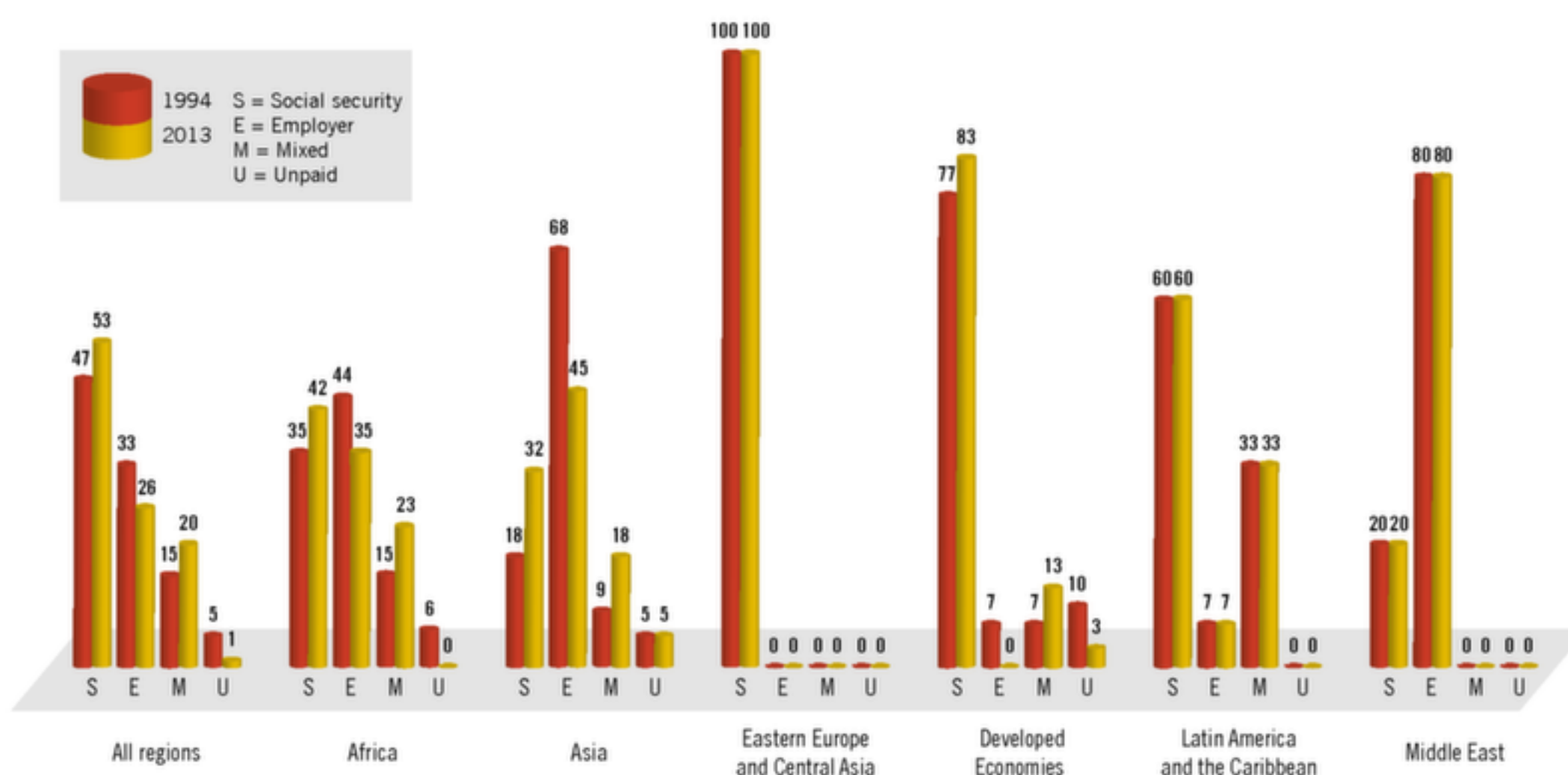


Figure 2.5 Source of funding of maternity leave cash benefits, 1994 and 2013 (144 countries) (%)

Source: *Conditions of work digest: Maternity and work* (ILO, 1994); ILO Working Conditions Laws Database – Maternity Protection. Available at: <http://www.ilo.org/travdatabase> [26 Mar. 2014].

in 1994 and 2013 for the 144 countries covered in both years. Globally, the percentage of countries which rely on employer liability systems has declined over time from 33 per cent to 26 per cent (from 48 to 37 countries in 2013). This represents around 15 per cent of the global population of employed women. There has been a positive shift away from employer liability systems towards sole reliance on social security systems for financing cash benefits, rising from 47 per cent in 1994 to 53 per cent in 2013 (from 68 to 76 countries in 2013). Furthermore, there has been a positive trend towards mixed systems in which employers and social security systems share responsibility for benefits, which saw an increase from 15 per cent in 1994 to 25 per cent in 2013. The number of countries not providing statutory cash benefits during maternity leave also dropped, from seven to two in 2013.⁵⁹

Several countries took positive steps, shifting away from partial or complete reliance on employer liability or unpaid systems towards more collective systems of financing. These changes in financing sources differed somewhat by region. In Africa, an overall shift towards social security and mixed systems occurred as four countries moved away from dependence on employer liability systems alone: Angola (social insurance),

Burundi (mixed), Mozambique (social insurance in 2009) and the United Republic of Tanzania (social security in 2005). In addition, three countries introduced paid leave: Namibia started a social insurance scheme in 1995; Swaziland, which pays two weeks of leave as of 1997 and Lesotho, which has progressively introduced compulsory paid leave for an increasing number of categories of workers as of 2009. Côte d'Ivoire changed from a system of mixed financing to a purely social security system.

Similarly, in Asia, reliance on employer liability systems decreased from 63 to 53 per cent of countries, as China, India and Mongolia moved to a social security system and the Republic of Korea and Singapore shifted to a mixed system.⁶⁰ Positive reforms also affected the Developed Economies, which included three out of seven countries with unpaid leave. New Zealand and Australia introduced a state-funded benefit system in 2007 and 2010 respectively. Switzerland switched from a system relying on employers to a system of mandatory private accounts and Malta from an employer liability to a mixed system. Norway also moved from a mixed system with employers paying the first two weeks of leave to a social insurance system. On the other hand, since 1994, Denmark and Germany have also reformed