

**TABLE 2.1 Cash Benefits for Families, 1998**

Country	Expenditures as Share of GDP (Percentage)	Expenditures per Child Under the Age of Eighteen
Nordic Countries		
Denmark	1.5	\$1,822
Finland	1.9	\$1,883
Norway	2.2	\$2,249
Sweden	1.6	\$1,417
Continental Countries		
Belgium	2.1	\$2,265
France	1.5	\$1,390
Germany	2.0	\$2,247
Luxembourg	2.4	\$4,270
Netherlands	0.8	\$884
English-Speaking Countries		
Canada	0.8	\$793
United Kingdom	1.7	\$1,557
United States	0.5	\$650

*Sources:* Expenditures data from OECD (2001b); population data from Bureau of the Census (2002a).

*Note:* Expenditures include cash benefits for families, that is, programs targeted on families (family allowances for children, family support benefits, and lone-parent cash benefits) as well as paid family leave and refundable tax credits for families. Approximately 60 percent of the expenditures in the United States is accounted for by the EITC. Expenditures are in 2000 \$U.S., PPP-adjusted.

**TABLE 2.2 Average Weekly Hours Spent in Market Work by Mothers and Fathers in Two-Parent Families, by Income Quartile, 2000**

Age of Youngest Child (Years)	Mothers (A)	Fathers (B)	Total (A + B)	Difference (B - A)
All two-parent families				
Birth to two	24	44	68	20
Three to five	24	44	68	20
Six to twelve	28	44	72	16
Thirteen to seventeen	31	44	75	13
Low-income families (bottom quartile)				
Birth to two	16	40	56	24
Three to five	19	39	58	20
Six to twelve	21	38	59	17
Thirteen to seventeen	22	35	57	13
Middle-income families (middle two quartiles)				
Birth to two	26	45	71	19
Three to five	26	44	70	18
Six to twelve	30	44	74	14
Thirteen to seventeen	32	43	75	11
High-income families (top quartile)				
Birth to two	27	47	74	20
Three to five	27	47	74	20
Six to twelve	30	47	77	17
Thirteen to seventeen	34	48	82	14

*Source:* Authors' calculations, based on data from CPS.

*Note:* Data refer to parents aged twenty-five to fifty. Hours refer to "usual hours worked per week," exclusive of commuting time and lunch breaks. Average hours include persons spending zero hours in market work.

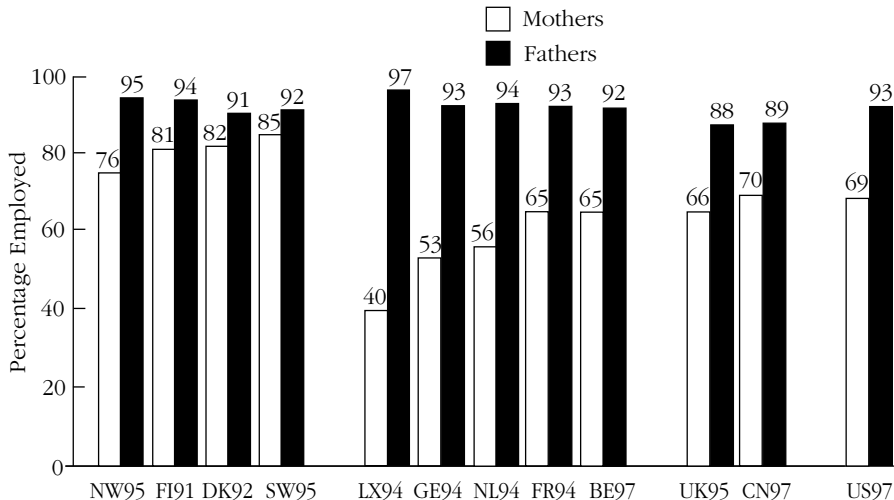
**TABLE 2.3 Average Weekly Hours Spent in Market Work, Mothers and Fathers in Two-Parent Families, by Educational Level, 2000**

	Mothers (A)	Fathers (B)	Total (A + B)	Difference (B - A)
Less than high school	21	39	60	18
High school graduate	27	42	69	15
Some college	28	43	71	15
College graduate	27	45	72	18
Postgraduate degree	30	47	77	17

*Source:* Authors' calculations, based on data from CPS.

*Note:* Data refer to parents aged twenty-five to fifty. Hours refer to "usual hours worked per week," exclusive of commuting time and lunch breaks. Average hours include persons spending zero hours in market work.

**FIGURE 3.1 Employment Rates Among Married or Cohabiting Mothers and Fathers, Mid-1990s**

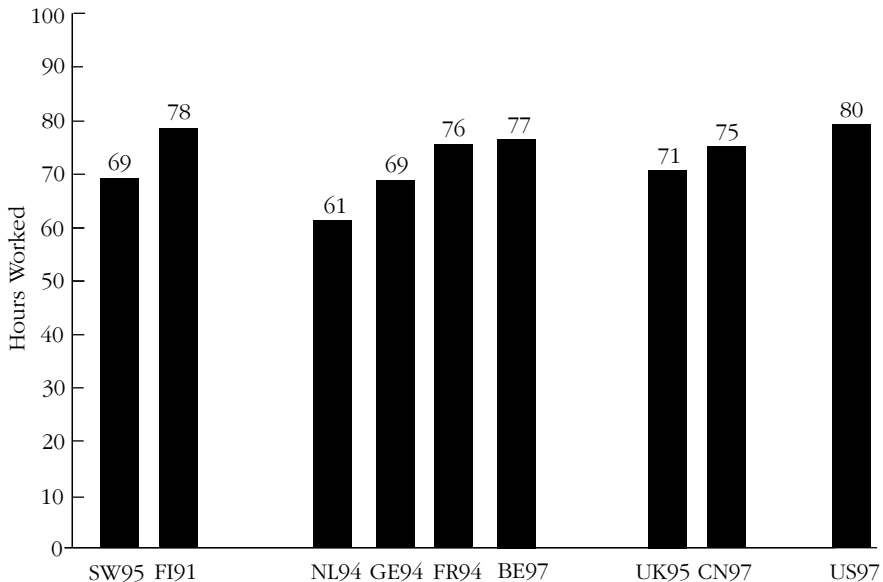


Source: Data from LIS.

Note: Employment comprises both part-time and full-time work.

**FIGURE 3.2 Mean Joint Weekly Work Hours Among Dual-Earner Couples with Children, Mid-1990s**

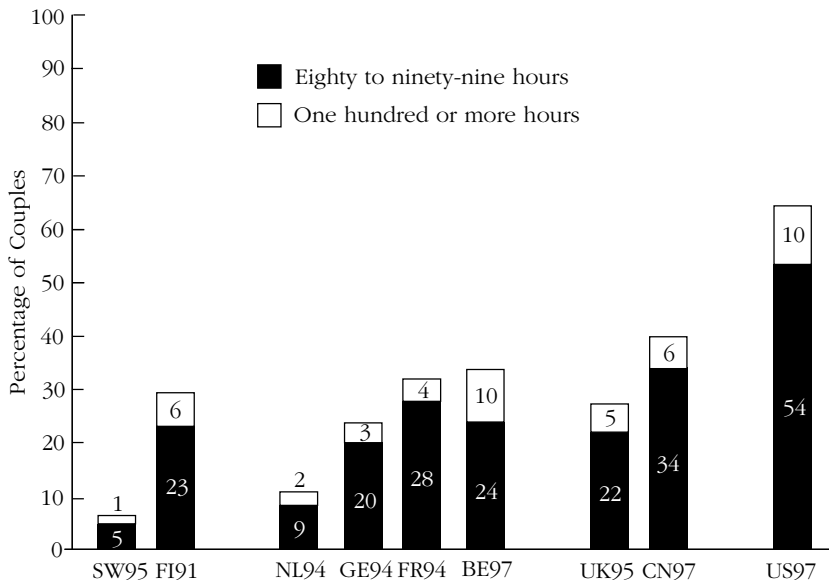
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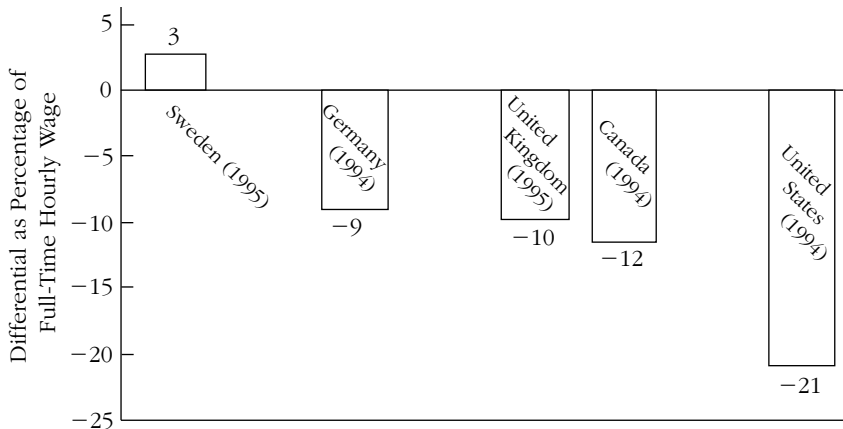
Source: Data from LIS.

**FIGURE 3.3 Prevalence of Long Joint Weekly Work Hours Among Dual-Earner Couples with Children, Mid-1990s**



Source: Data from LIS.

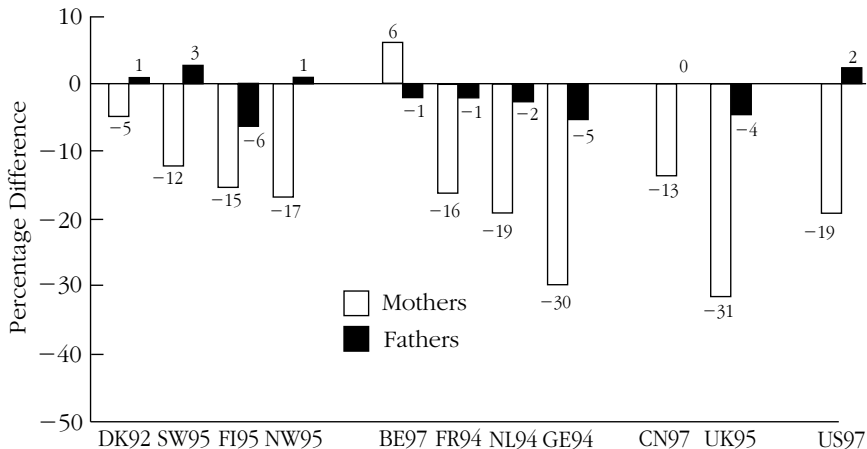
**FIGURE 3.4 Wage Gaps Between Part-Time and Full-Time Employed Women, Mid-1990s**



*Source:* Data from LIS.

*Note:* Gap adjusted for human-capital differences between part-time and full-time workers.

**FIGURE 3.5 Preschooler Effect on Mothers' and Fathers' Employment, Mid-1990s**



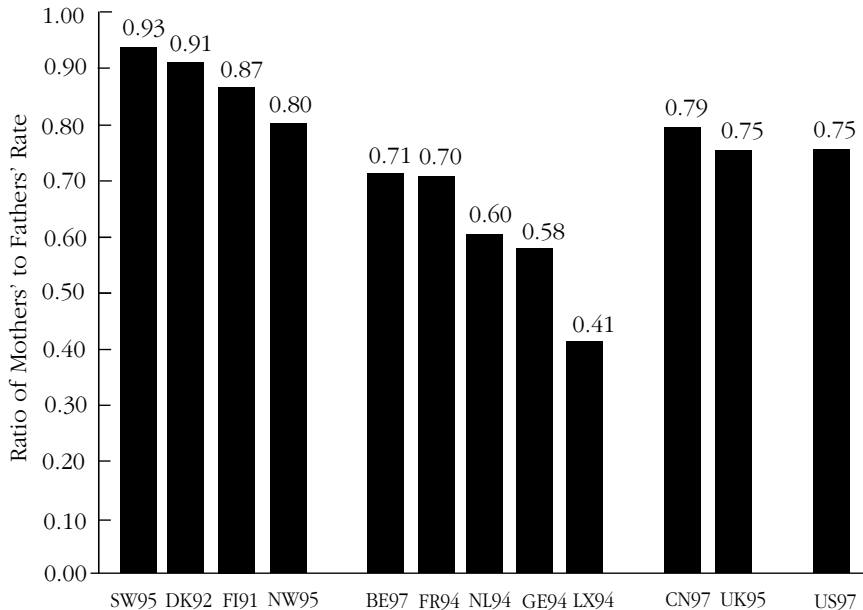
Source: Data from LIS.

Note: The preschooler effect is measured as the percentage difference in employment rates between parents with youngest child aged three to five and parents with youngest child aged thirteen to seventeen.



**FIGURE 3.6 Ratio of Married or Cohabiting Mothers' to Fathers' Employment Rates, Mid-1990s**

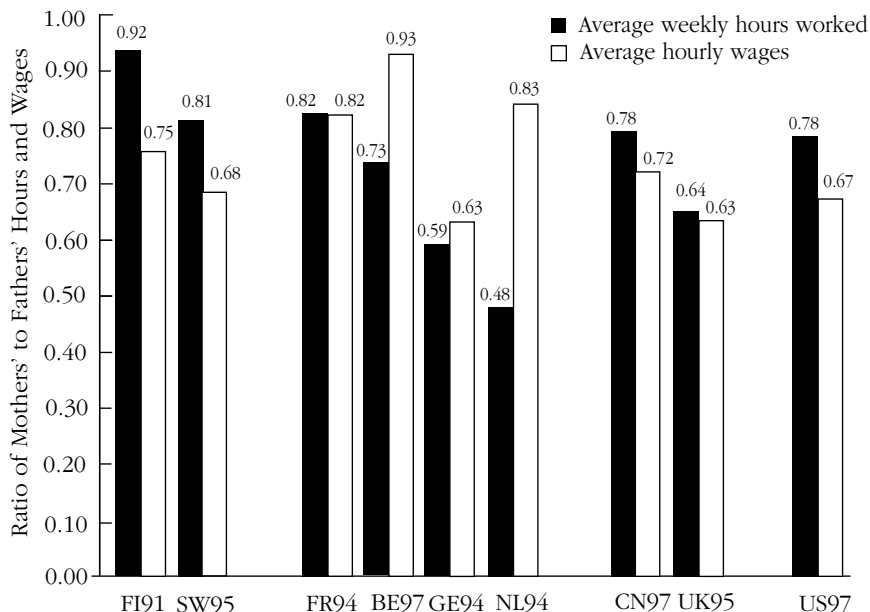
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Source: Data from LIS.

**FIGURE 3.7 Ratio of Married or Cohabiting Mothers' to Fathers' Average Weekly Work Hours and Average Hourly Wages, Mid-1990s**

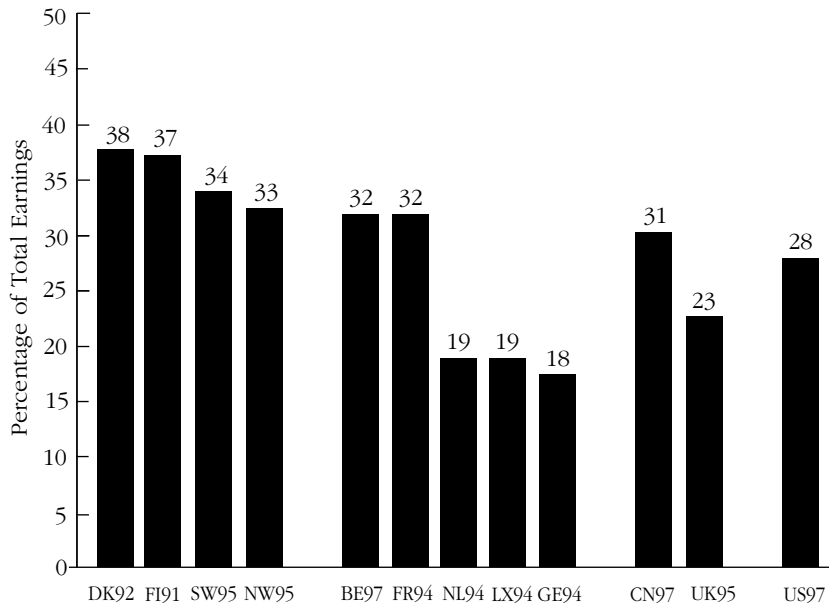


Source: Data from LIS.

Note: Results pertain to part-time and full-time workers, combined.

**FIGURE 3.8 Mothers' Share of Labor-Market Earnings Among Married or Cohabiting Parents, Mid-1990s**

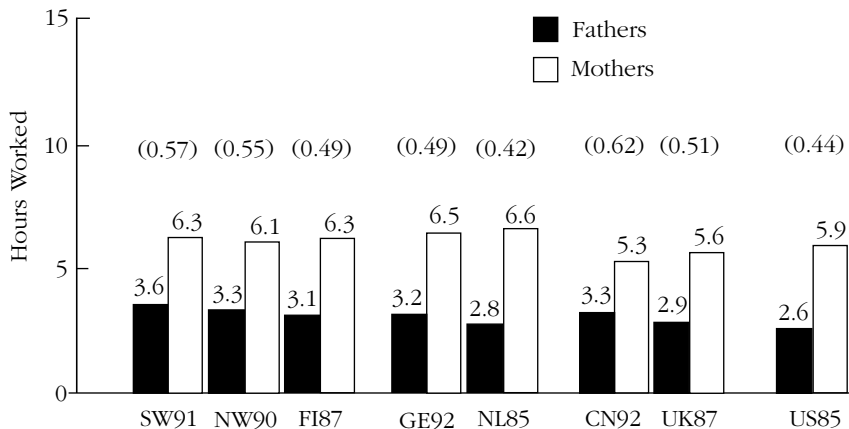
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*Source:* Data from LIS.

