

PF2.1: Key characteristics of parental leave systems

Definitions and methodology

Maternity Leave (or pregnancy leave): employment-protected leave of absence for employed women at around the time of childbirth, or adoption in some countries. The ILO convention on maternity leave stipulates the period of leave to be at least 14 weeks. In most countries beneficiaries may combine pre- with post-birth leave; in some countries a short period of pre-birth leave is compulsory as is a 6 to 10 week leave period following birth. Almost all OECD countries have public income support payments that are tied to taking maternity leave. In some countries (Germany, Iceland, Norway and Sweden), there is no separate regulation for maternity leave with stipulations integrated into the parental leave scheme.

Paternity Leave: employment-protected leave of absence for employed fathers at the time of childbirth. Paternity leave is not stipulated by international convention. Periods of paternity leave are much shorter than for maternity leave. Because of the short period of absence, workers on paternity leave often continue to receive full wage payments. In some countries, father specific leave entitlement is part of the parental leave scheme, rather than established as a separate right. Estimates of the weeks of entitlements to paternity leave in Chart PF2.1.A and Table PF2.1.A include these “father quotas”.

Parental Leave: employment-protected leave of absence for employed parents, which is often supplementary to specific maternity and paternity leave periods (as above), and usually, but not in all countries, follow the period of maternity leave. Entitlement to the parental leave period is individual, while entitlement to public income support is often family-based, so that in general only one parent claims such support at any one time.

Chart PF2.1.A, Panels A, B and C show the duration (in weeks) of employment protected leave for maternity, paternity and parental leave periods, respectively (regardless of income support). To get a better view of cross-national comparisons of systems with different payment rates and durations of paid leave periods, the entitlement to paid leave is also presented as the full-rate equivalent of the proportion of the duration of paid leave if it were paid at 100% of last earnings. This full-rate equivalent (FRE) is defined as:

$$\text{FRE} = \text{Duration of leave in weeks} * \text{payment (as per cent of average wage earnings)} \\ \text{received by the claimant}$$

Table PF2.1.A shows these calculations for each country. Tables PF2.1.B, PF2.1.C, PF2.1.D, and PF2.1.E below present key characteristics of national maternity, maternity allowance, paternity and parental leave benefits. In some countries, parents on unpaid parental leave can receive a payment, such as child/home care allowance which is not related to parental leave regulations. Such payments (and the corresponding period) are accounted for when estimating overall parental leave payment rates.

The information shown in the tables below refer to entitlements, benefit rules and payment rates applicable at January 1st 2008 (unless specified otherwise).

Other relevant indicators: Family-friendly workplace practices (LMF2.4); Public spending on family benefits (PF1.1); Typology of family benefits (PF1.3); Use of childbirth-related leave by mothers and fathers (PF2.2); Additional leave entitlements of working parents (PF2.3); Public spending on childcare and early education (PF3.1) and; Enrolment in day-care and pre-schools (PF3.2).

Key findings

On average paid across the OECD paid maternity leave is about 19 weeks (Table PF2.1.A and Chart PF2.1.A Panel A). In many countries paternity leave is considerable shorter at two weeks or less (Chart PF2.1.A, Panel B). It is up to parents to decide amongst each other as to who takes leave and claims income support, and in practice this means that mothers rather than fathers use leave entitlements. To pursue gender equity objectives some countries have introduced a “father quota” in parental leave systems: a period of leave that is for the exclusive use by fathers on a use-it-or-lose-it basis, which is as long as 3 months in Iceland.

In some countries it is possible to take prolonged period of leave (at least 2 years) either as parental leave alone or by taking parental leave in conjunction with separate child/home care provisions. In all, prolonged periods of leave can be taken in Austria, the Czech Republic, Estonia, France, Finland, Germany, Hungary, Norway, Poland, the Slovak Republic and Spain.

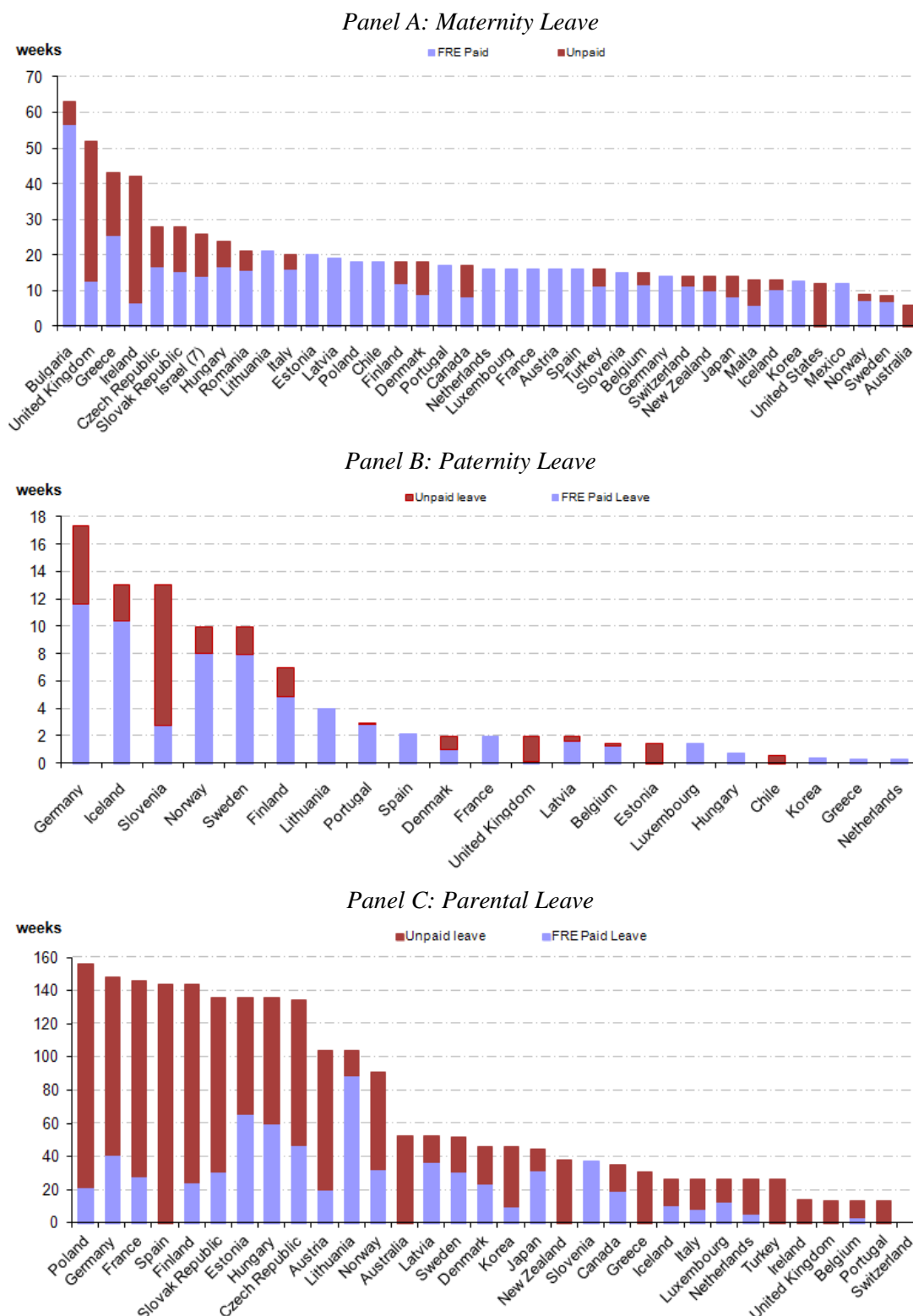
Table PF2.1.A: Calculating full-time equivalent of paid maternity, paternity and parental leave, 2007/2008¹

