

DRAFT OF THE QUESTIONNAIRE TO GATHER INFORMATION FOR THE ONLINE PPL TOOL.

Model 1

Based on discussions among WG4 core group members. Leader: Gerardo Meil, Leader Substitute: Pedro Romero-Balsas. Members: Alison Koslowski, Sonja Dörfler-Bolt and Dimitrina Ivanova.

This proposal, developed considering the comparative tables of the Leave Network annual review, is based on the **point of view of how long with a paid leave can be a baby cared by a parent**. This implies considering leave as the addition of maternity/paternity (if available as such) + parental leave in their different terminology. We have classified information on leave policy into 4 dimensions (Length and payment; inequalities; flexibility and other leave) and introduced also socioeconomic variables to be able to make cross tables with more (independent) variables as country.

LENGTH AND PAYMENT (in private sector, if differences; well paid: paid 66 or more per cent of previous salary or at a flat rate equivalent to 66 or more per cent of median salary)

1. Number of days/weeks/months of obligatory pre-birth leave (any pay)
2. Number of days/weeks/months of obligatory after-birth leave (any pay)
3. Number of days/weeks/months of well-paid leave after birth and as an individual right to the mother/first parent
4. Number of days/weeks/months of well-paid leave after birth as an individual right to the father/second parent
5. Number of days/weeks/months of well-paid leave and as a family right (to share among parents).
6. Maximal length a child can be cared full-time by a parent with well paid leave (including sharing bonus, if applicable)
7. Number of days/weeks/months of paid leave after birth paid at any level as an individual right to the mother/first parent.
8. Number of days/weeks/months of paid leave after birth paid at any level as an individual right to the father/second parent.
9. Number of days/weeks/months of paid leave after birth paid 66 paid at any level as a family right (to share among parents).
10. Maximum length a child can be cared at home full-time by a parent paid at any level (including sharing bonus, if applicable)
11. Number of days/weeks/months that a paid leave may be shared by both parents
12. Maximum length of paid time for caring or a child at home full-time by a parent independent from parental leave (including sharing bonus, if applicable)
13. Income Ceiling for leave allowance (absolute or relative data)
14. Ceiling for leave allowance
 - a. Yes 1 No 2

Kommentiert [1]: We put mother for maternity leave and first parent for parental leave, I would guess?

INEQUALITIES

1. Gender neutrality of leave terminology
 - Gender neutral 1 Different terminology for mother's and father's leave 2

2. Statutory differences between public and private employees
No substantial differences 1 Better conditions in time or payment in the private sector 2 Better conditions in the public sector 3
3. Paid leave right for self-employed parents
Both parents have the same length as employees 1 Both parents have less time leave as employees 2 Only mothers have right to some leave 3 No self-employed parent has right to leave 4
4. Paid leave right for unemployed parents
For all not employed parents 1 For all registered as unemployed 2 For unemployed perceiving an unemployment allowance 3 Only for mothers 4 No leave right for unemployed 5 Other situations * (for further information take a look to the national reports) 6
5. Length of paid leave for unemployed parents
Same as employed parents 1 Less than employed parents 2 Receive a lump sum/one time payment 3 No leave right for unemployed 4
6. Maximum (across maternity/paternity/parental leaves) length of previous social insurance contributions required for full benefit
No previous contribution 1 Less than three months 2 Four to eleven months 3 twelve months or more 4
7. Paid leave rights for parents with not enough social security record
All parents have right to some kind of allowance 1 Both parents have right to a period of paid leave 2 Only (biological) mothers have right to a period of paid leave 3 No leave entitlement 4
8. Leave rights for same sex parents.
Same rights as other parents 1 Only mothers have leave rights 2 Only married mothers have leave rights 3
9. Leave rights in case of adoption.
Similar or same provisions as for biological children 1 Better provisions in case of adoption 2 Worst provisions in case of adoption 3 No leave right in case of adoption
10. Leave rights in case of foster children.
Similar or same as for other children 1 Better provisions in case of foster children 2 Worst provisions in case of foster children 3 No leave right in case of foster children
11. Leave rights in case of lone motherhood.
Same leave length as partnered mothers 1 Lone mothers can claim part or all leave for fathers 2
12. Leave rights for non-married mothers.
Same as for married mothers 1 Only if in a registered partnership 2 No leave right for non-married mothers 3
13. Leave rights for non-married fathers.
Same as for married fathers 1 Only if in a registered partnership 2 No leave right for non-married fathers 3 No leave right for fathers 4
14. Paid leave rights for parents who where on leave just before the child was born.
15. Leave rights for non -citizens, asylum seekers, displaced persons.
Same as for citizens 1 No leave right for non-citizens.... 2

Kommentiert [2]: A self employed can't really be on leave. they can only get a payment as an income supplement for working less or not at all. this would be in my opinion a child care allowance independent from any leave.