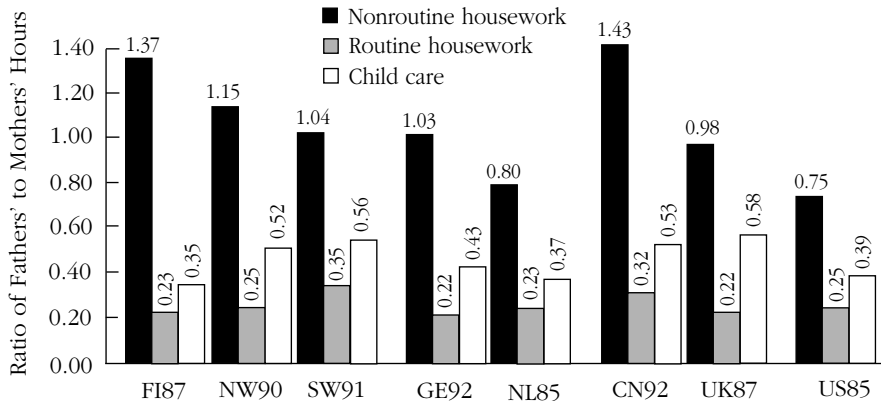
**FIGURE 3.9 Mean Daily Hours Spent in Unpaid Work by Employed Mothers and Fathers, 1985 to 1992**



*Source:* Data from MTUS.

*Note:* Results pertain to employed adults who are married or cohabiting. Numbers in parentheses are the ratios of fathers' hours to mothers' hours.

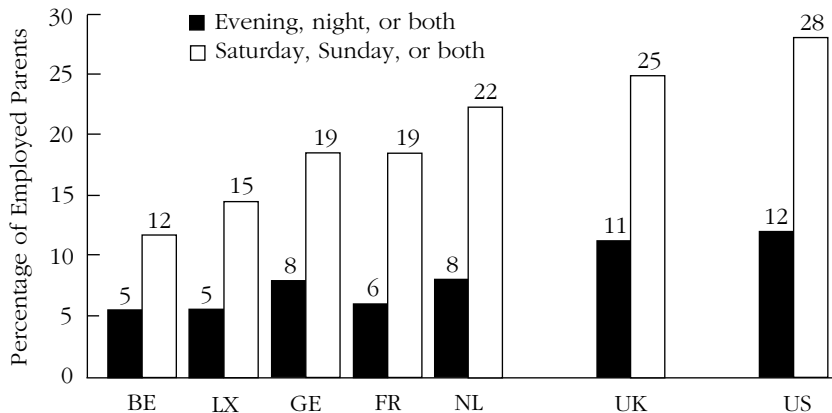
**FIGURE 3.10 Gender Equality in Mean Daily Hours Spent in Unpaid Work by Employed Mothers and Fathers, by Category of Work, 1985 to 1992**



*Source:* Data from MTUS.

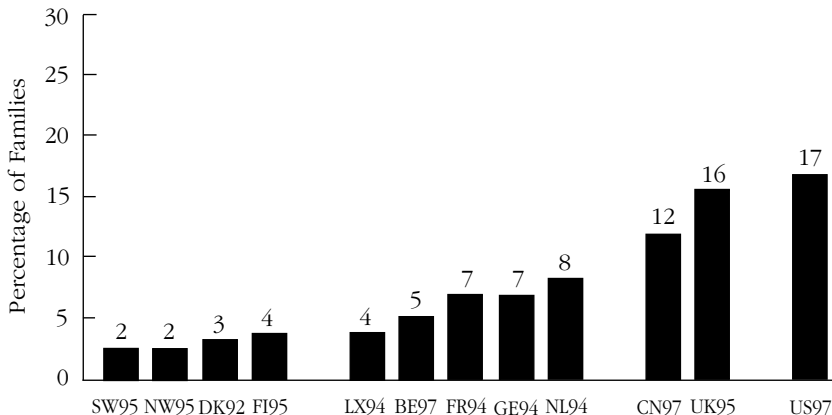
*Note:* Results pertain to employed adults who are married or cohabiting.

**FIGURE 3.11 Prevalence of Evening, Night, and Weekend Work Among Employed Parents, 1997**



Source: Data from European LFS and U.S. CPS.

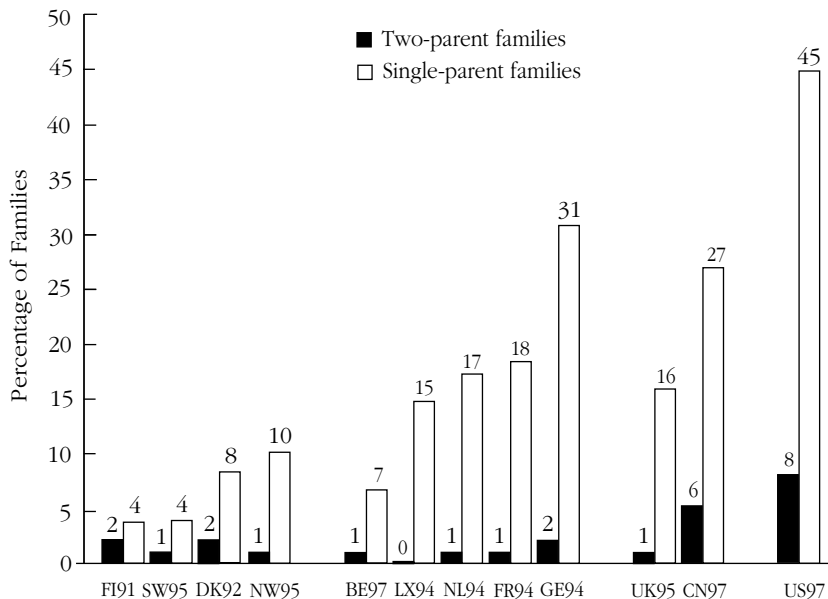
**FIGURE 3.12 Poverty Rates Among Families with Children, Mid-1990s**



*Source:* Data from LIS.

*Note:* Poverty is defined as having household income below 50 percent of the country median.

**FIGURE 3.13 Poverty Rates Among Employed Single-Parent and Two-Parent Families, Mid-1990s**



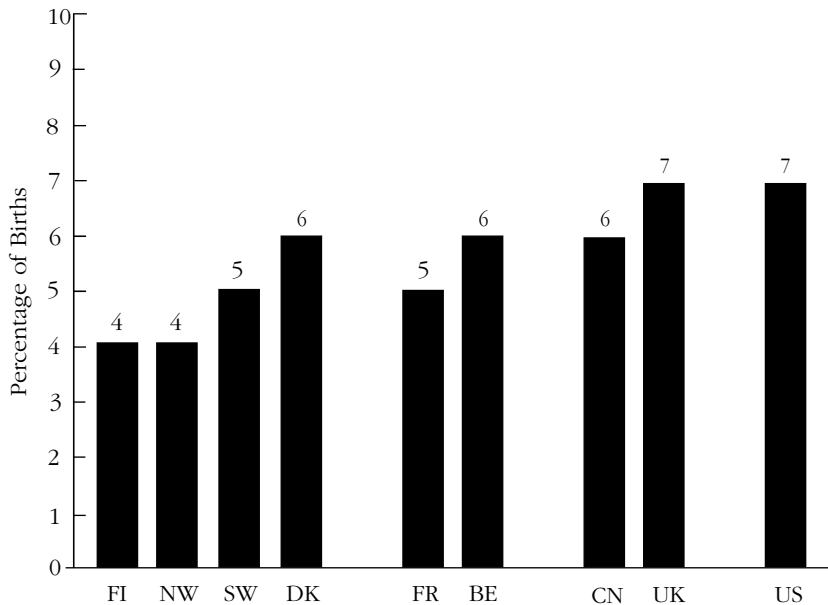
*Source:* Data from LIS.

*Note:* Poverty is defined as having household income below 50 percent of the country median. Results pertain to families in which all parents are employed.



**FIGURE 3.14 Prevalence of Low Birth Weight, 1995 to 1999**

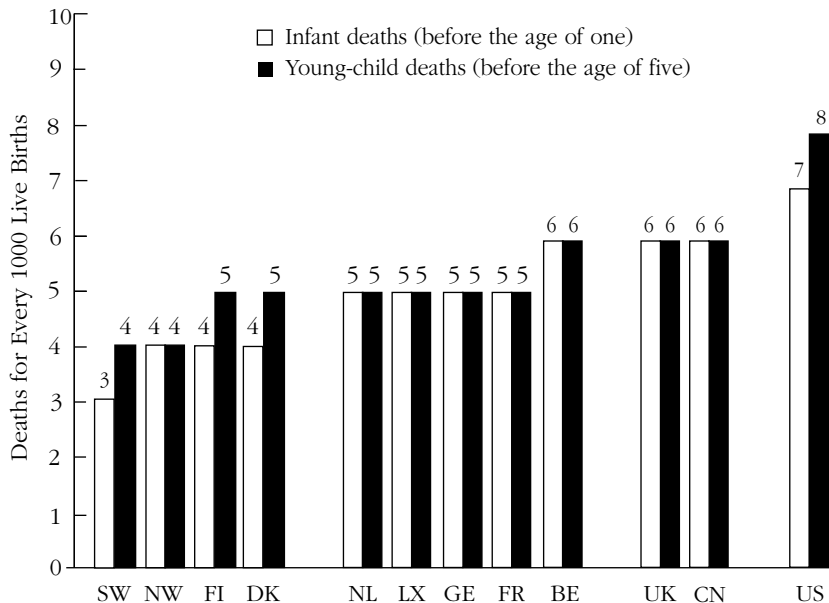
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*Source:* Data from UNICEF (2001).

**FIGURE 3.15 Mortality Rates Among Infants and Young Children, 1999**

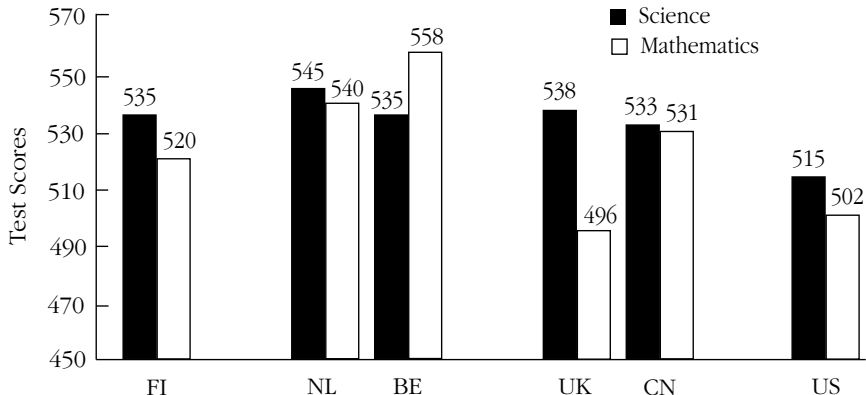


*Source:* Data from UNICEF (2001).

*Note:* Mortality rates are rounded to nearest whole number.

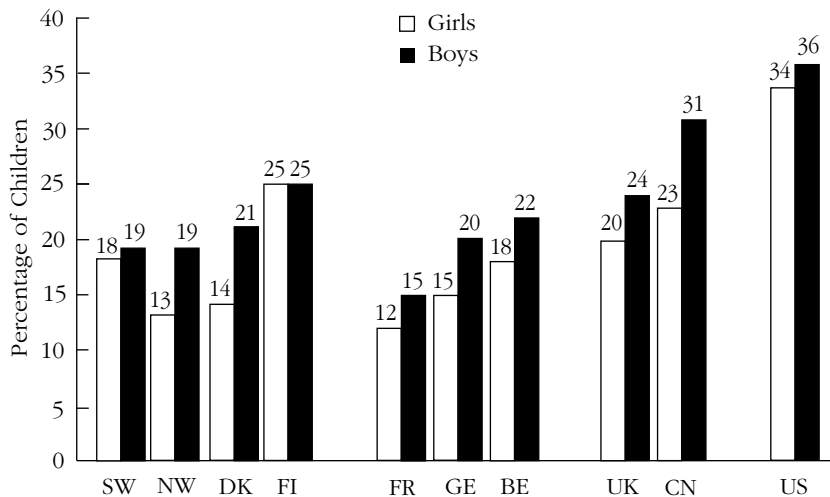
**FIGURE 3.16 Eighth-Grade Achievement Scores in Science and Mathematics, 1999**

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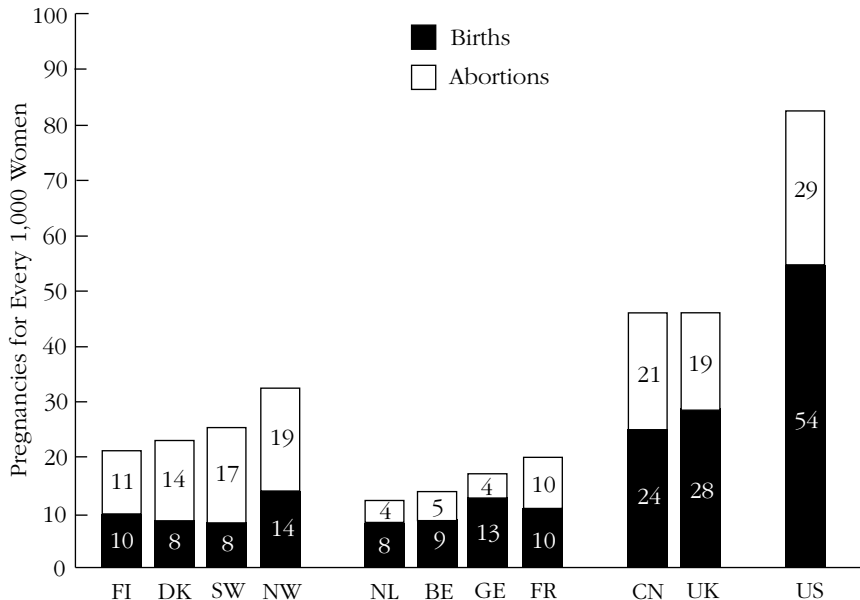
Source: Data from NCES (2001).

**FIGURE 3.17 Percentage of Eleven-Year-Olds Who Report Watching Television Four or More Hours per Day, 1997 to 1998**



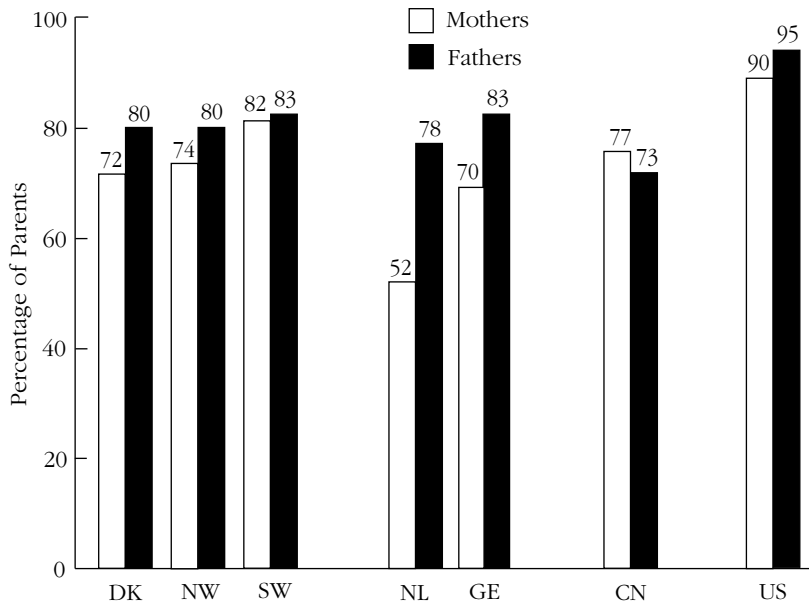
Source: Currie et al. (2000).

**FIGURE 3.18 Teenage Pregnancies and Pregnancy Outcomes, Mid-1990s**



Source: Data from Singh and Darroch (2000).

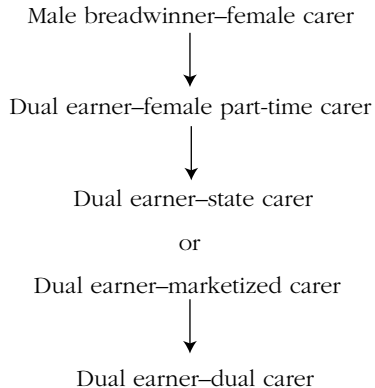
**FIGURE 3.19 Preference for Having More Time with Family,  
Among Parents with Children at Home, 1997**



Source: Data from ISSP.

## FIGURE 4.1 Gendered Divisions of Labor, from Traditional to Idealized

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*Source:* Based on Crompton (1999).

**TABLE 4.1 Actual Weekly Work Hours in the United States, 2000, and Hypothetical Weekly Work Hours in an Earner-Carer Society**

Age of Youngest Child (Years)	Dual-Parent Families			Single Mothers		
	Mothers' Hours	Fathers' Hours	Combined Hours	Hypothetical Hours Minus Actual Hours	Mothers' Hours	Hypothetical Hours Minus Actual Hours
Birth to two	(24) [20 to 25]	(44) [20 to 25]	(68) [40 to 50]	- 28 to - 18	(31) [15 to 20]	- 16 to - 11
Three to five	(24) [35]	(44) [35]	(68) [70]	2	(31) [30]	- 1
Six to twelve	(28) [37.5]	(44) [37.5]	(72) [75]	3	(34) [32]	- 2
Thirteen to seventeen	(31) [37.5]	(44) [37.5]	(75) [75]	0	(35) [32]	- 3

*Source:* Authors' calculations based on the CPS.

*Note:* Numbers in parentheses indicate actual hours, using data from the 2000 CPS. Hours refer to usual hours worked per week, exclusive of commuting time and lunch breaks. Actual hours worked are also presented in the top panel of table 2.2.

