

## 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:

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

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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.

- **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.
- **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 (see notes to table PF2.1.A. or indicator PF2.5 for detail on the assumption made to make leaves comparable across countries). In all cases entitlements reflect only those weeks of leave for which at least some payment is available, and refer to entitlements, benefit rules and payment rates applicable as of April 2023 (unless otherwise specified).

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:

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

The payment rates shown are the average payment rate available across the relevant paid leave for an individual on 100% of 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, Germany, and Lithuania) 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).

## **Key findings**

On average across OECD countries, mothers are entitled to just under 19 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 of OECD countries provide payments that replace over 50% of previous earnings, with 16 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 six 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, 2023

	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	12.0	42.4	5.1	6.0	42.4	2.5	18.0	42.4	7.6
Austria	16.0	100.0	16.0	44.0	74.7	32.9	60.0	81.5	48.9
Belgium	15.0	67.3	10.1	17.3	19.8	3.4	32.3	41.9	13.5
Canada	16.0	34.8	5.6	35.0	39.4	13.8	51.0	38.0	19.4
Chile	18.0	100.0	18.0	12.0	100.0	12.0	30.0	100.0	30.0
Colombia	18.0	100.0	18.0	0.0	0.0	0.0	18.0	100.0	18.0
Costa Rica	17.3	100.0	17.3	0.0	0.0	0.0	17.3	100.0	17.3
Czechia	28.0	60.9	17.0	35.6	84.3	30.0	63.6	74.0	47.1
Denmark	22.0	48.2	10.6	19.0	48.2	9.2	41.0	48.2	19.7
Estonia	14.3	100.0	14.3	67.9	100.0	67.9	82.1	100.0	82.1
Finland	6.7	84.8	5.7	154.3	21.6	33.3	161.0	24.2	39.0
France	16.0	100.0	16.0	26.0	14.3	3.7	42.0	46.9	19.7
Germany	14.0	100.0	14.0	44.0	65.0	28.6	58.0	73.4	42.6
Greece	56.0	58.5	32.8	24.3	78.7	19.1	80.3	64.6	51.9
Hungary	24.0	100.0	24.0	136.0	35.3	48.1	160.0	45.0	72.1
Iceland	26.0	65.1	16.9	6.0	65.1	3.9	32.0	65.1	20.8
Ireland	26.0	22.6	5.9	7.0	22.6	1.6	33.0	22.6	7.4
Israel	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	82.1	10.6	52.0	38.6	20.1	64.9	47.2	30.6
Latvia	16.0	80.0	12.8	78.0	40.9	31.9	94.0	47.5	44.7
Lithuania	18.0	77.6	14.0	61.7	62.5	38.5	79.7	65.9	52.5
Luxembourg	20.0	100.0	20.0	26.0	69.4	18.0	46.0	82.7	38.0
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	9.0	70.0	6.3	25.0	89.2	22.3
New Zealand	26.0	45.2	11.8	0.0	0.0	0.0	26.0	45.2	11.8
Norway	18.0	92.3	16.6	68.0	31.2	21.2	86.0	44.0	37.8
Poland	20.0	100.0	20.0	32.0	63.4	20.3	52.0	77.5	40.3
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	29.1	37.9	164.0	38.6	63.4
Slovenia	15.0	100.0	15.0	37.1	100.0	37.1	52.1	100.0	52.1
Spain	16.0	90.0	14.4	0.0	0.0	0.0	16.0	90.0	14.4
Sweden	12.9	77.6	10.0	42.9	57.1	24.5	55.7	61.8	34.4
Switzerland	14.0	55.9	7.8	0.0	0.0	0.0	14.0	55.9	7.8
Türkiye	16.0	100.0	16.0	0.0	0.0	0.0	16.0	90.0	14.4
United Kingdom	39.0	30.0	11.7	0.0	0.0	0.0	39.0	30.0	11.7
United States	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
OECD average	18.6	-	-	33.3	-	-	51.9	-	-
Bulgaria	58.6	90.0	52.7	51.9	35.9	18.6	110.4	64.6	71.3
Croatia	30.0	100.0	30.0	26.0	67.6	17.6	56.0	85.0	47.6
Cyprus	18.0	72.0	13.0	0.0	19.3	0.0	18.0	72.0	13.0
Malta	18.0	87.0	15.7	8.0	50.0	4.3	26.0	74.9	20.0
Romania	18.0	85.0	15.3	86.3	85.0	73.4	104.3	85.0	88.7
EU average	21.3	-	-	45.0	-	-	66.3	-	-

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"). The table refers to paid leave entitlements in place as of April 2023. 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).

To make a consistent comparison of different maternity-, parental-, and paternity leave systems across countries various assumptions need to be made. These include: (i) The relevant birth is of a single child and is of the first child in the household. (ii) Prior to birth, both parents are employed in the private sector at 100% of average gross earnings. (iii) Both parents meet the eligibility criteria for leave entitlements and payments. (iv) Mother and child are healthy with no birth-related complications. (v) Where there is a choice, parents use paid leave first before taking any unpaid leave. (vi) Where there is more than one option regarding length and payment rate (as in Austria, Canada, Czechia, Lithuania and Norway), parents take the option with the highest available weekly payment rate for an average earner. (vii) Following that, parents attempt to maximise the length of paid leave available: first, they maximise combined paid leave; second, mothers maximise their use of paid leave over fathers, in other words, it is assumed that mothers use the available shareable part of parental leave. (viii) Parents use their entitlements in one continuous block, both individually and in combination, with the mother using their entitlement first and the father second. (ix) Where participation of the father/partner is rewarded with an extension or bonus weeks of leave, the number of weeks for which the father/partner needs to take leave in order to qualify for the bonus are considered as "earmarked" for the father/partner. (x) Options that require the permission of the employer are not included. (xi) Leave durations are expressed in weeks (conversion rules are available in PF2.5). (xii) Mothers maximise their pre-birth maternity leave.

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, PF2.1.E and PF2.1.F for details on benefit payment rules and conditions. Net earnings for Chile refer to 2016.

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 above 33 weeks, with most countries that offer at least one week providing somewhere between 26 and 52 weeks. However, 10 OECD countries offer no entitlement to paid parental or home care leave at all, while at the other extreme three OECD countries (Finland, Hungary, and the Slovak Republic) provide a statutory entitlement for two-and-a-half-years' paid leave or more.

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 Finland, for example, payments across the 143.5-week paid parental and home care leave entitlement replace only 21.6% of average gross earnings. In this specific case, 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 for average earners.

