

PF2.1. Parental leave systems

Definitions and methodology

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

- **Maternity leave** (or pregnancy leave): employment-protected leave of absence for employed women directly around the time of childbirth (or, in some countries, adoption). The ILO convention on maternity leave stipulates the period of leave should 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 period following birth. Almost all OECD countries have public income support payments tied to maternity leave. In some countries (for example, Australia, Iceland, New Zealand, Norway and Sweden), there is no separate regulation for (paid) maternity leave, with stipulations instead integrated into the parental leave scheme.
- **Paternity leave**: employment-protected leave of absence for employed fathers at or in the first few months after childbirth. Paternity leave is not stipulated by international convention. In general, periods of paternity leave are much shorter than periods of maternity leave. Because of their short length, workers on paternity leave often continue to receive full wage payments. In some countries (e.g. Iceland), father-specific leave entitlements are part of the parental leave scheme, rather than a separate right.
- **Parental leave**: employment-protected leave of absence for employed parents, which is often supplementary to specific maternity and paternity leave periods, and frequently, but not in all countries, follows the period of maternity leave. Entitlements to parental leave itself are often individual (i.e. each parent has their own entitlement), but entitlements to public income support during parental leave are frequently family-based, meaning that only one parent can claim income support at any one time (except for a short period after childbirth). In some countries, certain periods of parental leave are reserved for use only by the mother or father and cannot be transferred; in others (such as Austria and Germany), 'bonus' paid weeks are offered if both parents use a certain portion of the family entitlement. Assuming that the family wishes to maximize the total length of leave on offer, this implies that a certain number of weeks are effectively 'reserved' for fathers or the 'second' parent.
- **Home care leave** (or childcare or child raising leave): employment-protected leaves of absence that sometimes follow parental leave and that typically allow at least one parent to remain at home to provide care until the child is two or three years of age. Home care leaves are less common than the other three types of leave and are offered only in a minority of OECD countries. They are also often unpaid. Where a benefit is available, home care leaves tend to be paid only at a low flat-rate.

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

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

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

- **Father-specific parental and home care leave:** covers any weeks of employment-protected parental or home care leave that can be used only by the father or 'other parent'. This includes any weeks of parental leave that are an individual non-transferable entitlement for the father or 'other parent', plus any weeks of sharable leave that are effectively 'reserved' because they must be used by the partner of the main leave-taker (often the father) in order for the family to qualify for bonus weeks. Weeks are included here only if they are fully non-transferable. Any entitlements that are initially given to the father but that can be transferred to the mother are not included.

Tables PF2.1.C-PF2.1.E – shown towards the end of this document – detail the key characteristics of maternity, paternity, and parental and home care leaves across countries. First, however, tables PF2.1.A and PF2.1.B and charts PF2.1.A-PF2.1.C summarise paid leave entitlements. They show the duration of paid maternity leave, paid parental and home care leave available to mothers, paid paternity leave and paid father-specific parental and home care leave. In all cases entitlements reflect only those weeks of leave for which at least some payment is available.

Because payment rates vary across countries and types of leave, entitlements are presented in both 'duration in weeks' form and in 'full-rate equivalent' (FRE) form, that is, as the length of the paid leave in weeks if it were paid at 100% of previous earnings. The calculation of the full-rate equivalent (FRE) can be summarised as:

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

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

The information shown in the tables below refer to entitlements, benefit rules and payment rates applicable at April 2018 (unless otherwise specified).

Key findings

On average across OECD countries, mothers are entitled to just over 18 weeks of paid maternity leave around childbirth (Table PF2.1.A and Chart PF2.1.A). In line with both the ILO convention on maternity leave and the current EU directive on maternity leave, almost all OECD countries provide mothers with at least 14 weeks leave around childbirth; the main exception is the United States, which is the only OECD country to offer no statutory entitlement to paid leave on a national basis. In some countries, entitlements to paid maternity leave extend to over six months. In the United Kingdom, for example, mothers can take up to nine months paid maternity leave.

Maternity leaves are generally well paid (Table PF2.1.A and Chart PF2.1.A). The majority OECD countries provide payments that replace over 50% of previous earnings, with 13 OECD countries offering a mother on average earnings full compensation across maternity leave. Payment rates are lowest in Ireland and the United Kingdom, where less than one-third of gross average earnings are replaced by the maternity benefit. As a result, despite lengthy maternity leave entitlements, full-rate equivalent paid maternity leave in these countries lasts only seven and twelve weeks, respectively.

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

Paid maternity, parental and home care leave available to mothers, in weeks, 2018

	Paid maternity leave			Paid parental and home care leave available to mothers			Total paid leave available to mothers		
	Length (weeks)	Average payment rate (%)	Full-rate equivalent (weeks)	Length (weeks)	Average payment rate (%)	Full-rate equivalent (weeks)	Length (weeks)	Average payment rate (%)	Full-rate equivalent (weeks)
	(1)	(2)	(3)	(4)	(5)	(6)	(7)=(1)+(4)	(8)	(9)
Australia	18.0	42.9	7.7	0.0	0.0	0.0	18.0	42.9	7.7
Austria	16.0	100.0	16.0	44.0	75.8	33.4	60.0	82.3	49.4
Belgium	15.0	63.7	9.6	17.3	20.3	3.5	32.3	40.4	13.1
Canada	16.0	49.9	8.0	35.0	53.2	18.6	51.0	52.1	26.6
Chile	18.0	100.0	18.0	12.0	100.0	12.0	30.0	100.0	30.0
Czech Republic	28.0	61.0	17.1	35.3	84.5	29.8	63.3	74.1	46.9
Denmark	18.0	53.0	9.5	32.0	53.0	17.0	50.0	53.0	26.5
Estonia	20.0	100.0	20.0	146.0	44.1	64.4	166.0	50.8	84.4
Finland	17.5	74.4	13.0	143.5	19.1	27.4	161.0	25.1	40.4
France	16.0	90.4	14.5	26.0	13.7	3.6	42.0	42.9	18.0
Germany	14.0	100.0	14.0	44.0	65.0	28.6	58.0	73.4	42.6
Greece	43.0	49.5	21.3	0.0	0.0	0.0	43.0	49.5	21.3
Hungary	24.0	70.0	16.8	136.0	37.8	51.4	160.0	42.6	68.2
Iceland	13.0	68.2	8.9	13.0	68.2	8.9	26.0	68.2	17.7
Ireland	26.0	26.7	6.9	0.0	0.0	0.0	26.0	26.7	6.9
Israel ^a	15.0	100.0	15.0	0.0	0.0	0.0	15.0	100.0	15.0
Italy	21.7	80.0	17.4	26.0	30.0	7.8	47.7	52.7	25.2
Japan	14.0	67.0	9.4	44.0	59.9	26.4	58.0	61.6	35.8
Korea	12.9	80.2	10.3	52.0	28.5	14.8	64.9	38.8	25.1
Latvia	16.0	80.0	12.8	78.0	49.8	38.8	94.0	54.9	51.6
Lithuania	18.0	100.0	18.0	44.0	100.0	44.0	62.0	100.0	62.0
Luxembourg	20.0	100.0	20.0	17.3	67.2	11.6	37.3	84.8	31.6
Mexico	12.0	100.0	12.0	0.0	0.0	0.0	12.0	100.0	12.0
Netherlands	16.0	100.0	16.0	0.0	0.0	0.0	16.0	100.0	16.0
New Zealand	18.0	46.8	8.4	0.0	0.0	0.0	18.0	46.8	8.4
Norway	13.0	94.2	12.2	78.0	39.4	30.8	91.0	47.3	43.0
Poland	20.0	100.0	20.0	32.0	67.5	21.6	52.0	80.0	41.6
Portugal	6.0	100.0	6.0	24.1	59.6	14.4	30.1	67.7	20.4
Slovak Republic	34.0	75.0	25.5	130.0	21.2	27.6	164.0	32.4	53.1
Slovenia	15.0	100.0	15.0	37.1	90.0	33.4	52.1	92.9	48.4
Spain	16.0	100.0	16.0	0.0	0.0	0.0	16.0	100.0	16.0
Sweden	12.9	77.6	10.0	42.9	57.4	24.6	55.7	62.1	34.6
Switzerland	14.0	58.4	8.2	0.0	0.0	0.0	14.0	58.4	8.2
Turkey	16.0	66.7	10.7	0.0	0.0	0.0	16.0	66.7	10.7
United Kingdom	39.0	30.1	11.7	0.0	0.0	0.0	39.0	30.1	11.7
United States	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
OECD average	18.1	-	-	35.8	-	-	53.9	-	-
Costa Rica	17.3	100.0	17.3	0.0	0.0	0.0	17.3	100.0	17.3
Bulgaria	58.6	90.0	52.7	51.9	32.8	17.0	110.4	63.1	69.7
Croatia	30.0	100.0	30.0	26.0	42.1	10.9	56.0	73.1	40.9
Cyprus ^{b,c}	18.0	75.1	13.5	0.0	0.0	0.0	18.0	75.1	13.5
Malta	18.0	86.3	15.5	0.0	0.0	0.0	18.0	86.3	15.5
Romania	18.0	85.0	15.3	90.7	85.0	77.1	108.7	-	-
EU average	22.1	-	-	43.7	-	-	65.8	-	-

