

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

Paternity Leave: employment-protected leave of absence for employed fathers at the time of childbirth. Paternity leave is not stipulated by international convention. 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, father specific leave entitlement is part of the parental leave scheme, rather than established as a separate right. Estimates of the weeks of entitlements to paternity leave in Chart PF2.1.A and Table PF2.1.A include these “father quotas” and “fathers bonuses”.

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 either for each parent or for the family, but entitlement to public income support is often family-based, so that in general only one parent claims such income support at any one time.

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

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

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

The information shown in the tables below refer to entitlements, benefit rules and payment rates applicable at April 2013 (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

The average paid maternity leave across the OECD is about 18 weeks (Table PF2.1.A and Chart PF2.1.A Panel A). Paternity leave is considerably shorter, ranging from less a week in Greece, Korea and the Netherlands, to 20 weeks or more in Luxembourg and Portugal (Chart PF2.1.A, Panel B); around a third of OECD countries do not provide any paternity leave.

With regards to parental leave entitlements, most OECD countries allow parents to decide amongst themselves as to who takes leave and claims income support, and in practice this generally means that the parent on lower earning, most often the mother, takes the leave. To pursue gender equity objectives some countries have introduced a “father quota” or “father bonuses” 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 longest at 3 months in Iceland. Prolonged period of paid leave (around 2 years or more) either as parental leave alone or in conjunction with separate child/home care provisions are available in some OECD countries. In all, prolonged periods of paid leave of around 100 weeks or more can be taken in Finland, Hungary, Norway, Poland and the Slovak Republic.

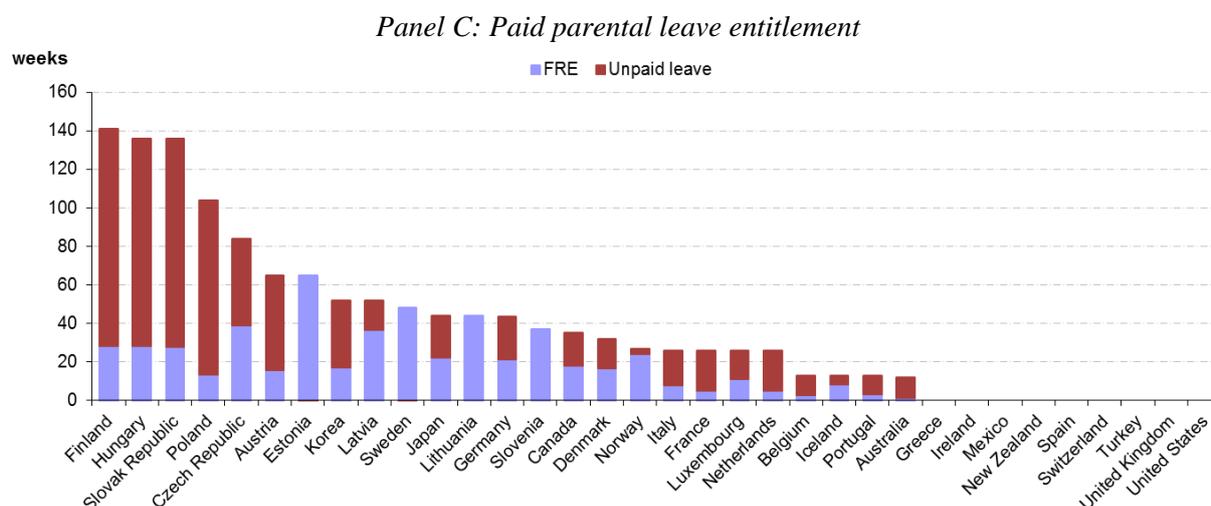
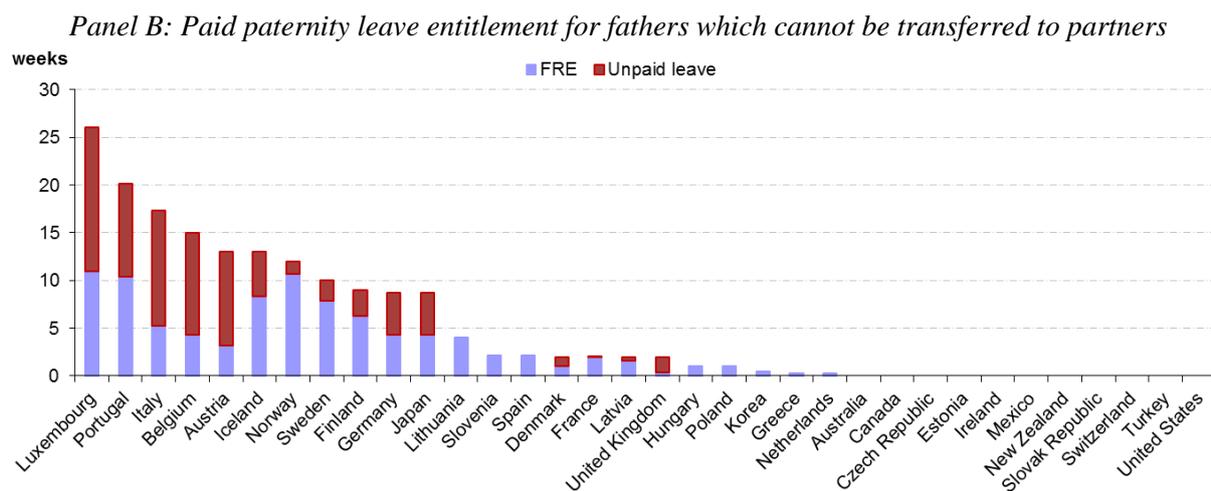
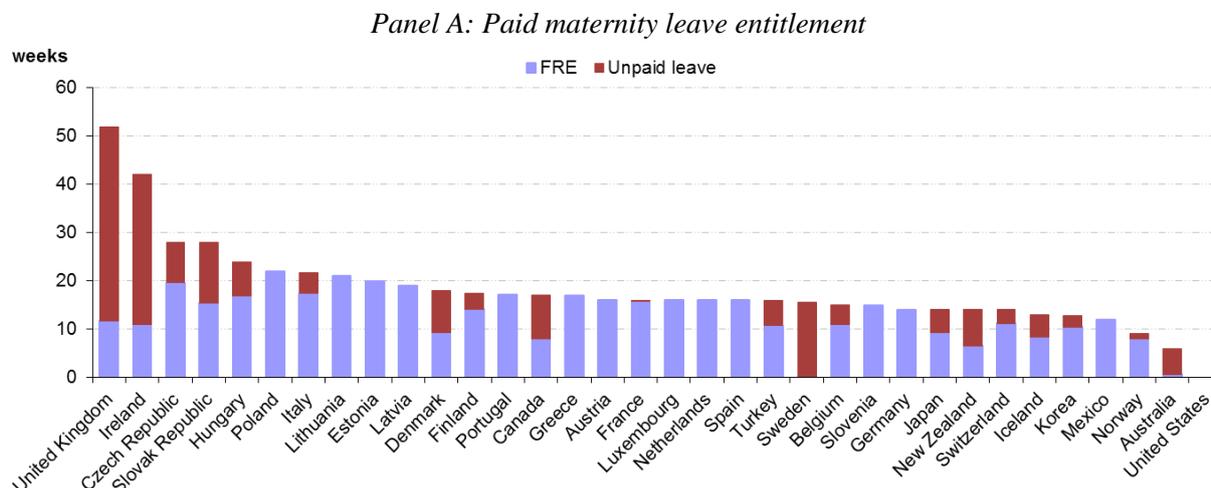
Table PF2.1.A: Full-rate equivalent paid maternity, paternity and parental leave, 2013¹

