postbirth. Additional 6-24 months parental includes adoption. 5 days paternity. Up to 30 days per year family leave for children < 10 and 15 days for > 10. Special leave up to 4 years for sick child. Right to part time work.	100% Unpaid	United States	12 weeks family leave, includes maternity.	Unpaid

Chapter 4 FIGURES

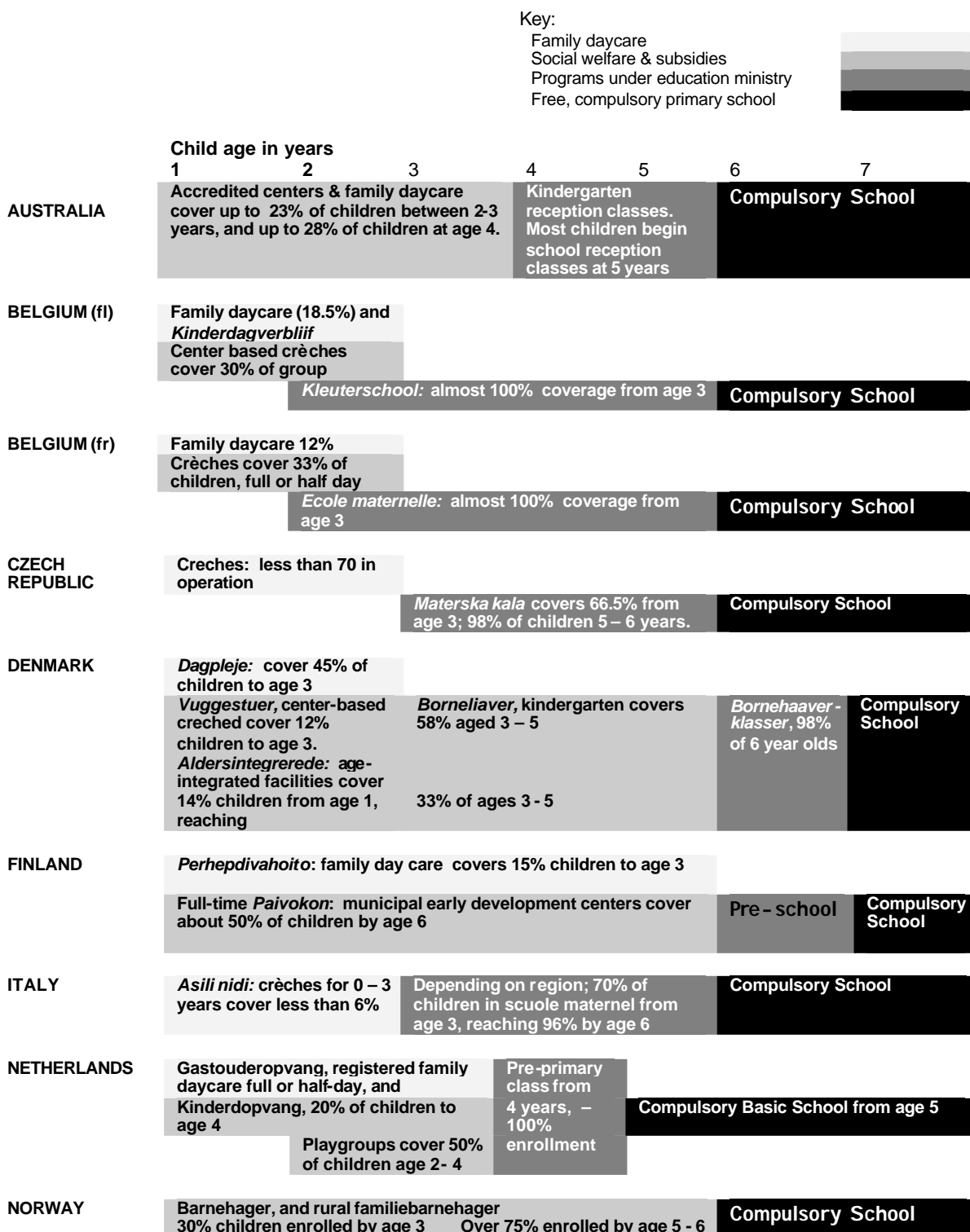
Figure 4.1 Child Poverty Rate by Family Type

		Child Poverty Rate (%)		
		Lone mother	Two parent	Other
Australia	1994	38.3	14.7	16.6
Austria	1987	33.2	2.9	2.0
Belgium	1992	11.8	6.1	3.0
Canada	1994	45.3	12.3	13.4
Czech Republic	1992	8.9	1.3	1.4
Denmark	1992	10.5	5.5	2.8
Finland	1991	6.2	3.0	4.1
France	1989	25.4	7.7	12.6
Germany	1994	43.3	8.5	.3
Hungary	1994	12.0	10.9	12.9
Ireland	1987	29.8	16.7	7.1
Israel	1992	26.6	14.0	14.8
Italy	1995	20.2	20.9	22.3
Luxembourg	1994	30.1	4.4	6.8
Netherlands	1991	29.6	6.8	4.2
Norway	1995	10.4	3.4	4.4
Poland	1992	4.9	13.7	17.5
Russia	1995	31.0	26.0	26.5
Slovakia	1992	76	2.1	1.4
Spain	1990	25.2	12.4	13.5
Sweden	1992	4.5	3.6	2.6
Switzerland	1982	21.2	4.8	12.5
Taiwan	1995	15.2	5.1	7.5
United Kingdom	1995	40.3	17.5	13.9
United States	1994	59.6	16.7	29.1
Average (weighted by the number of children in 1996)		37.9	15.5	19.8

Reproduced from: the Clearinghouse on International Developments in Child, Youth and Family Policies, www.childpolicyintl.org

Note: Countries are sorted by the child poverty rate from LIS available data. Poverty is less than 50% of the equivalent household median income.