Note: Information refers to paid parental leave and subsequent periods of paid home care leave to care for young children (sometimes under a different name, for example, "childcare leave" or "child raising leave", or the *Complément de Libre Choix d'Activité* in France). The table refers to paid leave entitlements in place as of April 2018. Data for Chile and Costa Rica refer to April 2017. Data reflect entitlements at the national or federal level only, and do not reflect regional variations or additional/alternative entitlements provided by states/provinces or local governments in some countries (e.g. Québec in Canada, or California in the United States). The "average payment rate" refers the proportion of previous earnings replaced by the benefit over the length of the paid leave entitlement for a person earning 100% of average national full-time earnings. If this covers more than one period of leave at two different payment rates then a weighted average is calculated based on the length of each period. In most countries, benefits are calculated on the basis of gross earnings, with the "payment rates" shown reflecting the proportion of gross earnings replaced by the benefit. In Austria, Chile, Germany, Lithuania and Romania (parental leave only), benefits are calculated based on previous net (post income tax and social security contribution) earnings, while in France benefits are calculated based on post-social-security-contribution earnings. Payment rates for these countries reflect the proportion of the appropriate net earnings replaced by the benefit. Additionally, in some countries maternity and parental benefits may be subject to taxation and may count towards the income base for social security contributions. As a result, the amounts actual amounts received by the individual on leave may differ from those shown in the table. See Tables PF2.1.C, PF2.1.D, and PF2.1.E for details on benefit payment rules and conditions.

a. The statistical data for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.

b. 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";

c. 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.

Source: See tables PF2.1.C-PF2.1.E.

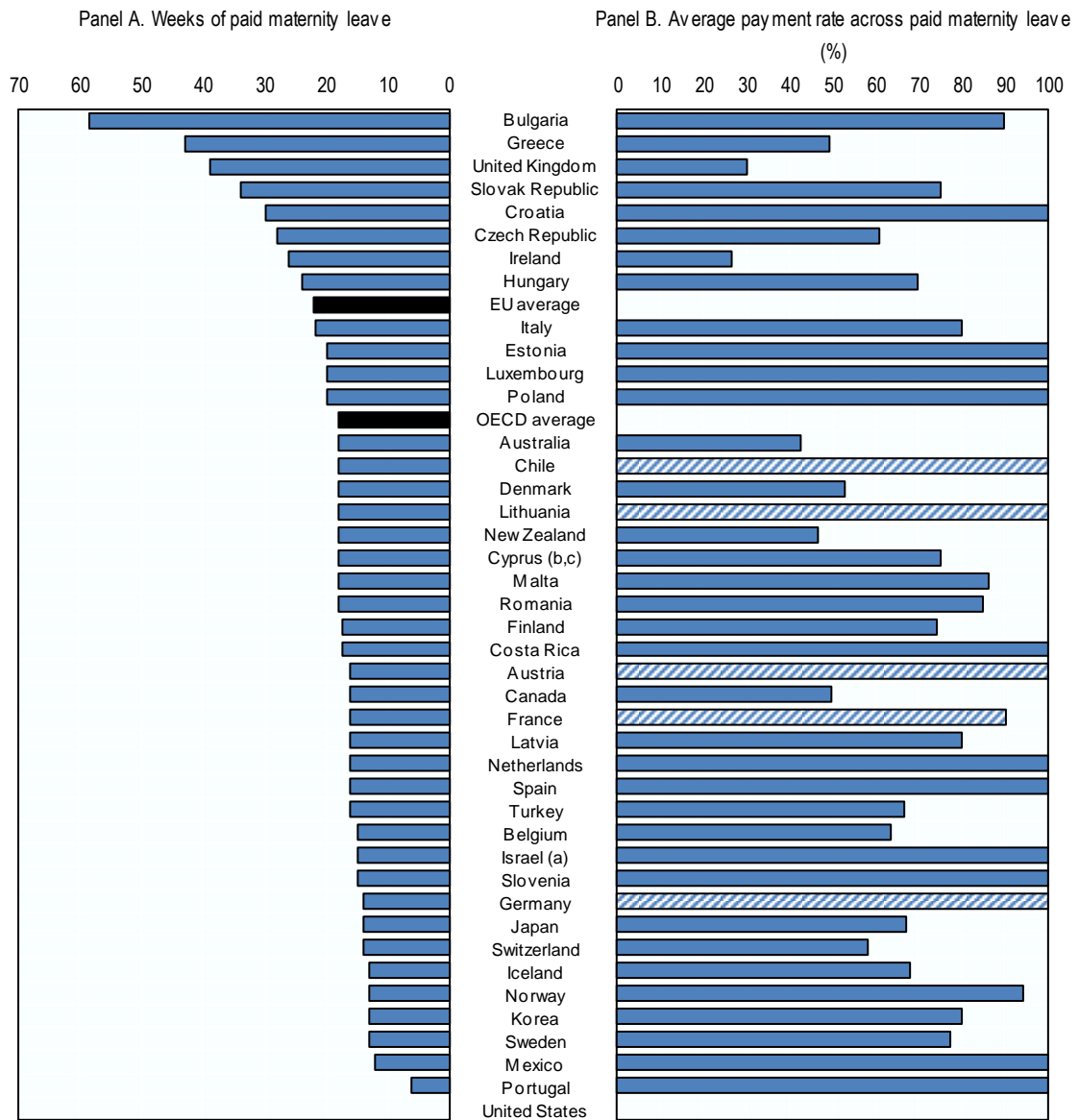
The availability and generosity of paid parental and home care leave varies considerably across countries (Table PF2.1.A and Chart PF2.1.B). The OECD average entitlement available to mothers stands at just under 36 weeks, with most countries that offer at least one week providing somewhere between 26 and 52 weeks. However, 12 OECD countries offer no entitlement to paid parental or home care leave at all, while at the other extreme four OECD countries (Estonia, Finland, Hungary and the Slovak Republic) provide a statutory entitlement to over two-and-a-half-years' paid leave.

Parental and home care leave payment rates tend to be lower than those for maternity leave. Most countries provide benefits that replace somewhere between one-third and two-thirds of previous earnings, but this varies considerably across countries. The lowest payment rates are often found in countries with the longest entitlements. In the Slovak Republic, for example, payments across the 130-week paid parental leave entitlement replace only 21% of average gross earnings, while in Finland the payment rate is only 19%. In the latter case, this is because a substantial portion of the overall leave entitlement takes the form of an extended 'home care' leave. The objectives behind paid home care leaves tend to be a little different to those behind paid parental leave – rather than providing parents with short-term compensation for earnings forgone by suspending employment, these extended benefits instead look to offer medium-term financial support to parents who wish to remain at home to care for young children. As a result, these longer leaves are often paid only through low flat-rate benefits and usually replace only a small proportion of previous earnings.

Paid leaves specific to or reserved for fathers tend to be far shorter than paid leaves available to mothers (Table PF2.1.B and Chart PF2.1.C). On average, OECD countries offer just over eight weeks of paid father-specific leave, either through paid paternity leave or paid father-specific parental or home care leave. Six OECD countries provide no paid father-specific leave at all, and 15 offer two weeks or less. At the other end of the scale, eight OECD countries reserve three months (13 weeks) or more paid leave just for fathers. At around 12 months (52 weeks), the two East Asian OECD countries – Japan and Korea – provide the longest paid father-specific leaves in the OECD.

Chart PF2.1.A. Paid maternity leave

Duration of paid maternity leave and the average payment rate across paid maternity leave for an individual on national average earnings, 2018



Note: Striped bars indicates payment rates based on net earnings. Data for Chile and Costa Rica refer to 2017. See notes to Table PF2.1.A.

