Why Parenthood Matters for Working Women

Katrin Schulz and Nour Chamseddine | July 8, 2020
LAWS AFFECT WOMEN THROUGHOUT THEIR WORKING LIVES

Mobility  Workplace  Pay  Marriage  Parenthood  Entrepreneurship  Assets  Pension
BEGINNING OF MATERNITY LEAVE: BABY EATS EVERY 2-3 HOURS

Time baby spends eating

11:59pm

12:00am
LEGAL BARRIERS FOR WOMEN ARE STACKED UP HIGHEST AROUND PARENTHOOD

Women, Business and the Law indicators
1. Is paid leave of at least 14 weeks available to mothers?

2. Does the government administer 100% of maternity leave benefits?

3. Is there paid leave available to fathers?

4. Is there paid parental leave?

5. Is dismissal of pregnant workers prohibited?
ALBANIA

Is paid leave of at least 14 weeks available to mothers? **YES**

Does the government administer 100% of maternity leave benefits? **YES**

Is there paid leave available to fathers? **YES**

Is there paid parental leave? **NO**

Is dismissal of pregnant workers prohibited? **YES**

\[ \frac{4}{5} = 0.8 \times 100 = 80 \]
CASE STUDY ASSUMPTIONS

- Lives in main business city
- Cashier in a grocery store with 60 employees
- Has worked long enough to accrue all benefits
- Not in union unless membership is mandatory

- Mother and father are married and live together
- They do not work for the same company
- Parents select leave policies that maximize pay and duration

- Woman is pregnant with her first child
- She is only pregnant with one child
- Mother uses all the full-time, paid leave available to her

- Baby is born on September 1, 2019
- The birth is uncomplicated (not a caesarian)
- Mom and baby are healthy
- Mother is breastfeeding
LEAVE POLICIES

Maternity leave

Paternity leave

Parental leave
The median duration of paid maternity leave is 14 weeks (98 days).
1. Is paid leave of at least 14 weeks available to mothers?

- Yes: 61% (115 economies)
- No: 39% (75 economies)

Median duration of paid leave available to mothers, by region:

- OECD: 276 days
- ECA: 421 days
- MENA: 70 days
- SA: 87 days
- LAC: 91 days
- SSA: 98 days
- EAP: 91 days
NIGER

On the occasion of her delivery, every woman has the right to suspend her work for **14 weeks** consecutively including 8 weeks after delivery.

Labor code, Article 111
MONTENEGRO

45 days paid maternity leave (prenatal) + 365 days paid parental leave (postnatal)

Total paid leave available to mothers = 410 days

Labor Law, Article 111
PORTUGAL

42 days paid parental leave for the mother + 48 days shared paid parental leave + 30 days shared paid parental leave (bonus)

Total paid leave available to mothers = 120 days

Labor Code, Art. 43
2. Does the government administer 100% of maternity leave benefits?

Yes: 97 economies

No: 93 economies

- Employer: 33 economies
- Employer & Government: 6 economies
- No paid leave for mothers: 54 economies
During the pregnancy and the postpartum period, the insured will be entitled to a cash subsidy equal to one hundred percent of the last daily contribution salary which she will receive for forty-two days prior to delivery and forty-two days after the same.

The enjoyment by the insured of the subsidy established in article 101, exempts the employer from the obligation to pay the full salary referred to in section V of article 170 of the Federal Labor Law, up to the limits established by this Law.

Social Security Law, Articles 101 and 103
Every woman shall be entitled to, and her employer shall be liable for, the payment of maternity benefit at the rate of the average daily wage for the period of her actual absence immediately preceding and including the day of her delivery and for the six weeks immediately following that day.

Maternity Benefit Act, Sec.5
Globally, the median duration of paid paternity leave is only **5 days** in the economies that have it.
3. Is there paid leave available to fathers?

Median duration of paid leave available to fathers, by region

- OECD: 56 days
- MENA: 3 days
- SSA: 3 days
- LAC: 5 days
- SA: 8 days
- EPA: 5 days
- SSA: 8 days

105 economies have paid leave for fathers.
Paternity leave is granted by the employer to the father for ten (10) consecutive calendar days in cases of natural birth or caesarean section.