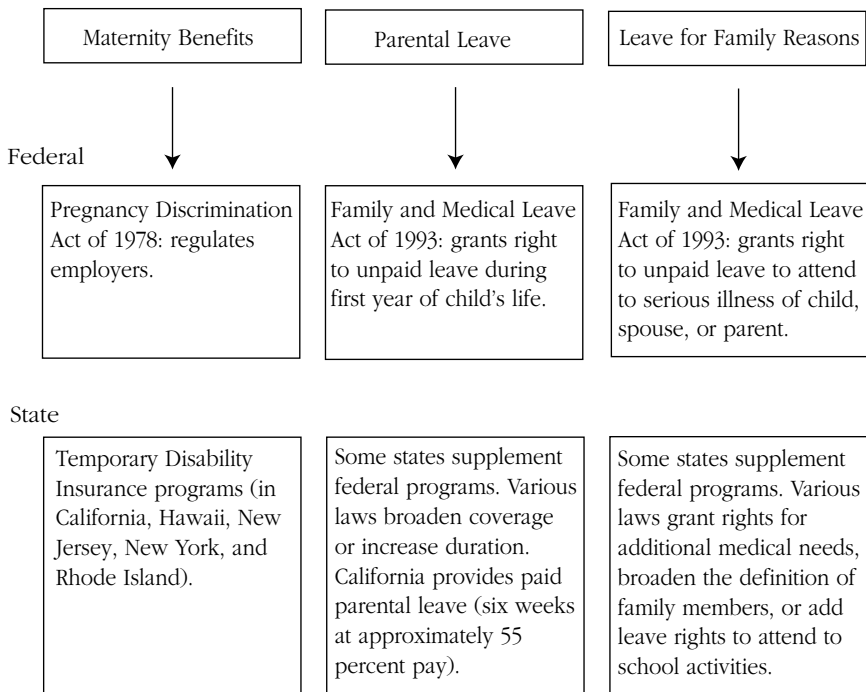
Numbers in square brackets are hypothesized hours of market work in an earner-carer society in which fathers and mothers share market time equally and parents spend substantial time with children, especially during the first three years.

Average hours include persons spending zero hours in market work. Thus, for example, among mothers in dual-parent families with children aged three to five years, the difference between average weekly hours worked (twenty-four hours) and hypothesized hours in an earner-carer society (thirty-five hours) might be closed by more mothers entering the labor market and/or by some mothers in the labor market lengthening their hours. For fathers in these same families, average hours would fall if employed men shortened their hours and/or if some fathers left the labor market altogether.



## FIGURE 5.1 U.S. Family Leave Policy Provisions

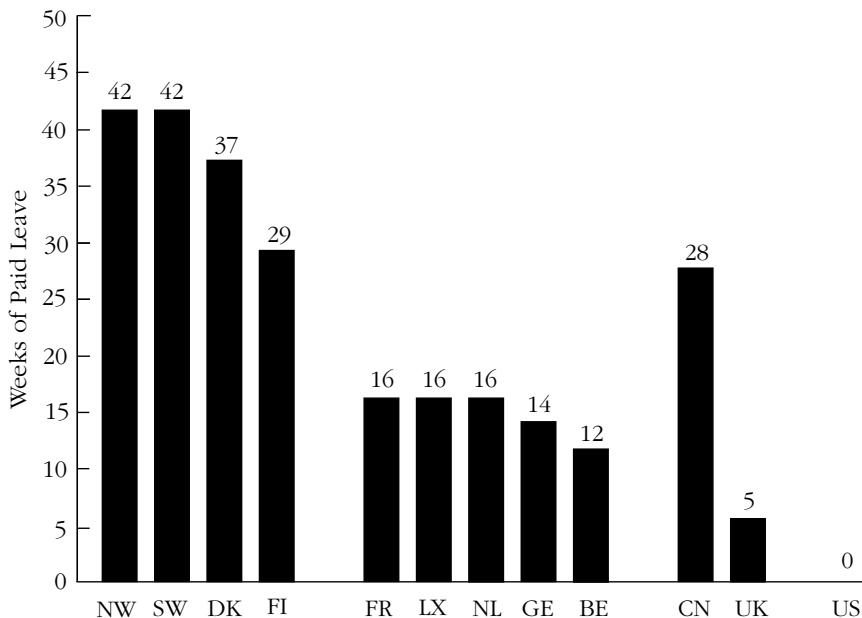
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Source: Authors' compilation.

**FIGURE 5.2 Paid Leave Available to Mothers,  
Approximately 2000**

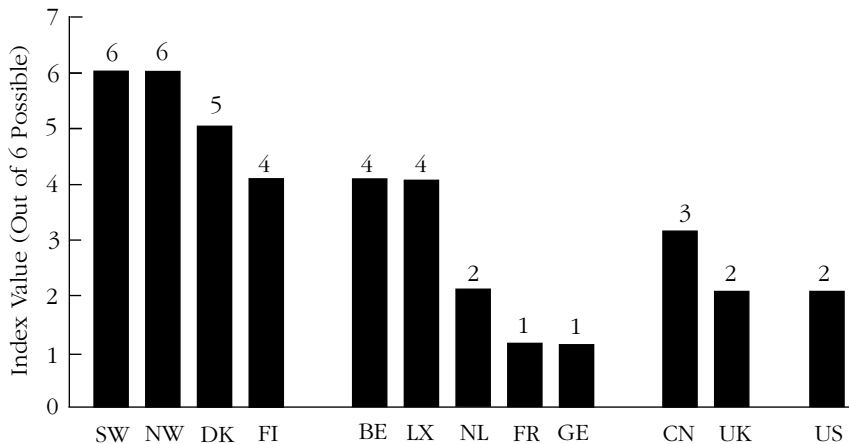


*Sources:* Data from CAUT-ACPPU (2001); Clearinghouse on International Developments in Child, Youth, and Family Policies (2003); ISSA (2000); Moss and Deven (1999); OECD (2001a, 2001d); Wisensale (2001); country experts.

*Note:* This indicator is calculated as the number of weeks of leave times the wage-replacement rate. Following these benefits, mothers can collect some additional low-paid benefits (generally at a flat rate) in Finland, Belgium, France, Germany, and Luxembourg.

**FIGURE 5.3 Index of Gender Equality in Family Leave Policy Designs, Approximately 2000**

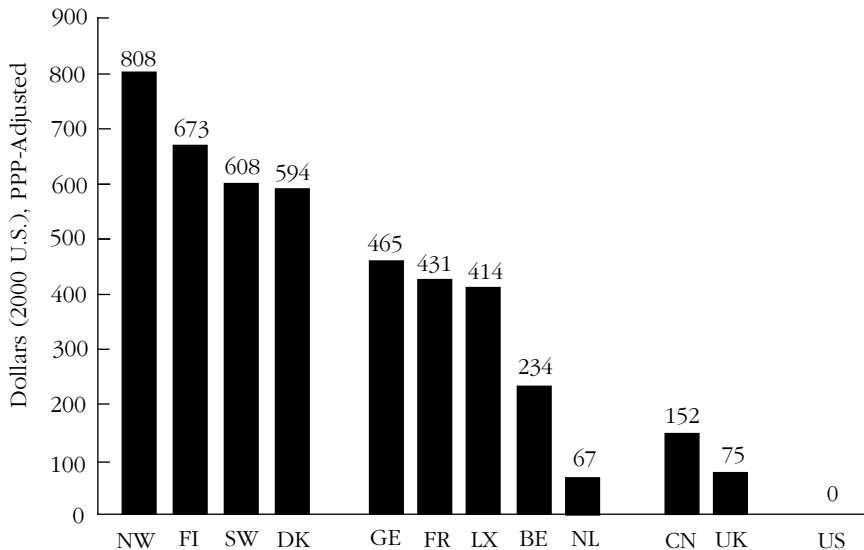
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*Sources:* Data from Clearinghouse on International Developments in Child, Youth, and Family Policies (2003); ISSA (2000); Moss and Deven (1999); OECD (2001d, 2002a); Work Life Research Center (2002); country experts.

**FIGURE 5.4 Expenditures on Maternity and Parental Leave, per Employed Woman, 1998**



Source: Data from OECD (2001b).

**TABLE 5.1 Family Leave—Maternity and Parental Leave Provisions, Approximately 2000**

	Maternity Leave Benefits (Paid)	Parental Leave Benefits (Unpaid and Paid)
	Nordic Countries	
Denmark	Eighteen weeks. 100 percent of wages up to flat-rate ceiling of DKK2,758 (U.S.\$321) per week, equal in practice to about 60 percent prior wages. Owing to collective agreements, many employers “top up,” so 80 percent of parents receive 100 percent wage replacement.	Paid leave: Parents may share ten weeks of parental leave. Benefit level same as maternity leave. Extended to twelve weeks if father takes two weeks. As with maternity, 80 percent receive full wage. Following parental leave, each parent entitled to twenty-six weeks of additional child care leave (thirteen weeks if after first birthday). Benefit level is 60 percent of parental leave benefit level; sometimes supplemented by local authorities. Available until child’s ninth birthday. <sup>a</sup>
Finland	Eighteen weeks (105 days). Benefit based on graduated replacement rate: approximately 70 percent at low income, 40 percent at medium income, 25 percent at high income (equal, on average, to approximately 66 percent).	Paid leave: Parents may share twenty-six weeks (158 days) of parental leave. Benefit level is 66 percent of earnings, flat rate if not employed. Following parental leave, family entitled to 108 weeks home care leave, on the condition that the child is not in public child care. Benefit paid at a low flat rate of approximately FIM2,900 (U.S.\$475) per month. Available until child’s third birthday. <sup>b</sup>
Norway	Paid leave: Parents may share fifty-two weeks of leave at 80 percent of wages or, alternatively, forty-two weeks at 100 percent of wages (nine weeks exclusively for the mother, four exclusively for the father). Benefits subject to maximum income of NOK290,261 (U.S.\$26,876) per year. Benefit can be paid while parent is employed at 50 to 90 percent time, and leave time is extended accordingly. Available until child’s third birthday. <sup>c,d</sup>	

Sweden Paid leave: Parents may share sixty-five weeks (fifteen months) of leave. Benefit level is 80 percent of earnings for fifty-two weeks (twelve months); flat rate for remaining thirteen weeks (three months) at approximately SEK1,800 (U.S.\$187) per month. Earnings-related benefit subject to maximum income of approximately SEK270,000 (U.S.\$28,000) per year. Benefit can be paid while parent is employed part-time, and leave is extended accordingly. Available until child's eighth birthday.<sup>e</sup>

Continental Countries

Belgium	Fifteen weeks. 82 percent of wages for first four weeks (one month), plus 75 percent of wages thereafter. Benefits during first month not subject to ceiling; thereafter, benefits subject to maximum income of approximately \$95 per day. <sup>f</sup>	Paid leave: Each parent entitled to thirteen weeks (three months) full-time leave or up to twenty-six weeks (6 months) of half-time leave. Parents taking leave receive flat-rate benefit payment of BF20,400 (U.S.\$551) per month. Available until child's fourth birthday.
France	Sixteen weeks for first two children, twenty-six weeks for third and subsequent children. 100 percent of wages, up to maximum of FF387 (U.S.\$59) per day. <sup>g</sup>	Paid leave: Parents may share 156 weeks (three years) of leave. No benefit paid for first child; benefit level is flat rate FF3,024 (U.S.\$462) per month for second and subsequent children. Benefit can be paid at reduced rate while parent is employed part-time. Available until child's third birthday. <sup>b</sup>
Germany	Fourteen weeks. 100 percent of wages. <sup>i</sup>	Paid leave: Parents may share 156 weeks (three years) of leave. Benefit is flat rate of DM600 (U.S.\$309) per month for two years or up to DM900 (U.S.\$464) per month for one year. Benefits are income tested, but majority of families qualify (during the first six months, then the income limits are lower, and about half qualify). Benefits can be paid during part-time employment of up to thirty hours per week. Paid leave can be used until child's second birthday; third year of leave may be used until child is eight years old. <sup>j</sup>

(Table continues on p. 126.)

**TABLE 5.1** *Continued*

	Maternity Leave Benefits (Paid)	Parental Leave Benefits (Unpaid and Paid)
Luxembourg	Sixteen weeks. 100 percent of wages.	Paid leave: Each parent entitled to twenty-six weeks (six months) full-time leave; one parent can receive flat rate of LF60,000 (U.S.\$1,471) per month. Benefit can be paid at half rate if parent works part-time. One parent must take parental leave directly following maternity leave; other can take leave until child is five years old.
Netherlands	Sixteen weeks. 100 percent of wages, up to daily maximum of 310 guilders (U.S.\$154) per day. <sup>k</sup>	Unpaid leave: Each parent entitled to leave of the equivalent of thirteen weeks (three months) at their usual hours of work per week. Standard take-up is twenty-six weeks (six months) at 50 percent working time. Available until child's eighth birthday.
English-Speaking Countries		
Canada	Fifteen weeks. 55 percent of previous average insured earnings, up to a maximum benefit of C\$413 (U.S.\$350) a week. Family supplement for low-income earners (less than C\$25,921 [U.S.\$21,967]) raises replacement rate to 50 percent. <sup>l</sup>	Paid leave: Parents may share thirty-five weeks of parental leave; combined maternity (fifteen weeks) and parental benefit cannot exceed fifty weeks. Benefit rate is same as for maternity (55 percent up to a maximum of \$413 [U.S.\$350] per week). Parents can continue to work, earning the greater of \$50 (U.S.\$42) per week or 25 percent of their weekly benefit rate without affecting their parental benefits. Available until child's first birthday.
United Kingdom	Statutory Maternity Pay (stricter eligibility): Six weeks at 90 percent of wages plus twelve weeks at flat rate (£60.20 [U.S.\$92]) per week. Maternity Allowance (broader eligibility): eighteen weeks. Paid at lesser of 90 percent of wages or flat rate of £60.20 (U.S.\$92) per week. <sup>m</sup>	Unpaid leave: Each parent entitled to thirteen weeks full-time leave per child. No more than four weeks can be taken in any given year. Available until child is five years old.

United States	No national policy of paid maternity leave. Some benefits paid under temporary disability insurance (TDI) laws in five states: California, Hawaii, New Jersey, New York, and Rhode Island. Approximately 23 percent of the U.S. population resides in these states. Maximum duration, twenty-six to fifty-two weeks; average duration, five to thirteen weeks. Maximum weekly benefits, \$170 to \$487; average weekly benefits, \$142 to \$273.	Unpaid leave: Each parent entitled to twelve weeks family and medical leave (if employer has 50 or more employees and work history requirements fulfilled). Available until child's first birthday. Several states extend federal leave; generally, state laws broaden coverage (including smaller employers) or increase duration or both. California enacted paid parental leave in 2002. Pays approximately 55 percent wage replacement for six weeks, subject to earnings cap.
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*Sources:* Data from CAUT-ACPPU (2001); Clearinghouse on International Developments in Child, Youth, and Family Policies (2003); ISSA (2000); Moss and Deven (1999); OECD (2001a, 2001d); Wisensale (2001); country experts.

*Note:* All durations are expressed as weeks, to help with interpretation. Where authors converted from days, years, or months, original duration is given in parentheses. All currency amounts expressed as 2000 U.S. dollars, adjusted for purchasing-power parities.

<sup>a</sup>Danish parental leave reformed March 2002. Entitlement increased to thirty-two weeks (to be shared between the parents) at same pay as maternity; 80 percent of employers still top up. Other changes increased the flexibility of parents' take-up options.

<sup>b</sup>Finnish parents can replace home care leave payment with payment for private child care provider.

<sup>c</sup>Norwegian cap equivalent to approximately 1.9 times average annual earnings among working-age mothers (part-time and full-time combined).

<sup>d</sup>Norwegian parents can use cash benefit to pay for private child care (for children aged one or two) if child is not in a public slot. In addition to paid parental leave, each parent is entitled to one year of unpaid leave.

<sup>e</sup>Swedish cap equivalent to approximately 2.2 times average annual earnings among working-age mothers (part-time and full-time combined).

<sup>f</sup>Earnings ceiling in Belgium as of 2002.

<sup>g</sup>French replacement rate is 100 percent of net wages (after social insurance contributions are deducted).

<sup>h</sup>French parents working 50 percent time receive 66 percent of full benefit; parents working 50 to 80 percent time receive 50 percent of full benefit.

<sup>i</sup>German maternity leave is paid about 25 percent by health insurance and about 75 percent by employer.

<sup>j</sup>German parental leave law as of January 2001.

<sup>k</sup>As of January 2001, the Netherlands government offers subsidies to employers who provide paid leave, to defray some of the costs.

<sup>l</sup>Canadian maximum pertains to benefit level, not maximum covered earnings. Maximum benefit of U.S.\$350 a week converts to approximately U.S.\$17,500 per year, or equivalent to 55 percent of about U.S.\$32,000 in earnings. Also, the national government pays benefits, but rights to take leave are established at the provincial level.

<sup>m</sup>As of 2003, both maternity leave benefits in the United Kingdom extended from eighteen to twenty-six weeks.