a. See note a. to Table PF2.1.A

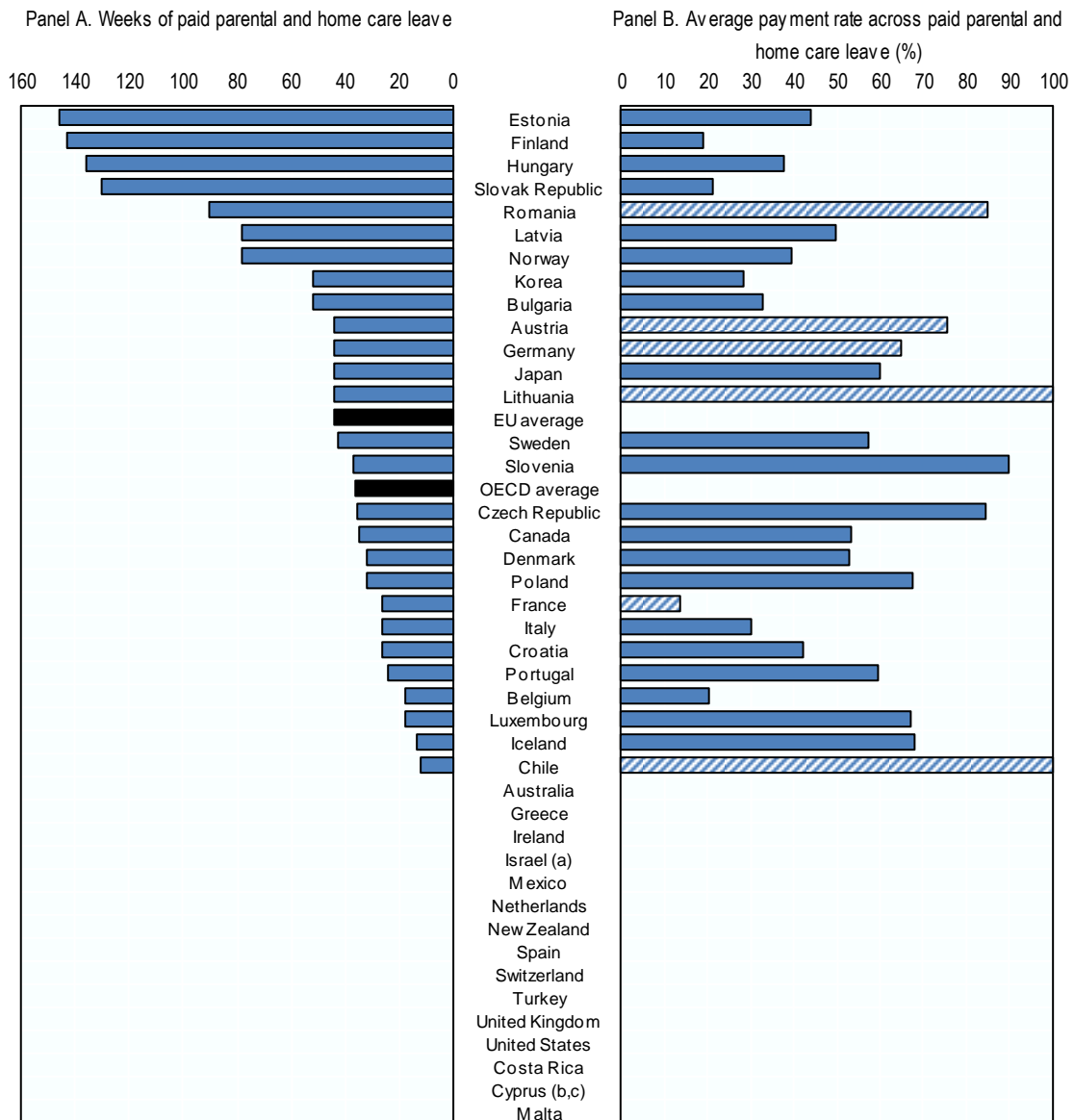
b. See note b. to Table PF2.1.A

c. See note c. to Table PF2.1.A

Source: See tables PF2.1.C-PF2.1.E.

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

Duration of paid parental and home care leave available to mothers, and the average payment rate across paid parental and home care leave available to mothers for an individual on national average earnings, 2018



Note: Striped bars indicates payment rates based on net earnings. Data for Chile and Costa Rica refer to 2017. See notes to Table PF2.1.A.

a. See note a. to Table PF2.1.A

b. See note b. to Table PF2.1.A

c. See note c. to Table PF2.1.A

Source: See tables PF2.1.C-PF2.1.E.

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

Paid paternity leave and paid parental and home care leave reserved (or effectively reserved) for fathers, in weeks, 2018

	Paid paternity leave			Paid parental and home care leave reserved for fathers			Total paid leave reserved for fathers		
	Length (weeks)	Average payment rate (%)	Full-rate equivalent (weeks)	Length (weeks)	Average payment rate (%)	Full-rate equivalent (weeks)	Length (weeks)	Average payment rate (%)	Full-rate equivalent (weeks)
	(1)	(2)	(3)	(4)	(5)	(6)	(7)=(1)+(4)	(8)	(9)
Australia	2.0	42.9	0.9	0.0	0.0	0.0	2.0	42.9	0.9
Austria	0.0	0.0	0.0	8.7	75.8	6.6	8.7	75.8	6.6
Belgium	2.0	73.0	1.5	17.3	20.3	3.5	19.3	25.7	5.0
Canada	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Chile	1.0	100.0	1.0	0.0	0.0	0.0	1.0	100.0	1.0
Czech Republic	1.0	61.0	0.6	0.0	0.0	0.0	1.0	61.0	0.6
Denmark	2.0	53.0	1.1	0.0	0.0	0.0	2.0	53.0	1.1
Estonia	2.0	100.0	2.0	0.0	0.0	0.0	2.0	100.0	2.0
Finland	3.0	62.9	1.9	6.0	62.9	3.8	9.0	62.9	5.7
France	2.0	90.4	1.8	26.0	13.7	3.6	28.0	19.2	5.4
Germany	0.0	0.0	0.0	8.7	65.0	5.7	8.7	65.0	5.7
Greece	0.4	100.0	0.4	0.0	0.0	0.0	0.4	100.0	0.4
Hungary	1.0	100.0	1.0	0.0	0.0	0.0	1.0	100.0	1.0
Iceland	0.0	0.0	0.0	13.0	68.2	8.9	13.0	68.2	8.9
Ireland	2.0	26.7	0.5	0.0	0.0	0.0	2.0	26.7	0.5
Israel ^a	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Italy	0.8	100.0	0.8	0.0	0.0	0.0	0.8	100.0	0.8
Japan	0.0	0.0	0.0	52.0	58.4	30.4	52.0	58.4	30.4
Korea	0.6	100.0	0.6	52.0	28.5	14.8	52.6	29.3	15.4
Latvia	1.4	80.0	1.1	0.0	0.0	0.0	1.4	80.0	1.1
Lithuania	4.0	100.0	4.0	0.0	0.0	0.0	4.0	100.0	4.0
Luxembourg	2.0	100.0	2.0	17.3	67.2	11.6	19.3	70.6	13.6
Mexico	1.0	100.0	1.0	0.0	0.0	0.0	1.0	100.0	1.0
Netherlands	0.4	100.0	0.4	0.0	0.0	0.0	0.4	100.0	0.4
New Zealand	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Norway	0.0	0.0	0.0	10.0	94.2	9.4	10.0	94.2	9.4
Poland	2.0	100.0	2.0	0.0	0.0	0.0	2.0	100.0	2.0
Portugal	5.0	100.0	5.0	17.3	43.6	7.5	22.3	56.3	12.5
Slovak Republic	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Slovenia	4.3	90.0	3.9	0.0	0.0	0.0	4.3	90.0	3.9
Spain	4.3	100.0	4.3	0.0	0.0	0.0	4.3	100.0	4.3
Sweden	1.4	58.4	0.8	12.9	77.6	10.0	14.3	75.7	10.8
Switzerland	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Turkey	1.0	100.0	1.0	0.0	0.0	0.0	1.0	100.0	1.0
United Kingdom	2.0	19.2	0.4	0.0	0.0	0.0	2.0	19.2	0.4
United States	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
OECD average	1.4	-	-	6.7	-	-	8.1	-	-
Costa Rica	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Bulgaria	2.1	90.0	1.9	0.0	0.0	0.0	2.1	90.0	1.9
Croatia	0.0	0.0	0.0	8.7	42.1	3.6	8.7	42.1	3.6
Cyprus ^{b,c}	2.0	75.1	1.5	0.0	0.0	0.0	2.0	75.1	1.5
Malta	0.2	100.0	0.2	0.0	0.0	0.0	0.2	100.0	0.2
Romania	1.0	100.0	1.0	4.3	85.0	3.7	5.3	-	-
EU average	1.7	-	-	4.5	-	-	6.3	-	-

Note: Information refers to entitlements to paternity leave, 'father quotas' or periods of parental leave that can be used only by the father and cannot be transferred to the mother, and any weeks of sharable leave that must be taken by the father in order for the family to qualify for 'bonus' weeks of parental leave. The table refers to paid leave entitlements in place as of April 2018. Data for Chile and Costa Rica refer to April 2017. Data reflect entitlements at the national or federal level only, and do not reflect regional variations or additional/alternative entitlements provided by states/provinces or local governments in some countries (e.g. Québec in Canada, or California in the United States). The "average payment rate" refers the proportion of previous earnings replaced by the benefit over the length of the paid leave entitlement for a person earning 100% of average national full-time earnings. If this covers more than one period of leave at two different payment rates then a weighted average is calculated based on the length of each period. In most countries benefits are calculated on the basis of gross earnings, with the "payment rates" shown reflecting the proportion of gross earnings replaced by the benefit. In Austria, Chile, Germany, Lithuania and Romania (parental leave only), benefits are calculated based on previous net (post income tax and social security contribution) earnings, while in France benefits are calculated based on post-social-security-contribution earnings. Payment rates for these countries reflect the proportion of the appropriate net earnings replaced by the benefit. Additionally, in some countries maternity and parental benefits may be subject to taxation and may count towards the income base for social security contributions. As a result, the amounts actual amounts received by the individual on leave may differ from those shown in the table. See Tables PF2.1.C, PF2.1.D, and PF2.1.E. for details on benefit payment rules and conditions.

