#### PF2.1: Key characteristics of parental leave systems

Definitions and methodology

This indicator provides an overview of parental leave systems across OECD and EU countries. Parental leave systems are diverse and individual systems do not always fit neatly into classifications suitable for international comparison. That said, four general types of parental leave are identifiable:

**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 prewith 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 (for example, Australia, Iceland, New Zealand, Norway and Sweden), there is no separate regulation for maternity leave with stipulations instead integrated into the parental leave scheme.

**Paternity leave:** employment-protected leave of absence for employed fathers at or in the first few months after childbirth. Paternity leave is not stipulated by international convention. In general, 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 (e.g. Iceland), father specific leave entitlements are part of the parental leave scheme, rather than a separate right.

**Parental leave:** employment-protected leave of absence for employed parents, which is often supplementary to specific maternity and paternity leave periods, and frequently, but not in all countries, follows the period of maternity leave. Entitlement to the parental leave period is often individual (i.e. each parent has their own entitlement) while entitlement to public income support is often family-based, so that in general only one parent claims such income support at any one time (except for a short period after childbirth). In some countries parental leave is generally a sharable family entitlement but with certain periods reserved for use by the mother or father, while in others (such as Austria and Germany) 'bonus' paid weeks are offered if both parents use a certain portion of the family entitlement. Assuming that the family wishes to maximize the total length of leave on offer, this implies that a certain number of weeks are effectively 'reserved' for fathers.

Home care leave (or childcare or child raising leave): employment-protected leaves of absence that sometimes follow parental leave and that typically allow at least one parent to remain at home to provide care until the child is two or three years of age. Home care leaves are less common than the other three types of leave and are offered only in a minority of OECD countries. They are also often unpaid, and where a benefit is available the home care leave tends to be paid only at a low flat-rate.

In addition to these common types, a couple of additional working definitions are used in this indicator to allow for full and consistent cross-country comparison of leave entitlements:

**Parental and home care leave available to mothers:** covers all weeks of employment-protected parental and home care leave that can be used by the mother. This includes any weeks that are an individual entitlement or that are reserved for the mother, and those that are a sharable or family entitlement. It excludes any weeks of parental leave that are reserved for the exclusive use of the father.

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).

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Father-specific parental and home care leave: covers any weeks of employment-protected parental or home care leave that can be used only by the father or 'other parent'. This includes any weeks of parental leave that are and individual non-transferable entitlement for the father or 'other parent', plus any weeks of sharable leave that are effectively 'reserved' because they must be used by the partner of the main leave-taker (often the father) in order for the family to qualify for bonus weeks. Weeks are included here only if they are fully non-transferable. Any entitlements that are initially given to the father but that can be transferred to the mother are excluded.

Tables PF2.1.C-PF2.1.F – shown towards the end of this document – detail the key characteristics of maternity, paternity, and parental and home care leaves across countries. First, however, tables PF2.1.A and PF2.1.B and charts PF2.1.A-PF2.1.C summarise paid leave entitlements. They show the duration of paid maternity leave, paid parental and home care leave available to mothers, paid paternity leave and paid father-specific parental and home care leave. In all cases entitlements reflect only those weeks of leave for which at least some payment is available. Because payment rates vary across countries and types of leave, entitlements are presented in both 'duration in weeks' form and in 'full-rate equivalent' (FRE) form, that is, as the length of the paid leave in weeks if it were paid at 100% of previous earnings. The calculation of the full-rate equivalent (FRE) can be summarized by:

FRE = Duration of leave in weeks \* payment rate (as per cent of average earnings) received by the claimant over the duration of the leave

The payment rates shown are the average payment rate available across the relevant paid leave for an individual on 100% of (2014) national average earnings. In most countries leave payments are calculated on the basis of gross earnings, with the rates shown reflecting the proportion of gross earnings replaced by the relevant payments. However, in some (e.g. Austria, Chile, France and Germany) payments are based on net (post income tax and social security contribution) earnings. Payment rates for these countries reflect the proportion of net earnings replaced by the relevant payments, and should not be compared directly with those payment rates based on gross earnings (see the notes to table PF2.1.A. for more detail).

The information shown in the tables below refer to entitlements, benefit rules and payment rates applicable at April 2015 (unless otherwise specified).

Key findings

On average across OECD countries, mothers are entitled to just less than 18 weeks of paid maternity leave around childbirth (table PF2.1.A and chart PF2.1.A). Almost all OECD countries offer paid maternity leaves that last at least three months – which is not surprising given that both the ILO convention on maternity leave and the current EU directive on maternity leave stipulate that mothers should have access to at least 14 weeks of maternity leave – with the United States the only country to offer no statutory entitlement to paid leave on a national basis. In some countries entitlements to paid maternity leave extend to over six months. In the United Kingdom, for example, mothers can take up to nine months paid maternity leave.

Maternity leaves are generally well paid. Most OECD countries provide payments that replace over 50% of previous earnings, with twelve countries offering a mother on average earnings full compensation across the leave. Payment rates are lowest in Ireland and the United Kingdom, where only around one-third of gross average earnings are replaced by maternity benefit. As a result, despite lengthy paid leave entitlements, full-rate equivalent paid maternity leave in these countries lasts only nine and twelve weeks respectively.

#### Table PF2.1.A. Summary of paid leave entitlements available to mothers

Paid maternity, parental and home care leave available to mothers, in weeks, 2015<sup>a</sup>

		1	Paid maternity	leave		rental and hom		Total paid	leave available	
		Length, in weeks	Average payment rate <sup>b</sup> (%)	Full-rate equivalent, in weeks	Length, in weeks	Average payment rate <sup>b</sup> (%)	Full-rate equivalent, in weeks	Length, in weeks	Average payment rate <sup>b</sup> (%)	Full-rate equivalent in weeks
		(1)	(2)	(3)	(4)	(5)	(6)	(7)=(1)+(4)	(8)	(9)
Australia		6.0	42.0	2.5	12.0	42.0	5.0	18.0	42.0	7.6
Austria	(b)	16.0	100.0	16.0	44.0	80.0	35.2	60.0	85.3	51.2
Belgium		15.0	76.6	11.5	17.3	20.3	3.5	32.3	46.4	15.0
Canada		17.0	48.3	8.2	35.0	54.7	19.1	52.0	52.6	27.3
Chile	(b)	18.0	100.0	18.0	12.0	100.0	12.0	30.0	100.0	30.0
Czech Republic		28.0	70.0	19.6	82.0	44.7	36.7	110.0	51.1	56.3
Denmark		18.0	54.1	9.7	32.0	54.1	17.3	50.0	54.1	27.0
Estonia		20.0	100.0	20.0	146.0	44.6	65.1	166.0	51.3	85.1
Finland		17.5	78.5	13.7	143.5	20.1	28.9	161.0	26.5	42.6
France	(b)	16.0	93.5	15.0	26.0	14.6	3.8	42.0	44.7	18.8
Germany	(b,d)	14.0	100.0	14.0	44.0	65.0	28.6	58.0	73.4	42.6
Greece '	( , ,	43.0	53.9	23.2	0.0	0.0	0.0	43.0	53.9	23.2
Hungary		24.0	70.0	16.8	136.0	40.0	54.3	160.0	44.5	71.1
Iceland		13.0	63.8	8.3	13.0	63.8	8.3	26.0	63.8	16.6
Ireland		26.0	35.0	9.1	0.0	0.0	0.0	26.0	35.0	9.1
Israel	(e)	14.0	100.0	14.0	0.0	0.0	0.0	14.0	100.0	14.0
Italy	(-)	21.7	80.0	17.4	26.0	30.0	7.8	47.7	52.7	25.2
Japan		14.0	67.0	9.4	44.0	59.9	26.4	58.0	61.6	35.8
Korea		12.9	79.7	10.2	52.0	29.0	15.1	64.9	39.0	25.3
Luxembourg		16.0	100.0	16.0	26.0	38.8	10.1	42.0	62.1	26.1
Mexico		12.0	100.0	12.0	0.0	0.0	0.0	12.0	100.0	12.0
Netherlands		16.0	100.0	16.0	0.0	0.0	0.0	16.0	100.0	16.0
New Zealand		16.0	47.9	7.7	0.0	0.0	0.0	16.0	47.9	7.7
Norway		13.0	98.7	12.8	78.0	41.8	32.6	91.0	50.0	45.5
Poland		26.0	100.0	26.0	26.0	60.0	15.6	52.0	80.0	41.6
Portugal		6.0	100.0	6.0	24.2	57.6	14.0	30.2	66.1	20.0
Slovak Republic		34.0	65.0	22.1	130.0	23.4	30.4	164.0	32.0	52.5
Slovenia		15.0	100.0	15.0	37.1	90.0	33.4	52.1	92.9	48.4
Spain		16.0	100.0	16.0	0.0	0.0	0.0	16.0	100.0	16.0
Sweden		8.6	77.6	6.7	51.4	61.1	31.4	60.0	63.4	38.1
Switzerland		14.0	56.8	7.9	0.0	0.0	0.0	14.0	56.8	7.9
Turkey		16.0	66.0	10.6	0.0	0.0	0.0	16.0	66.0	10.6
United Kingdom		39.0	31.3	12.2	0.0	0.0	0.0	39.0	31.3	12.2
United States		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
OECD average		17.7	•	-	36.4	•	-	54.1	•	•
Bulgaria		58.6	90.0	52.7	51.9	41.1	21.3	110.4	67.0	74.0
Croatia		30.0	100.0	30.0	26.0	34.2	8.9	56.0	69.4	38.9
Cyprus	(f,g,h)	18.0	72.0	13.0	0.0	0.0	0.0	18.0	72.0	13.0
Latvia	('',&,'')	16.0	80.0	12.8	78.0	53.1	41.4	94.0	57.7	54.2
Lithuania		18.0	100.0	18.0	44.0	100.0	44.0	62.0	100.0	62.0
Malta		18.0	87.1	15.7	0.0	0.0	0.0	18.0	87.1	15.7
Romania	(b)	18.0	85.0	15.3	43.0	85.0	36.6	61.0	-	10.7

