Paid Parental leave in Europe and the OECD

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Introduction

This paper examines cash maternity, parental and paternity benefits and birth grants in fifty countries, all OECD (including Chile, which has just joined the OECD) and other European countries. It does not usually include social assistance benefits, that is means tested benefits paid to those not in paid work.

The material in this paper is largely extracted from the US Social Security Administration publication, Social Security Social Security Programs Throughout the World (http://www.ssa.gov/policy/docs/progdesc/ssptw). For Europe, Asia and the Pacific, the most recent edition is 2008, while that for the Americas is 2009. Supplementary material on minimum and average wages has been included from other internet sources, and should be taken as indicative only.

Fifty-three countries were examined, and of those only the US, Australia and South Korea did not have some form of paid parental leave.

Some countries maintain a separate program for cash maternity benefits, which are paid to working mothers before and after childbirth. In most countries, however, maternity benefits are administered as part of the cash sickness program.

Cash sickness and maternity benefits as well as health care are usually administered under the same branch of social security. For this reason, these programs are grouped together in the country summaries.

An important reason for grouping these numerous benefits together is that each deals with the risk of temporary incapacity. Moreover, in most instances, such benefits are furnished as part of a single system with common financing and administration. Most countries provide medical care services for sickness and maternity as an integral part of the health insurance system and link those services directly with the provision of cash benefits. In some instances, however, maternity cash grants are covered under family allowance programs.

Cash maternity benefits are usually payable for a specified period, both before and after childbirth. A woman is almost always required to stop working while receiving maternity benefits. In some countries, cash maternity benefits are also payable to working men who stay home to care for a newborn child while the mother returns to work. Cash payments may also be available for a parent, usually the mother, who is absent from work to care for a sick child under a specified age.

The proportion of earnings payable as a cash maternity benefit differs considerably from country to country but, like cash sickness benefits, is usually between 50 percent and 75 percent of current earnings.

However, in a number of countries, maternity benefits are set at 100 percent of wages. Benefit payments usually start approximately 6 weeks before the expected date of childbirth and end 6 to 8 weeks afterward.

A nursing allowance—usually 20 percent or 25 percent of the regular maternity benefit and payable for up to 6 months or longer—may be provided in addition to the basic cash maternity benefit. A grant for the purchase of a layette—clothes and other essentials for the new-born baby—or the provision of a layette itself is furnished under some programs. Finally, a lump-sum maternity grant may be paid on the birth of each child. The wives of insured men may be eligible for this grant. Similar benefits may be provided under the family allowance program.

Parental leave can be taken in the first few years of a child's life. In Austria and Romania, it can be taken only until a child is two years old, while parents in Denmark are allowed to take it until a child is nine years old. France, Germany, the Czech Republic, Lithuania and Slovakia offer the most parental leave, giving up to three years. Belgium, Ireland, Malta and Portugal all offer three months.

Data on paternity leave is of variable quality. Some countries provide specific paternity leave, others allow sharing of the maternity or parental leave allowances between the parents and in others the maternity leave is confined to mothers.

Summary

Level of pay

The most common level of pay is 100% of wage replacement, with 27 out of 50 countries providing this. Another 10 provide 80-90% replacement while 8 provide 50-70%. Belgium and Albania provide 82% for the first 30 days, followed by a lower amount for the remainder. The United Kingdom provides 90% for 6 wks, then a flat rate of £117.18 pw. Jersey and Guernsey provide a flat rate for 18 weeks. In these three countries the flat rate is just over half the minimum wage. Malta requires employers to pay directly at 100% replacement level, and the Government provides a flat rate €63.48 pw (just under half the minimum wage) to those not eligible for employer provided paid leave.

Payment level – percentage of wage replacement

100%	27
80-90%	11
50-75%	8
two levels	2
flat rate	3
Total	50

Note: UK counted twice – two levels and flat rate

Fourteen countries have a minimum payment level, while 22 have a ceiling, including eight which have both. Twenty-two have neither. These floors and ceilings are generally expressed as a specific amount, but in six cases are stated in relation to the minimum or average wage.

Duration

Six countries provide paid parental leave for 53 weeks or more. Estonia, Denmark, Serbia and Slovenia provide it at 100% wage replacement, Sweden at 80% and Albania at 82% for the first month, then 50%.

Nine countries provide it for between 26-50 weeks at varying levels of wage replacement. Ten provide it for between 20 and 25 weeks, eight for eighteen weeks and 17 for between 13 and 16 weeks.

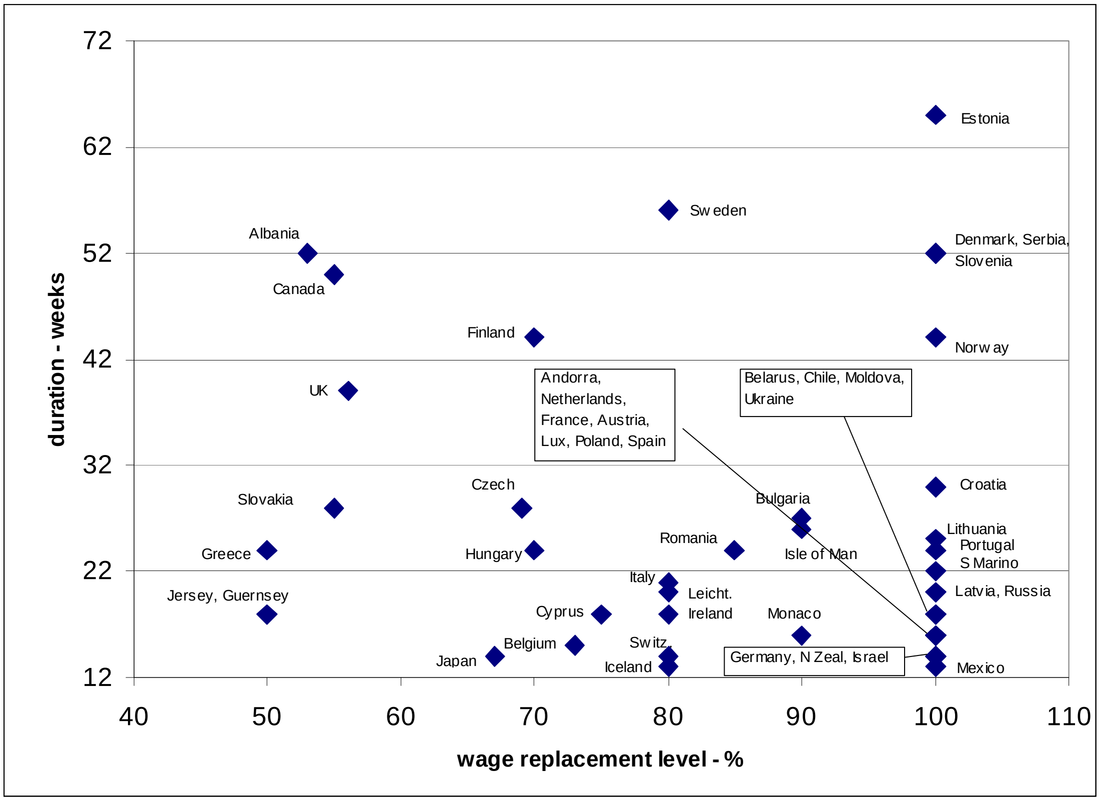
Payment duration – weeks

52 weeks or more	6
26-50 weeks	9
20-25 weeks	10
18 weeks	8
13-16 weeks	17
Total	50

Note: A number of countries pay parental leave after paid maternity leave. Where this is paid at the same rate it has been included in the duration.

There is a very low negative correlation (-0.15) between wage replacement level and duration. The following figure is a scattergraph showing the wage replacement level by the duration for the 50 countries examined.

Wage replacement by payment duration



Funding

There are many variations in how schemes are funded. Just over half do not include Government funding, and some that do involve the Government in deficit funding only (7). In two countries, New Zealand and Denmark, the government pays all. In the United Kingdom and Slovenia, the Government provides over 90% of the funding.

It is very common for the employee to contribute, in almost three-quarters of countries examined. Employee contributions are based on a percentage of earnings – the types of earnings that are covered vary (for example gross or net, inclusion of particular allowances, fringe benefits etc), and some countries have floors and/or ceilings on the earnings base.

It is the norm for employers to contribute, with only 4 of the 50 countries not involving an employer contribution. Malta is the only country requiring employers to pay directly. In Malta the Government pays a flat-rate amount for those not covered, approximately 45% of the minimum wage. Employer contributions are based on a percentage of payroll.

Parties contributing to insurance fund

	no	yes	
Govt	28	22	50
Employee	11	39	50
Employer	4	46	50

The self employed contribute in 33 countries, are voluntarily able to contribute in 6, are not covered in 6, do not contribute in 3 and in 2 their contribution status is not clear. The contribution of self-employed workers is usually a percentage of declared income but in some countries is a flat rate.

Qualifying conditions

There are various qualifying conditions. Sixteen countries had no minimum period of employment or insurance cover. Of these some covered students, people with disabilities and/or unemployed, while others required employment as the minimum condition. The others had a wide range of minimum qualifying periods defined by either employment, contributions or cover.

Pre-birth, paternity, home care

There was also a variety of mandatory or optional periods of paid leave before the expected date of childbirth. These range from 3 weeks to 16 weeks. The most common period is up to 8 weeks. Switzerland does not provide paid leave before the birth.

Seven countries provide benefits to pregnant or nursing mothers if their workplace or type of work is dangerous to their or the baby's health. This sometimes includes compensating those whose income falls because they need to move to lighter work.

Maximum period of leave before expected date of birth

3-6 weeks	14
7-9 weeks	12
10-16 weeks	9
not available before birth	1
not specified	14
Total	50

Twelve countries provide specified periods of paternity leave, while seven allow parents to share the entitlement. Specific paternity leave is generally in the range of 1 to 2 weeks, although 3 countries are substantially more generous. Croatia provides 43 days, Finland 18 days and Slovenia 15 days. (It is not always clear from the material whether 'days' refers to working days or calendar days.)

Twenty-four countries provide some form of parental leave after the initial period. Where this is paid at the same rate as the Paid Maternity leave the time period has been included under that (Estonia, Finland, Lithuania, Slovenia and Spain). Others drop down to a lower percentage of wage replacement. For example Latvia offers 70% until the child is aged 1; Hungary offers 70% (to a ceiling of 140% of the minimum wage) until the child is aged 2. Italy, Moldova, Russia and San Marino offer between 20% and 40% wage replacement until the child is aged 1, 2 or 3.

Other countries offer a flat rate parental leave after the initial period of paid leave expires.

Ukraine, Bulgaria, Croatia, Luxembourg and Romania provide the minimum wage, with periods varying from until the child is 8 months up to 3 years. Seven other countries (including Australia – Family Tax Benefit B) provide substantially lower level payments for people caring for their young children at home.

Lump sum birth grants

Thirty-five countries provide a birth grant, including Australia ($5,000 Baby Bonus). The amounts vary very widely, from the equivalent of 6 per cent of monthly average wages to the equivalent of 13 months of minimum wages.

Birth grants as percent of monthly minimum wage

<50% min monthly wage	11
50-99% min monthly wage	8
100-150% min monthly wage	6
>150% min monthly wage	7
not stated	3
No birth grant	18
Total	53

Individual Countries

1 ALBANIA

Sickness and Maternity Regulatory Framework

First law: 1947.

Current laws: 1993 (social insurance).

Type of program: Social insurance (cash benefits) and universal (medical benefits) system.

Coverage

Cash maternity benefits: Employed persons, employers, and self-employed persons.

Voluntary coverage is possible.

Source of Funds

Insured person: 8% of covered monthly earnings (covers old age, disability, survivors, sickness and maternity leave).

The minimum earnings for contribution purposes are equal to the minimum monthly wage (13,140 leks).

The maximum earnings for contribution purposes are equal to five times the minimum monthly wage (65,700 leks).

Self-employed person: 33.2% of the minimum monthly wage. (covers old age, disability, survivors, sickness and maternity leave).

Employer: 2.3% of covered payroll (maternity benefits),

The minimum earnings for contribution purposes are equal to the minimum monthly wage (13,140 leks).

The maximum earnings for contribution purposes are equal to five times the minimum monthly wage (65,700 leks).

Government: None

Qualifying Conditions

Cash maternity benefits: The insured must have at least 12 months of contributions.

Sickness and Maternity Benefits

Maternity benefit: Up to 365 days of paid maternity leave is provided (with a minimum of 35 days before the expected date of childbirth and 42 days after). The monthly benefit is equal to 80% of the insured’s average daily wage in the last calendar year for the leave period taken before childbirth and for 150 days after; the benefit is equal to 50% of the average daily wage for the remainder of the entitlement period. For multiple births, the paid leave period is extended to 390 days, including a minimum of 60 days before and 42 days after the expected date of childbirth. Benefits are also paid for the adoption of a child. Compensation is also paid for a loss of income resulting from a change of employment because of the pregnancy.

For employers and self-employed persons, the benefit is equal to the flat-rate old-age pension.

Birth grant: A lump sum equal to 50% of the minimum wage set by the Council of Ministers is paid to either insured parent with a minimum of 1 year's contributions. The minimum monthly wage is 13,140 leks.

2 ANDORRA

Sickness and Maternity Regulatory Framework

First and current law: 1966 (social security), implemented in 1968, with 2006 amendment.

Type of program: Social insurance system.

Coverage

Employed persons; pensioners are covered under certain conditions.

Voluntary coverage for self-employed persons.

Source of Funds

Insured person: 3% of gross earnings. Pensioners contribute 3% of the pension for medical benefits.

The insured's contributions also finance disability pensions (see Old Age, Disability, and Survivors, above) and work injury benefits.

Self-employed person: A flat-rate contribution of €141.47 regardless of income level.

The self-employed person's contributions also finance disability pensions (see Old Age, Disability, and Survivors, above) and work injury benefits.

Employer: 7% of gross payroll.

The employer's contributions also finance disability pensions (see Old Age, Disability, and Survivors, above) and work injury benefits.

Government: None.

Qualifying Conditions

Cash maternity benefits: The insured must have at least 6 months of coverage before the expected date of childbirth (or the adoption of a child) or 3 months of employment in the previous 6 months. A self-employed person must have at least 1 year of coverage.

Sickness and Maternity Benefits

Maternity benefit: The daily benefit is equal to 100% of the reference earnings and is paid for 16 weeks; may be extended 2 weeks for each child in the case of multiple births. The benefit is paid for 12 weeks for the adoption of a child.

Reference earnings are equal to 1/180 of the insured's earnings in the 6 months before stopping work (or the adoption of a child).

3 AUSTRIA

Sickness and Maternity Regulatory Framework

First law: 1888 (sickness insurance), implemented in 1889.

Current laws: 1955 (social insurance), implemented in 1956, with 2005 amendment; 1974 (employees), with 2000 amendment; 1978 (self-employed), implemented in 1979, with 2005 amendment; 1978 (farmers), with 2006 amendment; and 1978 (professional persons), with 2005 amendment.

Type of program: Social insurance system.

Coverage

Employed persons earning €349.01 or more a month, apprentices, and pensioners.

Special systems for public-sector and railway employees and self-employed persons in agriculture and trade.

Source of Funds – Sickness and Maternity Benefits

Insured person: 3.95% of covered wages (wage earners), 3.82% of covered salary (salaried employees), or 5.10% of the pension (pensioners).

The maximum monthly earnings for contribution purposes are €3,930.

Self-employed person: 7.65% of covered earnings.

The maximum monthly earnings for contribution purposes are €4,585.

Employer: 3.70% of covered payroll (wage earners) or 3.83% of covered payroll (salaried employees).

The maximum monthly earnings for contribution purposes are €3,930.

Government: 70% of cash maternity benefits.

The maximum monthly earnings for contribution purposes are €3,930.

Qualifying Conditions

Cash sickness and maternity benefits: The insured must be currently in covered employment.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 100% of the insured's average earnings and is paid for 8 weeks before and 8 weeks (12 to 16 weeks in special cases) after the expected date of childbirth.

Average earnings are based on the insured's earnings in the last 13 weeks or 3 months of employment.

4 BELARUS

Sickness and Maternity Regulatory Framework

First law: 1955.

Current laws: 1995 (social insurance); 1997 (pregnancy and childbirth); 1996, with 1998 amendment; 1999; and 2002 (families with children).

Type of program: Social insurance (cash benefits) system.

Coverage

Cash sickness and maternity benefits: Persons in covered employment or in military service; and registered unemployed women (maternity benefits only).

Source of Funds

Insured person: 1% of earnings.

The insured's contributions finance age, disability and survivors pensions, sickness and maternity benefits, work injury cash benefits, and family allowances.)

Government: The cost of social pensions, plus subsidies as needed.

Self-employed person: Not applicable.

Employer: 10% to 35% of payroll, according to the type of industry and the type of enterprise.

The employer's contributions finance age, disability and survivors pensions, sickness and maternity benefits, work injury cash benefits, and family allowances.)

Government: Maternity benefits for members of the armed forces, the interior service, and students are paid for out of the state budget.

Qualifying Conditions

Cash maternity benefits: There is no minimum qualifying period.

Sickness and Maternity Benefits

Maternity benefit: Employed women receive 100% of average monthly earnings; students on leave from employment receive 100% of the education grant; women who are registered as unemployed and are currently receiving the unemployment benefit receive 100% of the unemployment benefit; women who are registered as unemployed after receiving the unemployment benefit for the maximum period of 26 weeks receive 200% of the minimum wage.

The monthly minimum benefit is 50% of the minimum per capita subsistence income level.

The monthly maximum benefit is three times the national average wage in the month before childbirth and maternity leave.