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Source: See tables PF2.1.C-PF2.1.E

Father-specific leaves are often well paid when short, although payment rates tend to fall once entitlements last longer than one month (4.3 weeks) or so. Of those countries that offer at least one month, some of the highest payment rates are in Norway – where payments replace just under 95% of gross earnings for an average earner – and Spain, where fathers are entitled to full pay across their 30 days of paid paternity leave. In Japan, where fathers-only leave paid parental leave last for 52 weeks, parental leave benefits replace roughly 58% of previous gross earnings for an average earner. This produces a 'full-rate equivalent' father-specific leave equal to 30.4 weeks (Table PF2.1.B), which is by far the most generous paid father-specific entitlement in the OECD.

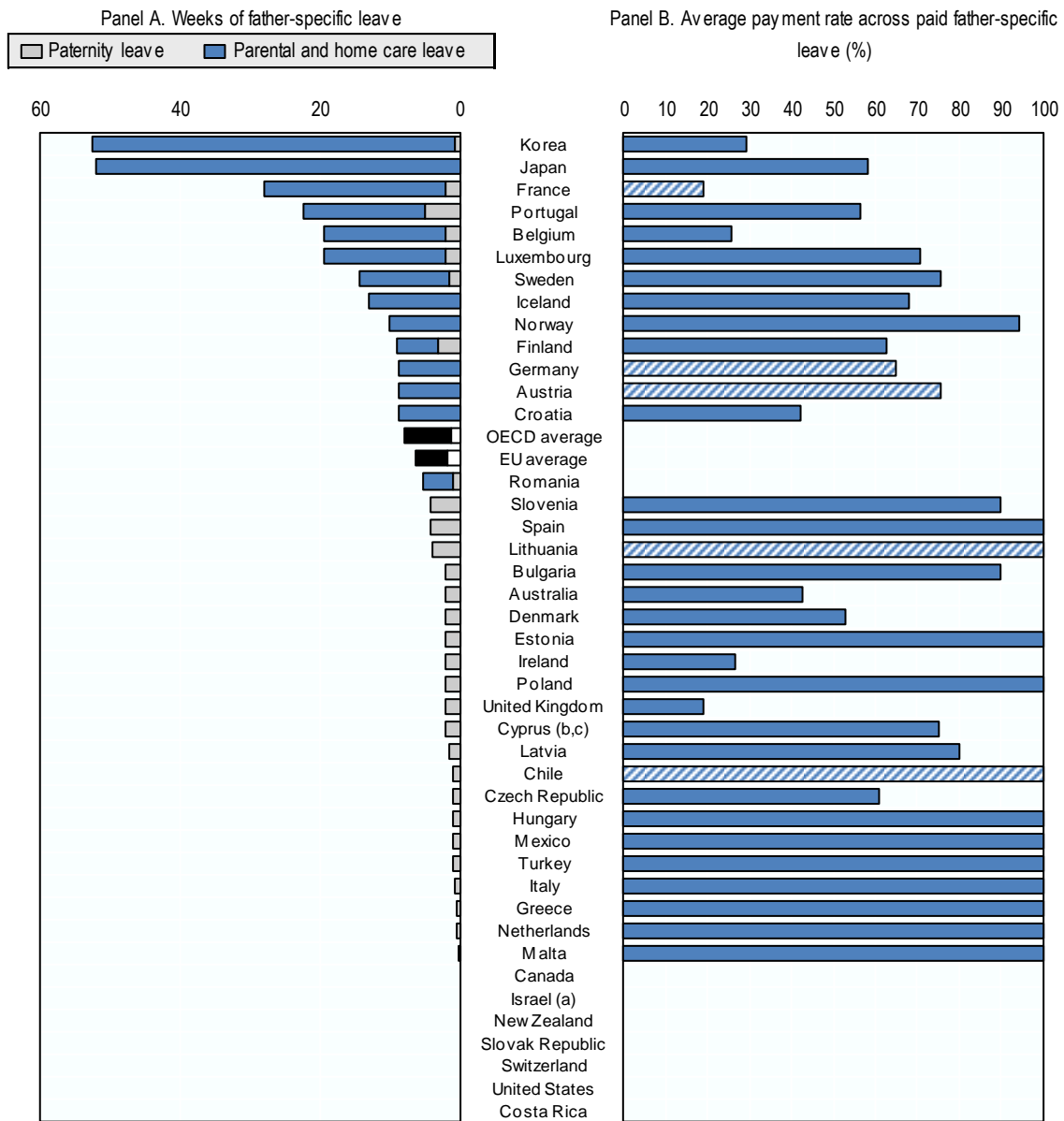
Comparability and data issues

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

- State and local governments can provide alternative entitlements and additional financial support for parents on leave. This is the case in several U.S. states (e.g. California), for example, and in the province of Québec in Canada, which unlike the rest of Canada provides fathers with a statutory paid paternity leave. Such local variations are not included here, and stated provisions reflect only those that are statutory entitlements at the national or federal level.
- Employer-provided top-up payments (over and above the statutory minimum) for those on leave are not included. Practices differ across firms, sectors and countries, but in many OECD countries these payments are substantial. As a result, the indicators above will in some countries underestimate the actual amount that parents receive.
- Leave benefits in some but not all countries may be subject to taxation and may count towards the income base for social security contributions. As a result, the actual amounts received by the individual on leave may differ from those shown above, depending on the rules for and rates of taxation in the given country.

Chart PF2.1.C. Paid leave reserved for fathers

Duration of paid paternity leave and paid father-specific parental and home care leave in weeks, and the average payment rate across paid paternity and father-specific leave for an individual on national average earnings, 2018



Note: Striped bars indicates payment rates based on net earnings. Data for Chile and Costa Rica refer to 2017. See notes to Table PF2.1.B.

a. See note a. to Table PF2.1.A

b. See note b. to Table PF2.1.A

c. See note c. to Table PF2.1.A

Source: See tables PF2.1.C-PF2.1.E

- Lastly, comparisons of statutory leave entitlements do not capture cross-national variations in take up of the various policies. In some countries, societal norms and culture may act as an effective barrier to take up for some parents. For example and as touched on above, Japan offers an extremely generous paid father-specific leave entitlement, but only around 3% of employed new fathers in Japan take advantage of the leave (Nakazato, Nishimura, and Takezawa, 2018). As a

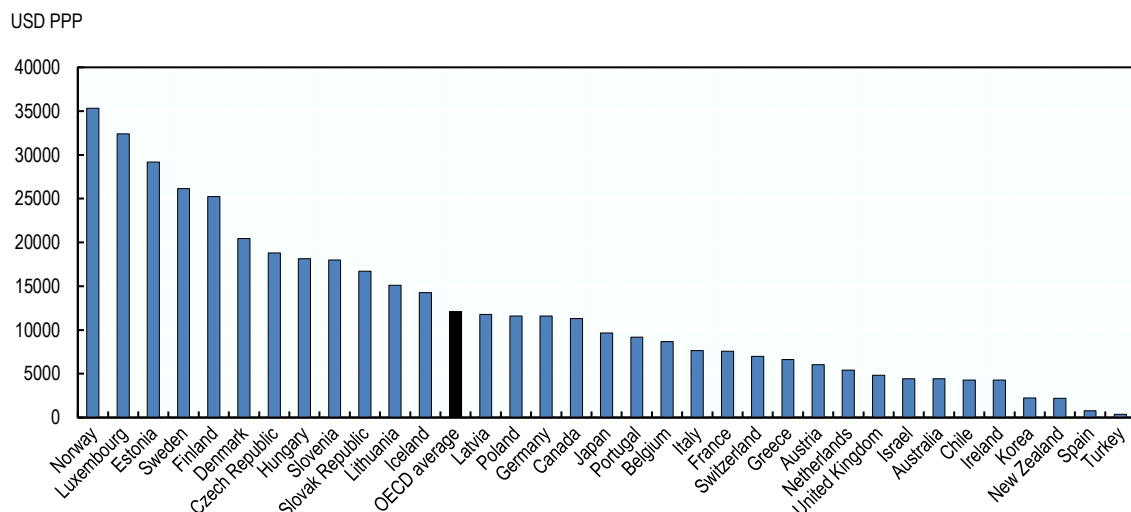
result, while the information above reflects what is technically on offer to parents, statutory entitlements may say little about what is actually used.

An alternative method of comparing leaves systems across countries is to consider public expenditure on parental leave. In this manner, a broader picture is obtained of the relative generosity of systems and, to some degree at least, of the actual use of these systems countries. Chart PF2.1.D shows public expenditure on maternity and parental leave per child born in 2010 U.S. dollars (PPP).

Public expenditure on maternity and parental leave ranges from as high as USD 35 000 per child born in Norway to as low as USD 400 per child born in Turkey, with the OECD average USD 12 100 per child born. Spending is generally highest in Nordic and Eastern European OECD countries, reflecting in the former case the generosity of payment rates and high level take up of leave among both mothers and fathers, and in the latter case the length of paid parental leave available to mothers.

