

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

MODEL 2.

This model is a variation of Model 1, keeping the distinction between maternity, paternity and parental leave for dimensions other length and payment. In order not to replicate the ILO online mapping tool, length and payment could be measured as in model 1.

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 well-paid leave after birth and as an individual right to the mother/first parent
2. Number of days/weeks/months of well-paid leave after birth as an individual right to the father/second parent
3. Number of days/weeks/months of well-paid leave and as a family right (to share among parents).
4. Maximal length a child can be cared full-time by a parent with well paid leave (including sharing bonus, if applicable)
5. Number of days/weeks/months of paid leave after birth paid at any level as an individual right to the mother/first parent.
6. Number of days/weeks/months of paid leave after birth paid at any level as an individual right to the father/second parent.
7. Number of days/weeks/months of paid leave after birth paid 66 or more per cent of previous salary at any level as a family right (to share among parents).
8. Maximum length a child can be cared at home full-time by a parent paid at any level (including sharing bonus, if applicable)
9. Number of days/weeks/months that a paid leave may be shared by both parents
10. Ceiling for leave allowance
Yes, for all the leave length 1 Yes, for part of the leave length 2 No ceiling 3

MATERNITY LEAVE OR MOTHER'S QUOTA (individual right for the mother after birth)

11. ML as a statutory entitlement
No statutory entitlement 1 There is only a parental leave provision 2 Unpaid statutory entitlement 3 Statutory entitlement, paid for all or most of the period below 66% of previous or mean salary 4 Statutory entitlement, paid for all or most of the period over 66% of previous or mean salary 5
12. Statutory differences between public and private employees
No substantial differences 1 Better conditions in the private sector 2 Better conditions in the public sector 3
13. Transferability of ML rights
Transferable in ordinary conditions 1 Transferable in extraordinary conditions (death, incapacity) 2 Not transferable in any case 3
14. Mandatory period of ML
No compulsory period 1 *Less than 6 weeks* 2 *six weeks* 3 *More than 6 weeks* 4
15. Flexibility in ML use
Additional time for multiple births, higher order births, or other circumstances 1

Leave can be taken for a shorter period with a higher benefit *or viceversa* 2
Part of the Maternity leave period can be taken part-time, and the length of leave extended 3
Part of leave can be taken at any time during a defined period after the birth 4
Some leave period can be taken before or after birth 5

16. *Right of not employed mothers to leave or allowance*
Not employed mothers no allowance 1 *Only those perceiving unemployment allowance* 2 *All unemployed mothers* 3 *All not employed mothers* 4

PATERNITY LEAVE OR FATHER'S QUOTA (individual right for the father)

17. PL as a statutory entitlement
No statutory entitlement 1 There is only a parental leave provision 2 Unpaid statutory entitlement 3 Statutory entitlement, paid for all or most of the period below 66% of previous o mean salary 4 Statutory entitlement, paid for all or most of the period over 66% of previous o mean salary 5
18. Statutory differences between public and private employees
No substantial differences 1 *Better conditions in the private sector* 2 *Better conditions in the public sector* 3
19. Transferability of PL rights
Transferable in ordinary conditions 1 Transferable in extraordinary conditions (death, incapacity) 2 Not transferable in any case 3
20. Mandatory period of PL
Number of Mandatory days _____
21. Flexibility in PL use
Additional time for multiple births, higher order births, or other circumstances 1
Leave can be taken for a shorter period with a higher benefit or viceversa 2
Part of the Paternity leave period can be taken part-time, and the length of leave extended 3
Part of leave can be taken at any time during a defined period after the birth. 4
Leave can be taken in one block of time or several blocks 5
22. *Right of not employed fathers to leave or allowance*
Not employed mothers no allowance 1 *Only those perceiving unemployment allowance* 2 *All unemployed mothers* 3 *All not employed mothers* 4

PARENTAL LEAVE (period after the individual right to leave or quota)

23. Parental leave as a statutory entitlement
No statutory entitlement 1 Unpaid statutory entitlement 2 Statutory entitlement, paid for all or most of the period less than 66% of previous o mean salary 3 Statutory entitlement, paid for all or most of the period over 66% of previous o mean salary 6
24. Statutory differences between public and private employees
No substantial differences 1 *Better conditions in the private sector* 2 *Better conditions in the public sector* 3
25. Individual or family parental leave right
Individual right 1 Family right 2 One period individual, other family right
26. Transferability of parental leave individual rights

- Transferable in ordinary conditions 1 Transferable in extraordinary conditions (death, incapacity) 2 Not transferable in any case 3
27. Incentives for fathers taking parental leave (beyond paternity leave/quota)
Increase in leave length 1 Increase in payment 2 Both 3 No incentive 4
28. Age till which the leave can be taken _____
29. Flexibility in Parental leave use:
Leave can be taken full-time or part-time 1
leave can be taken in one block of time or several blocks 2
leave can be taken for a shorter period with a higher benefit paid or for a longer period with a lower benefit 3
Leave can be transferred to a non-parent 4
All or part of leave can be taken at any time until a child reaches a certain age 5
Both parents can take all or part of leave at the same time with(out) conditions 6

INEQUALITIES IN LEAVE RIGHTS

30. 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
31. 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
32. Leave rights in case of unemployment
33. Leave allowances/rights for parents not in the working market (included those working in the black economy)

SOCIODEMOGRAPHIC VARIABLES