**TABLE 5.2 Leave for Family Reasons, Example: "Sick Child" Provisions, Approximately 2000**

Country	Benefit
Nordic Countries	
Denmark	Paid benefit available: Parents entitled to paid time off to care for seriously ill child under age fourteen. Benefit is same as maternity benefit (in practice, about 60 percent wages) and is payable for fifty-two weeks within any eighteen-month period.
Finland	Paid benefit available: Parents entitled to paid time off to care for ill or disabled child up to age fifteen (with certification). Benefit is 66 percent of earnings for up to sixty working days per year. <sup>a</sup>
Norway	Paid benefit available: Parents entitled to paid time off to care for ill child under age twelve (age sixteen if a handicapped or chronically ill child). Benefit is 100 percent of covered earnings. Leave is ten days per child per year (for each parent), twenty or forty days if child is disabled or chronically ill, unlimited if very seriously ill. Leave duration doubled for single parents.
Sweden	Paid benefit available: Parents entitled to paid time off to care for sick child up to age twelve, or age sixteen in certain circumstances. Benefit is 80 percent of covered earnings. Parents may claim up to one hundred twenty days a year. <sup>b</sup>
Continental Countries	
Belgium	Paid benefit available: Parents entitled to paid time off to care for ill child or family member. Benefit is 100 percent of wages for ten days per year.
France	Paid benefit available: Parents entitled to paid time off to care for ill child under age sixteen. Benefit is 100 percent of wages, up to a ceiling. Generally, entitled to three days per year; for children less than age 1 or if parent has three children, entitlement is five days. <sup>c</sup>
Germany	Paid benefit available: Parents entitled to paid time off to care for ill child under age twelve. Benefit is 100 percent of earnings. Working adults in two-worker families may take ten days per year per child (up to maximum of twenty-five days); single parents may take twenty days per child (up to maximum of fifty days) per year.

*(Table continues on p. 132.)*

**TABLE 5.2** *Continued*

Country	Benefit
Luxembourg	Paid benefit available: Parents entitled to paid time off in the event of a serious illness or accident affecting a child under fifteen. Benefit is 100 percent of earnings. Any working parent is entitled to two days' leave per year per child.
Netherlands	Paid benefit available: Workers entitled to paid time off to care for sick child or partner. Benefit is minimum wage or 70 percent of full-time wage, whichever is higher, for up to ten days per year.
English-Speaking Countries	
Canada	Right to unpaid leave: Parents in some provinces entitled to "emergency leave." For example, Ontario allows employees in enterprises with at least fifty employees to take up to ten days of emergency leave per year to care for children (and other relations as well).
United Kingdom	Right to unpaid leave: Parents entitled to unpaid "time off for dependents," including sickness or a break-down in care arrangement. Each parent allowed to take a "reasonable" number of days; usually limited to one or two days per year.
United States	Right to unpaid leave: Covered eligible workers may take twelve weeks of federal, job-protected leave during any twelve months to care for an immediate family member (spouse, child, parent) who has a "serious health condition." Leave may be taken in blocks of hours, a half day, a day, a week, a month, and so forth. A few states grant additional unpaid leave entitlements. For example, the Massachusetts Small Necessities Leave Act permits eligible employees to take up to twenty-four hours unpaid leave within a twelve-month period to attend child's school activity or accompany child or elderly relative to doctor's appointment.

*Sources:* Data from Clearinghouse on International Developments in Child, Youth, and Family Policies (2003); Equal Opportunities Commission (2002); European Commission Network (1994); ISSA (2000); Mallin (2000); Ministry of Health and Social Affairs (2002); National Partnership for Women and Families (1998); OECD (2002a); country experts.

*Note:* Examples in this table include provisions for caring for children with routine sicknesses as well as for children with longer-term or more serious illnesses.

<sup>a</sup>Finnish parents also have the right to unpaid leave for children's sicknesses, limited to four days per sickness. Some collective agreements provide full pay.

<sup>b</sup>An average of seven days per year are drawn, with just over 40 percent claimed by Swedish fathers.

<sup>c</sup>As of 2001, French parents can draw benefits at parental leave rate for four months to care for a seriously ill child. If working 50 percent of full-time, benefit paid at 66 percent of full benefit; if working 50 to 80 percent time, benefit paid at 50 percent of full benefit.

**TABLE 5.3 Provisions for Fathers: Paternity Leave and Incentives for Take-Up of Parental Leave, Approximately 2000**

Country	Paternity Leave Benefits (Paid)	Incentives for Fathers' Take-Up of Parental Leave <sup>a</sup>
Nordic Countries		
Denmark	Two weeks (ten days). Benefit is same as maternity pay, equal in practice to about 60 percent prior wages. Due to collective agreements, many employers "top up," so most parents receive 100 percent wage replacement.	"Use or lose": two weeks of leave added to the ten weeks of parental leave and designated for the father (for a total of twelve weeks); if he does not take them, they are lost to the family. Individual, nontransferable entitlement: The child care leave is granted to each parent and may not be transferred.
Finland	Three weeks (eighteen days). Benefit based on graduated replacement rate: approximately 70 percent at low income, 40 percent at medium income, 25 percent at high income (equal, on average, to approximately 66 percent).	— <sup>b</sup>
Norway	Four weeks as part of parental-leave scheme.	"Use or lose": Four weeks of leave are designated for the father; if he does not take them, they are lost to the family.
Sweden	Two weeks (ten days) paternity leave, paid at 80 percent.	"Use or lose": Four weeks of leave are designated for the father; if he does not take them, they are lost to the family.

*(Table continues on p. 136.)*

**TABLE 5.3** *Continued*

Country	Paternity Leave Benefits (Paid)	Incentives for Fathers' Take-Up of Parental Leave <sup>a</sup>
Continental Countries		
Belgium	Three to four days. 100 percent of wages.	Individual, nontransferable entitlement: Father has his own leave entitlement that may not be transferred. However, the low replacement rate is a disincentive to take-up.
France	No paid paternity leave. <sup>c</sup>	—
Germany	No paid paternity leave.	—
Luxembourg	Two days. 100 percent of wages.	Individual, nontransferable entitlement: Father has his own leave entitlement that may not be transferred. However, the low replacement rate is a disincentive to take-up.
Netherlands	Two days. 100 percent of wages.	Individual, nontransferable entitlement: Father has his own leave entitlement that may not be transferred. However, the absence of wage replacement is a disincentive to take-up.
English-Speaking Countries		
Canada	No paid paternity leave.	—
United Kingdom	No paid paternity leave. <sup>d</sup>	Individual, nontransferable entitlement: Father has his own leave entitlement that may not be transferred. However, the absence of wage replacement is a disincentive to take-up.

**TABLE 5.3** *Continued*

Country	Paternity Leave Benefits (Paid)	Incentives for Fathers' Take-Up of Parental Leave <sup>a</sup>
United States	No paid paternity leave.	Individual, nontransferable entitlement: Father has his own leave entitlement that may not be transferred. However, the absence of wage replacement is a disincentive to take-up.

*Sources:* Data from Clearinghouse on International Developments in Child, Youth, and Family Policies (2003); ISSA (2000); Moss and Deven (1999); OECD (2001d, 2002a); Work Life Research Center (2002); country experts.

<sup>a</sup>“Use-or-lose” days were implemented in Denmark in 1999; in Norway in 1993; and in Sweden in 1995.

<sup>b</sup>Finland introduced incentives for fathers' take-up in 2003.

<sup>c</sup>As of 2002, French fathers entitled to eleven working days (two weeks), paid at same rate as maternity benefit.

<sup>d</sup>As of 2003, fathers in the United Kingdom entitled to two weeks' paid paternity leave, paid at same rate as Statutory Maternity Pay.

**TABLE 5.4 Family Leave Financing, Late 1990s**

Country	Maternity Leave		
	Contribution Framework	Contributors	Parental Leave
Nordic Countries			
Denmark	Funded by employers and government.	Employers pay whole cost for first two weeks; local government whole cost from third week.	Parental leave: employer, employee, government. Child care leave: employee, government.
Finland	Funded through sickness-insurance fund.	Employers, employees, government; government pays substantial subsidy.	Same as maternity leave.
Norway	Funded through global social-insurance fund.	Employers, employees, government; government pays substantial subsidy.	Same as maternity leave.
Sweden	Funded through sickness-insurance fund.	Employers and government.	Same as maternity leave.
Continental Countries			
Belgium	Funded through global social-insurance fund.	Employers, employees, government (paid from sickness and invalidity fund).	Employers, employees, government (paid from unemployment benefit fund).
France	Funded through health-care-insurance fund.	Employers, employees, government.	Same as maternity leave
Germany	Funded through health-care-insurance fund.	Employers, employees, government; employers pay a substantial share as they are required to "top up" public benefit.	Federal government pays whole cost.

**TABLE 5.4** *Continued*

Country	Maternity and Paternity Leave		
	Contribution Framework	Contributors	Parental Leave
Luxembourg	Funded through sickness-insurance fund.	Employers, employees, government.	Government pays whole cost.
Netherlands	Funded through general unemployment fund.	Employers, employees, government.	Unpaid (no financing).
English-Speaking Countries			
Canada	Funded through unemployment insurance fund. <sup>a</sup>	Employers, employees.	Same as maternity leave.
United Kingdom	Funded through global social insurance fund.	Employers, employees, government; government pays substantial subsidy.	Unpaid (no financing).
United States	In states with programs, funded through temporary disability insurance (TDI) funds.	In states with programs, various combinations of employer and employee contributions.	Unpaid (no financing).

*Sources:* Data from European Commission (2000); ISSA (2000); Jordan (1999); Rostgaard and Fridberg (1998); U.S. Office of Personnel Management (2001); country experts.

<sup>a</sup>In Canada, unemployment compensation program is called "Employment Insurance."

## FIGURE 6.1 U.S. Working-Time Policy Provisions

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### Federal

Fair Labor Standards Act of 1938: regulates normal weekly working time by mandating overtime pay above a weekly threshold.

Employee Retirement Income Security Act of 1974 and the Internal Revenue Code: regulate part-time workers' rights to employer-provided pension and health benefits.

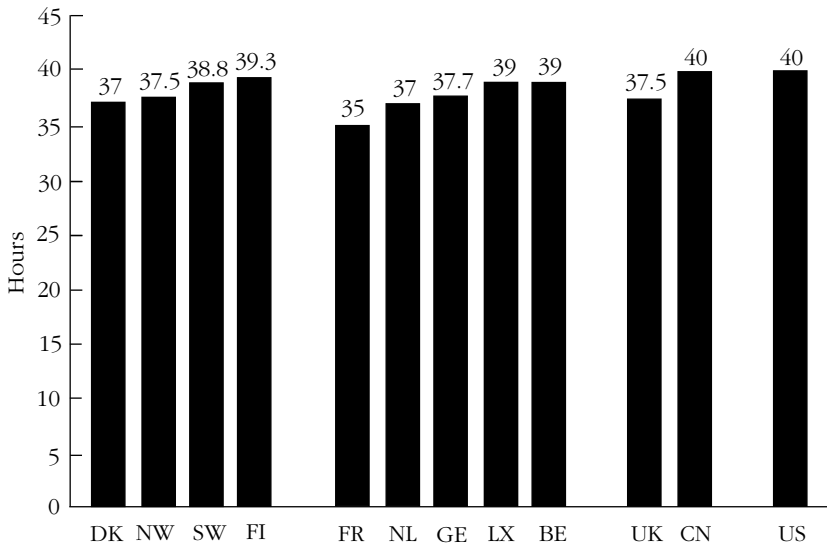
### State

Some states supplement federal programs. Various laws apply overtime to daily hours (for example, above eight a day), restrict mandatory overtime, or require that workers receive a minimum numbers of days off each week.



**FIGURE 6.2 Normal Weekly Working Hours,  
Approximately 2000**

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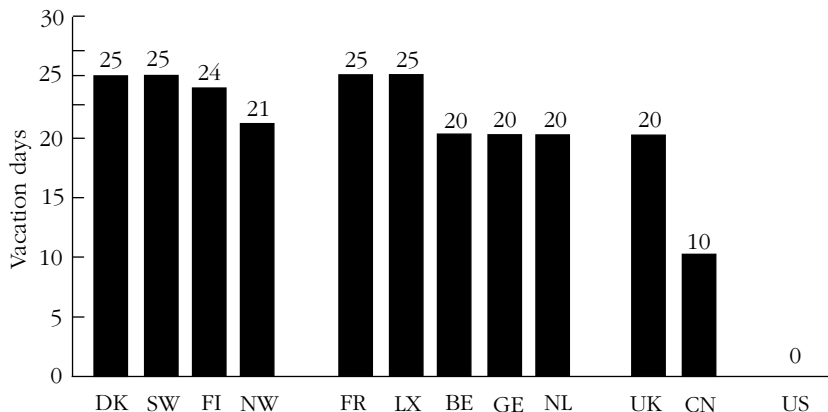
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*Sources:* Data from 32 Hours (2003); Bilous (1998); Carley (2002); ECOTEC (2002); Evans, Lippoldt, and Marianna (2001); Fagnoni (2000); Global Labour Law (2002); ILO (1995); Incomes Data Services (2002); OECD (1998); Olmsted (1999); DOL (1999); White (2002).

*Note:* Normal weekly hours are the shorter of statutory or collectively bargained standard.

**FIGURE 6.3 Minimum Annual Paid Vacation Days**

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*Sources:* Data from 32 Hours (2003); Carley (2002); ECOTEC (2002); European Union (2001); Grubb and Wells (1993); Human Resources Development Canada (1998); ILO (1995); Incomes Data Services (2002); DOL (1999).

*Note:* The figure reports minimum number of paid vacation days required by statute.

**TABLE 6.1 Establishment of Normal Working Hours, Approximately 2000**

Country	Primary Mechanism for Regulation of Working Time	Normal Working Hours <sup>a</sup>		Maximum Working Hours by Statute
		By Statute	By Collective Agreement (Average)	
Nordic Countries				
Denmark	Primarily collective agreements.	Legislation sets maximum hours (forty-eight) but not normal working time.	37	48
Finland	Combination of collective agreements and labor law.	Forty hours, with possible reduction through collective agreement.	39.3 <sup>b</sup>	40
Norway	Combination of collective agreements and labor law.	Forty hours, with possible reduction through collective agreement.	37.5	40
Sweden	Combination of collective agreements and labor law.	Forty hours, with possible reduction through collective agreement.	38.8	40
Continental Countries				
Belgium	Combination of collective agreements and labor law.	Thirty-nine hours, with possible reduction through collective agreements. <sup>c</sup>	39 <sup>d</sup>	39

France	Primarily labor law.	Thirty-five hours, since national legislation in 2000 reduced statutory workweek to thirty-five hours (with no pay reduction). Law calls on collective bargaining "to negotiate the practicalities of actual reduction of working hours." Thirty-five-hour week applies to all workers, including skilled, salaried professions.	35	48
Germany	Primarily collective agreements.	Legislation sets maximum hours (forty-eight) but not normal working time.	37.7	48
Luxembourg	Combination of collective agreements and labor law.	Legislation sets maximum hours (forty-eight) but not normal working time.	39	48
Netherlands	Combination of collective agreements and labor law.	Legislation sets maximum hours (forty-eight) but not normal working time.	37	48

English-Speaking Countries

Canada	Primarily national and provincial labor laws.	Varies across jurisdictions, from forty to forty-eight hours, with fewer than 50 percent of workers in forty-hour jurisdictions.	One-third of major collective agreements secure right to refuse overtime. Collective bargaining covers 35 percent of full-time jobs.	No limit.
United Kingdom	Primarily collective agreements.	Legislation sets maximum hours (forty-eight) but not normal working time.	37.5	48

*(Table continues on p. 160.)*

**TABLE 6.1** *Continued*

Country	Primary Mechanism for Regulation of Working Time	Normal Working Hours <sup>a</sup>		Maximum Working Hours by Statute
		By Statute	By Collective Agreement (Average)	
United States	Primarily national labor law, with some supplementation by state laws.	Since 1938, normal workweek is forty hours. Approximately 27 percent of full-time workers are exempt.	Union coverage is low (15 percent of workers). Overall, in medium and large establishments, 86 percent of full-time employees have weekly work schedules of forty hours or more.	No limit.

*Sources:* Data from 32 hours (2003); Bilous (1998); Carley (2002); ECOTEC (2002); Evans, Lippoldt, and Marianna (2001); Fagnoni (2000); Global Labour Law (2002); ILO (1995); Incomes Data Services (2002); OECD (1998); Olmsted (1999); DOL (1999); White (2002).

*Note:* The 1993 EU Directive on Working Time stipulated a forty-eight-hour maximum working week. This affects the European countries, including Norway.

<sup>a</sup>Normal working hours refers to the threshold above which an overtime premium becomes payable.

<sup>b</sup>In 2002, in Finland, the range of collectively agreed-upon hours was thirty-five to thirty-eight.

<sup>c</sup>In Belgium, statutory normal hours is thirty-eight, as of 2003.

<sup>d</sup>In 2002, in Belgium, the range of collectively agreed-upon hours was thirty-five to thirty-eight.

**TABLE 6.2 Measures Encouraging Development of Voluntary Part-Time Employment and Improvement of the Quality of Part-Time Work, Approximately 2000**

Country	Measures that Improve the Quality of Part-Time Work <sup>a</sup>	Examples of:	
		Measures that Grant Parents or All Workers the Right to Work Part-Time <sup>b</sup>	Other Measures that Increase the Availability of Part-Time Work (Demand-Side)
Denmark	EU Directive on Part-Time Work implemented in 2001.		
Finland	EU Directive on Part-Time Work implemented in 2001.	Employees have the right to reduce working time 40 to 60 percent for one year, subject to employment agreement (an unemployed person must be hired for the same position).	During the 1990s, Finnish municipalities experimented with “six-plus-six” working-time arrangement, scheduling two six-hour shifts as a way to shorten employees’ working hours and simultaneously lengthen service to the public.
Norway	EU Directive on Part-Time Work implemented voluntarily.	Employees have right to reduce working hours in response to “health, social or other weighty reasons of welfare” if this “can be arranged without particular inconvenience to the enterprise.” Part-time workers who want to increase work hours are given priority if vacant position is available.	Government has actively sought to create part-time jobs in the public sector.

Sweden	EU Directive on Part-Time Work implemented in 2002.	Employed parents have right to work six-hour day instead of eight-hour day until children are eight years old or in the first grade. Workers have right to return to full-time work with advanced notice. Law enacted in 1978.	Government has actively sought to create part-time jobs in the public sector.
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Continental Countries

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Belgium	EU Directive on Part-Time work implemented in 2000.	Employees have the right to reduce their employment by one-fifth (one day or two half days per week) for a period of up to five years.	Administrative formalities are eased for part-time workers, and employers receive reductions in social security contributions.
France	EU Directive on Part-Time Work implemented in 2000.	Employees may request reduction of work hours for period of time for family reasons. Employees with at least a year's service may request to work part-time; request may be made during first three years after birth or adoption.	Employers receive reductions in social security contributions for employing part-time workers, if new jobs created.

