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## **Labour Market Effects of Maternity and Parental Leave Policy in Canada (2)**

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## ABSTRACT

As was evident in the 1999 Speech from the Throne, maternity and parental leave (M/PL) policies are on the forefront of the current political agenda in Canada. This paper investigates some of the effects of M/PL benefits and job protection while on leave. One unique feature of M/PL policy in Canada is the variation in unpaid, job protected leave allowances across provinces. This variation, along with collection of M/PL benefits, is used to identify the effect of M/PL policy on the duration of leave surrounding childbirth and the likelihood of returning to the job held before childbirth. Using the Survey of Labour and Income Dynamics, I find evidence that M/PL benefits play a role in determining the duration of M/PL after childbirth. Furthermore, I find that the availability of job protected leave is a key factor in determining whether a woman returns to the same job after childbirth.

## **I. Introduction**

Canada first introduced federal maternity leave benefits in 1972 with the passing of the Unemployment Insurance Act, 1971. Most other industrialized countries have also implemented some kind of maternity or parental leave policy (Ruhm 1998; Phipps, 1995). The recent research on maternity and parental leave (M/PL) policy in other countries focuses on several different issues. First, M/PL policy is expected to have an impact on employment rates, labour force attachment and the duration of leave after childbirth. Second, the policy is also hypothesized to have an effect on job tenure, wages and the continuity of a woman's work history throughout her life. More recently, research has turned to the impact of M/PL policy on child health.

Ruhm (1998), in a study of 16 European countries, finds that the right to paid leave raises the employment-to-population ratio for women in their prime child-bearing years by between 3 and 4 percent. Zveglic and van der Meulen Rodgers (1999) find that the introduction and enforcement of maternity leave in Taiwan led to a rise in the employment rate of young women by 2.5 percent. The results of Klerman and Leibowitz (1997) are more ambiguous, but their work points out the important distinction between being employed and being at work.<sup>1</sup>

Waldfogel (1998b), in addition to investigating the impact of maternity leave on employment probabilities, also focuses on the positive effect of returning to the old job after childbirth on work experience, job tenure and pay. Phipps, Burton and Lethbridge (1998) use the 1995 General Social Survey and find that, in Canada, general interruptions to paid work involving a change in job upon return result in a downward shift in earnings

profiles which is greater than would occur from lost experience alone. Moreover, they find that an interruption followed by a return to the old job bears no additional cost beyond the lost return to experience. Their results suggest that maternity and parental leave programs will reduce the penalty of job interruption for women who have children by allowing them to retain their jobs after childbirth.

A priori, it is difficult to say what the impact of the policy will be on women's labour market behaviour. Economic theories that have been put forward lead to ambiguous conclusions (e.g., Klerman and Leibowitz, 1997). The right to job-protected and paid maternity leave may lead some women to take more time off work than they would in the absence of M/PL policy. For other women it may mean that they remain attached to the labour force and return to work after childbirth instead of dropping out of the labour force for several years to rear their children. As such it is possible for the M/PL policy to affect different women differently. It, therefore, remains an empirical question what effect M/PL policy has on leave durations.

Maternity and parental leave policies are on the forefront of the current political agenda in Canada. However, to date there are only a handful of papers on the effects of Canadian maternity and parental leave (M/PL) policy. In one of the most recent papers, Marshall (1999) investigates employment behaviour surrounding childbirth and finds the availability and collection of benefits after childbirth has a large impact on the duration of maternity leave. In Ten Cate (2000), it is found that M/PL policy reduces the gap between the employment probabilities of women with very young children and women with older children.

Canada provides a unique opportunity for studying the impact of M/PL policy. Part of the legislation falls under the jurisdiction of the provinces. Most benefits are paid through the federal unemployment insurance system, but the right to job security during and after a leave of absence surrounding the birth or adoption of a child is granted by the provincial legislation. This paper will use this feature of the Canadian legislation to expand on the current research and take a more detailed look at Canadian M/PL policy and its impact on the employment behaviour of women surrounding childbirth.

There are five sections in this paper. Section II describes the maternity and parental leave legislation in Canada in more detail. Section III provides a description of the data that is used for analysis and includes summary statistics. Estimation results, along with a discussion, can be found in Section IV. Section V concludes.

## **II. Maternity and Parental Leave Legislation in Canada**

Legislation protecting women's labour market position after childbirth is made up of several components in Canada. Income support during maternity and parental leave is provided, in part, by the federal employment insurance legislation. Private and union contracts often provide for additional support during the period surrounding childbirth.<sup>2</sup> Job protection is granted by provincial and federal employment standards legislation. In addition, general human rights statutes provide women with protection against discrimination because they are pregnant or take time off to care for a newborn child.

Federal benefits during M/PL are provided for by the Employment Insurance Act.<sup>3</sup> All workers who qualify currently have access to maternity benefits for 15 weeks and parental benefits for 10 weeks.<sup>4</sup> In order to qualify for benefits prior to 1997, a new mother

needed 20 weeks of work (at a minimum of 15 hours per week) in the 52 weeks prior to the leave. With the implementation of the Employment Insurance Act the qualification requirement changed to 700 hours in the previous 52 weeks.<sup>5</sup>

Job protection is provided by provincial and federal<sup>6</sup> employment standards legislation by giving women the right to take time off work for the purposes of pregnancy or care of a newborn child. The length of time provided varies across provinces and has varied across time. The length of job-protected leave offered by the provinces for the period covered in this study can be found in Table 1.<sup>7</sup> Generally 17 to 18 weeks of job-protected maternity leave is offered. In each province the remainder of job-protected leave comes in the form of parental leave or child care leave. In addition to variance in the length of time off, the qualifying conditions for job-protected leave also varied across the provinces. The length of tenure required at a job in order to qualify for job-protected leave can be found in the last column of Table 1. For additional information on the history of job-protected maternity and parental leave, please see Ten Cate (2000).

The weeks of Employment Insurance (EI) benefits are provided simultaneously with the weeks of job protected leave. For example, in Ontario a new mother can take a total of 35 weeks off and still be entitled to her job. Assuming she qualifies, she will receive 25 weeks of EI maternity and parental benefits (after having served a two-week waiting period). In addition to those weeks of benefits, she could remain at home for a further eight weeks without giving up her right to her job. The additional eight weeks would be unpaid.

Inherent in the structure of the legislation in Canada, is the possibility of a lack of co-ordination between the federal and provincial governments. As can be seen in Table 1,

the length of job protected leave in Alberta, and initially in Saskatchewan, Prince Edward Island and Nova Scotia, is shorter than the number of weeks of benefits provided for by the Employment Insurance Act. This means that women giving birth in those provinces and years will be unable to collect the total weeks of EI available to them without giving up their job protection. While an individual firm may decide to hold a woman's job open for a longer period of time, the provincial legislation does not state that this is necessary. In the other provinces (as in the Ontario example above), women can take longer leaves than that covered by EI, but the weeks that extend beyond the EI coverage will be unpaid.

### **III. The Data**

In order to estimate the effects of the M/PL policy on employment behaviour surrounding childbirth, I use the master files of the Survey of Labour and Income Dynamics (SLID). The SLID is a longitudinal survey conducted by Statistics Canada. The SLID consists of rotating panels that last six years. The panels are originally selected from the Labour Force Survey and consist of households located in the ten provinces of Canada.<sup>8</sup> Information regarding labour market experiences and income and family experiences is collected from the respondents in two yearly interviews for a period of six years.

For this paper, I use the first panel of the SLID. Currently, the first panel spans the period from 1993 to 1998<sup>9</sup> and contains approximately 15,000 households with about 30,000 adults. From this panel, I selected women who give birth during the survey if they were a longitudinal respondent in 1993 and they reported employment at any time during the sixteen weeks prior to the week they gave birth. The purpose of this selection is to reduce the sample to those women who have some attachment to the labour force prior to

birth. Some women gave birth more than once in the 1993 to 1998 period. In order to avoid a lack of independence among observations, only the first birth observed for each woman was included in the sample. Furthermore, in estimating the hazard model, women who gave birth more than once between 1993 and 1998 and did not return to work before the second observed birth have a censored leave duration.<sup>10</sup> Leave duration was also coded as censored for women who did not return to work at the time the first panel ends or observations on a respondent end.

A major benefit of the SLID is the ability to identify when women give birth. Detailed birth date information is available on all respondents and their household members. Moreover, weekly labour force status and information on absences from jobs are available. This information will be combined to determine the duration of maternity and parental leave taken by the women in the sample.

The duration of leave surrounding childbirth is one of the key dependent variables in the analysis. The time until return to work is determined by a two-step process. First, it is determined how soon after childbirth the status of “employed” is reached again. Some women may quit their jobs at or before childbirth and report being either unemployed or out of the labour force for some time after childbirth. For these women duration of leave is set equal to the number of weeks from birth until they report being employed again. Data on absences from work are looked at for women who do not report any time without employment. The absence from work data include the start and end dates of any absences (of two weeks or longer) from an existing job. To calculate the length of M/PL leave, the length of the absence from work that occurred around the week of childbirth was used as the duration of M/PL leave. The absence-from-work-data do not include paid vacations.



The length of the absence (in weeks) is taken to be the length of the maternity and parental leave taken. Note that in the absence data, short absences of less than two weeks are not recorded. Moreover, women who take their vacation time after they give birth and then return to work will also be recorded as not having taken any time off work. In the following analysis it is assumed, in both cases, that their absence was no more than four weeks long.

Key explanatory variables include length of provincial job-protected leave, whether or not EI was collected at any time during the six months after childbirth, marital status, union status of pre-birth job, self-employment status prior to the birth, and region of residence. Furthermore, educational attainment, occupation of the job before childbirth, and public servant status are included in the estimated models.

Unfortunately, employment insurance (EI) information is available only at the monthly level. Moreover, it is not possible to determine what type of EI benefits<sup>11</sup> were collected. A binary variable is constructed indicating whether EI benefits were collected at *any* time during the six-month period after childbirth. It is likely (and assumed here) that at least some of these benefits included maternity and parental leave benefits.

