

Who is Parental Leave Poor? Challenges for Inclusive Leave Policies

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Abstract

The late 20th century has witnessed a global expansion of job-protected care leave for parents (Kamerman & Moss, 2009; OECD, 2017). Contrary to expectations even market-oriented countries have seen an expanding role for governments in developing parental leave policies, extending their duration and increasing the payment level, for fathers as well as mothers (Baird & O'Brien, 2015).

More recently concerns have increased about the *reach* of leave policies particularly in light of significant changes in global labour markets, notably declining full-time, permanent jobs and rising insecure employment contracts and practices (e.g. McKay, Mathieu & Doucet 2016).

This paper addresses the question *who is parental leave poor?* It examines the *eligibility* of British employees to take advantage of statutory maternity, paternity and parental leave measures in the workplace.

Data from the nationally representative Labour Force Survey (2016-17) show that 27% of employed fathers and 16% of employed mothers aged 20-49 years who have had a child in the last year were in fact *not* eligible for paternity or maternity leave. We examine individual worker and workplace determinants of this apparent inequality in access to leave through multivariate analysis. Using lessons for the UK we make recommendations for the development of more inclusive leave policies.

Introduction

The first global form of paid leave from employment was introduced in 1919 under the auspices of the ILO's Maternity Protection Convention (ILO, 2014). Female focused, this measure was concerned with the health and safety of employed women just before and after childbirth. Subsequently the late 20th and early 21st centuries have witnessed an expansion of various forms of leave for men and women as managing work-life balance has become more difficult especially as more mothers return to paid employment in their child's first year (Moss & Deven, 2015; World Bank, 2016). Even market-oriented countries such as the UK have deepened a role for governments and employers in developing parental leave policies, extending their duration and increasing the payment level, for fathers as well as mothers. Leave policies have become complex regulatory instruments for managing paid care as well as health and safety and latterly gender equality and economic productivity. In this context, infant care is no longer purely a private family matter as employed parents attempt to accommodate 24/7 infant care within a 24/7 globalised working environment. At a macro level, a country's parental leave regime is an important facilitating setting for achieving a sustainable work-life arrangement to for financial wellbeing and family care.

Recently concerns have increased about the reach of statutory work-life balance support to those who need it especially at key times in life such as the birth of a child and for those in low-income jobs (McKay, Mathieu & Doucet, 2016; TUC, 2016). These concerns have intensified with rising insecure employment contracts and practices creating precarious working conditions including zero-hours contracts, the so called "gig economy" (e.g. The Taylor Review of Modern Working Practices, 2017; Clarke, 2017). Tensions associated with differential access to statutory paid leave, raise the possibility of a new global polarisation for infants: the risk of being born into either a 'parental leave rich' or a 'parental leave poor' household and indeed country (O'Brien, 2011).

Similarly, the growth in self-employment, accounting for 15 per cent of the British workforce (ONS, 2017) signals further reshaping of the economy, labour market and family life. For countries where eligibility for work-life balance support is dependent on strict conditions based on out-dated definitions of employment (The Work and Pensions and Business, Energy and Industrial Strategy Committees, 2017) it is likely that there will be growing inequalities and divisions between workers with and without access to the benefits of paid leave and flexible working.

This paper addresses the question *who is parental leave poor?* It examines the *eligibility* of British employees to take advantage of statutory maternity, paternity and parental leave measures in the workplace.

It uses nationally representative data from the 2017 Labour Force Survey to examine how extensive poor access to paid leave is amongst the British workforce and to uncover typical individual and workplace inequalities in access to statutory provision. The analysis focuses on those employed new parents or potential parents (men and women) who may have no individual access to statutory work-life balance provisions.

Employment conditions to access Paid Leave

Policies to support working parents, particularly mothers, have developed slowly in Britain since the introduction of statutory Maternity Leave in 1977. Its policy context occupies a midway position between continental Europe's social investment and solidarity model and the United States' private, market-oriented model. Parental Leave available to both mothers and fathers arrived in 1999, Paternity Leave in 2003, followed by Additional Paternity Leave in 2011 and Shared Parental

Leave in 2015¹. Despite their lack of generosity in duration and income replacement, particularly for fathers, these work-life balance measures have proved popular.

Paternity and Maternity leave vary in *duration* and *payment* levels (see summary in Appendix Box 1 & 2). Statutory Paternity leave is two weeks in duration and both weeks are paid at a flat rate. Statutory Maternity leave is 52 weeks in duration and only paid for 39 weeks, at a flat rate for 33 weeks, after a six-week period which is compensated at 90 per cent of average weekly earnings.