Benefits are payable for 126 calendar days (140 calendar days in the case of a difficult birth or multiple births). For the adoption of a child younger than 3 months, the benefit is payable for a total of 70 days, starting from the date of the adoption.

Prenatal care grant: A lump sum is paid toward the costs of medical consultation during the first 12 weeks of pregnancy.

The grant is equal to 50% of the birth grant (see Family Allowances).

Birth grant: A lump sum equal to 200% of the minimum per capita subsistence income level is paid. The grant is not means-tested.

Additional grants are paid for multiple births and for families with several children.

5 BELGIUM

Sickness and Maternity Regulatory Framework

First law: 1894 (mutual benefit societies).

Current law: 1994 (mandatory health insurance and benefits).

Type of program: Social insurance system.

Coverage

Employed persons who are members of a mutual benefit society or an auxiliary sickness and disability insurance fund.

Pensioners and other social security beneficiaries are covered for medical benefits.

Voluntary coverage is possible.

Special systems for self-employed persons (cash benefits) and seamen.

Source of Funds

Insured person: 1.15% of reference earnings (sickness and maternity benefits and disability pensions).

Reference earnings are equal to 100% of the insured's gross earnings for white-collar workers and 108% of the insured's gross earnings for blue-collar workers.

If the insured person and employer are affiliated with all branches of social security, a global contribution is paid to the National Social Security Office and split according to each branch's needs. The global contribution rate is 37.84% of reference earnings (13.07% is paid by the employee and 24.77% by the employer).

Self-employed person: 1.15% of reference earnings (sickness and maternity benefits and disability pensions).

Reference earnings are equal to 100% of the self-employed person's gross earnings for white-collar workers and 108% of the self-employed person's gross earnings for blue-collar workers.

Employer: 0.15% of reference earnings (maternity benefits).

Reference earnings are equal to 100% of the insured's gross earnings for white-collar workers and 108% of the insured's gross earnings for blue-collar workers.

Government: Subsidy for the management of the social security system; proceeds from a surcharge on automobile insurance and on hospitalization insurance premiums; a tax on the profit made on certain prescribed medicines.

Qualifying Conditions

Sickness and maternity cash benefits: The insured must have been covered during the two quarters before the quarter in which the sickness or maternity leave period started, have completed 120 days of actual or credited work (400 hours for part-time workers), and met the legal requirements for a regular worker during the last 30 days before the incapacity began.

Sickness and Maternity Benefits

Cash maternity benefit: During the first 30 days, the maternity benefit for employees is equal to 82% of total earnings; for the unemployed or other eligible persons, 79.5% of earnings (subject to a ceiling). The benefit for all eligible persons from the 31st day is equal to 75% of daily earnings (subject to a ceiling).

The benefit is paid for a maximum of 15 weeks (19 weeks in the case of multiple births), including a maximum of 6 weeks (8 weeks in the case of multiple births) before the expected date of childbirth (of which at least 1 week is compulsory) and a minimum of 9 weeks after childbirth.

When earnings are subject to a ceiling, the maximum daily earnings for benefit calculation purposes are €115.12 (January 2007).

Birth grant: €1,086.11 is paid for the first birth (or per child for multiple births); €817.17 for the second and each subsequent birth.

Adoption allowance: €1,086.11 is paid for each child adopted.

6 BULGARIA

Sickness and Maternity

Regulatory Framework

First law: 1918.

Current laws: 2000 (social insurance), with amendments.

Type of program: Social insurance system.

Coverage

Cash sickness and maternity benefits: Employees working for more than 5 days or 40 hours a month, including civil servants, judges, prosecutors, investigators, bailiffs, military personnel, members of cooperatives, paid public officials, and clergy.

Voluntary coverage for registered freelance professionals and artisans, sole proprietors, owners or partners in commercial companies, registered farmers, and working pensioners.

Source of Funds

Insured person

Cash benefits: 1.4% of covered earnings (Sickness and Maternity).

The minimum monthly earnings for contribution purposes are 220 leva. The maximum monthly earnings for contribution purposes are 2,000 leva.

Self-employed person

Cash benefits: Voluntary contributions of 3.5% of declared covered earnings (Sickness and Maternity).

The minimum monthly earnings for contribution purposes are 240 leva.

The maximum monthly earnings for contribution purposes are 2,000 leva.

Employer

Sickness and Maternity benefits: 2.1% of payroll.

Government: Any deficit; contributes as an employer.

Qualifying Conditions

Cash sickness and maternity benefits: The insured must have 6 months of coverage.

There is no qualifying period for an insured person younger than age 18.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 90% of the insured's average daily covered earnings and is paid for a period of 135 days, beginning 45 days before the expected date of childbirth.

Child care benefit: The benefit is 220 leva and is paid until the child reaches age 2.

Assistance to students: Includes a lump sum paid during pregnancy and a lump sum paid after giving birth; a monthly allowance paid for a child until she or he leaves secondary education or up to age 20; and a monthly allowance paid for child care for a child up to age 1.

Birth grant: 250 leva is paid for the birth of the first child, 600 leva for the second, and 200 leva for the birth of each subsequent child. For the birth of a disabled child, an additional 100 leva is paid.

7 CANADA

Sickness and Maternity

Regulatory Framework

Cash benefits

First and current laws: 1996 (employment insurance) and 2006 (Quebec maternity benefits).

Type of program: Social insurance (cash benefits) .

Coverage

Cash benefits: All salaried workers, including federal government employees; self-employed fishermen. Self-employed persons in Quebec covered by the Quebec Parental Insurance Plan are eligible for maternity and parental benefits.

Provincial government employees may be covered with the consent of provincial government.

Exclusions: Self-employed persons other than fishermen and self-employed persons in Quebec covered by the Quebec Parental Insurance Plan.

Source of Funds

Insured person

Cash benefits: 1.73% of covered earnings (finances Unemployment, Carers, Sickness and Maternity, except for Quebec). In Quebec, 0.484% of earnings.

The maximum earnings for contribution calculation purposes are C$62,000.

Self-employed person

Cash benefits: Not applicable. In Quebec, 0.737% of taxable income.

Employer

Cash benefits: 2.42% of covered payroll (finances Unemployment, Carers, Sickness and Maternity, except for Quebec). In Quebec, 0.677% of payroll.

The maximum annual earnings for contribution calculation purposes are C$42,300.

Government

Cash Benefits: None.

Qualifying Conditions

Cash sickness and maternity benefits: The insured must have at least 600 hours of covered employment in the previous 52 weeks or since the last claim. In Quebec, eligibility for maternity benefits is based on having at least C$2,000 of insured income in the previous 52 weeks and having ceased work or reduced work by at least 40%.

Sickness and Maternity Benefits

Maternity benefit: The benefit is 55% of average weekly covered earnings in the last 26 weeks, plus a family supplement for low-income and modest-income earners with dependent children. The supplement is awarded if annual net family income (after application of allowable deductions under the Income Tax Act) is less than C$25,921. The benefit is paid for up to 15 weeks, plus up to 35 additional weeks for parental care (provided by the mother, father, or both) on the birth or adoption of a child.

In Quebec, there is a choice of benefits. Maternity benefits are 70% of covered earnings and are paid for 18 weeks; 75% of covered earnings for 15 weeks. Paternity benefits are 70% of covered earnings and are paid for 5 weeks; 75% of covered earnings for 3 weeks. Parental benefits (mother, father, or both) are 70% of covered earnings for 7 weeks plus 55% of covered earnings for 25 weeks; 75% of covered earnings for 25 weeks. Adoption benefits are 70% of covered earnings for 12 weeks plus 55% of covered earnings for 25 weeks; 75% of covered earnings for 28 weeks. If the net family income is less than C$25,921, benefits may be increased.

8 CHILE

Sickness and Maternity

Regulatory Framework

First law: 1924.

Current laws: 1979 (national health system), with 2004 amendment; 1985 (public health system), implemented in 1986; 1990 (private health system); and 2004 (health guarantees), implemented in 2005.

Type of program: Social insurance and private insurance system.

Note: Insured persons may opt out of the public national health system and contract with a private health institute.

Coverage

Public and private systems: All public- and private-sector workers; self-employed persons; contract workers; pensioners; persons receiving work injury, unemployment, or social assistance benefits; persons entitled to family allowances; and pregnant women. (Persons without earnings, beneficiaries of social assistance pensions, and pregnant women and mothers up to 6 months after childbirth are covered by the public system.)

Those who opt out of the public system must sign a contract with a private health institution.

Source of Funds

Public system (Sickness and maternity)

Insured person: 7% of covered earnings; pensioners, 7% of the pension; voluntary contributors, 7% of declared earnings.

The minimum monthly earnings for contribution calculation purposes for insured persons aged 18 to 65 are the legal monthly minimum wage of 165,000 pesos; 123,176 pesos for insured persons younger than age 18 or older than age 65.

The minimum monthly declared earnings for contribution calculation purposes are 106,435 pesos.

The maximum monthly earnings for contribution calculation purposes are 60 UFs (unidad de fomento). The UF is equal to 20,958.67 pesos and is adjusted daily according to changes in the consumer price index.

Self-employed person: 7% of declared earnings.

The minimum monthly declared earnings for contribution calculation purposes are 106,435 pesos.

Employer: None.

Government: Subsidizes the cost of maternity benefits and meets any deficit.

Private system (Sickness and maternity)

Insured person: At least 7% of gross earnings, depending on the health plan.

The minimum monthly earnings for contribution calculation purposes for insured persons aged 18 to 65 are the legal monthly minimum wage of 165,000 pesos; 123,176 pesos for insured persons younger than age 18 or older than age 65.

Self-employed person: At least 7% of declared earnings, depending on the health plan.

The minimum monthly declared earnings for contribution calculation purposes are 106,435 pesos.

Employer: None.
Government: Finances part of the cost of sickness benefits.

Qualifying Conditions

Cash sickness and maternity benefits (public and private systems): Employees must have at least 6 months contributions in the last 6 months; contract workers must have at least 6 months of contributions including at least 30 days of contributions in the last 12 months; and self-employed persons must have at least 12 months of coverage with at least 6 months of paid contributions in the last 12 months.

Sickness and Maternity Benefits

Maternity benefit (public and private systems): For public-sector employees the monthly benefit is 100% of earnings. For private-sector employees, the monthly benefit is the average monthly net earnings in the 3 months before the expected date of childbirth. For self-employed persons, the monthly benefit is the average monthly declared earnings in the last 6 months. The benefit is paid for 6 weeks before and 12 weeks after the expected date of childbirth.

The minimum daily maternity benefit is 1,773.92 pesos.
The maternity benefit is also paid for the adoption of a child younger than 6 months. The benefit is paid for 12 months.

Maternity allowance (income-tested): Paid from childbirth for up to 9 months. An allowance is paid for 9 months, depending on the insured's income.

9 CROATIA

Sickness and Maternity

Regulatory Framework

First law: 1954.

Current laws: 1996 (maternity), with 2004 amendment;

Type of program: Social insurance system.

Coverage

Cash sickness and maternity benefits and medical benefits:

Employed persons, public-sector employees, civil servants, self-employed persons, salaried full-time apprentices, temporary contract workers, military personnel, vocational trainees, postgraduate students studying abroad, and persons employed by a foreign employer if they are not covered under the employer's country provisions.

Source of Funds

Insured person: Employees do not contribute. Voluntarily insured persons contribute 15% of covered earnings, plus 0.5% of covered earnings for benefits for work injury and occupational diseases. Covers medical benefits, sickness benefits and maternity benefits.

The minimum monthly earnings for contribution purposes are 2,441.25 kunas (persons with lower earnings contribute as though they earn 2,441.25 kunas).

The maximum monthly earnings for contribution purposes are 41,850 kunas.

Self-employed person: 15% of income, plus 0.5% of income for benefits for work injury and occupational diseases. Covers medical benefits, sickness benefits and maternity benefits.

Non-taxpaying farmers contribute 7.5% of income up to 2,790.00 kunas plus 0.5% of income for work injury and occupational diseases; 15% if taxpaying, plus 0.5% of income for benefits for work injury and occupational diseases.

Employer: 15% of covered payroll, plus 0.5% of covered payroll for benefits for work injury and occupational diseases. Covers medical benefits, sickness benefits and maternity benefits.

The minimum monthly earnings for contribution purposes are 2,441.25 kunas (persons with lower earnings contribute as though they earn 2,441.25 kunas).

The maximum monthly earnings for contribution purposes are 41,850.00 kunas.

Government: Contributes on behalf of certain categories of persons and finances new-born child assistance, additional maternity leave, obligatory maternity leave for unemployed mothers, sick leave for war veterans, and adoption leave.

Qualifying Conditions

Cash maternity and parental leave benefits: A designated doctor in a primary health care institution must certify the pregnancy.

Newborn child assistance: Paid on the birth of a child.

Sickness and Maternity Benefits

Maternity benefit: The monthly benefit is equal to 100% of the insured’s earnings and is paid until the child is aged 6 months (beginning 28 to 45 days before the expected date of childbirth). An additional benefit is paid until the child is age 1 (age 3 for multiple births).

Unemployed mothers receive 1,663 kunas a month in the first 6 months of the maternity period.

Mandatory parental leave for the mother begins 28 days before the expected date of childbirth (45 days in case of complications resulting from the pregnancy) and lasts at least up to 42 days after childbirth (after the 42nd day the father can opt to take the parental leave in place of the mother). The leave period may be extended until the child is age 1.

The minimum monthly benefit is 1,663 kunas (for full-time employees).

There is no maximum benefit for obligatory maternity leave (until the child is 6 months old) and in this period the benefit is paid by the Croatian Institute for Health; thereafter, between 1,663 kunas and 2,500 kunas a month is paid until the child is age 1 or 1,663 kunas a month is paid for each child up to age 3 following multiple births.

Newborn child assistance: A lump sum of 2,328.20 kunas is paid.

10 CYPRUS

Sickness and Maternity Regulatory Framework

First law: 1957.

Current law: 1980 (social insurance), with amendments.

Type of program: Social insurance system.

Coverage

Cash benefits: Employed and self-employed persons aged 16 to 63.

Voluntary coverage for Cypriots aged 16 to 63 working abroad for Cypriot employers. Persons aged 64 or 65 are covered if they are not entitled to the old-age pension.

Exclusions: Family labor.

There are no special systems for any specified groups of employees.

Source of Funds

Insured person: 6.3% of covered earnings; voluntary contributors working in Cyprus pay 10% of covered earnings; voluntary contributors working abroad pay 12.6% of covered earnings.

The maximum weekly earnings for contribution purposes are €885.

The insured’s contributions finance old age, disability, and survivors benefits, sickness and maternity, work injury, and unemployment benefits.

Self-employed person: 11.6% of covered earnings.

The maximum weekly earnings for contribution purposes are €885.

The insured’s contributions finance old age, disability, and survivors benefits, sickness and maternity, work injury, and unemployment benefits.

Employer: 6.3% of covered payroll.

The maximum weekly earnings for contribution purposes are €885.

The insured’s contributions finance old age, disability, and survivors benefits, sickness and maternity, work injury, and unemployment benefits.

Government: 4% of covered payroll; contributes as an employer; and 3.5% of covered earnings for voluntary contributors.

The maximum weekly earnings for contribution purposes are €885.

The government contributions finance old age, disability, and survivors benefits, sickness and maternity, work injury, and unemployment benefits.

Qualifying Conditions

Maternity benefits: The insured must have at least 26 weeks of paid contributions including 20 contributions paid or credited in the last year.

Maternity grant: The insured must have 26 weeks of paid contributions with 20 contributions paid or credited in the last year. The grant is also paid to the nonworking wife of an insured man.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 75% of the insured's average covered earnings during the last year. The benefit is paid for 18 weeks beginning between the 6th and 2nd week before the expected date of childbirth.

The benefit is also paid for 16 weeks to a stepmother for a child adopted before age 13.

The maximum weekly earnings for benefit calculation purposes are €885.

Past earnings are adjusted once a year according to changes in wages.

Maternity grant: A lump sum of €446 is paid.

11 CZECH REPUBLIC

Sickness and Maternity Regulatory Framework

First law: 1888.

Current laws: 1968 (maternity benefits, maternity leave, and child benefits);

Type of program: Social insurance.

Coverage

Cash benefits: Employed and insured self-employed persons.

Sickness insurance is voluntary for self-employed persons. (Insured self-employed persons are only entitled to sickness and maternity benefits.)

Source of Funds

Insured person: 1.1% of monthly covered earnings (cash sickness and maternity benefits).

The maximum annual earnings for contribution purposes are equal to 48 times the national average monthly wage.

The national average monthly wage is 21,560 koruna.

Self-employed person: 4.4% of declared monthly covered earnings (sickness and maternity benefits). Declared earnings are equal to 50% of the difference between income and expenses; a flat-rate 5,390 koruna applies if declared earnings for a full-time self-employed person are less than half of 50% of the national average monthly wage. The minimum declared earnings for a part-time self-employed person are 10% of the national average monthly wage.

The maximum annual earnings for contribution purposes are equal to 48 times the national average monthly wage.

The national average monthly wage is 21,560 koruna.

Employer: 3.3% of covered monthly payroll (cash sickness and maternity benefits).

The maximum annual earnings for contribution purposes are equal to 48 times the national average monthly wage.

The national average monthly wage is 21,560 koruna.

Government: Cash sickness and maternity benefits: any deficit.

Qualifying Conditions

Cash maternity benefits: The insured must have 270 days of coverage in the 2 years before childbirth, must have reported a loss of earnings, and must be the mother of the child or be the child's substitute carer (substitute carers may include men). The mother must have undergone medical examination to confirm the pregnancy.