Chart PF2.1.D. Public expenditure on maternity and parental leaves

Public expenditure on maternity and parental leaves per live birth, in USD 2010 PPP, 2015



Note: Data for Canada and Japan refer to 2011, and for Greece and Poland to 2012

Source: OECD Social Expenditure Database, <https://www.oecd.org/social/expenditure.htm>, and OECD Health Statistics, <http://www.oecd.org/els/health-systems/health-data.htm>

Country-specific notes for the calculation of paid leaves shown in Tables PF2.1.A and PF2.1.B and for Charts PF2.1.A-C:

- Australia: it is assumed that the 18 weeks of “Parental Leave Pay” are used by the mother straight after the birth, effectively as a paid maternity leave. Accordingly, all 18 weeks are recorded as paid maternity leave.
- Austria: it is assumed that parents opt for the shorter but higher paid “12(+2)” earnings-related option when deciding on the *Elternkarenz* payment scheme. The two months of leave that must be used by the father in order to qualify for the bonus weeks are recorded as father-specific leave.
- Canada: the one-week waiting period is recorded as ‘paid maternity leave’, as use of the waiting period is necessary in order to receive payment over the remainder of the leave. During parental leave, it is assumed that the parents opt for the shorter but better paid “35 week” option.
- Czech Republic: it is assumed that parents taking parental leave opt to receive the maximum monthly benefit and therefore take paid leave for the shortest possible time. For an earner on national average full-time earnings, this works out at just over 35 weeks.

- Finland: the three weeks of fathers-only leave that can be taken at the same time as the mother are classified as “paid paternity leave”. The remaining six weeks, which cannot be taken while the mother is on parental leave and are usually taken after the parental leave, are considered as weeks of “father-specific parental leave”.
- France: it is assumed that the relevant birth is the birth of the first child (i.e. there are no other dependent children in the household). The duration of paid leave and payment rates reflect entitlements where there are no other dependent children in the household.
- Germany: The two months of leave that must be used by the father in order to qualify for the bonus weeks are recorded as father-specific leave.
- Hungary: the paid parental leave entitlement includes the GYED payment for 104 weeks supplemented by the flat-rate GYES payment for the remaining year.
- Iceland: the thirteen weeks of parental leave reserved for the mother are recorded as paid maternity leave.
- Ireland: the sixteen unpaid weeks of maternity leave are not included.
- Israel: the eleven unpaid weeks of maternity leave are not included.
- Italy: it is assumed that the six months of parental leave pay are taken by the mother. Thus, the father’s entitlement to parental leave is effectively unpaid and is not shown.
- Korea: it is assumed that the mother takes paid parental leave first and the father second. As a result, the increase in the payment rate available to the second parent to take leave is applied to the father’s paid parental leave entitlement.
- Latvia: parental leave is paid through the earnings-related benefit until the child reaches twelve months old, and then through the flat-rate child raising allowance until the child is eighteen months old.
- Lithuania: it is assumed that parents opt for the shorter but higher paid “12 month” option when deciding on the parental leave payment scheme.
- Luxembourg: it is assumed that parents opt for the shorter but higher paid “4 month” option when deciding on the parental leave payment scheme.
- New Zealand: it is assumed that the eighteen weeks of paid “Primary Carer Leave” are used by the mother as a maternity leave. The remaining weeks of parental leave are therefore unpaid.
- Norway: it is assumed that parents opt for the shorter but higher paid “46 week” option when deciding on the parental leave payment scheme. The thirteen weeks of parental leave reserved for the mother are recorded as a maternity entitlement.
- Poland: it is assumed that household income does not fall below the means-tested threshold for payment of the allowance during childcare leave.
- Portugal: the thirty days of “initial parental leave” that must be used by the father in order to qualify for the bonus weeks are recorded as father-specific leave.
- Romania: the single month of paid parental leave that is reserved for the ‘second’ parent is recorded as father-specific leave.
- Sweden: the ninety days of paid parental leave reserved for the mother are recorded as a maternity entitlement.
- Switzerland: the two unpaid weeks of maternity leave are not included.
- United Kingdom: the thirteen unpaid weeks of maternity leave are not included.

Sources and further reading:

Blum, S., Koslowski, A., Macht, A. and Moss, P. (eds.) International Review of Leave Policies and Research 2018. Available at: http://www.leavenetwork.org/lp_and_r_reports/

MISSOC (2019); Mutual Information System on Social Protection in the EU and EEA, Table IV – Maternity/Paternity and Table IX – Family Benefits, <https://www.missoc.org/missoc-database/comparative-tables/results/>

Nakazato, H., Nishimura, J. and Takezawa, J. (2018) 'Japan country note', in Blum, S., Koslowski, A., Macht, A. and Moss, P. (eds.) International Review of Leave Policies and Research 2018. Available at: http://www.leavenetwork.org/lp_and_r_reports/

Table PF2.1.C: Statutory maternity leave entitlements

Country	Maximum duration (weeks)	Paid	Eligibility criteria for payments	Payment
Australia	No statutory entitlement as such. However, most working parents are entitled to 12 months unpaid parental leave, and eligible mothers are can claim up to 18 weeks of 'Parental Leave Pay'.	Yes	Employees and self-employed who have: worked for at least 10 of the 13 months before the birth and for 330 hours in that 10 month period; received an adjusted taxable income of AUD 150,000 or less in the preceding financial year; and are currently on leave or not working. 'Parental Leave Pay' is given 'primary carer'. This usually means the mother, but it can be transferred to the father in some circumstances.	AUD 694.90 per week
Austria	16 weeks	Yes	All women employees. Self-employed women are eligible only if they are voluntarily health insured.	100% of average net income for the last three months with no ceiling on payments.
Belgium	15 weeks	Yes	All women employees. Self-employed women are entitled to twelve weeks of maternity leave through a separate system, paid at a flat rate.	First month: 82% of earnings. Remaining weeks: 75% of earnings, up to an earnings ceiling of EUR 135 per day.
Bulgaria	58.6 weeks (410 calendar days)	Yes	Employed women who have paid insurance contributions for at least 12 months preceding the leave.	90% of insurable earnings across the 24 months preceding the leave, up to a ceiling equal to the maximum insurable monthly income (BGN 2 600). The minimum benefit is equal to the statutory minimum wage.
Canada	16 weeks (varies across provinces, from 15 to 18 weeks)	Yes	For federal Employment Insurance (EI) benefits: 600 hours of continuous employment in the last 52 weeks.	15 weeks paid at 55% of average insured earnings up to a maximum of CND 547 per week. The first week is an unpaid waiting period.
Chile	18 weeks	Yes	All women employees with at least 6 months of contributions, including at least 3 months of contributions in the 6 months preceding the leave. Self-employed women must have 12 months of contributions and at least 6 months of contributions in the 12 months preceding the leave.	100% of average net earnings in the 3 months preceding the leave
Costa Rica	17.3 weeks (4 months)	Yes	Women employees and self-employed with at least three consecutive months of contributions immediately before the birth or six months in the 12 months prior to the birth.	100% of earnings, with 50% paid by the employer and 50% paid through maternity benefits from the Costa Rican Social Security Administration.
Croatia	30 weeks	Yes	12 months of consecutive insurance in the 12 months preceding leave, or 18 months with interruptions during the preceding two years.	100% of average insured earnings for the 6 months preceding the leave, with no maximum.
Czech Republic	28 weeks	Yes	Employees with at least 270 days of contributions during the 2 years preceding leave. Self-employed worker must also have 180 days' contributions during the last year. Students are entitled to the benefit.	70% of the gross monthly earnings, up to a maximum payment of CZK 36 750 per month.
Cyprus (1,2)	18 weeks	Yes	Workers who have been insured for at least 26 weeks before the beginning of the maternity leave and have paid an amount equivalent to at least 26 times the weekly Basic Insurable Earnings of EUR 174.38.	Paid in two parts: a basic benefit, and a supplementary benefit. Basic Benefit: 72% of the basic covered earnings in the last year, increased to 80%, 90% and 100% for one, two or three dependants respectively. Supplementary Benefit: 72% of average covered earnings exceeding basic covered earnings in the last year, up to the maximum covered earnings (EUR 1,046 per week).
Denmark	18 weeks	Yes	Employees who have worked at least 120 hours in the 13 weeks preceding the leave. Self-employed workers must have worked for at least 6 months in the 12 months preceding the leave, including in the 1 month directly preceding the leave.	100% of earnings up to a maximum of DKK 4 300 per week.
Estonia	20 weeks	Yes	All employees with contracts lasting at least one month, and all self-employed.	100% of earnings with no maximum.
Finland	17.5 weeks (105 working days)	Yes	All women who fulfil residence criteria, regardless of employment status.	During the first 56 days of leave, 90% of annual earnings up to EUR 57 183, and 32.5% for earnings above this level. For the remainder, 70% of earnings up to EUR 37 167, 40% up to EUR 57 183, and 25% of earnings exceeding this level.
France	First or second child: 16 weeks; third of higher: 24 weeks.	Yes	All employed and self-employed women	100 % of net (post-social security contribution) earnings with a maximum daily benefit of EUR 86.
Germany	14 weeks	Yes	All insured women employees. Self-employed women are not entitled.	100 % of earnings with no ceiling on payments.
Greece	17 weeks basic maternity leave, and 26 weeks special maternity leave	Yes	Basic maternity leave: 200 days of work in last 2 years for full compensation. Special maternity leave: All women insured with IKA-ETAM	Basic maternity leave: 100% of earnings Special maternity leave: Flat-rate benefit equal to the statutory minimum wage (EUR 586.08 per month)
Hungary	24 weeks	Yes	All women employees and self-employed with at least 365 calendar days of employment in the 2 years preceding the leave.	70 % of earnings with no maximum.
Iceland	13 weeks (3 months), embedded in parental leave scheme. See table PF2.1.E	Yes	All employees and self-employed with at least 6 months service. Self-employed must have paid social security contributions each month.	See table PF2.1.E
Ireland	42 weeks	Yes (26 weeks)	39 weeks of insurance contributions in the 12 months preceding leave.	EUR 240 per week. The remaining 16 weeks are unpaid.
Israel	26 weeks	Yes (15)	All women employees and self-employed with at least 10 months of contributions in the 14 months preceding	100% of earnings up to a maximum of ISL 1 463.83. The last 11 weeks are