a) The table refers to paid leave entitlements in place as of April 2015. See Tables PF2.1.C, PF2.1.D, PF2.1.E and PF2.1.F for details on benefit payment rules and conditions.

b) The "average payment rate" refers the proportion of previous earnings replaced by the benefit over the length of the paid leave entitlement for a person earning 100% of average national (2014) earnings. If this covers more than one period of leave at two different payment rates then a weighted average is calculated based on the length of each period. In most countries benefits are calculated on the basis of gross earnings, with the "payment rates" shown reflecting the proportion of gross earnings replaced by the benefit. In Austria, Chile, Germany and Romania (parental leave only) benefits are calculated based on previous net (post income tax and social security contribution) earnings, while in France benefits are calculated based on post-social-security-contribution earnings. Payment rates for these countries reflect the proportion of the appropriate net earnings replaced by the benefit. Additionally, in some countries maternity and parental benefits may be subject to taxation and may count towards the income base for social security contributions. As a result, the amounts actual amounts received by the individual on leave may differ from those shown in the table.

c) Information refers to parental leave and subsequent periods of paid home care leave to care for young children.

d) Information for Germany does not include weeks of leave covered by the childcare benefit (Betreuungsgeld), which was abolished in July 2015.

e) The statistical data for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the ÓECD 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.

f) 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";

g) 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.

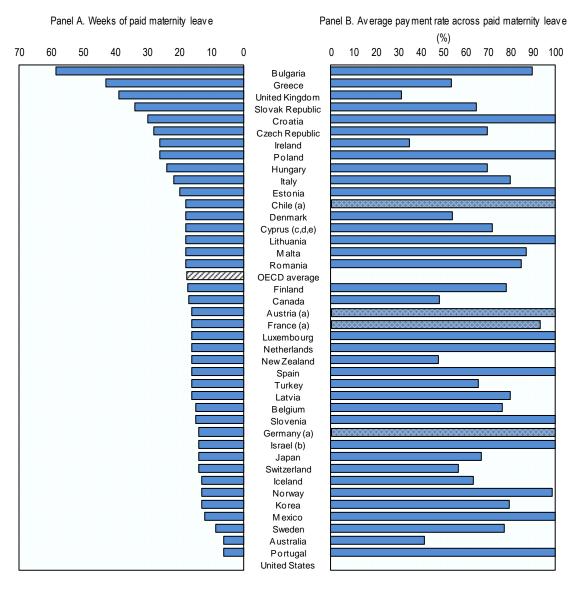
h) Payment rates in Cyprus based on average wages from 2007 Sources: see tables PF2.1.C-PF2.1.F

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### Chart PF2.1.A. Paid maternity leave, 2015

Duration of paid maternity leave and the average payment rate<sup>a</sup> across paid maternity leave for an individual on national average earnings



- a) Cross-hatching indicates payment rates based on net earnings. See note b) to Table PF2.1.A.
- b) See note e) in Table PF2.1.A
- c) See note f) in Table PF2.1.A
- d) See note g) in Table PF2.1.A
- e) See note h) in Table PF2.1.A

Sources: see tables PF2.1.C-PF2.1.F

The availability and generosity of paid parental and home care leave varies considerably across countries (table PF2.1.A and chart PF2.1.B). The OECD average entitlement available to mothers stands at just over 36 weeks, with most countries that offer at least some leave providing somewhere between 26 and 52 weeks. However, 11 OECD countries offer no entitlement to paid parental or home care leave, while at the other extreme four OECD countries (Estonia, Finland, Hungary and the Slovak Republic) provide a statutory entitlement to over two-and-a-half years.

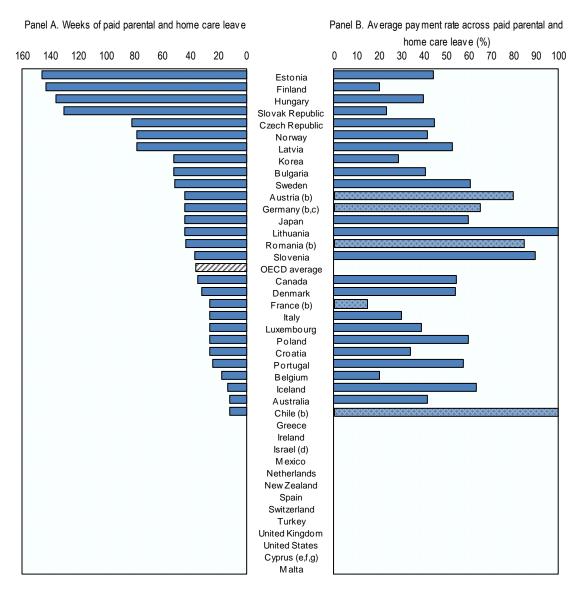
Parental and home care leave payment rates tend to be lower than those for maternity leave. Most countries provide benefits that replace somewhere around 40% to 60% of previous earnings, but this varies considerably across countries. The lowest payment rates tend to be found in countries with the longest entitlements. In the Slovak Republic, for example, payments across the 130-week paid parental leave entitlement replace only 23% of average gross earnings, while in Finland the payment rate falls to 20.1%.

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In the latter case, this is because a substantial portion of the overall leave entitlement takes the form of an extended 'home care' leave. The objectives behind paid home care leaves tend to be a little different to those behind paid parental leave – rather than providing parents with short-term compensation for earnings forgone by suspending employment, these extended benefits instead look to offer medium-term financial support to parents who wish to remain at home to care for young children. As a result, these longer leaves are often paid only through low flat-rate benefits and usually replace only a small proportion of previous earnings.

### Chart PF2.1.B. Paid parental and home care leave available to mothers, 2015

Duration of paid parental and home care leave available to mothers<sup>a</sup>, and the average payment rate<sup>b</sup> across paid parental and home care leave available to mothers for an individual on national average earnings



- a) See note c) in Table PF2.1.A
- b) Cross-hatching indicates payment rates based on net earnings. See note b) to Table PF2.1.A
- c) See note d) in Table PF2.1.A
- d) See note e) in Table PF2.1.A
- e) See note f) in Table PF2.1.A
- f) See note g) in Table PF2.1.A
- g) See note h) to Table PF2.1.A Sources: see tables PF2.1.C-PF2.1.F

#### Table PF2.1.B. Summary of paid leave entitlements for fathers

Paid paternity leave and paid parental and home care leave reserved (or effectively reserved)<sup>a</sup> for fathers, in weeks, 2015<sup>b</sup>