	Maternity leave	% rate of allowance ²	FRE paid maternity leave	Paternity leave ³	% rate of allowance ²	FRE paid paternity leave	Parental and prolonged period of leave ⁴	Maximum length of parental and prolonged period of leave for women ⁵	% rate of allowance ²	FRE paid parental leave	Parental leave (unpaid)	Maternity and parental paid leave (full-rate equivalent)	Maximum length of leave for women
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)=(10) x (11)	(13) or (7)
Australia	6.0	0.0	0.0	x(10)	0.0	0.0	52.0	46.0	0.0	0.0	52.0	0.0	52.0
Austria	16.0	100.0	16.0	0.4	100.0	0.4	104.0	96.0	18.5	19.3	84.7	35.3	112.0
Belgium	15.0	76.9	11.5	1.4	87.4	1.2	13.0		21.8	2.8	10.2	14.4	15.0
Bulgaria	63.0	90.9	56.7									56.7	63.0
Canada	17.0	48.5	8.3				35.0		55.9	19.3	15.9	27.5	35.0
Czech Republic	20.0	59.8	16.7				134.0	130.0	34.0	46.6	87.4	63.4	164.0
Denmark	18.0	50.4	9.1	2.0	50.4	1.0	46.0		50.4	23.2	22.8	32.3	46.0
Estonia	19.9	100.0	20.0	1.4	0.0	0.0	136.0	152.0	48.1	65.4	70.6	85.4	171.0
Finland	18.0	65.9	11.9	7.0	70.0	4.9	143.5	138.5	16.6	23.8	118.7	26.7	156.5
France	16.0	100.0	16.0	2.0	100.0	2.0	146.0	143.0	19.0	27.8	118.2	43.8	159.0
Germany	14.0	100.0	14.0	17.0	67.0	11.6	148.0	148.0	27.5	40.8	107.4	54.6	152.0
Greece	43.0	55.0	25.4	0.3	100.0	0.3	30.3		0.0	0.0	30.3	25.4	43.0
Hungary	24.0	70.0	16.8	0.7	100.0	0.7	136.0	34.0	43.6	59.3	76.7	76.1	136.0
Iceland	13.0	80.0	10.4	13.0	80.0	10.4	26.0	13.0	40.0	10.4	15.6	20.0	26.0
Ireland	42.0	15.7	6.6	14.0	9.0	0.0	14.0		0.0	0.0	14.0	6.6	42.0
Israel (7)	26.0	63.8	14.0				26.0		30.0	7.8	18.2	23.8	26.0
Italy	20.0	89.0	16.8					44.0	70.9	31.2	12.0	39.6	56.0
Japan	14.0	60.0	8.4				45.0		21.2	9.7	35.9	22.5	45.0
Korea	12.0	100.0	12.0	0.4	100.0	0.4	45.0		70.0	36.4	15.6	55.4	52.0
Latvia	19.0	100.0	19.0	2.0	80.0	1.6	52.0		48.5	12.1	13.9	28.1	26.0
Lithuania	21.0	100.0	21.0	4.0	100.0	4.0	104.0		84.9	86.3	15.7	100.3	104.0
Luxembourg	16.0	100.0	16.0	1.4	100.0	1.4	26.0		48.5	12.1	13.9	28.1	26.0
Malta	13.0	45.7	5.9									5.9	13.0
Mexico	12.0	100.0	12.0									12.0	12.0
Netherlands	16.0	100.0	16.0	0.3	100.0	0.3	26.0		20.6	5.3	20.7	21.3	26.0
New Zealand	14.0	71.4	10.0				38.0	24.0	0.0	0.0	38.0	10.0	38.0
Norway	9.0	80.0	7.2	10.0	80.0	8.0	91.0		34.7	31.6	59.4	38.8	91.0
Poland	18.0	100.0	18.0	4.0	100.0	4.0	156.0		13.5	21.1	134.9	39.1	156.0
Portugal	17.0	100.0	17.0	2.5	98.3	2.8	13.0		0.0	0.0	13.0	17.0	17.0
Romania	21.0	75.0	15.8									15.8	21.0
Slovak Republic	20.0	55.0	15.4				136.0	126.0	22.8	30.7	105.3	46.1	156.0
Slovenia	15.0	100.0	15.0	13.0	21.4	2.6	37.0		100.0	37.0	0.0	52.0	37.0
Spain	16.0	100.0	16.0	2.1	100.0	2.1	144.0	146.0	0.0	0.0	144.0	16.0	162.0
Sweden	8.5	80.0	6.8	10.0	80.0	8.0	51.4		60.0	30.0	20.6	37.7	51.4
Switzerland	14.0	80.0	11.2				0.0		0.0	0.0	0.0	11.2	14.0
Turkey	16.0	70.0	11.2				26.0		0.0	0.0	26.0	11.2	26.0
United Kingdom	52.0	24.6	12.8	2.0	4.7	0.1	13.0		0.0	0.0	13.0	12.8	52.0
United States	12.0	0.0	0.0									0.0	12.0