Maternity compensation benefits: Paid for a loss of income resulting from a change of employment because of the pregnancy or childbirth.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 69% of the daily assessment base and is paid for 28 weeks (37 weeks for multiple births), including at least 6 weeks before the expected date of childbirth.

The daily assessment base is calculated as a percentage of the insured's gross earnings: 100% of gross earnings up to 550 koruna, plus 60% of gross earnings from 550 koruna up to 790 koruna. Gross earnings greater than 790 koruna are exempt.

The maximum daily benefit is 479 koruna.

Maternity compensation benefit: The benefit is equal to the difference between the earnings before and after job transfer. The benefit is paid from the transfer day until maternity leave begins; after childbirth, the benefit is paid from the day of returning to the usual job until the end of the 9th month after the date of childbirth.

Birth grant: A lump sum of 13,000 koruna is paid per child.

12 DENMARK

Sickness and Maternity Regulatory Framework

First law: 1892.

Current laws: 2006 (maternity).

Type of program: employment- related (cash benefits) system.

Coverage

Cash sickness and maternity benefits: All employed and self-employed persons.

Source of Funds

Insured person: None.

Self-employed person: Voluntary contributions to finance cash benefits during the first 2 weeks of incapacity.

Employer: The total cost of cash benefits (sickness and maternity) for the first 2 weeks of incapacity if the employee worked for the same employer for 8 weeks before the incapacity began.

Government: Local (municipal) government meets the total cost of cash benefits from the third week (from day 1 if the insured is ineligible for the 2-week benefit from the employer). Local (municipal) government is reimbursed fully by central government up to the end of the fourth week; thereafter, the cost is split equally between local and central governments.

Qualifying Conditions

Cash sickness and maternity benefits: For local government- financed sickness and maternity benefits, the insured must have at least 120 hours of work in the 13 weeks before the incapacity began and be in paid vocational training, in flexible employment with a public- or private-sector employer, receiving unemployment benefits, or have just completed vocational training for 18 months. Self-employed persons must have 6 months' work in the last 12 months, including the month before the incapacity began. Cash sickness benefits are also paid to a parent to care for a seriously ill child younger than age 14.

Sickness and Maternity Benefits

Maternity benefit: Up to 3,515 kroner a week is paid. For employees, the benefit is paid for up to 52 weeks, including from 4 weeks before or from 14 weeks after the expected date of childbirth for the mother and, concurrently, 2 weeks paid leave for the father; after the 14th week, both parents may share a 32-week leave period that may be split between them or postponed but must be taken before the child's 9th birthday.

In the event of the adoption of a child, the benefit is paid for a 46-week leave period beginning from the date the parent takes charge of the child. After the 14th week, both parents may share a 32-week leave period that may be split between them or postponed but must be taken before the child's 9th birthday.

Additional leave of up to 3 months is awarded if the child is hospitalized as a result of a disease contracted in connection with birth.

Birth grant: For multiple births, 7,504 kroner a year is paid for the second and each subsequent child.

The grant is paid quarterly until the children are age 7.

Adoption grant: For the adoption of a foreign child, a lump sum of 43,225 kroner is paid.

13 ESTONIA

Sickness and Maternity

Regulatory Framework

First law: 1924.

Current laws: 2000 with amendments.

Type of program: Social insurance system.

Coverage

Cash benefits: Insured employees, employers, and self-employed persons.

Source of Funds

Insured person: None.

The monthly insurance premium for voluntarily covered persons is 1,223 kroons (2008).

Self-employed person: 13% of declared earnings.

The self-employed person's contributions finance sickness, maternity and work injury benefits.

Employer: 13% of payroll.

The employer's contributions finance sickness, maternity and work injury benefits.

Government: None.

Qualifying Conditions

Cash benefits: The insured must be a current member of the Health Insurance Fund regardless of the length of service. The incapacity for work must be certified by a doctor from the second day of incapacity.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 100% of the reference wage and is paid for up to 140 calendar days; for up to 154 calendar days in the case of multiple births or for complications that arise as a result of pregnancy or childbirth; and for up to 70 calendar days for the adoption of a child younger than age 10.

The reference wage is equal to the insured’s average gross daily wage in the previous calendar year. There is no maximum reference wage.

Benefits also include wage compensation for a temporary transfer to another job as a result of pregnancy. The benefit is equal to the difference between earnings before and after the job transfer. The benefit is paid from the transfer day until the start of the maternity leave period.

Childbirth allowance: 5,000 kroons is paid for each child; also payable for the adoption of a child.

Parental benefit: A lump sum equal to 100% of the reference wage is paid for 455 days, including the period receiving maternity benefit.

The reference wage is equal to the insured’s average gross daily wage in the previous calendar year calculated on the basis of insured income used for social tax contribution purposes.

The minimum parental benefit is 2,690 kroons.

The maximum parental benefit is 21,624 kroons.

14 FINLAND

Sickness and Maternity

Regulatory Framework

First and current laws: 1983 (maternity), implemented in 1984.

Type of program: Social insurance system.

Coverage

Cash sickness and maternity benefits: All employees, self-employed persons, and students aged 16 to 64.

Source of Funds

Insured person

Cash sickness and maternity benefits: 0.67% of gross monthly earnings.

Self-employed person

Cash sickness and maternity benefits: 0.67% or 0.81% of gross monthly earnings.

There are no minimum or maximum earnings for contribution purposes.

Employer

Cash sickness and maternity benefits: 1.97% of monthly payroll (private employers and local and central government).

Government

Cash sickness and maternity benefits: Necessary subsidies; 100% of the cost of minimum daily allowances.

Qualifying Conditions

Cash maternity benefits: The insured must reside in Finland; immigrants must complete a 180-day waiting period.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 70% of daily earnings for annual earnings up to €30,033, plus 40% of daily earnings for annual earnings between €30,034 and €46,207 and 25% of daily earnings for annual earnings of €46,208 or more.

The minimum daily benefit is €15.20.

The benefit is paid to a mother from 50 to 30 days before the expected date of childbirth for up to a maximum of 105 work days.

Special maternity allowance is paid throughout the pregnancy if the mother is exposed to risk factors that cannot be eliminated.

Paternity allowance: Paid for a maximum of 18 days; may be extended by an additional 1 to 12 days.

Parent's allowance: After entitlement to maternity benefits cease, the parent's allowance is paid to either parent for 158 days (excluding Sundays). The allowance is paid for 60 extra days for multiple births and from 100 days to 234 days for the adoption of a child.

Birth grant: The mother can choose to receive clothing and other necessities (layette) for the newborn or a cash benefit of €140.

Adoption grant: A lump sum of between €1,900 and €4,500 is paid.

15 FRANCE

Sickness and Maternity

Regulatory Framework

First law: 1928.

Current laws: 1945 (non-agricultural employees), 1996 (social security organization), 1999 (universal coverage), 2001 (paternity leave), 2004 (maternity insurance

Type of program: Social insurance system.

Coverage

Employed persons, jobseekers, students, and persons in vocational training.

Pensioners and some groups of non-employed persons are also covered for medical benefits.

Voluntary coverage is possible, including for French citizens working abroad.

Special systems for agricultural, mining, railroad, public utility, and public-sector employees; clergy; seamen; non-agricultural self-employed persons; and agricultural self-employed persons (medical benefits are provided under the general system for some groups).

Source of Funds

Insured person: 0.75% of gross earnings. Old-age pensioners contribute 1.4% of the old-age pension (low-income pensioners are exempt) and 2.4% of any private pension. Jobseekers contribute 1.7% of the preretirement allowance or 2% of the guaranteed minimum income plus 1% of unemployment benefits and training allowances. Students, young persons, and other groups make flat-rate contributions.

The insured’s contributions finance disability, survivor, sickness and maternity benefits.

Self-employed person: Not applicable.

Employer: 12.8% of payroll, plus 0.3% of payroll for the dependency assistance program and a social solidarity contribution equal to 0.13% of profits (0.16% if profits exceed €760,000).

The employer’s contributions finance disability, survivor, sickness and maternity benefits.

Government: Proceeds from a 12% surcharge on automobile insurance premiums plus proceeds from an earmarked tax on the costs of pharmaceutical advertising, alcohol, and tobacco. A social contribution (CSG) is also levied on all individual income to finance sickness insurance and family benefits. Government also provides funds for new hospital construction and part of the cost for certain health and social services.

Government contributions finance disability, survivor, sickness and maternity benefits..

Qualifying Conditions

Cash maternity benefits:

10 months of registered coverage and 200 hours of employment in the 3 months before the certification of pregnancy.

The insured must cease work for at least 8 weeks. The same qualifying conditions apply for the adoption of a child. The adoption leave period may be shared between the adopting mother and father if both are eligible. Female jobseekers receiving, or who have received, an unemployment benefit during the last 12 months or who have ceased work within the last 12 months are eligible for the cash maternity or adoption benefit calculated on the basis of their last wage.

Paternity benefit: The insured must have at least 10 months of registered coverage and

200 hours of salaried employment in the 3 months before the paternity leave period. The beneficiary must be the child's natural father. Male jobseekers receiving, or who have received, an unemployment benefit during the last 12 months or who have ceased work within the last 12 months are eligible for the cash paternity benefit calculated on the basis of their last wage.

Sickness and Maternity Benefits

Maternity benefit: 100% of the insured's average earnings in the 3 months before the maternity leave period (minus an earmarked tax deduction) is paid for 6 weeks before and 10 weeks after the expected date of childbirth for the first and second child; for 8 weeks before and 18 weeks after the expected date of childbirth for the third child; for 12 weeks before and 22 weeks after the expected date of childbirth for twins; for 24 weeks before and 22 weeks after the expected date of childbirth for multiple births of three or more children.

The benefit is paid for 2 additional weeks if maternity hospital care is required as the result of complications arising from the pregnancy or childbirth, except in cases of multiple births of three or more children.

If the mother dies as a result of complications arising from childbirth, the father is eligible for a paid leave period equal to the postnatal leave period followed by a paternity benefit leave period.

In the event of a miscarriage, the duration of the benefit paid is based on the duration of the maternity benefit payable after childbirth.

For the adoption of a child, benefits are paid for 10 weeks if the insured is rearing one or two children; 18 weeks with at least three children; or 22 weeks for multiple adoptions, regardless of the number of children. The adoption leave period can be shared between the adopting mother and father, in which case the combined leave period is extended by 11 days (18 days for multiple adoptions).

The maximum monthly earnings for benefit calculation purposes are €2,773.

The minimum daily benefit is €8.48.

The maximum daily benefit is €74.24; in Alsace-Moselle, €72.71.

Paternity benefit: 100% of the insured's average earnings in the 3 months before the paternity leave begins is paid for a maximum of 11 consecutive days; 18 consecutive days for multiple births. The paternity leave period must be taken in the first 4 months after the date of childbirth.

The paternity leave period is paid in addition to a 3-day leave period paid for by the employer under the labor code. The maximum monthly earnings for benefit calculation purposes are €2,773.

The minimum daily benefit is €8.48.

The maximum daily benefit is €74.24; in Alsace-Moselle, €72.71.

Benefit adjustment: Maternity, paternity, and adoption benefits are adjusted annually.

Birth or adoption grant (means-tested): A lump sum of €855.25 is paid for each child at the 7th month of pregnancy (€1,710.49 for an adopted child).
Means test: The total family income must not exceed a ceiling that varies according to the number of children and family situation (a single person, a couple with a sole breadwinner, or a couple with two incomes).

Base allowance (means-tested): €171.06 a month is paid from the month of childbirth until the child is age 3. For the adoption of a child, the benefit is paid for a maximum of 3 year. The benefit cannot be paid simultaneously for more than one child, except for multiple births. A recipient of the base allowance means-tested benefit is not eligible for the means-tested family supplement.

Means test: The total family income must not exceed a ceiling that varies according to the number of children and family situation (a single person, a couple with a sole breadwinner, or a couple with two incomes).

Supplement for reduced work: Paid to parents who decide to suspend or reduce work to rear a child younger than age 3. The parent must have contributed for at least 4 quarters in the 2 years before the child's birth for the first child, in the last 4 years for families with two children, or in the last 5 years for families with three or more children.

€232.67 a month is paid if the insured person works less than half the normal working period (non-salaried persons must work less than 77 hours a month) or €134.13 a month is paid if working between 50% and 80% of the normal working period (less than 122 hours a month for a non-salaried person). The full rate payable is €359.67 a month; if the beneficiary is not entitled to the base allowance, the full rate is raised to €530.72.

The supplement is paid from the month after childbirth, adoption, or the end of the maternity, paternity, or adoption leave period for 6 months if there is only one child or up to the month before the child's 3rd birthday if there is more than one child.

If the insured resumes work while the child is between18 months and 29 months of age, the supplement continues to be paid for 2 months.

If both parents have a part-time job and both are eligible to receive the supplement, the combined maximum amount of both supplements must not exceed the full monthly rate. The receipt of the supplement for reduced work can be combined with the supplement for child care, subject to conditions.

Optional supplement for reduced work: Parents with 3 children or more including at least one child born or adopted after June 30, 2006, can opt for an optional supplement instead of the supplement for reduced work.

16 GERMANY

Sickness and Maternity

Regulatory Framework

Current laws: 1924 (maternity), with amendments

Type of program: Social insurance system.

Coverage

All wage and salary workers earning up to €48,150 a year (€43,200 if the employee was insured through private sickness insurance before 2003), including the insured’s spouse or partner and children up to age 18 (age 25 if a student or an apprentice) if they are not insured in their own right through a sickness or long-term care fund; pensioners; students; persons with disabilities under certain conditions; apprentices; and beneficiaries of unemployment benefits.

Exclusions: Self-employed persons.

Voluntary coverage for persons who were covered previously, subject to certain conditions.

Special systems for miners, artists, public-sector employees, and self-employed farmers.

Source of Funds

Sickness and maternity benefits

Insured person: Contributions vary according to the fund. The average contribution is 7.9% of covered earnings, up to a ceiling. No contributions are made if monthly earnings are less than €400; a reduced contribution is paid if monthly earnings are between €401 and €800. Pensioners contribute an average 7.9% of the pension. (Pension insurance organizations pay the same contribution as compulsory insured pensioners and subsidize voluntarily insured pensioners.)

Students’ contributions are 7/10 of average contributions. The maximum annual earnings for contribution purposes are €43,200 (€3,600 a month).

Self-employed person: Not applicable.

Employer: Contributions vary according to the fund. The average contribution is 7% of covered earnings, up to a ceiling; 13% of covered earnings for employees with monthly earnings of less than €400.

The maximum annual earnings for contribution purposes are €43,200 (€3,600 a month).

Government: Subsidy for maternity benefits and for pensioned farmers’ health benefits. A subsidy to compensate for the cost of noninsurance-related benefits.

Qualifying Conditions

Cash maternity benefits: Paid to female members of sickness funds.

Sickness and Maternity Benefits

Maternity benefit: For female members of a sickness fund with an employment contract, the benefit is equal to 100% of average net earnings (up to €13 a day from the sickness fund with the remainder paid by the employer) during the previous 3 months and is paid 6 weeks before and 8 weeks after the expected date of birth (for a total of 12 months for premature or multiple births); other fund members receive the same amount as for the sickness benefit. If net earnings are greater than the maximum maternity benefit, the employer must pay the difference as a subsidy.

For female employees who are not members of a sickness fund, Federal States pay maternity benefits up to a maximum of €210 a month.

17 GREECE

Sickness and Maternity

Regulatory Framework

First law: 1922.

Current laws: 1951 (social security).

Type of program: Social insurance system.

Coverage

Employees in industry, commerce, and related occupations and certain urban self-employed persons.

Exclusions: Employed and self-employed persons covered by approved occupational and public-sector funds providing equivalent benefits.

Special systems for agricultural workers, shipping agents, doctors and dentists, commercial motor vehicle operators, architects, notaries, public-sector employees, tradesmen, and craftsmen.

Source of Funds

Insured person: 0.4% of covered monthly earnings. Pensioners contribute 4% of the monthly pension.

The insured's contributions finance sickness, maternity and work injury benefits.

There are no minimum earnings for contribution and benefit calculation purposes.

The maximum earnings for contribution and benefit calculation purposes for persons who were first insured after December 31, 1992, are €73,913.98 a year, or 14 monthly salaries of €5,279.57.

Self-employed person: 0.4% of covered monthly earnings (sickness, maternity and work injury benefits).

There are no minimum earnings for contribution and benefit calculation purposes.

The maximum earnings for contribution and benefit calculation purposes for persons who were first insured after December 31, 1992, are €73,913.98 a year, or 14 monthly salaries of €5,279.57.

Employer: 0.8% of covered monthly payroll.

The employer's contributions finance sickness, maternity and work injury benefits.

There are no minimum earnings for contribution and benefit calculation purposes.

The maximum earnings for contribution and benefit calculation purposes for persons who were first insured after December 31, 1992, are €79,913.98 a year, or 14 monthly salaries of €5,279.57.

Government: Guaranteed annual state subsidy.

Qualifying Conditions

Cash maternity benefits: The insured woman must have 200 days of contributions in the last 2 years.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 50% of daily earnings and is paid for up to 56 days before and 63 days after childbirth.

Dependent's supplement: 10% of the benefit is paid for each dependent, up to a maximum of 40%.

The minimum benefit is equal to 2/3 of the insured's earnings. (The insured may also receive a maternity supplement equal to a maximum of 1/3 of earnings.)

The maximum daily benefit is €45.19 with no dependents; €63.27 a day with a maximum of four dependents.

Birth grant: €881.70 is paid for each child.

18 GUERNSEY

Sickness and Maternity

Regulatory Framework

First laws:), 1971 (maternity).

Current laws: 1999 (maternity) and 2003 amendments.

Type of program: Social insurance (cash benefits), social assistance (means-tested benefits).