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<sup>1</sup> Note by Türkiye:

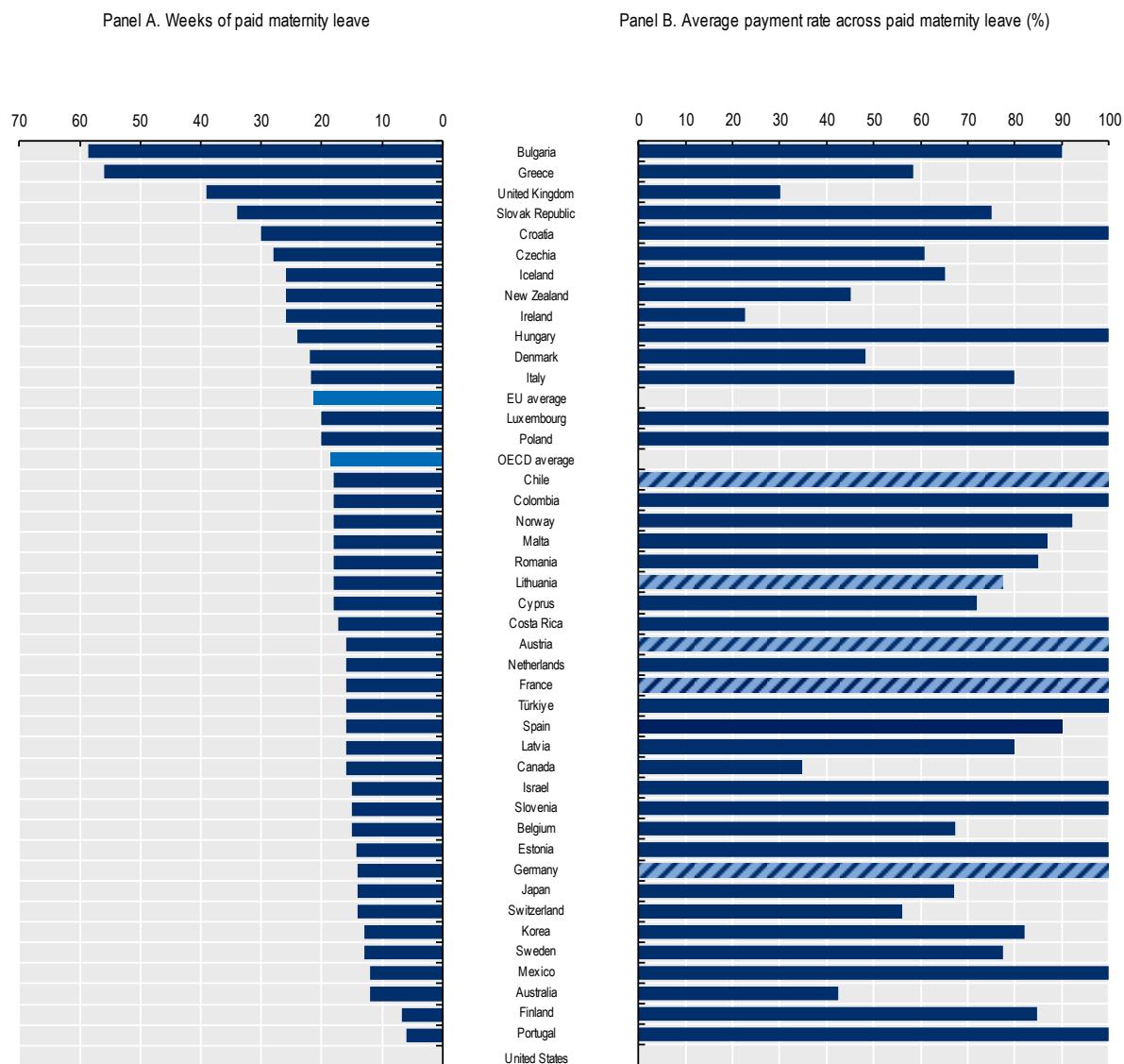
The information in this document with reference to "Cyprus" relates to the southern part of the Island. There is no single authority representing both Turkish and Greek Cypriot people on the Island. Türkiye recognises the Turkish Republic of Northern Cyprus (TRNC). Until a lasting and equitable solution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

Note by all the European Union Member States of the OECD and the European Union:

The Republic of Cyprus is recognised by all members of the United Nations with the exception of Türkiye. The information in this document relates to the area under the effective control of the Government of the Republic of Cyprus.

## 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, 2023

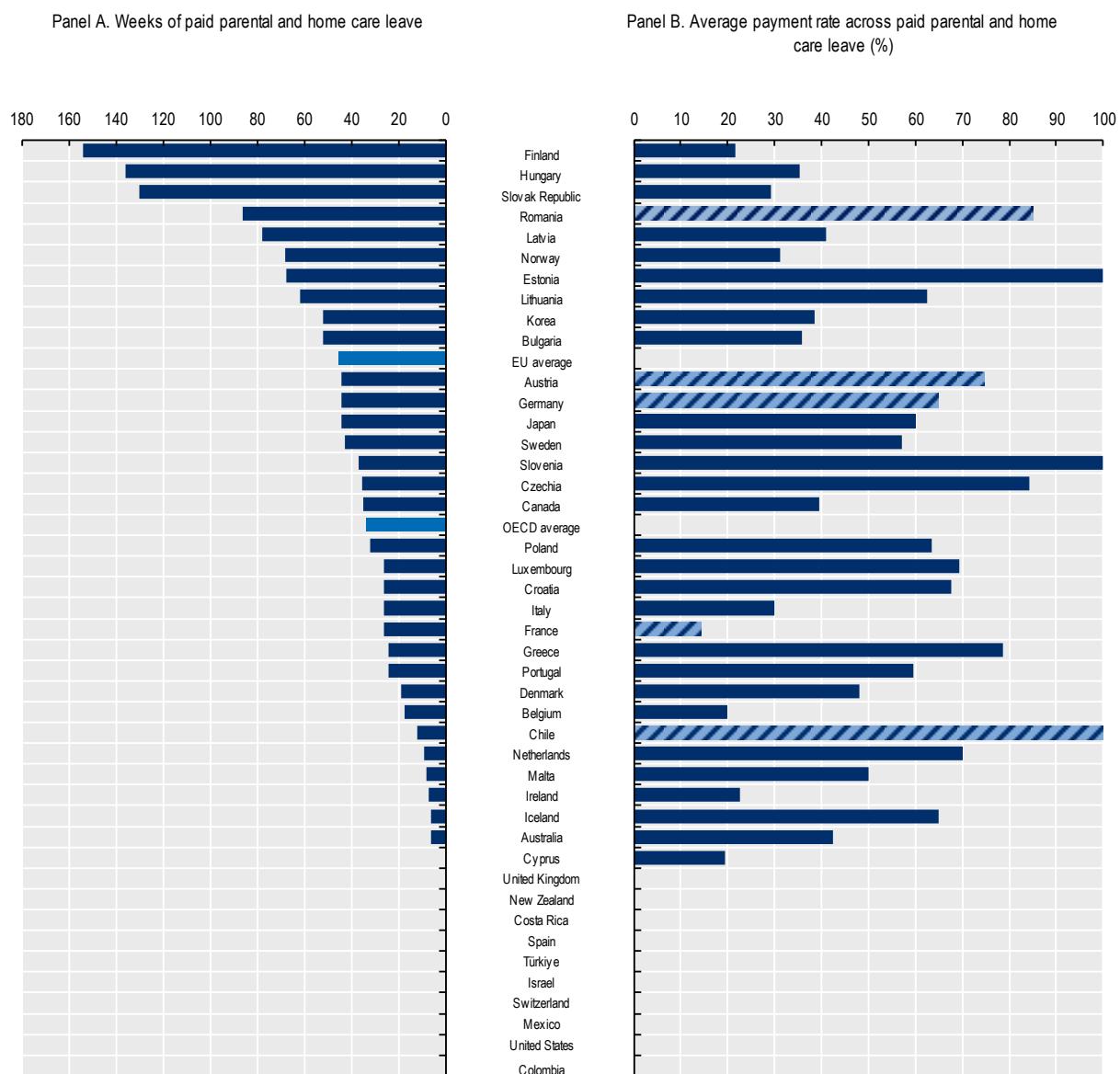


Note: Striped bars indicates payment rates based on net earnings. Net earnings for Chile refer to 2016. See notes to Table PF2.1.A.