Marital status is indicated by a binary variable that is equal to one if a woman was married or living in a common-law relationship at the time of childbirth. The AGE variable included is the age at the time of childbirth. The number of total children at the time of birth is also included.<sup>12</sup> Job characteristics (self-employment status, occupation, public employee status, and union status) used in the analysis consist of the characteristics at the **main** job held at or before childbirth. Other characteristics (province of residence,

husband's income, own income and educational attainment) were based on their values at the end of the year of childbirth.

One drawback of the SLID is that the data are collected retrospectively. Respondents are asked to recall their labour force activity in the previous year each January. In spite of the data reliability issues raised by the use of retrospective data, one may hope that women are able to remember their labour market behaviour around the time of childbirth with reasonable accuracy. They are unlikely to forget when their child was born and would therefore probably recall their labour market behaviour relative to that date.

Another drawback of the SLID regarding the current analysis is that the number of women who give birth within a panel is quite small. There are 957 women in the panel who report all key variables and were original longitudinal respondents. To deal with sample size and confidentiality issues the Eastern provinces<sup>13</sup> and some of the Western provinces<sup>14</sup> are grouped together. In addition, the number of explanatory variables and the size of the models that could be estimated were limited.

### **Summary Statistics**

Weighted summary statistics for the sample used in the following analysis can be found in Tables 2 and 3. We see that the average provincial job-protected leave is 35.3 weeks and that the average time taken off around childbirth is 33.4 weeks. About 4 weeks of the total time taken off is prenatal. About 77 percent of the sample received EI during the first six months after childbirth and 29.7 percent took more time off than was covered by

the provincial M/PL legislation. Seventy-six percent return to the job that they had before childbirth.

Over 95 percent of the women in the sample return to work within two years, while over 88 percent return within one year. Moreover, 21.3 percent return within one month. The distribution of the duration of total weeks off in the period surrounding childbirth can be found in Graph 1. The graph suggests that there may be three types of women: Those that return quickly (within one month), those that take approximately 6 or 7 months off, and those who do not return to the labour force within a year. Graph 3 shows the distribution of the length of prenatal leave. Most women in the sample take very little prenatal leave. In fact, over 96 percent take a prenatal leave of 17 weeks or less (the number of weeks prior to expected due date that women are allowed to collect benefits and start their job protected leave).

The average woman in the sample is about 30 years of age and has 0.6 children (prior to giving birth to a child during the sample period). About 10 percent of women in the sample are self-employed; 31.1 percent are unionized and 21.5 percent work in the public sector. Over 90 percent of the women in the sample are either married or live with a common law spouse. For those women that have a spouse, the average age of that spouse is 32.

Cross-tabulations for employment behaviour surrounding childbirth can be found in Table 3. Some interesting features of this table include: Those who did not receive EI were six times more likely to return to work within one month of childbirth. Moreover, the self-employed were also much more likely to return within one month of childbirth. Note that while some self-employed did receive EI,<sup>15</sup> a much higher percentage of paid employees

received EI. A higher percentage of those in the public sector and those that are unionized returned to the same job and collected EI. In addition, while 86percent of those that took a *shorter* M/PL than what is provincially legislated returned to the same job, only 52percent of those that take *longer* leaves returned to the same job.

#### IV. Estimation and Results

Employment behaviour surrounding childbirth can be thought of as consisting of three related decisions:

- Whether to return to work after childbirth.
- If planning on returning to work, how much time to take off.
- If planning on returning to work, whether to return to the same job.

In the sample used here, 95 percent returned to work within two years. Over 88percent returned to work within one year. This high rate of return is probably attributable to the fact that all the women in the sample were working prior to giving birth.<sup>16</sup>

The first part of the analysis conducted here consists of a series of probits. The general model for these probits is:

$$(1) \quad P[Y_i = 1 | observables] = \Phi(\mathbf{b}' X_i + \mathbf{a} \text{matleave}_{py} + \mathbf{d} EI_i)$$

where  $X_i$  contains a constant and individual characteristics, *matleave* contains the weeks of legislated job-protected leave for province, *p*, for the year of birth, *y*. The  $EI_i$  variable is a

binary variable equal to one if EI benefits were collected at any time during the six months after birth.

Tables 4 and 5 contain estimates from two series of probits that look at the probability of returning to work after childbirth, within two years and within one year. Consistently, in both tables, a woman's own income in the year of childbirth positively influences the likelihood of returning to work. This coincides with Marshall's (1999) suggestion that those who have more to lose by not returning to work are more likely to return to work. It is also possible that women with higher incomes prior to childbirth worked more hours and thus have a stronger labour force attachment.

Interestingly, the dummy variable for Québec and the provincial maternity leave variable are only significant in the probit for the probability of returning to work within two years. Those in Québec were less likely to return to work within two years. Meanwhile, the longer provincial maternity leave in Québec increased the probability of returning to work in that province. Collecting EI at any time in the first six months after childbirth does not appear to have any impact on the probability of returning to work. We shall see, however, that whether a woman collects EI does impact how much time she takes off.

The second pair of probits looks at the probability of returning to work in less than one month, given that one has returned to work (within 2 years for Table 6 and within 1 year for Table 7). The key factors related to the probability of returning to work within a month appear to be the collection of EI and self-employment status at the main job before childbirth. Collecting EI at any time during the six months after childbirth has a strong negative impact on returning to work within one month. In Tables 10a and 10b, the

predicted probability of returning to work within one month is calculated. The impact of collecting EI reduces the likelihood of returning to work within one month by over 48 percentage points.

Moreover, women who are self-employed are much more likely to return to work within one month. Two factors could be playing a role in the quick return to work for these women. First, the self-employed build their business and clientele through networking. A lengthy time away from their work could result in the loss of business. Second, the self-employed may have more control over their schedules. They could, therefore, return to work shortly after birth, but not work full time schedules. Tables 10a and 10b show that a woman who is self-employed is about 28 percentage points more likely to return within one month.

Marital status also seems to play a role in how soon a woman returns to work. We can see that being married or living with a common-law spouse decreases the probability of returning to work within one month by about 9 percentage points. Combined with the results from the earlier probits, one may conclude that single moms have a tougher time in the labour market. Not only are they more likely to return to work quickly given that they return, but if they do *not* return immediately, they are more likely not to return within two years.

The final pair of probits investigates the probability of returning to the same job after childbirth as was held before childbirth. Instead of including the weeks of provincially legislated job-protected leave, a binary variable indicating whether a woman took longer than the provincially legislated leave is included. Consistently, in the models estimated, women who take a leave that is longer than the job-protected leave legislated by

their province have a lower probability of returning to the same job. The collection of EI has only a small negative effect in model 4 of Table 9. The result suggests that, while provincial policy may not have much of an impact on the length of maternity leave that women take, it does play a role in determining whether a women retains her job after childbirth. The effect of taking a longer leave than stipulated in the provincial policy on the predicted probability of returning to the same job is found in Tables 11a and 11b. In Table 11a we see that taking a leave that is shorter than the provincially legislated leave increases the likelihood of returning to the same job by between 10 and 19 percent. However, a more conservative estimate is provided in Table 11b. Here the sample is reduced to those who return to work within one year. Now the effect of taking a shorter leave than the legislated leave on the predicted probability of returning to the same job after childbirth is between 7 and 13 percent.

Other factors that appear to influence the probability of retaining one's job are marital status, number of children, sector of employment, and own income. An increase in the number of children increases the probability of returning to the same job after childbirth. However, one must be careful in interpreting this result. An increase in the number of children could imply an increase in financial need. However, given the way the sample is selected (women who worked sometime in the sixteen weeks prior to giving birth), having two or more total children, by definition, means that the observed woman already returned to work after childbirth at least once before entering our sample.<sup>17</sup> The "total number of children" variable can, therefore, be picking up sample selection in women who previously had children. All women who had a child before 1993 have already made the decision to return to work after childbirth. This cannot be said for the

women in the sample for whom we observe a first birth. Hence the coefficient on the “total number of children” variable is likely the result of a combination of the effect of the increasing financial need as a family grows and the preference for returning to work after childbirth.

Women in the public sector are also more likely to return to the same job. Of the women in the public sector, those who work for the federal government will not be covered by the provincial legislation. Instead, they are covered by the Canada Labour Code. The Canada Labour Code stipulates that the length of job protected leave is 41 weeks. In addition, public sector employees who are unionized may be eligible for an even longer leave. In Tables 11a and 11b, predicted probabilities for public employees show that even when a public, unionized employee takes a *longer* leave than stipulated by provincial policy, they are almost as likely to return to the same job as those who are not unionized and not in the public sector, but who take a *shorter* leave than stipulated by provincial policy. It appears that those who are unionized or work in the public sector are likely to have longer job-protected leave than those in the private, non-unionized sector.

### **Survival Analysis**

Next, I turn to survival analysis with time-varying covariates in order to determine the effects of M/PL policy on the return to work after childbirth. One of the key features of M/PL policy is that the policy only applies for a limited amount of time. After receiving 25 weeks of benefits, the benefits run out; after an amount of time specified by the provincial legislation, a woman is no longer protected against losing her job. In this section, the policy variables are changed and measured in a time-varying fashion. For each week that



EI benefits are hypothetically available<sup>18</sup> a binary variable (labelled “EI available” in the tables) is set equal to 1. A second binary variable indicates the weeks in which a woman’s job is protected by the provincial legislation. This variable is labelled “Prov. Leave available”. It is equal to 1 for each week that falls into the job-protected period and is equal to 0 afterwards. Note that for some provinces, the job protection runs out before the EI benefits run out.

Results for the estimated hazard models can be found in Table 14. Columns two and three report the results for a simple hazard model assuming a Weibull probability distribution. The fourth and fifth columns report the results from a Cox regression model. As before, we find that EI benefits play a role in determining employment behaviour surrounding childbirth. The rate of return to work is lower when EI benefits are available. This result controls for, among other things, a woman’s self-employment status. In fact, the rate of return to work is higher for women who are self-employed. Both these results correspond with their counterparts in the probits discussed previously.

