

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

### *Definitions and methodology*

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

**Maternity leave** (or pregnancy leave): employment-protected leave of absence for employed women at around the time of childbirth, or adoption in some countries. The ILO convention on maternity leave stipulates the period of leave to be at least 14 weeks. In most countries beneficiaries may combine 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, 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 for maternity leave. Because of the short period of absence, workers on paternity leave often continue to receive full wage payments. In some countries (e.g. Iceland), father-specific leave entitlements are part of the parental leave scheme, rather than a separate right.

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

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

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

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

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

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

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

The payment rates shown are the average payment rate available across the relevant paid leave for an individual on 100% of (2015) 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 2016 (unless otherwise specified).

### *Key findings*

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

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

Table PF2.1.A. **Summary of paid leave entitlements available to mothers**  
 Paid maternity, parental and home care leave available to mothers, in weeks, 2016<sup>a</sup>

	Paid maternity leave			Paid parental and home care leave available to mothers <sup>c</sup>			Total paid leave available to mothers		
	Length, in weeks	Average payment rate <sup>b</sup> (%)	Full-rate equivalent, in weeks	Length, in weeks	Average payment rate <sup>b</sup> (%)	Full-rate equivalent, in weeks	Length, in weeks	Average payment rate <sup>b</sup> (%)	Full-rate equivalent, in weeks
	(1)	(2)	(3)	(4)	(5)	(6)	(7)=(1)+(4)	(8)	(9)
Australia	18.0	42.3	7.6	0.0	0.0	0.0	18.0	42.3	7.6
Austria (b)	16.0	100.0	16.0	44.0	80.0	35.2	60.0	85.3	51.2
Belgium	15.0	64.1	9.6	17.3	20.2	3.5	32.3	40.6	13.1
Canada	17.0	48.4	8.2	35.0	54.9	19.2	52.0	52.8	27.4
Chile (b)	18.0	100.0	18.0	12.0	100.0	12.0	30.0	100.0	30.0
Czech Republic	28.0	62.6	17.5	82.0	43.4	35.6	110.0	48.3	53.1
Denmark	18.0	53.6	9.6	32.0	53.6	17.1	50.0	53.6	26.8
Estonia	20.0	100.0	20.0	146.0	44.5	65.0	166.0	51.2	85.0
Finland	17.5	74.4	13.0	143.5	19.2	27.6	161.0	25.2	40.6
France (b)	16.0	94.2	15.1	26.0	14.5	3.8	42.0	44.9	18.8
Germany (b)	14.0	100.0	14.0	44.0	65.0	28.6	58.0	73.4	42.6
Greece	43.0	54.2	23.3	0.0	0.0	0.0	43.0	54.2	23.3
Hungary	24.0	70.0	16.8	136.0	40.4	55.0	160.0	44.9	71.8
Iceland	13.0	59.7	7.8	13.0	59.7	7.8	26.0	59.7	15.5
Ireland	26.0	34.3	8.9	0.0	0.0	0.0	26.0	34.3	8.9
Israel (d)	14.0	100.0	14.0	0.0	0.0	0.0	14.0	100.0	14.0
Italy	21.7	80.0	17.4	26.0	30.0	7.8	47.7	52.7	25.2
Japan	14.0	67.0	9.4	44.0	59.9	26.4	58.0	61.6	35.8
Korea	12.9	79.5	10.2	52.0	28.5	14.8	64.9	38.6	25.0
Latvia	16.0	80.0	12.8	78.0	51.9	40.5	94.0	56.7	53.3
Luxembourg	16.0	100.0	16.0	26.0	38.4	10.0	42.0	61.9	26.0
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	42.6	7.7	0.0	0.0	0.0	18.0	42.6	7.7
Norway	13.0	97.9	12.7	78.0	41.3	32.2	91.0	49.4	45.0
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	70.0	23.8	130.0	23.0	29.9	164.0	32.7	53.7
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	57.7	24.7	55.7	62.3	34.7
Switzerland	14.0	56.4	7.9	0.0	0.0	0.0	14.0	56.4	7.9
Turkey	16.0	66.0	10.6	0.0	0.0	0.0	16.0	66.0	10.6
United Kingdom	39.0	30.9	12.1	0.0	0.0	0.0	39.0	30.9	12.1
United States	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
OECD average	18.0	-	-	37.2	-	-	55.2	-	-
Costa Rica	17.3	100.0	17.3	0.0	0.0	0.0	17.3	100.0	17.3
Bulgaria	58.6	78.4	45.9	51.9	37.7	19.6	110.4	59.3	65.5
Croatia	30.0	100.0	30.0	26.0	33.6	8.7	56.0	69.2	38.7
Cyprus (e,f,g)	18.0	75.2	13.5	0.0	0.0	0.0	18.0	75.2	13.5
Lithuania	18.0	100.0	18.0	44.0	100.0	44.0	62.0	100.0	62.0
Malta	18.0	87.0	15.7	0.0	0.0	0.0	18.0	87.0	15.7
Romania (b)	18.0	85.0	15.3	38.7	85.0	32.9	56.7	-	-
EU average	21.8	-	-	43.8	-	-	65.6	-	-
Eurozone ave.	19.1	-	-	41.4	-	-	60.4	-	-

a) The table refers to paid leave entitlements in place as of April 2016. 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). See Tables PF2.1.C, PF2.1.D, PF2.1.E and PF2.1.F for details on benefit payment rules and conditions.

b) The "average payment rate" refers the proportion of previous earnings replaced by the benefit over the length of the paid leave entitlement for a person earning 100% of average national (2015) earnings. If this covers more than one period of leave at two different payment rates then a weighted average is calculated based on the length of each period. In most countries benefits are calculated on the basis of gross earnings, with the "payment rates" shown reflecting the proportion of gross earnings replaced by the benefit. In Austria, Chile, Germany and Romania (parental leave only) benefits are calculated based on previous net (post income tax and social security contribution) earnings, while in France benefits are calculated based on post-social-security-contribution earnings. Payment rates for these countries reflect the proportion of the appropriate net earnings replaced by the benefit. Additionally, in some countries maternity and parental benefits may be subject to taxation and may count towards the income base for social security contributions. As a result, the amounts actual amounts received by the individual on leave may differ from those shown in the table.