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, 2023



Note: Striped bars indicates payment rates based on net earnings. Net earnings for Chile refer to 2016. See notes to Table PF2.1.A.

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

Paid leaves earmarked or reserved for fathers – partners, 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 under 13 weeks of paid father-specific leave, either through paid paternity leave or paid father-specific parental or home care leave. Eleven OECD countries offer two weeks or less of father-specific leave, while Israel, New Zealand and the United States provide no father's leave at all. At the other end of the scale, fifteen OECD countries reserve three months (13 weeks) or more paid leave just for fathers. At around 12 months (52 and 54 weeks), the two East Asian OECD countries – Japan and Korea – provide the longest paid father-specific leaves in the OECD.

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

Paid paternity leave and paid parental and home care leave (effectively) earmarked for fathers, in weeks, 2023

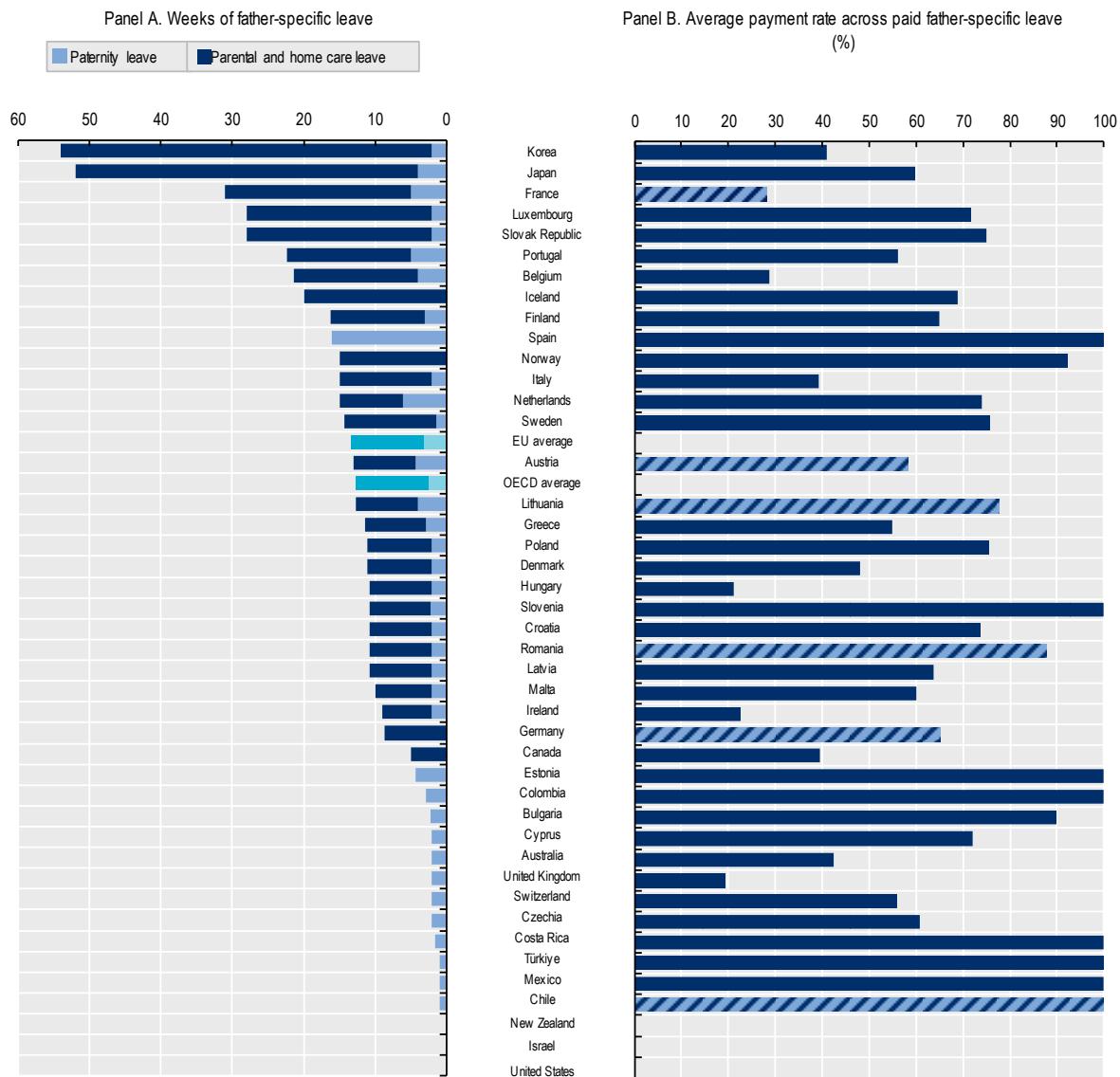
	Paid paternity leave			Paid parental and home care leave earmarked for fathers			Total paid leave earmarked for fathers		
	Length (weeks)	Average payment rate (%)	Full-rate equivalent (weeks)	Length (weeks)	Average payment rate (%)	Full-rate equivalent (weeks)	Length (weeks)	Average payment rate (%)	Full-rate equivalent (weeks)
	(1)	(2)	(3)	(4)	(5)	(6)	(7)=(1)+(4)	(8)	(9)
Australia	2.0	42.4	0.8	0.0	0.0	0.0	2.0	42.4	0.8
Austria	4.3	25.8	1.1	8.7	74.8	6.5	13.0	58.5	7.6
Belgium	4.0	67.2	2.7	17.3	19.8	3.4	21.3	28.7	6.1
Canada	0.0	0.0	0.0	5.0	39.4	2.0	5.0	39.4	2.0
Chile	1.0	100.0	1.0	0.0	0.0	0.0	1.0	100.0	1.0
Colombia	2.8	100.0	2.8	0.0	0.0	0.0	2.8	100.0	2.8
Costa Rica	1.6	100.0	1.6	0.0	0.0	0.0	1.6	100.0	1.6
Czechia	2.0	60.9	1.2	0.0	0.0	0.0	2.0	60.9	1.2
Denmark	2.0	48.2	1.0	9.0	48.2	4.3	11.0	48.2	5.3
Estonia	4.3	100.0	4.3	0.0	0.0	0.0	4.3	100.0	4.3
Finland	3.0	81.9	2.5	13.2	61.2	8.1	16.2	65.0	10.5
France	5.0	100.0	5.0	26.0	14.3	3.7	31.0	28.1	8.7
Germany	0.0	0.0	0.0	8.7	65.3	5.7	8.7	65.3	5.7
Greece	2.8	100.0	2.8	8.7	40.4	3.5	11.5	55.0	6.3
Hungary	2.0	70.0	1.4	8.8	10.0	0.9	10.8	21.1	2.3
Iceland	0.0	0.0	0.0	20.0	68.9	13.8	20.0	68.9	13.8
Ireland	2.0	22.6	0.5	7.0	22.6	1.6	9.0	22.6	2.0
Israel	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Italy	2.0	100.0	2.0	13.0	30.0	3.9	15.0	39.3	5.9
Japan	4.0	67.0	2.7	48.0	59.1	28.4	52.0	59.7	31.1
Korea	2.0	100.0	2.0	52.0	38.6	20.1	54.0	40.9	22.1
Latvia	2.0	80.0	1.6	8.7	60.0	5.2	10.7	63.8	6.8
Lithuania	4.0	77.6	3.1	8.7	77.6	6.7	12.7	77.6	9.8
Luxembourg	2.0	100.0	2.0	26.0	69.4	18.0	28.0	71.6	20.0
Mexico	1.0	100.0	1.0	0.0	0.0	0.0	1.0	100.0	1.0
Netherlands	6.0	79.7	4.8	9.0	70.0	6.3	15.0	73.9	11.1
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	15.0	92.3	13.8	15.0	92.3	13.8
Poland	2.0	100.0	2.0	9.0	70.0	6.3	11.0	75.5	8.3
Portugal	5.0	100.0	5.0	17.3	43.6	7.5	22.3	56.3	12.5
Slovak Republic	2.0	75.0	1.5	26.0	75.0	19.5	28.0	75.0	21.0
Slovenia	2.1	100.0	2.1	8.6	100.0	8.6	10.7	100.0	10.7
Spain	16.0	100.0	16.0	0.0	0.0	0.0	16.0	100.0	16.0
Sweden	1.4	59.5	0.9	12.9	77.6	10.0	14.3	75.8	10.8
Switzerland	2.0	55.9	1.1	0.0	0.0	0.0	2.0	55.9	1.1
Türkiye	1.0	100.0	1.0	0.0	0.0	0.0	1.0	100.0	1.0
United Kingdom	2.0	19.1	0.4	0.0	0.0	0.0	2.0	19.1	0.4
United States	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
OECD average	2.5	-	-	10.2	-	-	12.7	-	-
Bulgaria	2.1	90.0	1.9	0.0	0.0	0.0	2.1	90.0	1.9
Croatia	2.0	100.0	2.0	8.7	67.6	5.9	10.7	73.7	7.9
Cyprus	2.0	72.0	1.4	0.0	0.0	0.0	2.0	72.0	1.4
Malta	2.0	100.0	2.0	8.0	50.0	4.3	10.0	59.4	6.3
Romania	2.0	100.0	2.0	8.7	85.0	7.4	10.7	87.8	9.4
EU average	3.2	-	-	10.1	-	-	13.3	-	-

