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Analysis Center**

Paid Parental Leave: A Detailed Look at Approaches Across OECD Countries

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OVERVIEW OF PAID PARENTAL LEAVE

- **Availability of paid leave:**
 - 33 of 34 OECD countries guarantee paid leave to mothers of infants, and 32 countries guarantee paid leave to fathers of infants.
 - The United States is the only OECD country without a national-level guarantee of paid leave. California, New Jersey, New York, Rhode Island, Washington, and Washington, D.C. have passed legislation to implement paid leave at the state and local levels.
 - Switzerland does not guarantee paid leave to fathers of infants.
- **Duration of paid leave for mothers:**
 - 25 of 34 OECD countries guarantee at least 6 months of paid leave for mothers, which supports exclusive breastfeeding for the length recommended by the World Health Organization.
 - 32 of 34 OECD countries guarantee at least 14 weeks of paid leave to mothers of infants, a minimum guideline outlined in the Maternity Protection Convention (No. 183) by the International Labour Organization for all countries regardless of income.
- **Duration of paid leave for fathers:**
 - Paid leave entitlements for fathers are generally shorter than for mothers.
 - 21 OECD countries guarantee at least 6 months of paid leave to fathers of infants.
 - 24 of 34 OECD countries guarantee at least 14 weeks of paid leave to fathers of infants.
- **Wage replacement rate of paid leave:**
 - 25 of 34 OECD countries have a maximum wage replacement rate of 80% or higher for paid maternal leave. 24 countries provide this rate for paid paternal leave, which supports gender equality in leave-taking and the needs of low-income workers.
 - 31 of 34 OECD countries have a maximum wage replacement rate of at least two-thirds for paid maternal leave, and 30 countries provide this rate for paid paternal leave.

DURATION OF PAID LEAVE

There is rigorous research on the effects of paid parental leave on health, economic, and gender equality outcomes. The best available evidence strongly supports making 6 months of paid leave available to parents of infants, with 3 months as a minimum bar for supporting health and women’s economic opportunities. While most research focuses on paid maternity or maternal leave, there is a growing body of literature around the importance of paid leave for fathers as well.

INFANT HEALTH

Cross-national longitudinal studies of OECD countries have consistently found that longer paid leaves are associated with lower infant and child mortality.^{1,2} Paid leave supports mothers' opportunities to breastfeed, parents' ability to take children for vaccinations and well-baby visits, and parent-infant bonding.

- *Preterm and early-term birth*
 - Preterm birth is a leading cause of child mortality in the first year of life. While preterm birth has conventionally been defined as gestation shorter than 37 weeks, studies have identified infant health risks for early-term births as well (37 to 38 weeks).^{3,4,5}
 - Leave before birth may help reduce biological and financial stress, a risk factor for preterm labor.^{6,7,8,9}
 - Some studies suggest that leave available before birth is associated with fewer preterm, early-term, and low-birth-weight births, consistent with medical literature suggesting that physically demanding work during later pregnancy is associated with preterm birth.¹⁰
 - Preterm infants may require lengthy stays in neonatal intensive care units (NICU). Parental presence in the NICU, which may be facilitated by paid leave, has been shown to improve newborns' neuromotor function and subsequent developmental trajectories.^{11,12}

- *Breastfeeding*
 - Exclusive breastfeeding for the first 6 months of life decreases a child's risk of ear infections by 50%, upper respiratory infections by 63%, lower respiratory infections (such as pneumonia) by 77%, and gastrointestinal infections by 64%. Breastfeeding for 6 months or more may be associated with reductions in risk of child obesity, Type 1 diabetes, and sudden infant death syndrome (SIDS).^{13,14}
 - An experimental study found that prolonged and exclusive breastfeeding improved children's cognitive development with statistically significant higher IQ measures at 6.5 years of age.¹⁵
 - Paid leave facilitates the initiation and continuation of breastfeeding, with health benefits for both mothers and infants.¹⁶ A rigorous quasi-experimental study of access to paid leave in California was associated with increases in the rates of exclusive and overall breastfeeding through the first 3, 6, and 9 months following birth.¹⁷
 - There is also some evidence that paid leave for fathers, which promotes a more equitable sharing of parenting responsibilities, can support breastfeeding by giving mothers more time to breastfeed. A population-based cohort study in

Sweden found that infants whose fathers did not take paternity leave during the first year were significantly less likely to be breastfed at 2, 4, and 6 months.¹⁸

- *Vaccinations*
 - The standard vaccination schedule recommended by the Centers for Disease Control and Prevention (CDC) and the American Academy of Pediatrics confers full or nearly full immunity against over half a dozen life-threatening illnesses by the sixth month of life.¹⁹
 - Studies at the global level and among low- and middle-income countries found positive relationships between paid leave and vaccination rates.^{20,21} A study of OECD countries found no statistically significant relationship; however, the authors hypothesize that the lack of a statistically significant relationship could be due to the relatively high and stable-over-time rate of vaccination for diphtheria, tetanus, and pertussis (DTP), and that many countries do not introduce measles immunization until infants are at least 12 months old.²
 - There is some evidence from the U.S. that paid leave could support higher vaccination rates. One study using propensity score matching found that children whose mothers returned to work within 12 weeks after giving birth were less likely to be vaccinated.²²

- *Infant bonding and healthy development*
 - We know that parent-child bonding and a stable home environment are critical to healthy development, with the first 4 to 6 months of life being particularly important. Paid leave may facilitate this bonding.
 - A key contributor to worse developmental outcomes is lower quality of infant care.²³ In the absence of affordable quality child care, paid parental leave enables parents to provide quality care for their infant at a time when child care prices are generally highest due to the age-related need for lower caregiver-to-child ratios.
 - A study from Norway using a difference-in-differences approach found that introducing a separate paid leave entitlement for fathers was associated with a later increase in test scores at the end of compulsory schooling, particularly in families where the father had a higher education level than the mother.²⁴

- *Violence prevention*
 - A longitudinal pregnancy cohort study from Australia found that the provision of parental leave was associated with a reduction in the odds of intimate partner violence, which is detrimental to both mothers' and children's health.²⁵
 - A differences-in-differences study of California's paid parental leave policy found reductions in child maltreatment and physical abuse after the implementation of the policy.²⁶

MATERNAL HEALTH

- *Before birth*
 - Activity restrictions are not generally recommended for uncomplicated pregnancies, and a 2010 Cochrane review found no significant effects of bed rest in the case of multiple gestations.²⁷
 - A Cochrane systematic review of the literature found that rest of 4 to 6 hours per day, beginning at 28 to 32 weeks of pregnancy, was associated with a small but significant risk reduction in the incidence of preeclampsia among high risk women.²⁸ While this suggests that adequate periods of rest during pregnancy are important for some groups of high-risk women, additional research needs to be conducted to better understand how different job types and health circumstances affect the duration of paid leave that may be most beneficial for maternal health prior to birth.

- *Medical recovery*
 - For either a vaginal or cesarean delivery, physiological changes, anemia, and increased risk of blood clots resolve within 4 to 6 weeks postpartum.^{29,30,31}
 - Recovery from cesarean delivery is longer, and activity restrictions are recommended for 8 weeks after delivery.³²
 - Multiple pregnancies accounted for 33.3/1000 live births in the U.S. in 2009.³³ Women with multiple gestations have an increased incidence of associated pregnancy complications that can impact recovery.³⁴

- *Physical and mental health improvements*
 - Some studies suggested that self-reported maternal physical health improves with longer maternity leaves. Two studies showed that these self-reported measures of vitality and general physical health begin improving with 12 weeks of leave after birth.^{35,36}
 - Postpartum depression affects 10–20% of women after delivery. Several studies from the U.S. and Europe suggested that moderate-duration maternity leave is associated with improvements in self-reported maternal mental health. Using a nationally representative dataset, Chatterjee and Markowitz found that women who took less than 12 weeks of maternity leave had higher depression scores (15%) and a 2-percentage-point higher probability of severe depression at 9 months after delivery.³⁷
 - There is some evidence linking paid leave to long-term mental health benefits. Using multi-level modeling of individual- and country-level data from 7 European countries, Avendano et al. found that mental health benefits associated with more generous maternity leave (defined separately by country based on each nation's policy) may persist for decades after birth.³⁸

- *Breastfeeding*
 - Studies found an association between 12 months of any breastfeeding across births and a 9% reduction in the lifetime risk of Type 2 diabetes for the mother,³⁹ as well as a 4–9% reduction in her lifetime risk of breast cancer.^{40,41,14}
 - A rigorous quasi-experimental study in California found that access to paid leave was associated with increases in the rates of exclusive and overall breastfeeding through the first 3, 6, and 9 months following birth.¹⁷
 - Other studies found associations between maternity leave lasting at least 8 weeks and a higher probability of establishing breastfeeding.^{42,43,44}

EVIDENCE ON SUPPORTING WOMEN'S ECONOMIC OPPORTUNITIES

Evidence suggests increased women's labor force participation and reductions in wage inequalities when up to 6 months of paid parental leave is available. Making leave available to both men and women is critical to ensuring equal economic opportunities.

- *Benefits of paid leave for economic opportunities*
 - Cross-national analyses showed that increasing the duration and benefit level provided by paid leave policies increased rates of women's labor force participation.^{45,46} However, these were linear models and did not separately examine whether the longest leaves (over 1–2 years) had a negative effect.
 - Studies found increases in maternal earnings 1 to 5 years after childbirth when moderate-length paid maternity leave is available.⁴⁷ For example, a rigorous quasi-experimental study in Denmark found benefits for mothers' income and work experience following a leave expansion from 14 to 20 weeks.⁴⁸
 - Studies on California's paid family leave found that the policy increased the usual work hours of employed mothers of 1- to 3-year-old children by 10–17% and was associated with higher work and employment probabilities for mothers 9 to 12 months after birth.^{49,50}
 - Studies of Britain, the U.S., and Japan found that maternity leave eligibility increased the probability that women returned to work for the same employer.^{47,51}
 - There is some evidence that paid leave may actually help protect women's wages from the "motherhood penalty" in the long run.^{47,52}
 - Another study showed that the proportion of household income earned by women increased with access to more than 24 weeks of paid leave.⁵³
 - In two studies looking across OECD countries, more generous parental leave policies were associated with a lower risk of poverty for two-parent households and especially for single mothers.^{54,55}
- *Potential tipping points at which too much leave can undermine economic opportunities*
 - Research from multiple countries found that women's return to work most often coincides with the expiration of paid leave benefits.^{56,57,58} Leaves over 6–12 months in length may have negative impacts on women's labor force experience.

- A multilevel analysis of 19 countries found that longer parental leaves of up to 1 year were associated with a lower employment gap between mothers and non-mothers.⁵⁹ Evidence from individual countries suggested that paid parental leave of up to 1 year may continue to increase the likelihood that women return to the same employer and overall employment rates.^{60,61}
- Yet a recent difference-in-difference study by Akgunduz and Plantengra suggested that negative effects may begin as early as 6 months, with increases in labor force participation for women being offset by decreased wages for high-skill workers and increased vertical segregation.⁶² Less time at work reduces women's experience and seniority and may weaken their attachment to the labor force. These absences may also contribute to discrimination as employers expect women to spend less time in the workforce.⁶³
- Using longitudinal data from 1969 to 1993 in 9 OECD countries, Ruhm found that having 9 months or more of job-protected paid parental leave was associated with a reduction in hourly earnings for women.⁶⁴ Using data from 21 countries from 1969 to 2000, Pettit and Hook also found a curvilinear relationship between pay equality and weeks of leave.⁶⁵ The value of these studies may be limited due to their reliance on older data.
- Additional studies from individual countries found that paid leave expansions to more than 1 year have adverse impacts on mothers' wages for up to 8–10 years after birth.^{66,67}
- *Importance of paid leave for fathers*
 - Women's economic opportunities may also benefit from increased leave-taking by men to combat discrimination by employers who expect only women to take leave.
 - There is evidence that despite leave entitlements for both men and women, gender stereotypes affect uptake rates. Studies of state paid leave programs in the U.S. and a number of OECD countries suggest that gender-based stigmas and negative attitudes in the workplace limit men's use of leave even when they are entitled to it.^{68,69,70,71,72}
 - At the same time, more equal leave-taking by men may enable women to take shorter leaves, which can contribute to increased work experience and potentially higher earnings.
 - A study in Norway found that paid leave reserved for fathers alongside cheaper child care was associated with an earlier return to work for women.⁷³

EVIDENCE ON SUPPORTING GENDER EQUALITY AT HOME

Research evidence suggests that paid leave policies that encourage men to take paid parental leave support gender equality at home, but very lengthy paid parental leaves that are predominantly taken by women may undermine it.

