

## **Estonian Police – Maternity benefits**

Estonian Police was established in 1918.

The first female police officer started her service as a criminal police officer in 1929.

The total number of police officers in Estonian Police is 3242, as of 31 January 2008. The number of female police officers is 1185 and they make up 36 per cent of the total number of all police officers. Out of 1185 female police officers 80 are higher police officers. There are altogether 186 chiefs of police, 15 of them are female and they constitute 8% of the total number of police chiefs.

### **Maternity benefit**

The maternity benefit is meant for working mothers and compensates 100% of the mother's previous wage during 140 days prior and after childbirth. Mothers who have a difficult childbirth or give multiple births are given an additional 14 days of maternity benefits.

### **Paternal benefit**

A father of newborn has a right to a paid leave during the maternity leave of the mother or within two months after the birth of the child. The leave is paid at 100% of his daily wage with a ceiling of three times the average salary.

### **Parental benefit**

The Parental Benefit Act took effect on January 1st 2004. The law helps the parents to maintain their standard of living by paying wage compensation to the parent on the parental leave. The amount of the payment is based on the parent's previous earnings.

The parental benefit is paid to the working parent after the end of the maternity benefit (140 days). Altogether the maternity benefit and the parental benefit are paid for 575 days, so that the parent's wage is maintained for 19 months after the child is born. Non-working parents have the right to parental benefit for 18 months after childbirth. After 70 days from childbirth fathers have equal rights with mothers to the parental benefit.