

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 (Australia, Germany, Iceland, Norway, 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' 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 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-time 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:

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

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 estimate overall parental leave payment rates.

The information shown in the tables below refer to entitlements, benefit rules and payment rates applicable at January 1st 2007 (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 18 weeks (Table PF2.1.A and Chart PF2.1.A Panel A). In most 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 “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 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, 2006/2007.¹

| | 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 leaves for women |
|-----------------|-----------------|----------------------------------|--------------------------|------------------------------|----------------------------------|--------------------------|---|---|----------------------------------|-------------------------|-------------------------|--|------------------------------------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (3)+(10) | (1)+(8) or (7) |
| Australia | 6 | 0 | 0 | x(10) | .. | .. | 52 | 46 | 0 | 0 | 52 | 0 | 52 |
| Austria | 16 | 100 | 16.0 | 0.4 | 100 | 0.4 | 104 | 96 | 17.4 | 16.7 | .. | 32.7 | 112 |
| Belgium | 15 | 75.3 | 11.3 | 2 | 60 | 1.2 | 12 | .. | 21.7 | 2.6 | .. | 13.9 | 27 |
| Bulgaria | 63 | 90.0 | 56.7 | .. | .. | .. | .. | .. | .. | .. | .. | 57 | 63 |
| Canada | 15 | 55.3 | 8.3 | .. | .. | .. | 35 | .. | 55.1 | 19.3 | .. | 27.6 | 50 |
| Czech Republic | 28 | 48.9 | 13.7 | .. | .. | .. | 156 | 136 | 37.0 | 50.3 | .. | 64 | 164 |
| Denmark | 18 | 100 | 18.0 | 2 | 100 | 2 | 32 | .. | 100 | 32 | 8** | 50 | 50 |
| Estonia | 28 | 100 | 28.0 | 2 | 100 | 2 | 156 | 152 | 40.8 | 62 | .. | 90 | 180 |
| Finland | 17.5 | 66.9 | 11.7 | 7 | 64.3 | 4.5 | 156 | 138.5 | 24 | 33.4 | .. | 45.1 | 156 |
| France | 16 | 100 | 16.0 | 2 | 100 | 2 | 156 | 143 | 19.9 | 31.1 | .. | 47.1 | 159 |
| Germany | 14 | 100 | 14.0 | .. | .. | .. | 52 | 148 | 23.5 | 34.8 | .. | 48.8 | 162 |
| Greece | 17 | 100 | 17.0 | 0.4 | 100 | 0.4 | .. | .. | .. | .. | 14 | 17.0 | 28 |
| Hungary | 24 | 70 | 16.8 | 1 | 100 | 1 | 104 | 84 | 87 | 72.8 | .. | 89.6 | 108 |
| Iceland | 13 | 80 | 10.4 | 13 | 80 | 10.4 | 26 | 13 | .. | .. | 26 | 10.4 | 26 |
| Ireland | 48 | 37.9 | 18.2 | 14 | 0.0 | 0 | .. | .. | .. | .. | 14 | 18.2 | 62 |
| Italy | 21 | 76.2 | 16.0 | .. | .. | .. | 26 | .. | 30 | 7.8 | .. | 23.8 | 47 |
| Japan | 14 | 60 | 8.4 | .. | .. | .. | 52 | 44 | 71 | 31.2 | .. | 39.6 | 58 |
| Korea | 15 | 100 | 15.0 | .. | .. | .. | 52 | .. | 81.3 | 42.3 | .. | 57.3 | 67 |
| Latvia | 19 | 100 | 19.0 | 2 | 80 | 1.6 | .. | .. | .. | .. | .. | 19.0 | 19 |
| Lithuania | 21 | 100 | 21.0 | 4 | 100 | 4 | 104 | .. | 84.9 | 88.3 | .. | 109.3 | 125 |
| Luxembourg | 16 | 100 | 16.0 | 0.4 | 100 | 0.4 | 24 | .. | 50.4 | 12.1 | .. | 28.1 | 40 |
| Malta | 13 | 45.4 | 5.9 | .. | .. | .. | .. | .. | .. | .. | .. | 5.9 | 13 |
| Mexico | 12 | 100 | 12.0 | .. | .. | .. | .. | .. | .. | .. | .. | 12.0 | 12 |
| Netherlands | 16 | 100 | 16.0 | 0.4 | 100 | 0.4 | .. | .. | .. | .. | 13 | 16.0 | 29 |
| New Zealand | 14 | 50 | 7.0 | .. | .. | .. | 26 | 12 | .. | .. | 26 | 7.0 | 26 |
| Norway | 9 | 100 | 9.0 | 8 | 75 | 6 | 48 | .. | 80 | 38.4 | 52** | 47.4 | 57 |
| Poland | 18 | 100 | 18.0 | 4 | 100 | 4 | 156 | .. | 10.3 | 16.1 | .. | 34.1 | 174 |
| Portugal | 17 | 100 | 17.0 | 3 | 66.7 | 2 | .. | .. | .. | .. | 12 | 17.0 | 29 |
| Romania | 21 | 75.2 | 15.8 | .. | .. | .. | .. | .. | .. | .. | .. | 15.8 | 21 |
| Slovak Republic | 28 | 55.0 | 15.4 | .. | .. | .. | 156 | 128 | 24.0 | 30.7 | .. | 46.1 | 156 |
| Slovenia | 15 | 100 | 15.0 | 13 | 21.5 | 2.8 | 37 | .. | 100 | 37 | .. | 52 | 52 |
| Spain | 16 | 100 | 16.0 | 2 | 100 | 2 | .. | 146 | .. | .. | 156 | 16.0 | 162 |
| Sweden | 12 | 80 | 9.6 | 11.7 | 79.5 | 9.3 | 72 | .. | 73.3 | 52.8 | .. | 62.4 | 84 |
| Switzerland | 14 | 80 | 11.2 | .. | .. | .. | .. | .. | .. | .. | .. | 11.2 | 16 |
| Turkey | 12 | 66 | 7.9 | .. | .. | .. | .. | .. | .. | .. | .. | 7.9 | 12 |
| United Kingdom | 39 | 23.8 | 9.3 | 2 | 15 | 0.3 | .. | .. | .. | .. | 13 | 9.3 | 52 |
| United States | 12 | 0.0 | 0.0 | .. | .. | .. | .. | .. | .. | .. | .. | 0.0 | 12 |