			Paid paternity I	eave		rental and hom		Total paid	leave reserved	d for fathers
		Length, in weeks	Average payment rate <sup>c</sup> (%)	Full-rate equivalent, in weeks	Length, in weeks	Average payment rate <sup>c</sup> (%)	Full-rate equivalent, in weeks	Length, in weeks	Average payment rate <sup>c</sup> (%)	Full-rate equivalent, in weeks
		(1)	(2)	(3)	(4)	(5)	(6)	(7)=(1)+(4)	(8)	(9)
Australia		2.0	42.0	0.8	0.0	0.0	0.0	2.0	42.0	0.8
Austria	(c)	0.0	0.0	0.0	8.7	80.0	6.9	8.7	80.0	6.9
Belgium		2.0	72.8	1.5	17.3	20.3	3.5	19.3	25.8	5.0
Canada		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Chile	(c)	1.0	100.0	1.0	0.0	0.0	0.0	1.0	100.0	1.0
Czech Republic		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Denmark		2.0	54.1	1.1	0.0	0.0	0.0	2.0	54.1	1.1
Estonia		2.0	100.0	2.0	0.0	0.0	0.0	2.0	100.0	2.0
Finland		3.0	75.0	2.3	6.0	68.6	4.1	9.0	70.7	6.4
France	(c)	2.0	93.5	1.9	26.0	14.6	3.8	28.0	20.2	5.7
Germany	(c)	0.0	0.0	0.0	8.7	65.0	5.7	8.7	65.0	5.7
Greece		0.4	100.0	0.4	0.0	0.0	0.0	0.4	100.0	0.4
Hungary		1.0	100.0	1.0	0.0	0.0	0.0	1.0	100.0	1.0
Iceland		0.0	0.0	0.0	13.0	63.8	8.3	13.0	63.8	8.3
Ireland		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Israel	(d)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Italy		0.2	100.0	0.2	0.0	0.0	0.0	0.2	100.0	0.2
Japan		0.0	0.0	0.0	52.0	58.4	30.4	52.0	58.4	30.4
Korea		0.6	100.0	0.6	52.0	29.9	15.5	52.6	30.7	16.1
Luxembourg		0.4	100.0	0.4	26.0	38.8	10.1	26.4	39.8	10.5
Mexico		1.0	100.0	1.0	0.0	0.0	0.0	1.0	100.0	1.0
Netherlands		0.4	100.0	0.4	0.0	0.0	0.0	0.4	100.0	0.4
New Zealand		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Norway		0.0	0.0	0.0	10.0	98.7	9.9	10.0	98.7	9.9
Poland		2.0	100.0	2.0	0.0	0.0	0.0	2.0	100.0	2.0
Portugal		4.0	100.0	4.0	17.3	43.6	7.5	21.3	54.2	11.5
Slovak Republic		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Slovenia		2.1	90.0	1.9	0.0	0.0	0.0	2.1	90.0	1.9
Spain		2.1	100.0	2.1	0.0	0.0	0.0	2.1	100.0	2.1
Sweden		1.4	63.4	0.9	8.6	77.6	6.7	10.0	75.6	7.6
Switzerland		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Turkey		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
United Kingdom		2.0	20.6	0.4	0.0	0.0	0.0	2.0	20.6	0.4
United States		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
OECD average		0.9	-	-	7.2	-	-	8.2	-	-
Bulgaria		2.1	90.0	1.9	0.0	0.0	0.0	2.1	90.0	1.9
Croatia		0.0	0.0	0.0	8.7	34.2	3.0	8.7	34.2	3.0
Cyprus	(e,f,g)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Latvia		1.4	80.0	1.1	0.0	0.0	0.0	1.4	80.0	1.1
Lithuania		4.0	100.0	4.0	0.0	0.0	0.0	4.0	100.0	4.0
Malta		0.2	100.0	0.2	0.0	0.0	0.0	0.2	100.0	0.2
Romania		1.0	100.0	1.0	0.0	0.0	0.0	1.0	100.0	1.0

a) Information refers to entitlements to paternity leave, 'father quotas' or periods of parental leave that can be used only by the father and cannot be transferred to the mother, and any weeks of sharable leave that must be taken by the father in order for the family to qualify for 'bonus' weeks of parental leave.

b) The table refers to paid leave entitlements in place as of April 2015. See Tables PF2.1.C, PF2.1.D, PF2.1.E and PF2.1.F for details on benefit payment rules and conditions.

c) The "average payment rate" refers the proportion of previous earnings replaced by the benefit over the length of the paid leave entitlement for a person earning 100% of average national (2014) earnings. If this covers more than one period of leave at two different payment rates then a weighted average is calculated based on the length of each period. In most countries benefits are calculated on the basis of gross earnings, with the "payment rates" shown reflecting the proportion of gross earnings replaced by the benefit. In Austria, Chile, and Germany benefits are calculated based on previous net (post income tax and social security contribution) earnings, while in France benefits are calculated based on post-social-security-contribution earnings. Payment rates for these countries reflect the proportion of the appropriate net earnings replaced by the benefit. Additionally, in some countries maternity and parental benefits may be subject to taxation and may count towards the income base for social security contributions. As a result, the amounts actual amounts received by the individual on leave may differ from those shown in the table.

d) The statistical 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.

e) 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";

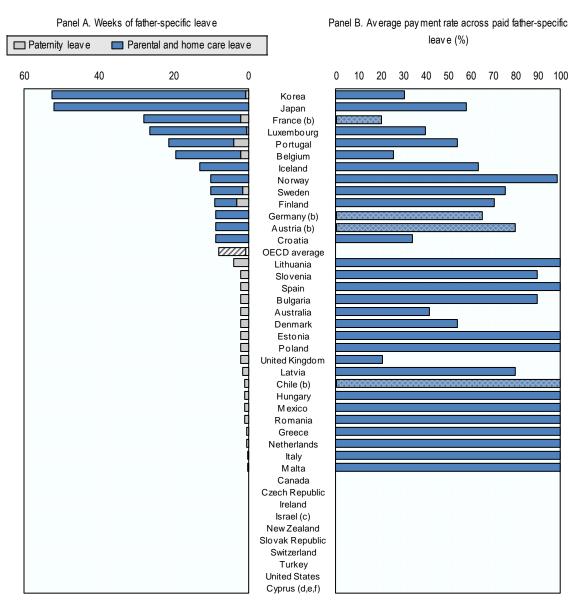
f) Footnote by all the European Union Member States of the OECD and the European Commission: The Republic of Cyprus is recognized by all members of the United Nations with the exception of Turkey. The information in this document relates to the area under the effective control of the Government of the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

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g) Payment rates in Cyprus based on average wages from 2007 Sources: see tables PF2.1.C-PF2.1.F

#### Chart PF2.1.C. Paid leave reserved for fathers, 2015

Duration of paid paternity leave and paid father-specific parental and home care leave<sup>a</sup> in weeks, and the average payment rate<sup>b</sup> across paid paternity and father-specific leave for an individual on national average earnings



- a) See notes a) to Table PF2.1.B
- b) Cross-hatching indicates payment rates based on net earnings. See note c) to Table PF2.1.B
- c) See note d) to Table PF2.1.B
- d) See note e) to Table PF2.1.B
- e) See note f) to Table PF2.1.B
- f) See note g) to Table PF2.1.B
- Sources: see tables PF2.1.C-PF2.1.F

Paid leaves specific to or reserved for fathers tend to be far shorter than maternity and parental leaves (table PF2.1.B and chart PF2.1.C). On average OECD countries offer eight weeks of paid father-specific leave, either through paid paternity leave or paid father-specific parental or home care leave. Nine OECD countries provide no paid father-specific leave at all, and eleven offer two weeks or less. At the other end of the scale, seven countries reserve three months or more paid leave just for fathers, with the father-

specific entitlements in the two East Asian OECD countries – Japan and Korea – lasting as long as twelve months.

Father-specific leaves are often well paid when short, although payment rates tend to fall once entitlements last longer than one month or so. Of those countries that offer at least one month, some of the highest payment rates are in Norway – where payments replace almost 100% of gross earnings for an average earner – and Sweden, where payments across the 10 weeks of paid paternity and paid father-specific parental leave replace over 75% of gross earnings for an average earner. Although only 58% of average gross earnings are covered by the parental leave benefit in Japan, these payments stretch across all of 52 weeks of the father's individual entitlement. This produces a 'full-rate equivalent' father-specific leave equal to 30.4 weeks (Table PF2.1.B), which is by far the most generous paid father-specific entitlement in the OECD.

#### Comparability and data issues

In addition to issues around the classification of leave entitlements, international comparisons of leave systems are affected by several other issues:

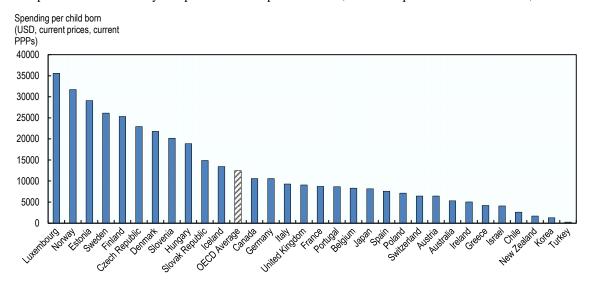
- State and local governments can provide alternative entitlements and additional financial support for parents on leave. This is the case, for example, in the several U.S. States (e.g. California) and in the province of Québec in Canada, where maternity benefits are paid at a slightly higher rate than in the rest of Canada. Such local variations are not included here, and stated provisions reflect only those that are statutory entitlements at the national or federal level.
- Employer-provided top-up payments (over and above the statutory minimum) for those on leave
  are not included. Practices differ across firms, sectors and countries, but in many OECD
  countries these payments are substantial, so the indicators above will in some countries
  underestimate the amount that parents receive.
- Leave benefits in some but not all countries may be subject to taxation and may count towards
  the income base for social security contributions. As a result, the actual amounts received by the
  individual on leave may differ from those shown above, depending on the rules for and rates of
  taxation in the given country.
- Lastly, comparisons of statutory leave entitlements do not capture cross-national variations in take up of the various policies. In some countries, societal norms and culture may act as an effective barrier to take up for some parents. For example and as touched on above, Japan offers an extremely generous paid father-specific leave entitlement, but only around 2% of employed new fathers in Japan take advantage of the leave (Nakazato and Nishimura, 2015). As a result, while the information above reflects what is technically on offer to parents, statutory entitlements may say little about what is actually used.