	Maternity Leave	Average payment rate ²	FRE paid maternity leave	Paternity leave ³	Average payment rate ²	FRE paid paternity leave	Parental and prolonged period of leave (excluding leave for the exclusive use of mothers or fathers) ⁴	Average payment rate ²	FRE paid parental and prolonged leave	Total paid leave for mothers ⁵	Average payment rate ²	FRE total paid leave for mothers
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10) = (1)+(7)	(11)	(12)
Australia ⁶	6	9.8	0.6	0.0	0.0	0.0	12.0	9.8	1.2	18.0	9.8	1.8
Austria	16.0	100.0	16.0	13.0	24.2	3.1	65.0	24.2	15.7	81.0	39.2	31.7
Belgium	15.0	72.7	10.9	15.0	28.7	4.3	13.0	19.9	2.6	28.0	48.2	13.5
Canada	17.0	46.8	8.0	0.0	0.0	0.0	35.0	51.8	18.1	52.0	50.2	26.1
Czech Republic	28.0	70.0	19.6	0.0	0.0	0.0	84.0	46.4	39.0	112.0	52.3	58.6
Denmark	18.0	51.5	9.3	2.0	51.5	1.0	32.0	51.5	16.5	50.0	51.5	25.8
Estonia	20.0	100.0	20.0	0.0	0.0	0.0	62.0	104.4	64.7	82.0	103.3	84.7
Finland	17.5	80.7	14.1	9.0	70.0	6.3	140.8	20.1	28.3	158.3	26.8	42.4
France	16.0	98.4	15.7	2.0	98.4	2.0	26.0	18.7	4.9	42.0	49.1	20.6
Germany	14.0	100.0	14.0	8.7	49.4	4.3	43.3	49.4	21.4	57.3	61.8	35.4
Greece	17.0	100.0	17.0	0.3	100.0	0.3	0.0	0.0	0.0	17.0	100.0	17.0
Hungary	24.0	70.0	16.8	1.0	100.0	1.0	136.0	20.9	28.4	160.0	28.2	45.2
Iceland	13.0	64.0	8.3	13.0	64.0	8.3	13.0	64.0	8.3	26.0	64.0	16.6
Ireland	42.0	26.1	10.9	0.0	0.0	0.0	0.0	0.0	0.0	42.0	26.1	10.9
Italy	21.7	80.0	17.3	17.3	30.0	5.2	26.0	30.0	7.8	47.7	52.7	25.1
Japan	14.0	66.7	9.3	8.7	50.0	4.3	44.0	50.0	22.0	58.0	54.0	31.3
Korea	12.9	81.3	10.5	0.4	100.0	0.4	52.0	32.6	16.9	64.9	42.3	27.4
Latvia	19.0	100.0	19.0	2.0	80.0	1.6	52.0	70.0	36.4	71.0	78.0	55.4
Lithuania	21.0	100.0	21.0	4.0	100.0	4.0	44.0	100.0	44.0	65.0	100.0	65.0
Luxembourg	16.0	100.0	16.0	26.0	42.2	11.0	26.0	42.2	11.0	42.0	64.2	27.0
Mexico	12.0	100.0	12.0	0.0	0.0	0.0	0.0	0.0	0.0	12.0	100.0	12.0
Netherlands	16.0	100.0	16.0	0.3	100.0	0.3	26.0	18.6	4.8	42.0	49.6	20.8
New Zealand	14.0	46.5	6.5	0.0	0.0	0.0	0.0	0.0	0.0	14.0	46.5	6.5
Norway	9.0	88.9	8.0	12.0	88.9	10.7	27.0	88.9	24.0	36.0	88.9	32.0
Poland	22.0	100.0	22.0	1.0	100.0	1.0	104.0	12.8	13.3	126.0	28.0	35.3
Portugal	17.1	100.0	17.1	20.1	51.6	10.4	13.0	25.0	3.3	30.1	67.7	20.4
Slovak Republic	28.0	55.0	15.4	0.0	0.0	0.0	136.0	20.5	27.9	164.0	26.4	43.3
Slovenia	15.0	100.0	15.0	2.1	100.0	2.1	37.1	100.0	37.1	52.1	100.0	52.1
Spain	16.0	100.0	16.0	2.1	100.0	2.1	0.0	0.0	0.0	16.0	100.0	16.0
Sweden	15.6	0.0	0.0	10.0	78.2	7.8	44.4	108.0	48.0	60.0	80.0	48.0
Switzerland	14.0	80.0	11.2	0.0	0.0	0.0	0.0	0.0	0.0	14.0	80.0	11.2
Turkey	16.0	66.7	10.7	0.0	0.0	0.0	0.0	0.0	0.0	16.0	66.7	10.7
United Kingdom	52.0	22.5	11.7	2.0	19.1	0.4	0.0	0.0	0.0	52.0	22.5	11.7
United States	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

