

Annex 2 – Maternity and Paternity Leave Arrangements in other Parliaments from the Good Parliament Report, Professor Sarah Childs July 2016

Table 7: Maternity and Paternity Leave Arrangements

Country	Maternity Leave
1. Australia	A motion to grant leave of absence does not require notice, states the cause and period of leave, and has priority over all other business. A Member who has been granted leave of absence by the House is excused from the Service of the House or any Committee
2. Canada	No formal process of either maternity or paternity leave
3. Denmark	An MP (male and female) may request up to 12 months paid leave (pregnancy, childbirth, adoption). Formally it is up to whole Parliament to grant leave – it is put on the agenda for plenary sitting; in practice it is always granted. An MP writes to the Speaker via the Legal Services office.
4. Finland	According to section 48 of the Parliament's rules of Procedure a record of absence from a plenary session (illness, maternity, paternity or parental leave) shall be entered into the minutes of the plenary session. MPs receive full remuneration during maternal or paternal leave.
5. Germany	Members who are unable to be present on days when the Bundestag is sitting, or to attend recorded votes, notify the President of the Bundestag in writing. The reasons are not examined. ... While the law provides for deductions to be made from Members' monthly expense allowance in the event of their absence... no deductions are made if the absence is due to pregnancy, if it falls during the period of maternity protection, or if it is for the purpose of caring for an ill child under the age of 14.
6. New Zealand	There is a provision for members to apply to the Speaker for extended periods of leave, and this can be used for what would effectively be maternity or paternity leave. Members would receive their full salary while on this leave. In New Zealand MPs are not employees, and are therefore not subject to the provisions of the Parental Leave and Employment Protection Act 1987.
7. Scotland	There is no access to maternity or paternity leave for members; policies will be set by the individual parties
8. Spain	<p>According with the Standing Orders of the Congress of Deputies. Section 82 (modified by the Plenary Sitting on July 21th, 2011) Voting may be:</p> <ol style="list-style-type: none"> By assent to the Speaker's proposal. Ordinary. Public, by roll call. Secret <p>2. In the event of pregnancy, maternity, paternity or serious sickness preventing a Member of Parliament from carrying out his or her functions and considered sufficiently justified taking into account the special circumstances, the Bureau may authorise in a motivated document the Member to cast his or her vote through the telematics procedure with identity verification, in plenary sessions, in a voting, that cannot be subject to fragmentation or modification, and which will be foreseeable in respect to the manner and moment when it will take place. For such purpose, the Member will issue the due application by means of a document addressed to the Bureau, which will inform him or her of its decision, specifying, if necessary, the voting and time period he or she will be allowed to cast the vote through this procedure. The vote casted through this procedure will have to be personally verified by means of a system established to this end by the Bureau and held by the Presidency of the Chamber prior to the beginning of the voting.</p>
9. Sweden	<p>The same rules for parental leave are applicable to MPs as for the general public. The MP applies for parental leave also from Parliament; the application has to be approved by the Speaker.</p> <p>(Parental allowance of 460 days, of 390 compensated at 80 percent wage, and 90 days with minimum wage. 60 of the 390 are the 'daddy quota'. Father is entitled to parental allowance of 10 days in connection of the birth at 90 percent of wage. Temporal parental allowance for care of sick children is 120 days per child and year (Freidenvall undated, 33)).</p>
10. Wales	There is no formal process; arrangements are made between the individual member and their parties. Some members have used 'pairing' arrangements via the party whips for one-off appointments.