All employed women who have a baby are eligible for 52 weeks maternity leave, regardless of length of employment service. All employed men (or partner of the woman) are eligible for paid paternity leave if they are the biological father of the child, or the child's adopter or the mother's husband, partner or civil partner; and if they expect to have responsibility for the child's upbringing. There is no unpaid Paternity leave.

Eligibility for *paid* Paternity and Maternity leave is based on three conditions: employment status, length of service/ continuous employment at the employer, and income:

- Individuals who are classed 'employees' (typically with a written employment contract) are eligible for paid Maternity and paid Paternity leave but those classed 'self-employed' are not and generally those classified as 'workers' are not.²
- A continuous employment-qualifying period of working for an employer for 26 weeks (just over 6 months) by the end of the 15th week before the expected week of childbirth are required for paid Maternity and Paternity leave.
- An economic activity test with an earnings threshold is required for paid Maternity and Paternity leave. Gross weekly earnings need to be at least equal to the lower earnings limit for National Insurance in order to secure the financial contribution (£113 in 2016-17).

There is a further payment provision, Maternity allowance, for those women on Maternity leave who are not able to meet the three employment conditions. It is paid at a less generous flat rate for 39 weeks (Appendix Box 2). Eligibility is more inclusive than for paid Maternity leave but conditionalities remain:

- Employment status is extended to include the self-employed: employees and self-employed are eligible.
- A flexible 26 week employment-qualifying period which can be discontinuous and can occur over a longer period before the baby is due (over 66 weeks [15 months]).
- Lower earnings threshold (more than £30 weekly in 13 of the 66 weeks in 2016-2017).

There is no Paternity allowance for men who find themselves not eligible for Paternity leave and pay, a matter which is raising gender equality concerns.

Data and Methodology

¹ The focus in this paper is upon individual access to statutory support. However, many of the inequalities which we

² <https://www.gov.uk/employment-status/selfemployed-contractor-although-statutory-maternity-and-paternity-pay-may-be-possible-in-some-circumstances-for-those-classified-as-workers>.

To assess access to paid Maternity and Paternity leave we use cross-sectional data from the first quarter of the UK Labour Force Survey collected between January-March 2017. Sample characteristics are presented in Table 1. For this analysis, we define two categories:

- “*New parents*” – individuals who are employed (employees and self-employed) and have had a child in the last year. The total N in our sample is 1,410 employed parents: 652 mothers, 758 fathers.
- “*Potential parents*” – individuals who are employed (employees and self-employed) and aged 20-49 years, the peak fertility and employment period (ONS, 2017a). The total N in our sample is: 26,634 in employment: 13,165 women, 13,469 men.

Our analysis focuses on those individuals whose employment conditions constrain their eligibility for statutory paid maternity and paternity leave and maternity allowance – the “not eligible”.

The selected indicators are Employed < 6 months (less than 6 months); Paid < threshold (less than £113 gross weekly); and Employed < 6 month and paid < threshold.

We present stepwise weighted linear regression estimates for the survey sample. We control for a standard set of variables both at employee level and workplace level for the following characteristics: qualifications, ethnicity and age, occupation, sector, industry composition, and gender composition of workplace. Separate analyses and tables are presented for men and women.

Table 1: Sample characteristics of those in employment – UK Labour Force Survey, January-March 2017

	Men	Women	All in employment
<i>Age group</i>			
16-24	12%	13%	13%
25-34	24%	23%	24%
35-44	23%	22%	22%
45-59	34%	36%	35%
60+	6%	6%	6%
Total	100%	100%	100%
<i>NS-SEC occupations</i>			
Managerial/professional	45%	45%	45%
Intermediate	8%	20%	14%
Small employers and own account workers	15%	8%	11%
Lower supervisory & technical	11%	5%	8%
Semi-routine & routine	22%	23%	22%
Total	100%	100%	100%
<i>Ethnic group</i>			
White British	88%	89%	88%
Mixed	1%	1%	1%
Indian	3%	2%	3%
Pakistani	2%	1%	1%
Bangladeshi	1%	0%	1%
Asian	2%	2%	2%

Black	3%	3%	3%
Other	2%	1%	2%
Total	100%	100%	100%
N	21,700	20,688	42,388

Findings

New parents

Over one-quarter (27%) of employed new fathers and 16 % of employed new mothers do not have access to paid Paternity or Maternity leave (see Table 2 & 3).