1) See Tables PF2.1.B, PF2.1.C, PF2.1.D and PF2.1.E for details on payment rules. 2) The “rate of allowance” is defined as the ratio between the full-time equivalent payment and the corresponding entitlement in number of weeks. In column 9, the rate is calculated on the basis of the total of weeks available for women when specified. 3) Information refers to the entitlement for paternity leave in a strict sense and the father quota included in some parental leave regulations (for example, Finland and Iceland). In Finland, the 7 weeks include 3 weeks of standard paternity leave, plus 2 weeks of parental leave that give rights to additional 2 weeks of paternity leave. 4) Information refers to parental leave and subsequent prolonged periods of paid leave to care for young children (sometimes under a different name as for example, “childcare leave” or “Home care leave”, or the Complément de Libre Choix d’Activité in France). In all, prolonged periods of leave can be taken in Austria, the Czech Republic, Estonia, France, Finland, Germany, Norway, Poland and Spain. 5) The maximum length for the mother refers to the maximum duration of the parental leave entitlement not for exclusive use by the father minus the period of maternity leave taken after the birth of a child. 6) The individual is assumed to take 26 weeks of parental leave and a remaining period of 130 weeks of childcare leave over which home care allowance can be received. 7) The data for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.

Sources: see Table PF2.1.E

Chart PF2.1.A: Child-related leave periods by duration of unpaid leave and the duration of the full-rate equivalent of the leave period if paid at 100% of last earnings, 2007/2008



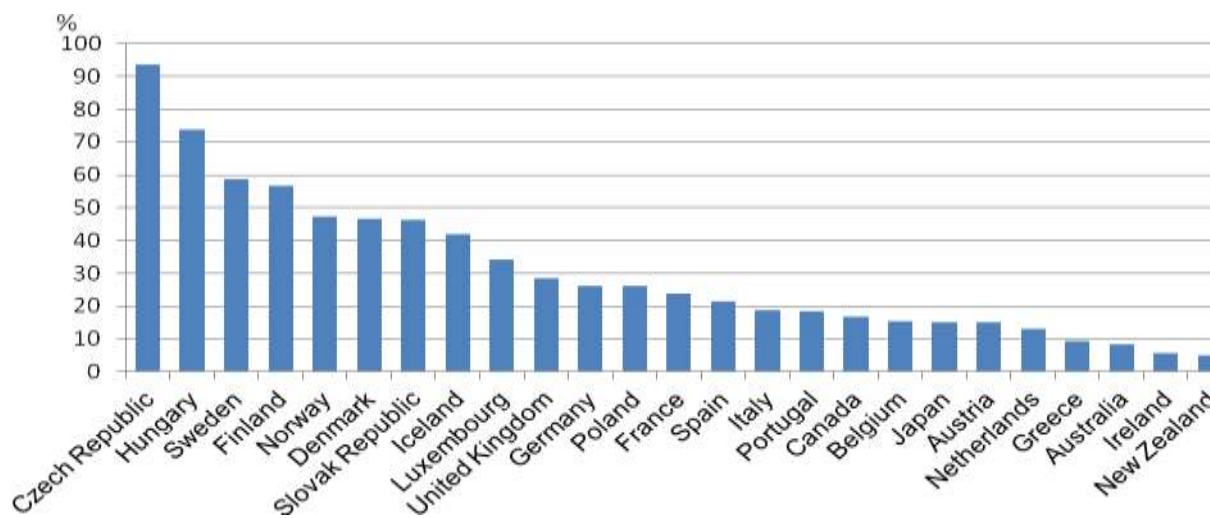
Notes: see Chart PF2.1.A. Source: see Table PF2.1.E

Comparability and data issues

Another way of assessing generosity of leave systems in international comparisons is to consider the amount of leave-related family payments and relate these to the number of children being born. In this manner, a more comprehensive picture is obtained of the different roles of lump-sum payments on birth and the number of parents (and children) that are actually entitled to paid parental leave benefits across countries.

Chart PF2.1.B: Spending on maternity and parental leave payments per child born, 2007¹

Spending per birth as a % of GDP per capita



1) 2005 for Ireland and the Netherlands
 Sources: OECD Social Expenditure database.

There are differences in other national child-related policies that affect international comparisons of leave systems.

- Some countries have additional high child benefits to families with very young children or “home-care payments” to families with very young children (about age 3) who do not use public childcare facilities (see, for example, the case of Austria, Finland and Norway Table PF2.1.E).
- Local governments can provide additional financial support for parents on leave, as for example, in the States of California and New York in the US, while some jurisdictions in Germany make leave payments for a third year (over and above the payments during the first two years of leave as provided for at federal level). Such payments are not included here, nor are municipally financed home-care payments that are additional to national home-care payments (see above).
- Employer-provided top-up payments (over and above the statutory minimum) for those on maternity parental leave are not accounted for. Practices differ across firms, sectors and countries, but in many OECD countries these payments are significant, so that the indicators above often underestimate what parents on leave receive in terms of gross benefit income.