- Numerous studies suggest that fathers who take leave after a child is born take on more child care responsibilities initially and continue to be more involved with child care after the leave has ended.^{74,75,76,77,78,79,80,81,82} However, in these studies, fathers who take leave may be more likely to be more involved than those who do not, making it difficult to disentangle the true impact of leave policies on fathers' involvement.
- In addition to childrearing responsibility, another indicator of gender equality at home is the distribution of the burden of housework. Two quasi-experimental studies in Norway and Quebec show that policies that reserve leave for fathers were associated with increases in the gender-equal sharing of housework.^{83,84} By contrast, studies using multilevel models and cross-national data for mostly European countries found that long parental leaves that were predominantly taken by women are associated with decreases in gender equality of unpaid household labor.^{85,86,87}
- These studies provide only linear relationships between the length of leave and time spent on unpaid work, which does not allow us to identify whether there is a tipping point in the duration of leave and inequality of caregiving and/or housework.

ECONOMIC FEASIBILITY

The evidence strongly supports that making at least 6 months of paid parental leave available to both parents is economically feasible.

- *Duration of leave in other OECD countries*
 - 25 of 34 OECD countries guarantee at least 26 weeks to mothers of infants, and 21 do so to fathers.
 - 13 OECD countries have had at least 6 months of paid leave available to mothers of infants since 1995. Leave availability for fathers has increased greatly over the past 20 years.
 - The United States and Mexico are the only OECD countries that do not guarantee at least 14 weeks of paid leave to mothers of infants.
- *Paid parental leave and economic outcomes*
 - OECD countries that provided at least 6 months of paid maternal leave had higher rates of labor force participation and no evident difference in unemployment rates.
 - OECD countries that provided at least 6 months of paid maternal leave had no evident differences in GDP growth.
 - Results are similar for countries with at least 6 months of paid paternal leave.

PAYMENT LEVEL OF PAID LEAVE

The best available research evidence suggests that a wage replacement rate of at least 80% is needed to address poverty and promote gender equality in leave-taking. High wage replacement rates are economically feasible.

POVERTY AND LOW-INCOME WORKERS

Unpaid or low-paid leave is not affordable for those who need it most. The economic and health benefits that are associated with adequately paid leave have not been linked to unpaid or low-paid leave.

- *Unpaid leave*
 - According to the 2012 Family and Medical Leave Act (FMLA) Employee Survey, 46% of employees who needed to take a family or medical leave did not do so because they could not afford to take unpaid leave.⁸⁸
 - Despite evidence of the benefits of paid leave for women's economic opportunities in other countries, studies of FMLA found little or perhaps even small negative effects on women's labor force participation, rates of employment, and wages.^{89,90,91}
 - The few studies showing economic or health benefits from FMLA found these benefits to be stronger among socioeconomically advantaged groups, leading Rossin to suggest that "unpaid maternity leave policy may actually increase disparities because it only benefits those mothers who can afford to take it."⁹²
 - Cross-national studies found no association between unpaid leave and child health.^{93,1,2}

- *Evidence from California's 55% wage replacement rate*
 - Appelbaum and Milkman found that one-third of California workers surveyed said they couldn't afford to take leave. Nearly one-third of California respondents who were aware of the paid leave policy did not apply for it when they needed it because they felt that the level of wage replacement rate was too low (it is worth noting that this was a small (N=89) sample).⁹⁴
 - Simulation models indicate that a single adult earning the minimum wage would fall even further below the poverty level while taking paid family leave in California.⁹⁵
 - Preliminary analyses conducted as part of this review suggest that even the lower-paid leave currently in place in California may only be starting to make a difference in health outcomes, such as infant mortality.

- *Evidence on a minimum bar from other OECD countries*
 - Using detailed data on wage replacement rates and benefit calculation formulas from other OECD countries, we assessed the level of paid leave benefits that a minimum wage and average wage earner would receive.
 - Given the wages and salaries in many occupations, a wage replacement of 80% is necessary to keep families out of poverty. A wage replacement rate of 80% or more can also be important for middle-income families to be able to meet essential needs during paid leave, such as rent or mortgage payments.
 - A more detailed article on the extent to which paid leave benefits keep families out of poverty is forthcoming.

GENDER EQUALITY IN LEAVE-TAKING

When benefits do not fully replace income, it may not be affordable for the primary earner to take paid leave. In many households, men still earn more than women.

- *Evidence from U.S. states*
 - While several studies show that leave take-up has increased in California following the introduction of Paid Family Leave (PFL), there is evidence to suggest that the 55% wage replacement rate is not enough for all parents to afford to take leave. Baum and Ruhm found an increase in maternal leave use by almost 5 weeks, but an increase in the duration of fathers' leave by just 2 to 3 days.⁵⁰
 - A qualitative study of low-income parents in New Jersey found that some fathers cited the program's lower wage replacement rate (66.6% of wages, up to \$615 per week) as a disincentive to take leave. Meanwhile, although mothers preferred a higher benefit, they still expressed interest in taking leave.⁹⁶
 - In Rhode Island, 80% of those surveyed who experienced a life event that would qualify them to take paid leave, but chose not to, cite unaffordability (60% of wages, up to \$795 per week) as a reason they didn't take leave. Choosing not to take leave was more common among new fathers than mothers.⁷²

- *Evidence from other OECD countries*
 - Together, data on leave take-up from 2000 through 2015 and literature from a range of OECD countries suggest that wage replacement rates of a minimum of 67% are necessary to achieve even modest paternal take-up, while 80–100% is needed to achieve take-up by a substantial majority of men.
80,97,98,99,100,101,102,103,104,105,106
 - In Sweden, parents who gave birth in 2001 used 92% of the 360 days that were paid at 80% or higher wage replacement, but only 69% of the days that were paid at a low flat-rate level.¹⁰⁷
 - A 2000 comparison of Norway, Sweden, and Denmark found that in Denmark, which provided the lowest compensation (56% for the Average Production Worker), just 2% of leave takers were men. In Sweden and Norway, where the wage replacement rates were 72% and 80–100% (for initial portion) respectively, approximately 40% of leave takers were men.¹⁰⁶
 - A review of 24 EU countries found that men's take-up of infant care leave was highest when there was a portion of leave reserved specifically for them and when the payment rate for that leave was higher.⁸⁰
 - A series of studies from Germany have studied fathers' use of the 2007 parental leave policy, which created a 14-month parental leave with 67% wage replacement, including 2 months of bonus leave if fathers took at least 2 months of the leave entitlement.^{105,108,109} According to data from the German federal statistical agency, fathers' use of parental leave increased following the

introduction of the new policy: The take-up rate of fathers rose from 3.5% in the year before the reform to 34% in 2014.¹¹⁰

- Decisions about who takes leave are likely driven by differences in income. If parents do not receive full wages while on leave, then they often choose to have the lower earner take leave. For example, Zhelkaskova (2013) examined 10,308 working adults in Luxembourg who had a child in 2003 and found that the higher the father's income relative to the mother's, the less likely he was to take leave.¹¹¹ A 2011 study of Germany dual-earner couples found that fathers who earned less than their partners were 3 times as likely to take parental leave, compared to fathers whose income was about the same as that of their partners.¹⁰⁵
- Using detailed data on wage replacement rates and benefit calculation formulas from other OECD countries, we assessed the level of paid leave benefits for men compared to women for the same length of leave. In some countries, initial periods of leave that are specifically reserved for women are paid at a higher rate than longer periods of leave that are available to both parents. This means that in some countries, men receive a lower payment for taking the same length of leave as women.

ECONOMIC FEASIBILITY

- 25 of 34 OECD countries have a maximum wage replacement rate of at least 80% for paid maternal leave. 24 countries provide this rate for paid paternal leave.
- 19 countries have had a maximum wage replacement rate of at least 80% for paid leave for mothers in place since 1995 or earlier.
- A maximum wage replacement rate of at least 80% for paid parental leave is compatible with high labor force participation rates and low unemployment.
- A maximum wage replacement rate of at least 80% for paid parental leave is compatible with economic growth. Countries with high replacement rates had no evident differences in economic growth.

JOB PROTECTION DURING LEAVE

Job protection is critical for allowing all workers to enjoy the benefits of paid leave. All but 1 OECD country guarantee job protection for the full duration of leave for mothers, and a majority do so for fathers.

- The research findings on the benefits of paid leave are in the context of job-protected paid leave. A study of policy reforms in Austria found that the duration of leave that women took after childbirth (as measured by return to work) was most responsive when policy simultaneously changed both the duration of paid leave and the duration of job protection.¹¹²

- *Approaches in other OECD countries*
 - 32 of 33 OECD countries with paid leave for mothers guarantee job protection throughout paid maternal leave. While mothers in Poland are protected from discriminatory dismissal during paid maternity leave, this protection does not cover the additional period of leave to which they are entitled under paid parental leave.
 - 20 of 32 OECD countries with paid leave for fathers guarantee job protection throughout paid paternity leave. Explicit job protection is not common for very short paternity leave entitlements.
 - An additional 8 countries provide job protection for part of the leave entitlement for fathers, generally shared parental leave.

FLEXIBILITY IN LEAVE

Taking leave part-time or intermittently may support earlier return to work for parents and a better work-life balance. A majority of OECD countries offer flexibility in leave.

- A rigorous study in France found that the introduction of part-time leave was associated with an increase in the probability of employment after taking leave, particularly for mothers with lower education levels.¹¹³
- 20 of 27 OECD countries with paid parental leave that can be taken by either parent explicitly permit this leave to be taken part-time. In 12 of these countries, there are specific guidelines as to the amount parents are able to work while on leave.
- 17 of 27 OECD countries with paid parental leave that can be taken by either parent explicitly permit this leave to be taken in discrete blocks of time or intermittently instead of requiring that all parental leave be used at the same time.
 - In 6 of these countries, there are specific guidelines on the minimum length of time that leave must be taken, ranging from 1 week to 2 months.
 - An additional 3 countries do not specify a minimum period of leave but limit the number of times that parents can take parental leave.
 - In 4 countries, employer consent is required for workers to use this flexibility in the leave.
- By contrast, only 6 of 31 OECD countries allow mothers to take leave that is specifically reserved for their use on a part-time basis. Only 4 countries allow paid maternity leave to be taken in discrete blocks of time or intermittently.
- Part-time leave availability is also rare among provisions of leave reserved for fathers, although it also tends to be much shorter. Only 3 of 24 OECD countries explicitly allow this leave to be taken part-time. However, 12 countries allow this leave to be taken intermittently.

PROVIDING AND FINANCING LEAVE

Most countries provide paid leave through social security schemes that rely on a mix of contributions from employers and employees, often with additional government funds. This approach is compatible with a strong national economy.

- *Financing mechanisms for maternal leave*
 - Maternal leave benefits are provided fully or partially through social security or public funds in all 33 OECD countries with paid leave. Funding is discussed in greater detail below.
 - In 5 countries, in addition to government funding, employers directly take on responsibility for providing all or part of paid leave benefits in certain circumstances.
 - In Mexico and Switzerland, employers are responsible for providing benefits to employees who do not qualify for government benefits.
 - In Germany and the United Kingdom, employers are responsible for a portion of payments.
 - In the Republic of Korea, larger employers are responsible for paying for the first 60 days of maternity leave.
 - There are no OECD countries where maternal leave benefits are provided solely by employers.