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. See notes to Table PF2.1.A. for more detail.

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

### Chart PF2.1.C. Paid leave earmarked 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, 2023



Note: Striped bars indicates payment rates based on net earnings. Net earnings for Chile refer to 2016. See notes to Table PF2.1.B.

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

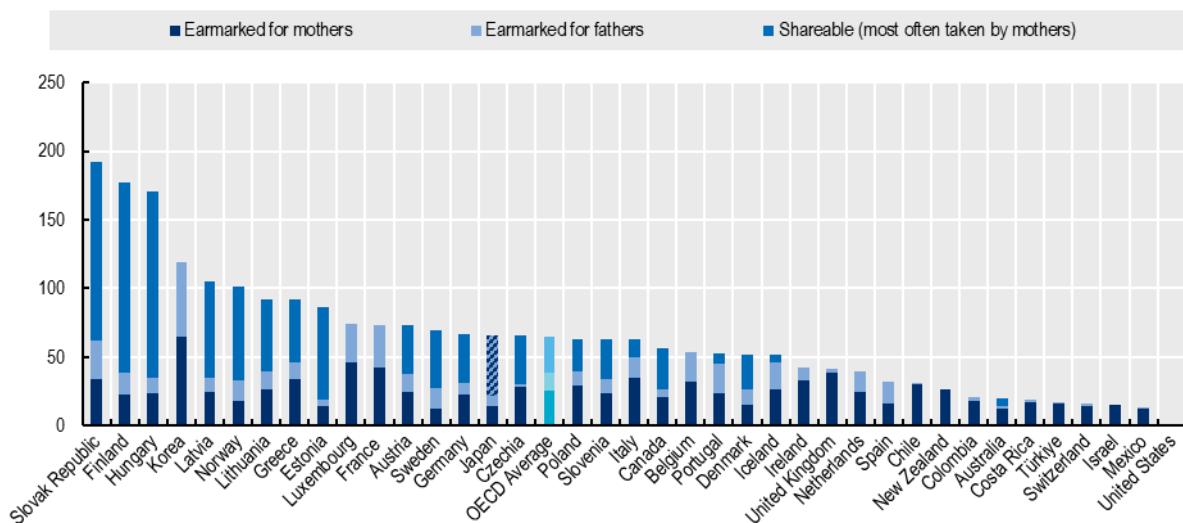
Father-specific leaves are often well-paid when short, although payment rates tend to fall once entitlements last longer than one month (4.3 weeks) or so. Of those countries that offer at least one month, some of the highest payment rates are in Norway – where payments almost fully replace gross earnings for an average earner during parental leave – and Spain, where fathers are entitled to full pay across their 16 weeks of paid paternity leave. In Japan, where fathers-only leave paid parental leave last for 52 weeks, parental leave benefits replace roughly 60% of previous gross earnings for an average earner. This produces a ‘full-rate equivalent’ father-specific leave equal to 31.1 weeks (Table PF2.1.B), which is by far the most generous paid father-specific entitlement in the OECD.

An alternative to the classification of paid leave entitlements as available for mothers and (effectively) earmarked for fathers, is to categorise paid leave entitlements by periods (effectively) earmarked for mothers and fathers, as well as the part that is fully shareable between them (see Chart PF2.1.D). While mothers still take the majority of all paid family leave (see [PF2.2](#)), fathers have the right to take shareable

parts of the overall leave entitlement for families too. Indeed, most OECD countries provide a substantial fraction of leave that could – in theory – be taken by either parent, on average 26.2 weeks. At the same time, mothers have an individually reserved entitlement of on average 25.7 weeks, which is substantially higher than the 12.7 weeks earmarked for fathers. The primary reason for this is that maternity leave entitlements are still substantially longer than paternity leave entitlements.

### Chart PF2.1.D. Earmarked and shareable paid family leave entitlements

Duration of earmarked and shareable paid family leave entitlements, in weeks, 2023



Note: Information refers to paid birth-related leave entitlements to care for young children in place as of April 2023, such as maternity-, paternity-, home care- and parental leave. Periods labelled “mother only” and “father only” refer to individual non-transferable entitlements for paid employment-protected leave of absence for employed parents, “mummy and daddy quotas” or periods of an overall leave entitlement that can be used only by one parent and cannot be transferred to the other, as well as any weeks of shareable leave that must be taken by one or both parents for the family to qualify for “bonus” weeks of parental leave. Weeks of shareable leave refer to parental- and home care leave entitlements that can be freely shared between mothers and fathers. For Japan, the individual parental leave entitlements for the mother must be taken used simultaneously with the father if both parents are to use the entirety of their entitlement. The bar is therefore shaded. For Hungary, it is assumed that the father takes the 44 days of “additional paid leave for parents”. For other details, see notes to Tables PF2.1.A. and PF2.1.B.