Sources and further reading (especially for tables PF2.1.B PF2.1.C, PF2.1.D and PF2.1.E): MISSOC (2011); Mutual Information System on Social Protection in the EU and EEA, Table IV – Maternity, http://ec.europa.eu/employment_social/spsi/missoc_tables_en.htm; Moss, P. and M. Korintus (2008), International Review of leave Policies and related research 2008, DTI Employment Relations Research Series, No. 100, <http://www.berr.gov.uk/>; R. Ray (2008), A detailed Look at Parental Leave Policies in 21 OECD Countries, CEPR, Washington; and OECD (2011) *Doing Better for Families* www.oecd.org/social/family/doingbetter

Table PF2.1.B: Employment-protected statutory maternity leave arrangements (1), 2007/08

Country	Maximum duration (weeks)	Eligibility criteria for payments	Paid	Payment	Financing
Australia, as per 1 January 2011	18 weeks	330hrs work in the preceding 10-month period	Yes	Federal Minimum Wage (AUD 543 pw in June 2009)	State
Austria	16 (can be 20 for medical reasons)	No qualifying conditions	Yes	100%	State/SI
Belgium	15 (17 multiple births)	All insured women	Yes	30 days : 82% after : 75%	SI
Bulgaria	53 (315 days) for each child	Female factory and office workers if women have 6 months of insurance	Yes	90% of the daily average contributory income for the 6 months preceding leave	:
Canada	15 to 18 (varies across provinces)	600 contributable hours in the year pre-leave period.	Yes	55% of avg. insured earnings with a maximum of CAD 435 per week	SI
Czech rep.	28 (37 multiple births or for single mother)	All women residents	Yes	69% (up to EUR25 daily)	Health insurance
Cyprus ^{1,2}	16	All insured women	Yes	75%	
Denmark	18	6 weeks of residence	Yes	100 % up to (DKR 3515 p/w)	Employer
Estonia	23 (140 days) 154 days in case of multiple births or birth complication)	All insured mothers including workers with temporary contracts if the contract lasts at least 3 months. Same rules apply for the adoption of a child aged less than 1 year, up to 70 days	Yes	100%	SI
Finland	105 working days = around 17,5 weeks	All parents are eligible	Yes	90% during the first 56 days up to a ceiling of EUR46,207, with a lower percentage for higher earnings; 70% after that period, up to EUR30,033, again with a lower percentage for higher earnings; daily minimum EUR15,20 per day.	SI
France	1 st /2 nd child : 16; 3 rd : 26, (+3 multiple births)	10 months insurance contributions	Yes	100 % up to maximum (EUR 2773 per month)	SI
Germany	14 (18 multiple births)	All insured women	Yes	100%	SI(<EUR13) + employer
Greece	17	200 days work in last 2 years	Yes	100%	SI/employer
Hungary	24	All insured women	Yes	Pre-natal (min. 4 weeks) : 70 % Next : allowance (see table)	SI
Iceland	13	> 6 months in workforce	Yes	80% of earnings up to a maximum of ISK 480,000 (in 2004)	SI
Ireland	42	39 ins. contributions paid in the 12 months pre- leave	26 weeks	70% with minimum and maximum	State
Italy	20 (5 months)	All women residents	Yes	80%	SI
Japan	14	Currently in covered employment	yes	60%	Health Insurance
Korea	15 (90 days)	All employed women	Yes	100%	
Latvia	19 (112 calendar days) (+2 weeks for women who have received continuous medical care before the 12 th week of pregnancy)	All insured women	Yes	100% of the average gross wages upon which contributions have been paid during 6 months	SI
Lithuania	21 (126 calendar days) (+14 days in case of multiple births)	Insured women with 3 months of insurance during the last 12 months or at least 6 months during the last 24 months.	Yes	100%	SI

1 Footnote by Turkey: The information in this document with reference to "Cyprus" relates to the southern part of the Island. There is no single authority representing both Turkish and Greek Cypriot people on the Island. Turkey recognizes the Turkish Republic of Northern Cyprus (TRNC). Until a lasting and equitable solution is found within the context of United Nations, Turkey shall preserve its position concerning the "Cyprus issue".

2 Footnote by all the European Union Member States of the OECD and the European Commission: The Republic of Cyprus is recognized by all members of the United Nations with the exception of Turkey. The information in this document relates to the area under the effective control of the Government of the Republic of Cyprus.

Table PF2.1.B: Employment-protected statutory maternity leave arrangements (1), 2007/08 continued

Country	Maximum duration (weeks)	Eligibility criteria for payments	Paid	Payment	Financing
Luxembourg	16 (20 if multiple birth)	All insured women	Yes	100 % (with minimum and maximum payments)	SI
Netherlands	16	All insured women	Yes	100% up to maximum	SI
Malta	13	All insured women	Yes	Paid at a flat-rate of EUR63.48 per week. An extra week of unpaid leave is also available	
Mexico	18	Currently in covered employment	Yes	100%	SI
New Zealand	12	Currently in covered employment	Yes	50%	State
Norway	9 weeks (embedded in parental leave, see below)	6 out of preceding 10 months in work (either parent)	Yes	Varies if period is 48 weeks : pay is 100% of earnings; for a year pay is 80% of earnings up to maximum EUR 50,140	State
Poland	1st child : 18; 2nd child or more : 20; multiple births : 24	No qualifying conditions	Yes	100 %	SI/ employer
Portugal	17	6 months insurance contributions	Yes	100% with a minimum	State
Romania	21 (126 days)	Insured women	Yes	75% of the average insured gross earnings over the last 6 months Other kind of payment can be claimed for medical reasons	SI/ Health Insurance
Slovak Republic	28 (37 if multiple birth)	All women residents	Yes	55% net wage up to a low maximum (350 SKK / day – 7500 SKK /month)	SI
Slovenia	15 weeks (105 days)	All insured women + women who have been insured for at least 12 months in the last three years preceding the leave	Yes	100% of the average earning on the previous 12 months Minimum payment at 55% of the minimum wage Women not insured at the time of leave but who have been insured for at least 12 months in the last 3 years before leave receive 55 to 105% of the minimum wage.	SI
Spain	16 (18 if 3 or more)	180 days ins contributions paid in last 5 years	Yes	100% up to a ceiling of EUR 3075 a month. A flat-rate benefit (EUR 527 per month) is paid for the 42 days to all employed women who do not meet eligibility requirements.	State
Sweden	50 days if women work in jobs considered injurious or involving risk to the foetus or 60 days allocation of parental leave	All parents are eligible	Yes	80% up to a ceiling of EUR 43,070 (and min. EUR 19 per day).	State
Switzerland	16	Currently in insured employment and employed during 5 of the 9 months before birth	Yes	80% up to a maximum of SFR 172 per day	Employer
Turkey	12	All insured women	Yes	66%	
UK	52	Employment for a continuous period of 26 weeks ending 15 weeks before the expected week of childbirth.	26 weeks (39 weeks since April 2007)	First 6 weeks : 90% then final 20 weeks : GBP108.85 per week or 90% av. weekly earnings if lower + 26 weeks unpaid	Employer (refunded for at least 92%).
US, California	12 weeks 6 weeks	In employment for 12 months and at least 1250 hours Covered by Temporary Disability Insurance	No Yes	See family and medical leave provision Tab PF7.5 60% (max USD 840 per week)	State