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.

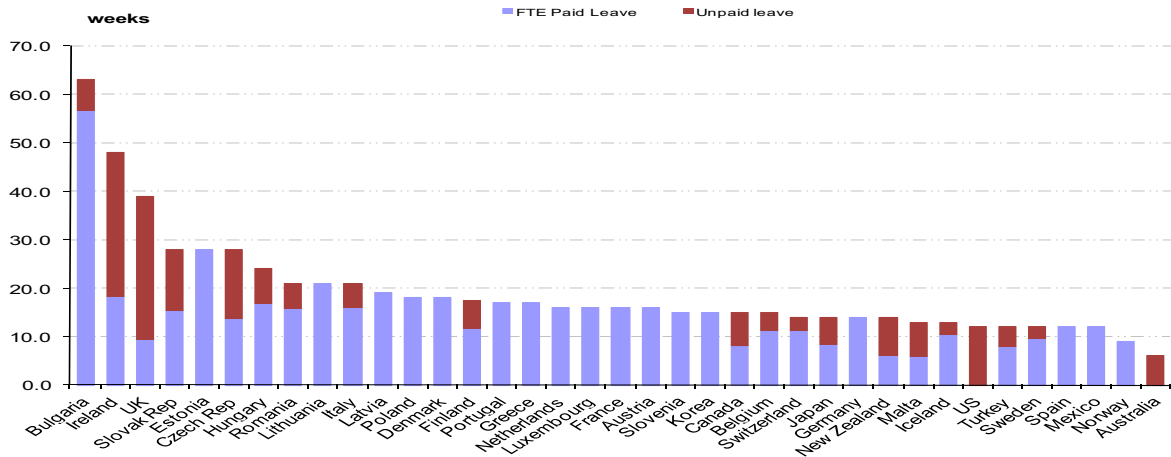
⁵ The maximum length for the mother refers to the maximum duration of the parental leave entitlement not for exclusive use by the father minus the period of maternity leave taken after the birth of a child”

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.