- *Financing mechanisms for paternal leave*
 - Paternal leave benefits are provided fully or partially through social security or public funds in 28 OECD countries. Funding is discussed in greater detail below.
 - In 7 countries, in addition to government funding, employers directly take on responsibility for providing part of paid leave benefits.
 - In 6 countries, employers are responsible for paying for an initial period of leave of up to 1 week.
 - In the United Kingdom, employers are responsible for a portion of payments.
 - In 4 countries, paternal leave is provided solely by employers. In all of these countries, fathers' leave entitlement is less than 1 week.

- *Contributions to government funds to finance parental benefits^a*
 - In 12 OECD countries, both employers and employees contribute a share of reference earnings toward the cost of parental benefits. In 8 of these countries, governments contribute additional funds.

^a Data on contributions to government funds to finance parental benefits were available for only 32 of 34 OECD countries (data for Chile and Turkey were not available).

- In 7 countries, employers finance benefits without employee contributions. In 6 of these countries, governments provide additional funds.
 - Only 1 country (Poland) relies solely on employee contributions.
 - 3 OECD countries finance the cost of parental benefits exclusively through government funds, while an additional 2 do so only for certain categories of workers, including social assistance recipients in Portugal and home-based, agricultural, and household workers in Italy.
- *Implications for financing paid parental leave*
 - Employers in the U.S. have argued that they should not bear the cost of providing paid leave because doing so would increase labor costs, lead to job cuts, or otherwise negatively affect growth.
 - While systems that require businesses to self-insure are likely to be unaffordable for small businesses, paid leave policies can be designed to be affordable for all businesses by requiring only that they contribute a small percentage of payroll to fund social insurance systems.
 - For OECD countries in which employers contribute to the cost of paid leave, there were no evident differences in labor force participation, unemployment rates, and GDP growth compared to those that did not.
 - Countries requiring government contributions to the cost of paid parental leave had a similar distribution of GDP growth.
 - Among the 3 countries in which paid parental leave in 2009 was funded entirely by government contributions (Denmark, Norway, and New Zealand), unemployment rates varied from 3.1% to 6.3%. GDP growth rates ranged from 1.3% to 2.4%.

ELIGIBILITY FOR LEAVE

In a time of increased job turnover and mobility, paid leave benefits should not be dependent on a person's length of time at an employer, the formality of employment, or the company's size. The availability of job-protected paid parental leave without an employer-specific tenure requirement is compatible with strong economic growth.

TENURE REQUIREMENTS

A majority of OECD countries do not require a minimum period of work with a specific employer to be eligible for paid parental leave benefits. Tenure requirements are not necessary for a strong national economy.

- *Paid leave for mothers*
 - 24 of the 33 OECD countries that provide paid maternal leave do not require women to have worked for a minimum period of time with a specific employer.
 - In only 9 OECD countries, workers must meet employer-specific tenure requirements to qualify for full maternal leave benefits.

- Among these, 2 countries provide benefits for a reduced duration or payment level for workers who do not meet the tenure requirement.
 - 17 OECD countries do not have employer-specific tenure requirements, but do require a minimum employment period or a minimum number of contributions to the system that finances paid leave benefits.
 - In 7 of these countries, there is some form of paid benefit available to those who do not meet those requirements.
 - 7 OECD countries do not require any minimum tenure or contributions to be eligible for paid maternal leave benefits.
- *Paid leave for fathers*
 - 24 of the 32 OECD countries that provide paid paternal leave do not require men to have worked for a minimum period of time with a specific employer.
 - In only 8 OECD countries, workers must meet employer-specific tenure requirements to qualify for full paternal leave benefits.
 - 12 OECD countries do not have employer-specific tenure requirements, but do require a minimum employment period or a minimum number of contributions to the system that finances paid leave benefits.
 - In 7 of these countries, there is some form of paid benefit available to those who do not meet those requirements.
 - 12 OECD countries do not require any minimum tenure or contributions to be eligible for paid paternal leave benefits.
- *Economic feasibility*
 - Employers in the U.S. often provide certain benefits, including paid leave, only when employees meet a “length of service” or tenure requirement. Their concern is that short or no tenure and contribution requirements could ultimately harm profitability.
 - In some OECD countries, employees are required to have made a certain number of contributions to an insurance fund paid in the form of a tax on wages. Such contribution requirements are in place to ensure that there are adequate funds to cover benefits of current and future leave-takers.
 - OECD data suggest that the absence of tenure and contribution requirements for paid maternal leave appears to have no association with labor force participation, unemployment, or GDP growth.
 - Although these trends do not indicate a causal association, reducing or removing tenure and contribution requirements does not necessarily harm productivity and profitability. At the same time, such policies can potentially contribute to improved opportunities for vulnerable workers.
 - Long tenure or contribution requirements limit the leave eligibility of workers who have needed to change jobs, been unemployed, seasonally or intermittently employed, or individuals recently finishing a period of education.

SELF-EMPLOYED WORKERS

Few OECD countries exclude self-employed workers entirely from paid parental leave benefits, although some do specify less generous benefits for self-employed workers. While a majority of countries ensure that paid maternity and gender-neutral parental leave is available to self-employed women and gender-neutral leave is available to self-employed men, only a minority of countries provide paternity leave reserved for fathers to the self-employed.

- Overall, 31 OECD countries make at least some paid parental leave available to self-employed mothers of infants, and 26 do so to self-employed fathers.
- In some countries, self-employed workers must voluntarily opt for coverage.
- *Paid leave reserved for mothers*
 - 22 of the 31 OECD countries with paid leave that can be used only by mothers guarantee the same benefits to self-employed workers as to other workers who are entitled to leave. This means that leave is available for the same duration and at the same payment rate (either percentage of earnings/profits or flat-rate payment).
 - 6 additional countries make paid maternity leave available to self-employed workers, but for a shorter duration or at a lower benefit level than the average employed worker would receive.
 - Only 3 countries exclude self-employed workers from maternity leave benefits entirely.
- *Paid leave reserved for fathers*
 - Only 10 of the 24 OECD countries with paid leave that can be used only by fathers guarantee the same benefits to self-employed workers as to other workers entitled to leave.
 - 2 additional countries make paid paternity leave available to self-employed workers, but for a shorter duration or at a lower benefit level than the average employed worker would receive.
 - 12 countries exclude self-employed workers from paternity leave benefits entirely. In the majority of these countries, employers bear all responsibility for providing leave benefits, although father-only leave is generally much shorter in duration than that which is reserved for mothers or available to either parent.
- *Paid leave that can be used by either parent*
 - 21 of the 27 OECD countries with paid leave that can be used by either parent guarantee the same benefits to self-employed workers as to other workers who are entitled to leave.
 - 3 additional countries make paid gender-neutral parental leave available to self-employed workers, but for a shorter duration or at a lower benefit level than the average employed worker would receive.

- Only 3 countries exclude self-employed workers from gender-neutral parental leave benefits entirely.

EMPLOYER SIZE

Most OECD countries do not have separate provisions for small businesses.

- No OECD countries completely deny paid parental leave benefits to workers based on employer size.
- 2 OECD countries (Japan and the Republic of Korea) allow businesses with fewer than 5 employees to opt out of insurance schemes for parental leave benefits. However, voluntary insurance is available so that employees are not left without access to coverage.
- 2 OECD countries (the Republic of Korea and the United Kingdom) have provisions to make employee leave-taking more affordable for small businesses.
 - In the Republic of Korea, employers generally pay for the first 60 days of maternity leave benefits, while insurance pays for the last 30 days. However, for small and medium businesses, the insurance fund pays the first 60 days as well up to a ceiling with employers responsible for the difference between wages and the ceiling for higher earners. The definition of small and medium business varies based on industry. For example, manufacturing employers can have as many as 500 employees and still qualify for this benefit.
 - In the United Kingdom, leave payments are administered by employers. Small employers can claim back 103% of payments, compared to only 92% for medium and large employers.

MAKING LEAVE INCLUSIVE

Policy decisions about whether leave should be an individual or family entitlement have important implications for gender equality in different family types and the take-up of leave. Policies that support both parents' leave-taking through individual entitlements should include provisions ensuring that the availability of leave is equal for all family types, including widows/widowers, divorced parents, single parents, unmarried couples, and gay and lesbian families. Differences in leave availability for adopting families should be limited to exclusion from accessing leave associated with medical needs of pregnancy.

GENDER EQUALITY

Gender-neutral shared leave or family entitlements to leave are not enough to ensure that men take paid parental leave. Research shows that individual entitlements or bonuses to encourage more equal leave-taking are needed alongside high wage replacement rates to support the equal involvement of both parents.

- *Individual entitlements*
 - In theory, “use it or lose it” policies give fathers the opportunity to spend more time with their children, developing childrearing skills and closer relationships with their children—which may, in turn, encourage a more gender-equal distribution of unpaid household work. Reserving leave for fathers ensures that families do not need to negotiate which parent takes leave. Additionally, these policies may reduce stigmas surrounding leave-taking, which is sometimes seen as a signal of low commitment to one’s work.¹¹⁴
 - Evidence from OECD countries suggests that targeted policies allocating leave specifically to fathers have been effective at increasing leave-taking among men.^{115,116,117}
 - In Iceland, in the 10 years after the enactment of a 2000 law increasing the amount of leave reserved for fathers, the amount of parental leave taken by fathers more than doubled, from 39 to 91 days.¹¹⁸
 - Studies of the introduction of the first reserved “Daddy Month” in Sweden found significant impact on fathers’ take-up of leave.^{99,115}
 - Even in settings with historically low leave-taking by fathers, separate entitlements can have impact. In 2007, the Republic of Korea enacted a policy reserving a year of parental leave for fathers. By 2014, the share of male parental leave-takers had more than tripled, despite low wage replacement rates and a cap on benefits. Further reforms, which introduced higher payments if both parents took a minimum amount of leave, saw men account for 8.5% of all leave takers in 2016 compared to less than 2% in 2007.¹¹⁹
 - A 2011 study of policies in the Nordic countries by Hass and Rostgaard found that in the context of high wage replacement rates (all over 70%), one of the most important features for increasing the amount of leave taken by men was reserving leave specifically for them.¹²⁰

- *Economic incentives of “bonus leave”*
 - These approaches give families access to additional leave or a higher payment rate if both parents take leave, which theoretically should encourage fathers to take leave.
 - In Germany, the family’s entitlement to parental leave is extended by 2 months (to 14 months) if fathers take at least 2 months of parental leave.¹¹⁰ “In Germany, the proportion of children with a father that used parental leave increased dramatically—from 8.8 percent for children born in 2007 to 32 percent for all children born in 2013—following the introduction in 2007 of the 2-month ‘bonus period’ when both parents take at least 2 months of leave.”^{105,121}
 - In Sweden, parents receive 5 Euros tax-free each day for every day they use the parental leave equally, referred to as the “Gender Equality Bonus.” Studies conducted in 2011 concluded that this measure had no impact on the use of

leave by either men or women.^{99,122,123} However, it is worth noting that this additional payment is very small compared to average wages.

- *Feasibility*
 - 20 OECD countries have separate leave entitlements that reserve at least 2 weeks of leave specifically for fathers.
 - 8 OECD countries provide bonuses if both parents take leave.
 - Incentives for fathers to take leave are economically feasible. Countries that provide at least 2 weeks of paid leave reserved for fathers, and those that provide incentives for fathers' use of parental leave, tend to have higher overall rates of labor force participation.
 - 14 of the 17 OECD countries providing 2 weeks or more of paid leave reserved for fathers in 2009 had labor force participation rates above 85%. 9 of the 17 countries were ranked among the top 40% of OECD countries in terms of labor force participation rates.
 - The association between incentives and higher overall labor force participation is consistent with the notion that incentives encourage fathers' take-up of leave and their involvement in childrearing in the short and long term, which could support mothers in returning to work and maintaining their employment.
 - There is no evidence that incentives for fathers to take leave have negative economic consequences.
 - Countries that provided at least 2 weeks of reserved leave and other bonuses for fathers more commonly had smaller gender gaps in labor force participation rates as well.
 - 10 of the 17 OECD countries that reserved at least 2 weeks of paid leave for fathers in 2009 and 5 of the 7 countries that provided bonuses for fathers had small gender gaps in labor force participation rates.
 - Of the 6 OECD countries that did not provide any paid paternal leave, 5 had relatively large gender gaps in rates of labor force participation.