Coverage

Cash sickness and maternity benefits: Employed and self-employed persons with weekly earnings of £105 or more.

Voluntary coverage for non-employed persons younger than age 20.

There are no special systems for any specified groups of employees.

Source of Funds

Insured person: 6% of covered earnings.

The minimum weekly earnings for contribution purposes are £105.

The maximum weekly earnings for contribution purposes are £1,248.

The insured's contributions finance old age, disability, survivors, sickness, maternity, work injury, and unemployment benefits; prescription medicines; long-term care; and some medical services.

Voluntarily insured persons contribute 9.9% of annual income for old-age, disability, and survivor benefits; sickness and maternity benefits; prescription medicines; long-term care; and some medical services (4.2% of annual income for health care only; 2.6% of annual income for long-term care and medical benefits only).

The minimum annual income of a non-employed person for contribution purposes is £13,650.

The maximum annual earnings for contribution purposes are £64,896.

Self-employed person: 10.5% of covered earnings.

The minimum annual earnings for contribution purposes are £5,460. The maximum annual earnings for contribution purposes are £64,896.

The self-employed person's contributions finance old age, disability, survivors, sickness, maternity, work injury, and unemployment benefits; prescription medicines; long-term care; and some medical services.

Employer: 6.5% of covered payroll.

The minimum weekly earnings for contribution purposes are £105.

The maximum weekly earnings for contribution purposes are £2,079.

The employer's contributions finance old age, disability, survivors, sickness, maternity, work injury, and unemployment benefits; prescription medicines; long-term care; and some medical services.

Government: A grant equal to 15% of total contribution receipts and the total cost of social assistance and other non-contributory benefits; contributes as an employer.

Qualifying Conditions

Cash maternity allowances: The insured must have at least 26 paid or credited weekly contributions in the relevant contribution year.

The relevant contribution year for benefit claims made between January and June is 2 years before the year of the claim; for benefit claims made between July and December, 1 year before the year of the claim.

Maternity grant: Must be insured and ordinarily reside in Guernsey.

Benefits

Maternity allowance: The full weekly benefit is £118.30 if the insured has at least 50 paid or credited weekly contributions in the relevant contribution year; with 26 to 49 weekly contributions, the weekly allowance is proportionately reduced and varies between £65.10 and £114.73.

The allowance is paid for 18 consecutive weeks starting between 1 and 11 weeks before the expected date of birth, depending on the insured's choice.

Maternity grant: A lump sum of £297 is paid.

19 HUNGARY

Sickness and Maternity

Regulatory Framework

Type of program: Social insurance system.

Coverage

Cash maternity benefits: All employed or self-employed women who have worked for at least 180 days in the 2 years before the expected date of childbirth.

Source of Funds

Insured person: 4% of gross monthly earnings for benefits in kind and 2% of gross monthly earnings for cash benefits; voluntary contributors or persons in an exempted activity contribute a flat rate of 4,350 forints; noncitizens residing in Hungary contribute an amount equal to the minimum monthly wage and 30% of the minimum monthly wage for each child aged 18 or younger.

The minimum monthly wage is 69,000 forints.

There are no minimum earnings for contribution purposes.

The insured's contributions finance sickness, maternity and work injury benefits.

Self-employed person: 15% of declared monthly earnings.

The minimum declared earnings for contribution purposes are equal to 15% of the minimum monthly wage (62,500 forints).

The self-employed person's contributions finance sickness, maternity and work injury benefits.

Employer: 4.5% of gross monthly income for benefits in kind, 0.5% of gross monthly income for cash benefits, and 1,950 forints a month per employee to the National Health Insurance Fund.

There are no minimum earnings for contribution purposes.

The employer's contributions finance sickness, maternity and work injury benefits.

Government: Any deficit; the government reimburses the National Health Insurance Fund for cost of the child care fee.

Qualifying Conditions

Cash maternity benefits

Maternity allowance: The insured must have at least 180 days of coverage in the last 2 years; the expected date of childbirth is in the first 42 days after insured employment ceased (28 days if currently receiving sickness benefits).

Child care fee: The insured must have at least 180 days of coverage in the 2 years before the date of childbirth. The child must live with the claimant's family and one of the parents must stay at home to care for the child.

Maternity Benefits

Maternity allowance: The benefit is equal to 70% of daily average gross earnings before the expected date of childbirth. (In the absence of earnings, the current minimum monthly wage is used.) The benefit is paid for 4 weeks before and 20 weeks after the expected date of childbirth or for 24 weeks after the expected date of childbirth, depending on the mother's choice.

Daily average gross earnings are based on earnings since January 1 of the previous year or the earnings of the last 180 days before the expected date of childbirth.

The minimum monthly wage is 69,000 forints.

There are no maximum earnings for benefit calculation purposes.

Child care fee: The benefit is equal to 70% of daily average gross earnings in the previous calendar year, up to a maximum of 96,600 forints a month (70% of twice the minimum monthly wage). The benefit is paid until the child is age 2.

The minimum monthly wage is 69,000 forints.

Birth grant: A lump sum equal to 225% of the minimum old-age pension is paid after each birth; 300% of the minimum old-age pension is paid for twins.

The minimum monthly old-age pension is 25,800 forints.

Child home care allowance: The allowance is paid to parents who leave work to care for a child younger than age 3 (age 10 if disabled). For twins, the allowance is paid until the children reach the compulsory school age (usually age 6).

20 ICELAND

Sickness and Maternity

Regulatory Framework

First laws: 1975 (maternity leave and benefits).

Current laws: 2000 (maternity and paternity leave) with amendments.

Type of program: Universal and social insurance system.

Coverage

Cash maternity benefits: Employed and self-employed persons and parents residing in Iceland.

Source of Funds

Insured person

None

Self-employed person

5.34% of presumptive income. The self-employed person's contributions finance universal pension, old age, disability, survivors, maternity and paternity benefits, work injury benefits, and unemployment benefits.

Employer

5.34% of gross payroll.

The employer's contributions finance universal pension, old age, disability, survivors, maternity and paternity benefits, work injury benefits, and unemployment benefits.

Government: The remaining costs for cash maternity and paternity benefits.

Qualifying Conditions

Maternity and paternity benefits: Both parents must have been active in the domestic labour market for 6 consecutive months before the first day of parental leave.

Maternity and paternity grants: The insured must have resided in Iceland for 12 months before the expected date of childbirth (for new residents).

Maternity Benefits

Maternity and paternity benefits: Parental benefit entitlements exist for both parents. For employees and self-employed persons, the benefit is 80% of the insured's average wage or income during the last 2 years before the year of the child's birth.

The total combined leave period for a mother and father is 3 months. The maternity leave period may start 1 month before the expected date of childbirth; paternity leave is taken after childbirth. Parents decide how and when the leave period will be split between them. The leave period must be taken before the child is age 18 months.

If the insured is in part-time employment (between 25% and 49%), the minimum benefit is 74,945 kronur a month; if employed between 50% and 100%, the minimum benefit is 103,869 kronur a month.

The maximum benefit is 535,700 kronur a month.

Maternity and paternity grants: 45,324 kronur a month is paid to parents working less than 25% time or who are non-active. The grant for a parent attending a full-time education program is 103,869 kronur a month.

21 IRELAND

Sickness and Maternity

Regulatory Framework

First law: 1911.

Current law: 2005 (social welfare).

Type of program: Social insurance (cash benefits).

Coverage

Cash sickness and maternity benefits: Employees younger than age 66.

There are no special systems for any specified groups of employees.

Cash maternity benefits only: Self-employed persons.

Exclusions: Part-time employees earning less than €38 a week; public servants who were permanent and eligible for a pension before April 6, 1995; and casual domestic workers.

Source of Funds

Insured person: If weekly earnings are €352 or less, none; if weekly earnings exceed €352, none for the first €127 of covered weekly earnings, with 4% paid on the remaining balance of covered weekly earnings up to a ceiling of €50,700.

The insured's contributions finance old age, disability, survivors, sickness and maternity, medical, work injury, unemployment, and adoptive benefits.

Self-employed person: For annual income of €26,000 or less, the contribution is 3% of covered income; for annual income greater than €26,000, the contribution is 5% of covered income, of which 2% of covered income is paid for the health system.

The self-employed person's annual income for contributions purposes is based on gross income minus capital allowances and superannuation contributions. Contributions are paid annually.

The self-employed person’s contributions finance old age, disability, survivors, sickness and maternity, medical, work injury, unemployment, and adoptive benefits

Employer: For employees with weekly earnings of €356 or less, the contribution is 8.5% of gross wages; for employees with weekly earnings greater than €356, the contribution is 10.75% of gross wages.

There are no maximum earnings for contribution purposes for employers.

The employer’s contributions finance old age, disability, survivors, sickness and maternity, medical, work injury, unemployment, and adoptive benefits

Government: Any deficit and the total cost of means-tested allowances.

Qualifying Conditions

Cash maternity benefits: The insured must have 39 weeks of paid contributions in the 12-month period immediately before maternity leave; or a total of 39 weeks of paid contributions with 39 weeks paid or credited in the relevant tax year. A claimant may also qualify if she has 26 weeks of paid contributions in the last tax year and 26 paid contributions in the previous year.

Self-employed women must have 52 contribution weeks paid in either of the last 2 tax years.

Health and safety benefits: Paid to pregnant workers, to workers who have recently given birth and are breastfeeding, or to those who are unable to continue working because of an unavoidable risk to their health and safety at their place of work and who satisfy the relevant contribution conditions for social insurance benefits.

Night workers are also entitled to this payment for the duration of pregnancy and for a period following childbirth during which no alternative (daytime) work is available.

Maternity Benefits

Maternity benefit: Employed women receive 80% of weekly earnings for 26 weeks, including at least 2 weeks (up to 16 weeks) before the expected date of childbirth, subject to a minimum and maximum amount.

The minimum weekly maternity benefit is €221.80 (sickness benefit replaces maternity benefit if the benefit payable is greater).

The maximum weekly benefit is €280.

Health and safety benefit: Up to €197.80 a week is paid, depending on earnings. The first 21 days are paid by the employer. The benefit is paid until the insured becomes eligible for maternity benefits; for 16 weeks following the birth if the mother is employed in night work; or for 26 weeks following childbirth if breastfeeding.

Dependent’s supplement: Up to €131.30 a week is paid for a qualified adult dependent; €24 for each dependent child younger than age 18 (age 22 if a full-time student and if the insured has received benefits for more than 6 months) or €12 if the qualified adult increase is not payable.

Adoptive benefit: 80% of weekly earnings is paid for 16 weeks.

The minimum weekly benefit is €221.80.

The maximum weekly benefit is €280.

22 ISLE OF MAN

Sickness and Maternity

Regulatory Framework

First law: 1951.

Current laws: 1992 (pensions); 1999 (welfare reform and pensions), implemented in 2000 and 2001; and 2004 (pensions).

Type of program: Social insurance, social assistance (cash benefits).

Coverage

Maternity allowance: All women who satisfy certain employment and earnings conditions.

Payment for maternity expenses: Expectant mothers who receive, or whose partner receives, income-related benefits.

Source of Funds

Insured person: 10% of weekly earnings between £105 and £695 (from April 2008); certain married women and widows pay 3.85% of weekly earnings.

Around 16% of the insured's contribution is allocated to the Health Services toward the cost of medical benefits. The insured's contributions also finance sickness, maternity, paternity, and adoption benefits; work injury benefits; and unemployment benefits.

Self-employed person: A flat-rate £2.20 a week. In addition, self-employed persons with annual profits between £5,435 and £36,140 (from April 2008) pay an earnings related contribution of 8% earnings.

Voluntary contributors pay a flat-rate £8.10 a week. Voluntary contributions finance only the flat-rate basic state retirement pension and bereavement benefits.

A percentage of the self-employed person's contribution is allocated to the Health Services toward the costs of medical benefits. The self-employed person's contributions finance all benefits except the state second pension, work injury

benefits, and the contributory jobseeker's allowance.

Employer: 12.8% of the employee's weekly earnings greater than £105 (from April 2008).

Around 16% of the employer’s contribution is allocated to the Health Services toward the cost of medical benefits. The employer’s contributions also finance sickness, maternity, paternity and adoption benefits; work injury benefits; and unemployment benefits.

Government: The total cost of means-tested allowances and other non-contributory benefits.

Qualifying Conditions

Maternity/adoption allowance: All employed or self-employed earners must have worked for at least 26 weeks in the 66-week period before the expected week of childbirth and have earned at least £30 a week or paid self-employed contributions for at least 13 of those weeks. Insured women who do not meet the qualifying conditions for a maternity allowance may qualify for a short-term incapacity benefit for 6 weeks before and 2 weeks after the expected date of childbirth.

Men and women are eligible to receive a benefit for adopting a child, but only one member of a couple will receive the allowance. Self-employed persons are not eligible for the adoption allowance.

Paternity allowance: The insured must be employed continuously for at least 26 weeks by the same employer up to and including the 15th week before the date of childbirth (in case of adoption, 26 consecutive weeks immediately before the date the adoption is confirmed) and ordinarily reside in the Isle of Man. The insured’s weekly earnings must be at least equal to the lower earnings limit (£90 from April 2008) in any 8 weeks of the 26-week period. The insured must also be the child’s father, or be married to the child’s mother, or the person adopting the child, or be living with the child’s mother or the person adopting the child in an enduring family relationship. Self-employed persons are not eligible.

Income support (non-contributory, means-tested): Paid to persons with income below prescribed levels residing in the Isle of Man. Assistance can be given with housing costs, and loans or grants are paid to cover urgent and exceptional needs. Personal savings greater than £13,000 may reduce the benefit paid. The benefit is not paid to persons working for more than 16 hours a week (or whose partner is working 24 hours or more a week).

Maternity Benefits

Maternity/adoption allowance: The allowance is paid for up to 39 weeks starting no earlier than 11 weeks before the expected date of childbirth or 2 weeks before the child is placed for adoption.

For employed earners the allowance is paid at the rate of 90% of the insured’s average earnings up to a maximum of £162.20 a week (from April 2008). Average earnings are based on earnings in the 13 weeks with the highest earnings during the 66-week period before the expected date of childbirth or adoption.

The standard rate of allowance for a self-employed person who has paid contributions for at least 13 weeks in the 66- week period before the expected date of childbirth or adoption is £117.15 (from April 2008).

Dependent's supplement: £39.40 a week is paid for a dependent adult (from April 2008).

Paternity allowance: The allowance is equal to 90% of the insured's average earnings and is paid for up to 2 weeks in the first 8 weeks following the date of birth or adoption of the child.

The maximum weekly benefit is £187.45 (from April 2008). Benefit adjustment: The standard rates of the short-term incapacity benefit and the maternity allowance for the selfemployed are adjusted annually in April each year according to increases in the United Kingdom retail price index. The maximum rates of the maternity allowance and the paternity allowance for employed persons are adjusted annually according to the increases in the Isle of Man retail price index.

Income support (noncontributory, means-tested): Cash benefits are paid to those with income below prescribed levels.

Maternity grant: Paid to women aged 16 or older whose pregnancy lasts at least to the 25th week or to an individual or couple adopting an infant younger than 12 months at the date of the claim. The beneficiary or his or her partner must be receiving an income-tested benefit (income support, jobseeker's allowance (social assistance), family income supplement, or disability working allowance). A lump sum of up to £395 (from April 2007) is paid.

23 ISRAEL

Sickness and Maternity

Regulatory Framework

First and current laws: 1976 (vacation pay for adopting parents), 1986 (birth allowance), 1990 (risk pregnancy benefit), and 1997 (paternity allowance) amendments;.

Type of program: Social insurance system.

Coverage

Maternity benefits: Employed persons, self-employed persons, and persons aged 18 or older undertaking vocational training.

Maternity grant: Insured women or the wife of the insured; persons not residing in Israel but who work there, including employed and self-employed women and the wives of employed and self-employed men. If not residing in Israel, the woman or her husband must have worked in Israel for at least 6 months immediately before childbirth. The birth must occur in Israel.

Source of Funds

Insured person: 0.04% of earnings below plus 0.87% of earnings above 60% of the national average wage (maternity benefits).

The minimum monthly earnings for contribution calculation purposes are 3,710 new shekels (equal to the minimum wage).

The maximum monthly earnings for contribution calculation purposes are five times the national average wage.

The national average wage is 7,663 new shekels a month (January 2008).

Self-employed person: 0.56% of earnings below plus 0.82% of earnings above 60% of the national average wage (maternity benefits).

The minimum monthly earnings for contribution calculation purposes are 1,916 new shekels (25% of the national average wage).

The national average wage is 7,663 new shekels a month (January 2008).

Employer: 0.12% of earnings below plus 0.16% of earnings above 60% of the national average wage for maternity benefits.

The minimum monthly earnings for contribution calculation purposes are 3,710 new shekels (equal to the minimum wage).

The maximum monthly earnings for contribution calculation purposes are five times the national average wage.

The national average wage is 7,663 new shekels a month a month (January 2008).

Government: 0.09% of earnings for maternity benefits. Contributes to the birth allowance and the hospitalization grant.

Qualifying Conditions

Cash maternity benefits: The full benefit is paid with at least 10 months of coverage in the last 14 months (or 15 months in the last 22 months). A partial benefit is paid with at least 6 months of coverage in the last 14 months.

A father with at least 10 months of coverage in the last 14 months (or 15 months in the last 22 months) may share the maternity leave period with the mother (and take a period of leave of at least 21 consecutive days) if his employer authorizes the leave period and the mother agrees to waive part of her leave and return to work.

Vacation pay for adopting parents: Paid for the cessation of work to adopt a child younger than age 10. At least one of the adopting parents must have at least 10 months of coverage in the last 14 months (or 15 months in the last 22 months). An adopting father may take a period of at least 21 days of leave when the mother returns to work.

