



Overview of Canadian Parental Benefits and Leave Policies

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International Network on Leave Policies and Research Annual Seminar
Toronto, July 13-14, 2018

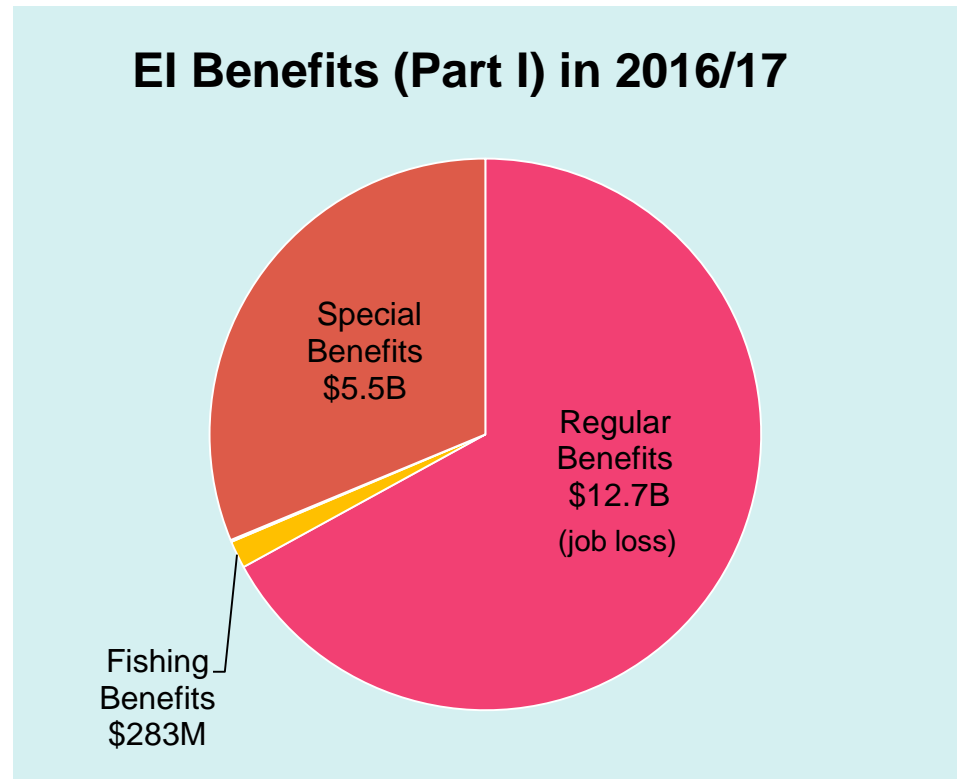
Purpose

- Present an overview of Employment Insurance (EI) special benefits, with a focus on maternity and parental benefits and recent enhancements.
- Provide statistics on use of maternity and parental benefits.
- Present the proposed Parental Sharing Benefit for greater gender equality.
- Introduce other EI caregiver benefits.



EI plays a key role in Canada's social and economic union

- **EI regular benefits** provide support to employees who involuntarily lose their jobs and are looking for work.
- **EI fishing benefits** provide support to self-employed fishers who are actively seeking work.
- **EI special benefits** provide support to employees or participating self-employed persons who are absent from work due to specific life circumstances (30% of all EI benefits paid).



Source: Employment Insurance Monitoring and Assessment Report 2016/2017



EI special benefits play an important role in helping families balance their work and family/caregiving responsibilities

- Special benefits provide temporary income support for pregnancy, caring for newborn or newly adopted child, providing care or support to a critically ill family member, and sickness.
- Employees require 600 hours of insurable employment in their qualifying period, that is in the last 52 weeks or since their last claim, whichever is shorter.
- Self-employed workers, who have voluntarily opted into the EI program, are eligible to claim special benefits (since 2011).
 - Self-employed claimants require \$6,947 in earnings in 2017 for claims filed in 2018.
 - As of May 2018, there were over 21,000 self-employed individuals who opted into the EI program since its launch in 2010.
- The Family Supplement provides benefit top-ups (up to 80% of insurable earnings) based on family income (\$25,921 or less) and number of children.