ADOPTING FAMILIES

Adoptive families need parental leave for many of the same reasons birth parents do. While leave is not needed for post-natal maternal recovery and breastfeeding, it is needed for the adoption process as well as for infant care.

- 31 of 33 OECD countries with paid parental leave make it available to adoptive parents.
- In 10 of these countries, adoptive parents and birth parents are entitled to the same duration of benefits.
- In an additional 14 countries, the difference in leave availability for adoptive parents and for birth parents is 8 weeks or less.
- In 6 countries, however, there are large differences (12 weeks or more) in paid leave entitlements for adoptive parents and for birth parents.

- Whereas 1 country (Luxembourg) only gives adoptive parents 8 weeks of leave, all others guarantee 26 weeks or more of paid leave to adoptive parents.

LGBT FAMILIES

Across the OECD, there is variability in the extent to which paid parental leave provisions cover same-sex couples. Some countries are proactive in ensuring that legislative language is inclusive of different family types. Others use gendered language, possibly the result of attempts to ensure that mothers have enough leave for recovery, or to promote fathers' more equal involvement in caregiving. Though well-intentioned, such language can disadvantage same-sex parents when explicit provisions for same-sex parents are not made. Greater work is needed in this area to understand how legislative language and interpretations of that language affect all family types and their ability to care for and bond with an infant, including lesbian couples with a birth mother, lesbian couples adopting, gay couples using surrogacy, and gay couples adopting.

These findings will be discussed in more detail in a forthcoming journal article, with an accompanying data launch to raise awareness of this important issue.

SINGLE PARENTS

A majority of OECD countries do not have provisions to ensure that single parents receive the same total duration of paid leave as two-parent families. Generally, this is because there are no provisions to allow single parents to access leave entitlements that are reserved for partners. However, 5 OECD countries have proactive provisions that explicitly allow single parents to take parental leave reserved for another parent, or give a higher entitlement to single parents, and 2 do so just for single mothers.

These findings will be discussed in more detail in a forthcoming journal article, with an accompanying data launch to raise awareness of this important issue.

METHODOLOGY

STUDY APPROACH

This study brings together a systematic review of the paid leave literature, a review of medical needs by medical experts, and a systematic analysis of the laws and policies in place in other OECD countries to synthesize the best available evidence on paid family and medical leave policies.

For the systematic literature review, more than 5,500 studies were identified as potentially relevant to paid parental, family medical, and personal medical leave in high-income countries. Studies that analyzed the impact of these policies on economic, health, and gender equality outcomes were selected. Using those criteria, an in-depth review of the methodology and findings of more than 100 studies was conducted to inform the summary of the literature.

For our review of medical needs, a team of medical experts reviewed the evidence on how paid leave can support health and recovery. They conducted a review of the medical literature to provide information on key health decision points.

Finally, we conducted a systematic analysis of the national laws and policies in place in other OECD countries to better understand what approaches have been feasible and effective in other countries. The methodology for this analysis is described in more detail below.

POLICY MEASURES

The WORLD Policy Analysis Center has systematically analyzed the national laws and policies, in place as of September 2016, that govern workplaces in 34 Organisation for Economic Co-operation and Development (OECD) countries, to create comparative databases on labor protections. This report also incorporates any additional policy changes that are known to have occurred. Latvia joined the OECD on July 1, 2016, but is not included in these reports due to the lack of available data.

Our OECD Adult Labor database captures national-level legislation. For countries where labor policies are set at the state or provincial level, such as the United States, we noted the lowest level of guarantee in our database. For example, we classified a policy as unpaid if not all jurisdictions guaranteed paid leave.

The information in this database was coded primarily from full-text legislation, in its original language whenever possible, or from a translation. Additional information was drawn from reliable secondary sources such as the Social Security Programs Throughout the World (SSPTW) reports, the International Labour Organization's Working Conditions Laws Database, the International Review of Leave Policies and Related Research, and country government websites. Two researchers independently analyzed each country, translating a wealth of qualitative information into a set of consistent, comparable policy characteristics.

ANALYSIS OF BENEFIT LEVELS

In order to assess the affordability of benefits received during paid leave, we matched data drawn from the WORLD OECD Adult Labor database with data on flat-rate payments and benefit ceilings as of November 2016, which we extracted from individual country websites. For countries with multiple paid leave schemes among which beneficiaries could choose, the option with the highest benefit amount was captured in the database. If it was necessary to specify, we used the benefit entitlements for a family consisting of a couple and one child.

To calculate benefits received for an average female wage earner and average male wage earner, the total average wages earned by full-time employees as of December 2015 were obtained from national statistics websites. In the absence of such data, the OECD Stats and Eurostat databases were used to search for the most recent wage data available. Recent sex-disaggregated wage data were unavailable for Greece. To calculate benefits received for a minimum wage earner, the minimum wage data for 2015 were taken from OECD Stats. In some OECD countries, minimum wages are established by collective bargaining. We were unable to obtain a lowest legal minimum wage for Finland, Italy, Sweden, and Switzerland.

Monthly wages were converted into weekly wages by dividing the amounts by 4.3. In cases where daily benefit levels or lengths were established, daily benefits were converted to weekly using conversions specified by the country. If a country did not specify a conversion, calendar days were assumed unless the legislation or national website referenced working days for payment of benefits. In these cases, we converted using a standard 5-day work week.

ANALYSIS OF ECONOMIC PERFORMANCE AND GENDER EQUALITY

Available data allow us to examine economic feasibility, but not to estimate the detailed economic benefits. The study examines the economic performance of countries with and without policies. We present the full data on policies compared to economic outcomes.

In our analyses of policies and outcomes, we used policy data from the year immediately prior to the earliest year from which economic and gender equality data were drawn. When looking at economic and gender indicators averaged over 2010 to 2015, we examined policies in place in 2009, using the PROSPERED project's longitudinal Adult Labor policy database at McGill University, which consists of a set of annual policy indicators from 1995 to 2015 for all 193 UN member states. In constructing this database, PROSPERED researchers used the same sources and coding methods that were used to develop the WORLD 2016 OECD Adult Labor database described above.

Economic indicators

Data on economic performance from 2010 to 2015 were obtained from OECD Statistics and averaged to account for year-to-year variations in rates of GDP growth, labor force participation, and unemployment. For all analyses, we used rates of labor force participation and unemployment for workers ages 25–54.

Gender equality indicators

Gender equality in economic performance is measured by the gender gap in rates of unemployment and labor force participation. The gender gap in labor force participation rates was calculated by subtracting the female rate from the male rate, where larger gender gaps signify gender inequality that disadvantages women.

To ensure comparability across measures, the gender gap in unemployment was calculated by subtracting the male rate from the female rate. Therefore, greater gaps in unemployment signify gender inequality that disadvantages women. By contrast, negative gender gaps in unemployment signify gender inequality that disadvantages men.

GLOBAL MAPS

Global maps are included to show that paid leave policies are feasible in a range of economic settings and economy sizes. The data in the global maps reflect a systematic analysis of national laws and policies governing workplaces in 193 UN member states as of 2015. These data are supplemented with the detailed data on OECD countries as of September 2016 and other known policy changes that have occurred since the full review in 2015.

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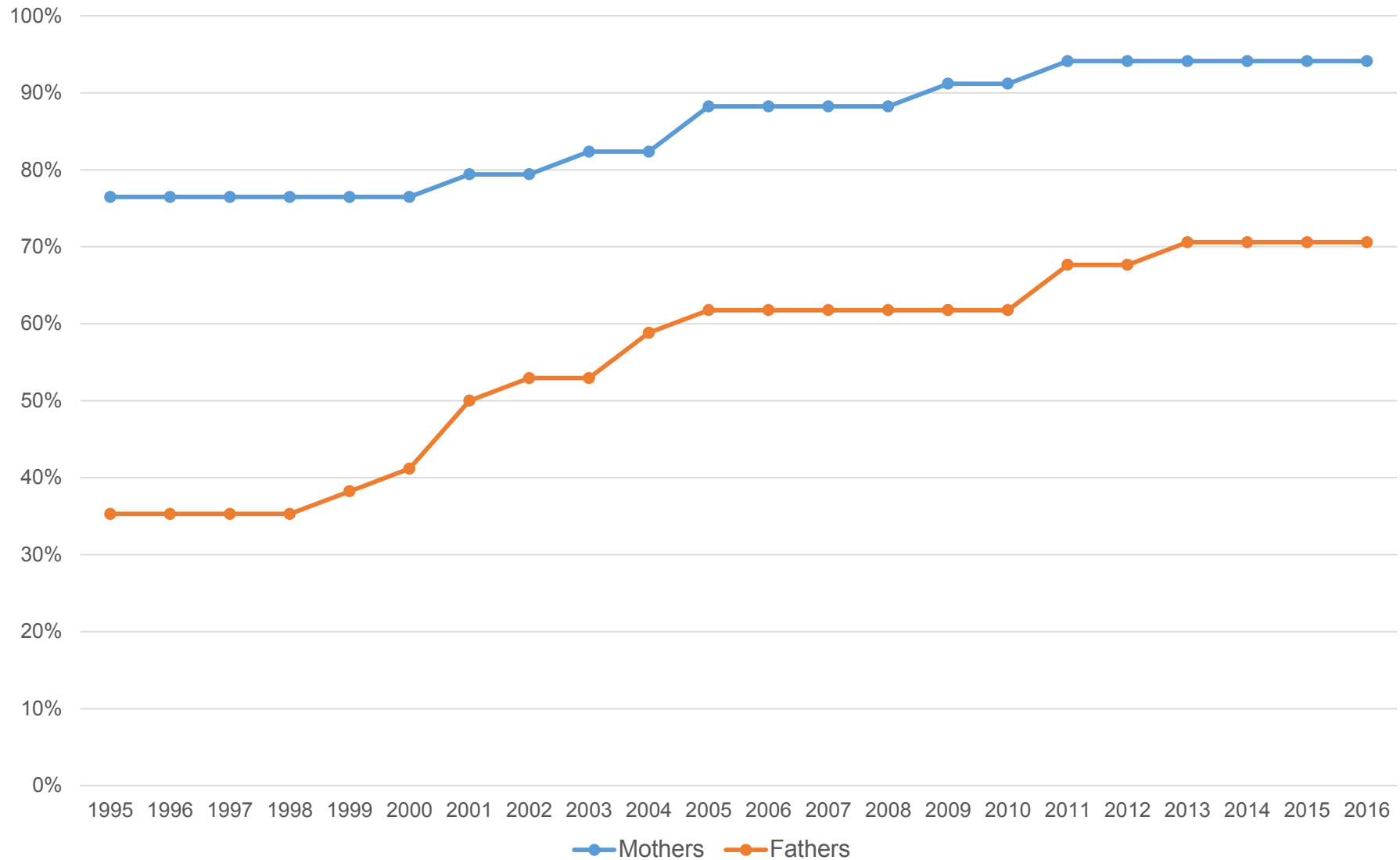
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Figure 1: How has the percentage of OECD countries guaranteeing parents of infants at least 14 weeks of paid leave changed since 1995?