		weeks)	the leave.	unpaid.
Italy	21.7 weeks (5 months)	Yes	All insured women employees and registered self-employed	80% with no maximum.
Japan	14 weeks	Yes	All women employees insured by the Employees' Health Insurance system (excluding self-employed, part-time or casual employees).	67% up to a high maximum.
Korea	12.9 weeks (90 calendar days)	Yes	For the full benefit, all women employees who have been insured with the Employment Insurance Fund for 180 days prior to the leave.	100% with no ceiling for the first 60 days, paid by the employer. The remainder is paid at 100% of earnings up to a ceiling of KRW 1,600,000, paid by Employment Insurance.
Latvia	16 weeks (112 calendar days)	Yes	All women employees and self-employed with 12 months of insurance contributions in the 24 months preceding the leave.	80% of average earnings over the past 12 months, with no maximum.
Lithuania	18 weeks (126 calendar days)	Yes	All women employees and self-employed with 12 months of insurance contributions in the 24 months preceding the leave.	100% of net earnings, with no maximum.
Luxembourg	20 weeks	Yes	All women employees and self-employed with 6 months of insurance contributions in the 12 months preceding the leave.	100% of earnings to a maximum of EUR 9 992.95 per month.
Malta	18 weeks	Yes	All women employees and self-employed.	First 14 weeks: continued payment by the employer at 100% of earnings with no maximum. Remaining 4 weeks: flat-rate benefit of EUR 169.76 per week.
Mexico	12 weeks	Yes	Female employees in formal employment with 30 weeks of insurance contributions in the 12 months preceding the leave	100% of earnings with no maximum.
Netherlands	16 weeks	Yes	All women employees. Self-employed women are entitled but are paid through a separate benefit with a lower maximum.	100% of earnings up to a maximum of EUR 209.26 per day.
New Zealand	18 weeks ('Primary Carer Leave')	Yes	Employees who have been employed for an average of at least 10 hours a week over the 26 or 52 weeks preceding the birth. Must be the child's 'primary carer'.	100% of earnings up to a maximum of NZD 538.55 per week before tax.
Norway	13 weeks, embedded in parental leave scheme. See table PF2.1.E	Yes	All who have been employed for six of the ten months prior to birth and who have earned at least half the basic national insurance benefit payment over the previous year.	See table PF2.1.E
Poland	20 weeks	Yes	All insured women employees and self-employed	100 % of earnings with no maximum, or 80% of earnings with no maximum if the recipient wishes to receive a higher payment rate during paid parental leave (see table PF2.1.E)
Portugal	6 weeks, embedded in parental leave scheme. See table PF2.1.E	Yes	All women employees with a record of at least 6 months of insurance contributions.	See table PF2.1.E
Romania	18 weeks	Yes	All women with at least 1 month of insurance contributions in the 12 months preceding the leave.	85% of average insured earnings over the preceding 6 months, with no ceiling.
Slovak Republic	34 weeks	Yes	Employees and self-employed with 270 days of insurance contributions during the 2 years preceding the leave.	75% of daily earnings up to a maximum of twice the national average wage.
Slovenia	15 weeks (105 calendar days)	Yes	All currently insured women employees and self-employed	100% of basic average earnings over the preceding 12 months, with a maximum payment of two times the average wage (EUR 3278.57 per month).
Spain	16 weeks	Yes	Women employees and self-employed with 180 days of contributions in the 7 years immediately preceding the birth of the child or 360 days of contributions across the whole working life.	100% of earnings up to a ceiling of EUR 3 751.2 per month.
Sweden	14 weeks	No. But can use paid parental leave.	All employed women	See table PF2.1.E.
Switzerland	16 weeks	Yes (14 weeks)	All women employees and self-employed who have worked for at least 5 months over the 9 months preceding the birth and that have 9 months of insurance contributions over their lifetime.	80% of earnings up to a payment ceiling of CHF 196 per day
Turkey	16 weeks	Yes	All insured women with at least 90 days of contributions in the 12 months preceding the leave.	66% of earnings with no maximum.
United Kingdom	52 weeks	Yes (39 weeks)	Women employees who have worked for the same employer for 26 weeks up to the 15th week before the expected week of childbirth and who meet an earnings test. Some ineligible employees and self-employed women may be eligible for an alternative benefit.	First 6 weeks: 90% of earnings with no maximum. Remaining 33 weeks: 90% of earnings up to a maximum of GBP 145.18 per week.
United States	No statutory entitlement	-	-	-

Note: Legislation as applicable in April 2018. Private sector employees. In many countries civil servants have access to more generous entitlements. Self-employed often have less favourable statutory schemes. Information reflects entitlements at the national or federal level only, and do not generally capture regional variations or additional/alternative entitlements provided by states/provinces or local governments in some countries (e.g. Québec in Canada, or California in the United States).

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.

Source: Blum, S., Koslowski, A., Macht, A. and Moss, P. (eds.) International Review of Leave Policies and Research 2018. Available at: http://www.leavenetwork.org/lo_and_r_reports/; Social Security Programs Throughout the World Database, <https://www.ssa.gov/policy/docs/progdesc/ssptw/>; Mutual Information System on Social Protection (MISSOC) Database, <https://www.missoc.org/>; World Bank Women, Business and the Law Database, <https://wbl.worldbank.org/>; national correspondents.

Table PF2.1.D: Statutory paternity leave entitlements

Country	Entitlement	Duration in weeks or days	Paid	Payment
Australia	Yes	2 weeks 'Dad and Partner Pay', to be used while on unpaid leave	Yes	Same as "Parental Leave Pay" (see Table PF2.1.C).
Austria	No statutory entitlement	-	-	-
Belgium	Yes	2 weeks (10 working days)	Yes	First 3 days: 100% of earnings, paid by the employer. Remainder: 82% of earnings up to an earnings ceiling of EUR 135 per day.
Bulgaria	Yes	2.1 weeks (15 calendar days)	Yes	90% of insurable earnings across the 24 months preceding the leave, up to a ceiling equal to the maximum insurable monthly income (BGN 2 600). The minimum benefit is equal to the statutory minimum wage.
Canada	No statutory entitlement	-	-	-
Chile	Yes	1 week (5 working days)	Yes	100% of net earnings with no maximum.
Costa Rica	No statutory entitlement	-	-	-
Croatia	No statutory entitlement	-	-	-
Cyprus (1,2)	No statutory entitlement	-	-	-
Czech Republic	Yes	1 week (7 calendar days)	Yes	Same as maternity leave (see Table PF2.1.C).
Denmark	Yes	2 weeks	Yes	Same as maternity leave (see Table PF2.1.C).
Estonia	Yes	2 weeks (10 working days)	Yes	100% of earnings, up to a maximum payment of three times the average gross monthly salary in Estonia.
Finland	Yes	9 weeks, of which up to 3 can be used while the mother is of maternity or parental leave. The remaining 6 weeks are to be used when the mother is not on parental leave.	Yes	70% of earnings up to EUR 37 167, 40% up to EUR 57 183, and 25% of earnings exceeding this level.
France	Yes	2 weeks	Yes	100 % of net (post-social security contribution) earnings with a maximum daily benefit of EUR 86.00.
Germany	No statutory entitlement	-	-	-
Greece	Yes	2 days	Yes	100% of earnings with no maximum, paid by the employer
Hungary	Yes	1 week (5 working days)	Yes	100% of earnings with no maximum on payments.
Iceland	No statutory entitlement as such. However, fathers do have an individual non-transferable entitlement to 13 weeks of paid parental leave (see Table PF2.1.E).	-	-	-
Ireland	Yes	2 weeks	Yes	Flat-rate payment of EUR 240 per week.
Israel	No statutory entitlement as such, but fathers are entitled to 7 days paid absence following birth through their sick leave and annual leave entitlements.	-	-	-
Italy	Yes	4 days	Yes	100% of earnings with no maximum.
Japan	No statutory entitlement	-	-	-
Korea	Yes	1 week (5 working days)	Yes (3 days)	100% earnings for 3 working days, paid by the employer. The remaining 2 days are unpaid.
Latvia	Yes	1.4 weeks (10 calendar days)	Yes	80% of gross earnings with no maximum.
Lithuania	Yes	4 weeks (28 calendar days)	Yes	100% of net earnings, up to a maximum of EUR 1617.40 per month.
Luxembourg	Yes	2 weeks.	Yes	First 2 days: 100% of earnings, paid by the employer Remainder: 100% of earnings, up to a maximum equal to five times the social minimum wage (EUR 992.95 per month)
Malta	Yes	1 day	Yes	100% of earnings with no maximum payment, paid by the employer.
Mexico	Yes	1 week (5 working days)	Yes	100% of earnings with no maximum payment, paid by the employer.
Netherlands	Yes	2 working days (plus 3 unpaid days out of parental leave)	Yes	100% of earnings with no maximum payment, paid by the employer.
New Zealand	Yes	1 or 2 weeks, depending on the length of time for which the individual has worked for their current employer	No	Unpaid.
Norway	Yes	2 weeks	No	Unpaid. However, fathers do have an individual non-transferable entitlement to 10 weeks of paid parental leave (see Table PF2.1.E).
Poland	Yes	2 weeks	Yes	100% of earnings, with no maximum payment.