Risk pregnancy benefit: Paid for the cessation of work due to a risk to the pregnancy. Must be authorized by a gynecologist. The insured must have at least 10 months of coverage in the last 14 months (or 15 months in the last 22 months) and must not receive a similar payment from any other source.

Maternity and hospitalization grant: Paid for necessary hospitalization for a birth.

Multiple birth allowance: Paid for the birth of three or more children, of which at least three survive past 30 days. The mother must be entitled to the maternity grant.

Hospital transportation costs: Provided for women who have to travel by ambulance to a hospital to give birth. The hospital must be the one nearest to the woman's place of residence.

Special allowance and special benefit: Paid for a mother who was insured for the maternity grant and who died while giving birth or within a year of giving birth.

Benefits are payable abroad under bilateral agreement.

Sickness and Maternity Benefits

Maternity allowance: The benefit is equal to 100% of the insured's average daily net income in the 3 months preceding the day on which the insured woman ceased work because of the pregnancy. The allowance is paid for 14 weeks; 7 weeks for a partial benefit.

Risk pregnancy grant: For each day of rest from work, a sum is paid equal to the average wage divided by 30 or the insured woman's income in the 3 months preceding the day she stopped work divided by 90, whichever is lower.

Maternity grant: 1,448 new shekels is paid for the first child, 652 new shekels for the second child, and 434 new shekels for the third or subsequent child (higher for multiple births) for the purchase of clothing and other necessities for a newborn child.

Hospitalization grant: A grant for the payment of hospitalization expenses is provided.
Multiple birth allowance: An allowance is paid for 20 months and calculated as a percentage of the disability basic amount in January of the year of childbirth.

The value of the disability basic amount is 7,443 new shekels a month (January 2008).

Hospital transportation costs: In certain cases, a fixed amount is paid for the cost of transportation to the hospital.

Special allowance: 30% of the national average wage is paid for a period of 24 months for each child born during the mother's last childbirth. The entitlement period is reduced to 12 months if the spouse is also receiving survivor or dependent benefits.

The national average wage is 7,663 new shekels a month (January 2008).
Special benefit: If the spouse stops working to care for the child(ren), a benefit is paid equal to the injury allowance (75% of earnings, up to a maximum) for up to 12 weeks.

24 ITALY

Sickness and Maternity

Regulatory Framework

First laws: 1912 (maternity),

Current laws: 2000 (maternity and paternity), and 2001.

Type of program: Social insurance.

Coverage

Maternity benefits: Employed persons, contract workers, and self-employed persons.

Source of Funds

Insured person

Sickness and maternity benefits: None; some categories of contract workers make variable contributions.

Self-employed person

Sickness and maternity benefits: Variable contributions.

Employer

Maternity benefits: 0.46%. of gross earnings is paid on behalf of industrial blue-collar workers (for maternity benefits); 0.46% of gross earnings is paid on behalf of industrial white-collar workers (maternity benefits); 0.24% of gross earnings is paid on behalf of employees in commerce and the service sector (for maternity benefits). Variable contributions are made on behalf of some categories of contract workers.

Government

Sickness and maternity benefits: The total cost of maternity benefits for certain categories of worker, including home, agricultural, and domestic workers.

Qualifying Conditions

Cash sickness and maternity benefits and parental leave: The insured must be currently covered; self-employed persons and contract workers must meet contribution conditions and a means test.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 80% of the insured's average daily earnings in the last month before the leave period and is paid from 2 months before the expected date of childbirth and for 3 months after childbirth.

Self-employed persons are entitled to 80% of average insured daily earnings in the last 12 months before the leave period. The benefit is paid from 2 months before the expected date of childbirth and for 3 months after childbirth.

Parental leave: Six months of leave must be taken before the child is age 3 and is paid to either parent; a self-employed mother receives 3 months of leave to be taken before the child is age 1. The benefit is equal to 30% of the insured's earnings. Parents are entitled to a maximum of 10 months of leave (with a possible 1 month extension) before the child is age 8, plus an income-tested allowance equal to 30% of earnings if the parent's income is less than 2.5 times the minimum pension.

25 JAPAN

Insured person

National health insurance: The contribution is fixed by the insurer but must not exceed 590,000 yen a year per household. (The average annual contribution in 2006 was 78,495 yen per insured person, or 144,870 yen per household.)

Contributions may be reduced for low-income persons.

Employees' health insurance: 4.1% of monthly payroll (salary and bonuses before tax), according to 47 wage classes (government-managed program). The annual average contribution in 2004 was 3.74% of monthly payroll (salary and bonuses before tax), according to 47 wage classes (society-managed program).

The minimum monthly earnings for contribution calculation purposes are 58,000 yen.

The maximum monthly earnings for contribution calculation purposes are 1,210,000 yen.

The minimum and maximum earnings levels are adjusted according to any increase in the national average wage.

Self-employed person

National health insurance: The contribution is fixed by the insurer but must not exceed 590,000 yen a year per household. (The average annual contribution in 2006 was 78,495 yen per insured person, or 144,470 yen per household.)

Contributions may be reduced for low-income persons.

Employees' health insurance: Not applicable.

Employer

National health insurance: None.

Employees' health insurance: 4.1% of the monthly payroll (salary and bonuses before tax), according to 47 wage classes (government-managed program). The annual average contribution in 2004 was 3.74% of monthly payroll (salary and bonuses before tax), according to 47 wage classes (society-managed program).

The minimum monthly basic earnings for contribution calculation purposes are 58,000 yen.

The maximum monthly basic earnings for contribution calculation purposes are 1,210,000 yen.

The minimum and maximum earnings levels are adjusted based on any increase in the national average wage.

Government

National health insurance: A subsidy equal to 50% (43% from the national government and 7% from the prefecture) of the cost of medical care.

Employees' health insurance: 13% of benefit costs, 16.4% of the cost of health care for older people, the total cost of administration for the government-managed program, and part of the cost of administration for the society-managed program.

Sickness and Maternity

National health insurance: Each insurer provides maternity and child care allowances and funeral grants, according to the municipality.

Employees' health insurance

Maternity allowance: Approximately 66.67% of the average daily basic wage is paid, according to wage class, for 42 days before (98 days for expected multiple births) and 56 days after the expected date of childbirth. If the insured receives wages, benefits are suspended or partially reduced.

Child care allowance: A lump sum of 350,000 yen is paid to an insured person or the dependent of an insured person.
Children's allowance: 10,000 yen a month is paid for a child younger than age 3

26 JERSEY

Sickness and Maternity

Regulatory Framework

First law: 1951.

Current laws: 1974 (social security), implemented in 1975.

Type of program: Social insurance.

Coverage

Cash benefits: Employed and self-employed persons.

Source of Funds

Insured person: 6% of covered earnings .

The minimum monthly earnings for contribution purposes are £717.

The maximum monthly earnings for contribution purposes are £3,394.

The insured's contributions finance old-age and survivor pensions, sickness, maternity, and work injury benefits and part of the cost of medical benefits.

Non-employed persons older than the age at which they can leave school and residing in Jersey for a continuous period of at least 6 months (except for non-employed persons with low income, pensioners, certain married women, disabled persons, students, and persons staying at home to look after a child younger than age 5) contribute 12.5% of covered earned income (old-age and survivor pensions and medical benefits).

The minimum annual earned income for contribution purposes for non-employed persons is £7,956.

The maximum annual earned income for contribution purposes for non-employed persons is £40,728.

The maximum total earned and unearned income for contribution purposes is £54,304.

Self-employed person: 12.5% of covered earnings.

The minimum monthly earnings for contribution purposes are £717.

The maximum monthly earnings for contribution purposes are £3,394.

The self-employed person's contributions finance old-age and survivor pensions, sickness, maternity, and work injury benefits and part of the cost of medical benefits.

Employer: 6.5% of covered payroll.

The minimum monthly earnings for contribution purposes are £717.

The maximum monthly earnings for contribution purposes are £3,394.

The employer's contributions finance old-age and survivor pensions, sickness, maternity, and work injury benefits and part of the cost of medical benefits.

Government

Cash benefits: None.

Qualifying Conditions

Cash maternity allowance: The insured must have at least 13 weeks of contributions, including paid contributions in the calendar-quarter 1 year before the expected date of childbirth.

Maternity (adoption) grant: At least one of the parents must have paid at least 1 year of contributions.

Maternity Benefits

Maternity allowance: £165.76 is paid for 18 weeks, starting between 6 and 11 weeks before the expected date of childbirth.

The allowance is paid weekly.

Maternity (adoption) grant: A lump sum of £497.10 is paid for the birth (or adoption) of each child.

27 KOREA

Qualifying Conditions

Cask sickness and maternity benefits: No cash benefits are provided.

Sickness and Maternity Benefits

Sickness benefit: No cash benefits are provided.

Government: Contributes 10 lats a month on behalf of military personnel; for persons residing in Latvia caring for a child younger than 18 months and receiving the child rearing allowance, child care benefits, or disabled child care benefits; and spouses of diplomatic staff and military personnel residing abroad. Also makes partial contributions on behalf of recipients of unemployed benefits or maternity or sickness benefits and for unemployed disabled persons.

Finances the total cost of the state social security benefit. Contributes as an employer.

Sickness and Maternity

Regulatory Framework

First law: 1924.

Current law: 1995 (maternity and sickness benefits), with amendments.

Type of program: Social insurance system.

Coverage

Cash benefits: Employed and self-employed persons. Voluntary coverage for all persons aged 15 or older residing permanently in Latvia who are not compulsorily covered and are not receiving an old-age pension; the spouse of a self-employed person younger than the retirement age.

There are no special systems for any specified groups of employees.

Source of Funds

Insured person: 3.45% of earnings for sickness and maternity benefits and 1.08% of earnings for the parent's benefit.

The minimum annual earnings for contribution purposes are equal to the statutory minimum annual wage; the minimum daily earnings for contribution purposes depend on the statutory minimum hourly wage.

The minimum annual earnings for benefit calculation purposes for self-employed persons and voluntarily insured persons are 1,800 lats.

The maximum annual earnings for contribution purposes are 29,600 lats.

Self-employed person: 3.36% of gross earnings for sickness and maternity benefits and 1.08% for the parent's benefit

Employer: Approximately 4.09% of covered earnings finances sickness and maternity benefits, work injury benefits, and unemployment benefits.

The minimum annual earnings for contribution purposes is equal to the statutory minimum annual wage; the minimum daily earnings for contribution purposes depends on the statutory minimum hourly wage.

The maximum annual earnings for contribution purposes are 29,600 lats.

Government: Finances state-guaranteed health care services through the annual state budget. Contributes as an employer.

Qualifying Conditions

There is no minimum qualifying period.

Maternity Benefits

Maternity benefit: The benefit is equal to 100% of the insured's average earnings in the last 6 months (last 12 months for a self-employed person). The benefit is paid for 112 consecutive days (56 days before and 56 days after the expected date of childbirth); 14 additional days are paid in the event of multiple births.

The minimum annual earnings for benefit calculation purposes for self-employed persons and voluntary insured persons are 1,800 lats.

The maximum annual earnings for benefit calculation purposes are 29,600 lats.

The benefit may be paid for 14 additional consecutive days as the result of complications arising during pregnancy, childbirth, or the postnatal period and in cases where inpatient medical care associated with the pregnancy began before the 12th week of pregnancy.

Maternity benefits must be claimed within 12 months after the first day of the maternity leave period.

Maternity benefits are paid after the insured is certified as incapable of work by the State Social Insurance Agency.

Paternity benefit: The benefit is equal to 80% of the insured's average earnings in the last 6 months and is paid for 10 consecutive days.

The minimum annual earnings for benefit calculation purposes for self-employed persons and voluntary insured persons are 1,800 lats.

The maximum annual earnings for benefit calculation purposes are 29,600 lats.

Parent's benefit: Paid to persons on child care leave or to persons who work during the child care period while raising a child younger than age 1. The benefit is equal to 70% of the insured's average monthly earnings, but must be at least 63 lats a month.

Average earnings are based on earnings in the 12-month period starting 3 months before the expected month of childbirth.

The minimum annual earnings for benefit calculation purposes for self-employed persons and voluntary insured persons are 1,800 lats.

The maximum annual earnings for benefit calculation purposes are 29,600 lats.

Child-rearing allowance (flat-rate benefit): The child must be younger than age 2. The person rearing a child must not be employed. Family allowances are also paid. A woman may not receive the allowance while receiving maternity benefits (see Sickness and Maternity, above). The monthly benefit is 50 lats if the child is younger than age 1; 30 lats if the child is aged 1 or 2

Childbirth allowance: Paid to one of the parents (or guardian) of a child younger than age 1. A lump sum of 296 lats is paid.

Childbirth supplement: 100 lats is paid for the first child, 150 lats for the second, and 200 lats for the third and each subsequent child.

29 LIECHTENSTEIN

Sickness and Maternity

Regulatory Framework

First law: 1910.

Current laws: 1981 (maternity), implemented in 1982.

Type of program: Social insurance system.

Coverage

Cash sickness and maternity benefits: Employed persons aged 15 or older.

Voluntary coverage for self-employed persons.

Source of Funds

Insured person: A variable percentage of covered earnings (the average is between 1.5% and 2%) or a fixed sum (the average amount is 221 francs for adults and 110.50 francs for young persons between ages 17 and 20); children up to age 16 are exempt. The contributions of an insured person between ages 17 and 20 must not be more than half the value of the contributions of an adult.

The maximum annual earnings for contribution purposes are 126,000 francs.

Self-employed person: Voluntary contributions only.

Employer: The contribution must be equal to at least 50% of the insured person's contribution.

The maximum annual earnings for contribution purposes are 126,000 francs.

Government: The government subsidizes contributions for insured persons with low incomes.

Qualifying Conditions

Cash maternity benefits: The insured must have 270 days of membership in a health insurance fund without an interruption of membership longer than 3 months.

Maternity Benefits

Maternity benefit: The benefit is equal to at least 80% of the insured's covered earnings. The benefit is paid for 20 weeks, of which at least 16 weeks must be after the expected date of childbirth.

Maternity allowance: A variable tax-exempt lump sum (between 500 francs and 4,500 francs), based on the taxable income of both spouses (or the taxable income of the woman if she is a lone parent), is paid to a woman who is not eligible for the maternity benefit. If the woman is also eligible for the maternity benefit and if the maternity benefit payable is lower than the maternity allowance, only the difference between the allowance and the maternity benefit is paid.

Birth grant: 2,300 francs is paid per child; 2,800 francs per child for multiple births.

Birth grants are also paid for the adoption of a child younger than age 5.

30 LITHUANIA

Sickness and Maternity

Regulatory Framework

First law: 1925

Current laws: 2000 (sickness and maternity), with amendments.

Type of program: Social insurance system.

Coverage

Private-sector employees and certain public-sector employees.

Exclusions: Public-sector employees covered by a state employees' program.

Voluntary coverage for self-employed persons and for all other persons older than age 16, including citizens of any member state of the European Union, residing permanently in Lithuania.

Source of Funds

Insured person: 0.5% of earnings. Covers sickness, rehabilitation and maternity benefits.

Self-employed person: Voluntary monthly contribution from 10 litas to 200 litas.

Employer: 2.8% of payroll for sickness, rehabilitation and maternity benefits..

Government: Any deficit.

Qualifying Conditions

Maternity benefits: The insured must have at least 3 months of contributions in the last 12 months or at least 6 months of contributions in the last 24 months before the first day of the maternity leave.

Paternity benefits: The paternity leave period must be taken before the child reaches the age of 1 month. The insured must have at least 7 months of contributions before the first day of the paternity leave.

Child care benefits: Paid to one of the parents (including adoptive parents) or a guardian providing care for a child younger than age 1. The insured must have at least 7 months of contributions in the last 24 months before the first day of the child care leave.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 100% of the insured's average earnings and is paid for 126 days.

The minimum benefit is equal to 25% of the insured income level (1,356 litas a month from February 2007). The insured income level is set annually by the government.

The maximum benefit is equal to 5 times the insured income level (1,356 litas a month from July 2006). The insured income level is set annually by the government.

Paternity benefit: The benefit is equal to 100% of the insured's average earnings.

The minimum benefit is equal to 33% of the insured income level (1,356 litas a month from February 2007). The insured income level is set annually by the government.

The maximum benefit is equal to 5 times the insured income level (1,356 litas a month from February 2007).

Child care benefit: The benefit is equal to 100% of the insured's average earnings if the child is younger than 6 months or 85% if the child is younger than age 1.

The minimum child care benefit is equal to 33% of the insured income level (1,356 litas a month from February 2007). The insured income level is set annually by the government.

The maximum child care benefit is equal to 5 times the insured income level (1,356 litas a month from February 2007). The insured income level is set annually by the government.

31 LUXEMBOURG

Sickness and Maternity

Regulatory Framework

First law: 1901.

Current law: 1992 (sickness insurance and health), implemented in 1994.

Type of program: Social insurance system.

Coverage

All employees in the private and public sectors and social security beneficiaries. (Self-employed persons, artists, and farmers are covered for medical and attendance benefits.)

Voluntary coverage for those without compulsory coverage.

Special systems for self-employed persons, artists, and farmers (cash benefits).

Source of Funds

Insured person

Cash benefits: 2.35% of covered earnings (0.1% of covered earnings for employees receiving 100% of salary during sick leave). Covers Sickness and Maternity benefits.

The minimum monthly earnings for contribution and benefit calculation purposes are equal to the social minimum wage (€1,570.28); €2,041.36 for pensioners.

The maximum monthly earnings for contribution and benefit calculation purposes are equal to five times the social minimum wage (€7,851.40).