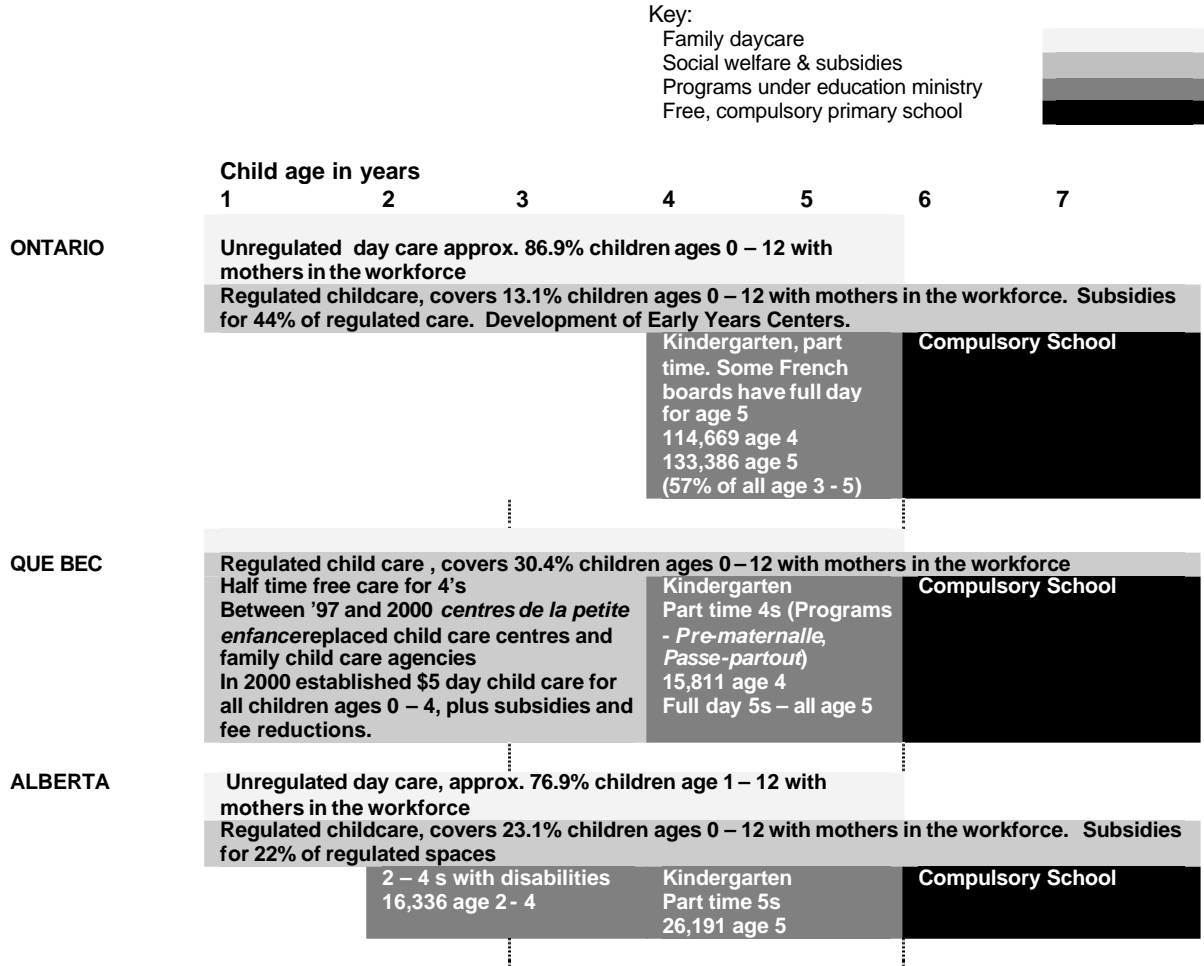
Figure 4.3 Main Institutional Arrangements for Early Childhood Education and Care, Selected OECD Countries, 2001



	Child age in years:							
	1	2	3	4	5	6	7	
PORTUGAL	Creche familiare (1.5%) and		Center-based creches cover 12.5% of 3 year olds			Jardins de infancia, from 60% at age 3 to 90% of 5– 6 year olds		Compulsory School
	Familiédaghem cover 11% of children, especially rural			Full day Eorskala, cover 34% children age 1 – 2; 64% of children at 3; and 73% of children at 5 years			Pre-school class, 91% enrollment	
UNITED KINGDOM	Nurseries (most private), child minders and play groups, cover over 20% of children at age 2		Play groups & nursery schools cover 90% age 3 - 4		Reception class, 100% enrollment of 4 year olds		Compulsory School from age 5	
	Mostly private child care centers and family day care covering over 50% of children age 0 – 3		60% of 4s enrolled in ed. programs: Pre-Ks; private kindergartens, Head Start, purchase of service. California, Connecticut, Georgia, Michigan, New York & Oklahoma are establishing universal programs for 3 & 4 year olds.			Pre-kindergarten and Kindergarten - most children age 5 are enrolled		Compulsory School

Reproduced from: OECD, 2001. Starting Strong, Early Childhood Education and Care, France, p.47.

Figure 4.4 Main Institutional Arrangements for Early Childhood Education and Care, Selected Canadian Provinces, 2001



Source: Friendly, Beach, Turiano, 2002. ECEC in Canada 2001

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