Legislation as applicable January 1st 2008. SSC: A certain amount of Social Security contributions must have been paid for the claimant; WT: working time has to be over a lower limit. SI: Social, Health or unemployment insurance. (1) Private sector employees. In many countries civil servants have access to more generous entitlements. Self-employed often have less favourable statutory schemes.

Table PF2.1.C: Maternity allowance (*) and maternity grants () in place of or in supplement to statutory maternity pay, 2007/08**

Country	Allowance (*)			Grant (**)		
	Allowance	Eligibility	Details	Grant	Eligibility	Details
Australia, 1 January 2009	Yes	Mean-tested "Baby Bonus"; paid for about 95% of births and adoptions	AUD 5000 (about USD 3975), paid in 13 fortnightly instalments of AUD 385			
Austria	Yes	Women not covered by statutory maternity (1) Self employed in agriculture, trade and industry. (2) others (part time, contract workers)	(1) EUR 23 per day for 16 weeks leave in order to hire a substitute (2) EUR 6,91 per day for 16 weeks	No		
Belgium	Yes	Self employed maternity leave	EUR 889 p/m for three months	Yes	Birth grant	EUR 945 for first child EUR 711 for subsequent children
Bulgaria	Yes	6 months of insurance	Flat-rate	Yes	Pregnancy and childbirth benefit for insured women with 6 months of insurance and medical referral	Earnings-related amount
Finland	No	-	-	Yes	All residents (pregnancy over 154 days)	Choice between a generous maternity pack or lump sum payment (EUR 140)
France	Yes, No in 2004	means tested (around 80 % of families are eligible)	During 9 months from the 5 th month of pregnancy; EUR 168 per month	No, Yes in 2004	New scheme in 2004, means-tested, such as to include 90 % of families	EUR 840 once at birth
Germany	Yes	To women not entitled to statutory maternity allowance	EUR 210 per month	Yes	'Entbindungsgeld' for mothers in statutory maternity leave	
Greece	Yes	Not entitled to social insurance. Means tested State aid	500 Euro in two parts (half for a period of 42 days before birth, half for the 42 days after birth)	Yes	Insured mothers having worked at least 50 days in the year before birth	30 days minimum wage (but amounts vary highly in other social security regimes)
Hungary	No			Yes	Within 180 days after birth	EUR 267
Italy	Yes	No employment records and not entitled to statutory maternity leave Means tested at household level	283 Euro per month during 5 months for each child born or adopted (EUR 1419 in total). Paid by State through municipality	Yes	To unemployed and atypical workers not entitled to statutory maternity leave (also to a certain extent to those entitled)	EUR 1747 per child paid by health insurance
Latvia				Yes	Child birth benefit. Granted to one of the child's parents until one year of age.	One-off payment of 296 LVL for every born child. Additional payment of 100 LVL for the first child birth, 150 LVL for the second, 200 LVL for the third.
Lithuania	No	-	-	No		
Luxembourg	Yes	Not entitled to insured maternity benefit.	Allowance paid for 16 weeks, Non-cumulative with similar benefits (EUR 185 per week)	Yes	mother and child have medical examination	EUR 1740 divided into three: EUR 512 lump sums: prenatal, birth and postnatal (child's 2 nd birthday)
Malta		Citizens and their spouses. Payable to women who do not avail themselves of maternity leave	Flat-rate EUR 63.48 for 13 weeks	No		
Norway	No	-		Yes	Women not entitled to statutory parental leave) ¹	NOK 33 584
Poland	Yes	Social assistance recipients	Four first months of child's life Minimum : PLN 50 per month	Yes	Social assistance recipients (in the past : all mothers)	EUR 129 (one time childbirth benefit)
Slovak Republic	Yes	Women not entitled to paid statutory maternity leave.	Paid leave (lower amount)	Yes	For each child born.	Lump sum EUR 118
Slovenia	No	-	-	Yes	All childbirths	One-time assistance at childbirth (EUR250)

Country	Allowance (*)			Grant (**)		
	Allowance	Eligibility	Details	Grant	Eligibility	
Spain	No	-	-	Yes	Birth of third or more children and multiple births. income-related child benefit EUR 450	
Sweden	Yes	Pregnancy leave	80% pay up to maximum(see tables on maternity and parental leave)	No	-	-
UK	Yes	Employed or self employed for a certain period and not entitled to statutory maternity pay or under min. earnings requirements	26 weeks: 90% of av. weekly earnings up to a max. of £100/week	Yes	Either partner getting income support, income based jobseeker's allowance, Child Tax Credit, Working Tax Credit.	Lump sum payment: EUR 728. Can claim from 30 th week of pregnancy until 3 months after.