El special benefits complement other programs

- The **Canada Labour Code** provides job protection corresponding to each of the special benefits for eligible employees under federal jurisdiction.
 - Job protection under provincial and territorial labour laws varies.
- Employers can offer supplementary leave or top-up payments through their collective bargaining agreements.
- **Canada Child Benefit** is a tax-free monthly payment made to eligible families to help them with the cost of raising children under 18 years of age.
- **Early Learning and Child Care (ELCC)**: The Government announced an investment of \$7.5 billion over eleven years to support more high-quality affordable child care across the country. More accessible and less costly child care will help all children get a better start in life, help parents who wish to work or return to work, and support families by reducing the burden of child care costs.
- Additional services and supports or federal and provincial/territorial benefits may be available and can be found on the **Canada Benefits Finder** at: www.canadabenefits.gc.ca



Women represented the largest share of special benefits used and paid in 2016/17

	Maximum Weeks	Average Weeks Paid (Women/Men)	Number of Claims (Women/Men)	Total \$ (million) (Women/Men)
Maternity (1971) * <i>Pregnancy or have recently given birth</i>	15	14.6 (14.6/ N/A)	170,330 (100%/ N/A)	1,140 (100%/ N/A)
Parental (1990) * <i>Providing care for a newborn or newly adopted child</i>	35	33.1 (shared) (22.8/10.3)	195,960 (85%/15%)	2,700 (91%/9%)
Sickness (1971) <i>Unable to work because of illness, injury, or quarantine</i>	15	9.8 (10.1/9.5)	378,700 (57%/43%)	1,57 (52%/48%)
Compassionate Care (2004) <i>Providing care or support to a family member with a serious medical condition and a significant risk of death</i>	26 **	9.7 (9.8/9.6)	10,193 (72%/28%)	54.1 (69%/31%)
Parents of Critically Ill Children (PCIC) (2013) <i>Providing care for a critically ill or injured child</i>	35	17.2 (18.7/14.3)	4,211 (81%/19%)	26.5 (80%/20%)
All Special Benefits:			563,380 *** (65%/35%)	5,490 (82%/18%)

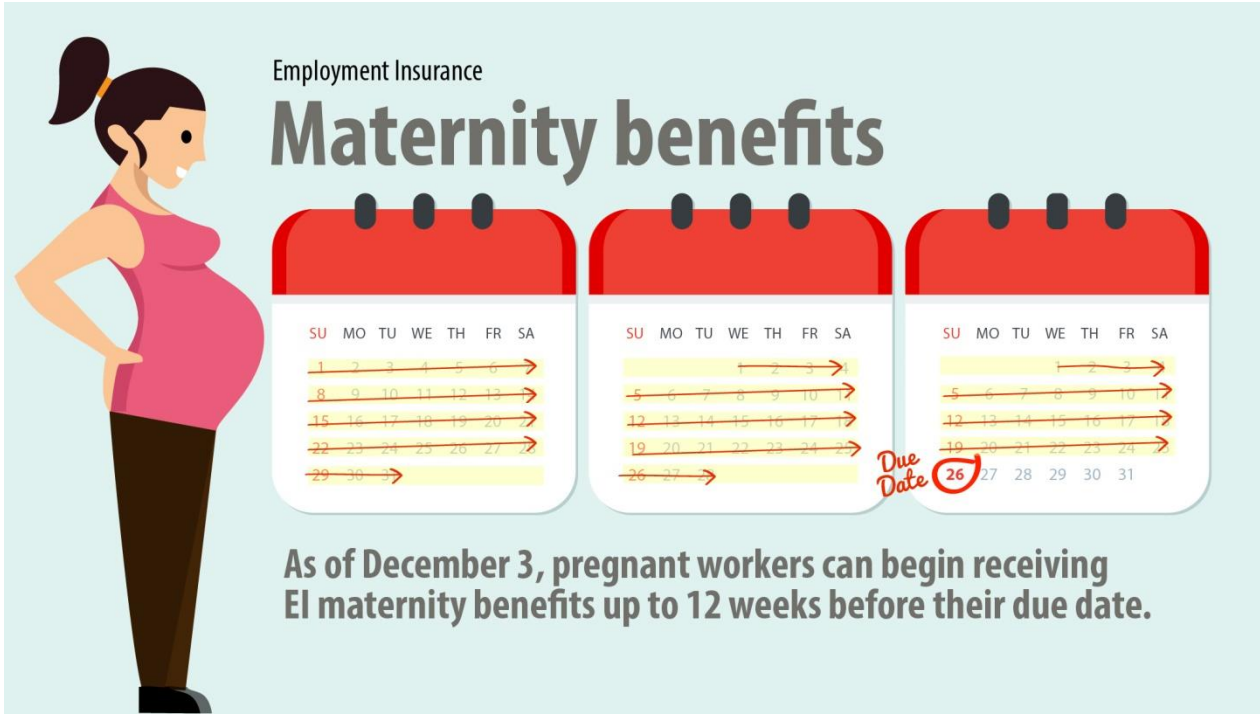
* Since 2006, the Quebec Parental Insurance Plan (QPIP) offers maternity, parental and adoption benefits, as well as paternity benefit to residents of Quebec.