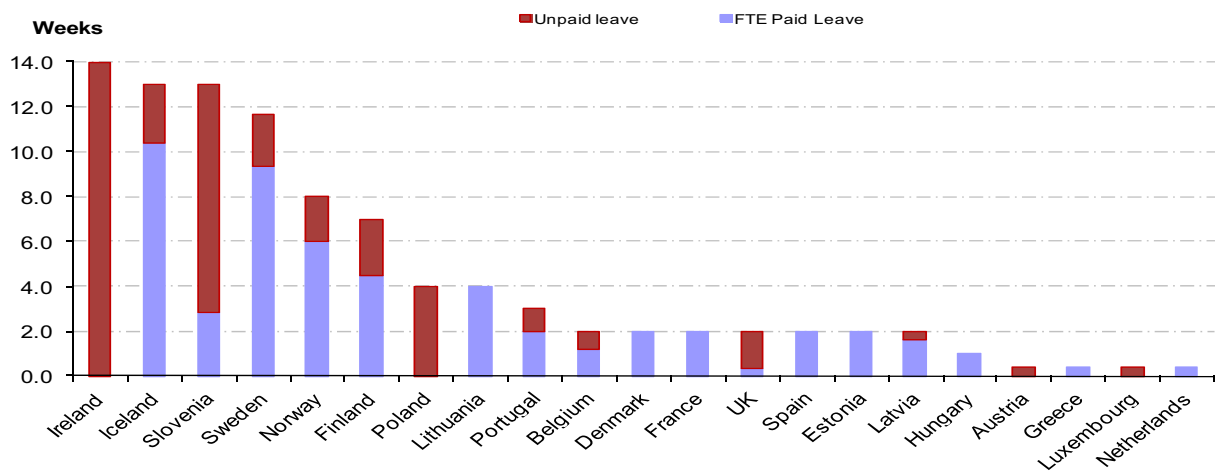
Sources: see Table PF2.1.E

Chart PF2.1.A: Child-related leave periods by duration of unpaid leave and the duration of the full-time equivalent of the leave period if paid at 100% of last earnings, 2006/2007.

