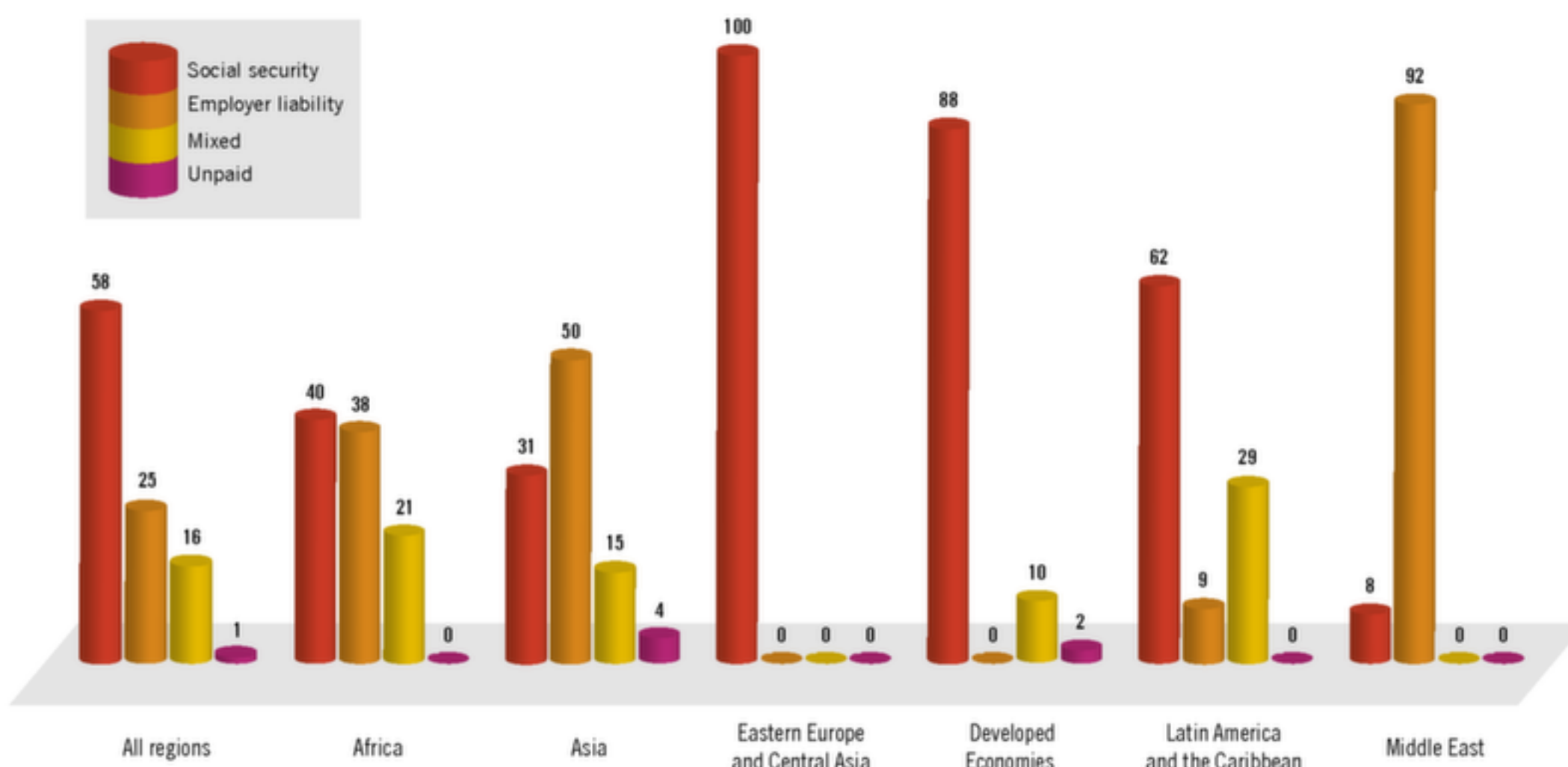


Figure 2.4 Source of funding of maternity leave cash benefits, by region, 2013
(185 countries and territories) (%)



Note: Figures may not add up to 100 per cent due to rounding.

Source: ILO Working Conditions Laws Database – Maternity Protection. Available at: <http://www.ilo.org/travdatabase> [26 Mar. 2014].

Germany and the United Kingdom) rely on a mixed system of employer liability and social security. Among all the Developed Economies, only the United States does not pay maternity benefits.

Eastern European and Central Asian countries rely entirely on social security systems, with all 19 countries assessed providing payment through social security. A total of 21 Latin American and Caribbean countries rely either on social security systems (62 per cent), such as Argentina, Mexico, Peru and the Bolivarian Republic of Venezuela, or on mixed systems (29 per cent), as in the case of Dominican Republic, Ecuador, Guatemala and Panama. Just 9 per cent of countries in this region rely fully on an employer liability system. Employers are liable for benefits in Haiti, Jamaica and Puerto Rico (USA).

Employer liability systems are more common in Africa, in Asia and in the Middle East, where challenges in setting up maternity branches of social security systems have remained considerable. In Africa, 40 per cent (21 countries, such as Cameroon, South Africa and the United Republic of Tanzania) rely on social security systems, 38 per cent (20 countries, the highest absolute number across the regions, including Botswana, Ethiopia, Kenya, Nigeria and Uganda) rely

on employer liability systems and 21 per cent rely on mixed systems (such as Benin, Congo and Egypt).

After the Middle East, Asia is the second region in which employer liability is the prevalent funding system of maternity leave benefits, with 50 per cent of the total (13 countries) financing benefits directly through employers' payments (such as in Bangladesh, Indonesia, Pakistan and Sri Lanka). Just 31 per cent provide benefits through social security systems (China, India, Islamic Republic of Iran, Lao People's Democratic Republic, Mongolia, Myanmar, the Philippines and Viet Nam), and 17 per cent through mixed systems (e.g. the Republic of Korea and Thailand).⁵¹ Only Papua New Guinea pays no benefit at all.

In the Middle East, reliance on social security is the lowest of all regions, with 92 per cent of countries in this region relying on employer liability systems. Only Jordan⁵² provides benefits through a social security system. Lebanon uses a mixed social security and employer liability system.

When employers are solely responsible for the cash benefits, the proportion of prior earnings they must pay varies widely. In some countries employers are responsible for the full replacement pay of a woman worker's earnings during her maternity leave.⁵³ In other cases,