

Maternity

and Family Leave Policy



Abstract

Maternity and family leaves policies enables mothers to take time off work to take care of the newborn child.



Introduction



The Aim of Policies

Help workers balance between work and family responsibilities.



Types of leave

Paternity

i.e., leave designated specifically for new fathers

Parental

i.e., leave that taken by both new mothers and fathers

Family

i.e., leave that can be taken to care for ill family members in addition to new children.

Key Takeaway Points



Increase in leave-taking rates

Despite barriers to take up leave.



Improve Continuity

increase employment rates several years after childbirth.



No impact on Child wellbeing

but the introduction of short paid and unpaid leave programs can improve children's short- and long-term outcomes.



Minimal Impact

On productivity, profitability

Maternity Leave Policy

International Labour Organization (ILO) main focus are on labour and family issues and their primary goals regard to maternity protection are 1.Empower women role 2.Prevent unequal treatment at work 3.Promote equality in workplace



Duration

Since 2000 the standard duration of maternity is 14 weeks.



Payment

The amount paid should be at least two-third of their previous earnings.



Job Protection

This is the right to return to one's pre-leave employer before,during and after the leaves.



Financing of Benefit

The employers should not bear a burden of financing maternity leave.

Other kinds of leave

Paternity leave is about 90 days leave and in this period you will be paid 100% of the previous earning.

Parental leave is typically available to either or both parents this to allow parent to take care of their infant or young child after maternity and paternity leave.

Caregiving leave are for taking leave with the purpose of caring a severely ill family member.



US maternity and family leaves



FMLA

Employers grant 12 weeks of unpaid job-protected family leave with health insurance

TDI

This program allow women to take leave and prepare for and recover from childbirth

PFL

Paid leave are from 4-12 week and benefit are paid as a percentage of prior earnings.

Take up of Leave



Take-Up of Leave

Constraint and barriers that limit the take up of leave

- Lack of awareness of existing policies
- Low pay and the absence of job protection



Take-Up of Leave

Impact of FMLA

- increased leave-taking by about 23 percent among mothers of children under age one

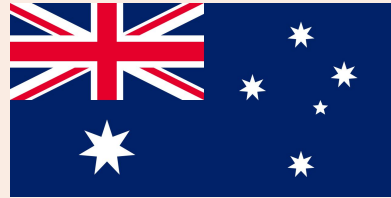
Impact of California's PFL (CA-PFL)

- the policy nearly doubled leave-taking rates among mothers of children under one year old
- CA-PFL increased leave duration by approximately five weeks for mothers and by less than one week for fathers

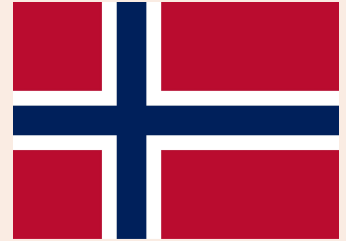
Impact of paid leave policy in other countries



- The extension of paid job-protected parental leave in Canada from six months to one year resulted in a three-month increase in leave duration among new moms.



- The increase of parental leave from one to two years resulted in 10 months increase in leave duration



- The policy that granting four months of paid leave to new moms resulted in a four-month increase in leave take-up.

Maternity Leave Policy

Women's Labor Market Outcomes



Maternity and family leave policies

Effects on Short-terms



- The leaves policy may increase short-run employment
- Greater job continuity for Womens
- Increase the probability of returning to work

Effects on medium, long-terms



- Motherhood wage penalty
- Provisions for paid maternity and family leave that more than one year tends to increase on employment after childbirth
- This policies can be used as a tool to reduce gender inequality effectively



Cross-country comparisons



Canada

- 22% increase in returning to pre-childbirth women employers



Germany

- 12% increase in mother's employment probability after the benefit periods
- Longer period of leave having negative impact on women wages



USA

- Short (6 weeks) leave increased weekly work up to 17%
- No job protection, just paid benefits

Maternity Leave Policy

Impacts on Children



Helping families is a central goal of policies.

There are a number of channels through which children may be impacted.



lower maternal stress
during pregnancy



mother may be better to
take care children



may be impact on family income

policies are correlated with lower child mortality rates


Type of policy and impact on Children

No impacts


- extension of paid maternity
- cognitive or behavioral development
- child well-being.
- children's educational attainment
- children's schooling outcome.

Highly Impact

- short paid and unpaid leave programs
- child health
- decline in high school dropout rates
- increase in earnings at age 30
- increase in average birth weight



In sum, while extensions in existing paid leave policies have had little impact on children's well-being, the evidence suggests that the introduction of short paid and unpaid leave programs can improve children's short and long-term outcomes.





Impacts on Employer Outcomes

Impacts on Employer outcomes

Existing paid leave programs are financed entirely through employee payroll taxes



Many information on employer's experience with PFL programs come from survey and in depth interview

- Eileen Appelbaum and Ruth Milkman report
- Ramirez, Lerner, and Appelbaum report
- U.S. Department of Labor
- California Employment Development Department



In sum, the current evidence suggests that employers are minimally affected by existing state-level PFL programs

Conclusion

- Maternity and family leave policies are critical in assisting working parents, particularly mothers, in navigating the challenges of balancing job and family responsibilities following the birth of a new child.
- The current evidence shows that the implementation of new leave programs and the expansion of existing programs increases parental leave-taking rates.
- Extending existing paid leave programs has no effect on child welfare; however, introducing short-term programs can improve infant health and children's long-term outcomes such as education and earnings.
- Although leaves to care for new children are the most common, some family leave programs allow employees to take time off to care for sick family members. There is almost no research on the effects of these policies on caregivers or ill family members who benefit from them.



Thanks!

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