*(Table continues on p. 168.)*

TABLE 6.2 *Continued*

Country	Measures that Improve the Quality of Part-Time Work <sup>a</sup>	Examples of:	
		Measures that Grant Parents or All Workers the Right to Work Part-Time <sup>b</sup>	Other Measures that Increase the Availability of Part-Time Work (Demand-Side)
Germany	EU Directive on Part-Time Work implemented in 2001.	Employers with fifteen or more employees must allow employees to reduce their hours (after six months of employment), unless there are justifiable “business reasons,” as determined by the courts. Part-time workers may request increase to full-time and should generally be given preference over other applicants unless there are compelling business reasons otherwise.	
Luxembourg	EU Directive on Part-Time Work implemented in 1999.		



Netherlands

EU Directive on Part-Time Work implemented in 2000.

Employers with ten or more employees must allow employees to reduce their hours (after one year of employment), unless there are “serious business grounds.” Part-time workers should be allowed to increase their hours unless the change “would create serious problems of a financial or organizational nature for the employer.”

2001 Work and Care Act includes several measures aimed at promoting part-time work for women and, especially, men. The act is intended to encourage the adoption of a “three-quarters job model” whereby each partner in a couple works “three-quarters time” and the couple, jointly, hold “1.5” jobs. Government has actively sought to create part-time jobs in the public sector.

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English-Speaking Countries

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Canada

Some local provisions protect part-time workers. In Saskatchewan, for example, in enterprises with ten or more full-time-equivalent employees, workers employed fifteen to thirty hours a week are eligible for prorated benefits; workers employed more than thirty hours are eligible for full benefits.

During 1990s, the government of Quebec promoted part-time work in public and semipublic sectors, including for skilled and highly paid positions.

*(Table continues on p. 170.)*

TABLE 6.2 *Continued*

Country	Measures that Improve the Quality of Part-Time Work <sup>a</sup>	Examples of:	
		Measures that Grant Parents or All Workers the Right to Work Part-Time <sup>b</sup>	Other Measures that Increase the Availability of Part-Time Work (Demand-Side)
United Kingdom	EU Directive on Part-Time Work implemented in 2000.		Government published “best-practice” guidelines for employers for making part-time work more available. They state, for example, that employers should periodically review whether full-time positions could be filled by part-time workers.
United States	FLSA guarantees part-time workers the minimum wage. No legal protections with regard to pay equity, benefits, or job conditions.	Some unions have won the right to reduced working time on a temporary basis so that workers can take care of family needs. For example, SEIU Local 715 (service employees) won a policy under which members may reduce working time by 1%, 2%, 5%, 10%, or 20%, for up to six months without loss of benefits and seniority.	

*Sources:* Data from 32 Hours (2003); AFL-CIO (2001); Bellemare and Simon (1994); Berg (2001a); Clauwaert (2002); Delbar (2002); Gilman (1998); Global Labour Law (2002); Government of Saskatchewan (2002); OECD (1998); “Part-Time Workers” (2001); Smith, Fagan, and Rubery (1998); DOL (2002c); Weber (1997).

<sup>a</sup>The 1997 EU Directive on Part-Time Work calls for (1) eliminating discrimination against part-time workers and improving the quality of part-time work and (2) facilitating the development of part-time work on a voluntary basis.

<sup>b</sup>Several countries (for example, France, Luxembourg, Norway, and Sweden) also allow parents to work part-time while on parental leave. See table 5.1.

**TABLE 6.3 Measures Influencing Employment During Nonstandard Hours (Evenings, Nights, Weekends), Approximately 2000**

Country	Examples of:	
	Measures that Reduce Work During Nonstandard Hours, for Parents or All Workers <sup>a</sup>	Measures that Compensate Employees for Working Nonstandard Hours
Nordic Countries		
Denmark	By law, shop-opening prohibited after 8:00 p.m. Monday to Friday, after 2:00 p.m. Saturday, and on Sundays.	Nights: Employees who work night shifts tend to work fewer weekly hours than normal thirty-seven hours. Sundays: Under collective agreements, remuneration can be as much as 200 percent of the normal wage.
Finland	By law, shop-opening prohibited after 9:00 p.m. Monday to Friday, after 6:00 p.m. Saturday, and on many Sundays.	Sundays: Generally paid at 200 percent of normal pay rate.
Norway	By law, work between 9:00 p.m. and 6:00 a.m. considered “night work” and generally not permitted. Law provides for seventeen exceptions, including transport, health services, restaurants, and hotels. By law, Sunday work also prohibited, with many exceptions.	

Sweden	Legal regulation of shop-opening hours abolished, but collective bargaining regulates work during “inconvenient” hours, that is, hours outside normal business hours of 9:00 to 10:00 a.m. until 7:00 to 8:00 p.m. By law, workers have right to rest between midnight and 5:00 a.m. unless “conflicts with nature of work.”	Nights: Employees working “unsocial” hours often receive premium pay.
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Continental Countries

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Belgium	By law, work between 8:00 p.m. and 6:00 a.m. prohibited, with several exceptions. Before 1998, women’s night work was highly regulated. In 1998, legislation guaranteeing men and women equality with regards to night work came into force.	Nights: Workers are entitled to financial compensation. Sundays: “Working on Sunday entitles the worker to a full or half-day off, depending on whether more or less than four hours were worked. This time off is to be taken during the next six days.”
France	By law, shops restricted to thirteen hours per day, six days per week. Retail establishments closed on Sunday, although small food shops may be open until 1:00 p.m.; other exceptions can be granted by administrative authorities. Before 2001, law banned night work for women under certain circumstances. In 2001, all bans concerning night work for women lifted.	Nights: Through collective agreements, night workers receive compensatory leave, higher pay, or a combination of the two. Sundays: Although legislation does not require higher pay for Sunday work, collective bargains often stipulate bonus pay.

*(Table continues on p. 176.)*

TABLE 6.3 *Continued*

Country	Examples of:	
	Measures that Reduce Work During Nonstandard Hours, for Parents or All Workers <sup>a</sup>	Measures that Compensate Employees for Working Nonstandard Hours
Germany	<p>By law, Sunday work prohibited, although there are many exceptions including hospital work.</p> <p>By law, pregnant and breastfeeding women may not work at night, with the exception of some industries, including hotel work.</p> <p>Also, women may not “work between 10:00 p.m. and 6:00 a.m. if they have dependent child under fourteen years of age living with them, and if there is no way of ensuring that the child will be looked after.”</p>	<p>Nights: Through collective agreements, night workers are normally given a pay supplement.</p>
Luxembourg	<p>By law, work on Sundays prohibited, with several exceptions, including restaurants and hospitals.</p> <p>By law, pregnant women cannot work between 10:00 p.m. and 6:00 a.m.</p>	<p>Sundays: Where authorized by law, Sunday work subject to compensatory leave. The break does not have to be given on a Sunday, but must equal one full day for Sunday work lasting more than four hours and at least half a day if it lasted less than four hours. Moreover, employees are entitled to a salary increase of 70 percent for each hour worked on a Sunday. Some Sunday workers, such as restaurant staff, entitled to two days paid holiday after twenty Sundays worked, instead of wage premium.</p>

Netherlands	By law, work between 10:00 p.m. and 6:00 a.m. prohibited, with some exceptions. Law also restricts work on Sundays.	Nights: By law, night workers entitled to compensatory leave.
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English-Speaking Countries

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Canada	Federal and provincial law mandates twenty-four-hour rest period, preferably on Sundays. Generally, shops are to be closed on Sundays; trend has been to authorize shop-opening on Sundays, for example, for cross-border shopping.	Nights: Collective agreements can stipulate higher pay for night work. Sundays: Collective agreements can stipulate higher pay for weekend work.
United Kingdom		Nights: Through collective agreements, night workers generally receive pay premium. A survey of collective agreements found that the average night work premium to be 31 percent.
United States	Shop hours regulated locally; since 1960s, trend has been removal of Sunday restrictions. Twenty-two states restrict some Sunday shopping.	National law does not address overtime for evening, night, or weekend shifts. Empirical studies have found premiums for various types of shift work in range of 4 to 11 percent.

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*Sources:* Data from Berg (2001b); CAW (2001); European Commission (1999); European Foundation for the Improvement of Working Conditions (2002); Global Labour Law (2002); ILO (1995); International Observatory of Labour Law (2001); Kajalo (2000); Krzeslo (1998); Lanfranchi, Ohlsson, and Skallerud (2002); Skuterud (2001).

<sup>a</sup>A 1992 EU directive concerned the safety and health of pregnant workers. Under the directive, pregnant workers, workers who have just given birth, and women breastfeeding cannot be required to work at night if it would “compromise the health of the woman or her baby.” However, the directive does not call for a ban on night work for these women; all bans that refer to women’s work specifically are considered by the European Union to be in conflict with the 1976 Directive on Equal Treatment of Men and Women in Employment. Since 1960s, the trend in both North America and Europe has been toward deregulation of restrictions on Sunday shop openings.

**TABLE 6.4 Regulation of Annual Paid Vacation Time, Approximately 2000**

Country	Vacation Time by Statute (Number of Days Required) <sup>a</sup>	Vacation Time by Collective Agreement (Number of Days, Average Across Awards)
Nordic Countries		
Denmark	25	32 employees with children under age 14 receive an additional day off
Finland	24 30 days after one year of service	25 <sup>b</sup>
Norway	21	23 <sup>c</sup>
Sweden	25	25 <sup>d</sup>
Continental Countries		
Belgium	20	25 <sup>e</sup>
France	25	25 <sup>f</sup>
Germany	20	29.1
Luxembourg	25	27
Netherlands	20	31.5
English-Speaking Countries		
Canada	10 days (2 weeks) legally mandated. Since 1997, employees have right to third week, although employers are only required to pay for first 2 weeks.	Most agreements secure 15 days after one to five years, 20 days after six to ten years, 25 days after seventeen to twenty years. (Collective bargaining covers 35 percent of full-time jobs.)
United Kingdom	20	24.5
United States	Not addressed in national legislation.	Union coverage low (15 percent of workers). Overall, in medium and large establishments, average paid vacation days among full-time employees:

**TABLE 6.4** *Continued*

Country	Vacation Time by Statute (Number of Days Required) <sup>a</sup>	Vacation Time by Collective Agreement (Number of Days, Average Across Awards)
		9.6 days after one year, 11.5 days after three years, 13.8 days after five years, 16.8 days after ten years.

*Sources:* Data from 32 Hours (2003); Carley (2002); ECOTEC (2002); European Union (2001); Grubb and Wells (1993); Human Resources Development Canada (1998); ILO (1995); Incomes Data Services (2002); DOL (1999).

<sup>a</sup>The 1993 EU Directive on Working Time stipulates not less than four weeks annual paid vacation. The deadline for implementation was 1996. This affects the European countries, including Norway.

<sup>b</sup>In 2002, in Finland, paid vacation under collective agreements ranged from five to six weeks.

<sup>c</sup>In Norway, average number of days under collective agreements twenty-five, as of 2003.

<sup>d</sup>In 2002, in Sweden, paid vacation under collective agreements ranged from twenty-five to thirty days.

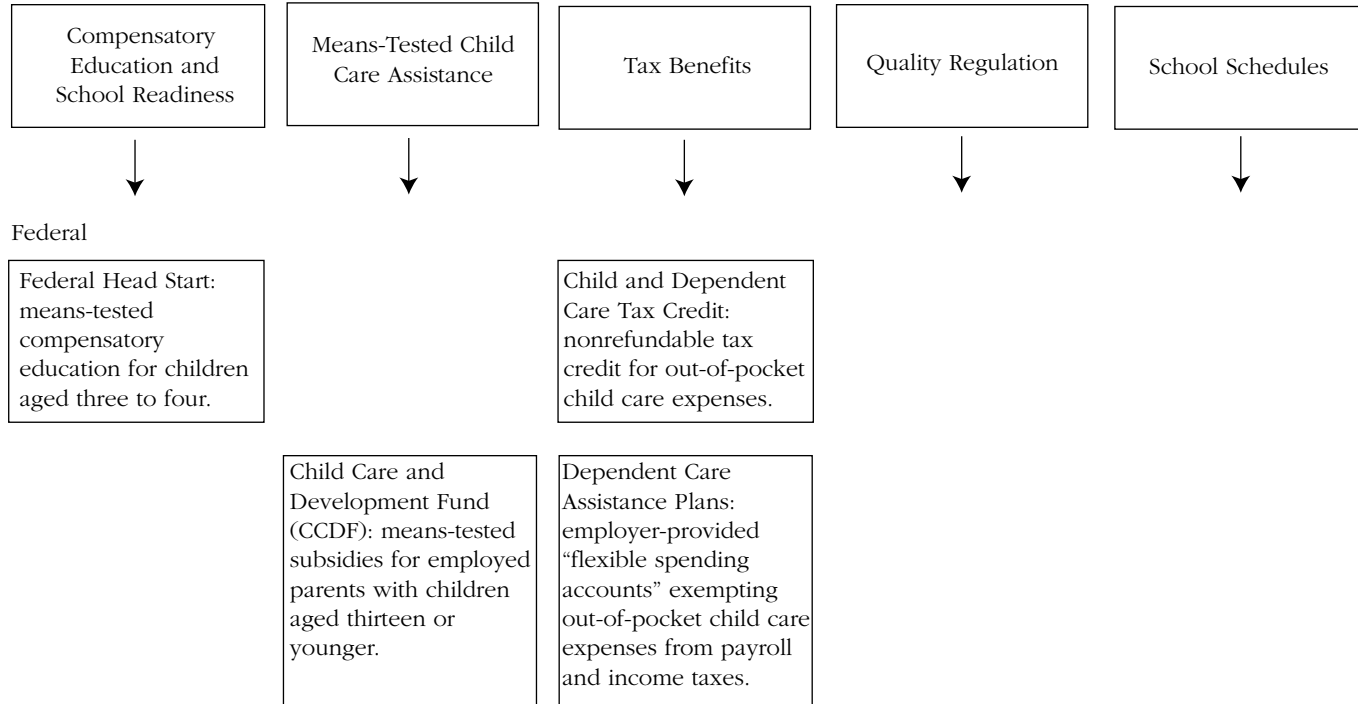
<sup>e</sup>Data on collective agreements in Belgium is for 1993.

<sup>f</sup>In 2002, in France, paid vacation under collective agreements ranged from five to six weeks.



**FIGURE 7.1 U.S. Child Care Policy Provisions**

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Federal and State

Temporary Assistance for Needy Families (TANF): means-tested subsidies for employed parents in or leaving welfare system.

Social Services Block Grant (SSBG): means-tested subsidies for low-income parents.

State

State pre-kindergarten: targeted or universal preprimary education for four-year old children.

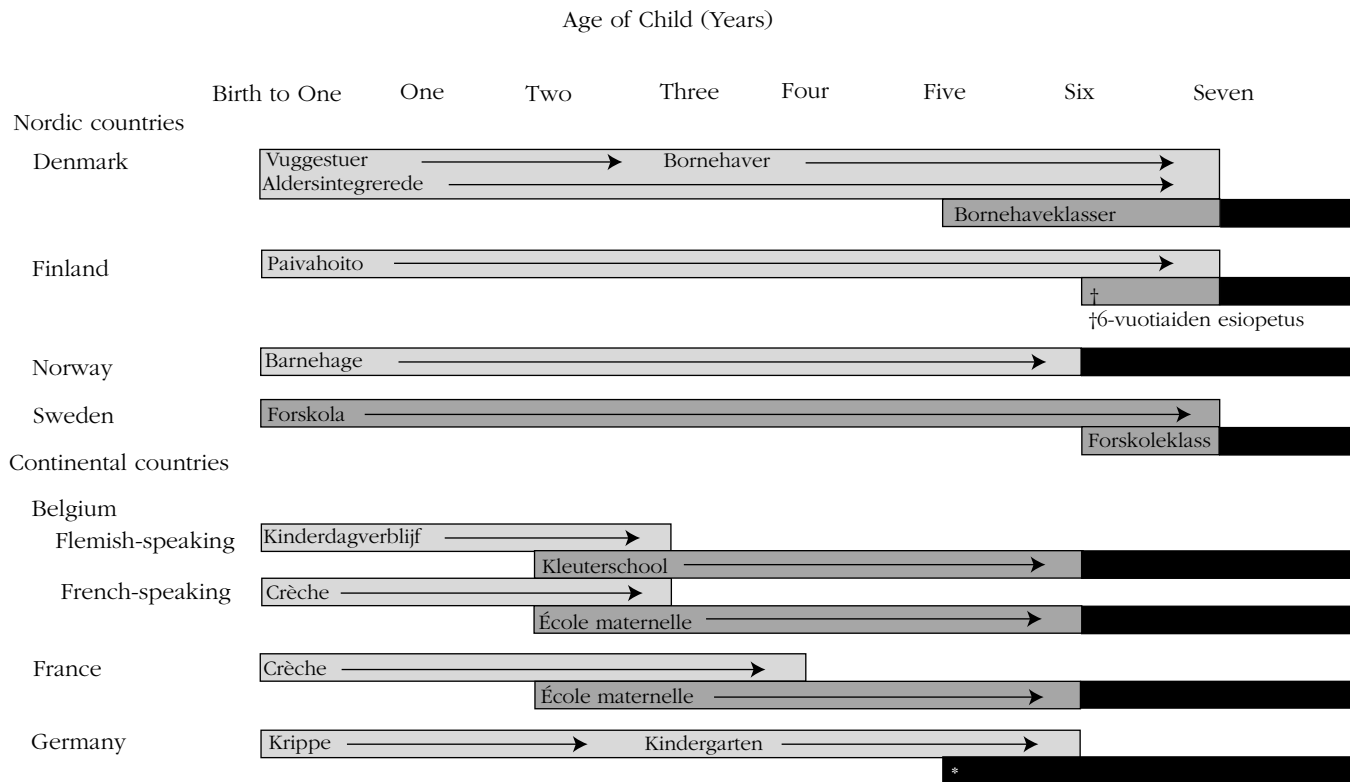
Child care tax credits: tax credits (usually nonrefundable) for out-of-pocket child care expenses.