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

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

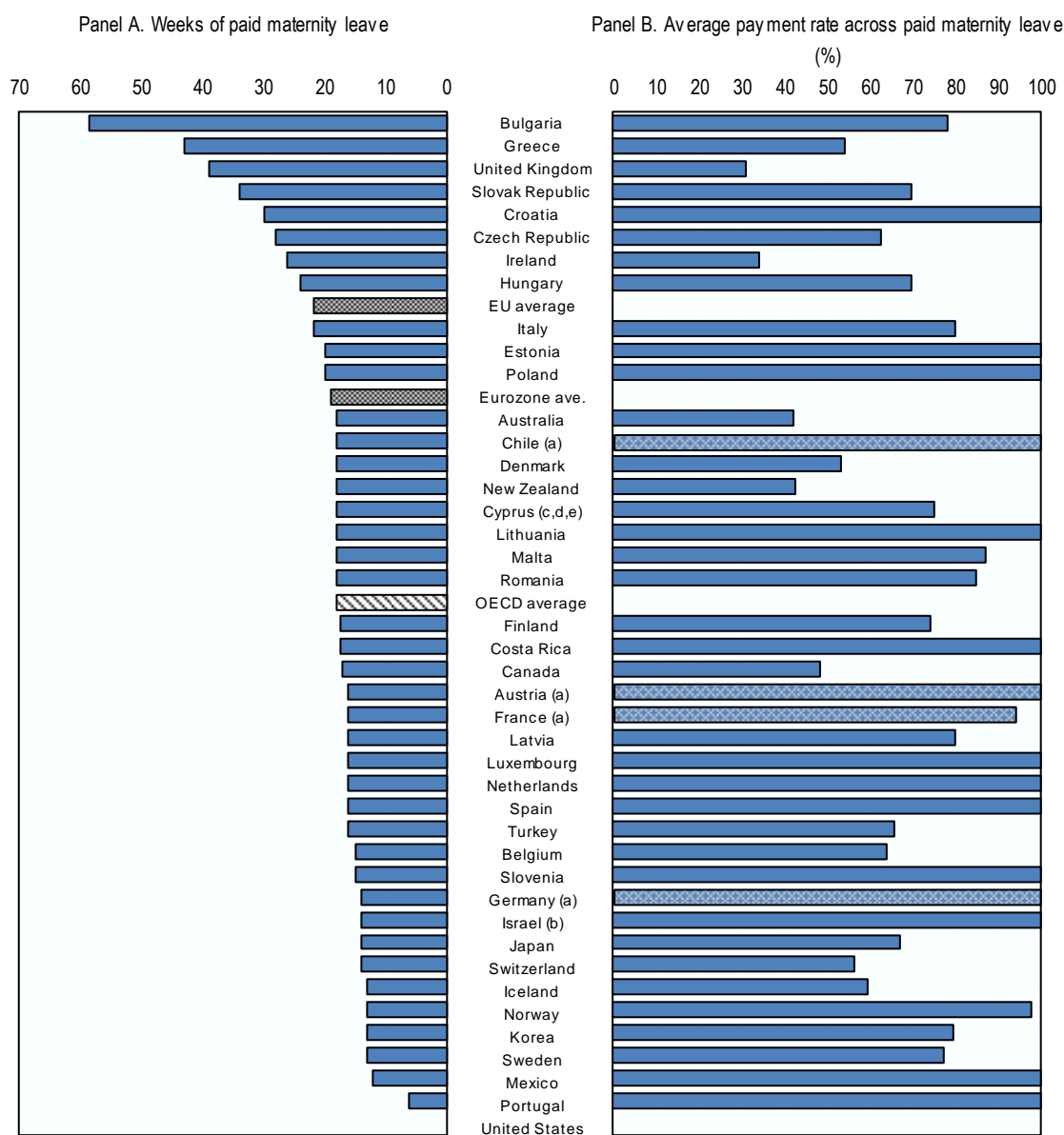
e) Footnote by Turkey: The information in this document with reference to « Cyprus » relates to the southern part of the Island. There is no single authority representing both Turkish and Greek Cypriot people on the Island. Turkey recognizes the Turkish Republic of Northern Cyprus (TRNC). Until a lasting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

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

g) Payment rates in Cyprus based on average wages from 2014

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

**Chart PF2.1.A. Paid maternity leave, 2016**  
 Duration of paid maternity leave and the average payment rate<sup>a</sup> across paid maternity leave for an individual on national average earnings



a) Cross-hatching indicates payment rates based on net earnings. See note b) to Table PF2.1.A.

b) See note d) in Table PF2.1.A

c) See note e) in Table PF2.1.A

d) See note f) in Table PF2.1.A

e) See note g) in Table PF2.1.A

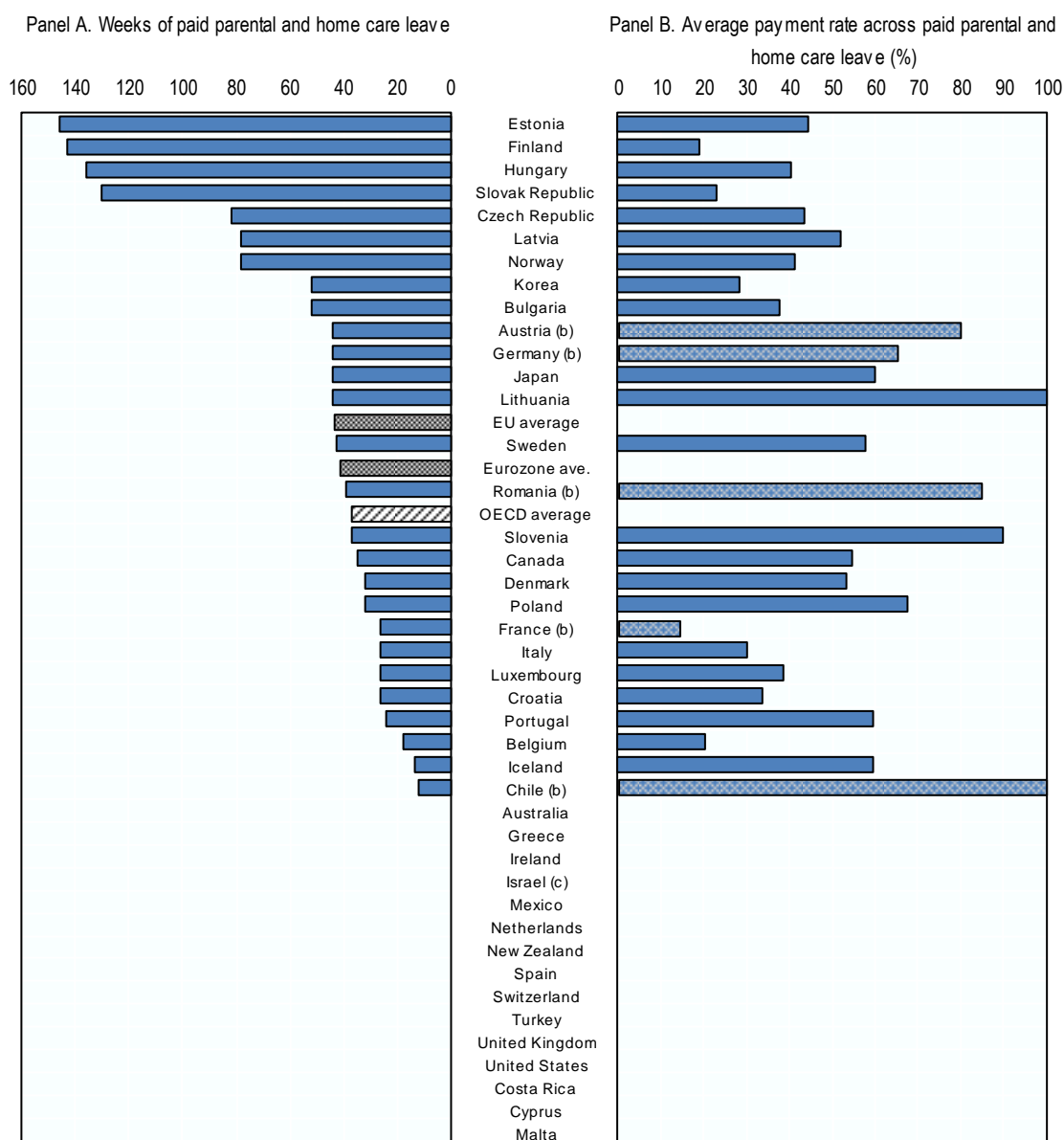
Sources: see tables PF2.1.C-PF2.1.F

The availability and generosity of paid parental and home care leave varies considerably across countries (table PF2.1.A and chart PF2.1.B). The OECD average entitlement available to mothers stands at just over 37 weeks, with most of those 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.

Parental and home care leave payment rates tend to be lower than those for maternity leave. Most countries provide benefits that replace somewhere around 40% to 60% of previous earnings, but this varies considerably across countries. The lowest payment rates tend to be found in countries with the longest entitlements. In the Slovak Republic, for example, payments across the 130-week paid parental leave entitlement replace only 23% of average gross earnings, while in Finland the payment rate falls to 19.2%. In the latter case, this is because a substantial portion of the overall leave entitlement takes the form of an extended ‘home care’ leave. The objectives behind paid home care leaves tend to be a little different to those behind paid parental leave – rather than providing parents with short-term compensation for earnings forgone by suspending employment, these extended benefits instead look to offer medium-term financial support to parents who wish to remain at home to care for young children. As a result, these longer leaves are often paid only through low flat-rate benefits and usually replace only a small proportion of previous earnings.

### Chart PF2.1.B. Paid parental and home care leave available to mothers, 2016

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



a) See note c) in Table PF2.1.A

b) Cross-hatching indicates payment rates based on net earnings. See note b) to Table PF2.1.A

c) See note d) in Table PF2.1.A

d) See note e) in Table PF2.1.A  
e) See note f) in Table PF2.1.A  
f) See note g) in Table PF2.1.A  
Sources: see tables PF2.1.C-PF2.1.F

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 leaves. Eight OECD countries provide no paid father-specific leave at all, and 13 offer two weeks or less. At the other end of the scale, eight countries reserve three months or more paid leave just for fathers. The two East Asian OECD countries – Japan and Korea – provide paid father-specific leaves that last as long as twelve months.