### 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:

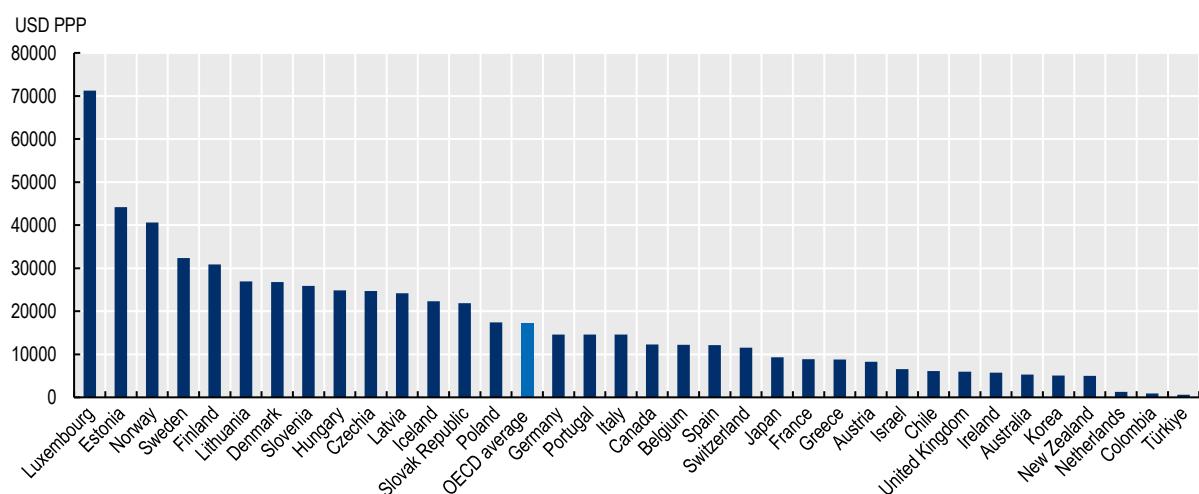
- State and local governments can provide alternative entitlements and additional financial support for parents on leave. For example, as of 1 January 2024, thirteen states and the District of Columbia had enacted mandatory paid family leave systems (Bipartisan Policy Center, 2024). Such local variations 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 (OECD, 2023). As a result, the indicators above will in some countries under-estimate 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 7.5% of employed new fathers in Japan take advantage of the leave (Nakazato, Nishimura, and Takezawa, 2023). As a result, while the information above reflects what is technically on offer to parents, statutory entitlements may say little about what is 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.E shows public expenditure on maternity and parental leave per child born in current U.S. dollars (PPP).

### Chart PF2.1.E. Public expenditure on maternity and parental leaves

Public expenditure on maternity, paternity and parental and home care leaves per live birth, in current USD PPP, 2019



Source: OECD Social Expenditure Database and OECD Health Statistics

Public expenditure on maternity and parental leave ranges from as high as USD PPP 71 200 per child born in Luxembourg to as low as USD PPP 611 per child born in Türkiye, with the OECD average about USD PPP 17 248 per child born. Spending is generally highest in Nordic as well as Central 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-D:*

- Australia: it is assumed that the 12 weeks of “Parental Leave Pay” are used by the mother straight after the birth, effectively as a paid maternity leave (12 weeks have to be used in one block within the first 12 months after childbirth. The remaining 6 weeks are considered mother-specific parental leave).
- Austria: it is assumed that parents opt for the shorter but higher paid “12(+2)” earnings-related option when deciding on the *Elternkarenz* payment scheme. The two months of leave that must be used by the father in order to qualify for the bonus weeks are recorded as father-specific leave.

- Canada: the 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.
- Chile: the 12 weeks of partially sharable postnatal leave after obligatory maternity leave are classified as “paid parental leave”.
- Czechia: 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.
- Denmark: It is assumed that the father or partner transfers eight weeks of paternity leave and five weeks of parental leave to the mother.
- Estonia: Data here excludes the 10 days of child leave available to both parents until the child reaches age 14.
- 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 13.17 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 six months of parental leave reserved for the mother are recorded as paid maternity leave. It is assumed that fathers transfer 6 weeks of their leave to the mother, which is then recorded as “paid parental leave”.
- Ireland: the sixteen unpaid weeks of maternity leave are not included.
- Israel: the eleven unpaid weeks of maternity leave are not included. As the paternity leave is paid for by sickness benefits and deducted from available sick- and annual leave days it is not counted as paternity leave here.
- 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.
- 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 option until the child is 12 months old when deciding on the parental leave payment scheme.
- Luxembourg: it is assumed that parents opt for the longest high paid “6 month” option when deciding on the parental leave payment scheme.
- The Netherlands: The five weeks of supplemental birth leave are classified as “paid paternity leave”.
- New Zealand: it is assumed that the twenty-two 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 “49 week” option when deciding on the parental leave payment scheme. The eighteen weeks of parental leave reserved for the mother are recorded as a maternity entitlement. It is further assumed that the child is not attending

publicly funded early childhood education and care (ECEC) services, thus parents receive the flat-rate cash-for-care benefit for one year after parental leave expires.

- 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 earmarked for the ‘second’ parent is recorded as father-specific leave.
- Slovak Republic: Even though there is no reserved paid parental leave entitlement for fathers, a father has the right to 28 weeks of additional maternity benefit during parental leave. It is therefore coded as 28 weeks of father-specific leave.
- Sweden: the ninety days of paid parental leave reserved for the mother are recorded as a maternity entitlement used after birth. Mothers are also entitled to unpaid maternity leave for at least 7 weeks before and 7 weeks after the birth, at least 2 weeks of which are compulsory (when not on other leaves). It is assumed that they use these 2 weeks as unpaid leave before birth. Each parent has 45 days of the 240 total leave days paid at a lower flat rate. As these days can be transferred to the other parent by signing a form, we assume that the mother takes both times 45 days for the whole family, reducing her entitlement to the lower flat rate for the last 90 days of her leave. During the COVID-19 pandemic, all women who applied received the pregnancy benefit for women who are unable to work since they were considered "at-risk". This is not included here.
- United Kingdom: the thirteen unpaid weeks of maternity leave are not included.

#### **Sources and further reading:**

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Bipartisan Policy Center (2024) State Paid Family Leave Laws Across the U.S, Washington, <https://bipartisanpolicy.org/explainer/state-paid-family-leave-laws-across-the-u-s/>

Koslowski, A., Blum, S., Dobrotić, I., Kaufman, G. and Moss, P. (2023) 19th International Review of Leave Policies and Related Research 2023, <https://www.leavenetwork.org/annual-review-reports/review-2023/>

MISSOC (2023) 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. (2023) ‘Japan country note’, in Koslowski, A., Blum, S., Dobrotić, I., Kaufmann, G. and Moss, P. (eds.) *International Review of Leave Policies and Research 2023*. Available at: <https://www.leavenetwork.org/annual-review-reports/>

OECD (2023) “Gender-Data Expansion”, Webpage, <https://www.oecd.org/gender/gender-data-expansion.htm>