- 27% of employed fathers who have had a child in the last year were not eligible for paid Paternity leave. This is due to their employment status rather than failing to reach the earnings threshold – self-employment (20%), employed < 6 months (7%).
- A minority (16%) of employed mothers who have had a child in the last year were not eligible for paid Maternity leave because their earnings fell below the economic activity test earnings threshold (7%), were self-employed (7%) or did not meet the continuous employment condition (2%).
- 4% of new mothers were not eligible for the Maternity allowance payment (see Table 3).

Potential parents

The category “potential parents” extends the analysis beyond those employed individuals who have had a child in the previous year to a larger group in their prime economic activity phase and who may wish or who have already had children (20-49 years). The group provides a significantly larger sample than recent working parents (see Table 2 & 3).

- 24% of men aged 20-49 years and in employment would not be eligible for paid Paternity leave. This is mostly due to self-employment (16%) and failing to meet the continuous employment condition (8%).
- 26% of women aged 20-49 years and in employment would not be eligible for paid Maternity leave. This is partly due to self-employment (9%), failing to meet the continuous employment condition (10%) and failing to meet the earnings threshold (7%).
- 12% of women aged 20-49 years would be ineligible for both paid Maternity leave and the Maternity allowance payment.

Table 2: Men and Women in employment, individual eligibility for paid Paternity or paid Maternity leave

	<i>New Parents in employment</i>		<i>Aged 20-49 in employment</i>		<i>Employed – all ages</i>	
	Men	Women	Men	Women	Men	Women
<i>Employee and eligible</i>	73	84	76	74	72	72
<i>Employee and not eligible</i>	6	10	8	17	9	17
Employed < 6 months	6	2	7	10	6	8
Paid < threshold	0	7	1	5	2	7
Employed < 6 month and paid < threshold	0	1	0	2	1	2
<i>Self-employed</i>	20	7	16	9	19	11
	100	100	100	100	100	100
N	758	652	13,469	13,165	21,700	20,688

Note: New parents = parents of a child < 1 year old

Source: Individual LFS data January-March 2017

Table 3: Mothers in employment, eligibility for Maternity allowance payment

	New mothers in employment	Employed women, aged 20-49	Employed women, all ages
Not eligible, self-employed or employed < 6 months	4.1	12	10
Not eligible, employee paid < threshold		0.2	0.5
Not eligible, employed < 6 month and paid < threshold		0.1	0.2
Eligible, self-employed > 6 months	19.5	23.8	27.6
Eligible, employee > 6 months and paid above threshold	76.4	63.8	61.7
Total	100%	100%	100
	652	13,165	20,688

Note: New mothers = mother of a child < 1 year old, employment eligibility is based on 26 weeks of continuous employment, and the LFS does not provide data on the earnings of the self-employed

Source: Individual LFS data January-March 2017

Who has poor access to paid leave?

Those in self-employment, flexible or low paid work are not eligible because of the employment conditions in accessing paid paternity or maternity leave. Men are further disadvantaged by virtue of not having access to a Paternity allowance benefit.

Our multivariate analysis focuses upon employees aged 20-49 and explores the extent to which being paid leave poor relates to individual characteristics (age, ethnicity), qualifications, socio-economic class, industry and sector of employment (see Tables 4 and 5). We find:

- Younger employees are less likely to be eligible for paid Paternity and Maternity leave;
- Pakistani men and women are less likely to be eligible for paid Paternity and Maternity leave;
- Those working in intermediate, semi-routine or routine occupations are less likely to be eligible for paid Paternity and Maternity leave;
- Men working in male dominated industries are less likely to be eligible for paid Maternity leave.

Table 4: Odds ratios from logistic regression model for ‘not eligible for paid Paternity leave’: Men