1) The table refers to the entitled weeks of paid leave as at April 2013. See Tables PF2.1.B, PF2.1.C, PF2.1.D and PF2.1.E for details on benefit payment rules and conditions. 2) The “average payment rate” is defined as the average replacement rate over the length of paid leave entitlement for a person normally on average wages. If this covers more than one period of leave at two different replacement rate then a weighted average is calculated based on length for each period. 3) Information refers to the entitlement for paternity leave and the father quota included in some parental leave regulations (for example, Finland and Iceland). 4) Information refers to parental leave and subsequent prolonged periods of paid leave to care for young children (sometimes under a different name, for example, “Childcare leave” or “Home care leave”, or the *Complément de Libre Choix d'Activité* in France). 5) The total paid leave for mothers refers to the maximum duration of the paid parental leave entitlement not for exclusive use by the father minus any period of maternity leave taken after the birth of a child that overlaps with the period of parental leave. 6) There is no statutory

entitlement to maternity leave as such in Australia. However, women may take up to six weeks of the parental leave entitlement prior to the expected birth, for which payment can be received under the Government's Parental Leave Pay system.
 Sources: as for Tables PF2.1 B-E.

Chart PF2.1.A: Paid child-related leave periods by duration the full-rate equivalent (FRE) of the leave period if paid at 100% of usual earnings, and the remaining "unpaid" weeks, 2013



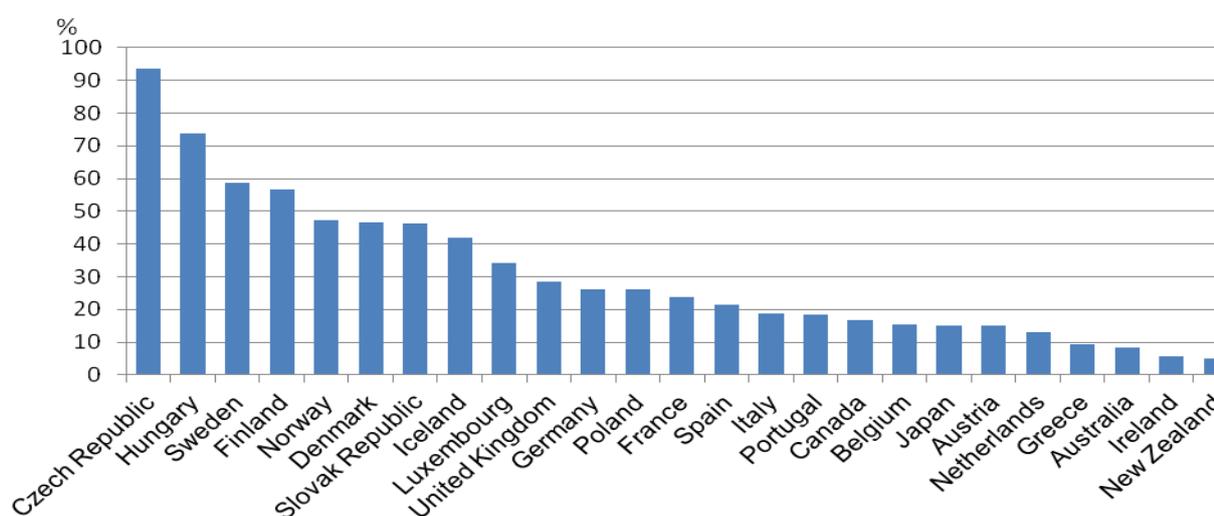
Notes: see section on data and comparability issues. Source: see Table PF2.1.B to E

Comparability and data issues

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

Chart PF2.1.B: Spending on maternity and parental leave payments per child born, 2009¹
(2011 data will be available shortly following the update of the OECD SOCX database)

Spending per birth as a % of GDP per capita



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

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 United States, 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.