An alternative method of comparing leaves systems across countries is to consider public expenditure on parental leave. In this manner, a broader picture is obtained of the relative generosity of systems and, to some degree at least, of the actual use of these systems countries. Chart PF2.1.D shows public expenditure on maternity and parental leave per child born in current US dollars (current PPPs).

Public expenditure on maternity and parental leave ranges from as high as USD 36000 per child born in Luxembourg to as low as USD 242 per child born in Turkey, with an OECD average of USD 12000 per child born. Spending is generally highest in Nordic and Eastern European OECD countries, reflecting in the former case the generosity of payment rates and high level take up of leave among both mothers and fathers, and in the latter case the lengthiness of paid parental leave available to mothers. The lowest levels of public expenditure come from a variety of countries. In New Zealand and Turkey, low spending most likely reflects the limited length of paid leave available to either parent.

#### Chart PF1.6.D. Public expenditure on maternity and parental leaves, 2011

Public expenditure on maternity and parental leaves per child born, at current prices and current PPPs, in US dollars



Sources: OECD Social Expenditure Database; OECD Health Statistics

Country-specific notes for the calculation of paid leaves shown in Tables PF2.1.A and PF2.1.B and for Charts PF2.1.A-C (the data reflects the situation as at April 2015 and does not include more recent reforms):

- Australia: the six weeks of the paid parental leave scheme that mothers are able to use before birth are considered as maternity rights. The remaining twelve weeks are classified as paid parental leave.
- Austria: it is assumed that parents opt for the shorter but higher paid '12(+2)' earnings related option when deciding on the *Elternkarenz* payment scheme. The two months of leave that must be used by the father in order to qualify for the bonus weeks are recorded as father-specific leave.
- Canada: the two-week waiting period is recorded as 'paid maternity leave', as use of the two weeks is necessary in order to receive payment over the remainder of the leave
- Czech Republic: it is assumed that parents opt for the shorter but higher paid '24 month' option.
- Finland: the 3 weeks of fathers-only leave that can be taken at the same time as the mother are classified as 'paternity leave'. The remaining 6 weeks, which cannot be taken while the mother is on parental leave and are usually taken after the parental leave, are considered as weeks of 'father-specific parental leave'.
- France: it is assumed that the relevant birth is the birth of the first child (i.e. there are no other dependent children in the household). Payment rates reflect entitlements where there are no other dependent children in the household.
- Germany: The two months of leave that must be used by the father in order to qualify for the bonus weeks are recorded as father-specific leave.
- Hungary: the paid parental leave entitlement includes the GYED payment for 104 weeks supplemented by the flat-rate GYES payment for the remaining year.
- Iceland: the thirteen weeks of parental leave reserved for the mother are recorded as a maternity entitlement.
- Ireland: the sixteen unpaid weeks of maternity leave are not included.
- Israel: the twelve unpaid weeks of maternity leave are not included.

- Italy: it is assumed that the six months of parental leave pay are taken by the mother. Thus, the father's entitlement to parental leave is effectively unpaid.
- Latvia: parental leave is paid through the earnings-related benefit until the child reaches twelve months old, and then through the flat-rate child raising allowance until the child is eighteen months old.
- Lithuania: it is assumed that parents opt for the shorter but higher paid '12 month' option when deciding on the parental leave payment scheme.
- New Zealand: it is assumed that the sixteen weeks of 'parental leave pay' are used during the
  mother's sixteen weeks of maternity leave. The remaining weeks of parental leave are therefore
  unpaid.
- Norway: it is assumed that parents opt for the shorter but higher paid '46 week' option when deciding
  on the parental leave payment scheme. The thirteen weeks of parental leave reserved for the mother
  are recorded as a maternity entitlement.
- Poland: it is assumed that household income does not fall below the means-tested threshold for payment of the parental allowance.
- Portugal: the thirty days of 'initial parental leave' that must be used by the father in order to qualify for the bonus weeks are recorded as father-specific leave.
- Romania: it is assumed that parents opt for the shorter but higher paid '12 month' option when deciding on the parental leave payment scheme.
- Sweden: the sixty days of parental leave reserved for the mother are recorded as a maternity entitlement.
- Switzerland: the two unpaid weeks of maternity leave are not included.
- United Kingdom: the thirteen unpaid weeks of maternity leave are not included.

Sources and further reading (especially for tables PF2.1.D, PF2.1.E, PF2.1.F and PF2.1.G): MISSOC (2016); Mutual Information System on Social Protection in the EU and EEA, Table IV – Maternity/Paternity and Table IX – Family Benefits, <a href="http://ec.europa.eu/employment\_social/spsi/missoc\_tables\_en.htm">http://ec.europa.eu/employment\_social/spsi/missoc\_tables\_en.htm</a>; Moss, P. ed. (2005-2014), International Review of leave Policies and related research, <a href="http://www.leavenetwork.org/">http://www.leavenetwork.org/</a>;

Table PF2.1.C: Statutory maternity leave arrangements, 2015<sup>1</sup>

Country	Maximum duration (weeks)	Eligibility criteria for payments	Paid	Payment
Australia	No statutory entitlement as such. However, 6 weeks of parental leave can be used by the mother before birth.		Yes	See table PF2.1.F
Austria	16 weeks	All female employees. Self-employed women are eligible only if they are voluntarily health insured.	Yes	100% of average income for the last three months with no ceiling on payments.
Belgium	15 weeks (17 for multiple births)	All female employees. Self-employed women are entitled to maternity leave paid through a separate flat-rate payment.	Yes	First month: 82% of earnings. Remaining weeks: 75% with ceiling of EUR133 per day.
Bulgaria	58.5 weeks (410 calendar days)	12 months of insurance contributions in the 12 months preceding the leave	Yes	90% of the daily average contributory income for 24 months preceding the leave
Canada	17 weeks (varies across provinces, from 15 to 18 weeks)		Yes	15 weeks paid at 55% of average insured earnings with a ceiling of CND 524 per week. The first 2 weeks are a waiting period and are unpaid.
Chile	18 weeks	All female employees and self-employed with at least 3 months of insurance contributions in the 6 months preceding the leave	Yes	100% of average net earnings in the 3 months preceding the leave
Croatia	30 weeks	12 months of consecutive insurance in the 12 months preceding leave, or 18 months with interruptions during the preceding two years.	Yes	100% of average insured earnings for the 6 months preceding the leave, with no ceiling on payments.
Czech Republic	28 weeks (37 for multiple births or for a single mother)		Yes	70% of earnings up to a maximum payment of CZK 31740 per month.
Cyprus <sup>2,3</sup>	18 weeks	At least 270 days of insurance contributions during the 2 years preceding the leave.	Yes	72% of insured earnings during the relevant contribution year.
Denmark	18 weeks	An employee must have worked at least 120 hours in the 13 weeks preceding the paid leave to receive full compensation.	Yes	100% of earnings up to a ceiling of DKK 4,135 per week.
Estonia	20 weeks (140 days)	All female employees and self-employed	Yes	100% of earnings with no ceiling on payments.
Finland	17.5 weeks (105 working days)	All women who fulfil residence criteria	Yes	During the first 56 days of leave, 90% of annual earnings up to EUR 56,302, and 32.5% for earnings above this level. For the remainder, 70% of earnings up to EUR 36,420, 40% between EUR 36419 and EUR 56,302 and 25% of earnings above EUR 56,302. The minimum daily benefit is EUR 24.02.
France	First or second child: 16 weeks; third of higher: 24 weeks.	All employed and self-employed women	Yes	100 % of net (post-social-security contribution) with a maximum daily benefit of EUR 82.33
Germany Greece	14 weeks (18 multiple births) 17 weeks basic maternity leave	All female insured employees. Self-employed women are not entitled. 200 days of work in last 2 years for full compensation.	Yes Yes	100 % of earnings with no ceiling on payments.  1st month: 100% of earnings paid by the employer. For the remainder: 50% of the estimated wage of the mother's social insurance class, plus a child benefit supplement of 10% for each additional child, up to a maximum of 40%. The minimum benefit is 66.7% of the mother's earnings. The maximum amount is €47.47 per day for a mother with no dependants, and €66.46 for a mother with 4 dependants.
	26 weeks special maternity leave	All women insured with IKA-ETAM	Yes	Paid through a flat-rate benefit equal to the statutory minimum wage (€683.76 per month in 2015)
Hungary	24 weeks	All female employees and self-employed with at least 365 calendar days of employment in the 2 years preceding the leave	Yes	70 % of earnings with no ceiling payments.
Iceland	13 weeks (3 months), embedded in parental leave scheme. See table PF2.1.F		Yes	See table PF2.1.F
Ireland	42 weeks	39 weeks of insurance contributions in the 12 months preceding leave	Yes (26 weeks)	EUR 230 per week. The remaining 16 weeks are unpaid.
Israel	26 weeks	All female employees and self-employed with at least 10 months of contributions in the 14 months preceding the leave	Yes (14 weeks)	100% of earnings for the first 14 weeks, with a ceiling of five times the average salary (ISL44,755 in 2015). The remaining 12 weeks are unpaid
Italy	21.7 weeks (5 months)	All insured female employees and self-employed	Yes	80% with no ceiling on payments
Japan	14 weeks	All women enrolled in the Employees' Health Insurance system (excluding self- employed, part-time or casual employees)	Yes	67% up to a ceiling
Korea	12.9 weeks (90 calendar days)	All female employed	Yes	100% with no ceiling for the first 60 days, paid by the employer. The remainder is paid at 100% of earnings up to a ceiling of KRW 1,350,000, and is paid by Employment Insurance.
Latvia	16 weeks (112 calendar days)	All female employees and self-employed	Yes	80% of earnings with no ceiling on payments.
Lithuania	18 weeks (126 calendar days)	All female employees and self-employed with 12 months of insurance contributions during the last 24 months.	Yes	100% up to a ceiling of 3.2 times average insured monthly income (EUR 1380 in 2015)
		11		Undated: 28-02-16

