

MATERNITY AND PATERNITY AT WORK

LAW AND PRACTICE ACROSS THE WORLD

- **The actual Situation in Argentina**
- **The consequences that carry on**
- **Norway: The best country to be parents**
- **ESSCALAND**

THE ACTUAL SITUATION IN ARGENTINA

- Employment Law
- 90 days
- It can be 45 before and 45 after or 30 days before and 90 after
- The ILO (International Labour Organisation) recommend at least 14 weeks
- There are paid by the ANSES (National Social Security Administration) is a decentralized Argentine Government social insurance agency managed under of the Ministry of Labor and Social Security.
- Salary

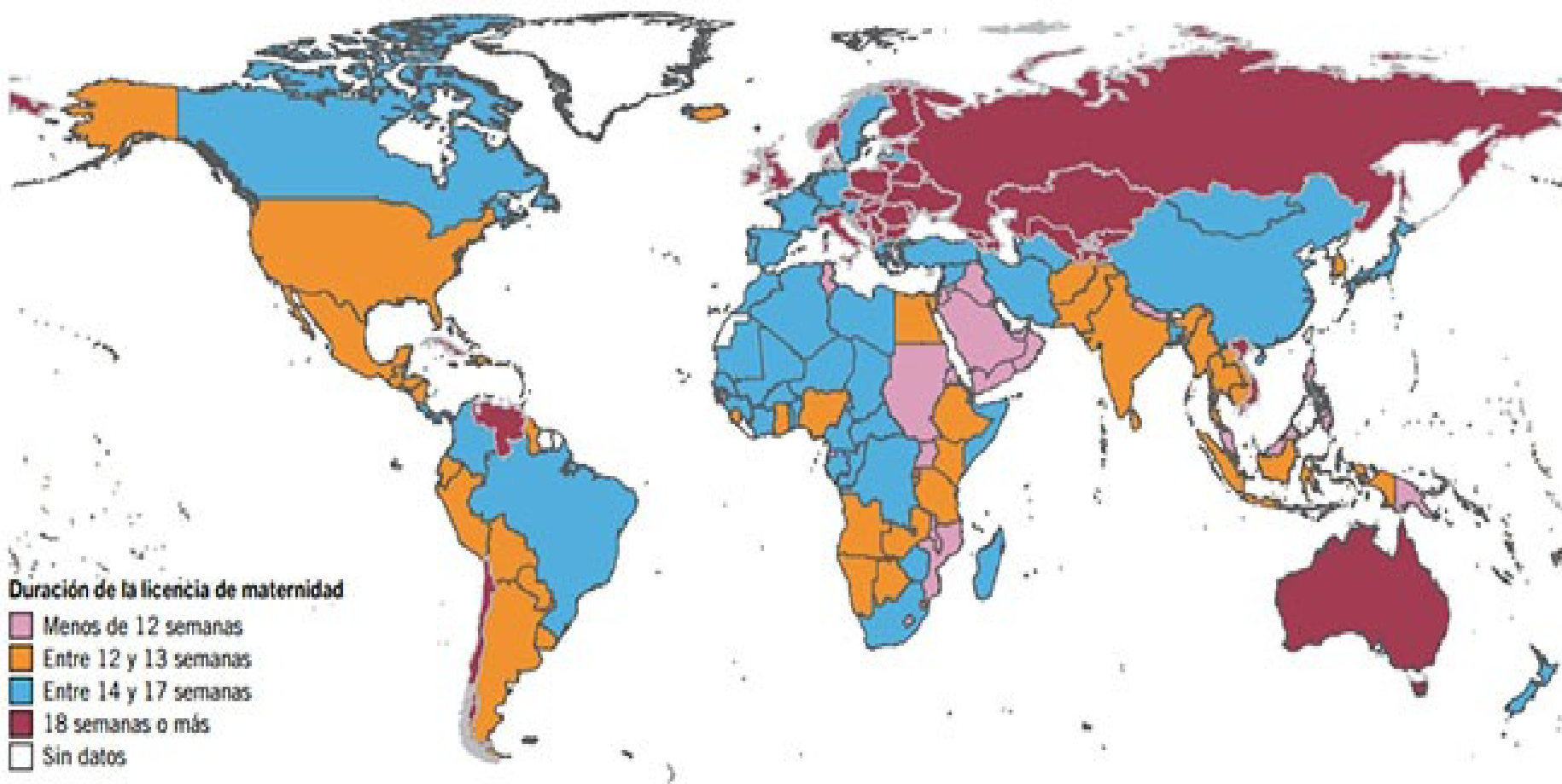


**Nación: 100 días
por convenio
coletivo de trabajo**



IN COMPARISON TO THE WORLD

Mapa 1. Duración legal de la licencia de maternidad, 2013 (185 países y territorios)



Fuente: Base de datos de la OIT sobre leyes relacionadas con las condiciones de trabajo, Protección de la Maternidad, 2013, www.ilo.org/travdatabase (en inglés).

