

# **THE PARENTAL LEAVE BENEFIT DATASET (PLB)**

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**DISCLAIMER**

The *Parental Leave Benefit dataset (PLB)* is free to use, but each user need to register at the Social Policy Indicators (SPIN) homepage to access and analyze data. Each user is also obliged to report any publication resulting from the use of PLB data. Preferably, this report is submitted online ([www.sofi.su.se/spin](http://www.sofi.su.se/spin)).

Although variables in PLB have been carefully extracted, processed and analyzed, no warranty is given that the information supplied is free from error. Researchers involved in the establishment of SPIN and PLB shall not be liable for any loss suffered through the use of any of this information.

References to data preferably acknowledge the SPIN research infrastructure (see reference below) and the specific data module.

*Our empirical analyses are based on data from the Parental Leave Benefit dataset (PLB), provided as part of the Social Policy Indicator (SPIN) Database (Nelson et al. 2020).*

Nelson, K., Fredriksson, D., Korpi, T., Korpi, W., Palme, J. and O. Sjöberg. 2020. The Social Policy Indicators (SPIN) database. *International Journal of Social Welfare*, 29(3), 285-289. <https://doi.org/10.1111/ijsw.12418>.

## **THE SOCIAL POLICY INDICATOR DATABASE**

PLB data is collected within the framework of the Social Policy Indicator Database (SPIN), which is major investment in Swedish basic research and an ongoing research infrastructure project at the Swedish Institute for Social Research (SOFI), Stockholm University.

SPIN provides the foundations for new comparative and longitudinal research on causes and consequences of welfare states. SPIN data is oriented towards analyses of institutions as manifested in social policy legislation. Data are carefully collected in a coherent and consistent methodological manner to facilitate quantitative research of social policy across time and space.

The need to move from descriptive to causal analyses of social change has long been recognized in the social sciences. Due to the difficulties of conducting experimental studies, social scientists use comparisons between countries and over time as fruitful strategies to analyze central processes in modern societies.

Lack of relevant and reliable data has hitherto constrained comparative research, particularly in the field of social policy where expenditure data often is used. Comparative research requires more precise indicators on the institutional design of social policies in areas that are crucial for living conditions and capabilities of citizens. This type of institutional information cannot easily be extracted from extant data sources. Instead, a considerable amount of basic research is required concerning both conceptualization and measurement of institutional structures embedded within the welfare state.

The long tradition of comparative social policy infrastructure projects at SOFI provides considerable momentum towards better understanding of the ways in which countries have organized their welfare states. SPIN is a development of the advancements made possible by these investments in basic research.

SPIN is organized in data modules covering different policy areas or geographical regions. PLB constitutes one data module specifically designed to facilitate comparative and longitudinal analyses of family policy institutions. More information about SPIN is found on the homepage ([www.sofi.su.se/spin](http://www.sofi.su.se/spin)).

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## **THE PARENTAL LEAVE BENEFIT DATASET (PLB)**

The Parental Leave Benefit dataset (PLB) is an ongoing research infrastructure project and included in the SPIN-database at the Swedish Institute for Social Research (Stockholm University). The aim of the dataset is to improve possibilities to conduct large-scale institutionally informed comparative and longitudinal analyses of social policy in general and of family policy programs in particular. The first version of the PLB dataset contained information about earnings-related parental leave insurance benefits in 18 countries 1950 to 2010. This update of PLB expands the previous version. It contains information on different types of parental leave benefits in 36 countries up to 2020, collected within five-year intervals.

### **BACKGROUND**

Family policy legislation, and in particular paid parental leave, is an area of social policy that has witnessed one of the most dramatic transformations throughout the modern history of the welfare state. While many programs, such as pensions and unemployment benefits, often have been subject to cutbacks during the recent decades, paid parental leave has been almost continuously expanded. Regardless of such common trends, there is vast institutional diversity in how countries have organized their programs (Ferrarini, 2006). This institutional variation in legislative structures is often linked to underlying structural and political factors as well as to different economic and social outcomes. Legislated paid parental leave plays an important role in the debates about the extent to which different ‘family policy’ or ‘gender policy’ models exist in affluent countries (see Lewis, 1992; Sainsbury, 1996; Korpi, 2000; Gornick & Meyers, 2008).