State licensing and regulations: establish and enforce health, safety, and quality standards.

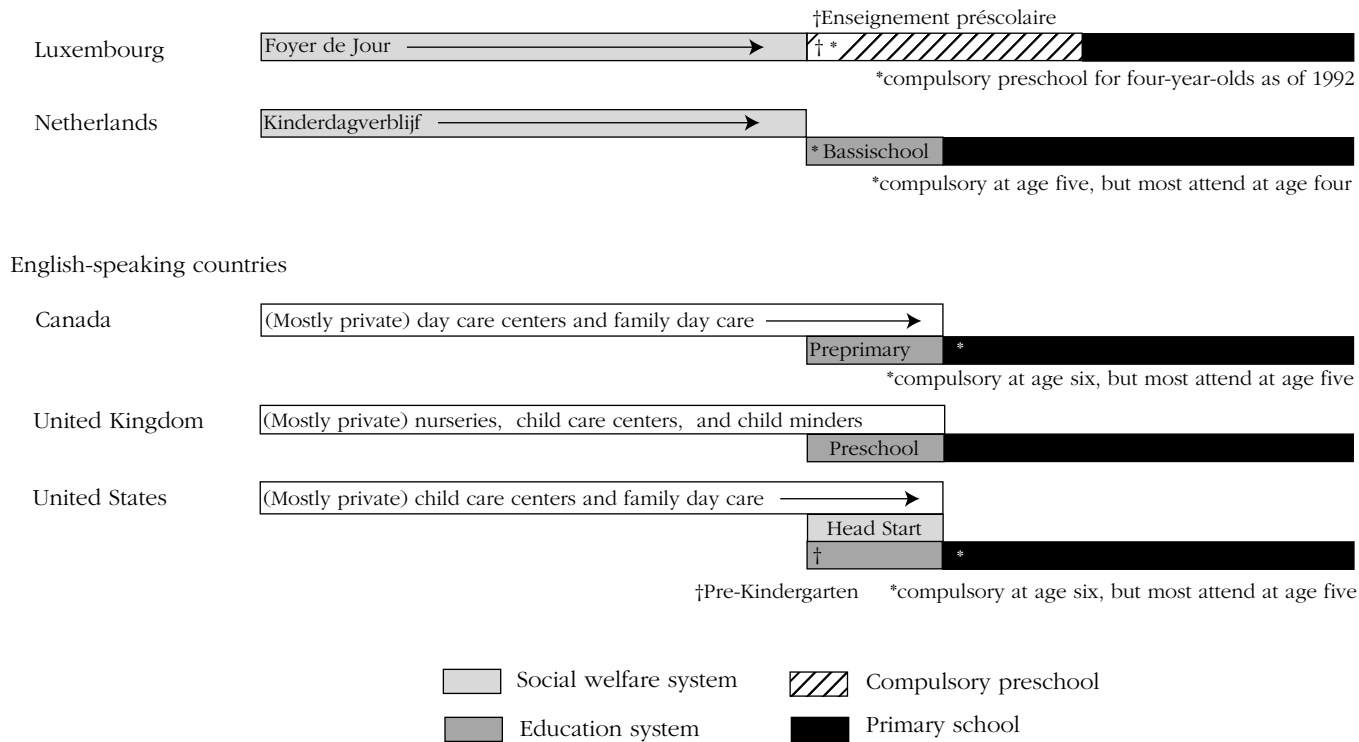
State and local

State and local regulations: set minimum number of pupil-teacher contact days and hours of school operation.

**FIGURE 7.2 Main Institutional Arrangements for Provision of Public Early Childhood Education and Care, by Age of Child, Approximately 2000**



\*compulsory at age six, but most attend at age five



Source: Authors' compilation.

Note: In three English-speaking countries, there is limited publicly provided or publicly subsidized care for children under the age of five (when most enter school-based programs). Public care for these young children is targeted on low-income families in Canada, and the United States, and, before the age of four, in the United Kingdom. Data for Germany are for the former West Germany only.

**TABLE 7.1 Institutional Arrangements and Entitlements for Publicly Supported Early Childhood Education and Care, Approximately 2000**

Country	Primary Public ECEC Institutions	Entitlement for Children from Birth to the Age of Two	Entitlement for Children from Three Until School Age
Nordic Countries			
Denmark	<i>Vuggestuer</i> for children age six to thirty-six months; <i>bornebaver</i> for children age three to six years; <i>aldersintegrerede institutioner</i> for children six months to six years; <i>bornehaveklasser</i> half-day preprimary through school system for children age six.	Yes, from age one or younger <sup>a</sup>	Yes
Finland	<i>Paivaboito</i> for children from birth to age six; <i>6-vuotiaiden esiopetus</i> (preschool) for six-year-olds.	Yes <sup>b</sup>	Yes
Norway	<i>Barnebage</i> for children from birth to age five.	No <sup>c</sup>	No
Sweden	<i>Forskola</i> for children from birth to age six; <i>forskoleklass</i> : preschool through school system for children age six.	Yes, from age one <sup>d</sup>	Yes
Continental Countries			
Belgium	<i>Kinderdagverblijf</i> (Flemish) and <i>crèche</i> (French) for children from birth to age three; <i>kleuterschool</i> (Flemish) and <i>École maternelle</i> (French) for children aged two and a half to five years.	No	Yes, from thirty months
France	<i>Crèche</i> for children from birth to age three; <i>École maternelle</i> for children age two to five years.	No	Yes, from thirty to thirty-six months
Germany	<i>Krippe</i> for children from birth to age three; <i>kindergarten</i> for children age three to five years.	No	Yes, from age three (part-day)

Luxembourg	<i>Foyer de Jour</i> includes <i>crèche</i> (birth to three years), <i>jardin d'enfants</i> (two to three years), and <i>groupes scolaires</i> (four to twelve years); <i>enseignement préscolaire</i> , compulsory preprimary for children age four; <i>éducation précoce</i> , optional preprimary for children age three.	No	Yes, from age four <sup>e</sup>
Netherlands	<i>Kinderopvang</i> , <i>gastouderopvang</i> and <i>peuterspeelzaal</i> for children age two months to three years, and sometimes older children as well. <i>Basischool</i> for children age four to five.	No	Yes, from age four
English-Speaking Countries			
Canada	Market-based care main option for children below age five. Public pre-primary (usually part-day) available for four-year-olds in some provinces.	No	No
United Kingdom	Market-based care main option for children below age four. Part-day public nursery education for four- and some three-year olds.	No	Yes, from age four (part-day) <sup>f</sup>
United States	Market-based care main option for children below age five. Public pre-kindergarten and Head Start for some children age four.	No	No

*Sources:* Data from OECD (2001d); European Commission Network (1996); Clearinghouse on International Developments in Child, Youth, and Family Policies (2002); Ministry of Education and Science in Sweden (1999); country experts.

<sup>a</sup>An estimated 87 percent of Danish municipalities guarantee places for all children between one and five years; national law mandates child care slots be provided within three months of parent request (or shorter, following parental leave); few children are on waiting lists.

<sup>b</sup>Every Finnish child under school age has an unconditional right to day care provided by the local authority once the mother or father's period of parental allowance comes to an end, irrespective of the parents' financial status or whether or not they are in work.

<sup>c</sup>In Norway, universal access is a political priority and access varies by location.

<sup>d</sup>Swedish municipalities required to provide spaces for all children age one to twelve whose parents work or are in school. Spots must be made available "without unreasonable delay"—defined as three to four months. An estimated 95 percent of municipalities are able to meet requirement. As of 2001, children of nonemployed parents also have right to services.

<sup>e</sup>In Luxembourg, preprimary school, *éducation précoce*, for three-year olds will be available in all communes by 2005.

<sup>f</sup>All four-year-olds have right to part-day preschool in United Kingdom; by 2004, part-day preschool is planned for all three-year-olds. Sure Start program provides comprehensive services for children from birth to three in deprived areas; goal is to extend services to one-third of poor families by 2004.

**TABLE 7.2 Enrollment in Publicly Supported Early Childhood Education and Care, Approximately 2000 (Percentage)**

	Share of Children Served in Publicly Financed Care, Under the Age of One	Share of Children Served in Publicly Financed Care, Ages One to Two years	Share of Children Served in Publicly Financed Care, Ages Three to Five years	Age Six Where the Start of Primary School Is at Age Seven
Nordic Countries				
Denmark	15	74	90	98
Finland	few <sup>a</sup>	22	66	92
Norway	2	37	78	n.a.
Sweden	few	48 <sup>b</sup>	82	93
Continental Countries				
Belgium	15 <sup>c</sup>	42 <sup>d</sup>	99	n.a.
France	few <sup>e</sup>	20 <sup>e</sup>	99	n.a.
Germany	few	5	77 <sup>f</sup>	n.a.
Luxembourg	few	3 <sup>g</sup>	67	n.a.
Netherlands		17 <sup>b</sup>	71 <sup>i</sup>	n.a.

## English-Speaking Countries

Canada	few	5 <sup>f</sup>	53 <sup>b</sup>	n.a.
United Kingdom	few	2 <sup>f</sup>	77 <sup>m</sup>	n.a.
United States	few	6	53 <sup>n</sup>	n.a.

*Sources:* Data from OECD (1997, 2001d); Clearinghouse on International Developments in Child, Youth, and Family Policies (2002); National Association for the Education of Young Children (2002); Center for Urban and Community Studies (2000); DHHS (2001a, 2001b); Schumacher, Greenberg, and Duffy (2001); Doherty (2002); O'Hare (2001); Palme et al. (2002); Eurydice (1994b); Shulman, Blank, and Ewen (1999); country experts.

*Note:* Enrollments are for the year 2000 unless otherwise noted.

<sup>a</sup>Although few Finnish children under the age of one were in child care, as of 2000, 97 percent of children under the age of three received some form of family support, through leave, home care allowance, or child care.

<sup>b</sup>Does not include additional enrollments in family child care, which may be publicly subsidized and supervised for Sweden.

<sup>c</sup>Between ages three and thirty months, 30 percent of Belgian children are in care but only 20 percent in subsidized care; this estimate assumes no use of subsidized care from birth to three months and 20 percent between three and twelve months.

<sup>d</sup>Between ages three and thirty months, 30 percent of Belgian children are in care but only 20 percent in subsidized care; from age thirty months and older, 85 percent are in subsidized care.

<sup>e</sup>An estimated 9 percent of French children under age three are in *crèche* (mostly under the age of two) and 11 percent are in *école*.

<sup>f</sup>In Germany, approximately 80 percent part-time.

<sup>g</sup>As of approximately 1995; does not reflect expansion of preprimary services for three-year olds in Luxembourg beginning in 1998.

<sup>h</sup>Does not include playgroups, in the Netherlands.

<sup>i</sup>For the Netherlands, reflects average of 17 percent of three-year-olds in public care and 99 percent of four- and five-year-olds in preprimary or primary school.

<sup>j</sup>In Canada, as of approximately 1998.

<sup>k</sup>As of approximately 1998; based on estimates that approximately 5 percent of Canadian children are in subsidized arrangements and 48 percent of three to five-year-olds are in preprimary programs.

<sup>l</sup>As of approximately 1995. Does not reflect recent expansions of Sure Start and Neighborhood Nurseries in disadvantaged communities in the United Kingdom.

<sup>m</sup>Preschool part-day for four-year-olds and some three-year-olds in the United Kingdom.

<sup>n</sup>Based on estimates of approximately 6 percent of American children in subsidized arrangements and 47 percent of three- to five-year-olds in pre-k or kindergarten.



**TABLE 7.3 Government Mechanisms for Financing Early Childhood Education and Care, Approximately 2000**

Country	Financing Direct Provision of ECEC	Subsidies for Purchase of Private Care	Government Incentives or Support for Employer Contributions	Tax Relief for Purchase of Private Care
Nordic Countries				
Denmark	Direct services financed by national and municipal governments and parent fees.	Local authorities can give a cash grant to parents with a child twenty-four weeks to three years; up to 70 percent of documented expenses, not to exceed 85 percent of least expensive municipal child care spot; average grants DKK30,800 to DKK36,400 annually (U.S.\$3,586 to \$4,327).		
Finland	Direct services financed by national (27 percent) and municipal (54 percent) governments and parent fees.	Since 1997, Private Care Allowance for purchase of private day care; basic flat-rate payment of FIM700 (U.S.\$120) per child per month, with earnings supplements, paid directly to child minder or child care center.		
Norway	Direct services financed by national (36 percent) and municipal (28 percent) governments and parent fees. <sup>a</sup>	Cash Benefit Scheme may be used to pay for private child care; approximately NOK3,000 (U.S.\$278) per		Documented child care expenses may be deducted from income of lowest-earning spouse;

		month, roughly equivalent to state subsidy per child for preprimary services; may also be claimed by parents providing care in home.		maximum deduction (for two or more children) NOK23,325 (U.S.\$2,884).
Sweden	Direct child care services financed by national and municipal governments (82 percent) and parent fees (18 percent); family child care financed by municipal government (82 percent) and parent fees (18 percent).			
Continental Countries				
Belgium	Direct child care services financed by regional, municipal, and federal government and parent fees; preprimary services financed by national government.		Employers provide .05 percent of wage bill for development of services for children from birth to three.	Deduction to reduce taxable income by 80 percent of actual costs to maximum of BF450 (US\$12) per day.
France	Direct child care services financed by national (24 percent), regional (12 percent) and municipal (34 percent) government and parent fees; preprimary services financed by national (56 percent) and municipal (34 percent) governments.	Means-tested subsidies for parents using registered family day carers of up to €197 (birth to three years) and €98 (for three- to six-year-olds) (U.S.\$209 and \$104) per month, and for social-security contribution for in-home providers up to €508 (U.S.\$539).	Employers contribute to cost of service through compulsory contributions to the Family Allowance Funds (CAFs); employer contributions cover an estimated 25 percent of cost of services in social welfare system.	Tax reductions for employed parents of up to 25 percent of child care costs to a limit of €575 (U.S.\$610) annually per child, and 50 percent of costs up to €3,450 (U.S.\$3,662) annually for in-home care.

*(Table continues on p. 210.)*

**TABLE 7.3** *Continued*

Country	Financing Direct Provision of ECEC	Subsidies for Purchase of Private Care	Government Incentives or Support for Employer Contributions	Tax Relief for Purchase of Private Care
Germany <sup>b</sup>	Direct child care services financed by state and municipal governments and parent fees; preprimary financed by state (41 percent) and municipal (59 percent) governments.	Limited number of subsidies for low-income parents using private family day care services approved by local authorities, paid directly to the family day care or the center.		Families can deduct for employing in-home help to care for children under age ten.
Luxembourg	Direct child care services financed by national and municipal governments and parent fees; preprimary financed by national government.			Tax relief for the costs of (public or private) services for children under fourteen; reduce taxable income by documented costs or maximum of LF144,000 (U.S.\$3,892) per child annually (with no documentation).
Netherlands	Playgroups funded by municipal government; other ECEC funded by national and municipal government (33 percent), employers (25 percent), and parental fees (42 percent). Goal is to divide costs evenly between municipalities, employers, and parents.		Stimulative Measure on Child Care to encourage employers to sponsor centers for children under age seven.	Deduction of portion of actual amount of private arrangement to maximum of NFL20,000 (U.S.\$10,050) annually; employers can also deduct 30 percent of employer-provided care from taxable payroll.

English-Speaking Countries

Canada	Most ECEC is privately purchased. Provinces provide public kindergarten programs.	Limited number of means-tested subsidies provided with a combination of federal funding through Canada Health and Social Transfer block grant to provinces. Provinces vary in the extent to which they use these funds for child care and supplement with provisional funds.	Deduction (nonrefundable) of child care expenses for working parents to a maximum of CN\$7,000 (U.S.\$5,932) per child under age seven and CN\$4,000 (U.S.\$3,390) per child age seven to fourteen.
United Kingdom	Most ECEC for children under age four is privately purchased. Nursery school education for approximately a third of three-year-olds and most four-year-olds funded through grants to local authorities. Additional services for children from birth to three funded through national education and service programs (Sure Start) in disadvantaged communities. <sup>c</sup>		Tax credits for child care expenses up to 70 percent of costs up to £70 (U.S.\$110) per week for one child or £105 (U.S.\$165) for two or more children, available to low-income working parents. Credit decreases as family income rises. <sup>d</sup>

*(Table continues on p. 212.)*

**TABLE 7.3** *Continued*

Country	Financing Direct Provision of ECEC	Subsidies for Purchase of Private Care	Government Incentives or Support for Employer Contributions	Tax Relief for Purchase of Private Care
United States	Most ECEC is privately purchased. Costs of public child care services and subsidies shared between federal and state governments and parents. Pre-primary programs financed by national government (Project Head Start) and state governments (pre-kindergarten).	Limited number of subsidies for low-income parents in welfare employment programs or employment through Child Care and Development and Temporary Assistance to Needy Families block grants; eligibility and maximum amount vary by state.	Employers can deduct portion of costs of child care from taxable payroll.	Nonrefundable tax credit for up to \$2,400 (one child) to \$4,800 (two or more children) in child care expenses for employed parents; maximum credit of \$720 for one to \$1,440 for two children. Flexible spending plans allow parents to set aside up to \$5,000 pre-tax earning for child care expenses.