He Can Do It!



- Only 43% of countries in the world have Paternity benefit
- In some countries they are almost symbolic like Argentina with only 2 days
- Uruguay and Paraguay has 3 days
- Brazil where they have 5 days
- Sweden was the first country with paternity benefit

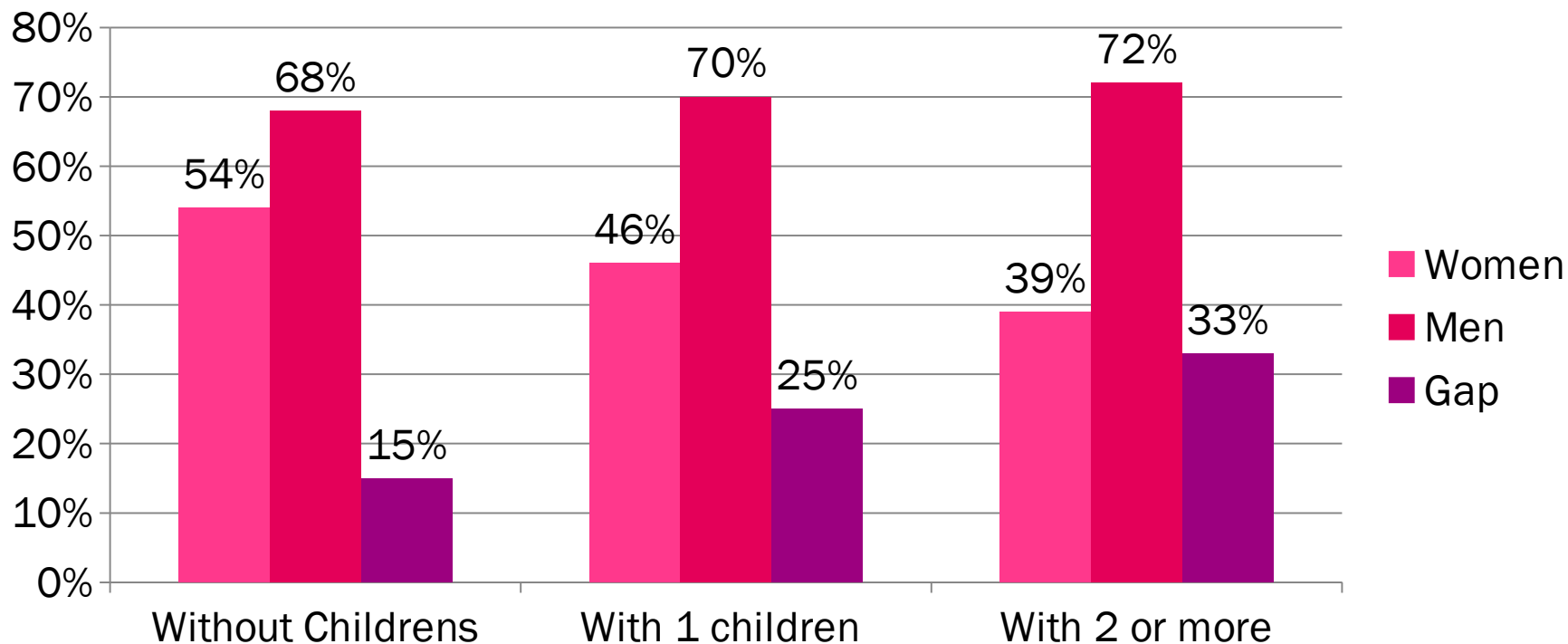


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WICH CONSEQUENCES ARE CARRY ON