Analyses of welfare states are greatly facilitated by access to institutional indicators on social policy that are made comparable between countries, over time and across programs. The purpose of PLB is to provide such data on paid parental leave. Some earlier datasets exist on the institutional structures of family policy and parental leave (see e.g. Bradshaw & Finch, 2002, The Clearinghouse, 2009 Gauthier & Bortnik, 2001; Gornick, Meyers & Ross, 1996; ILO Maternity Protection Database, 2010; Multilinks, 2011; OECD Family Database, 2015). Nevertheless, there is a lack of comparable information that simultaneously covers a longer historical time period, a larger number of countries, and takes into account the effects of legislated benefit ceilings and taxation.

The indicators included in PLB have been specifically developed to facilitate multi-dimensional and institutional analyses of family policy legislation in three central areas of comparative welfare state research:

- Descriptive analyses of paid parental leave
- Analyses of the causes behind the welfare state
- Institutional analyses of the outcomes of family policy legislation

### **ACKNOWLEDGEMENTS**

The dataset has been developed through a collective effort by several researchers, doctoral students and research assistants at SOFI. Sofie Burman, Mari Enroth, Tommy Ferrarini, Jan Helmdag, Helena Höög, Kenneth Nelson, Sebastian Sirén and Katharina Wesolowski have made

particularly important contributions. The development of the dataset has also benefited from advice and information from a large number of national experts. As the construction of this dataset is an on-going process, comments and suggestions on corrections and modifications to the descriptions in this document and errors in PLB data can be sent to [spin@sofi.su.se](mailto:spin@sofi.su.se).

The data in PLB is based on information from both national and comparative sources, including the Social Citizenship Indicator Program (SCIP), and the Social Insurance Entitlements Dataset (SIE). Documentation from several national authorities has been used for information on paid parental leave legislation and tax systems. Additionally, the following comparative publications have been very valuable in the collection and calculation of comparative indicators on paid parental leave: the European Tax Handbook (International Bureau of Fiscal Documentation); the Working Conditions Laws Database (ILO n.d.), the OECD Family Database (OECD 2015); the Tax Benefit Position of Production Workers (OECD, various years), Taxing Wages (OECD, various years), the Tax/Benefit Position of Employees (OECD, various years), Social Protection in the Member States of the European Union (European Commission, various years), Social Protection in the Nordic Countries (The Nordic Social-Statistical Committee, various years), Social Security Programs Throughout the World (Social Security Administration, various years), International Network on Leave Policies & Research (annual review of leave policies and related research, starting in 2004).

The establishment of PLB has been facilitated by financial support from the Riksbankens Jubileumsfond, and the Swedish Council for Working Life and Social Research.

## **CODING COMMENTS**

Formal levels of legislated social benefits are difficult to compare over time and across countries. The general procedure gradually adopted in comparative research is to follow a type-case or model family approach, where benefit levels are calculated based on national (sometimes regional or local) legislation for certain standardized households (see Korpi, 1989; Esping-Andersen, 1990; Bradshaw et al., 1993; Scroggs and Allan, 2006; Ferrarini et al 2013).

In PLB benefit levels are calculated for a model family with two earners and two children aged 0 and 5, where both parents have been engaged in paid work two years prior to the birth of the second child. PLB data assumes that both parents have earned an average production workers wage in order to capture the levels of earnings-related parental insurance that are central for gender egalitarian outcomes in paid and unpaid work. Taxes are estimated on the basis of income tax legislation. We assume that the parents use their leave entitlements in a traditional manner (i.e. one parent, usually the mother, uses as much paid leave as possible. The partner (most often the father) only uses paid paternity leave whilst the mother is on maternity or parental leave. This benefit for the partner is not included in the replacement rate variables. We are currently working on further extensions of PLB, particularly by adding model families that divide leave as equal as possible, a single model family, and a model family without earnings.