Country-specific notes for the calculation of full-rate equivalents in Table PF2.1.A and for Charts PF2.1.A (the data reflects the situation as at April 2013 and does not include more recent reforms):

- Australia: 6 weeks of the paid parental leave scheme are considered as maternity rights; 12 weeks are considered paid parental leave.
- The Czech Republic: payment of a maximum EUR 8000 (CZK 220000) over the parental leave period is assumed.
- Finland: paternity leave is assumed to include eighteen working days (3 weeks), plus a further 24 'bonus' days (= four weeks) for fathers who take the last two weeks of Parental leave. Thus a total pf 3+2+4 weeks.
- Germany: the two months bonus granted when both parents takes at least two months of parental leave are included in paternity leave.
- Hungary: This includes the GYED payment for 104 weeks supplemented by flat-rate GYES payment for one year.
- Iceland: the maximum payment of EUR 1890 (ISK 300,000) per month is applied to mothers and fathers usually earning average wages.
- Ireland: the maximum payment of EUR262 per week is applied to mothers and fathers usually earning average wages..
- Lithuania: payment during parental leave is 70% of net earnings until the child is 12 months and 40% of net earnings until the child is 24 months.
- The Netherlands: the payment during parental leave correspond to a tax reduction of EUR723 per month.
- New Zealand: maternity leave with a ceiling at NZ\$458 per week at the average earnings.
- Poland: 36 months of parental leave benefits (which apply to households with more than one child) is assumed.
- Sweden: 60 days for each parent are counted respectively as maternity and paternity rights, plus an additional 7 weeks (unpaid) which are reserved for mothers exclusively related to birth.
- United Kingdom: the whole 52 weeks of maternity leave are considered including the 13 weeks of unpaid leave

Sources and further reading (especially for tables PF2.1.B PF2.1.C, PF2.1.D and PF2.1.E): MISSOC (2013); *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. ed. (2005-2013), *International Review of leave Policies and related research*, <http://www.leavenetwork.org/>; R. Ray (2008), *A detailed Look at Parental Leave Policies in 21 OECD Countries*, CEPR, Washington; and OECD (2011) *Doing Better for Families* www.oecd.org/social/family/doingbetter

Table PF2.1.B: Employment-protected statutory maternity leave arrangements (1), 2013

Country	Maximum duration (weeks)	Eligibility criteria for payments	Paid	Payment	Financing
Australia	6 weeks (of the 52 weeks of parental leave for each parent)	12 months continuous service with the same employer for employees with permanent position.	Yes	See section on parental leave	State
Austria	16 (can be 20 for medical reasons)	No qualifying conditions	Yes	100% of average income for the last three months with no ceiling.	State/SI
Belgium	15 (17 multiple births)	All insured women	Yes	30 days : 82% after : 75% with a ceiling of EUR94.87 per day	SI
Bulgaria	68 (410 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 CAN\$ 485 per week	SI
Czech rep.	28 (37 multiple births or for single mother)	All women residents	Yes	69% (up to CZK31,837 per month)	Health insurance
Cyprus ^{1,2}	18	All insured women	Yes	75% increased to 80%, 90% and 100% for one, two or three dependants respectively	
Denmark	18	6 weeks of residence	Yes	100 % up to DKK788 per working day before taxes or DKK3,940 weekly.	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 EUR53,072, with a lower percentage for higher earnings; 70% after that period, up to EUR34,495, again with a lower percentage for higher earnings; minimum at EUR574per month.	SI
France	1 st /2 nd child : 16; 3 rd : 26, (+3 multiple births)	10 months insurance contributions	Yes	100 % up to maximum (EUR3,031 a month)	SI
Germany	14 (18 multiple births)	All insured women	Yes	100% with no ceiling	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 if earnings lower than ISK200,000 per month; 75 % for earnings over ISK200,000 up to a ceiling of ISK300,000 per month	SI
Ireland	42	39 ins. contributions paid in the 12 months pre- leave	26 weeks	70% with minimum and maximum of EUR262 per week	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% for the first 60 days with a max of WON 1,350,000 for the last 30 days.	
Latvia	19 (112 calendar days) (+2 weeks for women with continuous medical care before the pregnancy)	All insured women	Yes	100% of the average gross wages upon which contributions have been paid during 12 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% up to a ceiling of 3.2 times average insured monthly income, currently LT4,761.6	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), 2013 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 at EUR9,007.43 per month)	SI
Netherlands	16	All insured women	Yes	100% up to maximum of daily (EUR 193)	SI
Malta	14	All insured women	Yes	Paid at a flat-rate of EUR74.44 per week. An extra week of unpaid leave is also available	
Mexico	18	Currently in covered employment	Yes	100%	SI
New Zealand	14 (i.e. the paid parental leave)	Currently in covered employment	Yes	100% up to a ceiling of NZ\$ 458.82 Self-employed parents who earn less than the equivalent of 10 hours pay at the highest rate of the minimum wage receive a minimum rate of NZ\$130 before tax per week.	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 NOK437,286	State
Poland	1st child : 24 (14 obligatory); multiple births : 37 for twins	Insured employees and self-employed women	Yes	100 % (no ceiling)	SI / employer
Portugal	75 days (as part of the 120 or 150 calendar days of parental leave, depending on payment level)	6 months insurance contributions	Yes	80-100% with a minimum, see details in the table on parental leave.	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	34 (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 3230 a month. A flat-rate benefit (EUR 532 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	14	Currently in insured employment and employed during 5 of the 9 months before birth	Yes	80% up to a maximum of SFR 196 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.	Up to weeks 39 weeks	First 6 weeks : 90% then final 20 weeks : GBP135.45 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 in April 2012. 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 birth grants () in place of or in supplement to statutory maternity pay, 2013**