The hazard rate for the total number of children again warrants some discussion. As the number of total children increases, the rate of return to work increases. As mentioned earlier, an increase in the number of total children could imply that an increase in financial need speeds up the return to work. The possibility of sample selection in women who have previous children could mean that the hazard rate on the “total number of children” variable is the result of a combination of the effect of the increasing financial need as a family grows and the preference for returning to work after childbirth.

The rate of return to work is higher for those with higher own incomes. This result also corresponds with the earlier results from the probit analysis. Increases in income are

likely to be correlated with occupation and work status (full-time versus part-time). One may speculate that women in professional or semi-professional occupations, and women who are working full-time have a stronger labour force attachment than women in unskilled-labour occupations or part-time jobs. In addition, those with higher incomes are giving up more income by not working and, therefore, may be induced to return to work earlier.

Finally, in the simple hazard models with the Weibull probability distribution function, the weeks in which job-protection is available are associated with a higher rate of return to work. While job protection is still available, women are able to return to the same job they had before they gave birth. Once the period of job protection is over, women have to find new jobs. Conceivably, finding a new job is more difficult than returning to one that is held open. Hence, the rate of return to work is likely to drop once there no longer is any job protection.

## **V. Conclusion**

The analysis conducted here suggests that both paid benefits and length of job-protected leave have an impact on women's employment behaviour surrounding childbirth. In particular, access to paid benefits seem to make the difference between taking a maternity leave and returning to work immediately after childbirth. This result has potential implications for employment insurance policy in Canada. Expanding the length of time that benefits are paid may lead to longer maternity leaves for those who are already inclined to take a leave. However, such an extension will likely do nothing for those who do not qualify for the benefits. As such, we may expect to see an increase in the average

length of maternity leave without a decrease in the proportion of new mothers that return to work within one month.

Another implication of the current research is that the provincial M/PL legislation does seem to play a role in increasing the continuity of employment with pre-birth employers. As mentioned, the results of Phipps, Burton and Lethbridge (1997) suggest that remaining with the same employer after an interruption to work can reduce the penalty associated with a job interruption. Results presented here suggest that the job protection provided by the provincial legislation increases the likelihood of returning to the same job after childbirth.

The proposed changes to the Employment Insurance Act<sup>19</sup> (without corresponding changes to provincial legislation) will increase the inconsistencies that already exist between federal and provincial legislation. Currently Alberta's Employment Standards protect a woman's job during maternity leave for a time shorter than the number of weeks for which EI benefits are available. After the changes to the Employment Insurance Act, only Québec and the federal labour standards<sup>20</sup> will protect a woman's job for a sufficient length of time to collect all benefits. In all other provinces, a woman's job would not be protected by the legislation if she opts to collect the full amount of EI.

In addition, this paper finds that unionized and public sector employees appear to have better job protection during the period surrounding childbirth. These employees could take longer leaves than the provincially legislated leave and still have a high probability of returning to the same job. This finding suggests that unionized and public employees are offered more generous maternity and parental leave allowances in their contracts. More research is necessary to confirm this hypothesis.

The work here possibly underestimates the effect of M/PL in Canada because it does not take into account the employment effects of M/PL policy. Expanding both benefits and job-protected leave could potentially draw more women into the labour market. Current research has, in fact, provided positive evidence for this hypothesis (Ruhm, 1998, Ruhm and Teague, 1997 and Ten Cate, 2000).

Potential future work includes the need to look at the full-time status of women both before and after childbirth. Women who were working full time prior to childbirth may reduce their number of weekly hours when they return to work. Furthermore, maternity and parental leave policy may have an impact on the wages of women and their occupational choices. These issues will be addressed in future work.

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<sup>1</sup> One may be employed, but not at work. That is, one may have a job but be on vacation, sick leave, or maternity leave. “Work” refers to being employed and actually *at work*.

<sup>2</sup> For example, registered supplemental unemployment benefit (SUB) plans allow firms to provide benefits to top up the employment insurance benefits.

<sup>3</sup> The Employment Insurance Act was assented to in June of 1996. Prior to that, maternity and parental leave benefits were provided for by the Unemployment Insurance Act, 1971.

<sup>4</sup> The benefit rate changed throughout the sample period. In April of 1993 the replacement rate was lowered from 60percent to 57percent. In July of 1994 the replacement rate was increased to 60percent for those with low incomes and dependants, but lowered to 55percent for all others. With the introduction of the EI Act in 1996, the replacement rate was lowered to 55percent for everyone with a family supplement for those with dependents.

<sup>5</sup> See Phipps (1998) for an analysis of the impact of the change from the UI Act to the EI Act on access to maternity and parental benefits.

<sup>6</sup> Federal employment standards (found in the Canada Labour Code) apply to federal employees, crown corporations and other industries that are regulated by the federal government.

<sup>7</sup> In Table 1, the total amount of maternity and parental leave available is listed. Very few men take parental leave and, therefore, it is assumed in this paper that women have the total amount of leave (both maternity and parental) available to them.

<sup>8</sup> People living in the Yukon and the Northwest Territories, residents of institutions, persons living on reserves and full time members of the Canadian Armed Force living in barracks are excluded from the sample.

<sup>9</sup> The first panel will span the period from 1993 to 1999, but currently the 1999 data are not available.

<sup>10</sup> I.e., their durations are coded as censored at the time of the second birth.

<sup>11</sup> There are several types of benefits available through the EI Act. In addition to regular benefits for periods of unemployment, maternity, parental, disability and sickness benefits are available.

<sup>12</sup> The number of total children at the time of birth will be equal to one for women experiencing their first birth; it will be equal to two for women with one previous child and so on.

<sup>13</sup> Newfoundland, Prince Edward Island, Nova Scotia and New Brunswick make up the Eastern region.

<sup>14</sup> Manitoba, Saskatchewan and Alberta are grouped into the Western provinces.

<sup>15</sup> Generally, the self-employed are only eligible for EI if they make both the employee and the employer contributions to EI. In addition, some occupations are not eligible to receive EI. It is possible, however, that those that are self-employed at their “main job” also hold other jobs in which they qualify for EI.

<sup>16</sup> My assumption here is that those who are working prior to child birth tend to have a higher labour force attachment than those who are not working prior to child birth.

<sup>17</sup> Twins were counted as a single birth. If the first birth for a woman consisted of twins, the number of total children would equal two, but the number of previous children would equal zero.

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<sup>18</sup> This is 27 weeks after the birth week for models 1 and 2, and 27 weeks after the start of leave for models 3 and 4. Note that even though 25 weeks of benefits are available, each woman must serve a two-week waiting period. Hence the total amount of time necessary to collect all benefits is 27 weeks.

<sup>19</sup> The changes to the Employment Insurance Act are to be effective January 1, 2001 and will increase maternity leave benefits from 15 weeks to 30 weeks, and parental benefits from 10 weeks to 20 weeks.

<sup>20</sup> Proposed changes to the Canada Labour Code will extend the number of weeks of job-protected leave to 52. Recall that the Canada Labour Code applies only to federal public employees, federally regulated industries and employees of crown corporations.



**Table 1: Provincial Job-Protected Leave Legislation**

Province	1993	1994	1995	1996	1997	1998	Requirements
Newfoundland	29	29	29	29	29	29	20 weeks service
Prince Edward Island	17	34	34	34	34	34	20 weeks service
Nova Scotia	17	34	34	34	34	34	12 mths service
New Brunswick	29	29	29	29	29	29	n/a
Québec	52	52	52	52	70	70	n/a
Ontario	35	35	35	35	35	35	13 weeks service
Manitoba	34	34	34	34	34	34	12 mths service
Saskatchewan	18	18	30	30	30	30	20 weeks out of last 52
Alberta	18	18	18	18	18	18	12mths service
British Columbia	30	30	30	30	30	30	n/a
El policy	25	25	25	25	25	25	20 weeks/700 hours

Note 1: Table entries are total weeks of maternity and parental leave allowed.

Note 2: Weeks of EI benefits are simultaneous with weeks of job protected leave.

**Table 2: Weighted Summary Statistics for Sample**

Variables	Weighted Mean
Provincial unpaid leave (in weeks)	35.3
Received EI inf first 6 months <sup>1</sup>	77.2
Total weeks off	33.4
Prenatal time off (in weeks)	4.0
Post natal time off (in weeks)	29.4
Took longer than provincial legislation <sup>1</sup>	29.7
Returned within 2 years <sup>1</sup>	95.4
Returned within 1 year <sup>1</sup>	88.4
Returned within 1 month <sup>1</sup>	21.3
Married or has common-law spouse <sup>1</sup>	90.9
Number of previous children	0.6
Unionized <sup>1</sup>	31.1
Self-employed <sup>1</sup>	10.1
Public employee <sup>1</sup>	21.5
Returned to the same job <sup>1</sup>	76.0
Age (in years)	29.9
Spouse's age (given spouse is present)	32.3
Professional/semi-professional <sup>1</sup>	35.5
Supervisors/skilled workers <sup>1</sup>	27.1
Semi-skilled/unskilled workers <sup>1</sup>	37.3
Less than high school <sup>1</sup>	6.4
Completed high school <sup>1</sup>	14.7
Some post-secondary <sup>1</sup>	53.9
Post-secondary degree (B.A., M.A., etc)	25.0
Eastern provinces <sup>1</sup>	6.7
Quebec <sup>1</sup>	20.5
Ontario <sup>1</sup>	44.0
Western/Prairie provinces <sup>1</sup>	15.6
British Columbia <sup>1</sup>	13.1
Own income	22,223
Spouse's income <sup>3</sup>	34,700

1: Unless indicated others, table entries contain the percentage of sample with listed characteristic

2: Sample size 957, except for education variables (n=948) and occupation variables (n=788)