This updated and expanded version of the PLB dataset provides separate information on parental leave insurance as well as maternity grants and childcare leave. Unpaid leave is not

included. The need to separate between different types of paid leave programs has a theoretical rationale, not the least because of different underlying motives and consequences for gender equality and parents' orientations towards paid and unpaid work. Nonetheless, it should be noted that the distinction between parental leave, maternity grants, and childcare leave are not always straightforward. We thus also provide indicators on the total level of benefits received during the child's first year. We assume that leave is taken at the highest benefit rate for all days of leave, and that any flexibility options that may increase the length of leave at reduced wage replacement rates are not utilized.

*Parental leave insurance* is the default program in PLB (including maternity, paternity, and parental leave benefits). Maternity leave can in principle only be used by the mother, while paternity leave is an individual entitlement to the father or non-birth parent. Parental leave is a dual benefit that can be used by both parents. *Maternity grants* include one-off payments typically to the mother at childbirth. *Child care leave* includes benefits paid for children that are being cared for at home, often as a substitute of not utilizing public day care. Child-care leave is often provided after paid parental leave has expired. Please note that child benefits are not included in PLB, as the prime focus is on parental leave benefits. For child benefits, see the CBD dataset in SPIN.

All benefits in PLB are expressed in national currencies and current prices. In EURO-zone countries, old currencies are used before the introduction of the common currency, including Austria (Austrian Schilling), Belgium (Belgian Francs), Finland (Finish Markka), France (French Francs), Germany (Deutsche Mark), Ireland (British Pounds), Italy (Italian Lire), Netherlands (Dutch Guilders), Cyprus (Cypriot Pounds), Estonia (Estonian crown), Greece (Greek Drachmé), Latvia (Latvian Lats), Lithuania (Lithuanian Litas), Malta (Maltese Lira), Portugal (Portuguese Escudo), Slovakia (Slovak Koruna), Slovenia (Slovenian Tolar), Spain (Spanish Peseta).

## **COUNTRY DETAILS**

### ***Australia***

Legislation on paid parental leave was introduced in 2011, providing eligible working parents benefits at the rate of the national minimum wage. From January 2013, eligible fathers and partners (including adoptive parents and same-sex partners) are entitled to paid leave at the birth of the child, paid at the level of the national minimum wage.

### ***Austria***

In PLB, the system in Austria includes both earnings-related maternity leave and flat-rate child care leave. The system changed in 2008 and became more flexible. Parents now had three different payment options, extended to five options in 2010, including an option for employed parents to receive income-related benefits for 12 months. The remaining four leave options provide flat-rate benefits at different levels, depending on the chosen duration. There is no statutory entitlement to paternity leave in Austria.

### ***Belgium***

Earnings-related maternity leave (*Congé de maternité*) was introduced in 1944. In 1998, an individual allowance was introduced. The scheme applied only to the private sector and was paid at flat-rate. In the 1960s, fathers were granted a few days of paternity leave, with guaranteed payments by the employers, extended to ten days in 2002. The payment is earnings-related.

### **Canada**

Maternity leave was introduced in 1971, administered within the unemployment insurance benefit system. Since 1990, Canada has a dual parental insurance benefit making it possible for parents to share leave. Benefits are earnings-related. There is no statutory paternity leave, except in Québec. This provincial benefit is not included in the PLB.