Portugal	Yes	5 weeks (25 working days), 3 of which are compulsory	Yes	100% of earnings, with no maximum payment.
Romania	Yes	1 week (5 working days)	Yes	100% of earnings, with no maximum payment.
Slovak Republic	No statutory entitlement	-	-	-
Slovenia	Yes	4.3 weeks (30 calendar days)	Yes	90% of earnings up to a ceiling of twice the average wage (approx. EUR 3 278.60 per month). 100% of earnings if earnings are less than EUR 842.79 per month.
Spain	Yes	4.3 weeks (30 calendar days)	Yes	100% of earnings up to a maximum of EUR 3 751.20 per month.
Sweden	Yes	10 calendar days	Yes	77.6% of earnings up to an earnings ceiling of SEK 341 184 per year
Switzerland	No statutory entitlement	-	-	-
Turkey	Yes	5 days	Yes	100 % of earnings, paid by the employer
United Kingdom	Yes	2 weeks	Yes	90% of earnings up to a maximum of GBP 145.18 per week
United States	No statutory entitlement	-	-	-

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Table PF2.1.E: Statutory parental leave entitlements

Country	Leave type	Duration	Age limit (years old)	Payment	Other
Australia	Parental leave	52 weeks. Individual entitlement.	2	Unpaid.	-
Austria	Parental leave	Until the child reaches 2 years. Family entitlement.	2	Paid through the child-raising allowance. Parents may choose between a flexible flat-rate child-raising allowance and an income-related child-raising allowance: Flat-rate option: Between EUR 14.53 and EUR 33.88 per day, depending on the chosen duration of payments (between 365 and 851 days, extended by 25% if both parents take leave). Income-related option: 80% of earnings up to a maximum a payment of EUR 2 000 a month for 12 months (+ 2 months if both parents take leave).	Both parents cannot take leave at the same time except for 1 month the first time they alternate leave. If parents exercise this option, the length of the leave is shortened by 1 month. Each parent can postpone three months of parental leave for use up to the child's 7 th birthday.
Belgium	Parental leave	4 months per parent per child. Individual entitlement.	12	EUR 802 per month	Leave may be taken full-time, half-time over 8 months or for one day a week (one-fifth-time) over 20 months. Leave may be taken up to the child's 12 th birthday. Both parents can take leave at the same time.
Bulgaria	Parental leave	Until the child reaches 2 years of age. Family entitlement.	..	BGN 340 per month.	-
Canada	Parental leave	Federal entitlement: 35-week family entitlement. Some jurisdictions allow up to 37 weeks.	1	35 weeks at 55% of earnings up to a payment ceiling of CAD 547 per week, or 61 weeks at 33% of earnings up to a payment ceiling of CAD 328 per week.	-
Chile	Parental leave	12 weeks. 6 weeks are for the mother only, with the remaining 6 weeks a family entitlement.	..	12 weeks at 100% of net earnings	-
Costa Rica	No statutory entitlement	-	-	-	-
Croatia	Parental leave	4 months. Individual entitlement, but two months are transferable.	8	100% of average earnings up to a ceiling of HRK 3326 per month.	Each parent has individual entitlement to 4 months. However, two months are transferable to the other parent. In effect this produces a 4 month sharable family leave plus a 2 month individual non-transferable leave for each parent.
Cyprus (1,2)	Parental leave	18 weeks per parent. Individual entitlement.	..	Unpaid	-
Czech Republic	Parental leave	Until the child's 3 rd birthday. Leave is an individual entitlement, but the payment is a family entitlement.	3	The level and duration of the payment is flexible and can be chosen by the parents, but the total amount payable to each family for the whole period cannot exceed CZK 220,000. Payments are available until the child's 4 th birthday or until the total amount is exhausted, whichever is sooner. The shortest option is until the child is 12 months old.	While parental leave last only up to the child's 3 rd birthday, the parental benefit can be paid until the child's 4 th birthday.
Denmark	Parental leave	32 weeks. Leave is an individual entitlement, but the payment is a family entitlement.	-	As for maternity leave (see table PF2.1.C)	Can be taken part-time with the employer's permission, with the payment reduced accordingly. Each parent can postpone up to 13 weeks of parental leave for use later.
Estonia	Parental leave	Until the child's 3 rd birthday. Family entitlement.	3	Two types of payment are available, neither of which are specifically linked to parental leave: i. Parental benefit at 100% of average earnings for 62 weeks from the end of maternity leave, with a ceiling of EUR 3 089.55 per month. ii. Childcare benefit at a flat-rate of EUR 38 per month from the end of the parental benefit until the child reaches three years of age.	Parents can work while receiving the parental benefit, but the 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	Parental leave & Home care leave	Parental leave: 158 days (about 26 weeks). Family entitlement. Home care leave: Until the child's 3 rd birthday. Family entitlement.	- 3	Parental leave: 70% of earnings up to EUR 37 167, 40% up to EUR 57 183, and 25% of earnings exceeding this level. Home care leave: Basic allowance of EUR 338.34 per month for first child + EUR 101.29 p/m for each additional child under 3 years and EUR 65.09 for every other pre-school child over three years. Means-tested supplement of up to EUR 181.07 per month.	Extended in case of multiple births by 60 days per additional child. Part-time leave is possible if both parents take leave part-time and the employer(s) agree To receive the home care allowance, the child must not use municipal childcare
France	Parental leave	Until the child is three years old. Individual entitlement.	3	i. For parents with only one child: EUR 391 per month for 12 months after the end of maternity. However, any one parent can receive the payment for a maximum of 6 months only, with the remaining 6 months reserved for the other parent. ii. For parents with two or more children: EUR 391 per month paid until a child is three years old. However, any one parent can receive the payment for a maximum of 24 months only, with the remaining months reserved for the other parent.	Leave can be taken part-time with the allowance reduced accordingly. Only one parent can claim the full-time allowance at any one time, but both can claim simultaneously if both use it part-time