Self-employed person

Cash benefits: 0.2% of covered income. Covers Sickness and Maternity benefits.

The minimum monthly income for contribution and benefit calculation purposes is equal to the social minimum wage (€1,570.28); €2,041.36 for pensioners.

The maximum monthly income for contribution and benefit calculation purposes is equal to five times the social minimum wage (€7,851.40).

Employer

2.35% of covered payroll (0.1% of covered payroll on behalf of employees receiving 100% of salary during sick leave). Covers Sickness and Maternity benefits.

The minimum monthly earnings for contribution purposes are equal to the social minimum wage (€1,578.28).

The maximum monthly earnings for contribution purposes are equal to five times the social minimum wage (€7,851.40).

Government

Cash benefits: A subsidy equal to 10% of contributions covering cash benefits and the total cost of maternity allowances.

Qualifying Conditions

Cash maternity benefits and adoption leave: Membership in a fund for at least 6 months in the year before the year of the expected date of childbirth or the year of the child’s adoption.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 100% of the insured's average daily covered earnings. The benefit is paid for 8 weeks before and 8 weeks after the expected date of childbirth (12 weeks in the case of a premature birth, multiple births, or if the mother is breastfeeding her child).

Average daily covered earnings are based on earnings in the last 3 calendar months before the start of maternity leave.

The minimum benefit is equal to the social minimum wage (€1,570.28).

Maternity allowance: A lump sum of €3,104.32 is paid for a 16-week maternity leave period to persons who have no loss of income while on maternity leave.

Adoption leave: The benefit is equal to 100% of the insured's average daily covered earnings. The benefit is paid for 8 weeks (12 weeks if more than one child is adopted).

Average daily covered earnings are based on earnings in the last 3 calendar months before the date of the child's adoption.

The minimum benefit is equal to the social minimum wage (€1,570.28).

Birth allowances: €1,740.09 is paid in three equal installments as a prenatal allowance, birth grant, and postnatal allowance.

Child-rearing allowance: All residents rearing one or more children younger than age 2 for whom they receive family allowances. The beneficiary must rear the children on a fulltime basis or the household income must be no more than three, four, or five times the social minimum wage (after the deduction of social security contributions) according to whether there are one, two, or three children, respectively.

Persons who allocate more than half of normal working time to rearing children are eligible for 50% of the allowance without an income test. €485.01 a month is paid.

Parental leave allowance: Paid to a parent for a child younger than age 5 for whom they receive family allowances.

The parent must have been living and working in Luxembourg at the time of the child's birth. The parent must allocate more than half of normal working time to rearing the child and must have been employed by the same employer (or insured, for a self-employed person) during the 12 months immediately before the parental leave period. **:** €1,778.31 a month is paid for a maximum of 6 months.

32 MALTA

Sickness and Maternity

Regulatory Framework

First laws: 1981 (maternity).

Current law: 1987 (social security).

Type of program: Social insurance system.

Note: The Employment and Industrial Relations Act requires employers to provide 100% of earnings for 14 weeks' maternity leave.

Coverage

Cash maternity benefits: Maltese citizens residing in Malta.

Source of Funds

Insured person: None

Self-employed person: None

Employer: None.

Government: Maternity benefits are funded from general revenue.

Qualifying Conditions

Cash maternity benefits: Paid to Maltese citizens residing in Malta and European Union citizens and persons covered by the European Social Charter residing in Malta.

The insured must not be entitled to maternity leave under the Employment and Industrial Relations Act. (The Employment and Industrial Relations Act requires employers to provide 100% of earnings for 14 weeks' maternity leave.)

Sickness and Maternity Benefits

Maternity benefit: €63.48 is paid for 14 weeks, of which at least 5 weeks must be taken after childbirth.

33 MEXICO

Sickness and Maternity

Regulatory Framework

First law: 1943.

Current law: 1995 (social insurance), implemented in 1997, with 2001, 2004, 2005, 2006, and 2009 amendments.

Type of program: Social insurance system.

Note: The Mexican Social Security Institute also administers the Oportunidades program, a federal government-financed social assistance program providing medical services to needy persons without access to social security services, especially in rural and marginal urban areas. Benefits are provided through rural hospitals and medical units and include reproductive health, gynaecology, and chronic disease care; medical services for infants and youths; nutrition; and vaccinations.

Coverage

Cash benefits

All private-sector employees; members of cooperatives; and sugar cane producers.

Voluntary coverage is not permitted.

Source of Funds

Insured person

Cash benefits: 0.25% of covered monthly earnings.

The minimum earnings for contribution calculation purposes are equal to the legal monthly minimum wage in the insured's geographic area.

The maximum earnings for contribution calculation purposes are 25 times the legal monthly minimum wage in Mexico City.

The legal minimum daily wage in Mexico City is 54.80 pesos.

Self-employed person

Employer

Cash benefits: 0.70% of covered monthly payroll.

The minimum earnings for contribution calculation purposes are equal to the legal monthly minimum wage in the insured's geographic area.

The maximum earnings for contribution calculation purposes are 25 times the legal monthly minimum wage in Mexico City.

The legal minimum daily wage in Mexico City is 54.80 pesos.

Government

Cash benefits: 0.05% of covered earnings.

The minimum earnings for contribution calculation purposes are equal to the legal monthly minimum wage in the insured's geographic area.

The maximum earnings for contribution calculation purposes are 25 times the legal monthly minimum wage in Mexico City.

The legal minimum daily wage in Mexico City is 54.80 pesos.

Qualifying Conditions

Cash maternity benefits: The insured must have at least 30 weeks of contributions in the 12 months before the benefit is first paid; the pregnancy and approximate due date must be certified by the Social Security Institute; and the insured must not work for 42 days before and 42 days after childbirth.

Sickness and Maternity Benefits

Maternity benefit: The benefit is 100% of the insured's last daily earnings and is paid for 42 days before and 42 days after the expected date of childbirth.
Nursing allowance: In-kind assistance is provided for up to 6 months after childbirth. A layette (clothing and other necessities for the newborn) is also provided.

34 MOLDOVA

Sickness and Maternity

Regulatory Framework

First law: 1993.

Current laws:); 1997 (prenatal care); 1999 (family planning); and 1999 (social insurance system), with amendments.

Type of program: Social insurance system.

Coverage

Cash sickness and maternity benefits: Salaried citizens; agricultural workers; self-employed persons; elected or appointed officials in government, parliament, and the judicial system; disabled persons; and unemployed persons.

Source of Funds

Insured person: 4% of covered earnings.

There are no minimum earnings for contribution purposes.

The maximum earnings for contribution purposes are equal to three average monthly wages in the industrial sector (2,015 lei in 2007).

The insured's contributions finance Old Age, Disability, Survivors, Sickness and Maternity benefits.

Self-employed person: An annual flat-rate contribution of 2,138 lei, regardless of income. Agricultural landowners contribute a flat rate 576 lei.

The self-employed person's contributions finance Old Age, Disability, Survivors, Sickness and Maternity benefits, work injury benefits, unemployment benefits, and family allowances.

Employer: 25% of payroll (industrial sector); 20% of payroll (agricultural sector).

The contribution rate for employers who are without arrears in the payment of social insurance contributions may be reduced by 2%, subject to conditions.

There are no minimum or maximum earnings for contribution purposes.

The employer's contributions finance Old Age, Disability, Survivors, Sickness and Maternity benefits, work injury benefits, unemployment benefits, and family allowances.

Government: Ad hoc flat-rate payments to offset price increases as a result of government reductions in food and fuel subsidies. The total cost of social pensions and pensions for judges, prosecutors, and other specified professional categories.

Qualifying Conditions

Cash sickness and maternity benefits: Insured persons residing in Moldova.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 100% of the insured's average earnings. The benefit is paid from the 30th week of pregnancy and is paid for 126 days. Additional leave of 14 days is provided for multiple births or for complications resulting from the pregnancy or childbirth.

For the adoption of a child, the benefit is paid for 56 days after the date of adoption.

Average earnings are based on the insured's earnings in the last 6 months before the expected date of childbirth; if the earnings period is less than 6 months, average earnings are based on the full calendar months worked within the period; if less than a calendar month is worked, average earnings are based on the total hours worked; if no earnings have been received within the last 6 months, the benefit is calculated according to a reference wage established for each particular job.

Birth grant: Paid for each live birth, regardless of family income. *Birth grant:* 1000 lei is paid.

Child-rearing allowance: Paid for a child up to age 3. The allowance is paid to an insured person who is on child-rearing leave or to another eligible person (a parent, grandparent, or other relative or guardian, regardless of family income). The allowance is also paid to non-insured persons.

Child-rearing allowance: 20% of the insured's average monthly earnings is paid, but must be no less than 100 lei.

35 Monaco

Sickness and Maternity

Regulatory Framework

First and current laws: 1944, 1949, 1971 (employees), and 1982 (self-employed persons).

Type of program: Social insurance system.

Coverage

Employed persons.

Special systems for civil servants, self-employed persons, and doctors and medical assistants.

Source of Funds

Insured person: None.

Self-employed person: Not applicable.

Employer: 14.9% of covered payroll finances disability benefits.

The employer's contribution for disability benefits also finances sickness and maternity benefits, family benefits, the death grant, and certain social and health care benefits.

The maximum monthly earnings for contribution purposes are €3,996 (old-age pension, survivor pension, and the death allowance) and €7,100 (disability benefits).

Government: None.

Qualifying Conditions

200 hours in the last 3 months.

Cash maternity benefits: The insured must have 1 month of coverage in the quarter before the date of conception and continuing coverage with at least 85 hours of work for each month of coverage between the date of conception and the medical confirmation of pregnancy.

Paternity leave benefit: The insured must have at least 120 hours of effective or deemed employment in the last month or 200 hours in the previous 3 months. The leave period must begin within 4 months after the date of childbirth.

Maternity Benefits

Maternity benefit: The benefit is equal to 90% of the insured's average earnings in the last 12 months, up to a ceiling of €118.33. The benefit for the first and second child (or in households that already have a maximum of one child currently residing at home) is paid for 8 weeks before and 8 weeks after the expected date of childbirth; for the third and subsequent children (or in households that already have a maximum of two children currently residing at home), 8 weeks before and 18 weeks after the expected date of childbirth; for twins (with no other children in the household), 12 weeks before and 22 weeks after the expected date of childbirth; and for other multiple births, 24 weeks before and 22 weeks after the expected date of childbirth.

Paternity leave benefit: The daily benefit is equal to 90% of the father's daily gross average earnings in the 12 months before the date of birth, up to a ceiling of €118.33. The benefit is paid for up to 12 days, including Sundays and public holidays; 19 days for multiple births or in households with at least two dependent children.

Prenatal allowance: The head of the household must be insured and have at least 77 hours of employment or deemed employment in the relevant month. The mother must undergo a medical examination and provide a formal declaration of pregnancy during the first 3 months following the date of conception. The mother must also undergo medical examination at the 3rd, 6th, and 8th month of pregnancy and after childbirth. The benefit is paid to an insured woman or the wife of an insured man. If both parents are eligible for family allowances, the benefit is paid once only (normally to the head of the household).

Prenatal allowance: With 145 hours of covered employment, the allowance is €126.90 (May 2008) a month for up to 9 months. The allowance is proportionately reduced with between 77 hours and 144 hours of covered employment.

The allowance is paid in three instalments (2 months' benefit on the 3rd month of pregnancy, 4 months' benefit on the 6th month of pregnancy, and 3 months' benefit after childbirth).

36 NETHERLANDS

Sickness and Maternity

Regulatory Framework

First law: 1931.

Current laws: 1966 (sickness and maternity benefits); 1998 (maternity benefits for unemployed workers), implemented in 2001.

Type of program: Social insurance system.

Coverage

Cash sickness and maternity benefits: Coverage is mostly through private providers. (Under the Civil Code, employers must pay 70% of wages during sick leave periods for a maximum of 104 weeks.)

The social security program covers employees who do not or no longer have an employer (and, in a few special circumstances, wage earners and salaried employees), including employees who have lost their jobs in the first 2 years of incapacity, incapacitated unemployed persons, temporary workers on sick leave without a permanent contract, the voluntarily insured, apprentices, organ donors, vocationally rehabilitated persons, and women whose incapacity is the result of pregnancy or childbirth.

Source of Funds

Insured person: Variable contribution rates are paid to the general unemployment fund, according to industry. The average contribution is 3.5% of covered earnings. None for the redundancy payment fund.

The maximum monthly earnings for contribution purposes are €3,850.40.

The insured's contributions finance unemployment, sickness and maternity benefits.

Self-employed person: Not applicable.

Employer: 4.75% of covered payroll for the general unemployment fund. Variable contribution rates are paid to the redundancy payment fund. The average contribution is 1.02% of covered payroll.

The maximum monthly earnings for contribution purposes are €3,850.40.

The employer's contributions finance unemployment, sickness and maternity benefits. The maximum earnings for contribution purposes are €113 a day (medical benefits), €31,231 a year (exceptional medical expenses), and €38,117 a year (cash sickness benefits and maternity benefits for unemployed workers).

Government: None

Qualifying Conditions

Cash maternity benefits: The insured must be employed.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 100% of earnings, up to the daily maximum of €177.03. The benefit is paid for up to 16 weeks.

37 New Zealand

Sickness and Maternity

Regulatory Framework

First law: 1938.

Current laws: 1964 (social security), implemented in 1965, with 2001 amendment; and 1987 (parental leave and employment protection), with 2002 amendment.

Type of program: Universal and social assistance system.

Coverage

Cash maternity benefits: Single women.

Paid parental leave: All persons residing in New Zealand, according to employment and self-employment history.

Source of Funds

Insured person: None.

Self-employed person: None.

Employer: None.

Government: The total cost is financed from general revenues.

Qualifying Conditions

Cash maternity benefits: Aged 18 or older; or aged 16 or 17 if married or in a civil union with a dependent child or pregnant. Must reside in New Zealand with at least 2 years of continuous residence. Benefits are income-tested.

For persons with less than 2 years of residence in New Zealand, an income- and asset-tested benefit is possible in cases of hardship.

Paid parental leave: The recipient must have been employed by the same employer for at least 6 months before the expected date of childbirth or the adoption of a child younger than age 5 and have worked at least 10 hours a week, including at least 1 hour a week or 40 hours a month. Self-employed persons must have been employed for at least 6 months and have worked at least 10 hours a week prior to the birth or intended adoption.

Sickness and Maternity Benefits

Maternity benefit: The benefit is normally paid to a single pregnant woman at the sickness benefit rate after the 26th week of pregnancy. (Up to NZ$184.17 (net) a week is paid if aged 25 or older, single, and with no children; NZ$153.46 (net) if between ages 20 and 24, or if aged 18 or 19 and living away from home; NZ$122.17 (net) if aged 18 or 19 and living with a parent. Up to NZ$263.78 (net) a week is paid for a single beneficiary with children; up to NZ$153.46 (net) for each member of a married or civil-union couple with or without children.) Payment can continue for up to 13 weeks after childbirth.

Income test: The benefit is reduced by NZ$0.70 for each dollar of gross earned income exceeding NZ$80 a week.

Benefit adjustment: Benefits are adjusted annually on April 1, according to changes in the consumer price index for the previous calendar year.

Paid parental leave: Paid leave is provided for up to 14 weeks to one parent or shared between both parents if they are both eligible. The paid leave replaces 100% of previous earnings, up to NZ$407.36 of gross earnings a week (AWE). Self-employed persons who earn less than the equivalent of 10 hours a week at the highest rate of the minimum wage, receive the minimum rate of NZ$120 a week.
Benefit adjustment: The maximum benefit rate is adjusted annually on April 1, according to the increase in average ordinary time weekly earnings. Average ordinary time weekly earnings (employees) are determined by the quarterly employment survey published by Statistics New Zealand. The minimum benefit rate is adjusted annually on July 1, according to the highest rate of the minimum wage.

Parental tax credit: Families with income under a certain level (depends on the number of children) on the birth of a child and not receiving superannuation or income-tested benefits. The credit is paid to working families for the first 8 weeks after the birth or adoption of a child. The parental tax credit is available to families who qualify for family tax credit, the in-work tax credit, or both. The parental tax credit is NZ$150 (net) a week per qualifying child, and the maximum parental tax credit is NZ$1,200 per child per year.

38 NORWAY

Sickness and Maternity

Regulatory Framework

First law: 1909.

Current law: 1997 (national insurance), with amendments.

Type of program: Universal and social insurance system.

Coverage

Cash sickness and maternity benefits: Employed and self-employed persons with income at least equal to 1/2 of the base amount. (The income limit does not affect the employer’s obligation to pay cash sickness benefits for the first 16 calendar days for all employees.)

The base amount is 66,812 kroner as of January 1, 2008, and varies automatically with changes in general price and income levels, subject to adjustment once or twice a year.

Special cash benefit provisions for fishermen, casual workers, and the temporarily unemployed.

Source of Funds

Insured person: 7.8% of gross income, including payments in kind; pensioners and persons younger than age 17 contribute 3% of gross income.

There are no maximum earnings for contribution purposes for insured persons.

The insured's contributions finance old age, disability, survivors, sickness, maternity, and unemployment benefits.

Self-employed person: 10.7% of calculated personal income.

The minimum earnings for contribution purposes are equal to the base amount of 66,812 kroner (January 1, 2008). The base amount varies automatically with changes in general price and income levels and is adjusted once or twice a year.

Contributions are calculated on the basis of pensionable income (gross wage income including cash sickness, maternity, and unemployment benefits) in excess of 29,600 kroner a year. The maximum contribution must not exceed 25% of annual income greater than 29,600 kroner.

There are no maximum earnings for contribution purposes for self-employed persons.