3: Spouse's income is set to \$0 for those without spouses

**Table 3: Weighted Sample Statistics (in percentages)**

	All	Married	Not Married	EI	No EI	Self-employed	Paid Employee
Return within 1 month	21.3	20.4	30.9	9.1	62.7	70.4	15.8
Return within 2 years	95.4	96.5	85.2	96.2	92.7	96.0	95.4
Return within 1 year	88.4	89.6	76.1	90.3	81.9	93.2	87.8
Return to the same job	76.0	78.4	51.6	76.8	73.1	85.0	75.0
Received EI in first 6 mths	77.2	78.3	65.8	100.0	0.0	33.2	82.2

	All	Unionized	Not Unionized	Public Sector	Private Sector	Longer*	Not Longer*
Return within 1 month	21.3	17.2	23.2	22.5	21.0	0.0	30.3
Return within 2 years	95.4	97.6	94.5	96.7	95.1	84.7	100.0
Return within 1 year	88.4	92.5	86.5	93.3	87.1	62.1	99.5
Return to the same job	76.0	85.9	71.5	88.0	72.7	52.1	86.0
Received EI in first 6 mths	77.2	88.8	72.0	81.5	76.0	82.5	75.0

Sample size is 957

\* Longer indicates that the leave taken after childbirth was longer than the provincial job-protected, unpaid leave

**Table 4: Probit Results**

Dependent variable: Whether women return within 2 years

Variables	Model 1	Std. Errors	Model 2	Std. Errors	Model 3	Std. Errors	Model 4	Std. Errors
provincial maternity leave	-0.007	0.008	0.045	0.018 **	0.044	0.019 **	0.058	0.025 **
collected EI	0.045	0.268	0.008	0.265	-0.054	0.272	-0.163	0.341
East*			0.442	0.361	0.338	0.356	0.022	0.400
Quebec*			-1.129	0.437 **	-1.188	0.426 ***	-1.854	0.630 ***
West*			0.563	0.382	0.501	0.382	0.337	0.452
BC*			0.925	0.479 *	0.920	0.486 *	0.417	0.510
less than high school#					-1.047	0.399 ***	-0.885	0.465 *
some university/college#					-0.210	0.279	-0.237	0.315
University/college degree#					0.013	0.390	-0.739	0.494
Professional/semi-professional#							1.412	0.592 **
Unskilled							0.182	0.270
Married/common law	0.091	0.350	0.133	0.350	0.138	0.328	0.194	0.363
number of total children	-0.030	0.151	-0.034	0.153	0.053	0.143	0.338	0.214
union	0.145	0.295	0.199	0.273	0.130	0.274	0.349	0.247
self-employed	0.585	0.346 *	0.600	0.347 *	0.475	0.328	0.490	0.426
public employee	-0.234	0.336	-0.209	0.325	-0.334	0.331	-0.631	0.397
age in years	-0.034	0.034	-0.034	0.035	-0.055	0.032 *	-0.059	0.032 *
spouse's income#	0.026	0.008 ***	0.026	0.008 ***	0.026	0.008 ***	0.043	0.013 ***
own income#	0.069	0.018 ***	0.071	0.020 ***	0.072	0.019 ***	0.056	0.020 ***
constant	1.058	0.624 *	-0.756	0.894	0.083	0.816	-0.710	1.135
Number of observations	955		955		946		779	
Pseudo R-squared	0.238		0.266		0.306		0.414	

# These variables were calculated for the year of childbirth. All other variables are for the week of childbirth.

\* Significant at the 10% level

\*\* Significant at the 5% level

\*\*\* Significant at the 1% level

**Table 5: Probit Results**

Dependent variable: Whether women return within 1 year

Variables	Model 1	Std. Errors	Model 2	Std. Errors	Model 3	Std. Errors	Model 4	Std.Errors	
provincial maternity leave	-0.009	0.006	0.001	0.014	0.002	0.014	0.007	0.017	
collected EI	0.250	0.213	0.265	0.212	0.248	0.220	0.088	0.303	
East <sup>#</sup>			0.174	0.240	0.130	0.244	0.241	0.283	
Quebec <sup>#</sup>			-0.473	0.343	-0.492	0.346	-0.650	0.409	
West <sup>#</sup>			-0.118	0.256	-0.132	0.263	0.105	0.302	
BC <sup>#</sup>			-0.434	0.275	-0.460	0.276	-0.367	0.319	
less than high school <sup>#</sup>					-0.719	0.322	-0.858	0.409	**
some university/college <sup>#</sup>					-0.531	0.204	-0.592	0.251	**
University/college degree <sup>#</sup>					-0.535	0.279	-0.764	0.338	**
Professional/semi-professional <sup>#</sup>							-0.223	0.262	
Unskilled							-0.226	0.235	
Married/common law	0.201	0.295	0.212	0.298	0.209	0.299	0.502	0.337	
number of total children	0.082	0.120	0.087	0.121	0.103	0.121	0.202	0.153	
union	-0.050	0.200	-0.008	0.194	-0.065	0.195	-0.082	0.221	
self-employed	0.628	0.293	**	0.628	0.306	**	0.579	0.309	**
public employee	0.172	0.237		0.160	0.237		0.236	0.239	*
age in years	0.017	0.025		0.014	0.026		0.013	0.025	
spouse's income <sup>#</sup>	0.005	0.005		0.007	0.005		0.011	0.006	*
own income <sup>#</sup>	0.043	0.010	***	0.045	0.010	***	0.045	0.012	***
constant	-0.478	0.507		-0.703	0.690		-0.273	0.703	
Number of observations	955		955		946		779		
Pseudo R-squared	0.157		0.172		0.194		0.205		

<sup>#</sup> These variables were calculated for the year of childbirth. All other variables are for the week of childbirth.

\* Significant at the 10% level

\*\* Significant at the 5% level

\*\*\* Significant at the 1% level

<b>Table 6: Probit Results</b>											
Dependent variable: Whether women returns within 1 month given that she returns within two years											
	Model 1	Std. Errors		Model 2	Std. Errors		Model 3	Std. Errors	Model 4	Std. Errors	
provincial maternity leave	-0.009	0.006		-0.012	0.014		-0.010	0.015	-0.009	0.018	
collected EI	-1.619	0.156	***	-1.656	0.159	***	-1.662	0.162	-1.943	0.192	***
East <sup>#</sup>				0.242	0.209		0.241	0.215	0.314	0.238	
Quebec <sup>#</sup>				0.081	0.350		0.049	0.356	-0.193	0.438	
West <sup>#</sup>				-0.195	0.261		-0.232	0.273	-0.172	0.316	
BC <sup>#</sup>				0.266	0.228		0.276	0.230	0.234	0.255	
less than high school <sup>#</sup>							0.351	0.278	0.168	0.322	
some university/college <sup>#</sup>							0.037	0.181	-0.110	0.195	
University/college degree <sup>#</sup>							-0.152	0.237	-0.287	0.266	
Professional/semi-professional <sup>#</sup>									0.337	0.188	*
Unskilled									0.343	0.199	*
Married/common law	-0.546	0.284	*	-0.489	0.272	*	-0.468	0.272	-0.772	0.271	***
number of total children	0.129	0.096		0.127	0.096		0.100	0.097	0.097	0.109	
union	0.147	0.168		0.135	0.167		0.172	0.172	0.239	0.189	
self-employed	1.113	0.221	***	1.133	0.228	***	1.175	0.227	1.061	0.246	***
public employee	0.063	0.197		0.055	0.199		0.061	0.201	-0.029	0.214	
age in years	0.029	0.021		0.028	0.021		0.036	0.021	0.050	0.026	**
spouse's income <sup>#</sup>	0.002	0.003		0.002	0.003		0.002	0.003	-0.001	0.004	
own income <sup>#</sup>	0.000	0.004		0.000	0.004		0.001	0.004	0.002	0.005	
constant	-0.180	0.505		-0.086	0.687		-0.399	0.718	-0.391	0.917	
Number of observations	912			912			903			754	
Pseudo R-squared	0.353			0.359			0.365			0.418	

<sup>#</sup> These variables were calculated for the year of childbirth. All other variables are for the week of childbirth.

\* Significant at the 10% level

\*\* Significant at the 5% level

\*\*\* Significant at the 1% level

<b>Table 7: Probit Results</b>												
Dependent variable: Whether women returns within 1 month given that she returns within one year												
Variables	Model 1	Std. Errors	Model 2	Std. Errors	Model 3	Std. Errors	Model 4	Std. Errors				
provincial maternity leave collected EI	-0.008	0.006	-0.009	0.015	-0.007	0.015	-0.006	0.019				
East <sup>#</sup>	-1.784	0.166	***	-1.825	0.168	***	-1.858	0.169	***	-2.156	0.182	***
Quebec <sup>#</sup>				0.266	0.211		0.248	0.218		0.243	0.243	
West <sup>#</sup>				0.050	0.360		0.028	0.369		-0.207	0.452	
BC <sup>#</sup>				-0.162	0.269		-0.222	0.282		-0.268	0.332	
less than high school <sup>#</sup>				0.357	0.244		0.361	0.247		0.247	0.270	
some university/college <sup>#</sup>							0.450	0.297		0.273	0.321	
University/college degree <sup>#</sup>							0.142	0.189		-0.015	0.198	
Professional/semi-professional <sup>#</sup>							-0.100	0.248		-0.237	0.267	
Unskilled										0.411	0.195	**
Married/common law										0.423	0.203	**
number of total children	-0.476	0.322		-0.407	0.303		-0.372	0.311		-0.765	0.299	**
union	0.097	0.098		0.101	0.100		0.068	0.102		0.062	0.113	
self-employed	0.130	0.168		0.108	0.166		0.152	0.171		0.215	0.188	
public employee	1.067	0.236	***	1.084	0.245	***	1.145	0.244	***	1.027	0.257	***
age in years	0.029	0.199		0.026	0.201		0.027	0.203		-0.092	0.216	
spouse's income <sup>#</sup>	0.018	0.022		0.016	0.022		0.023	0.022		0.040	0.027	
own income <sup>#</sup>	0.001	0.003		0.001	0.003		0.001	0.003		-0.002	0.004	
constant	-0.001	0.004		-0.002	0.004		0.000	0.004		0.000	0.005	
	0.376	0.544		0.386	0.730		0.061	0.764		0.152	0.968	
Number of observations	846		846		838		712					
Pseudo R-squared	0.377		0.385		0.393		0.444					

<sup>#</sup> These variables were calculated for the year of childbirth. All other variables are for the week of childbirth.