(*) Maternity allowance: amount of money paid at interval for a certain period after a child is born. (**) Maternity grant: lump sum amount paid once at or around the childbirth.

(1) In this situation parental leave for father is reduced to 29 weeks fully paid or to 39 weeks paid 80%.

Table PF2.1.D: Statutory paternity leave arrangements (1) – 2007/08

<i>Country</i>	<i>Statutory</i>	<i>Criteria</i>	<i>No of days</i>	<i>Paid for whole period</i>	<i>Level of payment</i>	<i>Job guarantee</i>
Austria	No statutory paternity arrangements (but collective agreements generally providing for one or two days) (5)					
Belgium	Statutory	EMP	10 days to be taken with 30 days after birth (or adoption).	Yes	3 days: 100% (employer); Next: 82 % up to max. (health insurance)	Yes
Denmark	Statutory	EMP	2 weeks to be taken within 14 weeks after birth	Yes	90 % up to maximum	Yes
Estonia	Statutory	EMP	10 days to be taken during the maternity leave or during two months after the birth of a child	Yes	100% of average earnings (calculated on earnings from six previous calendar months) up to a ceiling of three times average monthly earnings	Yes
Finland	Statutory	EMP	18 week days; + up to 12 days conditional on taking as many days parental leave	Yes	Earnings-related benefit, with payment equal to 70% of annual earnings up to EUR30,034, with lower rate for higher earnings. Minimum allowance as for maternity leave.	Yes
France	Statutory	EMP	2 weeks (3 weeks if multiple births)	Yes	3 first days : 100% (up to maximum afterwards)	Yes
Germany	No general statutory entitlement					
Greece	Statutory	EMP	2 days	Yes	100%	Yes
Hungary	Statutory	EMP	5 days	Yes	(social security)	Yes
Iceland	13		> 6 months in workforce	Yes	80% of earnings up to a maximum of ISK 480,000 (in 2004)	SI
Ireland	No statutory paternity arrangements (but 3 paid days leave are used to be granted by employers at birth)					
Italy	Limited cases	EMP + Only if lone father or if mother ill. Income related	total leave or the part which mother is ill for	Yes	80% by health insurance also in case of adoption	Yes
Korea	Statutory		3 days within the first 30 days of the child			
Latvia	Statutory	Insured employed fathers	10 days	Yes	80% of the average gross wages upon which contributions have been paid during 6 months	
Lithuania	Statutory	Insured employed fathers with 7 months of insurance during the last 24 months	4 weeks	Yes	100%	Yes
Luxembourg	Statutory	EMP	2 days at child's birth	Yes	100 % (employer)	Yes
Netherlands	Statutory	EMP	2 days (within a month after birth)	Yes	100%	Yes
Norway	Statutory	EMP/QP for both parents	2 weeks after birth ('daddy days') + 6 weeks of statutory father quota of parental leave (out of 54 weeks parental leave)	Yes	2 weeks 'daddy days' are unpaid. Remaining 6 weeks paid at 100% if the total of leave of the father does not exceed 35 weeks; otherwise paid at 80%.	Yes
Poland	Limited cases	EMP; Part of maternity leave over 14 weeks may be used by father	1st child : 4 weeks maximum (16 – 14) 2 and more : 6 weeks maximum (18 - 14)	Yes	100%	Yes
Portugal	Statutory	EMP	5 days in first month after birth	Yes	100%	Yes

Table PF2.1.D: Statutory paternity leave arrangements (1) – 2007/08 (contd.).

<i>Country</i>	<i>Statutory</i>	<i>Criteria</i>	<i>No of days</i>	<i>Paid for whole period</i>	<i>Level of payment</i>	<i>Job guarantee</i>
Slovenia	Statutory	EMP	90 calendar days (13 weeks) 75 days may be taken as full-time leave up to the child's third birthday.	Yes	100% during the first 15 days up to a ceiling of 2.5 times the average wage (EUR3155 per month in 2008); minimum payment at 55% if the minimum wage (i.e. EUR290) For the remaining 75 days, the father is paid social security based on the minimum wage (approximately EUR80 per month). For non-insured fathers, the same rules as for maternity leave apply.	Yes
Spain	Statutory	EMP	15 days (2 more days if multiple births) (10 weeks maternity leave may be transferred to the father if both parents fulfil conditions)	Yes	100%	Yes
Sweden	Statutory	EMP	10 days after the child's birth to be used during the first 60 days and simultaneously with the mother	Yes	80% up to maximum of EUR43,070 per year	Yes
Switzerland						
UK	Statutory	EMP/QF (26 weeks)	2 weeks to be taken by blocks of one week within 8 weeks of birth	Yes	EUR117.18 week or 90% of earnings if this is less	Yes

(1) Details on paternity leave provision are for private sector employees. Self employed are often excluded from paternity leave provision.

(2) 52 weeks parental leave of which 9 reserved to the mother (4 are reserved to the mother and the rest may be shared).

(3) 42 weeks parental 100% paid leave of which 9 reserved to the mother.

(4) Social contributions are paid by the State on the basis of minimum wage.

EMP: has to be working/employed to be eligible

QP: qualifying period: employed have to be in work for a certain amount of time within a certain reference period to be eligible.