### **Denmark**

Paid maternity leave was introduced in 1933, for salaried female workers (*Ydelser ved moderskap*). Since 1984, father may also receive paid parental leave, depending on the leave used by the mother. Daddy days were also introduced in 1984. In 1998, leave was extended with two extra weeks that had to be used by the father. This rule was abolished in 2002 when a new scheme was introduced. It extended the duration of paid parental leave and included alternatives of prolonged leave, by opting for a lower payment rate. The benefit is earnings-related.

### **Finland**

Maternity leave was introduced in 1963. Since 1978 it has been possible for fathers to use two weeks of paid leave at the time of the child's birth, pending on the mother's consent. In 1980, a dual parental insurance benefit was introduced. Since 1985, it has been possible to share paid parental leave equally between the parents. Benefits are earnings-related. In 1985, flat-rate child care leave was introduced, pending on the child not using public day care. In 1991, paternity leave was introduced, the leave was no longer dependent on the mother's consent. Bonus paternity leave weeks were introduced in 2003, dependent on the father using at least two weeks of paternity leave. After a reform in 2013, fathers are entitled to nine weeks of leave. The father can opt to use 1 to 18 days while the mother is on maternity or parental leave. The remaining weeks can only be used while the mother is not on parental leave.

### **France**

There is an earnings-related maternity leave (*Indemnités journalières de maternité*), and in 1994 a childrearing benefit (*Allocation Parentale d'Éducation (APE)*) was introduced, targeting parents of a second child under 3 years. In January 2004, a new childrearing benefit (*Complément de libre choix d'activité (CLCA)*) replaced APE. The new scheme included families with only one child. It provides a flat-rate benefit, coded as child care leave in PLB. France introduced earnings-related paternity leave (*Indemnités journalières de paternité*) in 2002.

### **Germany**

Data in PLB for Germany refer to West Germany before 1990 and to reunified Germany from 1990. For most of the post-war period, maternity leave (*Mutterschaftsgeld*) has been earnings-related. In 1986, eight months of means-tested paid parental leave (*Erziehungsgeld*) was introduced, starting from the seventh month. This benefit is coded as child care leave in PLB



until 2005. In 2007 Germany abolished the previous maternity insurance program and introduced a dual earnings-related parental leave benefit (*Elterngeld*). Since 2015, a child care leave benefit (*Betreuungsgeld*) is available to parents who take care of children at home, and do not use public childcare. There is no statutory entitlement to paternity leave in Germany.

### ***Ireland***

A maternity grant was introduced in 1911 for employed women. In 1952, paid maternity leave was legislated and paid at a flat rate. The benefit became earning-related in the 1990s. As of 2014 the previously earnings-related payment was replaced by a flat-rate benefit.

### ***Italy***

Maternity leave was introduced in the beginning of the 1950s, with earnings-related payments. Since 1977, fathers can use paid parental leave. In 2000, individual parental leave rights were introduced. If a father uses at least three months of parental leave, he is entitled to one additional month of leave, though he can only use a maximum of seven months. The leave used by the two parents cannot exceed 10 months, or 11 if the father takes at least three months of leave. Since 2013, fathers have a compulsory day of paid paternity leave to be claimed within five months after the child's birth.

### ***Japan***

Maternity leave was introduced almost a century ago. In 1995 paid earnings-related parental leave was introduced. As of 2014, parental leave is paid at a longer duration and at a higher rate if both parents take some of the leave. There is no statutory entitlement to paternity leave in Japan.

### ***The Netherlands***

Since the time of the Second World War, maternity leave has been the primary parental benefit in the Netherlands. Benefits are regulated by the Sickness Benefit Act (*Ziektewet, ZW*) and are earnings-related. The right to paid paternity leave (*Vaderschapsverlof*) was introduced in 2001, and is fully paid by the employer.

### ***New Zealand***

Paid parental leave was introduced in 2002, amounting to the lowest of either 100 percent of previous earnings or 70 percent of the average female weekly earnings. Fathers in New Zealand are eligible for up to two weeks of unpaid paternity leave, but it is possible to transfer paid leave between parents.