**Compassionate care benefit has been extended from 6 weeks to 26 weeks as of January 3, 2016.

*** EI claimants can apply for multiple types of EI benefits in a single EI claim, therefore the number of claims for all special benefits corresponds to the number of claimants and does not represent the sum of claims for each benefit.



Pregnant women can now access maternity benefits earlier



Employment Insurance
Maternity benefits

As of December 3, pregnant workers can begin receiving EI maternity benefits up to 12 weeks before their due date.

The illustration shows three calendar pages. The first page shows weeks 1-6, the second shows weeks 7-11, and the third shows weeks 12-17. A red circle highlights the 26th of the month on the third page, labeled 'Due Date'.

- Provides up to 15 weeks of benefits to support birth mothers with their pregnancy and childbirth (for single or multiple births).
- Can be accessed up to 12 weeks prior to expected week of birth and up to 17 weeks after week of childbirth.

Note: Previously, maternity benefits could be received as early as 8 weeks before the expected date of childbirth.



Parents now have the choice of parental benefits that best suits their family needs

Employment Insurance

Choice and flexibility for parents

15 weeks maternity benefits paid at 55% + 35 weeks parental benefits paid at 55%*
50 weeks in total over 12 months

OR

15 weeks maternity benefits paid at 55% + 61 weeks parental benefits paid at 33%*
76 weeks in total over 18 months

* Parents must choose an option when applying.

- Available to birth and adoptive parents to care for their newborn or newly adopted child or children.
- Can be accessed in the 52-week period following the birth or placement for adoption of the child or children.