**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 can claim up to 18 weeks of 'Parental Leave Pay'. Of these 18 weeks, 12 weeks have to be taken within the first 12 months after the birth or adoption, with the remaining 6 weeks available for use at any time within the first two years after birth or adoption.	Yes	Employees and self-employed who have: worked for at least 10 of the 13 months before the birth with no more than a 12-week gap between any two consecutive working days, and for 330 hours in that 10 month period; received an adjusted taxable income of AUD 156 647 or less in the preceding financial year or have a household adjusted taxable income of AUD 350 000 or less; and are currently on leave or not working.	AUD 812.6 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 a ceiling of EUR 139.97 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 3 400). The minimum benefit is equal to the statutory minimum wage.
Canada	17 weeks (varies across provinces, from 16 to 19 weeks)	Yes (15 weeks)	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 650 per week. The first week is an unpaid waiting period.
Chile	18 weeks (six weeks before birth, and 12 weeks after birth)	Yes	All women employees with permanent contracts. Employees with fixed term contracts need a renewal of their contract or 12 month of contributions to the individual pension funds. 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 with a cap of UF73.20.
Colombia	18 weeks (1 week before birth, 17 weeks after birth)	Yes	All employed women.	100% of earnings with no maximum.
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	9 months of consecutive insurance, or 12 months with interruptions during the preceding two years.	100% of average insured earnings for the 6 months preceding the leave, with no maximum.
Cyprus (1,2)	18 weeks	Yes	All employed women.	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 dependents respectively. Supplementary Benefit: 72% of average covered earnings exceeding basic covered earnings in the last year, up to the maximum covered earnings (EUR 1155 per week).
Czechia	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 47,700 per month.
Denmark	14 weeks (eight weeks transferrable)	Yes	Employees who have worked at least 160 hours in the four months preceding the paid 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 4 550 per week.
Estonia	14.29 weeks (100 calendar days)	Yes	All employees with contracts lasting at least one month, and all self-employed.	100% of earnings with no maximum.
Finland	6.67 weeks (40 working days)	Yes	All women who fulfil residence criteria, regardless of employment status.	90% of annual earnings up to EUR 64 048, and 32.5% for earnings above this level. For annual earnings below EUR 13 713, there is a minimum allowance of EUR 31.99
France	First or second child: 16 weeks; third or higher: 24 weeks.	Yes	All employed and self-employed women	100 % of net (post-social security contribution) earnings with a maximum monthly benefit of EUR 3666.
Germany	14 weeks (six weeks before the birth and eight weeks following the birth)	Yes	All insured employed women.	100 % of earnings with no ceiling on payments.
Greece	17 weeks basic maternity leave, and 39 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 and with fixed-term or permanent contracts.	Basic maternity leave: 100% of earnings Special maternity leave: Flat-rate benefit equal to the statutory minimum wage (EUR 780 per month) Different leave payments for self-employed and insured women (EUR 150-200 per month for 4 months).

Country	Maximum duration (weeks)	Paid	Eligibility criteria for payments	Payment
Hungary	24 weeks	Yes	All female employees and self-employed with at least 365 calendar days of employment in the 2 years preceding the leave.	100 % of earnings with no maximum.
Iceland	17.33 weeks (4 months), embedded in parental leave scheme. See table PF2.1.E	Yes	Employment for 6 consecutive months or permanent residence in Iceland for 12 months prior to the birth of the child.	See table PF2.1.E
Ireland	42 weeks	Yes (26 weeks)	39 weeks of insurance contributions in the 12 months preceding leave.	EUR 262 per week. The remaining 16 weeks are unpaid.
Israel	26 weeks	Yes (15 weeks)	All women employees and self-employed with at least 10 out of 14 months or 15 out of 25 months preceding the leave are eligible for benefits. Unpaid leave is (partially) available to all mothers, regardless of employment status.	100% of earnings up to a maximum of ISL 1 602.17. The last 11 weeks are unpaid.
Italy	21.7 weeks (5 months)	Yes	All insured women employees and registered self-employed with social security membership.	80% with no maximum.
Japan	14 weeks	Yes	All women employees insured by the Employees' Health Insurance system are eligible for paid maternity leave (excluding self-employed, part-time or casual employees). All employed mothers are eligible for maternity leave.	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 2,100,000, paid by Employment Insurance.
Latvia	16 weeks (112 calendar days)	Yes	All female 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 female employees and self-employed with 12 months of insurance contributions in the 24 months preceding the leave.	77.58% of net earnings, with no maximum. Minimum benefit of EUR 294 per month.
Luxembourg	20 weeks	Yes	All female 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 12 541.18 per month.
Malta	18 weeks	Yes	All female 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 175.84 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 female 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 256.54 per day.
New Zealand	26 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 661.12 per week before tax.
Norway	18 weeks or 22 weeks, depending on chosen payment level and 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 female employees and self-employed	100 % of earnings with no maximum, or 81.5% 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 female employees with a record of at least 6 months of insurance contributions.	See table PF2.1.E
Romania	18 weeks	Yes	All female 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 a ceiling of RON 39 600 per month.
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 seventy five per cent of twice the national average wage and minimum of the parental allowance (see table PF2.1.E).
Slovenia	15 weeks (105 calendar days)	Yes	All currently insured female employees and self-employed	100% of basic average earnings over the preceding 12 months, with no maximum.
Spain	16 weeks	Yes	Female 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 4 495.50 per month.
Sweden	13 weeks (90 calendar days), embedded in parental leave scheme. See table PF2.1.E. Two additional weeks can be taken as unpaid leave before birth.	No. But can use paid parental leave.	All employed women.	See table PF2.1.E.

Country	Maximum duration (weeks)	Paid	Eligibility criteria for payments	Payment
Switzerland	16 weeks	Yes (14 weeks)	All female employees and self-employed who have nine months of contribution to the Old Age and Survivors Insurance; and must have worked for a minimum of five months during the nine months preceding the birth	80% of earnings up to a payment ceiling of CHF220 per day
Türkiye	16 weeks	Yes	All insured women with at least 90 days of contributions in the 12 months preceding the leave.	66.7% 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 156.66 per week.
United States	No statutory entitlement	-	-	-

Note: Legislation as applicable in April 2023. 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).