### ***Norway***

Paid maternity leave was introduced in the 1950s. In the mid-1970s, parental leave was introduced. Since 1989, parents can also choose a longer duration paid at a lower percentage of previous earnings. In 1993, four weeks of parental leave was reserved for the father. Due to the father's quota not being coded in this version of PLB, it appears as if the parental leave duration has declined. In 1998 a cash-for-care allowance was initiated, coded as child care leave in PLB. All small children are eligible, pending on parents not using publicly funded day care. The benefit

is paid at a flat-rate. Fathers are generally entitled to two weeks of paternity leave after birth, 'daddy days'. However, this leave is unpaid and hence not coded in PLB.

### **Sweden**

During the early post-war period, Sweden had an income-tested maternity benefit, alongside benefits from special schemes for those insured in any of the existing sickness funds (through work, voluntary or as married to an insured husband). From 1955 and up to 1973 there was a two-tiered maternity leave benefit (*Moderskapspenning*), with a universal flat-rate benefit and an earnings-related supplement for female workers paid for 90 days. A dual parental insurance benefit (*Föräldrapenning*) was introduced in 1974, entitling each parent to one half of the leave. The benefit is earnings-related, apart from the last 90 days that are paid at a flat rate basic level (*Grundbelopp*) since 1980. In 1995, one month of parental leave was earmarked for each parent. Due to the father's quota not being coded in this version of PLB, it appears as if the parental leave duration has declined. Fathers and partners in Sweden are entitled to paternity leave at the birth of the child. Eligibility and payments are the same as for parental leave.

### **Switzerland**

The first maternity benefit was introduced almost a century ago in Switzerland. Benefits are earnings-related, up to a ceiling. There is no statutory entitlement to paternity leave.

### **The United Kingdom**

In the post-war period a contributory flat-rate maternity benefit was introduced. In 1987, the Statutory Maternity Pay (SMP) commenced, which is a non-contributory minimum benefit paid by employers to their female employees during maternity leave. The benefit rate depended on how long the mother had been working for the employer. The benefit payment is initially earnings related, followed by a period paid at flat-rate. Paid paternity leave was introduced in April 2003, entitling the mothers' partner to a statutory paternity pay (SPP) period, paid at the same rate as the SMP.

### **The United States**

The United States does not have legislated paid parental leave at the federal level. Only five states had introduced paid maternity benefits in 2015.

### **Bulgaria**

Until 1999, the duration of paid maternity leave depended on number of children, and benefits were income-related. After the expiry of maternity leave, a flat-rate benefit for raising small children is available, coded as child care leave in PLB. Since 2009, fathers are entitled to paid paternity leave after the child's birth. Apart from that there is no paternity leave, though if the mother approves, the father can use maternity leave from when the child is 6 months until it reaches 1 year of age.

### **Cyprus**

The parental insurance system consists of maternity leave. There is no child care leave nor paternity leave entitlements.

### ***Czech Republic***

The right to paid maternity leave was introduced in 1956 for women with more than one child. In 1985, a flat-rate child care leave for mothers with only one child was introduced. In 1990, leave was made available to fathers. In 2008, some flexibility was introduced in the parental leave benefit. Parents were given three different flat-rate payment options (benefit levels pending on chosen duration). Since 2009, the father can take parental leave instead of the mother from the 7th week after the child's birth. There is no entitlement to paternity leave.

### ***Estonia***

Paid maternity leave dates back to the end of the 1950s. The benefits are earnings-related. At the end of the 1980s, flat-rate child care leave for working parents was introduced. The Parental Benefit Act took effect in January 2004. The parental leave benefits are earnings-related. The right to paid paternity leave was introduced in 2002. Originally it was paid at a flat-rate, but made earnings-related in 2008. In 2009, paternity leave was withdrawn due to the economic crisis, but it was re-introduced in 2013.