Country	Allowance (*)			Grant (**)		
	Allowance	Eligibility	Details	Grant	Eligibility	Details
Australia	No	-	-	Yes	Mean-tested "Baby Bonus"; paid for about 95% of births and adoptions	AUD 5 294 paid in 13 fortnightly instalments
Austria	Yes	Freelance workers receive income-based maternity benefit; marginally employed self-insured women receive a flat-rate payment of EUR8.22 a day; while self-employed women who pursue a trade and farmers are eligible for 'operational support' (i.e. financial or other support to maintain their business) as a form of maternity benefits, but if no operational support is granted, they can claim a flat-rate payment of EUR26.97 a day. Eligible unemployed women or women receiving Childcare benefit are entitled to 180 per cent of previous unemployment benefit.	-	No	-	-
Belgium	No	-	-	Yes	Birth grant	EUR 1,129.95 is paid for the first birth (or per child for multiple births); EUR 850.15 for the second and each subsequent birth EUR 1,129.95 is paid for each child adopted
Bulgaria	Yes	Assistance to students: Benefits include a lump sum paid during pregnancy, a lump sum paid after giving birth, a monthly allowance paid for a child until the insured leaves secondary education or up to age 20, and a monthly allowance paid for child care for a child up to age 1.	Flat-rate	Yes	Birth grant	BGN 250 is paid for the birth of the first child, BGN 600 for the second, and BGN 200 for the birth of each subsequent child. For the birth of a child with a disability, an additional BGN 100 is paid.
Cyprus ^{1,2}	Yes	The insured must have 26 weeks of paid contributions including at least 20 contributions paid or credited in the last year. The grant is also paid to the nonworking wife of an insured man.	A lump sum of EUR491 is paid	No	-	-
Czech Republic	No	-	-	Yes	The family must reside permanently in the Czech Republic.	A lump sum of CZK 13,000 is paid per child.
Denmark	No	-	-	Yes	Paid for multiple births	DKK 8,024 a month is paid for the second and each subsequent child. The grant is paid quarterly until the children are age 7. A lump sum of DKK 46,214 is paid
Finland	No	-	-	Yes	Paid to a pregnant woman who has undergone necessary medical examinations and whose pregnancy lasts for at least 154 days. The grant is also paid for the adoption of a child younger than age 18. The grant is increased for multiple births or adoptions.	The mother can choose to receive clothing and other necessities (layette) for the newborn or a cash benefit of EUR 140. Adoption grant: A lump sum of between EUR 1,900 and EUR 4,500 is paid.
Canada	Yes	Self-employed can opt-in to federal Employment insurance benefits, including maternity leave, parental leave, sickness and compassionate care.	-	No	-	-

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Table PF2.1.C: Maternity allowance (*) and birth grants () in place of or in supplement to statutory maternity pay, 2013 (continued)**