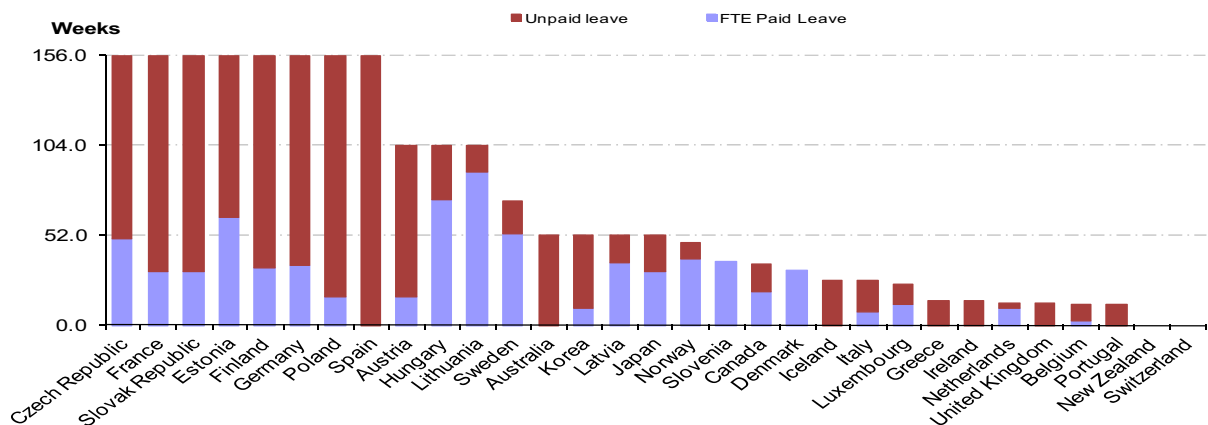
Panel A: Maternity Leave



Panel B: Paternity Leave



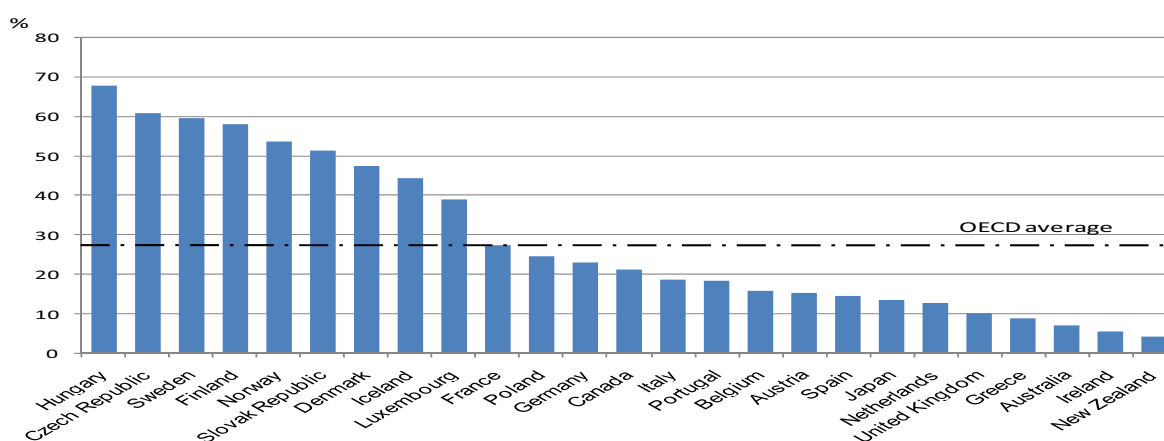
Panel C: Parental Leave



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, 2005¹
Spending per birth as a % of GDP per capita



1) year 2004 for Portugal

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 (2008); 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/>.; OECD Babies and Bosses (various issues); and, R. Ray (2008), A detailed Look at Parental Leave Policies in 21 OECD Countries, CEPR, Washington.

Table PF2.1.B: Employment-protected statutory maternity leave arrangements (1), 2006/07

| 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), 2006/07 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 2007. 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, 2006/07**

| 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 €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 (€250) |

| <i>Country</i> | <i>Allowance (*)</i> | | | <i>Grant (**)</i> | | |
|----------------|----------------------|--|---|-------------------|--|--|
| | <i>Allowance</i> | <i>Eligibility</i> | <i>Details</i> | <i>Grant</i> | <i>Eligibility</i> | <i>Grant (**)</i> |
| 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) – 2006/07

| <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 €30,034, 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) – 2006/07 (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. €290) For the remaining 75 days, the father is paid social security based on the minimum wage (approximately €80 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 €43,070 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 | €117.18 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, 2006/07

| <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: €436 a month for 30 months of for 36 months if both parents apply 2) mid-range option: €626 a month for 20 months (or 24 months for 2 parents) 3) a short option: (€800 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: €698.65 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 €305 per months until age of 21 months + reduced rate (€150) until age 48 months 2) mid-range option: €305 until child reaches 36 months 3) short option: €455 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, 2006/07 (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 (€1620 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 €46,207, lower % for higher earnings. After, 70% up to €30,033, with a lower % for higher earnings 2) basic allowance : €294 p/m for first child + subsequent € 94,09 p/m (if under 3 years) or € 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 1 st 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, 2006/07 (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 €355 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 (€105) 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 | € 1840 per month during 6 months if full time; €920 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 | |
| Nether-lands | 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 €1,335 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) also right to increase working time | |

Table PF2.1.E: Statutory parental leave arrangements, 2006/07 (Contd.)

| Country | Statutory type | Duration | Age limit | Payment | Other | Paid father quota |
|---|---|---|---------------------------------|---|---|---|
| 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) | €115 per month for 24 months; Means-tested benefit at household level for 3 years at maximum if monthly household income is less than €145. | 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 2007, 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.