Source: Koslowski, A., Blum, S., Dobrotić, I., Kaufman, G. and Moss, P. (eds.) International Review of Leave Policies and Research 2023. Available at: [http://www.leavenetwork.org/p\\_and\\_r\\_reports/](http://www.leavenetwork.org/p_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	Yes	1 month	Yes	€23.91 per calendar day
Belgium	Yes	4 weeks (20 working days)	Yes	First 3 days: 100% of earnings, paid by the employer. Remainder: 82% of earnings up to a ceiling of EUR 139.97 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 3 400). 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.
Colombia	Yes	14 working days	Yes	100% of net earnings with no maximum.
Costa Rica	Yes	8 working days	Yes	100% of gross earnings with no maximum.
Croatia	Yes	10 working days	Yes	100% of average insured earnings for the 6 months preceding the leave, with no maximum.
Cyprus (1,2)	Yes	Two weeks	Yes	Same as maternity leave (see Table PF2.1.C).
Czechia	Yes	2 weeks (14 calendar days)	Yes	70% of the gross monthly earnings, up to a maximum payment of CZK 3,180 per day.
Denmark	Yes	10 weeks (8 weeks transferrable)	Yes	Same as maternity leave (see Table PF2.1.C).
Estonia	Yes	4.3 weeks (30 calendar days)	Yes	100% of earnings, with a ceiling of three times the average earnings for the quarter prior to when the leave was used (EUR 4291.3 per month)
Finland	No statutory entitlement. However, fathers can take 18 days of leave immediately after birth simultaneously with the mother.	3 weeks (18 working days)	Yes	90% of earnings for the first 16 parental leave days. For the remaining period, 70% of earnings up to EUR 41 629, 40% up to EUR 64 048, and 25% of earnings exceeding this level. For annual earnings below EUR 13 713, there is a minimum allowance of EUR 31.99
France	Yes	5 weeks (25 working days)	Yes	100 % of net (post-social security contribution) earnings with a maximum monthly benefit of EUR 3666.
Germany	No statutory entitlement	-	-	-
Greece	Yes	14 days	Yes	100% of earnings with no maximum, paid by the employer
Hungary	Yes	2 weeks (10 working days)	Yes	100% of earnings with no maximum on payments for the first week. 40% of earnings for the second week.
Iceland	No statutory entitlement as such. However, fathers do have an individual non-transferable entitlement to 4.5 months of paid parental leave (see Table PF2.1.E).	-	-	-
Ireland	Yes	2 weeks	Yes	Flat-rate payment of EUR 262 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	2 week (10 working days)	Yes	100% of earnings with no maximum.
Japan	Yes	4 weeks	Yes	67% of daily earnings, up to an upper limit of JPY 15 190 per day.
Korea	Yes	2 week (10 working days)	Yes	100% of earnings with no maximum.
Latvia	Yes	2 weeks (10 working days)	Yes	80% of gross earnings with no maximum.
Lithuania	Yes	4 weeks (28 calendar days)	Yes	77.58% of net earnings, with twice the country's quarterly average wage as maximum. Minimum benefit of EUR 294 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 12,541.18 per month)
Malta	Yes	10 days	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	Birth leave: Equal to the number of working hours per week (maximum 1 week) Supplemental birth leave: Five times the number of working hours per week (maximum 5 weeks)	Yes	Birth leave: 100% of earnings with no maximum payment, paid by the employer. Supplemental birth leave: 100% of earnings up to 70% of the daily maximum wage set by the government (currently EUR 254.54 daily), paid by the Employee Insurance Agency.
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.

Country	Entitlement	Duration in weeks or days	Paid	Payment
Norway	Yes	2 weeks	No	Unpaid. However, fathers do have an individual non-transferable entitlement to 15 or 19 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), 4 of which are compulsory	Yes	100% of earnings, with no maximum payment.
Romania	Yes	2 weeks (10 working days)	Yes	100% of earnings, with no maximum payment.
Slovak Republic	Yes	28 weeks, with 2 weeks paid leave	Yes	75% of daily earnings up to a maximum of seventy five per cent of twice the national average wage and minimum of the parental allowance (see table PF2.1.E)
Slovenia	Yes	2.14 weeks (15 calendar days)	Yes	100% of earnings up to a ceiling of 2.5 times the average wage (approx. EUR 5 059.8 per month).
Spain	Yes	16 weeks.	Yes	Same as for biological mother (see Table PF2.1.C).
Sweden	Yes	10 calendar days	Yes	77.6% of earnings up to an earnings ceiling of SEK 393, 750 per year
Switzerland	Yes	2 weeks	Yes	Same as for maternity leave (see Table PF2.1.C).
Türkiye	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 156.66 per week.
United States	No statutory entitlement	-	-	-

Note: Legislation as applicable in April 2023. 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).

Source: Koslowski, A., Blum, S., Dobrotić, I., Kaufman, G. and Moss, P. (eds.) International Review of Leave Policies and Research 2023. Available at: [http://www.leavenetwork.org/lp\\_and\\_r\\_reports/](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.

**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 15.38 and EUR 35.85 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 2 100 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 <sup>th</sup> birthday.
Belgium	Parental leave	4 months per parent per child. Individual entitlement.	12	EUR 978.24 per month	Leave may be taken full-time, half-time over 8 months, for one day a week (one-fifth-time) over 20 months or for a half-day a week (one-tenth-time) over 40 months. Leave may be taken up to the child's 12th birthday. Both parents can take leave at the same time. Only the one-tenth-time leave option requires employer's agreement.
Bulgaria	Parental leave & Childcare leave	Parental leave: Until the child reaches 2 years of age. Family entitlement. Childcare leave: 6 months individual entitlement to be used after parental leave and before child turns eight years old.	2/8	Parental leave: BGN 710 per month. Childcare leave: None.	Childcare leave: Of the six months individual for childcare leave, 5 can be transferred to the other partner.
Canada	Parental leave	Federal entitlement: 35-week family entitlement. Some jurisdictions allow up to 37 weeks. Unpaid leave can last for a maximum of 63 weeks.	1 (for extended option: 1.5 years)	Two options: Standard - up to 40 weeks can be shared between parents, but one parent cannot receive more than 35 weeks of standard benefits. Paid at 55% of earnings up to a payment ceiling of CAD 650 per week; Extended – up to 69 weeks can be shared between parents, but one parent cannot receive more than 61 weeks of extended benefits. Paid at 33% of earnings up to a payment ceiling of CAD 390 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	-
Colombia	No statutory entitlement	-	-	-	-
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 EUR 993.24 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.	8	Paid in two parts: a basic benefit, and a supplementary benefit. Basic Benefit: 72% of the basic covered earnings in the last year, Supplementary Benefit: 60% of average covered earnings exceeding basic covered earnings in the last year, up to the maximum covered earnings (EUR 1155 per week).	Two weeks can be transferred to the other parent if both parents take at least two weeks of leave. Parental leave must be taken for one week per calendar year and cannot be taken for more than five weeks per calendar year for one or two children, and seven weeks for three or more children.
Czechia	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 300,000. Payments are available until the child's 4 <sup>th</sup> birthday or until the total amount is exhausted, whichever is sooner.	While parental leave last only 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	14 weeks. Leave is an individual entitlement, but up to five weeks are transferrable.	-	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 between 8 and 13 weeks of parental leave for use later.
Estonia	Parental leave	Until the child's 3 <sup>rd</sup> birthday. Family entitlement.	3	Parental benefit at 100% of average earnings for 67.86 weeks (475 days) from the end of maternity leave, with a ceiling of EUR 4291.3 per month. Parents of children born	Parents can work while receiving the parental benefit, but the benefit is reduced if employment earnings exceed 50