Kommentiert [GAML3R2]: Disagree, There are countries where "maternity/paternity leave can be taken either part-time and/or full-time.

Kommentiert [4]: It should be clarified if lumpsum allowances paid at the birth of a child for non (paid) working parents can be considered a leave from work. For this cases, which can be considered as a "birth premium" a separate question could be introduced

Kommentiert [5]: similar as self employed. unemployed can only be on leave from looking for employment.

Kommentiert [GAML6R5]: During the leave period unemployment provisions are suspended and come into force again once leave period has ended. This implies that unemployed new parents, if allowances are paid for a fixed period, have right to a long period of allowances and, depending on the cases, at a higher right during leave.

Kommentiert [7]: If that is to complicated just leave it! There was problem with this in Austria.

FLEXIBILITY

16. Compulsory leave period after birth
Only for the mother 1 For both parents same number of days 2 For the mother more days than for the father 3 No compulsory period for both parents 4
17. Right to take paid leave part-time and extend the length of the leave
Only for the mother 1 Only for the father 2 For both parents 3 Right to take part-time leave, but no increase in length 4 No right to take part-time leave 5
18. Right to take time blocks of paid leave spread over a specific period of time
Only two time blocks 1 Several blocks 2 No right to split leave length 3
19. Right to extend length of leave reducing the level of payment
Only for the mother 1 Only for the father 2 For both parents 3 No right to change level of payment for length 4
20. Right to transfer part of the individual paid leave period in ordinary conditions
Only for the mother 1 Only for the father 2 For both parents 3 No right to transfer leave rights 4
21. Incentives to share paid leave rights among parents (sharing bonus)
Increase in leave length 1 Additional allowance 2 No sharing bonus 3
22. Right to take additional unpaid leave but with the right to return to the same work place.
For the mother only 1 For both parents 2 No right to additional unpaid leave 3

23. Additional payment for staying at home to care for the child after parental leave.

OTHER LEAVES

24. Number of days/weeks/months per year or case of **well-paid** full or part time leave to care for **adult** relatives needed of significative care or support (dependent or serious ill adult relatives)
25. Number of days/weeks/months per year or case of **paid** full or part time leave to care for **adult** relatives needed of significative care or support (dependent or serious ill adult relatives) _____ Until the causal event disappears 9999
26. Number of days/weeks/months per year or case of **well-paid** leave to care for **serious ill children** _____ Until the causal event disappears 9999
27. Number of days per year or case of **well-paid** leave targeted specifically to care for a **common disease of children** _____ Until the causal event disappears 9999
28. Number of days per year or case of **well-paid** leave targeted specifically for school or kindergarten start 9999

SOCIOECONOMIC VARIABLES

29. Country
30. Gross Domestic Product per capita / (only available in EUROSTAT, ie mostly for EU Member States) Median equivalised net income per capita both sexes.
31. Percentage of employed women aged 25-49

Kommentiert [8]: this is what I mentioned above, the child care leave period, specially since we have self employed included, who haven't any leave rights, they can shut down or reduce their business to care for the child.

Kommentiert [9]: Breastfeeding leave not included

Kommentiert [10]: Provisions for these circumstances are very heterogenous and difficult to capture in a simple way. The 4 questions try to capture the national trasposition of art. 6 of the EU directive (carer's leave), which establishes the right to 5 working days a year, without making payment compulsory.

Kommentiert [11R10]: I wouldn't be more specific for adults. It is very interesting but we have a limit of questions.

32. Percentage of part-time rate men/women
33. educational qualification men/ women
34. Total Fertility Rate
35. Percentage of non-family child care 0-3 years
36. ¿Data on leave take-up rates?