	(1) Individual characteristics	(2) Plus SEC	(3) Plus workplace
Constant	12.43***	7.93***	3.22**
Highest qualification			
Base category: degree or equivalent			
A level or equivalent	0.73**	0.70**	0.76*
GCSE or equivalent	0.82	0.73*	0.79
Other qualification	0.95	0.80	0.87
No qualification	1.47	1.28	1.34
Qualification missing, inapplicable or no answer	1.10	1.01	1.13
Ethnicity			
Base category: White			
Mixed	1.57	1.55	1.73
Indian	1.17	1.13	1.21
Pakistani	2.39*	2.32*	2.29*
Bangladeshi	0.76	0.71	0.67
Other Asian	0.51	0.49	0.47
Black African/Black Caribbean	1.28	1.19	1.13
Other ethnicity	1.19	1.16	1.09
Ethnicity missing, inapplicable or no answer			
Age			
Age in years	0.81***	0.83***	0.84***
Age in years squared	1.00***	1.00***	1.00***
Age missing, inapplicable or no answer			
Occupation (SEC)			
Base category: managerial and professional			
Intermediate		1.18	1.24
Lower supervisory & technical		0.69*	0.76
Semi-routine and routine		1.50**	1.50**
Occupation missing, inapplicable or no answer		1.49	1.54
Sector of employment			
Base category: Public sector			
Private sector			0.78*
Other type of organisation			2.44***
Sector missing, inapplicable or no answer			
Gender composition of industry sector			
Base category: equal distribution			
Male dominated sector			1.80***
Female dominated sector			1.09

Industry sector missing, inapplicable or
no answer

<i>Base</i>	4,780	4,780	4,756
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Source: UK Labour Force Survey, individual January-March 2017. Weighted estimates.
Self-employed excluded.

'Not eligible' (N=520 in male employee sample) compared to 'Eligible' (N=4267 in male employee sample)

Exponentiated coefficients (Odds ratios)

* $p < 0.01$, ** $p < 0.05$, *** $p < 0.001$

± No data on TU membership in LFS

Table 5: Odds ratios from logistic regression model for ‘not eligible for paid Maternity leave’: Women

	(1) Individual characteristics	(2) Plus SEC	(3) Plus workplace
Constant	11.24***	5.94***	4.79***
Highest qualification			
Base category: degree or equivalent			
A level or equivalent	0.93	0.72**	0.72**
GCSE or equivalent	0.92	0.67**	0.67***
Other qualification	1.28	0.82	0.86
No qualification	1.23	0.75	0.78
Qualification missing, inapplicable or no answer	0.58	0.44	0.57
Ethnicity			
Base category: White			
Mixed	1.57	1.65	1.70
Indian	0.86	0.87	0.89
Pakistani	2.54**	2.31**	1.99
Bangladeshi	1.68	1.85	1.83
Other Asian	1.02	0.96	0.95
Black African/Black Caribbean	1.72**	1.69	1.54
Other ethnicity	2.97***	2.99***	2.96***
Ethnicity missing, inapplicable or no answer	1.48	1.23	1.22
Age			
Age in years	0.83***	0.85***	0.85***
Age in years squared	1.00***	1.00***	1.00***
Age missing, inapplicable or no answer			
Occupation (SEC)			
Base category: managerial and professional			
Intermediate		1.55***	1.56***
Lower supervisory & technical		0.63	0.64
Semi-routine and routine		2.49***	2.36***
Occupation missing, inapplicable or no answer		1.93***	1.87***
Sector of employment			
Base category: Public sector			
Private sector			0.68**
Other type of organisation			1.23*
Sector missing, inapplicable or no answer			
Gender composition of industry sector			
Base category: equal distribution			
Male dominated sector			1.22
Female dominated sector			1.04
Industry sector missing, inapplicable or no answer			
<i>Base</i>	5,187	5,187	5,161

Source: UK Labour Force Survey, individual January-March 2017. Weighted estimates.
Self-employed excluded.

‘Not eligible’ (N=540 in female employee sample) compared to ‘Eligible’ (N=4787 in female employee sample)

Exponentiated coefficients (Odds ratios)

* $p < 0.01$, ** $p < 0.05$, *** $p < 0.001$

± No data on TU membership in LFS

Discussion and recommendations

Across the world paid leave from employment policies continue to evolve. Their design is responsive to new cultural, economic and political issues as well as early influences from health and social insurance and post-war welfare regime path dependencies. A recent growth in informal and atypical employment has unsettled previous eligibility assumptions.

In the UK, our evidence shows that there are indeed significant minorities of the working population who are not eligible to receive basic paid Maternity or Paternity leave. Twenty seven per cent of employed fathers who have had a child in the last year were not eligible for paid paternity leave due to their employment status– self-employment (20%), or not earning enough to reach an earnings threshold < 6 months (7%). A smaller minority (16%) of employed mothers who have had a child in the last year were also not eligible for paid maternity leave because their earnings fell below the economic activity test earnings threshold (7%), were self-employed (7%) or did not meet the continuous employment condition (2%). Even 4% of new mothers were not eligible for the basic maternity allowance payment, designed as a fall-back.