\* Significant at the 10% level

\*\* Significant at the 5% level

\*\*\* Significant at the 1% level

**Table 8: Probit Results**

Dependent variable: Whether woman returns to same job after childbirth - given that she returns within 2 years

Variables	Model 1	Std. Error		Model 2	Std. Error		Model 3	Std. Error		Model 4	Std. Error	
take longer than provincial allowance collected EI	-0.701	0.144	***	-0.709	0.161	***	-0.697	0.162	***	-0.728	0.177	***
East <sup>#</sup>		0.171		0.047	0.170		0.018	0.177		0.184	0.211	
Quebec <sup>#</sup>				0.232	0.192		0.207	0.195		0.283	0.243	
West <sup>#</sup>				0.089	0.196		0.077	0.196		0.057	0.214	
BC <sup>#</sup>				-0.011	0.168		-0.098	0.173		-0.059	0.195	
less than high school <sup>#</sup>				0.275	0.261		0.236	0.253		0.426	0.313	
some university/college <sup>#</sup>							0.225	0.295		-0.060	0.342	
University/college degree <sup>#</sup>							-0.003	0.198		0.066	0.225	
Professional/semi-professional <sup>#</sup>							-0.379	0.268		-0.298	0.311	
Unskilled										0.062	0.214	
Married/common law	0.522	0.216	**	0.543	0.219	**	0.568	0.211	***	0.715	0.262	***
number of total children	0.362	0.106	***	0.362	0.106	***	0.322	0.106	***	0.396	0.130	***
union	0.206	0.161		0.207	0.159		0.256	0.161		0.233	0.180	
self-employed	0.188	0.257		0.200	0.256		0.253	0.272		0.158	0.287	
public employee	0.357	0.191	*	0.373	0.188	**	0.432	0.199	**	0.419	0.222	*
age in years	0.021	0.017		0.022	0.017		0.032	0.018	*	0.021	0.021	
spouse's income <sup>#</sup>	-0.005	0.004		-0.005	0.004		-0.004	0.004		-0.008	0.004	*
own income <sup>#</sup>	0.021	0.008	***	0.021	0.008	***	0.024	0.008	***	0.014	0.008	*
constant	-1.031	0.432		-1.108	0.433	**	-1.368	0.478	***	-0.602	0.604	
Number of observations	912			912			903			754		
Pseudo R-squared	0.176			0.180			0.191			0.186		

# These variables were calculated for the year of childbirth. All other variables are for the week of childbirth.

\* Significant at the 10% level

\*\* Significant at the 5% level

\*\*\* Significant at the 1% level



**Table 9: Probit Results**

Dependent variable: Whether woman returns to same job held before childbirth - given that she returns within one year

Variables	Model 1	Std. Error		Model 2	Std. Error		Model 3	Std. Error		Model 4	Std. Error	
take longer than provincial allowance collected EI	-0.499	0.159	***	-0.496	0.180	***	-0.452	0.181	**	-0.479	0.202	**
East <sup>#</sup>				0.206	0.199		0.170	0.204		0.231	0.256	*
Quebec <sup>#</sup>				0.047	0.205		0.053	0.207		0.023	0.234	
West <sup>#</sup>				-0.068	0.176		-0.194	0.182		-0.231	0.209	
BC <sup>#</sup>				0.312	0.300		0.254	0.282		0.458	0.335	
less than high school <sup>#</sup>							0.350	0.334		0.039	0.393	
some university/college <sup>#</sup>							0.120	0.200		0.209	0.224	
University/college degree <sup>#</sup>							-0.396	0.268		-0.261	0.308	
Professional/semi-professional <sup>#</sup>										0.010	0.210	
Unskilled										-0.310	0.215	
Married/common law	0.531	0.234	**	0.567	0.238	**	0.595	0.228	***	0.739	0.283	***
number of total children	0.327	0.108	***	0.334	0.108	***	0.278	0.107	***	0.374	0.137	***
union	0.175	0.166		0.178	0.165		0.251	0.168		0.240	0.189	
self-employed	0.259	0.263		0.266	0.264		0.358	0.281		0.286	0.296	
public employee	0.317	0.193		0.334	0.191	*	0.382	0.200	*	0.373	0.225	*
age in years	0.015	0.018		0.014	0.017		0.025	0.018		0.017	0.021	
spouse's income <sup>#</sup>	-0.005	0.004		-0.005	0.004		-0.004	0.004		-0.008	0.004	*
own income <sup>#</sup>	0.017	0.008	**	0.017	0.007	**	0.021	0.008	**	0.011	0.007	
constant	-0.638	0.451		-0.699	0.462		-1.023	0.509		-0.325	0.652	
Number of observations	846			846			838			712		
Pseudo R-squared	0.117			0.123			0.142			0.151		

# These variables were calculated for the year of childbirth. All other variables are for the week of childbirth.

\* Significant at the 10% level

\*\* Significant at the 5% level

\*\*\* Significant at the 1% level

**Table 10a: Predicted probability of returning to work within one month**

	Yes	No	Difference
Collect EI	6.42	55.38	-48.96
Married	6.42	15.13	-8.71
Self-employment with EI	34.91	6.42	28.49
Self-employment without EI	89.76	55.38	34.38

Predictions calculated for women in Ontario who collected EI, was married or had a common-law spouse with an average income, earned an average income, was of average age **and returned to work within two years.**

Unless otherwise stated.

Based on Model 2 in Table 6

**Table 10b: Predicted probability of returning to work within one month**

	Yes	No	Difference
Collect EI	7.84	64.34	-56.50
Married	7.84	17.36	-9.52
Self-employment with EI	36.34	7.84	28.50
Self-employment without EI	92.43	64.34	28.08

Predictions calculated for women in Ontario who collected EI, was married or had a common-law spouse with an average income, earned an average income, was of average age **and returned to work within one year.**

Unless otherwise stated.

Based on Model 1 in Table 7

**Table 11a: Predicted probability of returning to the same job**

	Took <b>shorter</b> than allowed provincial leave	Took <b>longer</b> than allowed provincial leave	Difference
Not unionized, private sector	88.93	69.90	19.03
Unionized, private sector	92.35	76.65	15.70
Public sector	94.29	81.01	13.28
Unionized, public sector	96.29	86.09	10.20

Predictions calculated for women who collected EI,  
was married or had a common-law spouse with an average  
income, earned an average income, was of average age  
**and returned to work within two years.**

Predictions based on Model 1 in Table 8

**Table 11b: Predicted probability of returning to the same job**

	Took <b>shorter</b> than allowed provincial leave	Took <b>longer</b> than allowed provincial leave	Difference
Not unionized, private sector	88.19	75.33	12.85
Unionized, private sector	91.30	80.51	10.79
Public sector	93.34	84.19	9.15
Unionized, public sector	95.32	88.05	7.27

Predictions calculated for women who collected EI,  
was married or had a common-law spouse with an average  
income, earned an average income, was of average age  
**and returned to work within one year.**

Predictions based on Model 1 in Table 9

**Table 12: Survival Analysis - Weibull Distribution**

Time zero at birthweek

Variables	Model 1	Std. Errors		Model 2	Std. Errors		Model 3	Std. Errors	
provincial maternity leave	0.999	0.003		1.012	0.007	*	1.012	0.007	*
collected EI	0.787	0.070	***	0.772	0.069	***	0.784	0.071	***
East <sup>#</sup>				1.085	0.119		1.063	0.118	
Quebec <sup>#</sup>				0.652	0.111	**	0.650	0.112	**
West <sup>#</sup>				1.029	0.121		1.101	0.120	
BC <sup>#</sup>				1.127	0.144		1.112	0.143	
less than high school <sup>#</sup>							0.894	0.137	
some university/college <sup>#</sup>							0.904	0.089	
University/college degree <sup>#</sup>							0.871	0.112	
Married/common law	0.925	0.115		0.930	0.116		0.939	0.118	
number of total children	1.142	0.051	***	1.160	0.052	***	1.157	0.053	***
union	1.072	0.091		1.111	0.096		1.087	0.095	
self-employed	1.499	0.172	***	1.433	0.166	***	1.421	0.166	***
public employee	0.915	0.087		0.908	0.087		0.948	0.094	
age in years	1.001	0.008		0.999	0.008		1.000	0.009	
spouse's income <sup>#</sup>	1.003	0.001	**	1.004	0.001	**	1.004	0.001	***
own income <sup>#</sup>	1.015	0.003	***	1.015	0.003	***	1.015	0.003	***
/ln_p	-0.208	0.026	***	-0.200	0.026	***	-0.193	0.027	***
p	0.812	0.021		0.819	0.022		0.824	0.022	
1/p	1.231	0.032		1.221	0.032		1.213	0.032	
Number of observations	950			950			941		

<sup>#</sup> These variables were calculated for the year of childbirth. All other variables are for the week of childbirth.