Table PF2.1.E: Statutory parental leave arrangements, 2007/08

<i>Country</i>	<i>Statutory type</i>	<i>Duration</i>	<i>Age limit</i>	<i>Payment</i>	<i>Other</i>	<i>Paid father quota</i>
Australia	Parental leave	52	1	No general payment , but paid leave is available in some awards or workplace agreements and/or company policies	Since amendments to the Act in 2005, the mother must take 6 weeks 'maternity leave following the birth of her child.	
Austria	Parental leave	Maximum 2 years taken by parents by periods of 3 months (except 1 month taken together). 2 years also if simultaneous part time 4 years if lone parent PT or both parents work part time alternatively	2 years, can postpone 3 months up to 7 years old.	3 options: 1) a long period: v436 a month for 30 months of for 36 months if both parents apply 2) mid-range option: EUR626 a month for 20 months (or 24 months for 2 parents) 3) a short option: (EUR800 for 15 months or 18 months for both parents Earnings disregard of EUR 14600 per year.	Part time work possible. Independent right for father to a minimum of 3 continuous months. Priority to the mother for the remaining rights. 6 months leave for adoptive parents (child's age limit is 30 months if adopted between 18 and 24 months, 7 years if adopted after 2).	
Belgium	Parental leave	3 months per parent per child (6 months if half time work) (15 months if 80 % part time work)	6; 8 if child is disabled	Separate flat rate leave benefit not specific to parental leave: EUR698.65 pm (FT leave);	FT leave may be taken full-time, or half time over 6 months or for one day a week over 15 months. For half-time leaven the total duration of 6 months can be split into blocks, minimum 2 months. 80% part time work may be split in blocks of at least 3 months. The following rule also available: one month at full-time + 2 months at half time + 5 months at one-fifth.	
Canada	Parental	35 weeks		55% of AW (max CAD 435 pw.		
Czech R.	Parental	156 weeks	3	3 options: 1) long option: basic rate of EUR305 per months until age of 21 months + reduced rate (EUR150) until age 48 months 2) mid-range option: EUR305 until child reaches 36 months 3) short option: EUR455 until age of 24 months, only for women entitled to maternity benefit 10% of APW (or EUR 121 pm)		
Denmark	Parental leave	32 weeks per child to be shared (in continuation of maternity, paternity or even other's parent parental leave) + individual right of 8 unpaid weeks (can spread 32 weeks payment over total 40 weeks leave)	9	Total of 32 weeks 100 % up to maximum (DKR 3515 per week) to be shared.	Possibility to work part time with reduced payment accordingly	

Table PF2.1.E: Statutory parental leave arrangements, 2007/08 (Contd.)

Estonia	Parental. Entitlement per family.	156	3 years	2 types of payment, neither of which is specifically linked to parental leave: 1) Parental benefit: 100% of average earnings in the previous calendar year for 435 days (62 weeks) with a ceiling at 3 times of the average wage (EUR1620 per months in 2008) 2) Childcare benefit: flat-rate payment (EUR 38.5 per month), paid from the end of parental leave benefit until the child reaches age 3, for both working and non-working parents.	Part-time work is possible after the birth, but the parental benefit is reduced. Parental leave may be used in one part or in several parts at any time until a child is three years of age
Finland	1) Parental leave 2) Homecare leave (child not in municipal childcare) 3) Part time	1) 158 days (approx 26 weeks) after mat. Leave, shared among parents) 2) up to 3 rd birthday of younger child taken after paid parental leave 3) Right to PT work to care for child > second school year	1) Under 1 2) 3 years old 3) 8 years	1) during the first 30 days, 75% of annual earning up to EUR46,207, lower % for higher earnings. After, 70% up to EUR30,033, with a lower % for higher earnings 2) basic allowance : EUR294 p/m for first child + subsequent EUR 94,09 p/m (if under 3 years) or EUR 60,46 p/m (if over 3 years), possible supplements. 3) allowance of EUR 70 per month	1) extended in case of multiple births by 60 days per additional child Part time possible for both parents Also for adoptive parents 3) Salary is reduced proportionally
France	1) Parental leave 2) Part time	1) 3 years per parent per child (one year renewable twice); 1 year if adoption 2) Right to part time	1) 3 2) None	1) Separate benefit per household: for 3 years if 2+children, and worked certain numbers of years. Only for 6 months for a 1st child	1) EUR 536 p/m 2) Cannot be refused by employer unless strong reasons
Germany	Parental leave	12 months	3	Replacement rate of 67% of a parent's average earnings during the 12 months preceding childbirth, up to a ceiling of EUR 1800 per months; minimum payment is EUR 300 even for parents without prior income. Low income supplement: for every EUR 2 of monthly earnings below EUR 1000, their childrearing benefit increases by 0.1 per cent. Speed premium bonus: if another child is born within the 24 months the childrearing benefit is increased by 10%.	Instead of 12(+2) months the childrearing benefit can be spread over 24(+4) months, but the monthly benefit level is reduced so that the overall payment remains the same. Both parents are entitled to take leave at the same time and both can take-up to two leave intervals. Sharing bonus: both parents are equally entitled to the childrearing benefit but if the father takes at least 2 months of leave, the overall length of benefit payment is extended to 14 months. Part-time option: parents can work up to 30 hours a week, and the benefit payment is reduced. The final year of parental leave may be taken up to a child's eighth birthday with the employer's agreement.

Table PF2.1.E: Statutory parental leave arrangements, 2007/08 (Contd.)