France	Yes, No in 2004	means tested (around 80 % of families are eligible)	EUR177.95 a month is paid from the month of childbirth up to the month preceding the child's 3rd birthday. For the adoption of a child, the benefit is paid for up to 3 years.	Yes	Birth grant: means-tested, such as to include 90 % of families. is paid for each child at the 7th month of pregnancy.	EUR 889.72
Germany	Yes	For female employees who are not members of a sickness fund, Federal States pay maternity benefits equivalent to the sickness benefit	-EUR 210 per month	No	-	-
Greece	No			Yes	Birth grant	EUR 928.10 is paid for each child
Hungary	No	-	-	Yes	Birth grant paid to a mother who has completed at least four prenatal examinations. The grant is paid to adopting parents if the birth mother completes the required examinations.	A lump sum of 225% of the minimum old- age pension (64,125 forints) is paid after each birth; 300% of the minimum old-age pension (85,500 forints) is paid for twins.
Ireland	No	-	-	Yes	Multiple birth grant: Paid for multiple births.	
Latvia		-	-	Yes	Child birth benefit.	A lump sum of 296 lats is paid. Childbirth supplement: 100 lats is paid for the first child, 150 lats for the second, and 200 lats for each subsequent child..
Luxembourg	Yes	Not entitled to insured maternity benefit.	A lump sum of EUR3,104.32 is paid for a 16- week period to persons.	Yes	Birth grant: the mother must undergo prescribed medical examinations and reside in Luxembourg.	EUR 1,740.09 is paid in three equal parts as a prenatal allowance, birth grant, and postnatal allowance
Malta		Citizens and their spouses. Payable to women who do not avail themselves of maternity leave	Flat-rate EUR 63.48 for 13 weeks	No		
Poland	Yes	Social assistance recipients	Four first months of child's life Minimum : PLN 50 per month	Yes	Nursing allowance (means-tested)	A lump sum of PLN 153 is paid
Portugal	Yes	Special maternity allowance	65% of the insured's average daily earnings is paid to a woman who is pregnant, recently gave birth, or breastfeeds an infant, and who is exposed to health and safety risks in the workplace or works at night.	Yes	Prenatal family allowance: paid to a pregnant mother from the 13th week of the pregnancy. Household income must not be greater than 5 times the social benefit rate.	The allowance varies according to household income and the family allowance paid for each child younger than age 1 and other children aged 1 or older.
Romania	No	-	-	Yes	Birth grant: Paid to a mother for the birth of each child, for up to four children. Other benefits include layette (without limit to the number of children).	A lump sum of RON 230 is paid for each live birth. A layette equal in value to 150 new lei is paid for each birth.
Slovak Republic	Yes	Women not entitled to paid statutory maternity leave.	Paid leave (lower amount)	Yes	1) Birth grant: Paid for the birth of a child to parents residing permanently in the Slovak Republic. 2) Multiple birth allowance: Paid to parents on the birth of triplets or more children or the birth of two sets of twins in a 2-year period.	1) A lump sum of EUR 151.37 is paid for each child; for multiple births of three or more children (or the birth of two sets of twins in a 2-year period) the lump sum is increased by 50% for each child 2) EUR 81.99 a month is paid for a child up to age 6; EUR 101.25 if aged 7 to 15; and EUR 107.55 if older than age 15.
Slovenia	No	-	-	Yes	Paid for a newborn child whose father or mother resides permanently in Slovenia	A lump sum of EUR 276.11 is paid for the purchase of clothing and other necessities

Country	Allowance (*)			Grant (**)		
	Allowance	Eligibility	Details	Grant	Eligibility	Grant (**)
Spain		Nursing mother's allowance: paid to a nursing mother who is deemed unable to continue in the usual job or any similar job because of the risk to her and the child's health. There is no required minimum contribution period due to the professional nature of the allowance.	Daily benefit is 100% of the insured's daily average earnings in the last calendar month before the maternity leave period and is paid from the day work ceases until the child is aged 9 months.	Yes	1) Birth or adoption grant (income-tested): Paid on the birth or adoption of a child. The child and the recipients must reside legally in Spain. 2) Multiple births or adoptions grant (no income test): Paid on the birth or adoption of two or more children in Spain. The recipients must not receive any other state family benefits.	1) A tax deduction of EUR 2,500. 2) The grant is 4 times the monthly minimum wage for the birth of twins or the adoption of two children; 8 times the monthly minimum wage for the birth of triplets or the adoption of three children; and 12 times the monthly minimum wage for the birth or adoption of four or more children.
Sweden	Yes	Pregnancy cash benefits (parental insurance): Paid to a pregnant woman employed in a physically demanding or dangerous job whose employer is not able to transfer her to less demanding or dangerous work.	80% pay up to maximum(see tables on maternity and parental leave)	No	-	-
Switzerland	No			Yes	Some cantons pay birth grants	A lump sum of 850 francs to 2,000 francs is paid, according to the canton.
UK	Yes	All employed and self-employed persons who satisfy certain conditions and are not eligible for statutory maternity pay	paid for up to 26 weeks starting from the 15th week before the expected date of childbirth to the week following childbirth. The benefit is £124.88 a week (April 2010) or 90% of average weekly earnings (whichever is lower).	No	-	-

(*) 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 accounted. (**) Birth grant: lump sum amount paid once at or around the childbirth.
Source: Social Security Programs Throughout the World: <http://www.ssa.gov/policy/docs/proqdesc/ssptw/>

Table PF2.1.D: Statutory paternity leave arrangements (1) – 2013

<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>
Australia		No statutory paternity arrangements (but collective agreements often providing for one or two weeks)				
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 of EUR103.72 per day. (health insurance)	Yes
Canada		No statutory entitlement except in Quebec (for employees and self-employed if they have earned at least CAN \$2,000 in the 52 preceding weeks.		Yes	75 per cent of average weekly income or for five weeks at 70 per cent up to an earnings ceiling of CAND 66,000 per year.	Yes
Denmark	Statutory	EMP	2 weeks to be taken within 14 weeks after birth	Yes	As for maternity leave	Yes
Estonia	Statutory	EMP	10 days to be taken during the maternity leave or during two months after the birth of a child	No		Yes
Finland	Statutory	EMP	18 week days; + up to 4 weeks if the father take 2 weeks of parental leave	Yes	Earnings-related benefit, with payment equal to 70% of annual earnings up to EUR 34,495, 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	Statutory	> 6 months in workforce	13 weeks	Yes	Same as for maternity leave	SI
Ireland	No statutory paternity arrangements (but 3 paid days leave are used to be granted by employers at birth)					
Italy	Limited cases	EMP in the following circumstances: mother's death or severe illness; child being left by his mother or in sole care of his father.	3 months,	Yes	80% by health insurance also in case of adoption	Yes
Korea	Statutory		5 days within the first 30 days of the child (for workplaces with more than 300 employees to be extended to other employees in feb. 2013).		3 days are paid	
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% up to a ceiling of 3.2 times average insured monthly income, currently LT L 4,761.6.	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% (no ceiling)	Yes
New Zealand	Statutory	EMP	1 or 2 weeks depending on eligibility (to be taken between 21 days before or after the birth)	No	An eligible spouse/partner can transfer his/her entitlement to statutory parental leave payment.	