### ***Greece***

In 1969, paid maternity leave was introduced, paid at flat-rate and fixed at the legal minimum. In 1982, the payment became earnings-related. In 2008 a special maternity leave was launched, commencing at the end of maternity leave and paid at minimum wage. In 2000, paid paternity leave was introduced, to be used at the time of the child's birth.

### ***Hungary***

*Gyermekgondozási segély* (GYES) has been provided since 1969, commencing after expiry of maternity leave. GYES was a universal right to all parents of small children, providing a flat-rate payment equal to the amount of the minimum old-age pension, available to both men and women. Since 1985, parents may also be entitled to *Gyermekgondozási díj* (GYED). The benefit is paid after the expiry of maternity leave and is earnings-related. GYED was abolished in 1996, whilst GYES became means-tested. In 1999 GYES and GYED were reinstated. However, only the mother is entitled to GYED until the child is one year. After that, either of the parents living with the child is eligible to receive the benefit. Hence the first year of GYED has been treated as a maternity leave benefit in PLB, whilst GYES has been coded as a child care leave benefit. In 2002 paid paternity leave was introduced.

### ***Latvia***

Paid maternity leave dates back to the end of the 1950s, and the benefit is earnings-related. Paid parental leave was introduced in the beginning of the 2000s. Parental benefits granted before December 2014 were limited by a threshold (abolished in 2015). There is also a flat-rate benefit to parents, which commences after expiry of parental leave. This flat-rate benefit has been coded as a child care leave benefit in PLB. Paternity leave benefits, at the birth of a child, was introduced in 2002.

### ***Lithuania***

Paid maternity leave was introduced in the late-1950s, and benefits are earnings-related. Between 1995 and 2000, earnings-related parental leave was paid after the expiry of maternity leave. In 2010 the stay at home parent received 100 percent of previous earnings during the first year and 85 percent during the second. In 2015 parents could choose between different benefit levels, related to duration. The shortest duration with the highest benefit has been coded. In 2012, a benefit ceiling was set at 3.2 times the average insured monthly income. In 2006 paternity benefits were introduced, and the payment is similar to maternity leave benefits.

### ***Luxembourg***

Maternity leave was introduced in 1969, and the benefit is earnings related. Parental leave was introduced in 1999, paid at a flat rate, and the leave is provided as an individual entitlement. Paid paternity leave at the birth of the child was introduced in 1962.

### ***Malta***

The parental insurance system consists mainly of maternity leave as there is no parental leave, nor child care leave. However, since 2015, there are two days of paternity leave to be used following birth, paid at 100 percent of earnings.

### ***Poland***

Paid maternity leave has existed since the 1920s. In 1981 a flat-rate parental allowance was introduced (*Dodatek z tytułu opieki nad dzieckiem w okresie korzystania z urlopu wychowawczego*). In 2013, a new sharable parental leave program was introduced, with earnings-related benefits following maternity leave. Paid paternity leave was introduced in 2010.

### ***Portugal***

Paid maternity leave was introduced during the end of the 1960s, with earnings-related benefits. Since 2004, some flexibility has been built into the maternity leave system. Mothers can choose between a shorter or longer leave period. The longer period is paid at a reduced rate. Since 2009 mothers can also transfer all but six weeks of maternity leave to the father, and a bonus of 30 days applies if the father takes at least 30 days of leave. In 2009, earnings-related parental leave was introduced, to be used immediately after the initial period of maternity leave. Fully paid paternity leave was introduced in 1999.

### ***Romania***

Maternity leave is earnings-related and available until the child reaches one year. In 1999, paid parental leave was introduced, and the maternity leave duration was shortened. For children born after January 2011, there are several options of parental leave duration and benefits. The higher benefit with the shortest duration has been coded. Since 2000, fathers are entitled to paternity leave at the birth of the child.