Ley No. 30807/2018
Canadian Dads Can Take 5 Weeks Of Shared Parental Leave. Here's Why They Should

The new measure comes into effect March 17.

By Natalie Stechun
03/15/2019 10:33am EST | Updated March 15, 2019

The Parental Sharing Benefit starts today – new parents can now get up to 5 extra weeks to spend with your newborn if you decide to share parental leave.
4. Is there paid parental leave?

Have paid parental leave, either as shared parental leave or as an individual entitlement for each parent.

Image: Sam Peet / © Culture Trip
# PAID PARENTAL LEAVE VARIATIONS

<table>
<thead>
<tr>
<th>Economy</th>
<th>Shared parental leave</th>
<th>Parental leave for mother</th>
<th>Parental leave for father</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belgium</td>
<td>0</td>
<td>120 (individual entitlement)</td>
<td>120 (individual entitlement)</td>
</tr>
<tr>
<td>Poland</td>
<td>224</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sweden</td>
<td>300</td>
<td>90 (mother quota)</td>
<td>90 (father quota)</td>
</tr>
</tbody>
</table>
5. Is dismissal of pregnant workers prohibited?

Yes 80%

No 20%

EXAMPLES FROM THE MIDDLE EAST & NORTH AFRICA

Egypt

“The following reasons shall not be considered as legitimate and adequate justifications for termination:
- Color, sex, social status, family obligations, pregnancy, religion or political view…”

Jordan

“...the employer shall not terminate the employee’s service or give notice to him to terminate his service in any of the following cases: 1. Pregnant working women starting from the sixth month of pregnancy or during maternity leave.”
THE PARENTHOOD INDICATOR HAS BEEN THE MOST POPULAR AREA OF REFORM

Khaleej Times
More labour protection for pregnant employees in UAE

Forbes
New Paid Family Leave Rights For Employees In New York State

Czech Republic latest EU member to grant paternity leave

NATION
Father Looks Forward To Paternity Leave

Fathers in Fiji can now look forward to spending quality time with their newborns after the paternity leave for fathers came into effect yesterday. This was good news for first-time

Bloomberg
Economics
Duterte Doubles Paid Leave for New Mothers in the Philippines

By Siegfried Alegado
February 21, 2019, 12:22 AM EST
50 YEARS OF WOMEN’S RIGHTS: PARENTHOOD

![Line graph showing the WBL score from 1970 to 2015]
Paid leave for mothers - 14 weeks or more

Maternity leave benefits are administered by the government

Law prohibits dismissal of pregnant workers

Paid leave for fathers

Paid parental leave

Maternity leave benefits are administered by the government
50 YEARS OF PATERNITY LEAVE

Number of countries guaranteeing at least 1 day of paid leave for fathers

Year (WBL reporting cycle)


0 10 20 30 40 50 60 70 80 90 100 110 120 130 140 150 160 170 180 190

13 countries

105 countries
INTERNATIONAL & REGIONAL STANDARDS CAN INFLUENCE REFORMS

Maternity Protection Convention 1919
6 weeks

Maternity Protection Convention 1952
12 weeks

Maternity Protection Convention 2000
14 weeks

Source: ILO website www.ilo.org
Parents each receive an additional bonus cash payment if they share their leave equally or at least 60:40.

Parents receive higher payments if they both take some leave.

Parents receive an additional month of leave if the father takes at least 3 of the initial 10 months.

Parents receive pay for an additional 2 months of leave if they each take at least 2 of the initial 12 months.

Parents receive an additional 2 months of paid leave if they share the initial 12 months.

Seventy days of the total postnatal parental leave period are reserved for each parent.

Parents who share the initial 120 days of parental leave receive an additional 30 days.
GOOD PRACTICES TO SUPPORT MOTHERS’ ECONOMIC OPPORTUNITIES

✔ Mandate at least 14 weeks of paid leave for mothers
✔ Implement government administered maternity leave benefits
✔ Introduce paid leave for fathers
✔ Establish paid parental leave
✔ Prohibit the dismissal of pregnant workers
Women, Business and the Law (WBL) measures gender inequality in the law. The dataset identifies barriers to women’s economic participation and encourages the reform of discriminatory laws. Read more