Table PF2.1.D: Statutory paternity leave arrangements (1) – 2013 (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>
Norway	Statutory	EMP/QP for both parents	2 weeks after birth ('daddy days') + 12 weeks of statutory father quota of parental leave (out of 57 weeks parental leave)	Yes	2 weeks 'daddy days' are unpaid by government but depends on collective agreements. Remaining 12 weeks paid at 100%.	Yes
Poland	Statutory	Insured employees and self-employed	2 weeks	Yes	100% (no ceiling)	Yes
Portugal	Statutory	EMP	5 days in first month after birth	Yes	100%	Yes
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 (EUR 3865 per month in 2012); minimum payment at 55% if the minimum wage (i.e. EUR 420) For the remaining 75 days, the father is paid social security based on the minimum wage (approximately EUR 169 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% , sae ceiling as maternity leave.	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 EUR 43,070 per year	Yes
Switzerland	No statutory entitlements					
United Kingdom	Statutory	EMP/QP (26 weeks)	2 weeks to be taken by blocks of one week within 8 weeks of birth	Yes	GBP 135 week or 90% of earnings if this is less	Yes

Legislation as applied in April 2012

(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, 2013

<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 per parent (but the second 12 months is subject to employer agreement).	-	Paid 18 weeks in the first 12 months since the 1/1/2011; the rest is unpaid	Government's Parental Leave Pay equivalent to the federal minimum wage (\$ 589,30 per week or \$ 15.51 per hour). Company policies or industrial agreements often provide for paid maternity leave for 6 to 12 weeks and for paid paternity leave one or two weeks.	
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.	5 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 for those earning less than EUR1,000 income a month (12+2 option); •80 per cent of the last net income for 12 months or 14 months for those earning between EUR1,000 and EUR2,000 a month (12+2 income-related option).	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: EUR756.19 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 leave 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	37 weeks in most jurisdictions for one parent or shared between two parents but not exceeding a combined maximum of 35 weeks in jurisdictions where leave is an entitlement per family.		35 weeks at 55% of AW (max CAD 485 pw).		
Czech R.	Parental	156 weeks	3	Various options, until the child is 24 to 48 months old. The maximum amount is CZK11,500 per month and 70 per cent of previous monthly earnings. The total amount payable for the whole period is CZK220,000.		

Table PF2.1.E: Statutory parental leave arrangements, 2013 (Contd.)

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	As for maternity leave	Possibility to work part time with reduced payment accordingly
Estonia	Parental. Entitlement per family.	156	3 years	2 types of payment, neither of which is specifically linked to parental leave: 1) Parental benefit (vanemahüvitis) at 100 per cent of average earnings for 62 weeks, with a ceiling of EUR2,143 per month. For parents who are not on leave and not working, a flat rate of EUR278 per month applied until the child reaches 18 months of age. 2) Childcare benefit (lapsehooldustasu) at a flat-rate of EUR38 per month, 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 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 EUR53,072, lower % for higher earnings. After, 70% up to EUR34,495, with a lower % for higher earnings 2) basic allowance : EUR 327 p/m for first child + subsequent EUR 98,04 p/m (if under 3 years) and EUR 63 for every other pre-school child over three years and a means-tested supplement (up to EUR 175.24 a month). 3) allowance of EUR 90 per month	1) extended in case of multiple births by 60 days per additional child Part time possible for both parents Also for adoptive parents 3) Salary is reduced proportionally
France	1) Parental leave 2) Part time	1) 3 years per parent per child (one year renewable twice); 1 year if adoption 2) Right to part time	1) 3 2) None	1) Separate benefit per household: for 3 years if 2+children, and worked certain numbers of years. Only for 6 months for a 1st child	1) EUR 566 p/m 2) Cannot be refused by employer unless strong reasons
Germany	Parental leave	Up to three years	3 (final year can be take untile age 8)	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.