\* Significant at the 10% level

\*\* Significant at the 5% level

\*\*\* Significant at the 1% level

**Table 13: Survival Analysis - Weibull Distribution**

Time zero at start of leave

Variables	Model 1	Std. Errors		Model 2	Std. Errors		Model 3	Std. Errors	
provincial maternity leave	0.996	0.003		1.011	0.007		1.011	0.007	
collected EI	0.794	0.070	***	0.774	0.068	***	0.783	0.070	***
East <sup>#</sup>				1.064	0.117		1.042	0.115	
Quebec <sup>#</sup>				0.601	0.102	***	0.598	0.103	***
West <sup>#</sup>				1.010	0.118		0.989	0.117	
BC <sup>#</sup>				1.106	0.141		1.089	0.140	
less than high school <sup>#</sup>							0.911	0.140	
some university/college <sup>#</sup>							0.917	0.090	
University/college degree <sup>#</sup>							0.886	0.114	
Married/common law	0.928	0.115		0.935	0.116		0.945	0.118	
number of total children	1.130	0.050	***	1.150	0.051	***	1.145	0.052	***
union	1.037	0.087		1.082	0.093		1.063	0.093	
self-employed	1.574	0.180	***	1.495	0.173	***	1.479	0.173	***
public employee	0.949	0.090		0.936	0.090		0.973	0.096	
age in years	1.003	0.008		1.001	0.008		1.003	0.009	
spouse's income <sup>#</sup>	1.003	0.001	**	1.003	0.001	**	1.004	0.001	**
own income <sup>#</sup>	1.016	0.003	***	1.016	0.003	***	1.016	0.003	***
/ln_p	-0.173	0.027	***	-0.163	0.027	***	-0.158	0.027	***
p	0.841	0.022		0.849	0.023		0.854	0.023	
1/p	1.189	0.032		1.177	0.032		1.171	0.032	
Number of observations	955			955					

# These variables were calculated for the year of childbirth.

All other variables are for the week of childbirth.

\* Significant at the 10% level

\*\* Significant at the 5% level

\*\*\* Significant at the 1% level

**Table 14a: Survival Analysis**

Variables	Model 1	Std. Errors		Model 2	Std. Errors		Model 3	Std. Errors		Model 4	Std. Errors	
Prov. Leave available	2.988	0.390	***	3.678	0.738	***	1.046	0.239		1.228	0.265	
EI available	2.203	0.439	***	2.504	0.636	***	0.448	0.163	**	0.909	0.243	
Prov. Leave * EI	0.123	0.027	***	0.079	0.022	***	0.769	0.265		0.555	0.169	*
East <sup>#</sup>	1.056	0.106		1.137	0.155		1.128	0.134		1.128	0.138	
Quebec <sup>#</sup>	0.722	0.076	***	0.774	0.103	*	0.980	0.120		0.850	0.102	
West <sup>#</sup>	0.868	0.075		0.926	0.124		0.985	0.122		0.984	0.122	
BC <sup>#</sup>	1.095	0.136		1.093	0.177		1.003	0.153		1.002	0.154	
less than high school <sup>#</sup>	0.894	0.136		0.699	0.198		0.713	0.180		0.737	0.182	
some university/college <sup>#</sup>	0.893	0.087		0.746	0.094	**	0.762	0.087	**	0.787	0.088	**
University/college degree <sup>#</sup>	0.834	0.107		0.710	0.111	**	0.721	0.103	**	0.729	0.105	**
Married/common law	0.940	0.118		1.008	0.247		1.009	0.221		1.044	0.235	
number of total children	1.170	0.053	***	1.188	0.089	**	1.146	0.076	**	1.147	0.076	**
union	1.058	0.091		0.929	0.104		0.958	0.102		0.917	0.096	
self-employed	1.514	0.220	***	1.887	0.463	**	0.791	0.180		1.237	0.260	
public employee	0.930	0.091		1.068	0.143		1.056	0.131		1.110	0.136	
age in years	0.997	0.008		1.010	0.014		1.008	0.012		1.011	0.013	
spouse's income <sup>#</sup>	1.004	0.002	***	1.004	0.002	**	1.002	0.002		1.002	0.002	
own income <sup>#</sup>	1.016	0.003	***	1.014	0.003	***	1.009	0.003	***	1.012	0.003	***
/ln_p	-0.283	0.035	***	-0.238	0.052	***						
p	0.754	0.026		0.788	0.041							
1/p	1.327	0.046		1.268	0.065							
Number of observations	952			957			952			957		

Model 1: Weibull distribution, time zero at birth week.

Model 2: Weibull distribution, time zero at start of leave.

Model 3: Cox PH Model, time zero at birth week.

Model 4: Cox PH Model, time zero at start of leave.

# These variables were calculated for the year of childbirth. All other variables are for the week of childbirth.

\* Significant at the 10% level

\*\* Significant at the 5% level

\*\*\* Significant at the 1% level

**Table 14: Survival Analysis**

Variables	Model 1	Std. Errors		Model 2	Std. Errors		Model 3	Std. Errors		Model 4	Std. Errors	
Prov. Leave available	2.720	0.552	***	2.756	0.565	***	0.960	0.171		1.044	0.184	
EI available	0.282	0.050	***	0.241	0.043	***	0.363	0.108	***	0.539	0.089	***
East <sup>#</sup>	1.117	0.154		1.127	0.155		1.123	0.133		1.124	0.138	
Quebec <sup>#</sup>	0.840	0.115		0.792	0.105	*	0.989	0.118		0.864	0.102	
West <sup>#</sup>	1.102	0.141		1.080	0.140		1.006	0.124		1.037	0.129	
BC <sup>#</sup>	1.077	0.176		1.071	0.177		0.995	0.151		0.992	0.154	
less than high school <sup>#</sup>	0.668	0.191		0.676	0.196		0.712	0.180		0.735	0.182	
some university/college <sup>#</sup>	0.735	0.098	**	0.748	0.099	**	0.761	0.087	**	0.787	0.089	**
University/college degree <sup>#</sup>	0.711	0.115	**	0.712	0.117	**	0.720	0.103	**	0.727	0.105	**
Married/common law	1.019	0.254		1.024	0.258		1.008	0.220		1.045	0.236	
number of total children	1.191	0.092	**	1.188	0.090	**	1.146	0.076	**	1.146	0.076	**
union	0.938	0.109		0.936	0.108		0.960	0.102		0.921	0.096	
self-employed	1.792	0.431	**	1.661	0.398	**	0.760	0.165		1.123	0.224	
public employee	1.071	0.145		1.079	0.146		1.055	0.130		1.106	0.135	
age in years	1.008	0.015		1.009	0.015		1.008	0.012		1.011	0.013	
spouse's income <sup>#</sup>	1.005	0.002	**	1.005	0.002	**	1.002	0.002		1.002	0.002	
own income <sup>#</sup>	1.014	0.003	***	1.015	0.003	***	1.009	0.003	***	1.012	0.003	***
/ln_p	-0.240	0.048	***	-0.227	0.050	***						
p	0.787	0.038		0.797	0.040							
1/p	1.271	0.061		1.254	0.063							
Number of observations	952			957			952			957		

Model 1: Weibull distribution, time zero at birth week.

Model 2: Weibull distribution, time zero at start of leave.

Model 3: Cox PH Model, time zero at birth week.

Model 4: Cox PH Model, time zero at start of leave.

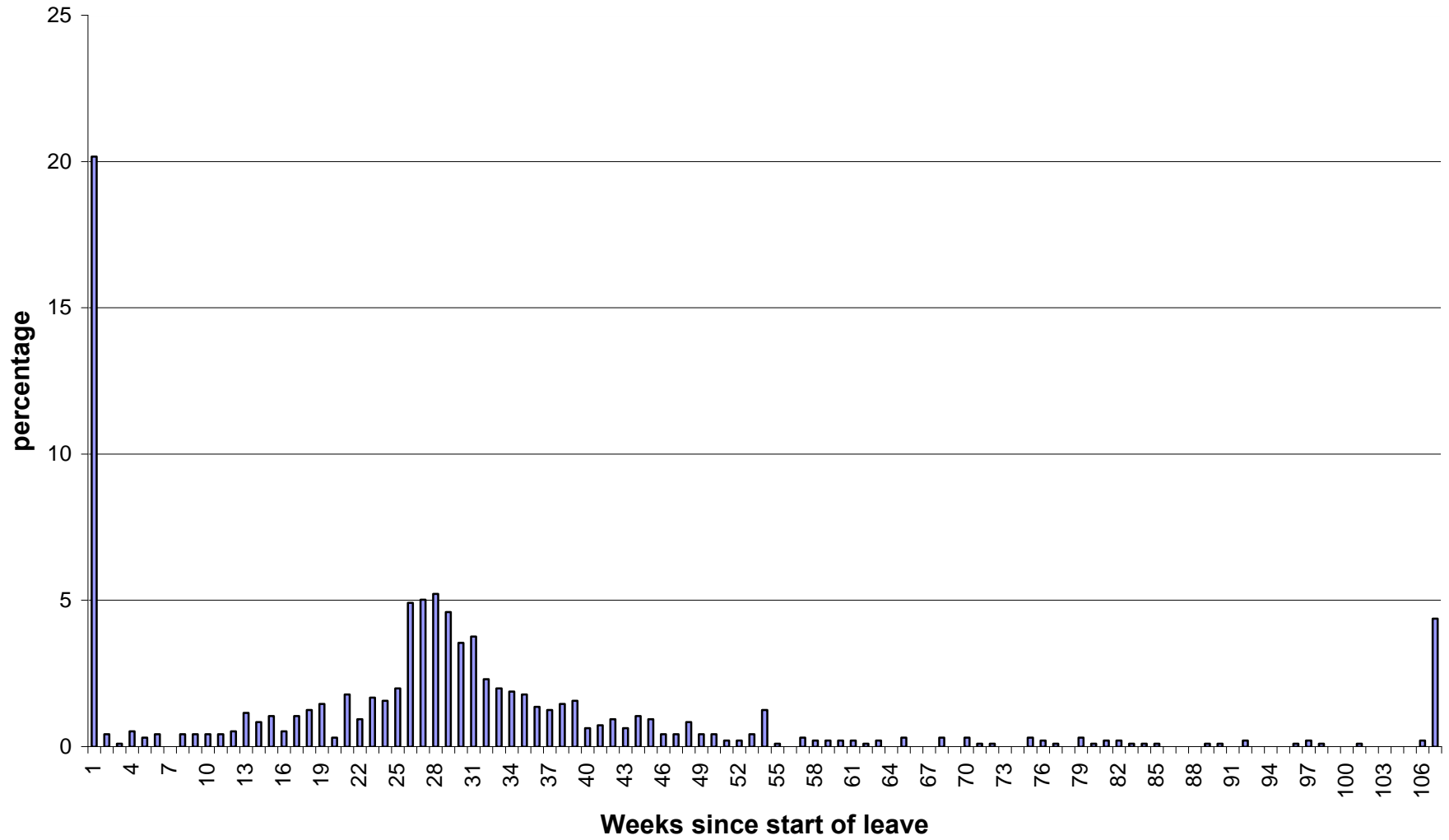
# These variables were calculated for the year of childbirth. All other variables are for the week of childbirth.