Father-specific leaves are often well paid when short, although payment rates tend to fall once entitlements last longer than one month or so. Of those countries that offer at least one month, some of the highest payment rates are in Norway – where payments replace almost 100% of gross earnings for an average earner – and Sweden, where payments across the 13 weeks of paid paternity and paid father-specific parental leave replace over 75% of gross earnings for an average earner. Although only 58% of average gross earnings are covered by the parental leave benefit in Japan, these payments stretch across all of 52 weeks of the father's individual entitlement. This produces a 'full-rate equivalent' father-specific leave equal to 30.4 weeks (Table PF2.1.B), which is by far the most generous paid father-specific entitlement in the OECD.

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

Paid paternity leave and paid parental and home care leave reserved (or effectively reserved)<sup>a</sup> for fathers, in weeks, 2016<sup>b</sup>

	Paid paternity leave			Paid parental and home care leave reserved for fathers <sup>a</sup>			Total paid leave reserved for fathers		
	Length, in weeks	Average payment rate <sup>c</sup> (%)	Full-rate equivalent, in weeks	Length, in weeks	Average payment rate <sup>c</sup> (%)	Full-rate equivalent, in weeks	Length, in weeks	Average payment rate <sup>c</sup> (%)	Full-rate equivalent, in weeks
	(1)	(2)	(3)	(4)	(5)	(6)	(7)=(1)+(4)	(8)	(9)
Australia	2.0	42.3	0.8	0.0	0.0	0.0	2.0	42.3	0.8
Austria (c)	0.0	0.0	0.0	8.7	80.0	6.9	8.7	80.0	6.9
Belgium	2.0	73.4	1.5	17.3	20.2	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 (c)	1.0	100.0	1.0	0.0	0.0	0.0	1.0	100.0	1.0
Czech Republic	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Denmark	2.0	53.6	1.1	0.0	0.0	0.0	2.0	53.6	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 (c)	2.0	92.8	1.9	26.0	14.5	3.8	28.0	20.1	5.6
Germany (c)	0.0	0.0	0.0	8.7	65.0	5.7	8.7	65.0	5.7
Greece	0.4	100.0	0.4	0.0	0.0	0.0	0.4	100.0	0.4
Hungary	1.0	100.0	1.0	0.0	0.0	0.0	1.0	100.0	1.0
Iceland	0.0	0.0	0.0	13.0	59.7	7.8	13.0	59.7	7.8
Ireland	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Israel (d)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Italy	0.4	100.0	0.4	0.0	0.0	0.0	0.4	100.0	0.4
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	32.0	16.6	52.6	32.8	17.2
Latvia	1.4	80.0	1.1	0.0	0.0	0.0	1.4	80.0	1.1
Luxembourg	0.4	100.0	0.4	26.0	38.4	10.0	26.4	39.3	10.4
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	97.9	9.8	10.0	97.9	9.8
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	2.9	90.0	2.6	0.0	0.0	0.0	2.9	90.0	2.6
Spain	2.1	100.0	2.1	0.0	0.0	0.0	2.1	100.0	2.1
Sweden	1.4	61.2	0.9	12.9	77.6	10.0	14.3	76.0	10.9
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	20.2	0.4	0.0	0.0	0.0	2.0	20.2	0.4
United States	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
OECD average	1.0	-	-	7.1	-	-	8.2	-	-
Costa Rica	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Bulgaria	2.1	78.4	1.7	0.0	0.0	0.0	2.1	78.4	1.7
Croatia	0.0	0.0	0.0	8.7	33.6	2.9	8.7	33.6	2.9
Cyprus (e,f,g)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Lithuania	4.0	100.0	4.0	0.0	0.0	0.0	4.0	100.0	4.0
Malta	0.2	100.0	0.2	0.0	0.0	0.0	0.2	100.0	0.2
Romania (c)	1.0	100.0	1.0	4.3	85.0	3.7	5.3	-	-
EU average	1.4	-	-	4.9	-	-	6.2	-	-
Eurozone ave.	1.4	-	-	5.8	-	-	7.2	-	-

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

b) The table refers to paid leave entitlements in place as of April 2016. 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). See Tables PF2.1.C, PF2.1.D, PF2.1.E and PF2.1.F for details on benefit payment rules and conditions.

c) The "average payment rate" refers the proportion of previous earnings replaced by the benefit over the length of the paid leave entitlement for a person earning 100% of average national (2015) earnings. If this covers more than one period of leave at two different payment rates then a weighted average is calculated based on the length of each period. In most countries benefits are calculated on the basis of gross earnings, with the "payment rates" shown reflecting the proportion of gross earnings replaced by the benefit. In Austria, Chile, and Germany benefits are calculated based on previous net (post income tax and social security contribution) earnings, while in France benefits are calculated based on post-social-security-contribution earnings. Payment rates for these countries reflect the proportion of the appropriate net earnings replaced by the benefit. Additionally, in some countries maternity and parental benefits may be subject to taxation and may count towards the income base for social security contributions. As a result, the amounts actual amounts received by the individual on leave may differ from those shown in the table.

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

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

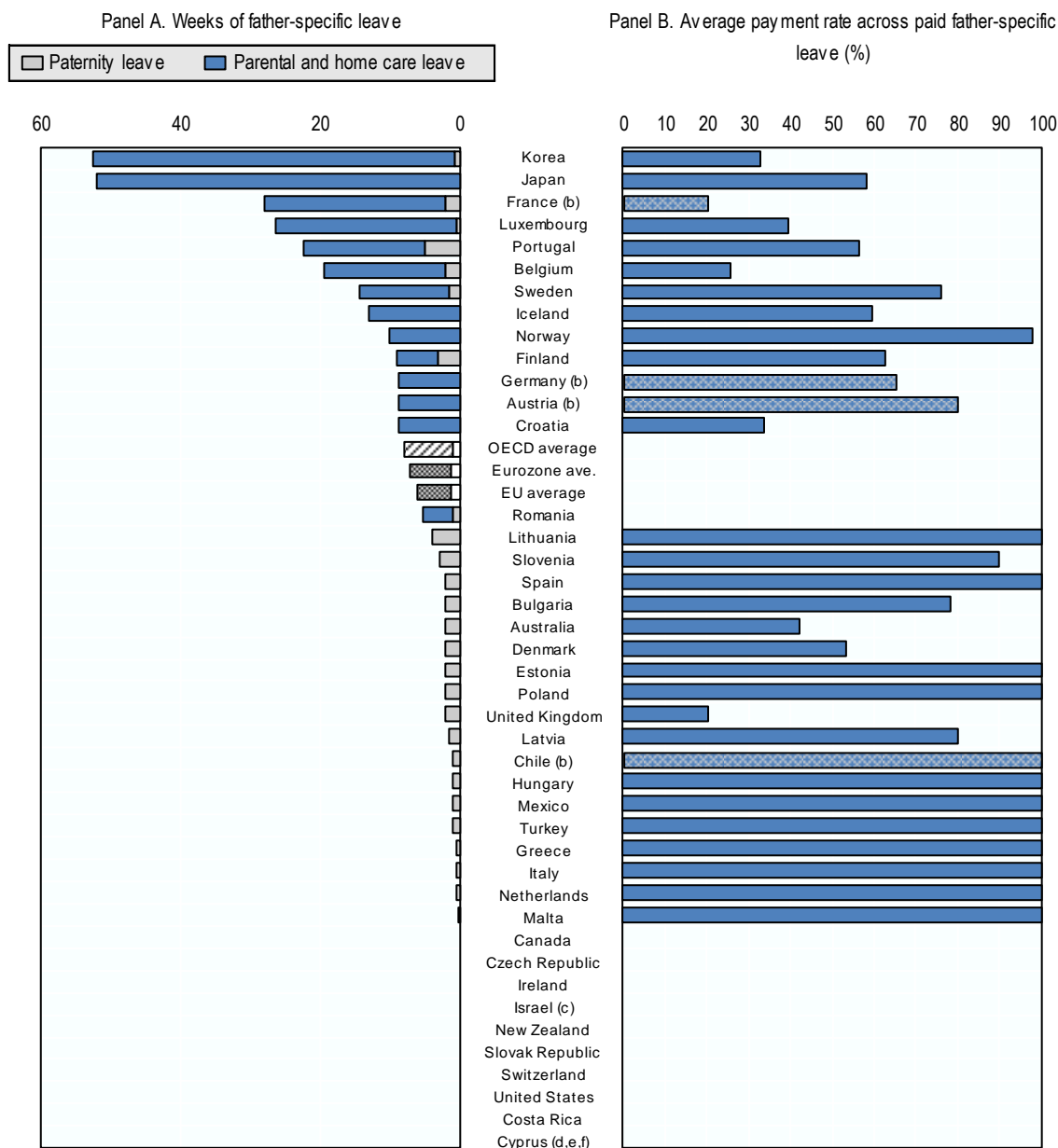
f) Footnote by all the European Union Member States of the OECD and the European Commission: The Republic of Cyprus is recognized by all members of the United Nations with the exception of Turkey. The information in this document relates to the area under the effective control of the Government of the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