Table PF2.1.E: Statutory parental leave arrangements, 2013 (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	6	Unpaid	Part-time only upon employer's approval. Also for adoptive parents	
Hungary	Parental leave	1) GYED: up to a child's 2 nd birthday 2) GYES: From the end of GYED (child's second birthday) until the child's third birthday, for insured parents	2	1) 70% of previous salary (up to a ceiling HUF 130,200 per months. 2) flat-rate benefit equal to HUF 28,500	Possibility to work if child is over 1 year Non-insured parents can also receive flat-rate benefits of (EUR105) per month until the child's third birthday.	
Iceland	Parental	13 paid weeks per parent, non transferable + 13 weeks unpaid		Same as maternity leave		
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	Individual entitlement for 6 months maximum for each parent, extended to 7 if the father claims at least 3 months. 11 months maximum per child to be shared by parents. 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 2 times the minimum earnings (EUR14891 in 2009). 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	12 months which can be used by each parent – 14 months if both parents share some of the leave.	1	50% of earnings with a minimum payment of JPY 38,950 (EUR 393) a month and a maximum payment of JPY 215,100 (EUR2,171) per month.	Parental leave only applies to an employee employed on a fixed-term contract when he/she meets both the following conditions: (1) he/she has been employed by the same employer for a continuous period of at least one year; and (2) he/she is likely to be kept employed after the day on which his/her child reaches one year of age. Workers may be excluded if (1) employed by the employer for less than one year; or (2) their employment is to be terminated within one year (or six months if leave continues until the child reaches one year and six months of age); or (3) they work two days or less per week.	
Korea	Parental	12 months per parent (individual right)	6	40% of normal income with a lower limit at WON 500,000 (US\$ 460) and an upper limit at WON 1,000,000 per month.	Parents have to use it consecutively 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	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	Since January 2012, 70% after the expiry of the maternity leave until child is 1 year and 40% 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	flat-rate payment of EUR1,778 per month	To be taken in one block Part time only on employer's approval 2 supplementary full time months if multiple birth	

Table PF2.1.E: Statutory parental leave arrangements, 2013 (Contd.)

Country	Statutory type	Duration	Age limit	Payment	Other	Paid father quota
Netherlands	1) Parental leave 2) PT work	1) 26 times the number of working hours per week per parent per child. For example, a full-time job of 38 hours a week gives a leave entitlements of 988 hours (i.e 26 weeks). 2) Right to change working time	1) 8 2) no	1) Unpaid, except civil servant (75%) or favourable collective agreements But, for participants in the life course saving scheme, tax reduction of EUR 723 a month (half the statutory minimum wage) or EUR 4.18 an hour for each hour of leave. 2) Wage reduced accordingly.	1) Flexibility: leave to be taken in blocks of at least one month. Also 4 months adoption unpaid leave (for child up to 12) 2) There is also an entitlement to increase working time	
New Zealand		52 weeks, including any maternity ('paid parental') leave. Leave is a family entitlement. Paternity/partner leave is additional.	1	None	Extended leave is available to employees who have worked for the same employer for an average of ten hours a week, and at least one hour in every week or 40 hours in every month in the 12 months before childbirth.	
Norway	1) Paid parental leave 2) additional unpaid leave 3) part time centre	1) 47-57 weeks with 80-100% paid leave. Of these, 9 weeks are for the mothers (included under maternity leave) and 12 weeks are for the fathers. The remaining 26 or 36 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 26 weeks of the family entitlement (up to maximum NOK 437,286) a year - 80 % if parent take more than 26 weeks of the family entitlement (up to 36 weeks). Non-employed women receive a flat-rate payment of NOK 35,263 2) Unpaid 3) Parents with a child aged 12-36 months are entitled to receive a cash benefit on condition they don't use publicly funded ECEC service, NOK 3,303 per month. Children who use ECEC on a part-time basis receive reduced benefit.	The sharable period (36 or 26 weeks) may be taken simultaneously by parents working part time.	12 weeks, if the mother works at least 50% of FT week.
Poland	Parental Leave	36 months per family	4 (18 if Disability)	PLN 400 per month for 24 months (36 months if more than 1 child) if the monthly household income per capita does not exceed PLN 552.	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) Initial Parental leave 2) additional leave	1) 120-150 days (30 days could be used pre- or post-birth) paid at 100% or 150 days paid at 80%. Mothers have to take at least six weeks leave after the birth. 30 days bonus if the father takes 30 days alone. 2) 3 months per parent	1) 2) 6	1) 120 days paid at 100% or 150 days paid at 80%. (no ceiling) 2) 25% of the average earnings	1) part time possible 2) possibility to work part time	20 working days, of which 10 are obligatory.
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	

Table PF2.1.E: Statutory parental leave arrangements, 2013 (Contd.)

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% (up to an earning celing at SEK 440,000. 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 A 'Gender Equality Bonus' (jämställdhetsbonus) offers an economic incentive for families to divide Parental leave more equally between the mother and the father. Both parents receive 50 SEK (EUR 5.6) each per day for every day they use the leave equally. The bonus applies to the 390 days of earnings-related leave after the two reserved months are used by each parent (i.e. 270 days). When parents share the leave equally the bonus is therefore worth a maximum of SEK 13,500 (EUR 1,513). The bonus, also available for parents who do not live together, is likely to encourage low (and medium) income fathers to take more Parental leave.	60 days for fathers
UK	Parental leave	13 weeks per parent 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 in April 2012, except in Korea where information refers to the situation as in June 2008.

Sources: Moss, P. (2011), *International Review of leave Policies and related research*, http://www.leavenetwork.org/fileadmin/Leavenetwork/Annual_reviews/2012_annual_review.pdf; Missoc tables: Social Protection in EU Member States; Social Security Programs Throughout the World: <http://www.ssa.gov/policy/docs/progdesc/ssptw/>.