\* Significant at the 10% level

\*\* Significant at the 5% level

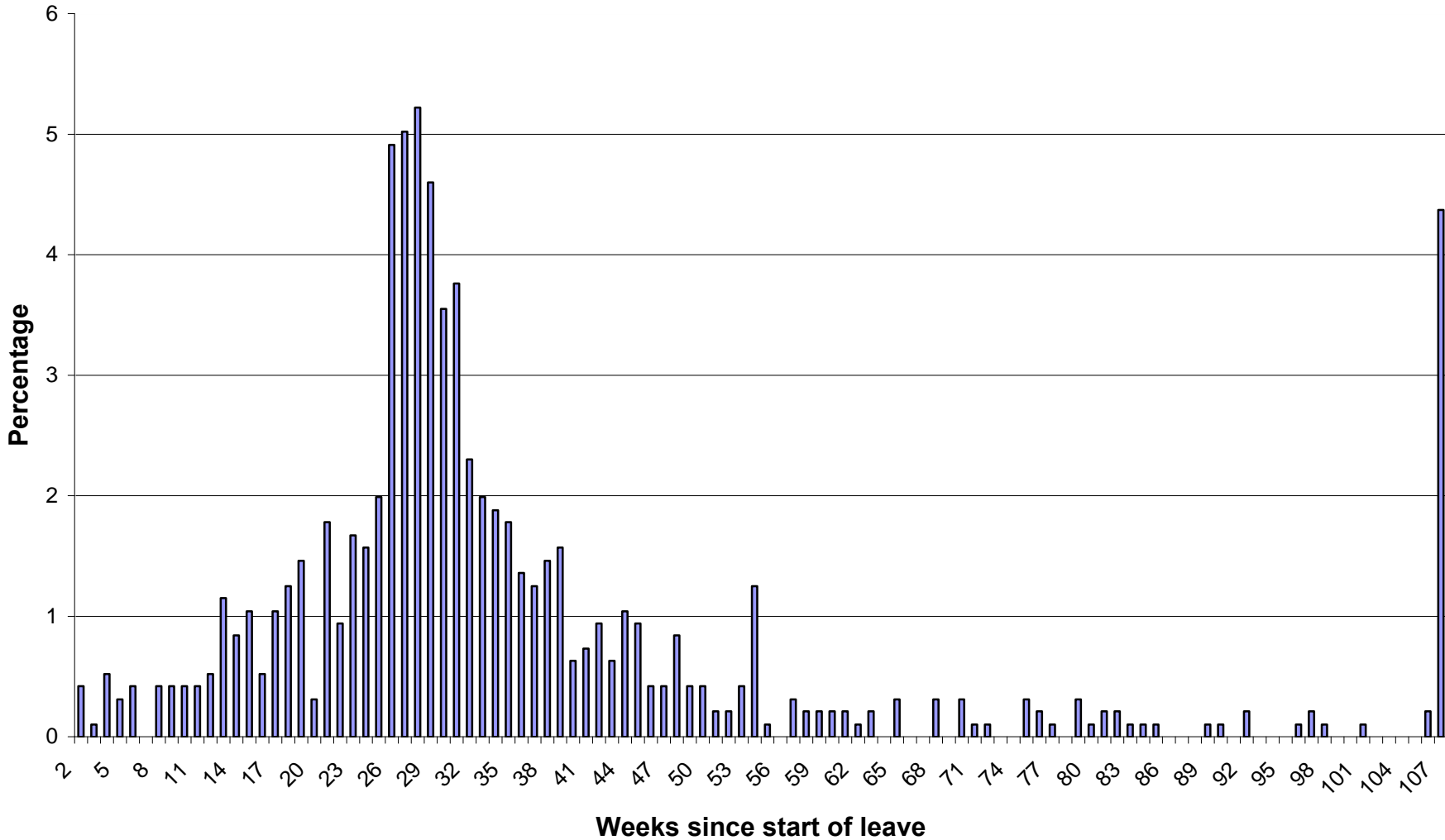
\*\*\* Significant at the 1% level

**Graph 1: Total weeks off**

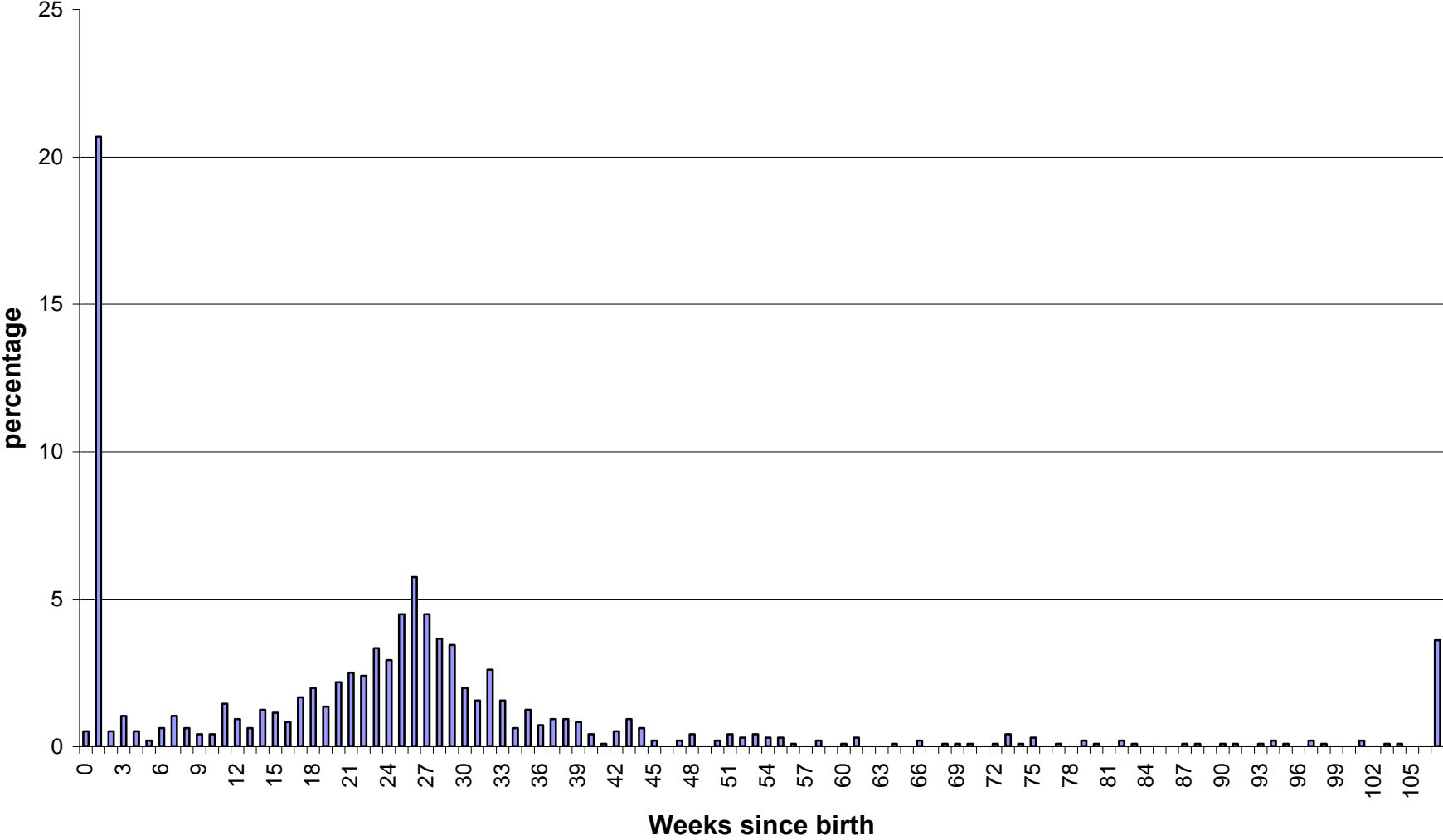




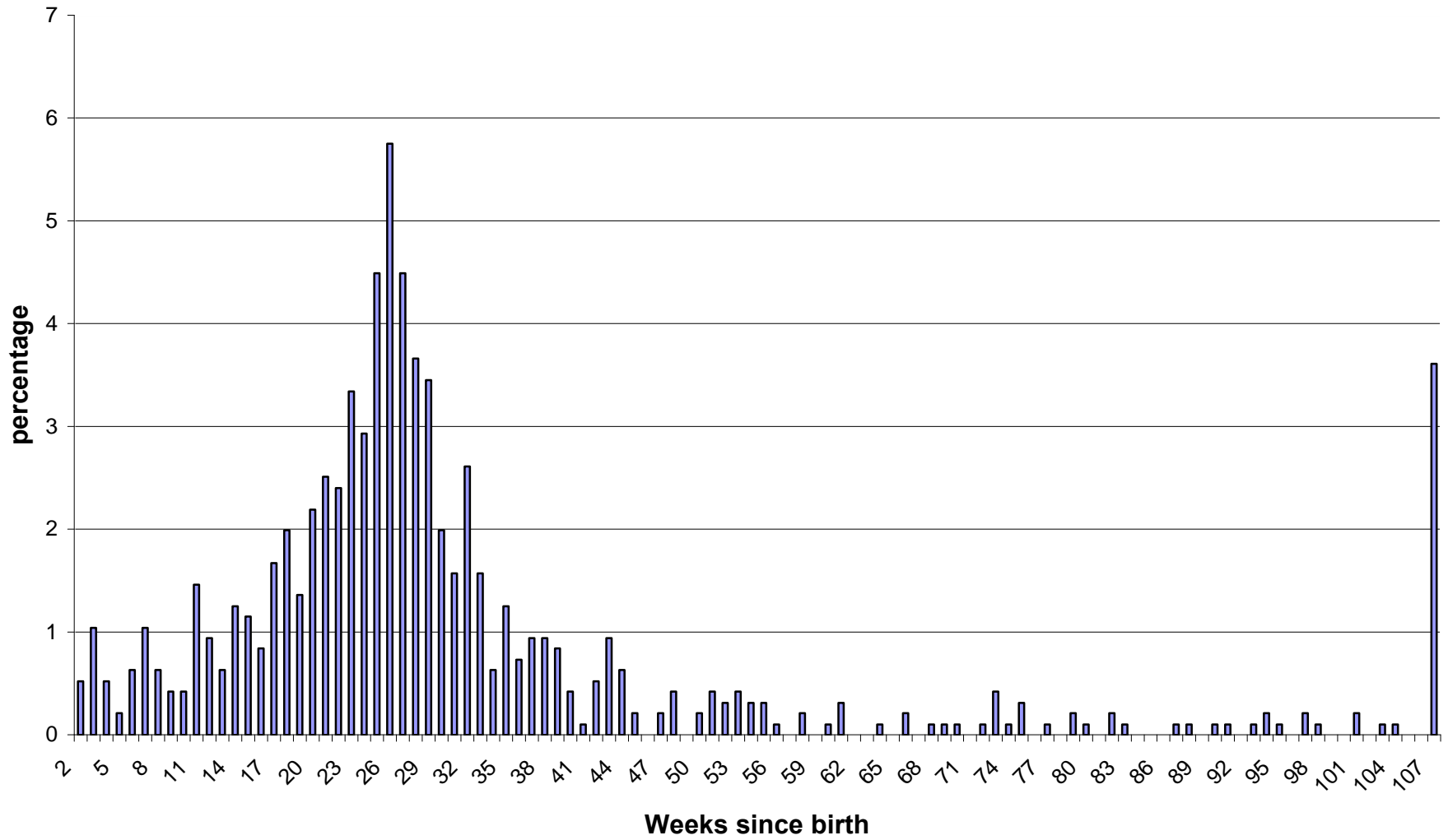
**Graph 1a: Total Weeks off**



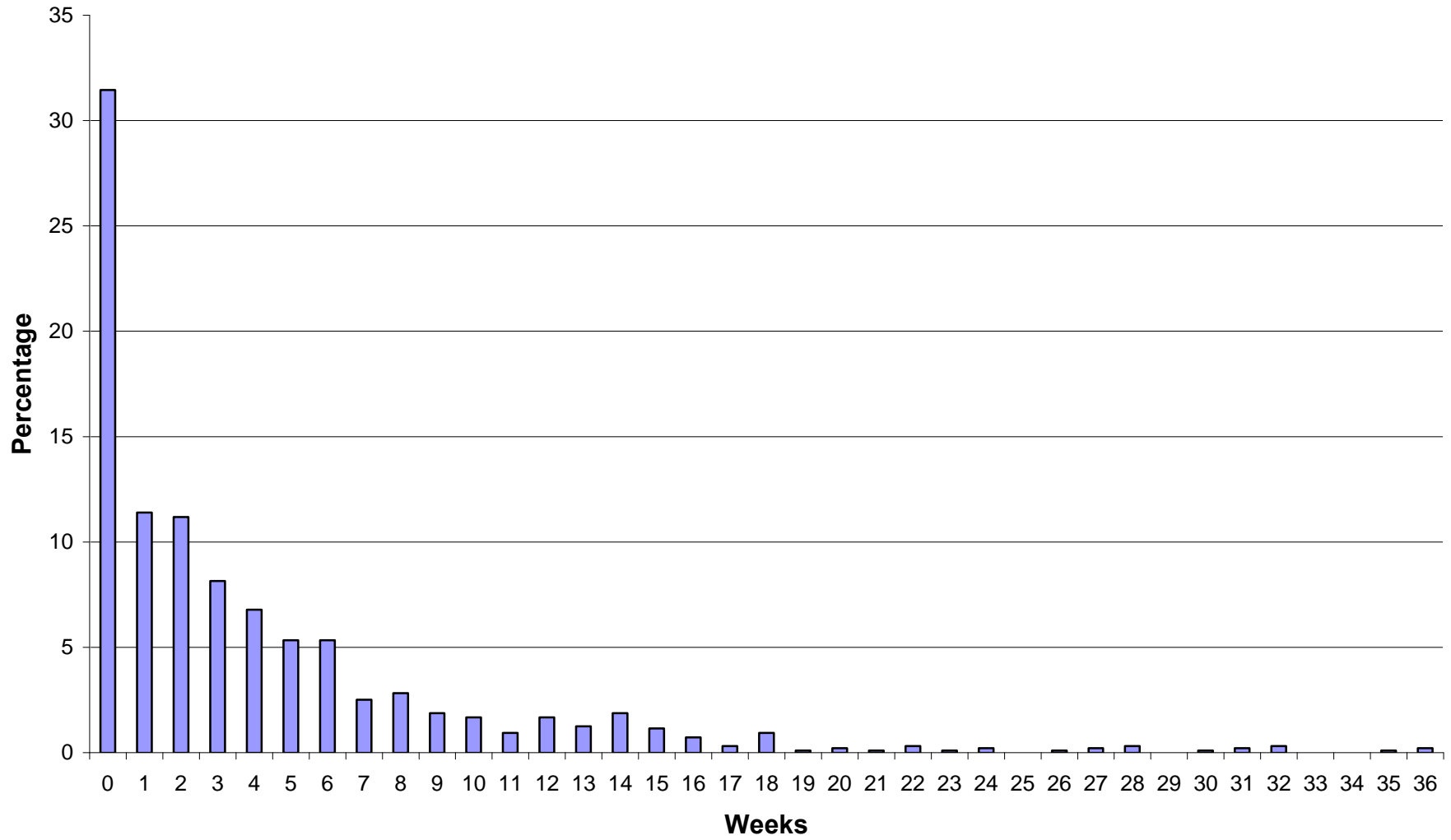