Country	Maximum duration (weeks)	Eligibility criteria for payments	Paid	Payment
Luxembourg	16 weeks	All female employees and self-employed who have paid insurance contributions for at least six months preceding the birth.	Yes	100% of earning to a ceiling equal to 5 times the minimum social wage (EUR 9,605.13 per month)
Malta	18 weeks	All employees	Yes	First 14 weeks: continued payment by the employer at 100% of earnings with no ceiling on payments. Remaining 4 weeks: flat-rate benefit of EUR 166.30 per week
Mexico	12 weeks	Female employees in formal employment with 30 weeks of insurance contributions in the 12 months preceding the leave	Yes	100% of earnings with no ceiling on payments
Netherlands	16 weeks	All female employees. Self-employed women are entitled but are paid through a separate flat-rate benefit.	Yes	100% up to a ceiling of EUR 197 per day
New Zealand	16 weeks	All female employees who have worked for the employer for an average of at least ten hours over the six months preceding the birth and at least one hour a week over the 12 months preceding the birth	No. But can use 16 weeks of parental leave pay	See table PF2.1.F
Norway	13 weeks, embedded in parental leave scheme. See table PF2.1.F	See table PF2.1.F	Yes	See table PF2.1.F
Poland	26 weeks	All insured female employees and self-employed	Yes	100 % of earnings with no payment ceiling, or 80% of earnings with no payment ceiling if the recipient wishes to receive a higher payment rate during paid parental leave (see table PF2.1.F)
Portugal	6 weeks, embedded in parental leave scheme. See table PF2.1.F	See table PF2.1.F	Yes	See table PF2.1.F
Romania	18 weeks	1 month of insurance contributions in the 12 months preceding the leave	Yes	85% of the average insured earnings over the 6 months preceding the leave
Slovak Republic	34 weeks	270 days of insurance contributions during the 2 years preceding the leave	Yes	65% of daily earnings up to a payment ceiling of 1.5 times the national average wage and with a minimum payment of EUR 203.2 per month.
Slovenia	15 weeks (105 calendar days)	All currently insured female employees and self-employed	Yes	100% of average earnings over the preceding 12 months up to a payment ceiling of two times the average wage (EUR 3080 per month in 2015) and with a minimum payment of 55% of the minimum wage (EUR 434.90 per month in 2015).
Spain	16 weeks	All currently insured female employees and self-employed with at least 180 days of contributions over the past 7 years or 360 days of contributions over their lifetime	Yes	100% of earnings up to a ceiling of EUR 3,606 a month.
Sweden	14 weeks	All employed women	No. But can use paid parental leave.	See table PF2.1.F
Switzerland	16 weeks	All female employees and self-employed who have worked for at least five months over the nine months preceding the birth and that have nine months of insurance contributions over their lifetime		80% of earnings up to a payment ceiling of CHF196 per day
Turkey	16 weeks	All insured women and wives of insured men	Yes	66% of earnings with no ceiling on payments
UK	52 weeks	Female employees who have worked for the same employer for 26 weeks up to the 15th week before the expected week of childbirth. Some ineligible employees and self-employed women may be eligible for an alternative benefit.		First 6 weeks: 90% of earnings with no ceiling on payments. Remaining 33 weeks: 90% of earnings up to a ceiling of GBP139.58 per week.
US	No statutory entitlement	-	-	

<sup>1</sup> Legislation as applicable in April 2015. Private sector employees. In many countries civil servants have access to more generous entitlements. Self-employed often have less favourable statutory schemes.

<sup>2</sup> 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".

<sup>3</sup> 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.

Sources: Moss, P. (ed.) (2015) International Review of Leave Policies and Related Research 2015; Social Security Programs throughout the World; MISSOC; World Bank 'Women, Business and the Law'; national correspondents

Table PF2.1.D: Maternity allowance<sup>1</sup> and birth grants<sup>2</sup> in place of or in supplement to statutory maternity pay, 2015

	Maternity a	illowance <sup>1</sup>		Birth grant <sup>2</sup>		
Country	Allowance	Conditions & eligibility	Details	Grant	Conditions & eligibility	Details
Australia	No	-	-	No	No birth grant as such. However, families with a child under age 1 that have not received parental leave pay in connection with that child can are eligible for an increase in their Family Tax Benefit under the 'Newborn Upfront Payment and Newborn Supplement'	Newborn Upfront Payment: AUD 523  Newborn Supplement: means-tested, up to a maximum of AUD 1568.84 for the first child and AUD 523 for subsequent children
Austria	Yes	Maternity benefit: many women who are not entitled to the main maternity benefit (i.e. because they are not employees) can claim alternative maternity benefits. This includes unemployed women, freelance workers, marginally employed and self-employed women.	Paid for 16 weeks, with the exact type and level of payment dependent on the individual's work situation. Unemployed women are entitled to 180% of the previous unemployment benefit. Marginally employed self-insured women are entitled to a flat-rate benefit for EUR 8.80 per day. Freelance workers receive an income-based benefit.	No	-	•
Belgium	No	-	-	Yes	Birth grant: all births	EUR 1,223.11 for first birth (or each child for multiple births); €920.25 for the second and subsequent births.
Bulgaria	Yes	Child-raising allowance: available to mothers who are not entitled to the maternity benefit.	Paid monthly until the child is age 1 at BGN 100 per month	Yes	Birth grant: all births	BGN 250 for the first child, BGN 600 for the second, and BGN 200 for each subsequent child.
					Pregnancy grant: paid to women who are not entitled to maternity benefit	BGN 150
Canada	No	-	-	No	-	-
Chile				No	-	-
Croatia	Yes	Maternity allowance: available to mothers who are not entitled to maternity leave	Paid monthly until the child is 6 months old at HRK 1663 per month	Yes	Birth grant: All births	HRK 2,328.00
Cyprus <sup>3,4</sup>	No	-	-	Yes	Maternity grant: Paid to families where at least one parent has at paid 26 weeks of insurance contributions over the 12 months preceding the birth. Women who are not entitled can claim the benefit as long as they have been resident in Cyprus for at least 12 consecutive months preceding the birth.	EUR 544.08
Czech Republic	No	-	•	Yes	Birth grant: Paid for the birth of the first or second child to families with an income below 2.7 times the family monthly living minimum.	CZK 13,000 for the first child and CZK 10,00 for the second
Denmark	Yes	Multiple birth allowance: paid only in cases on multiple births	DKK 2,208 per month for the second and each subsequent child in cases of multiple births. The grant is paid quarterly until the children are age 7.	-	- ' '	-
Estonia	No		-	Yes	Birth grant: all births	EUR 320
Finland	No	None, although all mothers who fulfil residency criteria are entitled to the maternity benefit. Mothers who are not employed receive the minimum daily allowance (EUR 24.02 per day)		Yes	Birth grant: all births as long as the mother is resident in Finland and has completed a health examination	The mother can choose to receive clothing and other necessities (layette) for the newborn, or a cash benefit of EUR 140.
France	No	-	•	Yes	Birth Grant (PAJE): means-tested (around 90% of families are eligible)	EUR 923.08
Germany	Yes	Maternity benefit: uninsured female employees and non-working uninsured spouses or daughters of insured individuals can receive maternity benefits equivalent to sickness benefit	Paid for 14 weeks up to a maximum of EUR 210, plus a supplement by the employer if employed	No	-	-
Greece	No	- '	-	Yes	Childbirth benefit for obstetrics costs: paid to those who gave birth outside of a hospital (e.g. at home)	EUR 900 for 1 child, EUR 1200 for twins and EU 1600 for triplets
Hungary	No	-	-	Yes	Birth grant: All births to resident mothers who have	HUF 64,125 for each birth; HUF 85,500 for twins.