### ***Slovakia***

The right to paid maternity leave was introduced in 1956. The benefit is earnings-related. In 1971, a maternity allowance was introduced, coded as child care leave in PLB. In 1985, the maternity allowance was extended to include women caring for only one child. The allowance is

paid at flat rate. In 1990, the allowance was renamed parental allowance and made available to fathers as well as mothers. There is no statutory entitlement to paternity leave in Slovakia.

### ***Slovenia***

Prior to the Parenthood Protection and Family Benefits Act legislation of 2001, parental leave was the mother's exclusive right, though she had the option of transferring part of it to the father. Maternity leave benefits are earnings-related. The new legislation in 2001 recognizes half of the parental leave as a right of each parent. However, the father has the possibility to transfer all parental leave days to the mother. The mother may transfer all but 30 days to the father. Paternity leave is available for 90 days. Only the first 15 days of leave are paid.

### ***Spain***

In 1966, maternity leave was added to the social security system. The benefit is earnings-related. In 1980, fathers became eligible for unpaid parental leave, and paternity leave was provided for two days, paid by the employer.

## VARIABLES

This list covers the countries and variables in the latest published version of PLB. As the PLB is part of the ongoing work within SPIN, this data will be updated in new versions, and in future versions data will cover additional countries, years and model families.

Country codes and numbers are given according to ISO-3166 by the International Organization for Standardization. Variables V4-V7 concern the reference wage. Variables V8-17 cover the different types of duration. “Maternity” and “Paternity” refer to weeks that typically cannot be transferred to another parent, while “Dual” is leave transferrable between parents. “Daddy days” are paid leave, which typically are to be taken by fathers simultaneously with mothers’ leave during the period following immediately after the birth of the child. V18, V20, V22, V24 are weekly benefits. V19, V21, V23, V25 are synthetic variables that capture the total level of parental leave insurance benefits paid to the household during the infants’ first year when one yearly earning is assumed to be lost due to care of the child.

V26-V27 cover the amount of the maternity grant. V28-V29 are synthetic variables that capture the total level of maternity grant paid to the household due to the birth of the child. V30-V31 concern the duration of child care leave. V30 cover duration of child care leave, after expiry of parental leave, during the first year after the birth of the child. V31 cover the total duration of child care leave. V32, V34, V36, V38 are weekly benefits. V33, V35, V37, V39 are synthetic variables that capture the total level of child care leave benefits paid to the household during the first year, after the expiry of parental leave benefits, when one yearly earning is assumed to be lost due to care of the child.

<b>Variable</b>	<b>Description</b>
V1-V2 COUNTRY	<i>Country (code) (number)</i> Australia (AUS) (36) Austria (AUT) (40) Belgium (BEL) (56) Bulgaria (BGR) (100) Canada (CAN) (124) Croatia (HRV) (191) Cyprus (CYP) (196) Czech Republic (CZE) (203) Denmark (DNK) (208) Estonia (EST) (233) Finland (FIN) (246) France (FRA) (250) Germany (DEU) (276) Greece (GRC) (300) Hungary (HUN) (348) Iceland (ISL) (352) Ireland (IRL) (372)

Italy (ITA) (380)  
 Japan (JPN) (392)  
 Latvia (LVA) (428)  
 Lithuania (LTU) (440)  
 Luxembourg (LUX) (442)  
 Malta (MLT) (470)  
 Netherlands (NLD) (528)  
 New Zealand (NZL) (554)  
 Norway (NOR) (578)  
 Poland (POL) (616)  
 Portugal (PRT) (620)  
 Romania (ROU) (642)  
 Slovakia (SVK) (703)  
 Slovenia (SVN) (705)  
 Spain (ESP) (724)  
 Sweden (SWE) (752)  
 Switzerland (CHE) (756)  
 United Kingdom (GBR) (826)  
 United States (USA) (840)