Use of EI maternity and parental benefits in Canada*

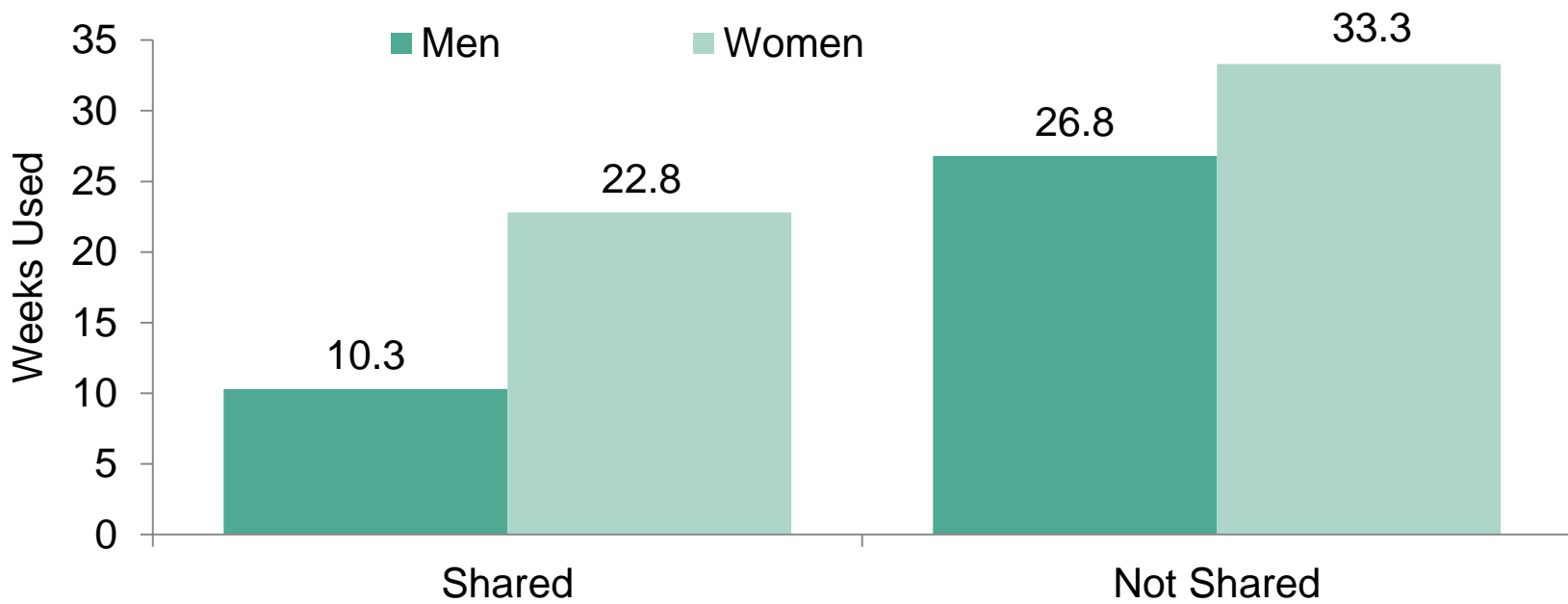
- In 2017, there were 389,912 births in Canada.
- Over fiscal year 2016-2017,
 - Over 170,000 new EI maternity claims; and
 - almost 196,000 new EI parental claims, 1% of these claims by adoptive parents (about 1,800).
- The combined number of weeks of EI maternity and parental benefits used by families was an average of 47.6 weeks on a family basis (or 95.2%) of the 50 weeks combined.
 - Of these 47.6 weeks, 33.0 were paid in parental benefits and 14.6 were paid in maternity benefits.
- According to the 2016 Employment Insurance Coverage Survey (EICS), in 2016, 72.0% of all recent mothers (those with a child aged 12 months or less) had insurable employment, virtually unchanged from 2015. Among these insured mothers, 88.8% received maternity or parental benefits, up from 83.0% in 2015.

* Available outside of Quebec. Since 2006, the Quebec Parental Insurance Plan (QPIP) offers benefits to residents of Quebec.



Parental benefits are shareable by parents; women continue to make the largest proportion of claims and access the most weeks

Average number of parental benefits weeks by parents who shared and did not share entitlement by gender (2016-17)