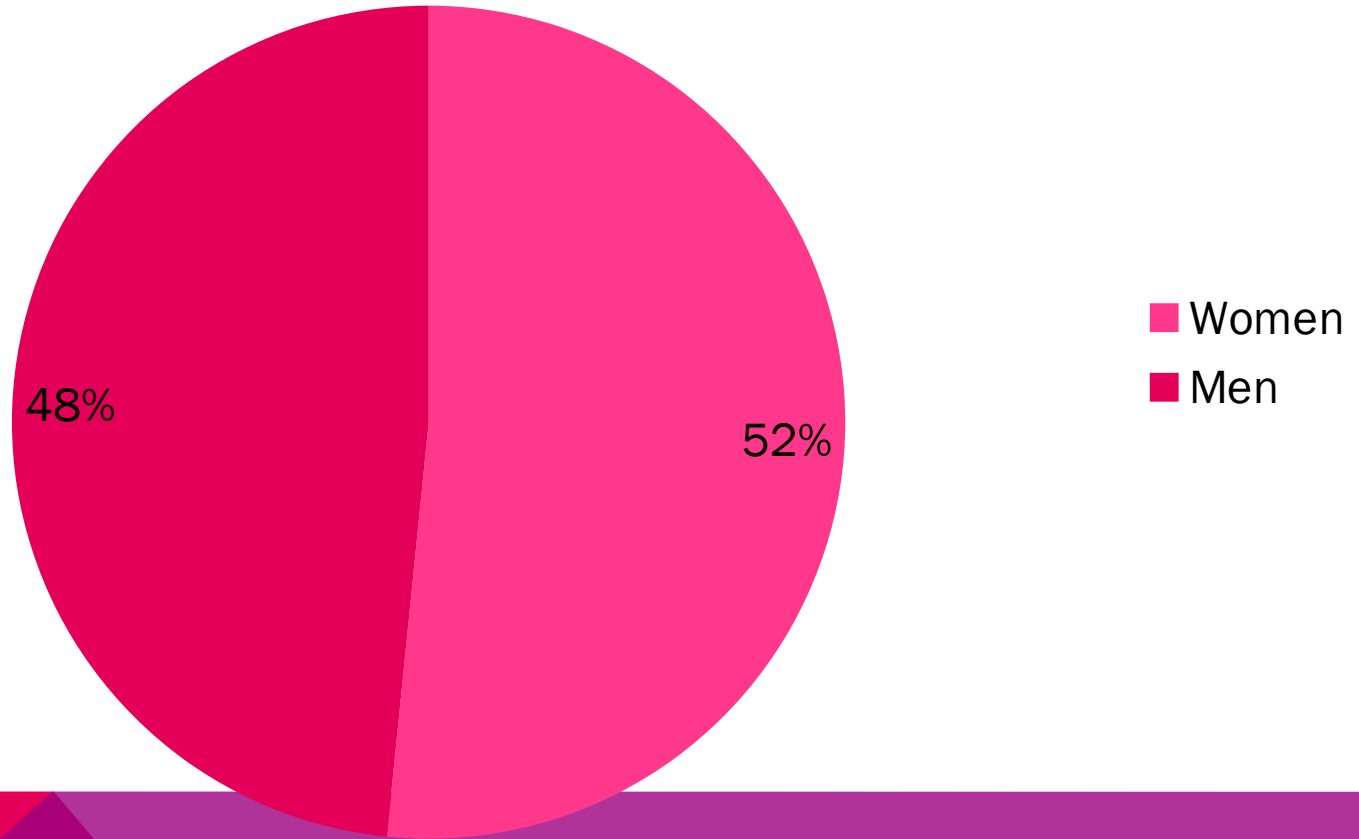
- According to the world bank in Latin America people used to have the average of 6 children in 1960 and in 2010 the average was 2,5 children while Womans of upper, lower and middle class increase their participation in working markets three times
- In Argentina the fifty percent of womans are informal workers without basic rights like maternity benefits
- Women with childrens earn a sixteen per cent less that women without childrens