Source: The PROSPERED Project's Longitudinal Adult Labor Policy Database, McGill University

Table 1: Paid maternal leave and labor force participation in OECD countries

Country	14 weeks or more of paid leave	6 months or more of paid leave	12 months or more of paid leave	Labor force participation rate (%)
Sweden	X	X	X	90.5
Slovenia	X	X	X	90.5
Switzerland	X			90.2
Iceland	X	X		89.6
Portugal	X	X		88.5
Czech Republic	X	X	X	88.4
France	X	X		88.1
Austria	X	X	X	87.9
Estonia	X	X	X	87.7
Denmark	X	X	X	87.7
Germany	X	X	X	87.6
Netherlands	X			87.4
Slovakia	X	X	X	87.1
Finland	X	X		87.1
Luxembourg	X	X		86.9
Norway	X	X		86.9
Spain	X			86.8
Canada	X	X		86.5
United Kingdom	X	X		85.5
Belgium	X	X		85.4
New Zealand	X			84.8
Poland	X			84.6
Japan	X	X	X	84.5
Greece	X	X		84.0
Hungary	X	X	X	83.2
Australia				83.0
Israel	X			81.8
United States				81.3
Ireland	X	X		80.9
Chile	X			78.9
Korea	X	X	X	77.4
Italy	X	X		77.1
Mexico				73.4
Turkey	X			63.8

Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

Labor force participation rate refers to the percentage of the total working-age population (ages 25-54) that is either working (employed) or seeking work (unemployed), averaged from 2010 to 2015.

The table above reflects maternal leave policies in 2009. Since then, 4 countries have passed legislation extending the duration of paid maternal leave shown in this table: Australia, Canada, Chile, and Poland.

International Labour Organization standards state that women should be guaranteed at least 14 weeks of paid maternity leave. The World Health Organization recommends at least 6 months of breastfeeding, which is facilitated by paid leave.

Table 2: Paid maternal leave and unemployment in OECD countries

Country	14 weeks or more of paid leave	6 months or more of paid leave	12 months or more of paid leave	Unemployment rate (%)
Norway	X	X		3.1
Korea	X	X	X	3.2
Switzerland	X			4.0
Japan	X	X	X	4.1
Mexico				4.1
Australia				4.4
Austria	X	X	X	4.7
Luxembourg	X	X		4.8
Iceland	X	X		4.8
New Zealand	X			4.8
Netherlands	X			4.9
Germany	X	X	X	5.2
United Kingdom	X	X		5.5
Chile	X			5.8
Czech Republic	X	X	X	5.8
Israel	X			5.9
Sweden	X	X	X	6.0
Canada	X	X		6.1
Denmark	X	X	X	6.3
United States				6.6
Finland	X	X		6.8
Belgium	X	X		7.2
Poland	X			8.1
France	X	X		8.4
Slovenia	X	X	X	8.4
Hungary	X	X	X	8.8
Turkey	X			8.9
Estonia	X	X	X	9.5
Italy	X	X		9.8
Ireland	X	X		12.0
Slovakia	X	X	X	12.1
Portugal	X	X		12.8
Spain	X			21.6
Greece	X	X		21.7

Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

Unemployment rate refers to the percentage of the total working-age population (ages 25-54) that is seeking work, averaged from 2010 to 2015.

The table above reflects maternal leave policies in 2009. Since then, 4 countries have passed legislation extending the duration of paid maternal leave shown in this table: Australia, Canada, Chile, and Poland.

International Labour Organization standards state that women should be guaranteed at least 14 weeks of paid maternity leave. The World Health Organization recommends at least 6 months of breastfeeding, which is facilitated by paid leave.

Table 3: Paid maternal leave and GDP growth in OECD countries

Country	14 weeks or more of paid leave	6 months or more of paid leave	12 months or more of paid leave	GDP growth rate (%)
Ireland	X	X		6.1
Turkey	X			5.2
Chile	X			4.2
Israel	X			3.9
Korea	X	X	X	3.6
Luxembourg	X	X		3.4
Estonia	X	X	X	3.3
Mexico				3.2
Poland	X			3.1
Slovakia	X	X	X	2.9
Sweden	X	X	X	2.7
Australia				2.6
New Zealand	X			2.4
Canada	X	X		2.3
United States				2.2
Germany	X	X	X	2.0
United Kingdom	X	X		2.0
Switzerland	X			1.7
Czech Republic	X	X	X	1.7
Hungary	X	X	X	1.7
Iceland	X	X		1.7
Norway	X	X		1.5
Japan	X	X	X	1.3
Belgium	X	X		1.3
Denmark	X	X	X	1.3
Austria	X	X	X	1.2
France	X	X		1.1
Netherlands	X			0.9
Slovenia	X	X	X	0.6
Finland	X	X		0.5
Spain	X			-0.2
Italy	X	X		-0.2
Portugal	X	X		-0.4
Greece	X	X		-4.2

Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

GDP growth refers to the average annual percent change in gross domestic product from 2010 to 2015.

The table above reflects maternal leave policies in 2009. Since then, 4 countries have passed legislation extending the duration of paid maternal leave shown in this table: Australia, Canada, Chile, and Poland.

International Labour Organization standards state that women should be guaranteed at least 14 weeks of paid maternity leave. The World Health Organization recommends at least 6 months of breastfeeding, which is facilitated by paid leave.

Table 4: Wage replacement rate (WRR) for paid maternal leave and labor force participation in OECD countries

Country	Any paid leave	At least 2/3 of wages	At least 80% of wages	Labor force participation rate (%)
Sweden	X	X		90.5
Slovenia	X	X	X	90.5
Switzerland	X	X	X	90.2
Iceland	X	X	X	89.6
Portugal	X	X	X	88.5
Czech Republic	X	X		88.4
France	X	X	X	88.1
Austria	X	X	X	87.9
Estonia	X	X	X	87.7
Denmark	X	X	X	87.7
Germany	X	X	X	87.6
Netherlands	X	X	X	87.4
Slovakia	X			87.1
Finland	X	X	X	87.1
Luxembourg	X	X	X	86.9
Norway	X	X	X	86.9
Spain	X	X	X	86.8
Canada	X	X	X	86.5
United Kingdom	X	X	X	85.5
Belgium	X	X	X	85.4
New Zealand	X	X	X	84.8
Poland	X	X	X	84.6
Japan	X	X		84.5
Greece	X	X	X	84.0
Hungary	X	X		83.2
Australia				83.0
Israel	X	X	X	81.8
United States				81.3
Ireland	X	X	X	80.9
Chile	X	X	X	78.9
Korea	X	X	X	77.4
Italy	X	X	X	77.1
Mexico	X	X	X	73.4
Turkey	X	X		63.8

Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

Labor force participation refers to the percentage of the total working-age population (ages 25-54) that is either working (employed) or seeking work (unemployed), averaged from 2010 to 2015.

The table above reflects wage replacement rates for paid maternal leave in 2009. Since then, 3 countries have passed legislation changing the wage replacement rates shown in this table: Australia, Ireland, and Slovakia.

Table 5: Wage replacement rate (WRR) for paid maternal leave and unemployment in OECD countries

Country	Any paid leave	At least 2/3 of wages	At least 80% of wages	Unemployment rate (%)
Norway	X	X	X	3.1
Korea	X	X	X	3.2
Switzerland	X	X	X	4.0
Japan	X	X		4.1
Mexico	X	X	X	4.1
Australia				4.4
Austria	X	X	X	4.7
Luxembourg	X	X	X	4.8
Iceland	X	X	X	4.8
New Zealand	X	X	X	4.8
Netherlands	X	X	X	4.9
Germany	X	X	X	5.2
United Kingdom	X	X	X	5.5
Chile	X	X	X	5.8
Czech Republic	X	X		5.8
Israel	X	X	X	5.9
Sweden	X	X		6.0
Canada	X	X	X	6.1
Denmark	X	X	X	6.3
United States				6.6
Finland	X	X	X	6.8
Belgium	X	X	X	7.2
Poland	X	X	X	8.1
France	X	X	X	8.4
Slovenia	X	X	X	8.4
Hungary	X	X		8.8
Turkey	X	X		8.9
Estonia	X	X	X	9.5
Italy	X	X	X	9.8
Ireland	X	X	X	12.0
Slovakia	X			12.1
Portugal	X	X	X	12.8
Spain	X	X	X	21.6
Greece	X	X	X	21.7

Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

Unemployment rate refers to the percentage of the total working-age population (ages 25-54) that is seeking work, averaged from 2010 to 2015.

The table above reflects wage replacement rates for paid maternal leave in 2009. Since then, 3 countries have passed legislation changing the wage replacement rates shown in this table: Australia, Ireland, and Slovakia.

Table 6: Wage replacement rate (WRR) for paid maternal leave and GDP growth in OECD countries

Country	Any paid leave	At least 2/3 of wages	At least 80% of wages	GDP growth rate (%)
Ireland	X	X	X	6.1
Turkey	X	X		5.2
Chile	X	X	X	4.2
Israel	X	X	X	3.9
Korea	X	X	X	3.6
Luxembourg	X	X	X	3.4
Estonia	X	X	X	3.3
Mexico	X	X	X	3.2
Poland	X	X	X	3.1
Slovakia	X			2.9
Sweden	X	X		2.7
Australia				2.6
New Zealand	X	X	X	2.4
Canada	X	X	X	2.3
United States				2.2
Germany	X	X	X	2.0
United Kingdom	X	X	X	2.0
Switzerland	X	X	X	1.7
Czech Republic	X	X		1.7
Hungary	X	X	X	1.7
Iceland	X	X		1.7
Norway	X	X	X	1.5
Japan	X	X		1.3
Belgium	X	X	X	1.3
Denmark	X	X	X	1.3
Austria	X	X	X	1.2
France	X	X	X	1.1
Netherlands	X	X	X	0.9
Slovenia	X	X	X	0.6
Finland	X	X	X	0.5
Spain	X	X	X	-0.2
Italy	X	X	X	-0.2
Portugal	X	X	X	-0.4
Greece	X	X	X	-4.2

Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

GDP growth refers to the average annual percent change in gross domestic product from 2010 to 2015.

The table above reflects wage replacement rates for paid maternal leave in 2009. Since then, 3 countries have passed legislation changing the wage replacement rates shown in this table: Australia, Ireland, and Slovakia.

Table 7: Wage replacement rate (WRR) for paid paternal leave and labor force participation in OECD countries

Country	Any paid leave	At least 2/3 of wages	At least 80% of wages	Labor force participation rate (%)
Sweden	X	X		90.5
Slovenia	X	X	X	90.5
Switzerland				90.2
Iceland	X	X	X	89.6
Portugal	X	X	X	88.5
Czech Republic	X	X		88.4
France	X	X	X	88.1
Austria	X			87.9
Estonia	X	X	X	87.7
Denmark	X	X	X	87.7
Germany	X	X		87.6
Netherlands	X	X	X	87.4
Slovakia	X			87.1
Finland	X	X		87.1
Luxembourg	X	X	X	86.9
Norway	X	X	X	86.9
Spain	X	X	X	86.8
Canada	X			86.5
United Kingdom	X			85.5
Belgium	X	X	X	85.4
New Zealand	X	X	X	84.8
Poland	X	X	X	84.6
Japan	X			84.5
Greece	X	X	X	84.0
Hungary	X	X	X	83.2
Australia				83.0
Israel	X	X	X	81.8
United States				81.3
Ireland				80.9
Chile	X	X	X	78.9
Korea	X	X	X	77.4
Italy	X			77.1
Mexico				73.4
Turkey	X	X	X	63.8

Paid paternal leave includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

Labor force participation refers to the percentage of the total working-age population (ages 25-54) that is either working (employed) or seeking work (unemployed), averaged from 2010 to 2015.

The table above reflects wage replacement rates for paid paternal leave in 2009. Since then, 9 countries have passed legislation changing the wage replacement rates shown in this table: Australia, Austria, Canada, Ireland, Italy, Japan, Mexico, Slovakia, and Turkey.