g) Payment rates in Cyprus based on average wages from 2014

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

**Chart PF2.1.C. Paid leave reserved for fathers, 2016**

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



a) See notes a) to Table PF2.1.B

b) Cross-hatching indicates payment rates based on net earnings. See note c) to Table PF2.1.B

c) See note d) to Table PF2.1.B

d) See note e) to Table PF2.1.B

e) See note f) to Table PF2.1.B

f) See note g) to Table PF2.1.B

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



*Comparability and data issues*

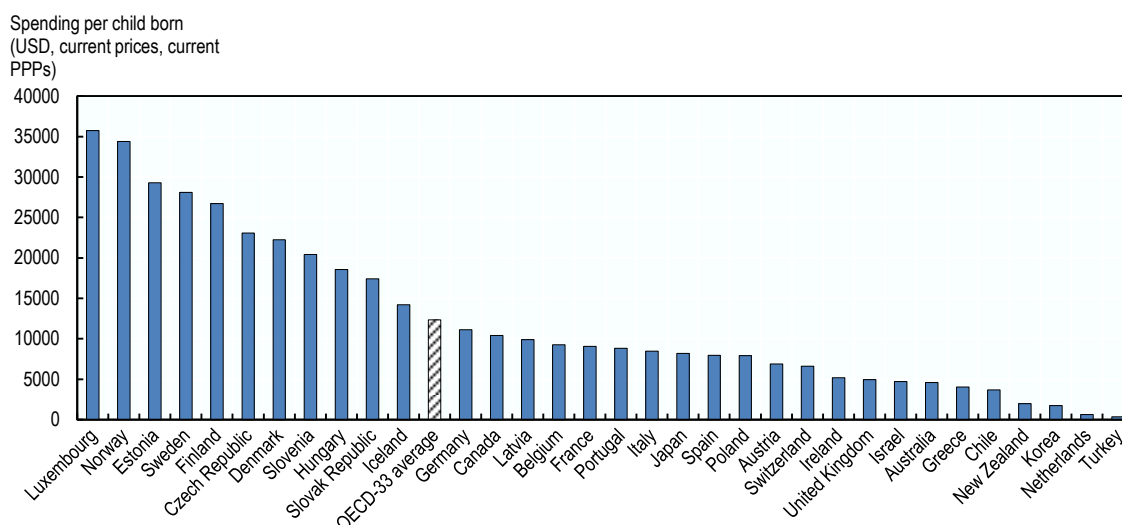
In addition to issues around the classification of leave entitlements, international comparisons of leave systems are affected by several other issues:

- State and local governments can provide alternative entitlements and additional financial support for parents on leave. This is the case, for example, in several U.S. states (e.g. California) 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, so 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.
- Lastly, comparisons of statutory leave entitlements do not capture cross-national variations in take up of the various policies. In some countries, societal norms and culture may act as an effective barrier to take up for some parents. For example and as touched on above, Japan offers an extremely generous paid father-specific leave entitlement, but only around 2% of employed new fathers in Japan take advantage of the leave (Nakazato and Nishimura, 2016). As a result, while the information above reflects what is technically on offer to parents, statutory entitlements may say little about what is actually used.

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

**Chart PF1.6.D. Public expenditure on maternity and parental leaves, 2013<sup>a</sup>**

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



Sources: [OECD Social Expenditure Database](#); [OECD Health Statistics](#)

Public expenditure on maternity and parental leave ranges from as high as USD 36000 per child born in Luxembourg to as low as USD 350 per child born in Turkey, with an OECD average of USD 12300 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.

*Country-specific notes for the calculation of paid leaves shown in Tables PF2.1.A and PF2.1.B and for Charts PF2.1.A-C (the data reflects the situation as at April 2016 and does not include more recent reforms):*

- Australia: it is assumed that the eighteen 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 two-week waiting period is recorded as ‘paid maternity leave’, as use of the two weeks is necessary in order to receive payment over the remainder of the leave
- Czech Republic: it is assumed that parents taking parental leave opt to receive the maximum monthly benefit and therefore take paid leave for the shortest possible time (until the child is 24 months old).
- Finland: the 3 weeks of fathers-only leave that can be taken at the same time as the mother are classified as ‘paternity leave’. The remaining 6 weeks, which cannot be taken while the mother is on parental leave and are usually taken after the parental leave, are considered as weeks of ‘father-specific parental leave’.
- France: it is assumed that the relevant birth is the birth of the first child (i.e. there are no other dependent children in the household). 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 a maternity entitlement.
- Ireland: the sixteen unpaid weeks of maternity leave are not included.
- Israel: the twelve unpaid weeks of maternity leave are not included.
- Italy: it is assumed that the six months of parental leave pay are taken by the mother. Thus, the father’s entitlement to parental leave is effectively unpaid.
- 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.
- 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 parental allowance.
- Portugal: the thirty days of 'initial parental leave' that must be used by the father in order to qualify for the bonus weeks are recorded as father-specific leave.
- Romania: it is assumed that parents opt for the shorter but higher paid '12 month' option when deciding on the parental leave payment scheme. The single month 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 (especially for tables PF2.1.D, PF2.1.E, PF2.1.F and PF2.1.G):* MISSOC (2017); *Mutual Information System on Social Protection in the EU and EEA*, Table IV – Maternity/Paternity and Table IX – Family Benefits, [http://ec.europa.eu/employment\\_social/spsi/missoc\\_tables\\_en.htm](http://ec.europa.eu/employment_social/spsi/missoc_tables_en.htm); Koslowski A., Blum S. and Moss P. (eds.) *International Review of Leave Policies and Research 2016*, <http://www.leavenetwork.org/>; Nakazato, H. and Nishimura, J. (2016) 'Japan country note', in: Koslowski A., Blum S. and Moss P. (eds.) *International Review of Leave Policies and Research 2016*, <http://www.leavenetwork.org/>.