	Maternity a	llowance <sup>1</sup>		Birth grant <sup>2</sup>		
Country	Allowance	Conditions & eligibility	Details	Grant	Conditions & eligibility	Details
					completed at least four medical examinations	
Iceland	Yes	Maternity/paternity grant: available to all parents who have been resident for at least 12 months preceding the birth and who are not entitled to the parental benefit (because they are non-active or are employed for less than 25% of full-time hours, or because they are in full-time education).	Paid for 3 months. Those who are inactive or employed for less than 25% of full-time hours receive ISK 60,911 per month. Those who are in full-time education receive ISK 139591 per month.	No	•	•
Ireland	No	-	-	Yes	Birth grant: all birth to mothers with full eligibility for health insurance	EUR 10.16
Israel	Yes	Multiple birth allowance: available to mothers who give birth to three or more children in one birth, as long as they are eligible for the birth grant (see right)	Payable for 20 months. For triplets: NIS 11,209 during the first three months, NIS 8,757 during months 4-6, NIS 7,006 during months 7-9, NIS 5254 during months 10-12, and NIS 3,065 during months 13-20. Higher rates for births with 4 or more children.	Yes	Birth grant: all births to Israeli residents or to those who have been working in Israel for at least 6 consecutive months preceding the birth	NIS 1,751 for the first child, NIS 788 for the second, NIS 525 for the third and each subsequent birth. NIS 8,757 for twins and NIS 13,136 for triplets
Italy	Yes	Maternity allowance: meant-tested allowance paid to non-working mothers in low income households	Paid for 5 months at EUR 338.89 per month	No		
Japan		-		Yes	Birth grant: all births to insured mothers or to dependents of insured individuals	JPY 420,000 per child (i.e. doubled for twins, tripled for triplets)
Korea						-
Latvia	No	-	-	Yes	Birth grant: all births	EUR 421.17 for each child
Lithuania	Yes	Pregnancy grant: paid to all pregnant women who are no eligible for maternity benefit	Paid for 70 days preceding the birth, to an amount totalling EUR 76	Yes	Birth grant: all births	EUR 418
Luxembourg	No	-	-	Yes	Birth grant: all births to resident mother who have completed the required medical examinations	EUR 1,740.09
Malta	Yes	Maternity allowance: for all mothers who are not entitled to maternity leave	Paid for 14 weeks at EUR 87.35 per week	No	-	-
Mexico				No	-	
Netherlands	No	-	-	No	-	-
New Zealand	Yes	Parental tax credit: means-tested increase in the Working for Families Tax Credit for those who have not or have chosen not to claim Parental Leave Pay in connection with the relevant child.	Paid for 10 weeks. The exact payment depends on the number of children, household income and the source of household income. The maximum is NZD 220 per week.	No	None, although the Parental Tax Credit can be taken as a lump-sum	-
Norway	No	-	-	Yes	Birth grant: paid to non-active mothers who are not entitled to the parental benefit	NOK 44,190
Poland	No		-	Yes	Birth grant: means-tested, available if net family income per head is lower than PLN 1,922	PLN 1,000
Portugal	No	Social parental benefit: means-tested allowance paid to mothers who are not entitled to Initial Parental Leave benefit. Household income must be below 80% of the Index of Social Support (EUR 419.22 in 2014)	Paid for 120 days or 150 days if parents do not share leave Initial Parental Leave, and 150 or 180 days is the do. Payments are EUR 335 or EUR 268 per month and EUR 335 and EUR 276 per month, respectively.	No	-	-
Romania	No		-	No	-	_
Slovak Republic	No	-	-	Yes	Birth grant: Paid for the birth of a child who lives at least 28 days.	EUR 829.86 for the first, second and third child. EUR 151.37 for the fourth and each additional child.
					Multiple birth allowance: Paid to parents on the birth of triplets or more children or the birth of two sets of twins in a two-year period.	EUR 110.36 a year is paid
Slovenia	No		-	Yes	Birth grant: means tested, available if the monthly average income per head is lower than 64% of the net average wage.	Layette, to be spent on equipment for the newborn child. Equivalent to EUR 280.
Spain	Yes	Non-contributory maternity allowance: available to mothers who are	Paid for 42 days at EUR 17.75	Yes	Multiple births: paid on the birth or adoption of two or	For 2 children: EUR 2594.40
			1.4			Undeted 20 02 16

	Maternity a	llowance <sup>1</sup>		Birth grant <sup>2</sup>		
Country	Allowance	Conditions & eligibility	Details	Grant	Conditions & eligibility	Details
		not entitled to the maternity benefits			more children.	For 3 children: EUR 5,188.80 For 4 or more children: 7,783.60
Sweden	Yes	Flat-rate parental allowance: available to parents that are not eligible for the full income-related parental allowance	SEK 225 for 480 days	No	-	-
Switzerland	No	-	-	No	No federal entitlement, although some cantons do provide a birth grant.	-
Turkey	No	None, although maternity benefits are available to uninsured mothers if they have an insured husband	-	No		-
UK	Yes	Maternity allowance: available to self-employed women or employed women who are not eligible for statutory maternity pay, but who have worked 26 weeks in the 66-week period preceding the expected date of delivery	of £139.48, starting from the 11th week before the expected	Yes	Birth grant: for first births to those in receipt of means- tested social assistance benefits. Completion of a medical examination is required.	GBP 500
United States				No	No federal entitlement	-

<sup>1</sup> Maternity allowance: amount of money paid during pregnancy or just after a child is born; family allowances paid regularly to household with children are not included.

Sources: Moss, P. (ed.) (2015) International Review of Leave Policies and Related Research 2015; Social Security Programs throughout the World; MISSOC; national correspondents

<sup>2</sup> Birth grant: lump sum amount paid once at or around the childbirth.
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Table PF2.1.E: Statutory paternity leave arrangements, 2015<sup>1</sup>

Country	Entitlement	Duration in weeks or days	Paid	Level of payment
Australia	Yes	2 weeks 'Dad and Partner' pay, to be used while on unpaid leave	Yes	Same as parental leave (see Table PF2.1.F)
Austria	No statutory entitlement	-	-	-
Belgium	Yes	2 weeks (10 working days)	Yes	First 3 days: 100% of earnings, paid by the employer. Remainder 82 % up to a ceiling of EUR109.26 per day
Bulgaria	Yes	2.1 weeks (15 days)	Yes	90% of the daily average contributory income for 24 months preceding the leave
Canada	No statutory entitlement	-	-	- "
Chile	Yes	1 weeks (5 working days)	Yes	100% of net earnings
Croatia	No statutory entitlement	-	-	
Cyprus	No statutory entitlement		-	-
Czech	No statutory entitlement		-	-
Republic	· · · · · · · · · · · · · · · · · · ·			
Denmark	Yes	2 weeks	Yes	Same as for maternity leave (see table PF2.1.C)
Estonia	Yes	2 weeks (10 working days )	Yes	100% of earnings, up to a payment ceiling of six times average earnings
Finland	Yes	9 weeks, of which up to 3 can be used while the mother is of maternity or parental leave. The remaining 6 weeks are to be used	Yes	During the first 30 days of leave, 75% of annual earnings up to EUR 56,302, and 32.5% for earnings above this level. For the remainder, 70% of earnings up to EUR 36,420, 40% between EUR 36,420 and EUR 56,302 and 25% of earnings above EUR
-	V	when the mother is not on parental leave.		56,302. The minimum daily benefit is EUR 24.02.
France	Yes	2 weeks	Yes	100 % of net (post-social-security contribution) earnings with a maximum daily benefit of EUR 82.33
Germany	No statutory entitlement	-	-	4000 ( , , , , , , , , , , , , , , , , ,
Greece	Yes	2 days	Yes	100% of earnings with no ceiling, paid by the employer
Hungary	Yes	1 week (5 days)	Yes	100% of earnings with no ceiling on payments.
Iceland	No statutory entitlement as such. However, fathers do have an individual non-transferable entitlement to 13 weeks of paid parental leave (see table PF2.1.F).		-	
Ireland	No statutory entitlement		-	-
Israel	No statutory entitlement	-	-	-
Italy	Yes	1 day	Yes	100% of earnings
Japan	No statutory entitlement	-	-	-
Korea	Yes	1 week (5 working days)	Yes (3 days)	100% earnings for 3 working days, paid by the employer. The remaining 2 days are unpaid.
Latvia	Yes	1.4 weeks (10 calendar days)	Yes	80% of the gross earnings.
Lithuania	Yes	4 weeks (28 calendar days)	Yes	Same as for maternity leave (see PF2.1.C)
Luxembourg	No statutory entitlement as such. However, fathers are entitled to 2 days 'congé extraordinaire'	2 days	Yes	100 % of earnings, paid by the employer
Malta	Yes	1 day	Yes	100 % of earnings, paid by the employer
Mexico	Yes	1 week (5 working days)	Yes	100% of earnings, with no ceiling on payments
Netherlands	Yes	2 working days	Yes	100% of earnings, with no ceiling on payments
New Zealand	Yes	1 or 2 weeks, depending on the length for which the individual has worked for their current employer	No	Unpaid
Norway	Yes	2 weeks	No	Unpaid
Poland	Yes	2 weeks	Yes	100% of earnings, with no ceiling on payments
Portugal	Yes	4 weeks (20 working days)	Yes	100% of earnings, with no ceiling on payments
Romania	Yes	1 week (5 working days)	Yes	100% of earnings, with no ceiling on payments
Slovak Republic	No statutory entitlement	-	-	-
Slovenia	Yes	13 weeks (90 calendar days)	Yes (15 days)	First 15 days: 90% of earnings up to a ceiling of twice the average wage (approx. EUR 3,080 per month). 100% of earnings if earnings are less than €763.06 a month. Last 75 days are unpaid, although the state does pay social security contributions based on the minimum wage (approximately €174 per month) for the father.
Spain	Yes	2.1 weeks (15 calendar days)	Yes	100% of earnings up to a ceilling of EUR 3,606 per month.
Sweden	Yes	10 days	Yes	80% of earnings up to an earnings ceiling of SEK333,750 per year
Switzerland	No statutory entitlement	-	-	
Turkey	No statutory entitlement	_	-	
United	Yes	2 weeks	Yes	90% of earnings up to a ceiling of £139.58 per week
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Kingdom