Germany	Parental leave	Up to three years. Leave is an individual entitlement, but the payment is a family entitlement.	8	Parental benefit (<i>Elterngeld</i>) is paid for 10 (+2) months following maternity leave at 67% of a parent's average net earnings up to a ceiling of EUR 1800 per month; 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 benefit increases by 0.1 per cent. High income reduction: for every EUR 2 of monthly earnings above EUR 1200, their benefit reduces by 0.1 per cent to a minimum rate of 65% of average net earnings.	If both parents claim at least 2 months of benefit, the length of benefit period is extended by 2 months (10 +2 option). Parental Benefit Plus (<i>ElterngeldPlus</i>): Instead of 10 (+2) months, the benefit can be taken part-time with payments spread over 20 (+4) months. The monthly benefit level is halved 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 (or three intervals if using <i>ElterngeldPlus</i>).
Greece	Parental leave	4 months per parent. Individual entitlement.	6	Unpaid	-
Hungary	Parental leave	GYED: from the end of maternity leave until a child's 2 nd birthday for insured parents. GYES: i. From the end of GYED until the child's third birthday, for insured parents; ii. Until the child's third birthday for uninsured parents	3	GYED: 70% of previous earnings, up to a maximum of HUF 193 200 per month. GYES: flat-rate benefit of HUF 28,500 per month.	Up to the child's first birthday, GYED is for mothers only. The remaining weeks of GYED and GYES are family entitlements.
Iceland	Parental leave & Childcare leave	Parental leave: 39 weeks of paid leave, of which 13 are reserved for the mother, 13 are reserved for the father, and 13 are a sharable family entitlement. Childcare leave: 17.333 weeks. Individual entitlement.	Parental leave: 2 Childcare leave: 8	Parental leave: 80% of earnings up to a ceiling of ISK 520 000 per month. Childcare leave: Unpaid	Parental leave: Leave can be taken part-time. Both parents can take leave at the same time
Ireland	Parental leave	18 weeks. Individual entitlement.	8	Unpaid	Both parents can take leave at the same time.
Israel	Parental leave	Until the child's 1 st birthday. Family entitlement.	1	Unpaid	Parents cannot take leave at the same time.
Italy	Parental leave	6 months. Individual entitlement. However, the total amount taken by two parents cannot exceed 10 months.	12	30% of earnings. Paid for the first 6 months taken by the family only (i.e. the remaining 4 months are unpaid), and only if taken for a child under age 6. For individuals on low incomes, a means-tested benefit is available for the remaining months and for any months taken for a child aged 6-12.	Leave can be taken part-time. Both parents can take leave at the same time. If both parents use at least 3 months, the total length of leave can be extended to 11 months, with the additional month going to the father.
Japan	Parental leave	Leave can be taken until a child is 12 months old. Individual entitlement. One parent can take their leave up until the child is 14 months old if both parents take some of the leave.	1	First 180 days: 67% of earnings, up to an earnings ceiling of JPY 447 000 with a minimum payment of JPY 49 647 per month and a maximum of JPY 299 691 per month. Remainder: 50% of earnings, with a minimum payment of JPY 37 050 per month and a maximum of JPY 223 650 per month.	Both parents can take leave at the same time.
Korea	Parental leave	12 months. Individual entitlement.	8	First 3 months: 80% of earnings, up to a maximum payment of KRW 1 500 000 per month. Remainder: 40% of earnings, up to a maximum of KRW 1 000 000 per month. For the second parent to take leave, the first 3 months are paid at 100% of earnings up to a maximum of KRW 1,500,000 per month, rising to KRW 2 000 000 from the second child on.	If both parents take leave at the same time, only one parent receives the allowance. Part-time work is possible. This is called Reduced Working Hours during Childcare Period. 25% of the parental leave payment is paid in a lump sum when the employee returns to the same employer and stays for more than 6 months.
Latvia	Parental leave	18 months. Leave is an individual entitlement, but the payment is a family entitlement.	8	i. Parental benefit: 60% of earnings until the child is 12 months old or 43.75% of earnings until the child is 18 months old. ii. Child-raising allowance: flat rate payment of EUR 171 per month until the child is 18 months old, then flat rate payment of EUR 42.69 per month until the child is 24 months old.	Parental benefit is paid both to persons who on parental leave and those continue to work during the parental leave period.
Lithuania	Parental leave	Until the child is 3 years old. Family entitlement	3	Two options: i. 100% of earnings until the child is 12 months up to a maximum payment of EUR 1 617.40 per month. ii. 70% of earnings until the child is 12 months old, up to a maximum of EUR 1 132.18, and 40% of earnings until the child is 24 months, up to a ceiling of EUR 646.98 per month	-
Luxembourg	Parental leave	Between 4 and 6 months, depending on the option chosen. Individual entitlement.	5	Two main options: i. 100% of earnings up to a maximum of EUR 3204.93 per month for four months. ii. 100% of earnings up to a maximum of EUR 1922.96 per month for six months.	Parents can take leave part-time for up to 12 months, or fractionally for at a minimum of one day per week for up to 20 months. Parents can take leave at the same time.
Malta	Parental leave	4 months. Individual entitlement.	8	Unpaid	-
Mexico	No statutory entitlement	-	-	-	-

Netherlands	Parental leave	26 times average usual weekly working hours. Individual entitlement.	8	Unpaid.	Both parents can take leave at the same time. Parents are granted full flexibility in use, though employers can refuse on serious business grounds.
New Zealand	Parental leave	Until the child is 12 months old. Family entitlement	1	Unpaid	-
Norway	Parental leave & Home care leave	Parental leave: 46 or 56 weeks depending on payment scheme, plus 3 weeks for the mother before birth. 10 weeks are for the mother and 10 for the father. The remaining 26 or 36 weeks are a sharable family entitlement. Home care leave: Each parent has an individual entitlement to 12 months of home care leave after paid leave.	3	Parental leave: Two options: i. 100% of earnings up to a maximum of NOK 92 576 per month for 46 weeks. ii. 80% of earnings up to a maximum of NOK 92 576 per month for 56 weeks. Home care leave: Parents with a child aged 12-24 months are entitled to receive a flat-rate benefit of NOK 6 000 per month on condition they do not use publicly funded ECEC services.	Parental leave: Both parents may be on leave together except for the 3 weeks before and 6 weeks immediately after the birth Home care leave: The child must not use publicly funded ECEC services.
Poland	Parental leave & Home care leave	Parental leave: 32 weeks. Family entitlement Home care leave: 36 months after maternity and parental leave. 34 months are a family entitlement, with one month an individual entitlement for the mother and one month for the father.	6, for both.	Parental leave: 100% of earnings for 6 weeks then 80% of earnings for 26 weeks, with no payment ceiling, or 60% of earnings for 32 weeks with no payment ceiling, depending on the payment level chosen during maternity leave (see Table PF2.1.C) Home care leave: Unpaid, although a flat-rate benefit of PLN 400 per month is paid for 24 months if the monthly household income per capita does not exceed PLN 764.	Parental leave: both parents can take leave at the same time. Parents can work part-time, with the parameters adjusted accordingly Home care leave: Parents can take leave together for up to 4 months
Portugal	Initial Parental Leave & Additional Parental Leave	Initial Parental Leave: Duration depends on payment level and gender sharing: 120 or 150 days if parents do not meet the gender sharing criteria, and 150 or 180 days if parents meet the gender sharing criteria (both parents use at least 30 days). Mothers have to take six weeks (42 days) leave after the birth (included in maternity leave). Additional parental leave: 3 months. Individual entitlement.	- 6	Initial Parental Leave: 120 days at 100 % of earnings or 150 days at 80 % of earnings, with no maximum, if parents do not meet the gender sharing criteria; or 150 days at 100 % of earnings or 180 days at 83 % of earnings, with no ceiling on payments, if parents meet the gender sharing criteria. Additional parental leave: 25% of earnings	Initial Parental Leave: Leave cannot be taken part-time. Working is not permitted while on parental leave. Additional parental leave: can be taken part-time.
Romania	Parental leave	Until the child is one or two years old, depending on the payment scheme. One month is reserved for the 'second' parent. Otherwise, fully sharable family entitlement.	2	Two options: i) Payments until the child is one year old at 85% of net earnings up to a ceiling of 3400 RON per month; ii) Payments until the child is two years old at 85% of net earnings up to a ceiling of 1200 RON per month.	If both parents meet the entitlement criteria, then it is compulsory for the 'second' parent to take at least one month. If they do not take at least one month, the length of the paid leave is shortened by one month.
Slovak Republic	Parental leave	Until the child is three years old. Family entitlement.	3	Flat-rate benefit of EUR 214.70 per month.	-
Slovenia	Parental leave	130 calendar days. Individual entitlement, although the mother can transfer up to 100 days to the father, and the father all 130 days to the mother.	Until the child completes the first year of primary school.	As for paternity leave (see Table PF2.1.D).	Leave can be taken part-time, although it is not extended proportionally.
Spain	Parental leave	Until the child is three years old. Individual entitlement. The participant's job is protected for the first year of leave only. After the first year, job protection is restricted to a job of the same category.	3	Unpaid	-
Sweden	Parental leave	480 days. Family entitlement, although 90 days are reserved each parent	12	First 390 days: 77.6% of earnings up to an earnings ceiling at SEK 455 004. Last 90 days: SEK 180 per day.	Parental leave is fully flexible: it may be divided into full days, half days, 1/4 days, or 1/8 days (one hour). Parents can take up to 30 days at the same time.
Switzerland	No statutory entitlement	-	-	-	-
Turkey	Parental leave	26 weeks. Family entitlement.	-	Unpaid	-
United Kingdom	Parental leave	18 weeks. Individual entitlement.	18	Unpaid	A maximum of 4 weeks can be taken in any one year unless the employer agrees to more.
United States	Family and medical leave	12 weeks. Individual entitlement.	-	Unpaid. However, state governments and employers can provide payment compensation	-

Note: Legislation as applicable in April 2018. Private sector employees. In some countries civil servants have access to more generous entitlements. Self-employed often have less favourable statutory schemes. Information reflects entitlements at the national or federal level only, and do not generally capture regional variations or additional/alternative entitlements provided by states/provinces or local governments in some countries (e.g. Québec in Canada, or California in the United States).

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

Source: Blum, S., Koslowski, A., Macht, A. and Moss, P. (eds.) International Review of Leave Policies and Research 2018. Available at: http://www.leavenetwork.org/lp_and_r_reports/; Social Security Programs Throughout the World Database, <https://www.ssa.gov/policy/docs/progdesc/ssptw/>; Mutual Information System on Social Protection (MISSOC) Database, <https://www.missoc.org/>; World Bank Women, Business and the Law Database, <https://wbl.worldbank.org/>; national correspondents.