Table 8: Wage replacement rate (WRR) for paid paternal leave and unemployment in OECD countries

Country	Any paid leave	At least 2/3 of wages	At least 80% of wages	Unemployment rate (%)
Norway	X	X	X	3.1
Korea	X	X	X	3.2
Switzerland				4.0
Japan	X			4.1
Mexico				4.1
Australia				4.4
Austria	X			4.7
Luxembourg	X	X	X	4.8
Iceland	X	X	X	4.8
New Zealand	X	X	X	4.8
Netherlands	X	X	X	4.9
Germany	X	X		5.2
United Kingdom	X			5.5
Chile	X	X	X	5.8
Czech Republic	X	X		5.8
Israel	X	X	X	5.9
Sweden	X	X		6.0
Canada	X			6.1
Denmark	X	X	X	6.3
United States				6.6
Finland	X	X		6.8
Belgium	X	X	X	7.2
Poland	X	X	X	8.1
France	X	X	X	8.4
Slovenia	X	X	X	8.4
Hungary	X	X	X	8.8
Turkey	X	X	X	8.9
Estonia	X	X	X	9.5
Italy	X			9.8
Ireland	X			12.0
Slovakia	X			12.1
Portugal	X	X	X	12.8
Spain	X	X	X	21.6
Greece	X	X	X	21.7

Paid paternal leave includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

Unemployment rate refers to the percentage of the total working-age population (ages 25-54) that is seeking work, averaged from 2010 to 2015.

The table above reflects wage replacement rates for paid paternal leave in 2009. Since then, 9 countries have passed legislation changing the wage replacement rates shown in this table: Australia, Austria, Canada, Ireland, Italy, Japan, Mexico, Slovakia, and Turkey.

Table 9: Wage replacement rate (WRR) for paid paternal leave and GDP growth in OECD countries

Country	Any paid leave	At least 2/3 of wages	At least 80% of wages	GDP growth rate (%)
Ireland	X			6.1
Turkey	X	X	X	5.2
Chile	X	X	X	4.2
Israel	X	X	X	3.9
Korea	X	X	X	3.6
Luxembourg	X	X	X	3.4
Estonia	X	X	X	3.3
Mexico				3.2
Poland	X	X	X	3.1
Slovakia	X			2.9
Sweden	X	X		2.7
Australia				2.6
New Zealand	X	X	X	2.4
Canada	X			2.3
United States				2.2
Germany	X	X		2.0
United Kingdom	X			2.0
Switzerland				1.7
Czech Republic	X	X		1.7
Hungary	X	X	X	1.7
Iceland	X	X	X	1.7
Norway	X	X	X	1.5
Japan	X			1.3
Belgium	X	X	X	1.3
Denmark	X	X	X	1.3
Austria	X			1.2
France	X	X	X	1.1
Netherlands	X	X	X	0.9
Slovenia	X	X	X	0.6
Finland	X	X		0.5
Spain	X	X	X	-0.2
Italy	X			-0.2
Portugal	X	X	X	-0.4
Greece	X	X	X	-4.2

Paid paternal leave includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

GDP growth refers to the average annual percent change in gross domestic product from 2010 to 2015.

The table above reflects wage replacement rates for paid paternal leave in 2009. Since then, 9 countries have passed legislation changing the wage replacement rates shown in this table: Australia, Austria, Canada, Ireland, Italy, Japan, Mexico, Slovakia, and Turkey.

Table 10: Flexibility in taking parental leave: OECD countries

Country	Part-time leave available	Amount able to work while on leave	Leave can be taken in blocks	Minimum length of leave that must be taken at a time	Maximum number of blocks of leave that can be taken	Employer consent required for taking leave in blocks?
Australia						
Austria	X	60%	X	2 months	3	
Belgium	X	50 or 80%	X	2 – 5 months		
Canada	X					
Chile	X	50%				
Czech Republic			X	7 days (fathers)		
Denmark	X		X	1 week		
Estonia	X	Unlimited	X			
Finland	X	40-60%	X	12 days	2 per parent	
France	X	16-32 hours/week				
Germany	X	Up to 75%	X		2 per parent	
Hungary	X	Unlimited				
Iceland	X		X			X
Israel						
Italy	X	50%	X	No limits	No limits	
Japan			X		2	X
Korea	X	37.5-75%	X		2	
Luxembourg	X	50%				
New Zealand		Limited				
Norway	X		X			X
Poland	X	Up to 50%	X	8 weeks	4	
Portugal	X	50%	X	No limits	No limits	
Slovakia						
Slovenia	X	Unlimited	X	15 days	2 per year	
Spain	X					
Sweden	X	Per benefit	X	No limits	No limits	
United Kingdom		Limited	X			X

Paid parental leave refers to gender-neutral paid leave that can be used by either parent (including transferable maternity leave). The benefit level is reduced proportionally unless otherwise noted. *Amount able to work while on leave* is unspecified if column is blank. *Limited* refers to the ability to work only a few days while on leave (keep-in-touch days; not considered as part-time leave here). *Unlimited* applies if parents can work without restrictions or reductions in benefit levels.

In Austria, one can earn up to 60% of earnings in the year prior to birth when taking flat-rate benefits.

In Estonia, parents can earn up to the benefit amount; thereafter, benefits will be reduced proportionally.

In Finland, the benefit is reduced to 50%, regardless of working between 40 and 60% of normal hours.

In Hungary, parents can work unlimited hours after the child turns 6 months old.

In New Zealand, parents are allowed to work 40 hours over the course of leave as “keep-in-touch” days.

In Slovenia, the duration of leave is not extended proportionally for reduced benefits.

In Sweden, paid leave benefits can be taken on a full-time, 1/2-time, 1/4-time, or 1/8-time basis.

In the UK, parents are allowed to work 20 days over the course of leave (“keep-in-touch” days).

There are 7 OECD countries (not shown) that do not provide paid parental leave.

Table 11: Flexibility in taking maternity leave: OECD countries						
Country	Part-time leave available	Amount able to work while on leave	Leave can be taken in blocks	Minimum length of leave that must be taken at a time	Maximum number of blocks of leave that can be taken	Employer consent required for taking leave in blocks?
Austria	X					
Belgium			X			
Canada	X					
Chile						
Czech Republic			X			
Denmark						
Estonia						
Finland	X					
France						
Germany						
Greece						
Hungary						
Iceland	X		X			X
Ireland						
Israel						
Italy						
Japan						
Korea						
Luxembourg						
Mexico						
Netherlands	X		X			X
Norway						
Poland						
Portugal						
Slovakia						
Slovenia						
Spain	X					
Sweden						
Switzerland						
Turkey						
United Kingdom		Limited				

Paid maternity leave is leave that is solely reserved for mothers and cannot be used by or transferred to fathers. *Limited* refers to the ability to work only a few days while on leave (keep-in-touch days; not considered as part-time leave here). Where the ability to take leave in blocks applies, subsequent details are displayed if specified in legislation. Otherwise column is left blank.

In Belgium, some prenatal leave can be postponed to take the last 2 weeks of maternity leave in blocks.

In the Czech Republic, after 7 weeks, leave can be taken in blocks if parents alternate.

In the Netherlands, leave can be taken on a part-time basis or intermittently after 6 consecutive weeks.

In the UK, workers are allowed to work 10 “keeping-in-touch” days over the course of maternity leave.

There are 3 OECD countries (not shown) that do not provide paid maternity leave.

In Australia and New Zealand, there is no specific entitlement to maternity leave, but rather to sharable parental leave.

Table 12: Flexibility in taking paternity leave: OECD countries

<i>Country</i>	<i>Part-time leave available</i>	<i>Leave can be taken in blocks</i>	<i>Minimum length of leave that must be taken at a time</i>	<i>Maximum number of blocks of leave that can be taken</i>	<i>Employer consent required for taking leave in blocks?</i>
Australia					
Belgium		X			
Chile		X	1 day	5	
Denmark					
Estonia		X	1 day	No limit	
Finland		X	1-18 days	6	
France					
Greece					
Hungary		X	1 day	5	
Iceland	X	X			X
Ireland					
Italy					
Korea		X			
Luxembourg					
Mexico					
Netherlands		X			
Norway					
Poland		X		2	
Portugal		X			
Slovenia	X	X			
Spain	X				
Sweden		X			
Turkey					
United Kingdom					

Paid paternity leave is leave that is solely reserved for fathers and cannot be used by or transferred to mothers. Where the ability to take leave in blocks applies, minimum length and maximum number of blocks are displayed if specified in legislation. Otherwise column is left blank.

In Finland, parents are not allowed to work on a full-time basis while on paternity leave; however, they may work on days for which benefits are not provided (in most cases, Sundays and holidays).

There are 10 OECD countries (not shown) that do not provide paid paternity leave.

Table 13: Details on how provision is shared in OECD countries where employers and governments share responsibility for parental leave

Maternal leave	
Germany	Employer tops off maternity leave: up to €13 a day paid by the mother's health insurance with the remainder paid by the employer to reach 100% of previous earnings.
Korea	Employer responsible for first 60 days of maternity leave.
Mexico	Employer responsible for providing paid maternity leave to workers that do not meet requirements.
United Kingdom	Employer administers payments of 90% of average weekly earnings for the first six weeks and a fixed rate or 90% of average weekly earnings (whichever is lower) for the next 33 weeks, up to a total of 39 weeks. Employers can usually reclaim 92% of employees' pay through reductions to the amount of National Insurance Contributions paid to HM Revenue & Customs.
Switzerland	Employer responsible for providing paid maternity leave to workers that do not meet requirements.
Paternal leave	
Belgium	Employer pays first 3 days of paternity leave.
Chile	Employer responsible for paternity leave (5 days).
France	Employer pays first 3 days of paternity leave.
Korea	Employer responsible for paternity leave (3 days).
Luxembourg	Employer responsible for paternity leave (2 days).
Spain	Employer pays first 2 days of paternity leave.
United Kingdom	Employer administers payments of 90% of average weekly earnings or a flat-rate (whichever is lower) for the first one or two weeks as chosen by the employee. After that, fathers are eligible for shared parental leave (see maternal leave). Employers can usually reclaim 92% of employees' pay through reductions to the amount of National Insurance Contributions paid to HM Revenue & Customs.

Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent (including transferable maternity leave).

Paid paternal leave includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent (including transferable maternity leave).

Table 14: Parental leave funding and labor force participation in OECD countries				
Country	Employees contribute	Employers contribute	Government contributes	Labor force participation rate (%)
Sweden		X	X	90.5
Slovenia	X	X	X	90.5
Iceland		X	X	89.6
Portugal	X	X	X	88.5
Czech Republic		X	X	88.4
France	X	X		88.1
Austria		X	X	87.9
Denmark			X	87.7
Estonia		X	X	87.7
Germany	X	X	X	87.6
Netherlands		X		87.4
Finland	X	X	X	87.1
Norway			X	86.9
Spain	X	X		86.8
Canada	X	X		86.5
United Kingdom		X	X	85.5
Belgium	X	X	X	85.4
New Zealand			X	84.8
Poland	X			84.6
Greece	X	X	X	84.0
Hungary	X	X	X	83.2
Australia				83.0
United States				81.3
Ireland	X	X		80.9
Italy	X	X	X	77.1

Paid parental leave is leave that is leave available to either parent (including transferable maternity leave).

Labor force participation rate refers to the percentage of the total working-age population (ages 25-54) that is either working (employed) or seeking work (unemployed), averaged from 2010 to 2015.

The table above reflects parental leave contributors in 2009. Since then, one country has passed legislation changing funding: Australia

Data on contributors for the following countries was not available in 2009: Chile, Israel, Japan, Korea, Luxembourg, Mexico, Slovakia, Switzerland, and Turkey.

Table 15: Parental leave funding and unemployment in OECD countries				
Country	Employees contribute	Employers contribute	Government contributes	Unemployment rate (%)
Norway			X	3.1
Australia				4.4
Austria		X	X	4.7
Iceland		X	X	4.8
New Zealand			X	4.8
Netherlands		X		4.9
Germany	X	X	X	5.2
United Kingdom		X	X	5.5
Czech Republic		X	X	5.8
Sweden		X	X	6.0
Canada	X	X		6.1
Denmark			X	6.3
United States				6.6
Finland	X	X	X	6.8
Belgium	X	X	X	7.2
Poland	X			8.1
Slovenia	X	X	X	8.4
France	X	X		8.4
Hungary	X	X	X	8.8
Estonia		X	X	9.5
Italy	X	X	X	9.8
Ireland	X	X		12.0
Portugal	X	X	X	12.8
Spain	X	X		21.6
Greece	X	X	X	21.7

Paid parental leave is leave that is leave available to either parent (including transferable maternity leave).