Table PF2.1.C: **Statutory maternity leave arrangements, 2016<sup>1</sup>**

Country	Maximum duration (weeks)	Eligibility criteria for payments	Paid	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'.	Workers 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 initially given to the mother, but can be transferred to the father under some circumstances.	Yes	AUD 656.90 per week
Austria	16 weeks	All female employees. Self-employed women are eligible only if they are voluntarily health insured.	Yes	100% of average net income for the last three months with no ceiling on payments.
Belgium	15 weeks (17 for multiple births)	All female employees. Self-employed women are entitled to eight weeks of maternity leave paid through a separate flat-rate payment.	Yes	First month: 82% of earnings. Remaining weeks: 75%, up to a ceiling of EUR 101.94 per day.
Bulgaria	58.6 weeks (410 calendar days)	12 months of insurance contributions in the 12 months preceding the leave	Yes	90% of the daily average insurable earnings for 24 months preceding the leave. The minimum benefit is equal to the statutory minimum wage and the benefit cannot exceed the individual's average net daily earnings.
Canada	17 weeks (varies across provinces, from 15 to 18 weeks)	For the federal programme: 600 hours of continuous employment in the last 52 weeks.	Yes	15 weeks paid at 55% of average insured earnings with a ceiling of CND 537 per week. The first 2 weeks are a waiting period and are unpaid.
Chile	18 weeks	All female employees with at least 6 months of contributions and at least 3 months of contributions in the 6 months preceding the leave (self-employed must have 12 months of contributions and at least 6 months of contributions in the 12 months preceding the leave)	Yes	100% of average net earnings in the 3 months preceding the leave
Costa Rica	17.3 weeks (4 months)	Female 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.	Yes	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	12 months of consecutive insurance in the 12 months preceding leave, or 18 months with interruptions during the preceding two years.	Yes	100% of average insured earnings for the 6 months preceding the leave, with no ceiling on payments.
Czech Republic	28 weeks (37 for multiple births or for a single mother)	Employees with at least 270 days of contributions during the 2 years preceding leave (for self-employed work 180 days during the last year). Students are entitled to the benefit.	Yes	70% of the 'daily assessment base', calculated using gross monthly earnings, up to a maximum payment of CZK 1104 per day.
Cyprus <sup>2,3</sup>	18 weeks	At least 270 days of insurance contributions during the 2 years preceding the leave.	Yes	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	An employee must have worked at least 120 hours in the 13 weeks preceding the paid leave to receive full compensation.	Yes	100% of earnings up to a ceiling of DKK 4,180 per week.
Estonia	20 weeks (140 days)	All female employees and self-employed	Yes	100% of earnings with no ceiling on payments.
Finland	17.5 weeks (105 working days)	All women who fulfil residence criteria	Yes	During the first 56 days of leave, 90% of annual earnings up to EUR 56,443, and 32.5% for earnings above this level. For the remainder, 70% of earnings up to EUR 36,686, 40% up to EUR 56,443, and 25% of earnings exceeding this level. The minimum daily benefit is EUR 23.93.
France	First or second child: 16 weeks; third of higher: 24 weeks.	All employed and self-employed women	Yes	100 % of net (post-social security contribution) earnings with a maximum daily benefit of EUR 83.58
Germany	14 weeks (18 multiple births)	All female insured employees. Self-employed women are not entitled.	Yes	100 % of earnings with no ceiling on payments.
Greece	17 weeks basic maternity leave	200 days of work in last 2 years for full compensation.	Yes	1 <sup>st</sup> month: 100% of earnings paid by the employer. For the remainder: 50% of the estimated wage of the mother's social insurance class, plus a child benefit supplement of 10% for each additional child, up to a maximum of 40%. The minimum benefit is 66.7% of the mother's earnings. The maximum amount is €47.47 per day for a mother with no dependants, and €66.46 for a mother with 4 dependants.
	26 weeks special maternity leave	All women insured with IKA-ETAM	Yes	Paid through a flat-rate benefit equal to the statutory minimum wage (EUR 683.76 per month)
Hungary	24 weeks	All female employees and self-employed with at least 365 calendar days of employment in the 2 years preceding the leave	Yes	70 % of earnings with no ceiling payments.
Iceland	13 weeks (3 months), embedded in parental leave scheme. See table PF2.1.F	See table PF2.1.F	Yes	See table PF2.1.F
Ireland	42 weeks	39 weeks of insurance contributions in the 12 months preceding leave	Yes (26 weeks)	EUR 230 per week. The remaining 16 weeks are unpaid.

Country	Maximum duration (weeks)	Eligibility criteria for payments	Paid	Payment
Israel	26 weeks	All female employees and self-employed with at least 10 months of contributions in the 14 months preceding the leave	Yes (14 weeks)	100% of earnings for the first 14 weeks, with a ceiling of five times the average salary (ISL44,755). The remaining 12 weeks are unpaid
Italy	21.7 weeks (5 months)	All insured female employees and registered self-employed	Yes	80% with no ceiling on payments
Japan	14 weeks	All women enrolled in the Employees' Health Insurance system (excluding self-employed, part-time or casual employees)	Yes	67% up to a ceiling
Korea	12.9 weeks (90 calendar days)	All female employees who have been insured for 180 days prior to the leave	Yes	100% with no ceiling for the first 60 days, paid by the employer. The remainder is paid at 100% of earnings up to a ceiling of KRW 1,350,000, and is paid by Employment Insurance.
Latvia	16 weeks (112 calendar days)	All female employees and self-employed	Yes	80% of average earnings over the past 12 months, with no ceiling on payments.
Lithuania	18 weeks (126 calendar days)	All female employees and self-employed with 12 months of insurance contributions during the last 24 months.	Yes	100% up to a ceiling of 3.2 times average insured monthly income (EUR 1380)
Luxembourg	16 weeks	All female employees and self-employed who have paid insurance contributions for at least six months preceding the birth.	Yes	100% of earning to a ceiling equal to 5 times the minimum social wage (EUR 9,614.82 per month)
Malta	18 weeks	All employees and self-employed women	Yes	First 14 weeks: continued payment by the employer at 100% of earnings with no ceiling on payments. Remaining 4 weeks: flat-rate benefit of EUR 166.26 per week
Mexico	12 weeks	Female employees in formal employment with 30 weeks of insurance contributions in the 12 months preceding the leave	Yes	100% of earnings with no ceiling on payments
Netherlands	16 weeks	All female employees. Self-employed women are entitled but are paid through a separate benefit with a lower maximum.	Yes	100% of earnings up to a maximum of EUR 202.17 per day
New Zealand	18 weeks ('Primary carer leave')	Employees who have been employed for an average of at least 10 hours a week for any 26 of the 52 weeks preceding the birth	Yes	100% of earnings up to a ceiling of NZD 516.85 per week before tax
Norway	13 weeks, embedded in parental leave scheme. See table PF2.1.F	See table PF2.1.F	Yes	See table PF2.1.F
Poland	20 weeks	All insured female employees and self-employed	Yes	100 % of earnings with no payment ceiling, or 80% of earnings with no payment ceiling if the recipient wishes to receive a higher payment rate during paid parental leave (see table PF2.1.F)
Portugal	6 weeks, embedded in parental leave scheme. See table PF2.1.F	See table PF2.1.F	Yes	See table PF2.1.F
Romania	18 weeks	1 month of insurance contributions in the 12 months preceding the leave	Yes	85% of the average insured earnings over the 6 months preceding the leave
Slovak Republic	34 weeks	270 days of insurance contributions during the 2 years preceding the leave	Yes	70% of daily earnings up to a payment ceiling of 1.5 times the national average wage and with a minimum payment of EUR 203.2 per month.
Slovenia	15 weeks (105 calendar days)	All currently insured female employees and self-employed	Yes	100% of basic average earnings over the preceding 12 months up to a payment ceiling of two times the average wage (EUR 2863 per month) and with a minimum payment of 55% of the minimum wage (EUR 323.54 per month).
Spain	16 weeks	All currently insured female employees and self-employed	Yes	100% of earnings up to a ceiling of EUR 3,642 per month.
Sweden	14 weeks	All employed women	No. But can use paid parental leave.	See table PF2.1.F
Switzerland	16 weeks	All female employees and self-employed who have worked for at least five months over the nine months preceding the birth and that have nine months of insurance contributions over their lifetime	Yes (14 weeks)	80% of earnings up to a payment ceiling of CHF196 per day
Turkey	16 weeks	All insured women and wives of insured men	Yes	66% of earnings with no ceiling on payments
UK	52 weeks	Female employees who have worked for the same employer for 26 weeks up to the 15th week before the expected week of childbirth and who meet an earnings test. Some ineligible employees and self-employed women may be eligible for an alternative benefit.	Yes (39 weeks)	First 6 weeks: 90% of earnings with no ceiling on payments. Remaining 33 weeks: 90% of earnings up to a ceiling of GBP139.58 per week.
US	No statutory entitlement	-	-	-

1 Legislation as applicable in April 2016. 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).

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Sources: [Koslowski, A., Blum, S. and Moss, P. \(eds.\) \(2016\) International Review of Leave Policies and Related Research 2016](#); [Social Security Programs throughout the World](#); [MISSOC](#); [World Bank 'Women, Business and the Law'](#); national correspondents

Table PF2.1.D: **Maternity allowance<sup>1</sup> and birth grants<sup>2</sup> in place of or in supplement to statutory maternity pay, 2016**