<i>Country</i>	<i>Statutory type</i>	<i>Duration</i>	<i>Age limit</i>	<i>Payment</i>	<i>Other</i>	<i>Paid father quota</i>
Greece	Parental leave	3,5 months per parent	3.5	Unpaid	Part-time only upon employer's approval. Also for adoptive parents	
Hungary	Parental leave (GYED)	Up to a child's 2 nd birthday	2	70% of previous salary (up to a ceiling of EUR355 per months (70% of minimal daily wage).	Possibility to work if child is over 1 year Non-insured parents can also receive flat-rate benefits of (EUR105) per month until the child's third birthday.	
Iceland	Parental leave	13 weeks per parent, non transferable		Unpaid		13 weeks
Ireland	Parental leave	14 weeks per parent (in separate blocks of a minimum of 6 continuous weeks unless other agreement with the employer)	8	Unpaid	Also in case of adoption No part time	
Italy	Parental leave	11 months maximum per child to be shared: 6 months maximum for the mother and 6 for the father, extended to 7 if the father claims at least 3 months. 10 months for lone parent	8 (6 if adoption)	Child under 3: 30% for 6 months maximum. 30% over 6 months only if incomes below a maximum. Child aged 3-8 : unpaid	Also for adoption Duration of paid leave up to 3 year for severely handicapped child. Also 3 months 30% paid leave for self employed during first child year	
Japan	Childcare leave	52 weeks which can be used by either parent	1	Paid at rates ranging from 30 to 60% of usual salary	Parents can extend child-care leave for an additional 6 months, but the employee must show that taking this extra, temporary leave is necessary to avoid outright resignation.	
Korea	Parental leave	12 months per parent (individual right)	5	Flat rate of USD 463 per month	Parents have to use it consecutively	
Latvia	Child care leave	12 months	1	70% of the average gross wage upon which contributions have been paid during 12 months	Parental benefit is paid to persons who are on child care leave or continued to work during the child care period.	
Lithuania	Parental leave	24 months	2	100% after the expiry of the maternity leave until child is 1 year and 85% for the remaining period.	In case of multiple births, the benefits are multiplied	
Luxembourg	Parental leave	6 months per parent per child (12 months if work under 50 % full time), to be taken after mat. leave, and before 5 th child's birthday for the other parent	After mat. leave	EUR 1840 per month during 6 months if full time; EUR920 per month during 12 months if part time	To be taken in one block Part time only on employer's approval 2 supplementary full time months if multiple birth	
Netherlands	1) Parental leave 2) PT work	1) 3 months per parent per child (6 months if half part time work) One parent at a time (mother has priority) 2) Right to change working time	1) 8 2) no	1) Unpaid, except civil servant (75%) or favourable collective agreements For participants in the life course saving scheme, tax reduction of half the statutory minimum wage (50% of EUR1,335 a month) 2) Wage reduced accordingly.	1) Flexibility: leave to be taken in blocks of at least one month. Also 4 months adoption unpaid leave (for child up to 12) 2) There is also an entitlement to increase working time	

Table PF2.1.E: Statutory parental leave arrangements, 2007/08 (Contd.)

<i>Country</i>	<i>Statutory type</i>	<i>Duration</i>	<i>Age limit</i>	<i>Payment</i>	<i>Other</i>	<i>Paid father quota</i>
Norway (see also maternity and paternity leaves)	1) Paid parental leave 2) additional unpaid leave 3) part time centre	1) Maximum length is 54 weeks with 100% paid leave. Of these, 9 weeks are for the mothers (included under maternity leave) and 6 weeks are for the fathers. The remaining 39 weeks are a family entitlement and may be taken by either mother or father. 2) 1 year 3) 2 years, if parents don't use a full-time place in a publicly-funded childcare.	1) 3 2) 2 3) 1 – 3	100% if one parent take up to 29 weeks of the family entitlement (up to maximum 400,872 NOK) a year - 80 % if parent take more than 29 weeks of the family entitlement (up to 39 weeks) 2) Unpaid 3) NOK 3,307 per month.	The sharable period (39 or 29 weeks) may be taken simultaneously by parents working part time.	6 weeks, if the mother works at least 50% of FT week.
Poland	Parental Leave	36 months per family	4 (18 if Disability)	EUR115 per month for 24 months; Means-tested benefit at household level for 3 years at maximum if monthly household income is less than EUR145.	to be taken in no more than four blocks Parents can take leave together for up to 3 months Leave may be extended for another 36 months if a child is disabled or chronically ill.	
Portugal	1) Parental leave 2) Special leave 3) Part time	1) 3 months per parent (6 months if part time) 2) 2 years (3 years for 3+ children, 4 years if handicapped child) 3) one more child under 12	1) 6 2) 6; 12 if PT 3) 12	1) Unpaid, except for 15 (calendar) 'daddy days', paid at 100% 2) Unpaid	1) part time possible 2) possibility to work part time 3) also right to flexible hours	15 days
Slovak Republic	Parental leave	Up to child's 3 rd birthday; Individual right to be taken after maternity leave	3	SKK 3790 pm; (SKK 1200 if the parent is working or on sick-pay)	22 weeks leave for adoptive parents	
Slovenia	Parental leave	260 days (37 weeks). Each parent is entitled to half of the total, but this individual right may be transferred between parents.		100% of average earning of the previous 12 months up to a ceiling of 2.5 the average wage. For non insured persons, the same rules as for maternity leave apply.	Parental leave can be taken as 520 days of a half-time lave combined with part-time work. The benefit paid is reduced accordingly. Up to 75 days may be taken at any time up to the child's eighth birthday, as FT or PT leave on a daily basis.	
Spain	Parental Part time	3 years per parent per child Reduction daily work time of 30-50%	3; (6 if PT)	Unpaid (but varies across regions) No		
Sweden	Parental leave (including mat/pat)	(480 days to be shared between the parents, 60 days reserved each parent)	8	First 390 days: 80% (>max SEK 294 750 p/m. Next 90 days : SEK 60 p/d	Parental leave is fully flexible: may be divided in full days, half, 1/4, 1/8 (one hour). Same leave for adoptive parents	60 days for fathers
UK	Parental leave	13 weeks per child (18 if disabled and both working parents); max 4 weeks per year by blocks of at least one week	5	Unpaid	Adoptive parents have right to paid statutory maternity leave and unpaid parental leave	
US	Family and medical leave	12 weeks for each parent, with a maximum of 4 continuous weeks to be taken in any one calendar year.	1	Unpaid – but local variations and employers can provide payment compensation	Covers maternity, adoption, care for spouse, child, parents with serious health condition	

Legislation as applied the 1st January 2008, except in Korea where information refers to the situation as in June 2008.

Sources: Moss, P. and M. Korintus (2008), *International Review of leave Policies and related research*, DTI Employment Relations Research Series, No. 100; Missoc tables: Social Protection in EU Member States; OECD *Babies and Bosses* (various issues) or information provided by National authorities in non EU countries.