It is clear that employment rights and entitlements with respect to paid leave are insufficiently aligned to new working practices, at least in this case study country. In countries such as the UK which does not offer a universal leave benefit to its citizens, employment rights and entitlements are closely associated with employment status signifiers. In the UK only individuals who are classified as “employees” have access to the full complement of statutory family-friendly employment rights although statutory maternity and paternity pay may be possible in some circumstances for those classified as “workers”.

Self-employed people, those who run their own businesses, have very few statutory employment rights, although self-employed mothers do have access to the maternity allowance benefit, some protection for health and safety purposes, and some protection against discrimination.

Individuals working in non-standard employment conditions in the new economy (e.g. across intermediary digital platforms, gig workers) can be classified as “workers”, “self-employed” or other categories with consequential employment status uncertainty.

Similarly individuals who experience forms of discontinuous employment connected with irregular or volatile work schedules or breaks in employment or (e.g. journalists, workers in the creative industries, free-lancers) may not meet the 26-week employment qualifying period.

LFS estimates show that those who are younger, who have less privileged jobs, are from a Pakistani ethnic group and are men in male dominated industries are less likely to be eligible for paid leave.

These patterns present a risk of uneven social protection from existing legal or regulatory frameworks so that only the more economically secure parents will be able to take significant time out of employment to care for a young child. In turn these infants have the opportunity to start life in parental time-rich environments. At a macro level, a country’s parental leave

regime is an important facilitating context for achieving an optimal infant quality of life. Access to paid statutory leave reduces tensions associated with differential access to statutory leave, living in countries with strong statutory parental leave have greater ‘choice’ in the creation of child sensitive care packages.

The societal challenge is to reach a settlement on the relative contribution of public and private (family) resources to create a sustainable framework for employment and care of young children. The tensions between ensuring a high quality of child care, respecting parental preference, and supporting gender equality, are higher in the first few years of children’s life than at any other period because of the dependency needs of young children. Clearly these “not eligible” parent-workers are not fully protected. Their predicament may indeed be an early signal of a collapsing global ceiling of the highly valued working conditions found in richer western societies. (aka “raising the global floor”, Heymann & Earle, 2010).

Recommendations

The evidence presented suggests a need for policy to adapt to improve access to leave in a changing labour market and eliminate the inequalities in statutory leave provision that currently exist.

1. Greater clarity about statutory definitions of employment status in recognition of new forms of employment

Employment rights and entitlements are closely associated with employment status. Only individuals who are classified as “employees” have access to the full complement of statutory family-friendly employment rights although statutory maternity and paternity pay may be possible in some circumstances for those classified as “workers”.

Self-employed people, those who run their own businesses, have very few statutory employment rights, although self-employed mothers do have access to the maternity allowance benefit, some protection for health and safety purposes, and some protection against discrimination.

Individuals working in non-standard employment conditions in the new economy (e.g. across intermediary digital platforms, gig workers) can be classified as “workers”, “self-employed” or other categories with consequential employment status uncertainty.

In order to improve access to family-friendly employment rights and entitlements there should be legislation to clarify statutory definitions of and protections linked to employment status. In particular greater clarity is needed about the national insurance and tax contributions the self-employed and “worker” status individuals need to make in order to secure access to paid family-friendly statutory support.

Enhanced and proactive public awareness of any new clarification should take place so that citizens can plan for a sustainable and affordable work-family balance over their life course.

2. *A flexible 26 week qualifying period*

In recognition of new forms of discontinuous employment, more flexibility about the timing of the 26-week qualifying period is required to extend the reach of family-friendly support.

Consideration should be given to a flexible 26-week employment-qualifying period which can be discontinuous and can occur over a longer period before the baby is due. One example is over 66 weeks (15 months) in line with the current design of maternity allowance.

3. *Paternity allowance*

A majority of men ineligible for statutory paternity pay are self-employed. Unlike self-employed mothers, self-employed fathers have no alternative allowance. Men who have not worked with their employer for the 26 week qualifying period are in the same situation.

In order to reduce gender inequalities between men and women at this this time, consideration should be given to an allowance to men who do not meet statutory paternity pay employment conditions - a form of paternity allowance.

4. *Government commitment to timely data collection of statutory leave and flexible work arrangements and usage*

The UK Government does not routinely collect data about access to and take-up of leaves and flexible work.