*Sources:* Moss (1990); Baker (1995); European Commission Network (1995, 1996); OECD (2000b, 2000d, 2001d); Rostgaard and Fridberg (1998); Lewis (1997); Friendly (2001); Doherty et al. (1995); Danish Ministry of Social Affairs (2000); Ministry of Health, Welfare, and Sport and Ministry of Education, Culture & Science (2000); Centre for Research in Early Childhood (n.d.); Clearinghouse on International Developments in Child, Youth, and Family Policies (2003); Michalopoulos and Robins (2000); Sure Start (2002); Palme et al. (2002); country experts.

*Note:* Currencies are expressed in national currency units for about 2000 (unless otherwise noted), followed, in square brackets, by the equivalent amount in 2000 U.S. dollars adjusted for purchasing power parity.

<sup>a</sup>For Norway, goal is 50 percent national and 30 percent municipal by 2005.

<sup>b</sup>Data for Germany are for the former West Germany only.

<sup>c</sup>Goal in United Kingdom is to extend part-day public nursery schools to all three-year-olds by 2004.

<sup>d</sup>Child Tax Credit will be combined with Child Credit as of 2003, which may change benefit levels in the United Kingdom.

**TABLE 7.4 Co-Payment Policies and Estimated Share of ECEC Costs Assumed by Government, Approximately 2000 (Percentage)**

Country	Co-Payment Policies		Public Share of Costs <sup>a</sup>	
	Younger Children	Older Children	Younger Children	Older Children
Nordic Countries				
Denmark	Vary by type of provision; part-day preschools ( <i>bornehaveklasser</i> ) free.		75 to 84	
Finland	Vary with income and number of children; no fee for low-income families; part-day preschools ( <i>6-vuotiaiden esiopetus</i> ) free.		84	
Norway	Vary with family income.		55 to 72 <sup>b</sup>	
Sweden	Vary with family income and number of children.		82 <sup>c</sup>	
Continental Countries				
Belgium	Sliding scale based on income.	Free when children reach two and a half or three ( <i>école maternelle</i> ).	75 to 83	100
France	Vary with income and type of care.	Free when children reach two and half or three ( <i>école maternelle</i> ).	83 <sup>d</sup>	100
Luxembourg	Vary with income and type of care.	Free when children reach the age of four ( <i>spielschoul, école maternelle</i> ).	75	100
English-Speaking Countries				
United States	Vary with income; rates vary by state and program.	Vary by region and type of care; some preprimary free.	41	

Sources: Data from OECD (1999a, 1999b, 2000c, 2001d); Danish Ministry of Social Affairs (2000); Palme et al. (2002); country experts.

<sup>a</sup>In all countries except the United States, public share refers to cost of public arrangements minus average parental copayments; in United States, public share is estimate of total ECEC expenditures that are assumed by government.

<sup>b</sup>For Norway, goal is that by 2005, parental share of costs will not exceed 20 percent.

<sup>c</sup>Since 2000 in Sweden parental fees have been capped. Average family costs have been reduced by more than half, to an estimated SEK1,100 per month (U.S.\$112).

<sup>d</sup>Estimate based on parental co-payment for care in French crèche, assuming one child and average family income; co-payments are higher (and public share lower) if care is provided in parents' or provider's home.

**TABLE 7.5 Distribution of Parental Child Care Costs, Families with Employed Mother, Late 1990s (Percentage)**

Country	Income Group <sup>a</sup>	Youngest Child Under the Age of Three		Youngest Child Aged Three to Five Years		Youngest Child Under the Age of Five
		Percentage of Families with Any Out-of-Pocket Expenses for ECEC (1)	Average Parental Payments Among Those with Any Expenses (Percentage of Total Household Income) (2)	Percentage of Families with Any Out-of-Pocket Expenses for ECEC (3)	Average Parental Payments Among Those with Any Expenses (Percentage of Total Household Income) (4)	Average Parental Payments Among All Families with Employed Mothers (Percentage of Total Household Income) (5)
France	All	54	8	41	5	3
	Low income	32	8	23	5	2
	Middle income	53	8	41	5	3
	High income	65	7	50	3	4
United States	All	52	9	66	10	6
	Low income	59	22	65	21	12
	Middle income	48	9	58	9	4
	High income	52	6	75	6	3

*Sources:* Authors' calculations based on data from LIS (for France) and NSAF (Urban Institute 2002) (for the United States).

<sup>a</sup>Income groups are defined differently for the measures. For share of population with any parental costs (columns 1 and 3) and share of income paid by families with children under the age of six (column 5), low income is average for families in the second decile, middle income is average for fifth and sixth deciles, and high income is average for ninth decile. For estimated parental costs (columns 2 and 4), low income is average for families in the bottom quartile, middle income is average for families in the second and third quartiles, and high income is average for families in the top quartile.

**TABLE 7.6 Public Spending on Early Childhood Education and Care, per Child (2000 US\$ PPP-Adjusted), Mid-1990s**

Country	Spending on Services and Subsidies
Nordic Countries	
Denmark	\$4,050
Finland	\$3,189 <sup>a</sup>
Sweden	\$4,950
Continental Countries	
France	\$3,161
Netherlands	\$1,369
English-Speaking Countries	
United Kingdom	\$ 780 <sup>b</sup>
United States	
1997	\$ 548
2000	\$ 679

*Sources:* Data from Adams and Sandfort (1992); Baker (1995); Child Care Resource and Research Unit (2000); Doherty et al. (1995); European Commission Network (1995); Hofferth (1998); Rostgaard and Fridberg (1998); Tietze and Cryer (1999); DHHS (1999); Shulman, Blank, and Ewen (1999); Gish (2002); Doherty (2002).

*Note:* Spending estimates are for approximately 1995 (unless otherwise noted), converted to 2000 U.S. dollars adjusted for purchasing power parity. Total spending calculated per child of relevant ages given country-specific institutions and available data: day care, nursery, and preprimary education for children from birth to four in United Kingdom; federal and state child care subsidies, Head Start, and state pre-kindergarten programs for children from birth to four in United States; *crèche* and *école maternelle* for children from birth to five in France; public child care for children from birth to four in the Netherlands; public care for children from birth to six in Sweden, Finland, Denmark.

<sup>a</sup>For Finland, does not include Private Care Allowance, received by an estimated 2 percent of children under the age of seven.

<sup>b</sup>For the United Kingdom, does not include expansions of Sure Start and public nursery schools since 1996.



**TABLE 7.7 ECEC Quality Regulations, Approximately 2000**

Country	Child-Staff Ratio for Children Under the Age of Three	Child-Staff Ratio for Children Aged Three to Five	Family Child Care Staff Qualifications	Center-Based Staff Qualifications	Preprimary Staff Qualifications
Nordic Countries					
Denmark	Ranges from 3:1 in crèche to 6:1 in age-integrated centers and 5:1 for child minders.	Ranges from 7:1 in kindergarten to 6:1 in age-integrated facilities and 5:1 for child minders.	Municipal facility managers have specialized training; private child minders generally not required to have specific training.	Teachers complete three-and-one-half-year university program.	
Finland	Ranges from 4:1 or 5:1 in family child care to 4:1 in center based care.	Ranges from 4:1 or 5:1 in family child care to 7:1 in center-based care.	Most family child care supervisors are qualified as preprimary teachers; municipalities set training requirements for family child care providers.	Three-and-one-half-year training as “social educator” or three-year secondary vocational training as preprimary teacher.	Three to four and one-half years of university-level training.

Norway	Ranges from average of 3.6:1 to 4.8:1.	Ranges from average of 3.6:1 to 4.8:1.	For every thirty children in family day care, a trained preschool teacher is available to support care workers; private child minders generally not required to have specific training.	Three years of higher education for teachers; two-year apprenticeship for assistants.	
Sweden	Varies locally; in practice, average 6:1.	Varies locally; in practice, average 5.4:1.	72 percent of family child minders completed certificate or municipal training program.	Three years of university training required; an estimated 60 percent of preschool teachers have completed university-level training.	
Continental Countries					
Belgium	7:1.	18:1 (Flemish) and 19:1 (French) pre-primary.	Voluntary in-service training.	Flemish: one year training in addition to professional secondary education; French: three years beyond diploma (at age sixteen).	Three-year postsecondary degree.
France	Ranges from 3:1 in family day care to 8:1 for center-based toddler care.	Class size is 25:1, but in practice teachers have assistants, so ratio is 12.5:1.	Sixty hours of training, with ongoing supervision and in-service training.	Teachers have three-year college degree plus additional graduate professional degree in ECEC; assistants have secondary diploma plus additional year of vocational training in early care and education.	

*(Table continues on p. 222.)*

TABLE 7.7 *Continued*

Country	Child-Staff Ratio for Children Under the Age of Three	Child-Staff Ratio for Children Aged Three to Five	Family Child Care Staff Qualifications	Center-Based Staff Qualifications	Preprimary Staff Qualifications
Germany	Generally, 3:1.	Varies by <i>Lander</i> ; range from twelve to twenty-five children with one teacher plus one assistant.	No requirements.	**	Three-year "upper-secondary" education, including two years of education and one-year apprenticeship in pre-school setting.
Luxembourg	6:1.	9:1 for two- to four-year-olds 10:1 for four- and twelve-year-olds.	**	Equivalent to secondary school diploma.	Three years of post-secondary training.
Netherlands	Varies by age from 4:1 for the youngest to 6:1 for two- to three-year-olds.	Varies by age from 8:1 for three- to four-year-olds to 10:1 for ages four and above in child care. Ratios are 20:1 in <i>basischool</i> .	No national standards; family day care providers generally supervised by municipal-agency staff with postsecondary education.	Group leaders required to have three- or four-years tertiary (nonuniversity) education.	Group leaders required to have three- or four-year professional education.

English-Speaking Countries

Canada	Varies by province and territory. For two-year-olds, range is 4:1 to 8:1.	Varies by province and territory. For four-year-olds, range is 7:1 to 10:1.	Varies by province and territory, from no provider requirements to sixty hours of training.	Provincial and territorial requirements vary from no training or experience to two-year degree; often, only a percentage of staff in a center must hold qualifications.	Generally, university degree.
United Kingdom	Varies by age from 3:1 for youngest to 4:1 for two- to three-year-olds.	Varies by type of care, from 3:1 for child minders to 10:1 for nursery school to 15:1 to 30:1 for reception classes for four- to five-year-olds.	No requirements.	Vary; more than half have no formal training.	Four-year university degree for teachers; two-year postsecondary degree for assistants.
United States	Varies by state, usually 4:1 to 6:1 for youngest, higher for two- to three-year-olds.	Varies by state and type of care, from 20:2 in Head Start to 8:1 to 15:1 for three-year-olds in child care centers.	Varies from none (eighteen states) to preservice plus at least six hours of in-service training a year (four states).	Vary from none (thirty states) to some specific ECEC training (nineteen states) to university degree (one state).	Varies from some specific ECEC training (eighteen states) to university degree (twenty states).

*Sources:* Data from Helburn and Bergmann (2002); OECD (1999a, 1999b, 2000a, 2000c, 2000d, 2001a); Ministry of Health, Welfare, and Sport and Ministry of Education, Culture and Science (2000); Centre for Research in Early Childhood (n.d.); Eurydice (1994a); Danish Ministry of Social Affairs (2000); Doherty (2002); Peer (2001); Palme et al. (2002); country experts.

\*\*data unavailable.

**TABLE 7.8 ECEC Staff Compensation, Approximately 2000**

Country	Usual Wage			Equivalent Full-Year Full-Time Wage <sup>a</sup>		As Share of All Employed Women's Annual Wages <sup>b</sup>	
	Family Child Care Provider or Child Minder	Center-Based Child Care Worker (Wage of Highest-Trained Worker)	Preprimary Teacher	Center-Based Child Care Worker	Preprimary Teacher	Center-Based Child Care Worker	Preprimary Teacher
Nordic Countries							
Denmark	DKK17,200 per month	DKK20,700 to 25,900 per month	DKK22,300 to 25,900 per month	\$28,917 to \$36,182	\$31,153 to \$36,182	1.35 to 1.69	1.35 to 1.69
Finland	FIM7,740 per month	FIM8,857 per month	FIM9,385 per month	\$17,424	\$18,462	0.90	0.95
Norway	NOK190,000 per year	NOK160,700 to NOK227,300 per year		\$17,485 to \$24,730	\$17,485 to \$24,730	.88 to 1.20	.88 to 1.20
Sweden	SEK13,500 to 14,000 per month	SEK15,500 per month	SEK15,500 per month	\$19,658	\$19,658	1.02	1.02
Continental Countries							
Belgium	BF475 per child per day	BF50,694 per month	BF66,071 per month	\$16,441	\$21,428	1.12	1.45
France	Parents pay minimum of U.S.\$20 per day and minders restricted to caring for three children.	**	FF113,970 to 203,050 per year; average: FF176,850	**	\$17,400 to \$31,000; average \$27,000	**	1.21 to 2.15; average 1.87

Germany	**	**	**	**	**	**	**
Luxembourg	**	<i>Educateur gradu�:</i> �3,091 per month <sup>c</sup>	�2,956 per month <sup>c</sup>	\$37,695	\$36,049	1.84	1.76
Netherlands	**	2,488 to 2,847 guilder per month	2,488 to 3,803 guilder per month	\$15,507 to \$17,745	\$17,745 to \$22,704	.89 to 1.01	1.01 to 1.30
English-Speaking Countries							
Canada	CN\$15,600 per year	CN\$11.85 per hour	**	\$18,907	**	0.85	**
United Kingdom	�1 to �3 per hour per child <sup>d</sup>	�10,000 to �13,000 per year	�17,000 to �18,000 per year	\$15,361 to \$19,969	\$26,114 to \$27,650	.83 to 1.03	1.42 to 1.50
United States	\$4.04 per hour <sup>e</sup>	\$6.98 per hour <sup>e</sup>	\$8.79 per hour <sup>e</sup>	\$13,401	\$16,876	0.53	0.66

*Sources:* Data from OECD (1999a, 1999b, 2000c, 2001d); Danish Ministry of Social Affairs (2000); Centre for Research in Early Childhood (n.d.); Doherty (2002); Peer (2001); U.S. Center for the Child Care Workforce (2000); Beach, Bertrand, and Cleveland (1998); country experts.

<sup>a</sup>Annualized hours assume 1,920 paid hours annually (eight hours per day, five days per week, forty-eight weeks per year). Compensation expressed in \$U.S. 2000, ppp-adjusted.

<sup>b</sup>Average wage for all women workers, full-time and part-time, calculated from Luxembourg Income Study (LIS).

<sup>c</sup>For civil servants in Luxembourg as of 2002.

<sup>d</sup>As of approximately 1997; by 2000, minimum wage in the United Kingdom raised to  3.70, which should set minimum per hour.

<sup>e</sup>As of 1996, in \$U.S. 2000.

\*\*data unavailable.

**TABLE 7.9 Hours and Days of Supervised Care, Approximately 2000**

Country	Usual Hours of Operation, Preprimary Programs <sup>a</sup>	Start of Compulsory Primary School	Hours of Primary-School Opening	Days of Primary-School Opening	Continuous School Day and Week
Nordic Countries					
Denmark	7:00 a.m. to 6:00 p.m. all year	7	53	200	Yes
Finland	7:00 a.m. to 5:00 p.m. all year. <sup>b</sup>	7	25	190	Yes
Norway	Full day (forty-one or more hours per week).	6	21	190	Yes
Sweden	6:30 a.m. to 6:00 p.m. all year <sup>c</sup>	7	60	178	Yes
Continental Countries					
Belgium	8:30 a.m. to 3:30 p.m. with after-school care available. Wednesday afternoon closed.	6	44	182	No; Wednesday afternoon closed.
France	8:40 a.m. to 4:30 p.m. during term time. Wednesday afternoon closed.	6	35	180	No; Wednesday afternoon closed.
Germany	Generally, morning or afternoon sessions during school year, without lunchtime.	6	28	198	Yes, although primary school is generally dismissed at lunch time.
Luxembourg	8:00 to 4:00 p.m. but usually closed for two-hour lunch each day and Tuesday and Thursday afternoons.	4	37	212	No; Tuesday and Thursday afternoon closed.

Netherlands	Child care full-day; preschool (for children four years and older during term time) 8:30 a.m. to 2:00 p.m.	5 <sup>d</sup>	30	200	No; Wednesday afternoon closed.
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English-Speaking Countries

Canada	Part-day, part-year.	5 to 6 <sup>e</sup>	varies, but 30 to 33 is typical	190	Yes
United Kingdom	Varies by type of program, from 2.5 to 6.5 hours per day.	5	33	190	Yes
United States	Usually part-day, part-year.	5 to 6 <sup>f</sup>	33	179	Yes

Sources: Data from Eurydice (1994a, 1995a, 1995b, 2000); Clearinghouse on International Developments in Child, Youth, and Family Policies (2003); European Commission Network (1996); OECD (2001d); Tietze and Cryer (1999); country experts.

<sup>a</sup>In most countries child care centers and day care homes (child minders) available full time.

<sup>b</sup>In Finland, center-based and family day care available full-time. School-based *6-vuotiaiden esiopetus* is part-time.

<sup>c</sup>In Sweden, center-based *Forskola* and FDC (*Familjedaghem*) available full-time. *Forskoleklass* (preschool) is part-time.