The self-employed person's contributions finance old age, disability, survivors, sickness and maternity benefits.

Employer: 14.1% of gross payroll. Contributions are waived in certain geographic areas, except for enterprises in certain sectors, and for employees aged 62 or older.

The minimum earnings for contribution purposes are equal to the base amount of 66,812 kroner (January 1, 2008). The base amount varies automatically with changes in general price and income levels and is adjusted once or twice a year.

The employer's contributions finance old age, disability, survivors, sickness and maternity, work injury, and unemployment benefits.

Government: National government meets any deficit.

Qualifying Conditions

Cash maternity benefits: The insured must have at least 6 months of employment or self-employment in the last 10 months. The qualifying condition may be met by the mother, father, or both parents.

Maternity grant: Paid to insured mothers who are not entitled to cash maternity benefits.

Additional grant: Paid to widowed, divorced, separated, or unwed mothers with 3 years of coverage immediately before the claim.

Maternity Benefits

Maternity benefit: 100% of covered earnings (self-employed person, 65% of assessed earnings) is paid to the mother for 44 weeks; alternatively, 80% of covered earnings is paid to the insured parents (mother or father) for 54 weeks. The mother must take 3 weeks of the benefit period before the expected date of childbirth and at least 6 weeks immediately after giving birth; 6 weeks of the total 44-week benefit period are reserved for the father as the "father quota."

Reduced weekly working hours may count as a partial maternity benefit. The partial benefit is paid under the same qualifying conditions and is equal to 100% of covered earnings for 41 weeks; 80% for 51 weeks for the adoption of a child.

Part of the benefit may be postponed, but must be taken within 3 years of the birth or adoption.

Maternity grant: 33,584 kroner is paid if the insured is not receiving a maternity benefit (also paid for the adoption of a child); 1,765 kroner is paid for giving birth at home.

Additional grant: An additional benefit is paid to widowed, divorced, separated, or unwed mothers.

Cash benefit for families with young children: The monthly allowance is paid for children between ages 1 and 3 and adopted children who have not started school. The benefit may be granted for up to 23 months. To receive the full benefit (39,636 kroner per year per child), the child must not attend a day care center that receives a state grant. If the child, according to agreement, attends a day care center less than 33 hours a week, the family may be entitled to a reduced cash benefit.

39 POLAND

Sickness and Maternity

Regulatory Framework

First law: 1920.

Current laws: 1999 (sickness and maternity).

Type of program: Social insurance system.

Coverage

Cash sickness and maternity benefits: All employees.

Voluntary coverage for self-employed persons, artists, and authors.

Source of Funds

Insured person

Cash benefits: 2.45% of gross earnings. (Sickness, maternity benefits)

Self-employed person

Cash benefits: 2.45% of gross earnings.

The minimum earnings for contribution purposes are equal to 60% of the average national monthly earnings set by the budget law.

There are no maximum earnings for contribution purposes.

Employer: None.

Qualifying Conditions

Cash sickness and maternity benefits: Currently in insured employment with at least 30 days of continuous coverage; 180 days of continuous coverage for the voluntarily insured.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 100% of average insured earnings in the last 6 months and is paid for 16 weeks for the birth of the first child; 18 weeks for all subsequent births. For multiple births, the benefit is paid for 26 weeks.

Childbirth supplement (means-tested): The family must be eligible for family allowances. The supplement is paid to a mother, father, or guardian for each child born after April 30, 2004. A lump sum of 1,000 zlotys is paid for each child.

Parental leave supplement (means-tested): The family must be eligible for family allowances. The leave period is to provide care for a child younger than age 4 (age 18 if disabled).

The supplement is paid to a mother, father, or guardian entitled to child care leave. 400 zlotys is paid a month for up to 24 months for one child; 36 months for multiple births; 72 months for a disabled child.

40 PORTUGAL

Sickness and Maternity

Regulatory Framework

First law: 1935

Current laws: 1998 (maternity and paternity), with amendments

Type of program: Social insurance system.

Coverage

Cash maternity, paternity, and adoption benefits:

Employed and self-employed persons.

Voluntary coverage for certain categories of persons not covered by any other contributory program.

Source of Funds

Insured person: 0.73% of gross earnings finances maternity benefits.

Self-employed person: not specified.

Employer: 0.73% of payroll finances maternity benefits.

Government: none.

Qualifying Conditions

Maternity, paternity, and adoption benefits: The insured must have at least 6 months of coverage.

Maternity Benefits

Maternity benefit: The benefit is equal to 100% of the insured's average daily earnings. The benefit is paid for 120 days, including 90 days after childbirth. The beneficiary can opt for a 150-day leave period paid at 80% of the insured's daily earnings (the 30 additional days must be taken after childbirth). The additional leave period can be awarded to the father or shared between the two parents under certain conditions. In the event of the medical certification of a miscarriage, 14 to 30 days of benefits are paid. A 30-day additional period is paid for each child in the event of multiple births.

Average daily earnings are based on the insured's earnings in the 6 months before the last 2 months before childbirth.

The minimum maternity benefit is 50% of the social benefit rate. The social benefit rate is €407.41.

Special maternity allowance: The benefit is equal to 65% of the insured's average daily earnings. The allowance is paid to pregnant women, to women who have recently given birth, or to women who are breastfeeding an infant and who are exposed to health and safety risks in the workplace or work at night. Average daily earnings are based on the insured's earnings in the 6 months before the last 2 months before ceasing work.

Paternity benefit: The benefit is equal to 100% of the insured's average daily earnings. The benefit is paid for 5 days or for the same period awarded to the mother after childbirth in the event of medical complications arising from childbirth, the death of the mother (in which case the paternity leave must not be less than 30 days), or a joint decision made by both parents (after a 6-week maternity leave period) to cease the maternity benefit. If the parents opt for a 150-day leave period, the benefit is equal to 80% of the insured's average daily earnings.

Average daily earnings are based on the insured's earnings in the 6 months before the last 2 months before childbirth.

The paternity benefit is not paid to self-employed persons.

The minimum paternity benefit is equal to 50% of the social benefit rate. The social benefit rate is €407.41.

Adoption benefit: The benefit is equal to 100% of the insured's average daily earnings and is paid for the first 100 days following the adoption of a child younger than age 15. If there are two adopting persons, they can share the period of leave. A 30-day additional period is paid for each of the second and subsequent children in case of multiple adoptions.

Average daily earnings are based on earnings in the 6 months before the last 2 months before the adoption.

The minimum adoption benefit is equal to 50% of the social benefit rate. The social benefit rate is €407.41.

Parental leave benefit: The benefit is equal to 100% of the insured's average daily earnings and is paid to the father for 15 days but only if preceded by paternity or maternity leave.

The parental leave period is credited when calculating the disability pension or old-age pension.

Average daily earnings are based on the insured's earnings in the 6 months before the last 2 months before the parental leave period.

Parental leave benefit is not paid to self-employed persons.

Special leave benefit for grandparents: The benefit is equal to 100% of the insured's average daily earnings. The benefit is paid for 30 days following the birth of a grandchild if the parent of the newborn child is younger than age 16 and living in the family home.

Average daily earnings are based on the insured's earnings in the 6 months before the last 2 months before childbirth.

Special leave benefit for grandparents is not paid to self-employed persons.

Prenatal family allowance: Paid to a pregnant mother from the 13th week of the pregnancy. The pregnancy must be certified.

Household income must not be greater than five times the social benefit rate. The social benefit rate is €407.41.

41 ROMANIA

Sickness and Maternity

Regulatory Framework

First law: 1912.

Current laws: 2005 (benefits)

Type of program: Social insurance system.

Coverage

Cash sickness and maternity benefits: Employed persons with individual labor contracts; civil servants; judges; diplomatic and consular staff; certain officials within the executive, legislative, and judicial authorities; craft cooperative members; persons receiving unemployment benefits; and self-employed persons.

Parental leave: All persons residing legally in Romania with earned income.

Source of Funds – Sickness and Maternity

Insured person

Cash benefits: None.

Parental leave: None.

Self-employed person

Cash benefits: 0.85% of earnings.

Parental leave: None.

Employer

Cash benefits: 0.85% of covered payroll.

Parental leave: None.

Government

Cash benefits: None.

Parental leave: The total cost.

Qualifying Conditions **Cash maternity benefits:** The insured must have at least 1 month of contributions in the last 12 months.

Maternity risk benefit: Paid to a pregnant worker or to an employed mother to protect the health of the mother or her child.

Parental leave: Awarded to persons residing in Romania who have earned taxable income in the 12 months before the date of childbirth, contributed to the social insurance program, or received an unemployment benefit or a social insurance benefit.

Maternity Benefits

Maternity benefit: The benefit is equal to 85% of the insured's average monthly earnings in the 6 months before the expected date of childbirth. The benefit is paid for a maximum of 120 days.

Average monthly earnings are equal to average earnings in the last 6 months before the incapacity began. The maximum monthly earnings for benefit calculation purposes are equal to 12 times the national gross minimum monthly wage.

Maternity risk benefit: 75% of the insured's average monthly earnings is paid for up to 120 days.

Average monthly earnings are equal to average earnings in the last 6 months. The maximum monthly earnings for benefit calculation purposes are equal to 12 times the national gross minimum monthly wage.

Parental leave: 600 new lei a month is paid until the child is age 2 (age 3 if disabled).

If the insured parent resumes gainful activity, the benefit is suspended and is replaced by an income supplement of 100 new lei a month.

Birth grant: A lump sum of 213 new lei is paid for each live birth.

42 RUSSIA

Sickness and Maternity

Regulatory Framework

First law: 1912.

Current laws: 1984 (benefits); 1991 (medical insurance), with amendments; 1993 (health care), with amendments; 1995 (child benefits), with amendments; 1998 (mandatory medical insurance); 1999 (mandatory social insurance); and 2001 (labor code).

Type of program: Social insurance system.

Coverage

Cash benefits: Employed citizens.

Source of Funds

Insured person

Cash benefits: None.

Self-employed person: The total contribution is equal to 10% of earnings if annual earnings are less than or equal to 280,000 rubles. If earnings are greater than 280,000 rubles but no more than 600,000 rubles, the total contribution is equal to 28,000 rubles plus 3.6% of the earnings exceeding 280,000 rubles. If earnings are greater than 600,000 rubles, the total contribution is equal to 39,520 rubles plus 2% of earnings exceeding 600,000 rubles.

Different contribution rates apply for certain specified categories of self-employed person.

The total contribution (Single Social Tax) finances old age, disability, survivors, sickness and maternity benefits, medical benefits, and family allowances.

Employer: 2.9% of payroll covers sickness and maternity benefits

Government: The total cost of social pensions and special pensions for specified groups. Republics and local governments may finance supplementary benefits out of their own budgets.

Qualifying Conditions

Cash benefits: There is no minimum qualifying period. For the childbirth grant, the claimant must register with a medical establishment at the beginning of the pregnancy.

Sickness and Maternity Benefits

Maternity benefit: 100% of the insured's gross earnings in the last 12 months is paid for 70 days before the expected date of childbirth and 70 days after childbirth; may be extended by an additional 14 or 40 days in certain cases. The maximum benefit is 23,400 rubles.

Childbirth grant: A lump sum of 8,000 rubles is paid, plus an additional sum paid by local government.

Pregnancy registration supplement: 300 rubles is paid when the pregnancy is registered.

Adoption grant: The benefit must not exceed 23,400 rubles (September 2007).

Child care leave benefit (monthly): The benefit is paid until the child is aged 18 months to insured or unemployed parents. The benefit is equal to 40% of the insured's average wage in the last 12 months, but must not be less than 1,500 rubles to provide care for the first child or 3,000 rubles to care for the second and all subsequent children.

The maximum monthly benefit is 6,000 rubles.

Parents of a disabled child also receive benefits for 4 vacation days per month.

Family (maternity capital) grant: 271,250 rubles (June 2008) is paid for the second born or adopted child.

43 San Marino

Sickness and Maternity

Regulatory Framework

First and current laws: 1965 (welfare), 1967 (cash benefits), and 1968 (self-employed).

Type of program: Social insurance system.

Coverage

Cash sickness and maternity benefits: Employed and self-employed persons.

Source of Funds

Insured person: 3.5% of gross earnings.

Self-employed person: Variable contributions.

Employer: 5% of payroll.

Government: None (cash benefits)

Qualifying Conditions

Cash sickness and maternity benefits: There is no qualifying period.

Sickness and Maternity Benefits

Maternity benefit: The benefit is equal to 100% of the insured's earnings and is paid for 5 months (2 months before and 3 months after the expected date of childbirth); thereafter, mothers can remain on leave and receive a benefit equal to 30% of earnings for 7 months and 20% of earnings for the next 6 months or they can return to work and take up to 2 hours of leave a day on full pay for 13 months.

44 SERBIA

Sickness and Maternity

Regulatory Framework

First law: 1922.

Current laws: 2002 (families with children), with amendment; 2004 (social insurance), with amendment;

Type of program: Social insurance system.

Coverage

Cash sickness and maternity benefits: Employed and self-employed persons.

Source of Funds

Insured person: 6.15% of covered earnings; 12.3% of the pension is paid by the Pension and Disability Insurances Fund on behalf of pensioners; voluntary contributors pay 12.3% of covered declared earnings for medical benefits.

The minimum monthly earnings for contribution purposes are equal to 35% of the national monthly average wage. The national monthly average wage is 39,331 dinars (January 2008).

The maximum monthly earnings for contribution purposes are equal to five times the national monthly average wage. The national monthly average wage is 39,331 dinars

(January 2008).

Self-employed person: 12.3% of covered income.

The minimum monthly income for contribution purposes is equal to 35% of the national monthly average wage. The national monthly average wage is 39,331 dinars (January 2008).

The maximum monthly income for contribution purposes is equal to five times the national monthly average wage. The national monthly average wage is 39,331 dinars (January 2008).

Employer: 6.15% of covered payroll. (Reduced-rate contributions are paid for up to 2 years on behalf of newly hired older workers.)

The minimum monthly earnings for contribution purposes are equal to 35% of the national monthly average wage. The national monthly average wage is 39,331 dinars (January 2008).

The maximum monthly earnings for contribution purposes are equal to five times the national monthly average wage. The national monthly average wage is 39,331 dinars (January 2008).

Government: None; contributes as an employer.

Qualifying Conditions

Cash maternity benefits: Paid to the child's parent (including the father) or custodian. A foster parent is also entitled to benefits for the adoption of a child.

Sickness and Maternity Benefits

Maternity benefit: 100% of earnings are paid with 6 months of continuous coverage; 60% with more than 3 but less than 6 months; 30% with at least 3 months. The benefit is paid monthly.

Earnings for benefit calculation purposes are earnings in the last month before the maternity leave period began, up to a maximum of five times the national monthly average wage. The national monthly average wage is 39,331 dinars (January 2008).

The minimum benefit is equal to the minimum monthly wage.

For a self-employed person, the benefit is equal to average covered income in the last 3 months.

The leave period for the first and second child begins 28 days before the expected date of childbirth and is paid for 365 days. The leave period for the third and each successive child is paid for 2 years.

Benefit adjustment: Benefits are adjusted monthly according to changes in the national average wage.

Maternity grant: The amount of the grant is determined by the Republic Health Insurance Fund.

45 Slovak Republic

Sickness and Maternity

Regulatory Framework

First law: 1888.

Current laws: 1998 (childbirth allowance), implemented in 1999; 2003 (social insurance), implemented in 2004, with amendments; 2003 (income replacement), implemented in 2004.

Type of program: Social insurance system.

Coverage

Cash sickness and maternity benefits: Employed and self-employed persons.

Voluntary coverage for persons older than age 16 and self-employed persons with annual earnings less than 12 times the minimum monthly wage of 8,100 koruna.

Special systems for Slovak Intelligence Service personnel, Bureau of National Security personnel, members of the police force and the railway police force, fire brigade personnel, prison service personnel, customs officers, and professional armed forces personnel.

Source of Funds

Insured person

Cash benefits: 1.4% of covered monthly earnings; voluntarily insured persons contribute 4.4% of declared monthly earnings. (Sickness and maternity)

The maximum earnings for contribution purposes for cash benefits are 1.5 times the average monthly wage of 18,761 koruna.

Self-employed person

Cash benefits: 4.4% of declared covered monthly earnings. Declared monthly earnings are equal to 50% of average monthly taxable income of the previous year. (Sickness and maternity)

The minimum earnings for contribution purposes are equal to the minimum monthly wage of 8,100 koruna; 75% of the minimum monthly wage for insured persons older than age 16; 50% of the minimum monthly wage for insured persons up to age 16.

The maximum earnings for contribution purposes for cash benefits are 1.5 times the average monthly wage of 18,761 koruna.

Employer

Cash benefits: 1.4% of monthly covered payroll. (Sickness and maternity)

The maximum earnings for contribution purposes for cash benefits are 1.5 times the average monthly wage of 18,761 koruna.

Government: Finances any deficit; contributes 4% of the average monthly wage on behalf of children, students, pensioners, registered unemployed persons, women on maternity leave, persons on parental leave, persons caring for disabled persons, social assistance beneficiaries, persons in basic military or civil service, prisoners, and persons granted political asylum.

Qualifying Conditions

Cash maternity benefits: The insured must have 270 days of coverage in the 2 years before the expected date of childbirth. The benefit can also be paid to the child's father, the husband of the child's mother, and other persons subject to conditions.

Pregnancy compensation allowance: Paid to women who are exempt from some types of work while pregnant and who are redeployed by their employer to another job paying lower wages.