V3	YEAR	Observation year (1950; 1955; 1960; 1965; 1970; 1975; 1980; 1985; 1990; 1995; 2000; 2005; 2010; 2015; 2020)
V4	GAPWWK	Gross Average Production Workers' Wage, Weekly
V5	GAPWYR	Gross Average Production Workers' Wage, Yearly
V6	NAPWWK	Net Average Production Workers' Wage, Weekly
V7	NAPWYR	Net Average Production Worker Wage, Yearly
V8	PIDRPRE	Duration, Maternity, Pre-delivery, Weeks
V9	PIDRDD	Duration, Daddy Days, Weeks
V10	PIDRMATPO	Duration, Maternity Post-delivery, Weeks 1st Year
V11	PIDRPATPO	Duration, Paternity Post-delivery, Weeks 1st Year
V12	PIDRDUPO	Duration, Dual Post-delivery, Weeks 1st Year
V13	PIDRTOPO	Duration, Total Post-delivery, Weeks 1st Year
V14	PIDRMATFU	Duration, Maternity Full Post-delivery, All weeks

V15	PIDRPATFU	Duration, Paternity Full Post-delivery, All weeks
V16	PIDRDUFU	Duration, Dual Full Post-delivery, All weeks
V17	PIDRTOFU	Duration, Total Full Post-delivery, All weeks
V18	PIBENGWK	Benefit (National Currency), Gross, Weekly
V19	PIBENGYR	Benefit (National Currency), Gross, 1st year,
V20	PIBENNWK	Benefit (National Currency), Net, Weekly
V21	PIBENNYR	Benefit (National Currency), Net, 1st year
V22	PIGRRWK	Gross Replacement Rate (Benefit/APWW), Weekly
V23	PIGRRYR	Gross Replacement Rate (Benefit/APWW), 1st year
V24	PINRRWK	Net Replacement Rate (Benefit/APWW), Weekly
V25	PINRRYR	Net Replacement Rate (Benefit/APWW), 1st year
V26	MGG	Benefit (National Currency), Gross
V27	MGN	Benefit (National Currency), Net
V28	MGGRR	Gross Replacement Rate (Grant/APWW)
V29	MGNRR	Net Replacement Rate (Grant/APWW)
V30	CLDRPO	Duration, Post Parental Insurance, Weeks 1st Year
V31	CLDRFU	Duration, Post parental All Weeks
V32	CLBENGWK	Benefit (National Currency), Gross, Weekly
V33	CLBENGYR	Benefit (National Currency), Gross, 1st year
V34	CLBENNWK	Benefit (National Currency), Net, Weekly
V35	CLBENNYR	Benefit (National Currency), Net, 1st year
V36	CLGRRWK	Gross Replacement Rate (Benefit/APWW), Weekly



V37	CLGRRYR	Gross Replacement Rate (Benefit/APWW), 1st year
V38	CLNRRWK	Net Replacement Rate (Benefit/APWW), Weekly
V39	CLNRRYR	Net Replacement Rate (Benefit/APWW), 1st year
V40	TBG26W	Total Benefit (National Currency), Gross, 1st 26 weeks
V41	TBG1Y	Total Benefit (National Currency), Gross, 1st year
V42	TBGRY	Total Benefit (National Currency), Gross, remaining years
V43	TBN26W	Total Benefit (National Currency), Gross, 1st 26 weeks
V44	TBN1Y	Total Benefit (National Currency), Gross, 1st year
V45	TBNRY	Total Benefit (National Currency), Gross, remaining years
V46	TGRR26W	Gross Replacement Rate (Benefit/(APWW/2)), 1st 26 weeks
V47	TGRR1Y	Gross Replacement Rate (Benefit/APWW), 1st year
V48	TGRRRY	Gross Replacement Rate (Benefit/APWW), remaining years weekly
V49	TNRR26W	Net Replacement Rate (Benefit/(APWW/2)), 1st 26 weeks
V50	TNRR1Y	Net Replacement Rate (Benefit/APWW), 1st year
V51	TNRRRY	Net Replacement Rate (Benefit/APWW), remaining years weekly

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