United States No statutory entitlement

1 Legislation as applicable in April 2015.
2 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".

3 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.

Sources: Moss, P. (ed.) (2015) International Review of Leave Policies and Related Research 2015; Social Security Programs throughout the World; MISSOC; World Bank 'Women, Business and the Law'; national correspondents

Table PF2.1.F: Statutory parental leave arrangements, 2015<sup>1</sup>

Country	Leave type	Duration	Age limit (years old)	Payment	Other	Bonus weeks for father participation
Australia	Parental leave	52 weeks. Individual entitlement, although the 14 weeks of parental leave pay are a family entitlement.	-	18 weeks (AUD 640.90 per week)	-	-
Austria	Parental leave	Until the child reaches 2 years. Family entitlement.	2	Paid through the child-raising allowance (see table PF2.1.S). There are five different payment options: •EUR436 a month for 30 months or for 36 months if both parents apply for the payment (30+6 option); •EUR624 a month for 20 months or 24 months (20+4 option); •EUR800 a month for 15 months or 18 months (15+3 option), •EUR1,000 a month for 12 months or 14 months (12+2 option); •80 per cent of the last net income for 12 months or 14 months with a payment ceiling of EUR2,000 a month (12+2 income-related option).	Part time work possible. Both parents cannot take leave at the same time except for 1 month the first time they alternate leave. If parents exercise this option, the length of the leave is shortened by 1 month. Each parent can postpone three months of parental leave for use up to the child's 7th birthday.	Gender sharing bonus, with the length of the bonus dependent on payment scheme. The bonus is sharable.
Belgium	Parental leave	4 months per parent per child. Individual entitlement.	-	EUR 786.78 per month	Leave may be taken full-time, half-time over 8 months or for one day a week (one-fifth-time) over 20months.	-
Bulgaria	Parental leave	Until the child reaches 2 years of age. Family entitlement.	-	BGN 340 per month.	•	-
Canada	Parental leave	Federal entitlement: 35 week family entitlement. Some jurisdictions allow up to 37 weeks.	-	35 weeks at 55% of earnings up to a payment ceiling of CAD 524 per week.	-	-
Chile	Parental leave	12 weeks. 6 weeks are for the mother only, with the remaining 6 weeks a family entitlement.		12 weeks at 100% of net earnings	-	-
Croatia	Parental leave	4 months. Individual entitlement, but two months are transferable.	-	100% of average earnings up to a ceiling of HRK 2660.80	Each parent has individual entitlement to 4 months. However, two months are transferable to the other parent. In effect this produces a 4 month sharable family leave plus a 2 month individual non-transferable leave for each parent.	-
Cyprus 2,3	Parental leave	18 weeks per parent. Individual entitlement.		Unpaid	·	-
Czech Republic	Parental leave	Until the child's 3 <sup>rd</sup> birthday. Leave is an individual entitlement, but the payment is a family entitlement.	3	Two options: i) 24-month option: 70 per cent of previous monthly earnings. With a ceiling of CZK 11,500 per month ii) 48-month option: CZK 7,000 per month. The total amount payable for the whole period cannot exceed CZK220,000	While parental leave can only be taken up to the child's $3^{rd}$ birthday, the parental benefit can be paid until the child's $4^{th}$ birthday.	-
Denmark	Parental leave	32 weeks. Leave is an individual entitlement, but the payment is a family entitlement.	48 weeks old	As for maternity leave (see table PF2.1.C)	Can be taken part-time with the payment reduced accordingly.  Each parent can postpone up to 13 weeks of parental leave for use later.	-
Estonia	Parental leave	Until the child's 3 <sup>rd</sup> birthday. Family entitlement.	3	Two types of payment are available, neither of which are specifically linked to parental leave:  1) Parental benefit at 100 per cent of average earnings for 62 weeks from the end of maternity leave, with a ceiling of EUR 2,549 per month.  2) Childcare benefit at a flat-rate of EUR38 per month is paid from the end of payment of parental benefit until the child reaches three years of age.	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	1) 158 days (about 26 weeks). Family entitlement.	1) 1	1) During the first 30 days of leave, 75% of annual earnings up to EUR 56,302, and 32.5% for earnings above this level. For the remainder, 70% of earnings up to EUR 36,420, 40% between EUR 36,420 and EUR 56,302 and 25% of earnings above EUR 56,302. The minimum daily	Extended in case of multiple births by 60 days per additional child.  Part-time leave is possible if both parents take leave part-time and the employer(s) agree	-
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Country	Leave type	Duration	Age limit (years old)	Payment	Other	Bonus weeks for father participation
				benefit is EUR 24.02.		•
	2) Home care leave	2) up to 3 <sup>rd</sup> birthday of younger child Taken after parental leave.	2) 3	Basic allowance: EUR 342.53 per month for first child + subsequent EUR 102.55 p/m (if under 3 years) and EUR 65.89 for every other pre-school child over three years. Means-tested supplement up to EUR 183.31 month.	2) To receive the home care allowance, the child must not use municipal childcare	-
France	Parental leave	Until the child is three years old. Individual entitlement.	3	i) For parents with only one child: EUR390.52 per month for 12 months after the end of maternity. However, any one parent can receive the payment for a maximum of 6 months only, with the remaining 6 months reserved for the other parent.  ii) For parents with two or more children: EUR390.52 per month paid until a child is three years old. However, any one parent can receive the payment for a maximum of 24 months only, with the remaining months reserved for the other parent.	Leave can be taken part-time with the allowance reduced accordingly.  Only one parent can claim the full-time allowance at any one time, but both can claim simultaneously if both use it part-time	-
Germany	Parental leave	Up to three years. Leave is an individual entitlement, but the payment is a family entitlement.	3	Parental benefit is paid for 10 months following maternity leave at 67% of a parent's average net earnings up to a	If both parents claim at least 2 months of benefit, the length of benefit period is extended by 2 months (10 +2 option)	Two month bonus if each parent takes
				ceiling of EUR 1800 per month; minimum payment is EUR 300 even for parents without prior income.	Instead of 10(+2) months the childrearing benefit can be spread over 22(+4) months, but the monthly benefit level is reduced so that the overall payment remains the same.	at least two months. The bonus is
				Low income supplement: for every EUR 2 of monthly earnings below EUR 1000, their childrearing benefit increases by 0.1 per cent.	Both parents are entitled to take leave at the same time and both can take-up to two leave intervals.	sharable.
				High income reduction: for every EUR 2 of monthly earnings above EUR 1200, their childrearing benefit increases by 0.1 per cent to a minimum rate of 65% of average net earnings.	Part-time option: parents can work up to 30 hours a week, with the benefit payment reduced.	
Greece	Parental leave	4 months per parent. Individual entitlement.	6	Unpaid	The leave period is doubled for parents of twins and tripled for triplets.	-
Hungary	Parental leave	1) GYED: from the end of maternity leave until a child's $2^{\text{nd}}$ birthday for insured parents.	3	1) GYED: 70% of previous earnings, up to a ceiling HUF 147,000 per month.	Up to the child's first birthday, GYED is for mothers only. The remaining weeks of GYED and GYES are family entitlements.	-
		2) GYES: i) From the end of GYED until the child's third birthday, for insured parents. ii) Until the child's third birthday for uninsured parents		2) GYES: flat-rate benefit equal to HUF 28,500 per month.		
Iceland	Parental leave	1) 39 weeks of paid leave, of which 13 are reserved for the mother, 13 are reserved for the father, and 13 are a sharable family entitlement	2	1) 80% of earnings up to a ceiling of ISK 370,000 per month.	Both parents can take leave at the same time Leave can be taken part-time	•
	Childcare leave	2) 17.333 weeks, individual entitlement	8	2) Unpaid		-
Ireland	Parental leave	18 weeks Individual entitlement.	8	Unpaid	-	-
Israel	Parental leave	Until the child's 1st birthday. Individual entitlement.	1	Unpaid	Both parents can take leave at the same time	-
Italy	Parental leave	6 months. Individual entitlement. However, the total amount taken by two parents cannot exceed 10 months.	12	30% of earnings for a child under 6. Paid for the first 6 months only, although a means-tested benefit is available for the remainder for families on low incomes	Both parents can take leave at the same time	One month bonus if the father takes at least three months of leave. The bonus
				Unpaid for a child aged 6-12.		month is father- specific.
Japan	Parental leave	Leave can be taken until a child is 12 months old. Individual entitlement. One parent can take their leave	1	67% of earnings for the first 180 days, up to a ceiling of JPY426,000 with a minimum payment of JPY46,230 per	Both parents can take leave at the same time	Two month bonus if both parents use