Maternity Benefits

Maternity benefit: The benefit is paid from 6 to 8 weeks before the expected date of childbirth and is equal to 55% of the daily assessment basis. The benefit is paid for a total of 28 weeks; 37 weeks for a single mother and for multiple births; 22 weeks for a substitute carer; 31 weeks for a single parent or substitute carer rearing at least two newborn children; or for at least 14 weeks if the child dies.

The daily assessment basis is based on earnings in the last year before the expected date of childbirth.

Pregnancy compensation allowance: The allowance is equal to 55% of the difference between the earnings before and after job transfer. The benefit is paid until the end of the 9th month after childbirth.

Parental allowance: Paid for providing care for at least one child up to age 3 (age 6 with chronic health problems). The child must not attend a nursery. A foster parent must not be in receipt of the maternity benefit. **:** 4,560 koruna a month is paid.

Birth allowance: Paid for the birth of a child to parents residing permanently in the Slovak Republic. A lump sum of 4,560 koruna is paid for each child; for multiple births of three or more children (or the birth of two sets of twins in a 2-year period) the lump sum is increased by 50% for each child surviving at least 28 days (if the number of surviving children is two or more).

Supplement to birth allowance: Paid for the birth of the first child. The child must have lived at least 28 days.

46 SLOVENIA

Sickness and Maternity

Regulatory Framework

First laws: 1949 (maternity).

Current laws: 2003 (parental care and family benefits)

Type of program: Social insurance system.

Coverage

Persons residing in Slovenia, employed and self-employed persons, farmers and their dependents, and professional athletes.

There are no special systems for any specified groups of employees.

Source of Funds

Insured person: 0.1% of gross earnings for maternity benefits.

There are no minimum earnings for contribution purposes.

There are no maximum earnings for contribution purposes.

Self-employed person:

0.1% of assessed income for maternity benefits.

Assessed income is equal to gross income minus expenditures.

The minimum assessed income for contribution purposes is equal to the legal minimum wage. The legal minimum wage is €538.53.

The maximum assessed income for contribution purposes is 2.4 times the average gross national wage in the second to last month before the claim is made.

Employer: 0.1% of payroll for maternity benefits.

There are no minimum earnings for contribution purposes.

There are no maximum earnings for contribution purposes.

Government

Maternity benefits: Contributions are credited on behalf of certain groups of insured persons; finances 92% of the cost of maternity benefits from general taxation; contributes as an employer.

Qualifying Conditions

Cash maternity, paternity, and child care benefits: There is no minimum qualifying period. Parental benefits during the leave period are available to the mother, father, adoptive parent, or any other person caring for the child.

Maternity Benefits

Maternity benefit: The monthly benefit is equal to 100% of the insured's average earnings in the last year before maternity leave. The benefit is paid for 105 calendar days (28 days before and 77 days after the expected date of childbirth).

The minimum benefit is equal to 55% of the legal minimum wage of €538.53. The legal minimum wage is adjusted annually according to changes in the prices of basic necessities.

The maximum benefit is equal to 2.5 times the average monthly wage.

In the event of multiple births, maternity benefits may be extended by 90 days for each additional child; for a premature birth, benefits are extended for as many days as the pregnancy was less than 280 days; for the birth of a child with a mental or physical disability, benefits are extended by 90 days. If parents are rearing two children up to age 8 at the time of the birth of another child, the benefit is extended by 30 days; if rearing three children, 60 days; or if rearing four or more children, 90 days.

Paternity benefit: The benefit is equal to 100% of the insured's average earnings during the last year before the paternity leave period. The benefit is paid for 15 calendar days and must be taken during the maternity leave period.

Up to 75 days of unpaid paternity leave may also be taken until the child reaches age 8. The government pays social security contributions based on the minimum wage for unpaid paternity leave days.

Child care benefit: The benefit is paid for up to 260 calendar days, starting after the maternity benefit ceases. The monthly benefit is equal to 100% of the insured's average earnings in the last year before the maternity leave period.

Birth grant (layette): A lump sum of €259.27 is paid for the purchase of clothing and other necessities

47 SPAIN

Sickness and Maternity

Regulatory Framework

First laws: 1929 (maternity).

Current laws: 1994 (social security), 2001 (maternity), and 2007 (paternity and nursing mothers).

Type of program: Social insurance system.

Coverage

Employed persons and certain self-employed persons. (Insured persons who leave covered employment may sign a special agreement to continue coverage.)

Special systems for public-sector employees, armed forces personnel, certain self-employed persons, agricultural workers and small farmers, domestic servants, seamen, and coal miners.

Source of Funds

Insured person: 4.7% of covered earnings.

The insured’s contributions finance old age, disability, survivors, sickness, maternity, paternity, and work injury benefits.

The minimum monthly earnings for contribution purposes are €700; the minimum daily earnings for contribution purposes are €23.33.

The maximum monthly earnings for contribution purposes are €3,074.10; the maximum daily earnings for contribution purposes for certain occupational classes are €102.47.

Self-employed person: Between 26.5% and 29.8% of earnings.

Employer: 23.6% of covered earnings.

The employer’s contributions finance old age, disability, survivors, sickness, maternity, paternity, and work injury benefits.

The minimum monthly earnings for contribution purposes are €700; the minimum daily earnings for contribution purposes are €23.33.

The maximum monthly earnings for contribution purposes are €3,074.10; the maximum daily earnings for contribution purposes for certain occupational classes are €102.47.

Government: An annual subsidy.

Qualifying Conditions

Cash maternity benefits: If the insured is younger than age 21, there is no minimum contribution period. If aged 21 to 26, the insured must have at least 90 days of contributions in the 7 years before childbirth or before the official date of fostering (or adopting) a child; or a career total of at least 180 days. If older than age 26, the insured must have 180 days of contributions in the 7 years before childbirth or before the official date of fostering (or adopting) a child; or a career total of at least 360 days. The adopted or fostered child must be younger than age 6 (age 18 if disabled or with assessed social or familial difficulties).

Cash maternity benefits (non-contributory): Paid to insured persons who do not satisfy the qualifying conditions for the contributory cash maternity benefits.

Cash paternity benefits: Paid during the authorized leave period for the birth, adoption, or fostering of a child. The insured must have contributions for at least 180 days in the 7 years before childbirth or before the official date of fostering (or adopting) a child; or a career total of at least 360 days.

Maternity risk allowance: The benefit is paid to pregnant women with at least 180 days of contributions in the last 5 years before ceasing work as a result of the pregnancy and whose pregnancy is at risk. The woman is deemed unable to continue in the usual job or any similar job.

Nursing mother’s allowance: Paid to a nursing mother who is deemed unable to continue in the usual job or any similar job because of the risk to her and the child’s health. There is no required minimum contribution period due to the professional nature of the allowance.

Maternity Benefits **Maternity benefit:** The daily benefit is equal to 100% of the insured’s daily average earnings in the last calendar month before the maternity or adoption leave period. The benefit is paid for 16 weeks (2 additional weeks are paid for each additional child).

If the mother does not meet the qualifying conditions but the father does, the father may receive the benefit for 10 weeks. If both parents are employed, the benefit can be shared between the mother and the father, and the leave period may also be taken on a part-time basis.

Maternity benefit (non-contributory): The benefit is equal to 100% of the monthly minimum wage and is paid for 6 weeks. The mother is also entitled to 16 weeks of maternity leave.

Paternity benefit: The daily benefit is equal to 100% of the insured’s daily average earnings in the last calendar month before the paternity or adoption leave period and is paid for 13 days; may be extended by 2 days per child in the case of multiple births, adoption, or fostering.

Maternity risk allowance: The benefit is equal to 75% of the insured’s earnings in the last calendar month. The benefit is paid from the day the work ceased as a result of the risk to the pregnancy.

Nursing mother’s allowance: The daily benefit is equal to 100% of the insured’s daily average earnings in the last calendar month before the maternity leave period and is paid from the day work ceases until the child is aged 9 months; earlier if the mother has returned to work.

Birth or adoption grant (income-tested): Paid on the birth or adoption of a child. The child and the recipients must reside legally in Spain.

Income test: Annual family income must not exceed €15,500.63 for a family with three children, plus €2,510.67 for each additional child.

A tax deduction of €2,500 is provided for the income declaration.

For large families, a single parent family, or if the mother has an assessed disability of at least 66%, an additional tax deduction of €1,000 is provided but subject to a means test.

Sickness and Maternity

Regulatory Framework

First laws: 1891 (cash benefits)

Current laws: 1962 (national insurance)

Type of program: Social insurance system.

Coverage

Cash benefits: Gainfully occupied persons earning 9,600 kronor or more a year.

Source of Funds

Insured person

Cash benefits: None.

Self-employed person

Cash benefits: 2.2% for parents' cash benefits (parental insurance).

Employer

Cash benefits: 2.2% for parents' cash benefits (parental insurance).

Government

Cash benefits: None.

Qualifying Conditions

Parents' cash benefits (parental insurance): All residents are entitled to benefits at guaranteed and basic levels. Each parent is entitled to benefits above a guaranteed level if covered for cash sickness benefits above the guaranteed level for at least 240 days before the date of birth.

Pregnancy cash benefits (parental insurance): Paid to a pregnant employee in a physically demanding job whose employer is not able to transfer her to less demanding work.

Temporary parents' cash benefit (parental insurance): Paid for the care of children younger than age 12 (age 16 if seriously ill, chronically ill, or disabled; in certain cases, age 21 or age 23) on occasions when the child or the child's carer is sick.

Sickness and Maternity Benefits

Parents' cash benefit for childbirth (parental insurance): The benefit is equal to 80% of the insured's lost earnings and is paid for 390 days (the guaranteed benefit is 180 kronor a day), plus an additional 90 days at a basic level of 60 kronor a day. The total benefit duration for both parents combined is 480 days per child and is paid from no earlier than 60 days before the expected date of childbirth up until the child is age 8.

The maximum daily benefit for the 390-day period is 652 kronor.

Benefits are subject to taxation.

Benefit adjustment: Benefits are adjusted annually according to changes in the consumer price index.

Pregnancy cash benefit (parental insurance): The benefit is equal to 80% of the insured's lost earnings. The benefit is paid for 50 days, beginning no earlier than 60 days and no later than 11 days before the expected date of childbirth.

Benefits are subject to taxation.

Benefit adjustment: Benefits are adjusted annually according to changes in the consumer price index.

Temporary parents' cash benefit (parental insurance):

The benefit is equal to 80% of the insured's lost earnings, up to an annual income ceiling of 297,700 kronor. The total benefit duration for both parents combined is 60 days per child a year. An additional 60 days per child may be paid for a sick child (but not for a sick carer). The father is entitled to 10 extra days of benefits in connection with the birth of his child.

Benefits are subject to taxation.

Benefit adjustment: Benefits are adjusted annually according to changes in the consumer price index.

49 SWITZERLAND

Sickness and Maternity

Regulatory Framework

First law: 1911.

Current laws: 1952 (maternity insurance); and 2000 (social insurance), implemented in 2003.

Type of program: Mandatory private insurance (medical benefits and cash maternity benefits).

Coverage

Cash maternity benefits: Salaried or self-employed women involved in gainful activity.

Source of Funds

Insured person

Cash maternity benefits: 0.15% of gross salary. Nonworking insured persons pay an annual flat-rate contribution of between 13 francs and 300 francs, depending on an assessment of their social conditions.

There are no maximum earnings for contribution purposes.

Self-employed person

Cash maternity benefits: 0.3% of gross income. Contributions are reduced according to a decreasing scale for income above a fixed ceiling.

Employer

Cash maternity benefits: 0.15% of payroll.

There are no maximum earnings for contribution purposes.

Government

Cash sickness and maternity benefits: None.

Qualifying Conditions

Cash maternity benefits: The insured must have paid contributions toward the old-age and survivor base pension during the last 9 months before childbirth and have been in gainful activity during at least 5 months of the last 9 months. The insured must cease work during the maternity leave.

Sickness and Maternity Benefits

Maternity benefit: The amount of the daily allowance is equal to 80% of last daily earnings, up to a maximum of 172 francs. The benefit is paid for up to 98 days (14 weeks) after childbirth.

Birth grants: Some cantons pay birth grants.

50 UKRAINE

Sickness and Maternity

Regulatory Framework

First law: 1912.

Current laws: 2001 (compulsory insurance); and 2001 (contributions), with amendments.

Type of program: Social insurance system.

Coverage

Cash maternity benefits: Must be in insured employment.

Source of Funds

Insured person

Cash benefits: 0.25% to 0.5% of earnings.

Self-employed person

Cash benefits: 3% of declared income.

Employer

Cash benefits: 2.5% of payroll.

The employer's contributions also finance family allowances.

Government

Cash benefits: The cost of universal maternity cash benefits is met by central and local government budgets.

Qualifying Conditions

Cash and medical benefits: There is no minimum qualifying period.

Maternity Benefits

Maternity benefit: 100% of the insured's earnings is paid to employed women for 70 days before and 56 days (70 days in the case of a complicated birth or multiple births) after the expected date of childbirth; for women on leave from education and training, the benefit is equal to 100% of the stipend; for women unemployed because of enterprise liquidation, the benefit is equal to 100% of earnings received at the last place of work; for those registered as unemployed for at least 10 months, the benefit is equal to 100% of the minimum wage.

Benefits to spouses of members of the armed forces are equal to 100% of earnings plus in-kind benefits.

Care leave: 100% of the minimum wage is paid monthly to employed women for child care leave until the child is age 3 and to women on leave from education and training; 50% of the minimum wage is paid to eligible unemployed women until the child is age 2 (age 3 if family income is below a specified level).

Birth grant: A lump sum is paid equal to 22.6 times the minimum subsistence level. Part of the lump sum (equal to 9 times the minimum subsistence level) is paid at the date of the child's birth, and the remainder is paid over an 11-month period starting from the second month.

The minimum subsistence level for a child younger than age 6 is 376 hryvnias (in 2005).

51 UNITED KINGDOM

Sickness and Maternity

Regulatory Framework

First law: 1911.

Current laws: 2005 (work and families), and 2007 (welfare reform).

Type of program: Social insurance, social assistance (cash benefits) system.

Coverage

Maternity allowance: All employed and self-employed persons who satisfy certain conditions and are not eligible for statutory maternity pay.

Statutory maternity pay: Paid by the employer to women employees with average weekly earnings of at least £90 (lower earnings limit from April 2008).

Statutory paternity pay: Paid by the employer to an employee whose wife or partner is expecting a baby and whose average weekly earnings are at least £90 (lower earnings limit from April 2008).

Statutory adoption pay: Paid by the employer to an employee adopting a child and whose average weekly earnings are at least £90 (lower earnings limit from April 2008).

Source of Funds

Insured person: 11% of weekly earnings between £105 (from April 2008) and £770 (from April 2008); certain married women and widows contribute 4.85% of weekly earnings, plus an additional 1% of weekly earnings greater than £770.

Voluntary contributors pay a flat-rate £8.10 a week.

15% of the insured's contribution is allocated to the National Health Service toward the cost of medical benefits.

The insured's contributions finance old age, disability and survivors pensions, sickness and maternity benefits, work injury benefits, and unemployment benefits.

Self-employed person: A flat-rate £2.30 a week if earnings are greater than £4,825 (from April 2008). In addition, self-employed persons with annual profits between £5,435 and £40,040 pay an earnings-related contribution of 8%, plus 1% of any profits above £40,040.

15% of the self-employed person's contribution is allocated to the National Health Service toward the cost of medical benefits.

Employer: 12.8% of each employee's earnings greater than £105 (from April 2008) a week.

15% of the employer's contribution is allocated to the National Health Service toward the cost of medical benefits.

The employer's contributions finance old age, disability and survivors pensions, sickness and maternity benefits, work injury benefits, and unemployment benefits. The total cost of statutory sick pay (in certain cases, part of the cost) and 8% of statutory maternity and paternity pay.

Government: The total cost of means-tested allowances and other non-contributory benefits. Also, a treasury grant to contributory programs to cover benefit expenditure shortfalls.

Government: 92% of statutory maternity and paternity pay (100% in the case of some small employers) and a small portion of statutory sick pay;. The total cost of means-tested allowances.

Qualifying Conditions

Maternity allowance: All employed and self-employed persons must have worked for at least 26 weeks in the 66-week period before the expected week of childbirth and must have average weekly earnings of at least £30 in a 13-week period.

The insured must not be receiving statutory maternity pay from an employer.

Statutory maternity pay: The insured must be employed continuously for at least 26 weeks by the same employer up to and including the 15th week before the expected week of childbirth and must have average weekly earnings at least equal to the weekly lower earnings limit (£90 from April 2008).

Statutory paternity pay: The insured must be employed continuously for at least 26 weeks by the same employer up to and including the 15th week before the expected week of childbirth and must have average weekly earnings at least equal to the weekly lower earnings limit (£90 from April 2008).

Statutory adoption pay: The insured must be employed continuously for at least 26 weeks by the same employer up to the week of the child's adoption.

Sickness and Maternity Benefits

Maternity allowance: The allowance is paid for up to 26 weeks starting from the 15th week before the expected date of childbirth to the week following childbirth. The benefit is £117.18; 90% of average weekly earnings if the resulting amount is less than £117.18 (from April 2008).

Statutory maternity pay: The benefit is paid for a maximum of 39 weeks. The first 6 weeks are paid at 90% of average weekly earnings (from April 2008). The remaining 33 weeks are paid at £117.18 a week; 90% of average weekly earnings if the resulting amount is less than £117.18.

Statutory paternity pay: Paid by the employer for 1 or 2 weeks (as chosen by the employee) at £117.18 a week; 90% of average weekly earnings if the resulting amount is less than £117.18 (from April 2008).

Statutory adoption pay: Paid by the employer for up to 26 weeks at £117.18 a week; 90% of average weekly earnings if the resulting amount is less than £117.18 (from April 2008).