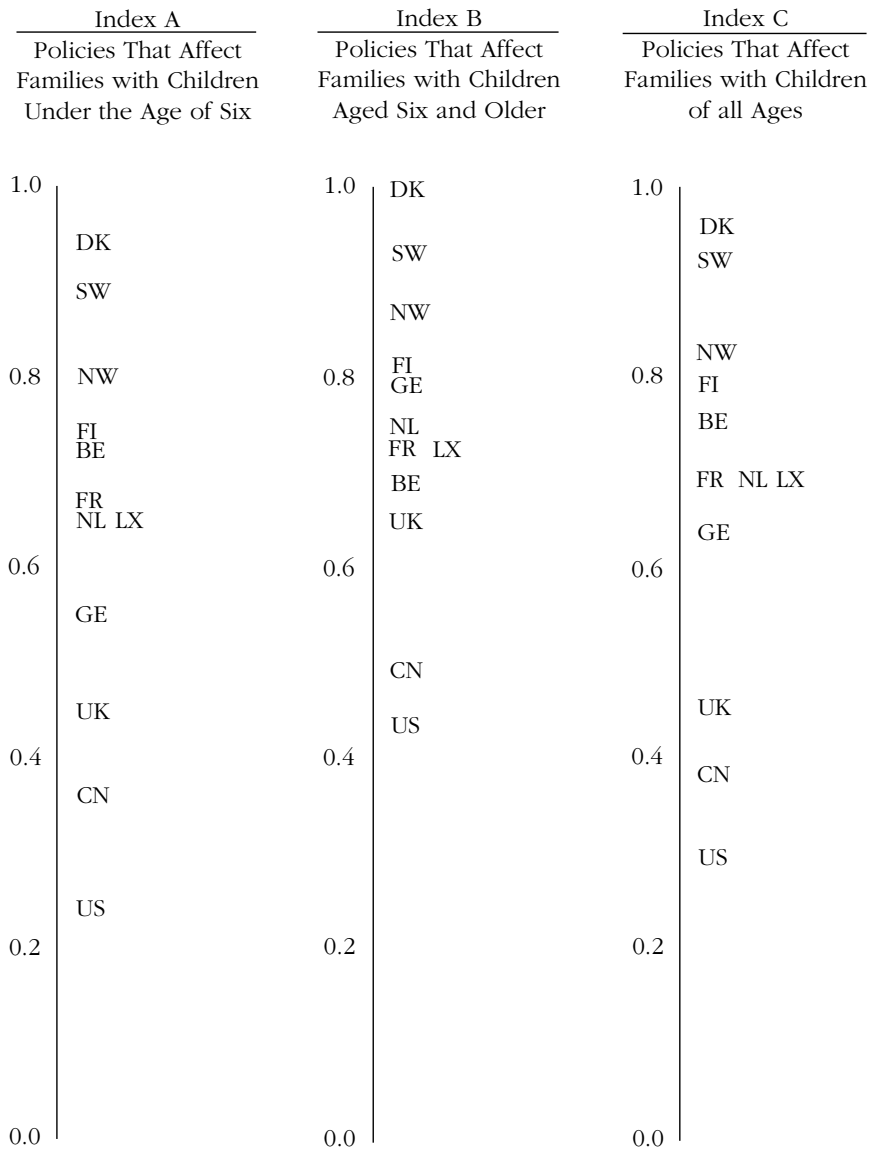
<sup>d</sup>In the Netherlands, compulsory school begins at five but most children enrolled by age four.

<sup>e</sup>In Canada, compulsory at age six but most attend at age five; Junior Kindergarten available in Ontario at age four.

<sup>f</sup>In U.S., start of compulsory school set by state policy and begins as late as age eight in two states; in most states, school begins at five or six.



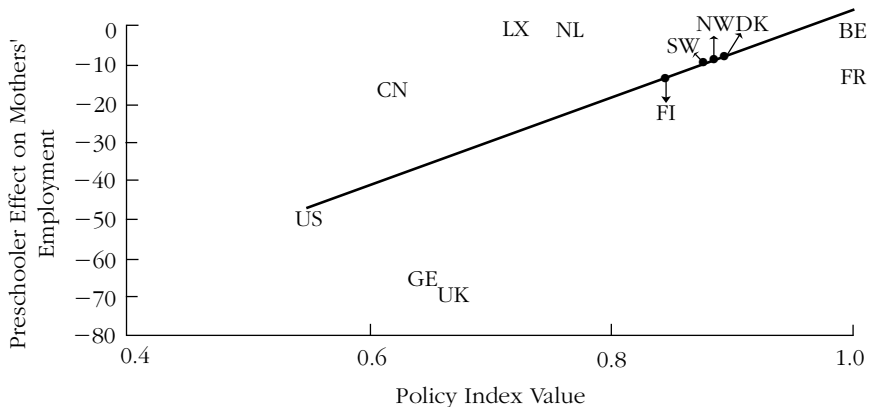
**FIGURE 8.1 Index of Performance of Policies Regulating Family Leave, Working Time, Early Childhood Education and Care, and School Scheduling**



Source: Authors' compilation.

Note: For index values, see appendix table C.3.

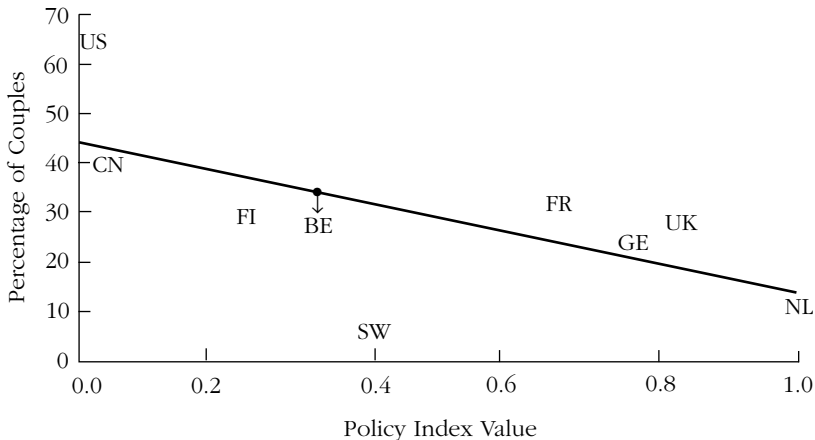
**FIGURE 8.2 Association Between ECEC Policies and the Preschooler Effect on Mothers' Employment, Mid-1990s**



*Source:* Outcome data from LIS.

*Note:* Variable on vertical axis compares mothers with three- to five-year-olds to mothers with thirteen- to seventeen-year-olds, controlling for mother's age and education, total number of children, and other household income. Policy index refers to ECEC for children aged three-to-five.

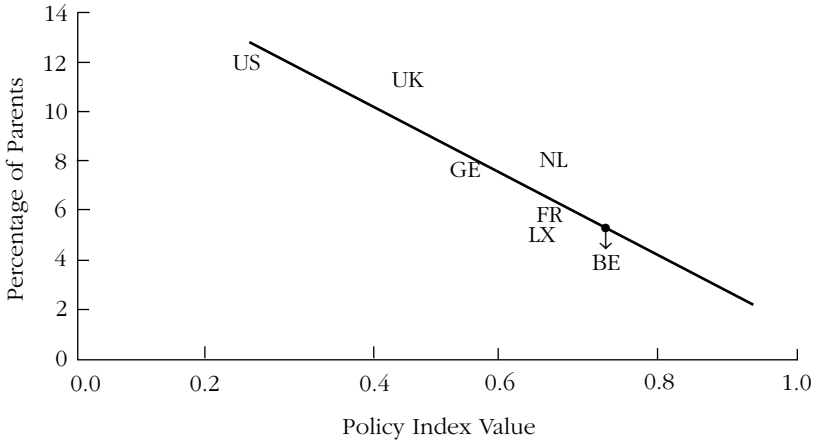
**FIGURE 8.3 Association Between Working-Time Regulation and the Prevalence of Long Joint Weekly Work Hours Among Dual-Earner Couples with Children, Mid-1990s**



*Source:* Outcome data from LIS.

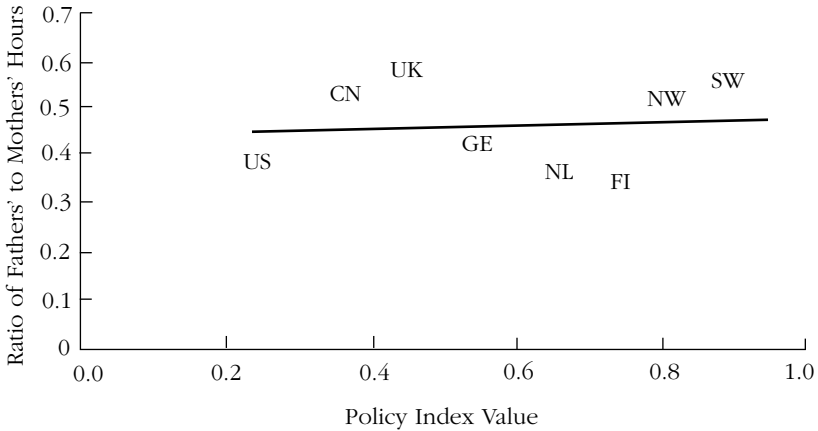
*Note:* Policy index captures regulation of normal weekly hours.

**FIGURE 8.4 Association Between Index A Policies and the Prevalence of Evening or Nighttime Work Among Employed Parents, 1997**



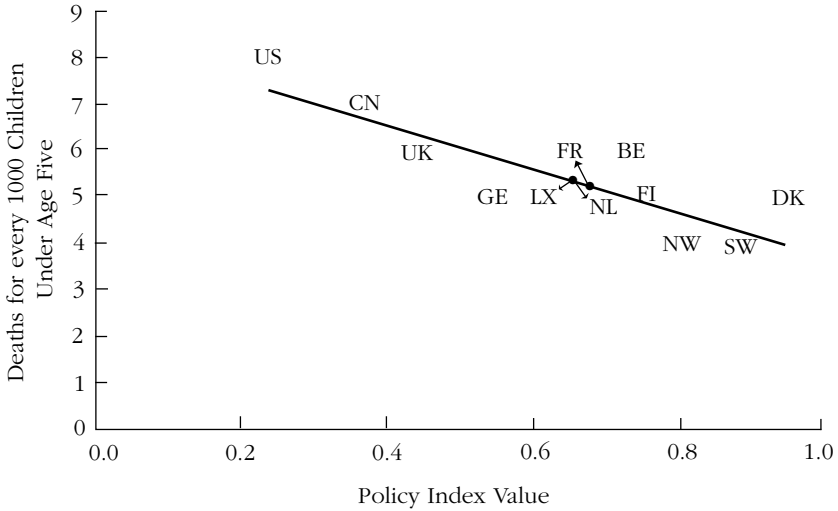
Source: Outcome data from European LFS and U.S. CPS.

**FIGURE 8.5 Association Between Index A Policies and Gender Equality in Mean Daily Hours Spent in Child Care at Home, 1985 to 1992.**



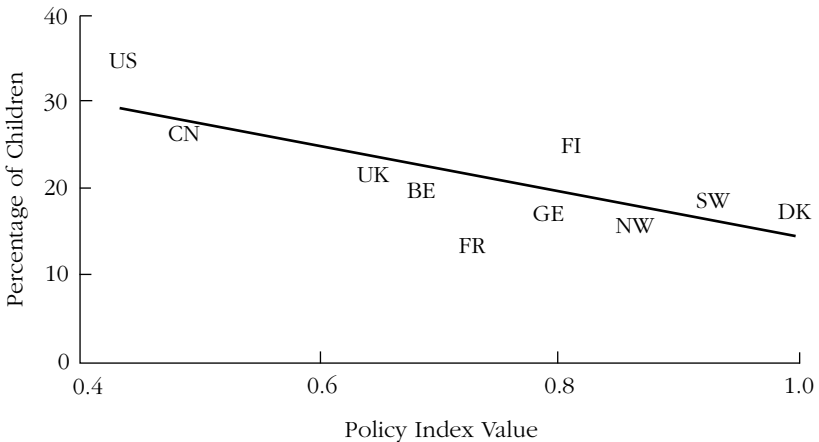
Source: Outcome data from MTUS.

**FIGURE 8.6 Association Between Index A Policies and Child Mortality Rates, 1999**



Source: Outcome data from UNICEF (2001).

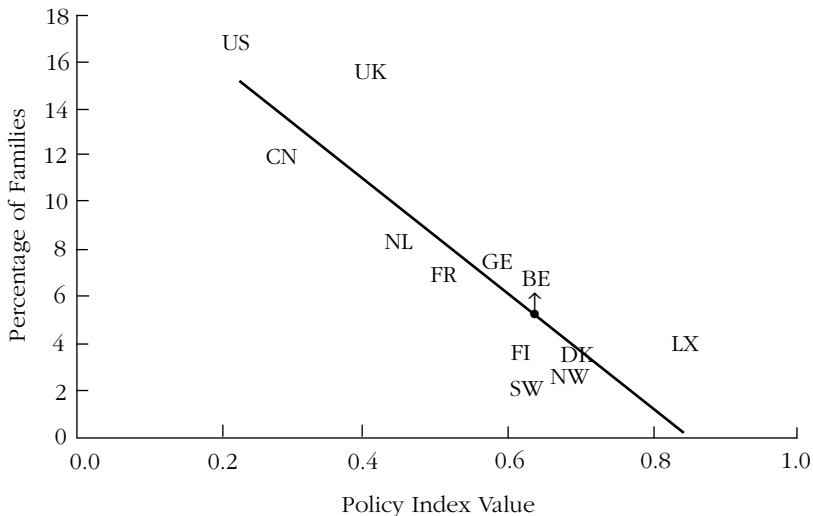
**FIGURE 8.7 Association Between Index B Policies and the Prevalence of Television Watching Among Eleven-Year-Olds, 1997 to 1998**



Source: Outcome data from Currie et al. (2000).

Note: Outcome is television watching for four or more hours per day.

**FIGURE 8.8 Association Between Index C Policies Combined with Index of Cash Benefits and the Poverty Rate Among Families with Children, Mid-1990s**



Source: Outcome data from LIS.

**TABLE C.1 Raw Data for Indexes Presented in Figure 8.1**

Country	ECEC Indicators									
	Guaranteed Slot for Some Children 0-1-2	Enrollment in Public Care < 1	Enrollment in Public Care 1-2	Cost to Parents if Children in Public Care 1-2	Enrollment in Public Care 3-4-5	Cost to Parents if Children in Public Care 3-4-5	Hours 3-4-5	Enrollment at 6	Quality	Tax Relief
Belgium	no	0.15	0.42	0.21	0.99	0	full	100	high	yes
Canada	no	few	0.05	0.10	0.53	.10 subsidy care; 0 prek or k	part	100	med	yes
Denmark	yes	0.15	0.74	0.205	0.90	0.205	full	98	high	no
Finland	yes	few	0.22	0.16	0.66	0.16	full	92	high	no
France	no	few	0.20	0.17	0.99	0	full	100	high	yes
Germany	no	few	0.05	0.15*	0.77	0	part	100	med	some
Luxembourg	no	few	0.03	0.25	0.67	0	part	100	med	yes
Netherlands	no	0.17	0.17	0.15*	0.71	0	mix of part and full	100	med	yes
Norway	no	0.02	0.37	0.37	0.78	0.37	full	100	high	yes
Sweden	yes	few	0.48	0.18	0.82	0.18	full	93	high	no
United Kingdom	no	few	0.02	0.15*	0.77	.10 subsidy care; 0 prek or k	part	100	med	yes
United States	no	few	0.06	0.10	0.53	.10 subsidy care; 0 prek or k	part	100	low	yes

*Source:* Authors' compilation.

*Note:* Values marked with asterisks are estimates.

**TABLE C.2 Raw Data for Indexes Presented in Figure 8.1**

School Schedule Indicators						
Country	Starting Age	Hours	Days	Continuity		
Belgium	6	44	182	no		
Canada	5.5	33*	190	yes		
Denmark	7	53	200	yes		
Finland	7	25	190	yes		
France	6	35	180	no		
Germany	6	28	198	sometimes		
Luxembourg	4	37	212	no		
Netherlands	5	30	200	no		
Norway	6	21	190	yes		
Sweden	7	60	178	yes		
United Kingdom	5	33	190	yes		
United States	5.5	33	179	yes		

Family Leave Indicators						
Country	Weeks of Full-Pay Available to Mothers	Paid Paternity Leave	Gender Equality Scale/ Incentives for Fathers	Paid Leave After Third Birthday	Paid Sick-Child Leave	Expenditures on Maternity and Parental
Belgium	12	yes	4	some	yes	234
Canada	28	no	3	no	no	152
Denmark	37	yes	5	yes	yes	594
Finland	29	yes	4	no	yes	673
France	16	no	1	no	yes	431
Germany	14	no	1	no	yes	465
Luxembourg	16	yes	4	some	yes	414
Netherlands	16	yes	2	no	yes	67
Norway	42	yes	6	no	yes	808
Sweden	42	yes	6	yes	yes	608
United Kingdom	5	no	2	no	no	75
United States	0	no	2	no	no	0



**TABLE C.2** *Continued*

Country	Working-Time Indicators	
	Normal Weekly Hours	Normal Vacation Time
Belgium	39	20
Canada	40	10
Denmark	37	25
Finland	39.3	24
France	38	25
Germany	37.7	20
Luxembourg	39	25
Netherlands	37	20
Norway	37.5	21
Sweden	38.8	25
United Kingdom	37.5	20
United States	40	0

*Source:* Authors' compilation.

*Note:* French normal weekly hours are for the mid-1990s, prior to the 2000 reduction to 35 hours. Values marked with asterisks are estimates.

**TABLE C.3** **Index Values in Figure 8.1**

Country	Index A		Index B		Index C
Denmark	.94	Denmark	1.00	Denmark	.96
Sweden	.89	Sweden	.93	Sweden	.92
Norway	.80	Norway	.86	Norway	.83
Finland	.74	Finland	.81	Finland	.79
Belgium	.73	Germany	.79	Belgium	.75
France	.66	Netherlands	.75	France	.69
Netherlands	.65	France	.73	Netherlands	.69
Luxembourg	.65	Luxembourg	.72	Luxembourg	.69
Germany	.55	Belgium	.69	Germany	.63
United Kingdom	.45	United Kingdom	.65	United Kingdom	.45
Canada	.36	Canada	.49	Canada	.38
United States	.24	United States	.43	United States	.29

*Source:* Authors' compilation.