The most recent publically available nationally representative survey was conducted nearly 10 years ago: the *Maternity and Paternity Rights and Women Returners Survey 2009/10* (Chanfreau et al, 2011). This joint survey for the Department for Work and Pensions with the Department for Business, Innovation and Skills provided a detailed, statistically representative profile of maternity and paternity leave and pay and maternity allowance.

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Appendix

Box 1: UK Paid Leave conditions and payments (2017) with other selected weekly benefit and wage comparators

	2016-2017
Economic activity test/earnings threshold	<p>Maternity and paternity pay: £113 a week (gross)</p> <p>Maternity allowance £31 Must have earned more than £30 a week in 13 of 66 weeks (15 months) before baby is due. Earnings can added together earnings from more than one job.</p> <p>Pay can include holiday pay, bonuses, overtime, sick pay and any previous periods of Statutory Maternity Pay, but not periods of Maternity Allowance itself.</p> <p>Self-employed weeks can be included as have either paid Class 2 National Insurance contributions (NICs) or could have paid Class 2 NICs but did not do so</p> <p>Paternity allowance (does not exist)</p> <p>Shared parental leave: Mother - £113 a week (gross)</p> <p>Partner must have earned at least £390 in total in 13 of the 66 weeks before the week the baby's due.</p> <p>Parental leave: None as unpaid</p>
Continuous employment test /qualifying periods	<p>Maternity and paternity pay: Must have worked continuously for their employer for 26 weeks, ending with the fifteenth week before the baby is due and remain employed at the time of the child's birth.</p> <p>Maternity Allowance: must have worked for at least 26 weeks in the 66 weeks (15 months) before the baby is due. The work does not have to be continuous, or for the same employer, and can include periods of self-employed work.</p> <p>Shared parental leave: Same requirement; partner must also have worked for 26 weeks out of the 66 weeks before the expected week of childbirth and have earned at least £30 per week for 13 of these weeks) and be working for the same employer when they want to take leave.</p> <p>Parental leave: employees must have completed one year's</p>

	continuous employment with their present employer.
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Note: Earnings threshold

The earnings threshold is the gross weekly earnings, which need to be at least equal to the lower earnings limit for National Insurance (NI) purposes. The lower earnings limit is the point at which a person starts to be treated as if they have paid NI contributions. It changes every year. See <https://www.gov.uk/government/publications/maternity-benefits-technical-guidance/maternity-benefits-technical-guidance#statutory-maternity-pay-smp>

Box 2: UK Weekly Rates of Paid Leave (2017) with other selected weekly benefit and wage comparators

	2016-2017
Maternity leave	<ul style="list-style-type: none"> - First 6 weeks: 90% of their average weekly earnings (AWE) before tax - Next 33 weeks: £140.98 or 90% of their AWE (whichever is lower) - Remaining 13 weeks are unpaid
Paternity leave	<ul style="list-style-type: none"> - The statutory weekly rate of Paternity Pay is £140.98, or 90% of AWE (whichever is lower)
Maternity allowance	<ul style="list-style-type: none"> - £140.98 a week or 90% of your average weekly earnings (whichever is less) for 39 weeks. <p>Or, if not eligible for full amount, either:</p> <ul style="list-style-type: none"> - £27 a week for 39 weeks - £27 a week for 14 weeks.
Shared parental leave	£140.98 a week or 90% of your average weekly earnings, whichever is lower.
Sick pay	<p><u>£89.35</u> for up to 28 weeks. You need to <u>qualify</u> for SSP and have been off work sick for 4 or more days in a row (including non-working days).</p>
Minimum wage	<p>April 2017: 21-24 £7.05/hour 18-20 £5.60/hour Oct 2016-Mar 2017: 21-24 £6.95/hour 18-20 £5.55/hour Apr-Sept 2016: 21-24 £6.70/hour 18-20 £5.30/hour</p> <p>https://www.gov.uk/national-minimum-wage-rates</p>
Living wage	<p>National Living Wage (introduced April 2016, applies to those aged 25 and older- the minimum wage still applies for workers aged 24 and under):</p> <p>April 2017: £7.50/hour April 2016 to March 2017: £7.20/hour</p>
Average female wage and male wage	<p>2016 Median average weekly earnings excluding overtime, full time employees, gross</p> <p>Men £578 Women £480</p> <p>Source: ONS Annual Survey of Hours and Earnings</p>