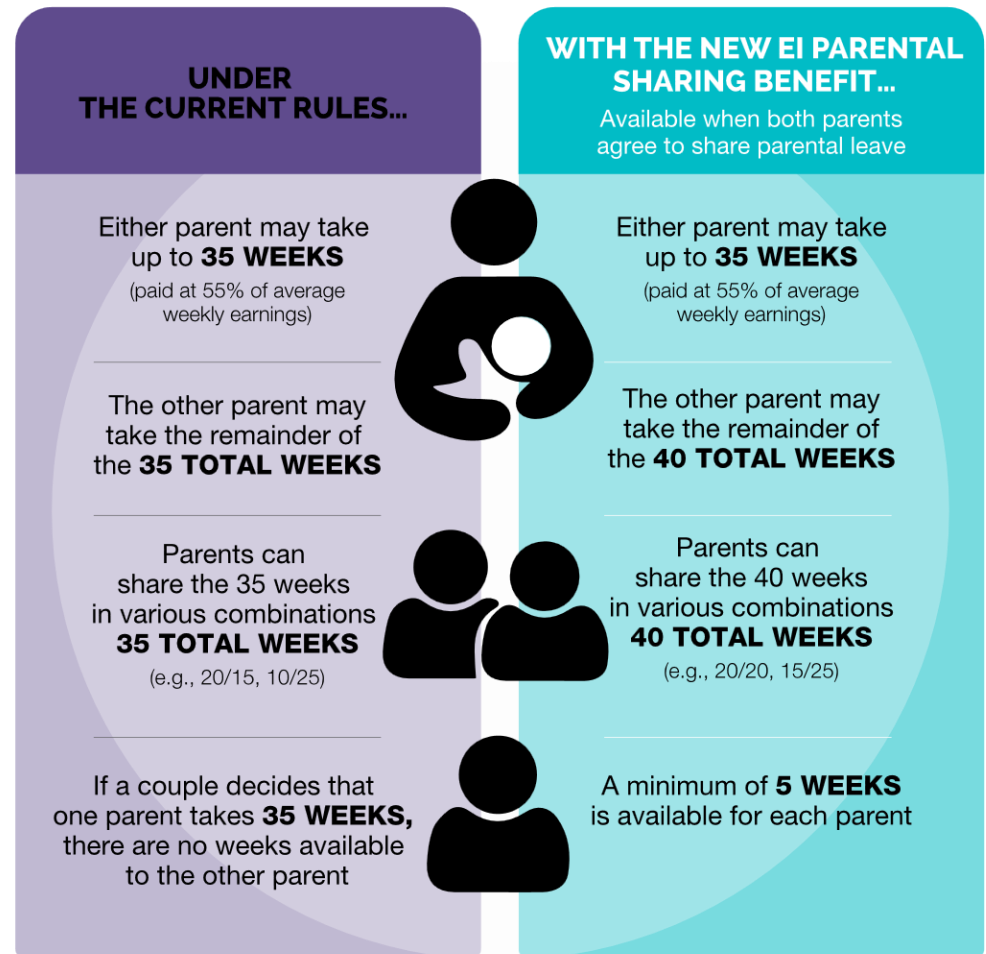


Source: Employment and Social Development Canada, EI administrative data. Data are based on a 10% sample of EI administrative data.



A new, inclusive EI Parental Sharing Benefit is coming to promote greater gender equality

- This benefit will be available in 2019 to all EI eligible families, including adoptive parents and same-sex couples.
- This measure would provide an additional **5** standard parental weeks (paid at 55%) to parents who choose to share EI parental benefits.
- This would also apply to the extended parental benefits, providing **8** additional weeks (paid at 33%), and a maximum of 61 extended parental weeks available to either parent, or 69 weeks when shared.



EI caregiving benefits have been enhanced and are easier to access

Employment Insurance caregiving benefits

FOR CRITICALLY ILL OR INJURED FAMILY MEMBERS



Family Caregiver benefit for CHILDREN*

Formerly known as the Parents of Critically Ill Children benefit
Maximum of 35 weeks

IMPROVED

FOR FAMILY MEMBERS WHO ARE FACING SIGNIFICANT RISK OF DEATH



Compassionate Care benefits*

Maximum of 26 weeks

MAY BE COMBINED WITH



Family Caregiver benefit for ADULTS*

Maximum of 15 weeks

NEW

* May be shared among any eligible family members.