Country	Maternity allowance <sup>1</sup>		Details	Birth grant <sup>2</sup>		Details
	Allowance	Conditions & eligibility		Grant	Conditions & eligibility	
Australia	No	-	-	No	No birth grant as such. However, families with a child under age 1 that have not received parental leave pay in connection with that child can be eligible for an increase in their Family Tax Benefit under the 'Newborn Upfront Payment and Newborn Supplement'	Newborn Upfront Payment: AUD 523  Newborn Supplement: means-tested, up to a maximum of AUD 1568.84 for the first child and AUD 523 for subsequent children
Austria	Yes	Maternity benefit: many women who are not entitled to the main maternity benefit (i.e. because they are not employees) can claim alternative maternity benefits. This includes unemployed women, freelance workers, marginally employed and self-employed women.	Paid for 16 weeks, with the exact type and level of payment dependent on the individual's work situation. Unemployed women are entitled to 180% of the previous unemployment benefit. Marginally employed self-insured women are entitled to a flat-rate benefit for EUR 8.91 per day. Freelance workers receive an income-based benefit.	No	-	-
Belgium	No	-	-	Yes	Birth grant: all births	EUR 1,247.58 for first birth; EUR 938.66 for the second and subsequent births.
Bulgaria	Yes	Child-raising allowance: available to mothers who are not entitled to the maternity benefit.	Paid monthly until the child is age 1 at BGN 100 per month	Yes	Birth grant: all births  Pregnancy grant: paid to women who are not entitled to maternity benefit	BGN 250 for the first child, BGN 600 for the second, BGN 300 for the third, and BGN 200 for each subsequent child.  BGN 150
Canada	No	-	-	No	-	-
Chile	..	..	..	No	-	-
Costa Rica	..	..	..	..	..	..
Croatia	Yes	Maternity allowance: available to mothers who are not entitled to maternity leave but are in receipt of unemployment benefits, on educational leave or in part-time employment	Paid monthly until the child is 6 months old at HRK 1663 per month	Yes	Birth grant: All births	HRK 2,328.00
Cyprus <sup>3,4</sup>	No	-	-	Yes	Maternity grant: Paid to families where at least one parent has at paid 26 weeks of insurance contributions over the 12 months preceding the birth. Women who are not entitled can claim the benefit as long as they have been resident in Cyprus for at least 12 consecutive months preceding the birth.	EUR 544.08
Czech Republic	No	-	-	Yes	Birth grant: Paid for the birth of the first or second child to families with an income below 2.7 times the family monthly living minimum.	CZK 13,000 for the first child and CZK 10,00 for the second
Denmark	Yes	Multiple birth allowance: paid only in cases on multiple births	DKK 2,239 per month for the second and each subsequent child in cases of multiple births. The grant is paid quarterly until the children are age 7.	-	-	-
Estonia	No	-	-	Yes	Birth grant: all births	EUR 320
Finland	No	None, although all mothers who fulfil residency criteria are entitled to the maternity benefit. Mothers who are not employed receive the minimum daily allowance (EUR 23.93 per day)	-	Yes	Birth grant: all births as long as the mother is resident in Finland and has completed a health examination	The mother can choose to receive clothing and other necessities (layette) for the newborn, or a cash benefit of EUR 140.
France	No	-	-	Yes	Birth Grant (PAJE): means-tested (around 90% of families are eligible)	EUR 923.08

Country	Maternity allowance <sup>1</sup>			Birth grant <sup>2</sup>		
	Allowance	Conditions & eligibility	Details	Grant	Conditions & eligibility	Details
Germany	Yes	Maternity benefit: uninsured female employees and non-working uninsured spouses or daughters of insured individuals can receive maternity benefits equivalent to sickness benefit	Paid for 14 weeks up to a maximum of EUR 210, plus a supplement by the employer if employed	No	-	-
Greece	No	-	-	No	-	-
Hungary	No	-	-	Yes	Birth grant: All births to resident mothers who have completed at least four medical examinations	HUF 64,125 for each birth; HUF 85,500 for twins.
Iceland	Yes	Maternity/paternity grant: available to all parents who have been resident for at least 12 months preceding the birth and who are not entitled to the parental benefit (because they are non-active or are employed for less than 25% of full-time hours, or because they are in full-time education).	Paid for 3 months. Those who are inactive or employed for less than 25% of full-time hours receive ISK 66,819 per month. Those who are in full-time education receive ISK 153,131 per month.	No	-	-
Ireland	No	-	-	Yes	Birth grant: all birth to mothers with full eligibility for health insurance	EUR 10.16
Israel	Yes	Multiple birth allowance: available to mothers who give birth to three or more children in one birth, as long as they are eligible for the birth grant (see right)	Payable for 20 months. For triplets: NIS 11,209 during the first three months, NIS 8,757 during months 4-6, NIS 7,006 during months 7-9, NIS 5254 during months 10-12, and NIS 3,065 during months 13-20. Higher rates for births with 4 or more children.	Yes	Birth grant: all births to Israeli residents or to those who have been working in Israel for at least 6 consecutive months preceding the birth	NIS 1,751 for the first child, NIS 788 for the second, NIS 525 for the third and each subsequent birth. NIS 8,757 for twins and NIS 13,136 for triplets
Italy	Yes	Maternity allowance: meant-tested allowance paid to non-working mothers in low income households	Paid for 5 months at EUR 338.89 per month	No	No general birth grant, although a means-tested birth grant is available to large families with four or more children.	EUR 500
Japan	..	..	..	Yes	Birth grant: all births to insured mothers or to dependents of insured individuals	JPY 420,000 per child (i.e. doubled for twins, tripled for triplets)
Korea	..	..	..	..	..	..
Latvia	No	-	-	Yes	Birth grant: all births	EUR 421.17 for each child
Lithuania	Yes	Pregnancy grant: paid to all pregnant women who are no eligible for maternity benefit	Paid for 70 days preceding the birth, to an amount totalling EUR 76	Yes	Birth grant: all births	EUR 418
Luxembourg	No	-	-	Yes	Birth grant: all births to resident mother who have completed the required medical examinations	EUR 1,740.09
Malta	Yes	Maternity allowance: for all mothers who are not entitled to maternity leave	Paid for 14 weeks at EUR 89.10 per week	No	-	-
Mexico	..	..	..	Yes	Birth grant: births to insured mothers	Layette (clothing and other necessities)
Netherlands	No	-	-	No	-	-
New Zealand	Yes	Parental tax credit: means-tested increase in the Working for Families Tax Credit for those who have not or have chosen not to claim Parental Leave Pay in connection with the relevant child.	Paid for 10 weeks. The exact payment depends on the number of children, household income and the source of household income. The maximum is NZD 220 per week.	No	None, although the Parental Tax Credit can be taken as a lump-sum	-
Norway	No	-	-	Yes	Birth grant: paid to non-active mothers who are not entitled to the parental benefit	NOK 46,000
Poland	No	-	-	Yes	Birth grant: means-tested, available if net family income per head is lower than PLN 1,922	PLN 1,000
Portugal	No	Social parental benefit: means-tested allowance paid to mothers who are not entitled to Initial Parental Leave benefit. Household income must be below 80% of the Index of Social Support (EUR 419.22)	Paid for 120 days or 150 days if parents do not share leave Initial Parental Leave, and 150 or 180 days if they do. Payments are EUR 335 or EUR 268 per month and EUR 335 and EUR 276 per month, respectively.	No	-	-
Romania	No	-	-	No	-	-
Slovak Republic	No	-	-	Yes	Birth grant: Paid for the birth of a child who lives at least 28 days.	EUR 829.86 for the first, second and third child. EUR 151.37 for the fourth and each additional child.

Multiple birth allowance: Paid to parents on the birth of EUR 110.36 a year.