**Graph 2 Weeks off work**



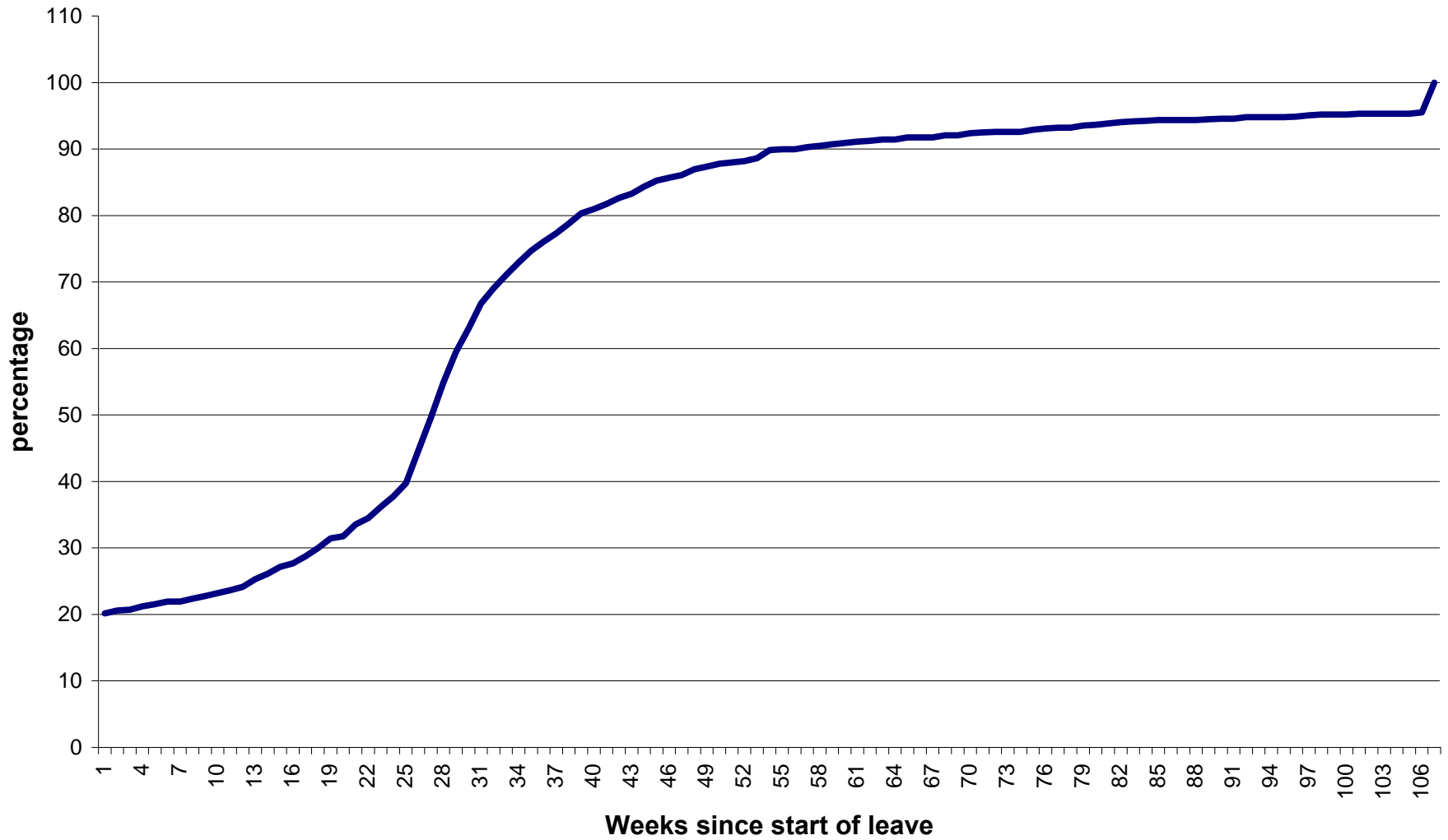
**Graph 2a: Weeks off**



**Graph 3: Length of Prenatal Leave**



**Graph4: Percentage of Women who have Returned to Work**



**Graph 5: Percentage of mothers who have returned to work**