PARTICIPATION IN WORK MARKETS IN ARGENTINA



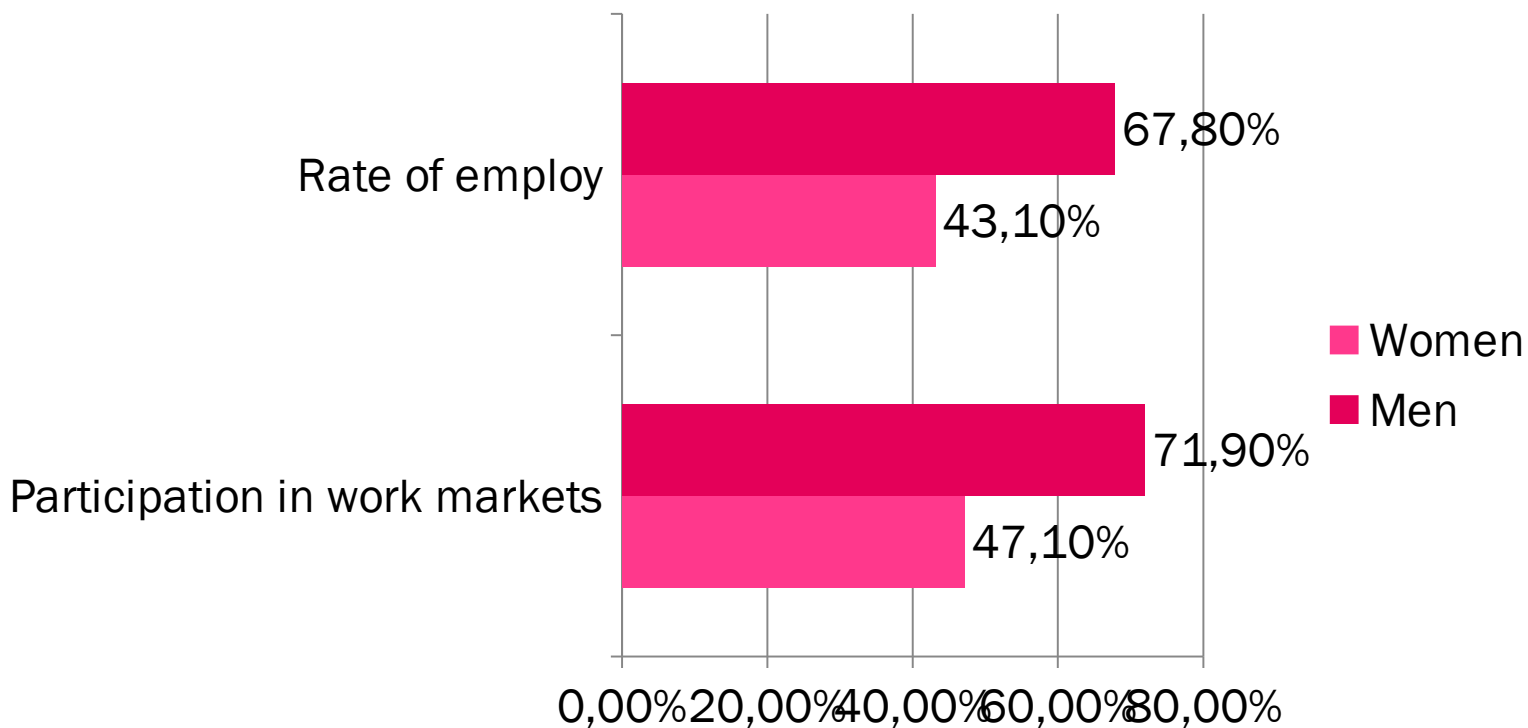
Self elaboration with information of the Economy department of the Nation (2012)

Total Population in Argentina



Self elaboration with information from INDEC and EPH. 2nd semester of 2013

INDICATORS



Self elaboration with information from INDEC and EPH. 2nd semester of 2013




- 45 projects of law
- Suggesting for have 98 days for womans and 15 for men represent in 4 years less than 0,09% of the GDP (21.799 m)

To have 30 days for men and 120 for women wich means more equity than today the total amount of money in 4 years (2016 to 2020) is 36.928 m pesos argentinos wich represent less than 0.23% of the GDP(CIPPEC)



NORWAY: THE BEST COUNTRY TO BE PARENTS

- The period of paternity benefits established in the law is 42 weeks with full compensation for loss of income, or 52 weeks with 80% compensation for such loss
- 3 weeks before delivery are reserved for the mother; 6 weeks after delivery are reserved for the mother; 4 weeks are reserved for the father (paternity fee).
- This leaves 29 weeks of parental leave that can be used by the mother, the father or both.
- However, the paternity fee may not be used until at least 6 weeks have elapsed since the birth of the child
- 90% of the fathers use the benefit

- **The female life expectancy reaches 83 years**
 - **The income difference between men and women decreased**
 - **The low infant mortality rate**
 - **The high fertility rate**
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ESSCALAND: FOLLOWING THE NORWAY MODEL

- Shared licenses
- Paternity fees pre established
- Social Security
- Public Kinder garden
- Flexible schedules at work