Country	Maternity allowance <sup>1</sup>			Birth grant <sup>2</sup>		
	Allowance	Conditions & eligibility	Details	Grant	Conditions & eligibility	Details
Slovenia	Yes	Parental allowance: paid to parents who are not entitled to insurance-based parental benefits if both they and the child are permanent residents in Slovenia.	Paid for 12 months (365 calendar days) at EUR 252.04 per month.	Yes	triplets or more children or the birth of two sets of twins in a two-year period. Birth grant: means tested, available if the monthly average income per head is lower than 64% of the net average wage.	Layette, to be spent on equipment for the newborn child. Equivalent to EUR 280.
Spain	No	-	-	Yes	Multiple births: paid on the birth or adoption of two or more children.	For 2 children: EUR 2,620.80 For 3 children: EUR 5,241.60 For 4 or more children: 7,862.40
Sweden	Yes	Flat-rate parental allowance: available to parents that are not eligible for the full income-related parental allowance	SEK 250 for 480 days	No	-	-
Switzerland	No	-	-	No	No federal entitlement, although some cantons do provide a birth grant.	-
Turkey	No	None, although maternity benefits are available to uninsured mothers if they have an insured husband	-	No	-	-
UK	Yes	Maternity allowance: available to self-employed women or employed women who are not eligible for statutory maternity pay, but who have worked 26 weeks in the 66-week period preceding the expected date of delivery	Paid for 39 weeks at 90% of previous earnings up to a ceiling of £139.58, starting from the 11th week before the expected date of childbirth	Yes	Birth grant: for first births to those in receipt of means-tested social assistance benefits. Completion of a medical examination is required.	GBP 500
United States	..	..	..	No	No federal entitlement	-

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

2 Birth grant: lump sum amount paid once at or around the childbirth.

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Table PF2.1.E: **Statutory paternity leave arrangements, 2016<sup>1</sup>**

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 (see Table PF2.1.F)
Austria	No statutory entitlement	-	-	-
Belgium	Yes	2 weeks (10 working days)	Yes	First 3 days: 100% of earnings, paid by the employer. Remainder 82 % up to a ceiling of EUR 111.45 per day
Bulgaria	Yes	2.1 weeks (15 days)	Yes	90% of the daily average insurable earnings for 24 months preceding the leave. The minimum benefit is equal to the statutory minimum wage and the benefit cannot exceed the individual's average net daily earnings.
Canada	No statutory entitlement	-	-	-
Chile	Yes	1 weeks (5 working days)	Yes	100% of net earnings
Costa Rica	No statutory entitlement	-	-	-
Croatia	No statutory entitlement	-	-	-
Cyprus	No statutory entitlement	-	-	-
Czech Republic	No statutory entitlement	-	-	-
Denmark	Yes	2 weeks	Yes	Same as for maternity leave (see table PF2.1.C)
Estonia	Yes	2 weeks (10 working days )	Yes	100% of earnings, up to a payment ceiling of 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 36,686, 40% up to EUR 56,443, and 25% of earnings exceeding this level. The minimum daily benefit is EUR 23.93.
France	Yes	2 weeks	Yes	100 % of net (post-social security contribution) earnings with a maximum daily benefit of EUR 83.58
Germany	No statutory entitlement	-	-	-
Greece	Yes	2 days	Yes	100% of earnings with no ceiling, paid by the employer
Hungary	Yes	1 week (5 days)	Yes	100% of earnings with no ceiling on payments.
Iceland	No statutory entitlement as such. However, fathers do have an individual non-transferable entitlement to 13 weeks of paid parental leave (see table PF2.1.F).	-	-	-
Ireland	No statutory entitlement	-	-	-
Israel	No statutory entitlement as such, but fathers are entitled to one days paid absence (treated as sick leave).	-	-	-
Italy	Yes	2 days	Yes	100% of earnings
Japan	No statutory entitlement	-	-	-
Korea	Yes	1 week (5 working days)	Yes (3 days)	100% earnings for 3 working days, paid by the employer. The remaining 2 days are unpaid.
Latvia	Yes	1.4 weeks (10 calendar days)	Yes	80% of gross earnings.
Lithuania	Yes	4 weeks (28 calendar days)	Yes	Same as for maternity leave (see PF2.1.C)
Luxembourg	No statutory entitlement as such. However, fathers are entitled to 2 days 'congé extraordinaire'	2 days	Yes	100 % of earnings, paid by the employer
Malta	Yes	1 day	Yes	100 % of earnings with no ceiling on payments, paid by the employer
Mexico	Yes	1 week (5 working days)	Yes	100 % of earnings with no ceiling on payments, paid by the employer
Netherlands	Yes	2 working days (plus 3 unpaid days out of parental leave)	Yes	100 % of earnings with no ceiling on payments, 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
Poland	Yes	2 weeks	Yes	100% of earnings, with no ceiling on payments
Portugal	Yes	5 weeks (25 working days), 3 of which are compulsory	Yes	100% of earnings, with no ceiling on payments
Romania	Yes	1 week (5 working days)	Yes	100% of earnings, with no ceiling on payments
Slovak Republic	No statutory entitlement	-	-	-
Slovenia	Yes	10 weeks (70 calendar days)	Yes (20 days)	First 20 days: 90% of earnings up to a ceiling of twice the average wage (approx. EUR 2,863 per month). 100% of earnings if earnings are less than EUR 790.73 per month. Last 50 days are unpaid, although the state does pay social security contributions based on the minimum wage (approximately EUR 129 per month) for the father.
Spain	Yes	2.1 weeks (15 calendar days)	Yes	100% of earnings up to a ceiling of EUR 3,642 per month.
Sweden	Yes	10 days	Yes	77.6% of earnings up to an earnings ceiling of SEK332,200 per year

Country	Entitlement	Duration in weeks or days	Paid	Payment
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 ceiling of GBP 139.58 per week
United States	No statutory entitlement	-	-	-

1 Legislation as applicable in April 2016. 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).

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Table PF2.1.F: **Statutory parental leave arrangements, 2016<sup>1</sup>**

Country	Leave type	Duration	Age limit (years old)	Payment	Other	Bonus weeks for father participation
Australia	Parental leave	52 weeks. Individual entitlement.	2	Unpaid.	-	-
Austria	Parental leave	Until the child reaches 2 years. Family entitlement.	2	Paid through the child-raising allowance. There are five different payment options: •EUR436 a month for 30 months or for 36 months if both parents apply for the payment (30+6 option); •EUR624 a month for 20 months or 24 months (20+4 option); •EUR800 a month for 15 months or 18 months (15+3 option), •EUR1,000 a month for 12 months or 14 months (12+2 option); •80 per cent of the net income for 12 months or 14 months with a payment ceiling of EUR2,000 a month (12+2 income-related option).	Part time work possible. Both parents cannot take leave at the same time except for 1 month the first time they alternate leave. If parents exercise this option, the length of the leave is shortened by 1 month. Each parent can postpone three months of parental leave for use up to the child's 7 <sup>th</sup> birthday.	Gender sharing bonus, with the length of the bonus dependent on payment scheme. The bonus is sharable.
Belgium	Parental leave	4 months per parent per child. Individual entitlement.	12	EUR 786.78 per month	Leave may be taken full-time, half-time over 8 months or for one day a week (one-fifth-time) over 20months. Leave may be taken up to the child's 12th 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 537 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 2660.80	Each parent has individual entitlement to 4 months. However, two months are transferable to the other parent. In effect this produces a 4 month sharable family leave plus a 2 month individual non-transferable leave for each parent.	-
Cyprus <sup>2,3</sup>	Parental leave	18 weeks per parent. Individual entitlement.	..	Unpaid	-	-
Czech Republic	Parental leave	Until the child's 3 <sup>rd</sup> birthday. Leave is an individual entitlement, but the payment is a family entitlement.	3	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 <sup>th</sup> birthday or until the total amount is exhausted, whichever is sooner. Additionally, there is a monthly maximum that varies with income: for individuals for whom 70% of the daily assessment base is less than or equal to CZK 7 600, the maximum payment is CZK 7 600 per month; for those where 70% of the daily assessment base is greater than CZK 7 600, the maximum payment is CZK 11 500 per month.	While parental leave can only be taken up to the child's 3 <sup>rd</sup> birthday, the parental benefit can be paid until the child's 4 <sup>th</sup> 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 <sup>rd</sup> birthday. Family entitlement.	3	Two types of payment are available, neither of which are specifically linked to parental leave:	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	-