- Provide care or support to a critically ill or injured child or adult or to a family member with a serious medical condition and a significant risk of death.
- Corresponding leaves under the Canada Labour Code.



For more information, please visit

Employment Insurance Program

- <https://www.canada.ca/en/services/benefits/ei.html>

EI Improvements Page

- <https://www.canada.ca/en/employment-social-development/campaigns/ei-improvements.html>

EI Monitoring & Assessment Report (2016-2017)

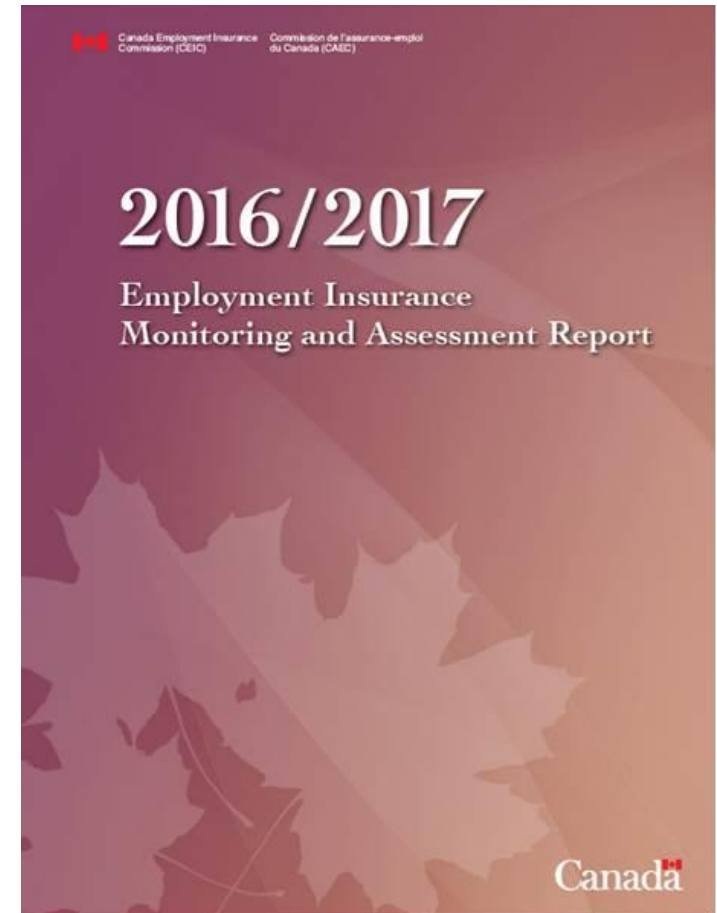
- <https://www.canada.ca/en/employment-social-development/programs/ei/ei-list/reports/monitoring2017.html>

All EI Related Reports

- <https://www.canada.ca/en/employment-social-development/programs/ei/ei-list/reports.html>

Employment Insurance Coverage Survey (EICS)

- <https://www150.statcan.gc.ca/n1/en/daily-quotidien/171215/dq171215b-eng.pdf?st=-78cjP9>



Contact Information

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Annex A – History of EI maternity and parental benefits

- **1971:** EI maternity benefits introduced, up to 15 weeks.
- **1983:** EI adoption benefits introduced, up to 15 weeks, available to only one parent.
- **1990:** EI parental benefits introduced, up to 10 weeks, replaces adoption benefits.
- **2000:** EI parental benefits increased to 35 weeks from 10 weeks.
- **2001:** Same-sex couples could access EI parental benefits.
- **2006:** Quebec introduced Quebec Parental Insurance Plan (QPIP), offers maternity, paternity, parental and adoption benefits to Quebec residents.
- **2017:** Earlier access to EI maternity benefits, EI extended parental benefits introduced, up to 61 weeks at a reduced rate over 18 months.
- **2018 (upcoming):** Working while on claim provisions extended to EI maternity benefits.
- **2019 (upcoming):** EI parental sharing benefits introduced.