Country	Leave type	Duration	Age limit (years old)	Payment	Other	Bonus weeks for father participation
		up until the child is 14 months old if both parents take some of the leave.		month and a maximum of JPY285,420 per month. 50% of earnings for the remainder, with a minimum payment of JPY 34500 per month and a maximum of JPY 213000 per month.		leave. The bonus is sharable.
Korea	Parental leave	12 months. Individual entitlement.	8	40% of earnings, subject to a minimum of KRW 500,000 per month and up to a ceiling of KRW 1,000,000 per month. For fathers, the first month is paid at 100% of earnings up to a ceiling of KRW 1,500,000 per month.	If both parents take leave at the same time, only one parent receives the allowance.  Part-time work is possible. This is called Reduced Working Hours during Childcare Period.  15% of the parental leave payment is paid in a lump sum when the employee returns to the same employer and work for more than 6 months.	
Latvia	Parental leave	18 months. Leave is an individual entitlement, but the payment is a family entitlement.	8	i) Parental benefit: 60% of earnings until the child is 12 months old or 43.75% of earnings until the child is 18 months old ii) Child-raising allowance: flat rate payment of EUR171 per month until the child is 18 months old, then flat rate payment of EUR 42.69 per month until the child is 24 months old	Parental benefit is paid to persons who are on parental leave or continued to work during the parental leave period.	·
Lithuania	Parental leave	Until the child is 3 years old. Family entitlement	3	Two options: i) 100% of net earnings until the child is 12 months up to a ceiling of EUR 1,379 per month ii) 70% of net earnings until the child is 12 months old and 40% of net earnings until the child is 24 months, up to a ceiling of EUR 1,379 per month	ŀ	
Luxembourg	Parental leave	6 months per parent per child. Individual entitlement.	5	Flat-rate payment of EUR1,778 per month	Leave can be taken part-time with the employer's agreement (12 months if on a half-time basis) Both parents cannot take leave at the same time. If both parents apply for the leave, the mother has priority.	
Malta Mexico	Parental leave No statutory entitlement	4 months. Individual entitlement.	-	Unpaid -		-
Netherlands	Parental leave	26 times average usual weekly working hours. Individual entitlement.	8	Unpaid.	Leave can be taken part-time with the employer's agreement Parents can take leave at the same time	-
New Zealand	Parental leave	Until the child is 12 months old. Family entitlement	1	16 weeks: 100% of earnings up to a ceiling of NZD 504.10 per week before tax. The remaining weeks are unpaid.	-	-
Norway	1) Parental leave	1) 46 or 56 weeks depending on payment scheme, plus 3 weeks for the mother before birth. Of the post-natal period, 10 weeks are for the mother and 10 for the father. The remaining 26 or 36 weeks are a family entitlement	3	Short option: 100% of earnings up to a maximum of NOK 530,222 per year.  Long option: 80% of earnings up to a maximum of NOK 530,222 per year.	Both parents may be on leave together except for the 3 weeks before and 6 weeks immediately after the birth	-
	2) Home care leave	2) Each parent has an individual entitlement to one year of home care leave after paid leave.		Parents with a child aged 12-24 months are entitled to receive a flat-rate benefit of NOK 6,000 per month on condition they don't use publicly funded ECEC service.	2) To receive the home care allowance, the child must not use publicly funded ECEC services	
Poland	1) Parental Leave	26 weeks. Family entitlement	-	80% of earnings with no payment ceiling, or 60% of earnings with no payment ceiling, depending on the payment level chosen during maternity leave (see table PF2.1.C)	Both parents can take leave at the same time     Can be combined with part-time work, with the parameters adjusted accordingly	-
	2) Childcare leave	36 months after maternity and parental leave, until the child is 5 years. 34 months are a family entitlement, with one month an individual entitlement for the mother and one month for the father.	5	Unpaid, although a flat-rate benefit of PLN 574 per month is paid for 24 months if the monthly household income per capita does not exceed PLN 539	2) Parents can take leave together for up to 4 months	
Portugal	1) Initial Parental leave	Duration depends on payment level and gender sharing. If parents do not meet the gender sharing criteria: 120 days or 150 days if parents do not meet the	1) 6	1) 120 days at 100 % of earnings or 150 days at 80 % of earnings, with no ceiling on payments, if parents do not meet the gender sharing criteria; or 150 days at 100 % of earnings	Leave cannot be taken part-time. Working is not permitted while on parental leave.	30 days bonus if the father takes 30 days alone. The bonus is
				20	Upda	ated: 28-02-16

Country	Leave type	Duration	Age limit (years old)	Payment	Other	Bonus weeks for father participation
		gender sharing criteria (the father takes 30 days alone). 150 or 180 days if parents meet the gender sharing criteria. Mothers have to take six weeks (42 days) leave after the birth (included in maternity leave).		or 180 days at 83 %t of earnings, with no ceiling on payments, if parents meet the gender sharing criteria.		sharable.
	2) Additional Parental leave	2) 3 months. Individual entitlement.	2) 6	2) 25% of the average earnings	2) Additional parental leave can be taken part-time.	
Romania	Parental leave	Until the child is one or two years old, depending on payment scheme. Family entitlement.	2	Two options: i) Payments until the child is one year old at 85% of net earnings up to a ceiling of 3400 RON per month; ii) Payments until the child is two years old at 85% of net earnings up to a ceiling of 1200 RON per month.	-	•
Slovak Republic	Parental leave	Until the child is three years old. Family entitlement.	3	Flat-rate benefit of EUR 203.2 per month	-	-
Slovenia	Parental leave	130 calendar days. Individual entitlement, although the mother can transfer up to 100 days to the father, and the father all 130 days to the mother.	Until the child enters primary school.	90% of earnings up to a ceiling of twice the average wage (approx. EUR 3,080 per month). 100% of earnings if earnings are less than EUR 763.06 a month.	Leave can be taken part-time, although it is not extended proportionally.	-
Spain	Parental leave	Until the child is three years old. Individual entitlement. The participant's job is protected for the first year of leave only. After the first year, job protection is restricted to a job of the same category.	3	Unpaid		-
Sweden	Parental leave	480 days. Family entitlement, although 60 days are reserved each parent	8	First 390 days: 77.6% of earnings up to an earnings ceiling at SEK 445,000.  Last 90 days: SEK 180 per day.	Parental leave is fully flexible: it may be divided into full days, half days, 1/4 days, or 1/8 days (one hour).  Higher payment rates are available if parents share leave. For every day parents use the sharable leave equally, both parents receive a flat-rate bonus of 50 SEK. This only applies to the earnings related portion of sharable leave. The maximum bonus available across the earnings-related portion of sharable leave is SEK 13,500.	
Switzerland	No statutory entitlement	-	-	-	-	-
Turkey	Parental leave	26 weeks. Family entitlement.	-	Unpaid	<u>-</u>	-
UK	Parental leave	18 weeks. Individual entitlement.	18	Unpaid	A maximum of 4 weeks can be taken in any one year unless the employer agrees to more.	-
US	Family and medical leave as applicable in April 20	12 weeks. Individual entitlement.	1	Unpaid. However, state governments and employers can provide payment compensation	Covers maternity, adoption, care for spouse, child, parents with serious health condition	-

Sources: Moss, P. (ed.) (2015) International Review of Leave Policies and Related Research 2015; Social Security Programs throughout the World; MISSOC; World Bank 'Women, Business and the Law'; national correspondents

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