Country	Leave type	Duration	Age limit (years old)	Payment	Other	Bonus weeks for father participation
				1) Parental benefit at 100 per cent of average earnings for 62 weeks from the end of maternity leave, with a ceiling of EUR 2,724 per month. 2) Childcare benefit at a flat-rate of EUR38 per month is paid from the end of payment of parental benefit until the child reaches three years of age.	years of age	
Finland	Parental leave	158 days (about 26 weeks). Family entitlement.	-	70% of earnings up to EUR 36,686, 40% up to EUR 56,443, and 25% of earnings exceeding this level. The minimum daily benefit is EUR 23.93.	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	-
	Home care leave	Up to 3 <sup>rd</sup> birthday of younger child. Taken after parental leave. Family entitlement.	3	Basic allowance: EUR 341.27 per month for first child + subsequent EUR 102.17 p/m if under 3 years and EUR 65.65 for every other pre-school child over three years. Means-tested supplement up to EUR 182.64 month.	To receive the home care allowance, the child must not use municipal childcare	-
France	Parental leave	Until the child is three years old. Individual entitlement.	3	i) For parents with only one child: EUR390.52 per month for 12 months after the end of maternity. However, any one parent can receive the payment for a maximum of 6 months only, with the remaining 6 months reserved for the other parent. ii) For parents with two or more children: EUR390.52 per month paid until a child is three years old. However, any one parent can receive the payment for a maximum of 24 months only, with the remaining months reserved for the other parent.	Leave can be taken part-time with the allowance reduced accordingly. Only one parent can claim the full-time allowance at any one time, but both can claim simultaneously if both use it part-time	-
Germany	Parental leave	Up to three years. Leave is an individual entitlement, but the payment is a family entitlement.	8	Parental benefit ( <i>Elterngeld</i> ) is paid for 10 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> ).	Two month bonus if each parent takes at least two months. The bonus is sharable.
Greece	Parental leave	4 months per parent. Individual entitlement.	6	Unpaid	The leave period is doubled for parents of twins and tripled for triplets.	-
Hungary	Parental leave	GYED: from the end of maternity leave until a child's 2 <sup>nd</sup> 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 ceiling HUF 155400 per month.  GYES: flat-rate benefit equal to 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	39 weeks of paid leave, of which 13 are reserved for the mother, 13 are reserved for the father, and 13 are a sharable family entitlement	2	80% of earnings up to a ceiling of ISK 370,000 per month.	Leave can be taken part-time. Both parents can take leave at the same time	-
	Childcare leave	17.333 weeks. Individual entitlement	8	Unpaid	-	-
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 <sup>st</sup> birthday. Family entitlement.	1	Unpaid	Parents cannot take leave at the same time.	-

Country	Leave type	Duration	Age limit (years old)	Payment	Other	Bonus weeks for father participation
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	One month bonus if the father takes at least three months of leave. The bonus month is father-specific.
Japan	Parental leave	Leave can be taken until a child is 12 months old. Individual entitlement. One parent can take their leave up until the child is 14 months old if both parents take some of the leave.	1	67% of earnings for the first 180 days, up to a ceiling of JPY426,000 with a minimum payment of JPY46,230 per month and a maximum of JPY285,420 per month. 50% of earnings for the remainder, with a minimum payment of JPY 34500 per month and a maximum of JPY 213000 per month.	Both parents can take leave at the same time	Two-month extension on age limit if both parents use leave.
Korea	Parental leave	12 months. Individual entitlement.	8	40% of earnings, subject to a minimum of KRW 500,000 per month and up to a ceiling of KRW 1,000,000 per month. For the second parent to take leave, the first three months are paid at 100% of earnings up to a ceiling of KRW 1,500,000 per month.	If both parents take leave at the same time, only one parent receives the allowance. Part-time work is possible. This is called Reduced Working Hours during Childcare Period. 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 EUR171 per month until the child is 18 months old, then flat rate payment of EUR 42.69 per month until the child is 24 months old	Parental benefit is paid to persons who are on parental leave or continued to work during the parental leave period.	-
Lithuania	Parental leave	Until the child is 3 years old. Family entitlement	3	Two options: i) 100% of earnings until the child is 12 months up to a ceiling of EUR 1,379 per month ii) 70% of earnings until the child is 12 months old and 40% of earnings until the child is 24 months, up to a ceiling of EUR 1,379 per month	-	-
Luxembourg	Parental leave	6 months. Individual entitlement.	5	Flat-rate payment of EUR1,778 per month	Leave can be taken part-time with the employer's agreement (12 months if on a half-time basis) Both parents cannot take leave at the same time. If both parents apply for the leave, the mother has priority. The first parent to take leave must use it directly after maternity leave. The second parent can take leave at any point until the child turns five.	-
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.	The default is that leave is taken part-time, but it can be taken full-time with the employer's permission. Both parents can take leave at the same time	-
New Zealand	Parental leave	Until the child is 12 months old. Family entitlement	1	Unpaid	-	-
Norway	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	3	Short option: 100% of earnings up to a maximum of NOK 540,408 per year. Long option: 80% of earnings up to a maximum of NOK 540,408 per year.	Both parents may be on leave together except for the 3 weeks before and 6 weeks immediately after the birth	-
	Home care leave	Each parent has an individual entitlement to 12 months of home care leave after paid leave.	..	Parents with a child aged 12-24 months are entitled to receive a flat-rate benefit of NOK 6,000 per month on condition they don't use publicly funded ECEC services.	To receive the home care allowance, the child must not use publicly funded ECEC services	-
Poland	Parental Leave	32 weeks. Family entitlement	6	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)	Both parents can take leave at the same time. Parents can work part-time, with the parameters adjusted accordingly	-

Country	Leave type	Duration	Age limit (years old)	Payment	Other	Bonus weeks for father participation
	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	Unpaid, although a flat-rate benefit of PLN 574 per month is paid for 24 months if the monthly household income per capita does not exceed PLN 539	Parents can take leave together for up to 4 months	
Portugal	Initial Parental leave	Duration depends on payment level and gender sharing. If parents do not meet the gender sharing criteria: 120 days or 150 days if parents do not meet the gender sharing criteria (the father takes 30 days alone). 150 or 180 days if parents meet the gender sharing criteria. Mothers have to take six weeks (42 days) leave after the birth (included in maternity leave).	-	120 days at 100 % of earnings or 150 days at 80 % of earnings, with no ceiling on payments, if parents do not meet the gender sharing criteria; or 150 days at 100 % of earnings or 180 days at 83 % of earnings, with no ceiling on payments, if parents meet the gender sharing criteria.	Leave cannot be taken part-time. Working is not permitted while on parental leave.	30 days bonus if the father takes 30 days alone. The bonus is sharable.
	Additional Parental leave	3 months. Individual entitlement.	6	25% of earnings	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 203.2 per month	-	-
Slovenia	Parental leave	130 calendar days. Individual entitlement, although the mother can transfer up to 100 days to the father, and the father all 130 days to the mother.	Until the child complete the first grade of primary school.	90% of earnings up to a ceiling of twice the average wage (approx. EUR 2863 per month). 100% of earnings if earnings are less than EUR 790.73 per month.	Leave can be taken part-time, although it is not extended proportionally.	-
Spain	Parental leave	Until the child is three years old. Individual entitlement. The participant's job is protected for the first year of leave only. After the first year, job protection is restricted to a job of the same category.	3	Unpaid	-	-
Sweden	Parental leave	480 days. Family entitlement, although 90 days are reserved each parent	12	First 390 days: 77.6% of earnings up to an earnings ceiling at SEK 443,000. Last 90 days: SEK 180 per day.	Parental leave is fully flexible: it may be divided into full days, half days, 1/4 days, or 1/8 days (one hour).  Higher payment rates are available if parents share leave. For every day parents use the sharable leave equally, both parents receive a flat-rate bonus of 50 SEK. This only applies to the earnings related portion of sharable leave. The maximum bonus available across the earnings-related portion of sharable leave is SEK 13,500.	-
Switzerland	No statutory entitlement	-	-	-	-	-
Turkey	Parental leave	26 weeks. Family entitlement.	-	Unpaid	-	-
UK	Parental leave	18 weeks. Individual entitlement.	18	Unpaid	A maximum of 4 weeks can be taken in any one year unless the employer agrees to more.	-
US	Family and medical leave	12 weeks. Individual entitlement.	1	Unpaid. However, state governments and employers can provide payment compensation	Covers maternity, adoption, care for spouse, child, parents with serious health condition	-

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