Country	Leave type	Duration	Age limit (years old)	Payment	Other
				before Sep 1 2019 receive a monthly childcare allowance of EUR 38 from after the end of parental benefit reception and up to the 3 <sup>rd</sup> birthday of the child.	per cent of the benefit ceiling. Parental leave may be used in one part or in several parts at any time until a child is three years of age and parents may take parental leave for up to 60 calendar days at the same time.
Finland	Parental leave & Home care leave	Parental leave: 160 days (about 27 weeks). Individual entitlement with 10.5 transferable weeks Home care leave: Until the child's 3 <sup>rd</sup> birthday. Family entitlement.	- 3	Parental leave: 90% of earnings for the first 16 parental leave days. For the remaining period, 70% of earnings up to EUR 41 629, 40% up to EUR 64 048, and 25% of earnings exceeding this level. For annual earnings below EUR 13 713, there is a minimum allowance of EUR 31.99 Home care leave: Basic allowance of EUR 377.68 per month for first child + EUR 113.07 p/m for each additional child under 3 years and EUR 72.66 for every other preschool child over three years. Means-tested supplement of up to EUR 202.12 per month.	Extended in case of multiple births by 84 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 422.21 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 earmarked for the other parent. ii. For parents with two or more children: EUR 422.21 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 12 months earmarked 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 (reached at EUR 1240).	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) and an addition 3.6 months of childcare leave (family entitlement).	8	Parental leave: Flat-rate benefit of EUR 780/child per month. Childcare leave: 100% previous earnings, with no ceiling.	Leave may be taken in one or several blocks of time, as daily reduced hours, or as days of leave distributed weekly or monthly. Childcare leave must taken within a 30-month period after Maternity leave.
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. Additional paid leave for parents: 44 days of additional leave Both are family entitlements.	3	GYED: 70% of previous earnings, up to a maximum of HUF 324 800 per month. GYES: flat-rate benefit of HUF 28,500 per month. Additional paid leave for parents: 10% of previous earnings	Parents on GYED can work unlimited hours after the child turns six months old, while still receiving the full benefit until the child's second birthday (GYED extra). GYES can be taken at full benefits from six months after birth until the child's third birthday. If both parents are working, GYED can be also taken grandparents that take care of the child. GYES can be taken by grandparents after the first birthday of the child.
Iceland	Parental leave & Childcare leave	Parental leave: 12 months of paid leave, of which 6 are earmarked for the mother (here treated as maternity leave, see Table PF2.1.C), 6 are earmarked for the father. Six weeks are transferable to the other parent. Childcare leave: 17.333 weeks. Individual entitlement.	Parental leave: 2 Childcare leave: 8	Parental leave: 80% of earnings up to a ceiling of ISK 600 000 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 & Parent's leave	Parental leave: 26 weeks. Individual entitlement. Parent's leave: 7 weeks. Individual entitlement.	Parental leave: 12 Parent's leave: 2	Parental leave: Unpaid. Parent's leave: EUR 262 per week.	Both parents can take both leaves 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
Italy	Parental leave	6 months per parent. Individual entitlement. However, the total amount taken by two parents cannot exceed 10 months.	12	30% of earnings. Paid for the first 9 months taken by the family only (i.e. the remaining 2 months are unpaid). For individuals on low incomes, a means-tested benefit is available for the remaining months.	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. Each parent can take a maximum of 12 months of leave after birth.	1	First 180 days: 67% of earnings, up to a minimum payment of JPY 53 405 per month and a maximum payment of JPY 305 319 per month. Remainder: 50% of earnings, with a minimum payment of JPY 39 855 per month and a maximum of JPY 227 85000 per month.	Both parents can take leave at the same time.
Korea	Parental leave	12 months. Individual entitlement.	8	80% of earnings, up to a maximum payment of KRW 1 500 000 per month.  If parents take leave simultaneously or sequentially for a child under 12 months of age, then each parent's benefit is increased for the first 1-3 months from 80% to 100% of earnings, with increasing ceilings for each additional month on leave (KRW2,000,000 for the 1st month, KRW2,500,000 for the 2nd month and KRW3,000,000 for the 3rd month).	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 for 13 months or 43.75% for 19 months. Two months are earmarked and non-transferable for each parent. 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. Two months are earmarked and non-transferable for each parent.	Parental benefit is paid both to persons who are on parental leave and those who continue to work during the parental leave period.
Lithuania	Parental leave	Until the child is 3 years old. Family entitlement	3	Two options: i. 60% of net earnings until the child is 18 months old, with twice the country's quarterly average wage as maximum. Minimum benefit of EUR 294 per month ii. 45% of earnings until the child is 12 months old, and 30.0% of earnings until the child is 24 months, with twice the country's quarterly average wage as a maximum. Minimum benefit of EUR 294 per month.  In both cases, the two non-transferable months of paid leave for each parent (4 months total) is paid at 78% of net earnings, with the same minimum and maximum.	-
Luxembourg	Parental leave	Between 4 and 6 months, depending on the option chosen. Individual entitlement.	5	100% of earnings up to a maximum of EUR 4 180.39 and a minimum of EUR 2 508.24 per month for four or 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, 2 unpaid months are transferable.	8	8 weeks are paid at 50 per cent of previous earnings for children under four years of age, and 25 per cent of previous earnings for children four to eight years of age.	Leave may be taken in blocks of one month, up to the child's eighth birthday. Two of the four months must be staggered. Parents cannot be on leave together.
Mexico	No statutory entitlement	-	-	-	-
Netherlands	Parental leave	26 times average usual weekly working hours. Individual entitlement.	8	First 9 weeks are paid at 70% of earnings up to an upper limit of 70% of the daily maximum wage (256.54) in 2023.	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 of a maximum of 52 weeks minus any primary carer leave taken.	1	Unpaid	-
Norway	Parental leave & Home care leave	Parental leave: 49 or 59 weeks depending on payment scheme. 18 weeks (3 pre-natal and 15 post-natal) are for the mother and 15 for the father. The remaining 16 or 18 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 55 740 per month for 49 weeks. ii. 80% of earnings up to a maximum of NOK 55 740 per month for 59 weeks. Home care leave: Parents with a child aged 12-24 months are entitled to receive a flat-rate benefit of NOK 7 500 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.

Country	Leave type	Duration	Age limit (years old)	Payment	Other
Poland	Parental leave & Home care leave	Parental leave: 41 weeks. Family entitlement with 9 months earmarked leave for each parent 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: 70 % of earnings, with no payment ceiling, or 81.5% 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 674.	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 at the same time.
Portugal	Initial Parental Leave & Additional Parental Leave	Initial Parental Leave: Duration depends on payment level and parental sharing: 120 or 150 days if parents do not meet the sharing criteria, and 150 or 180 days if parents meet the 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 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 sharing criteria. Additional parental leave: 40% of earnings if taken immediately after initial parental leave.	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 two years old. Two months are earmarked for the 'second' parent. Otherwise, fully sharable family entitlement.	2	Payments until the child is one year old at 85% of net earnings up to a ceiling of 8 500 RON per month (minimum RON 1 495).	If both parents meet the entitlement criteria, then it is compulsory for the 'second' parent to take at least two month. If they do not take at least two month, the length of the paid leave is shortened by two month.
Slovak Republic	Parental leave	Until the child is three years old. Individual entitlement, but only one parent can claim parental allowance at the same time.	3	Flat-rate benefit of EUR 413 per month if previously on maternity leave, otherwise EUR 301 per month.	Fathers on parental leave can receive 28 weeks of maternity benefit.
Slovenia	Parental leave	160 calendar days. Individual entitlement, although each parent may transfer up to 100 days to the other parent.	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 fully 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. Made of up 240 days for each parent, of which all but 90 days can be transferred to the other parent.	12	First 390 days: 77.6% of earnings up to an earnings ceiling at SEK 525 000. 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). Parents can take up to 30 days at the same time.
Switzerland	No statutory entitlement	-	-	-	-
Türkiye	Parental leave	26 weeks. Family entitlement.	-	Unpaid	Has to be taken by the mother.
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	-

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