Unemployment rate refers to the percentage of the total working-age population (ages 25-54) that is seeking work, averaged from 2010 to 2015.

The table above reflects parental leave contributors in 2009. Since then, one country has passed legislation changing funding: Australia

Data on contributors for the following countries was not available in 2009: Chile, Israel, Japan, Korea, Luxembourg, Mexico, Slovakia, Switzerland, and Turkey.

Table 16: Parental leave funding and GDP growth in OECD countries

Country	Employees contribute	Employers contribute	Government contributes	GDP growth rate (%)
Ireland	X	X		6.1
Estonia		X	X	3.3
Poland	X			3.1
Sweden		X	X	2.7
Australia				2.6
New Zealand			X	2.4
Canada	X	X		2.3
United States				2.2
United Kingdom		X	X	2.0
Germany	X	X	X	2.0
Czech Republic		X	X	1.7
Hungary	X	X	X	1.7
Iceland		X	X	1.7
Norway			X	1.5
Belgium	X	X	X	1.3
Denmark			X	1.3
Austria		X	X	1.2
France	X	X		1.1
Netherlands		X		0.9
Slovenia	X	X	X	0.6
Finland	X	X	X	0.5
Spain	X	X		-0.2
Italy	X	X	X	-0.2
Portugal	X	X	X	-0.4
Greece	X	X	X	-4.2

Paid parental leave is leave that is leave available to either parent (including transferable maternity leave).

GDP growth rate refers to the average annual percent change in gross domestic product from 2010 to 2015.

The table above reflects parental leave contributors in 2009. Since then, one country has passed legislation changing funding: Australia

Data on contributors for the following countries was not available in 2009: Chile, Israel, Japan, Korea, Luxembourg, Mexico, Slovakia, Switzerland, and Turkey.

Table 17: Tenure and contribution requirements in months for paid maternity leave

Country	Tenure (in months)	Contributions (in months)
Austria	-	-
Belgium	-	6
Canada	6	3
Chile	-	6
Czech Republic	-	9
Denmark	<1	-
Estonia	<1	-
Finland	-	-
France	1	10
Germany	-	-
Greece	-	8
Hungary	12	-
Iceland	-	6
Ireland	-	9
Israel	-	10
Italy	-	-
Japan	-	6
Korea	-	6
Luxembourg	-	6
Mexico	-	7
Netherlands	-	-
New Zealand	-	-
Norway	6	-
Poland	-	-
Portugal	-	6
Slovakia	-	9
Slovenia	-	-
Spain	-	6
Sweden	-	8
Switzerland	5	9
Turkey	-	3
United Kingdom	6	-

Country name in red indicates that the tenure requirement must be fulfilled with the same employer, which may limit mothers' ability to change jobs after the first trimester.

In Denmark, time spent receiving personal health, or unemployment counts towards tenure requirements. In Iceland, tenure requirements can be fulfilled abroad.

Paid maternity leave is leave that is solely reserved for mothers and cannot be used by or transferred to fathers.

In Australia and New Zealand, there is no specific entitlement to paid maternity leave. In Australia, women and men are equally entitled to 18 weeks of Parental Leave Pay. In New Zealand, 18 weeks of Primary Carer Leave is available to mothers, the entire duration of which may also be transferred to fathers.

The United States is the only OECD country that does not provide paid leave for mothers.

Table 18: Tenure and contribution requirements in months for paid parental leave

Country	Tenure (in months)	Contributions (in months)
Australia	10	2
Austria	-	-
Belgium	12	-
Canada	6	3
Chile	-	3
Czech Republic	-	-
Denmark	3	<1
Estonia	-	-
Finland	-	-
France	12	24
Germany	-	-
Hungary	12	-
Iceland	-	6
Israel	-	10
Italy	-	-
Japan	12	12
Korea	12	-
Luxembourg	12	-
New Zealand	6	-
Norway	6	-
Poland	-	-
Portugal	-	6
Slovakia	-	9
Slovenia	-	-
Spain	-	6
Sweden	-	8
United Kingdom	6	-

Country name in red indicates that the tenure requirement must be fulfilled with the same employer, which may limit mothers' ability to change jobs after the first trimester.

Paid parental leave is leave that is leave available to either parent (including transferable maternity leave).

In Chile, the Czech Republic, Israel, Italy, New Zealand, Poland, Slovakia, Spain, and the United Kingdom, maternity leave can be partially or entirely transferred to fathers.

In Denmark, time spent receiving personal health, or unemployment counts towards tenure requirements. In Iceland, tenure requirements can be fulfilled abroad.

There are 7 OECD countries (not shown) that do not provide paid parental leave.

Table 19: Tenure and contribution requirements in months for paid paternity leave

Country	Tenure (in months)	Contributions (in months)
Australia	2	-
Belgium	-	6
Chile	-	-
Denmark	-	-
Estonia	-	-
Finland	-	-
France	-	-
Greece	-	-
Hungary	-	-
Iceland	-	6
Ireland	-	9
Italy	-	-
Korea	-	-
Luxembourg	-	-
Mexico	-	-
Netherlands	-	-
Norway	6	-
Poland	-	-
Portugal	-	6
Slovenia	-	-
Spain	-	6
Sweden	-	8
Turkey	-	-
United Kingdom	6	-

Country name in red indicates that the tenure requirement must be fulfilled with the same employer, which may limit fathers' ability to change jobs after the mother's first trimester.

Paid paternity leave is leave that is solely reserved for fathers and cannot be used by or transferred to mothers.

In Denmark, time spent receiving personal health, or unemployment counts towards tenure requirements. In Iceland, tenure requirements can be fulfilled abroad.

There are 10 OECD countries (not shown) that do not provide paid paternity leave.

Table 20: Benefits available for workers that do not meet tenure or contribution requirements for paid maternal leave

Country	No paid leave	Full paid leave, financed by employer	Reduced duration	Reduced payments
Australia	X			
Belgium	X			
Canada	X			
Chile	X			
Czech Republic			X	
Denmark	X			
Estonia			X	
France	X			
Greece	X			
Hungary			X	
Iceland	X			
Ireland	X			
Israel	X			
Japan	X			
Korea	X			
Luxembourg	X			
Mexico		X		
New Zealand	X			
Norway	X			
Portugal				X
Slovakia	X			
Spain			X	X
Sweden				X
Switzerland		X		
Turkey	X			
United Kingdom				X
United States	X			

Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

In Denmark, time spent receiving personal health, or unemployment counts towards tenure requirements. In Iceland, tenure requirements can be fulfilled abroad.

The United States does not provide paid maternal leave.

Table 21: Benefits available for workers that do not meet tenure or contribution requirements for paternal leave

Country	No paid leave	Full paid leave, financed by employer	Reduced duration	Reduced payments
Australia	X			
Belgium	X			
Canada	X			
Chile	X		X	
Denmark			X	
France	X			
Hungary			X	
Iceland	X			
Ireland	X			
Israel	X			
Japan	X			
Korea	X		X	
Luxembourg	X		X	
New Zealand	X			
Norway	X			
Portugal				X
Slovakia	X			
Spain	X			
Sweden				X
Switzerland	X			
United Kingdom	X			
United States	X			

Paid paternal leave includes both paid paternity leave, which is leave reserved for fathers of infants, and *paid parental leave*, which is leave available to either parent.

In Denmark, time spent receiving personal health, or unemployment counts towards tenure requirements. In Iceland, tenure requirements can be fulfilled abroad.

Switzerland and the United States do not provide paid paternal leave.

Table 22: Length of tenure and contribution requirements for paid maternal leave and labor force participation in OECD countries

Country	No requirements	Less than 3 months	3 to 9 months	More than 9 months	Labor force participation rate (%)
Sweden			X		90.5
Slovenia	X				90.5
Switzerland			X		90.2
Iceland			X		89.6
Portugal			X		88.5
Czech Republic			X		88.4
France				X	88.1
Austria	X				87.9
Denmark			X		87.7
Estonia		X			87.7
Germany	X				87.6
Netherlands	X				87.4
Finland	X				87.1
Slovakia			X		87.1
Luxembourg				X	86.9
Norway			X		86.9
Spain			X		86.8
Canada			X		86.5
United Kingdom			X		85.5
Belgium				X	85.4
New Zealand			X		84.8
Poland	X				84.6
Japan				X	84.5
Greece				X	84.0
Hungary			X		83.2
Australia					83.0
Israel				X	81.8
United States					81.3
Ireland			X		80.9
Chile			X		78.9
Korea				X	77.4
Italy	X				77.1
Mexico	X				73.4
Turkey			X		63.8

Country name in red indicates that the tenure requirement must be fulfilled with the same employer to receive the full duration of paid maternal leave. A reduced length of leave may be available to workers who do not fulfill the tenure requirement with the same employer.

Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

Labor force participation rate refers to the percentage of the total working-age population (ages 25-54) that is either working (employed) or seeking work (unemployed), averaged from 2010 to 2015.

The table above reflects tenure and contribution requirements in 2009. Since then, 2 countries have passed legislation changing the tenure and contribution requirements shown in this table: Australia and Hungary.

Table 23: Length of tenure and contribution requirements for paid maternal leave and unemployment in OECD countries

Country	No requirements	Less than 3 months	3 to 9 months	More than 9 months	Unemployment rate (%)
Norway			X		3.1
Korea				X	3.2
Switzerland			X		4.0
Mexico	X				4.1
Japan				X	4.1
Australia					4.4
Austria	X				4.7
Luxembourg				X	4.8
Iceland			X		4.8
New Zealand			X		4.8
Netherlands	X				4.9
Germany	X				5.2
United Kingdom			X		5.5
Chile			X		5.8
Czech republic			X		5.8
Israel				X	5.9
Sweden			X		6.0
Canada			X		6.1
Denmark			X		6.3
United States					6.6
Finland	X				6.8
Belgium				X	7.2
Poland	X				8.1
France				X	8.4
Slovenia	X				8.4
Hungary			X		8.8
Turkey			X		8.9
Estonia		X			9.5
Italy	X				9.8
Ireland			X		12.0
Slovakia			X		12.1
Portugal			X		12.8
Spain			X		21.6
Greece				X	21.7

Country name in red indicates that the tenure requirement must be fulfilled with the same employer to receive the full duration of paid maternal leave. A reduced length of leave may be available to workers who do not fulfill the tenure requirement with the same employer.

Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

Unemployment rate refers to the percentage of the total working-age population (ages 25-54) that is seeking work, averaged from 2010 to 2015.

The table above reflects tenure and contribution requirements in 2009. Since then, 2 countries have passed legislation changing the tenure and contribution requirements shown in this table: Australia and Hungary.

Table 24: Length of tenure and contribution requirements for paid maternal leave and GDP growth in OECD countries

Country	No requirements	Less than 3 months	3 to 9 months	More than 9 months	GDP growth rate (%)
Ireland			X		6.1
Turkey			X		5.2
Chile			X		4.2
Israel				X	3.9
Korea				X	3.6
Luxembourg				X	3.4
Estonia		X			3.3
Mexico	X				3.2
Poland	X				3.1
Slovakia			X		2.9
Sweden			X		2.7
Australia					2.6
New Zealand			X		2.4
Canada			X		2.3
United States					2.2
United Kingdom			X		2.0
Germany	X				2.0
Iceland			X		1.7
Switzerland			X		1.7
Czech Republic			X		1.7
Hungary			X		1.7
Norway			X		1.5
Belgium				X	1.3
Denmark			X		1.3
Japan				X	1.3
Austria	X				1.2
France				X	1.1
Netherlands	X				0.9
Slovenia	X				0.6
Finland	X				0.5
Spain			X		-0.2
Italy	X				-0.2
Portugal			X		-0.4
Greece				X	-4.2

Country name in red indicates that the tenure requirement must be fulfilled with the same employer to receive the full duration of paid maternal leave. A reduced length of leave may be available to workers who do not fulfill the tenure requirement with the same employer.

Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

GDP growth rate refers to the average annual percent change in gross domestic product from 2010 to 2015.

The table above reflects tenure and contribution requirements in 2009. Since then, 2 countries have passed legislation changing the tenure and contribution requirements shown in this table: Australia and Hungary.

Table 25: Length of tenure and contribution requirements for paid paternal leave and labor force participation in OECD countries

Country	No requirements	Less than 3 months	3 to 9 months	More than 9 months	Labor force participation rate (%)
Sweden			X		90.5
Slovenia	X				90.5
Switzerland					90.2
Iceland			X		89.6
Portugal			X		88.5
Czech Republic			X		88.4
France				X	88.1
Austria	X				87.9
Denmark			X		87.7
Estonia	X				87.7
Germany	X				87.6
Netherlands	X				87.4
Finland	X				87.1
Slovakia			X		87.1
Luxembourg				X	86.9
Norway			X		86.9
Spain			X		86.8
Canada			X		86.5
United Kingdom			X		85.5
Belgium				X	85.4
New Zealand			X		84.8
Poland	X				84.6
Japan				X	84.5
Greece				X	84.0
Hungary			X		83.2
Australia					83.0
Israel				X	81.8
United States					81.3
Ireland					80.9
Chile			X		78.9
Korea				X	77.4
Italy	X				77.1
Mexico					73.4
Turkey					63.8

Country name in red indicates that the tenure requirement must be fulfilled with the same employer to receive the full duration of paid paternal leave. A reduced length of leave may be available to workers who do not fulfill the tenure requirement with the same employer.

Paid paternal leave includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

Labor force participation rate refers to the percentage of the total working-age population (ages 25-54) that is either working (employed) or seeking work (unemployed), averaged from 2010 to 2015.

The table above reflects tenure and contribution requirements in 2009. Since then, 4 countries have passed legislation changing the tenure and contribution requirements shown in this table: Australia, Hungary, Mexico, and Turkey.

Table 26: Length of tenure and contribution requirements for paid paternal leave and unemployment in OECD countries

Country	No requirements	Less than 3 months	3 to 9 months	More than 9 months	Unemployment rate (%)
Norway			X		3.1
Korea				X	3.2
Switzerland					4.0
Mexico					4.1
Japan				X	4.1
Australia					4.4
Austria	X				4.7
Luxembourg				X	4.8
Iceland			X		4.8
New Zealand			X		4.8
Netherlands	X				4.9
Germany	X				5.2
United Kingdom			X		5.5
Chile			X		5.8
Czech Republic			X		5.8
Israel				X	5.9
Sweden			X		6.0
Canada			X		6.1
Denmark			X		6.3
United States					6.6
Finland	X				6.8
Belgium				X	7.2
Poland	X				8.1
France				X	8.4
Slovenia	X				8.4
Hungary			X		8.8
Turkey					8.9
Estonia	X				9.5
Italy	X				9.8
Ireland					12.0
Slovakia			X		12.1
Portugal			X		12.8
Spain			X		21.6
Greece				X	21.7

Country name in red indicates that the tenure requirement must be fulfilled with the same employer to receive the full duration of paid paternal leave. A reduced length of leave may be available to workers who do not fulfill the tenure requirement with the same employer.

Paid paternal leave includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

Unemployment rate refers to the percentage of the total working-age population (ages 25-54) that is seeking work, averaged from 2010 to 2015.

The table above reflects tenure and contribution requirements in 2009. Since then, 4 countries have passed legislation changing the tenure and contribution requirements shown in this table: Australia, Hungary, Mexico, and Turkey.

Table 27: Length of tenure and contribution requirements for paid paternal leave and GDP growth in OECD countries

Country	No requirements	Less than 3 months	3 to 9 months	More than 9 months	GDP growth rate (%)
Greece				X	-4.2
Portugal			X		-0.4
Spain			X		-0.2
Italy	X				-0.2
Finland	X				0.5
Slovenia	X				0.6
Netherlands	X				0.9
France				X	1.1
Austria	X				1.2
Belgium				X	1.3
Denmark			X		1.3
Japan				X	1.3
Norway			X		1.5
Iceland			X		1.7
Switzerland					1.7
Czech Republic			X		1.7
Hungary			X		1.7
United Kingdom			X		2.0
Germany	X				2.0
United States					2.2
Canada			X		2.3
New Zealand			X		2.4
Australia					2.6
Sweden			X		2.7
Slovakia			X		2.9
Poland	X				3.1
Mexico					3.2
Estonia	X				3.3
Luxembourg				X	3.4
Korea				X	3.6
Israel				X	3.9
Chile			X		4.2
Turkey					5.2
Ireland					6.1

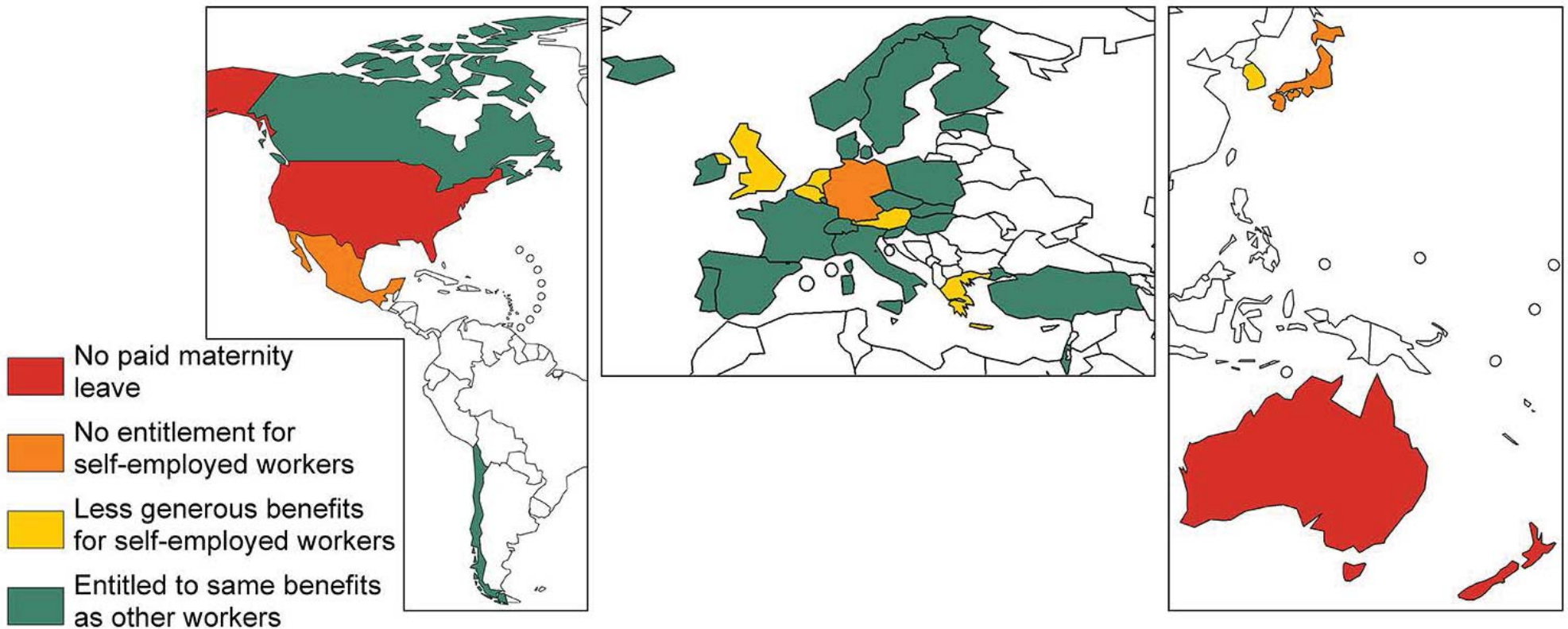
Country name in red indicates that the tenure requirement must be fulfilled with the same employer to receive the full duration of paid paternal leave. A reduced length of leave may be available to workers who do not fulfill the tenure requirement with the same employer.

Paid paternal leave includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

GDP growth rate refers to the average annual percent change in gross domestic product from 2010 to 2015.

The table above reflects tenure and contribution requirements in 2009. Since then, 4 countries have passed legislation changing the tenure and contribution requirements shown in this table: Australia, Hungary, Mexico, and Turkey.

Figure 2: Are self-employed workers entitled to paid maternity leave benefits in OECD countries?



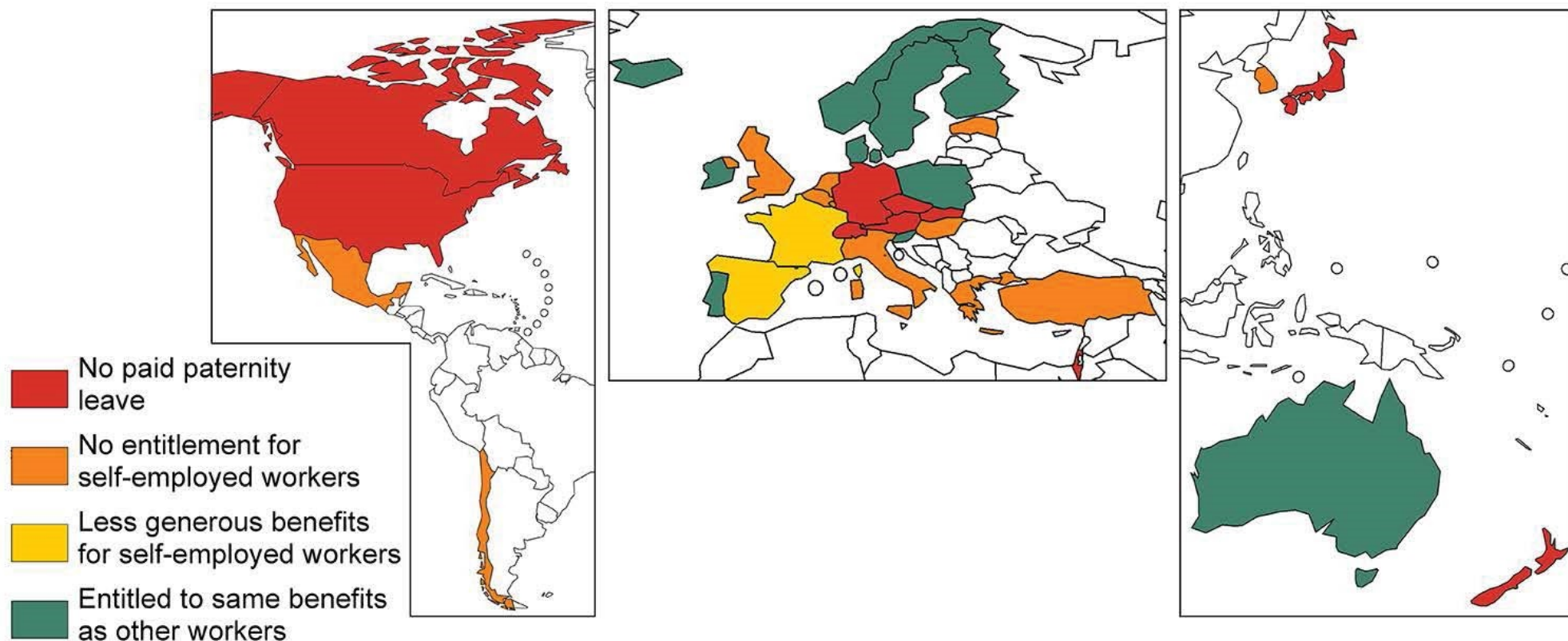
Paid maternity leave is leave that is solely reserved for mothers and cannot be used by or transferred to fathers.

Less generous benefits means that self-employed workers are entitled to a shorter period of leave or lower payment level than formal sector workers.

Same benefits means that paid maternity leave is available for the same duration and at the same payment rate (either percentage of earnings/profits or flat rate payment) as formal sector workers.

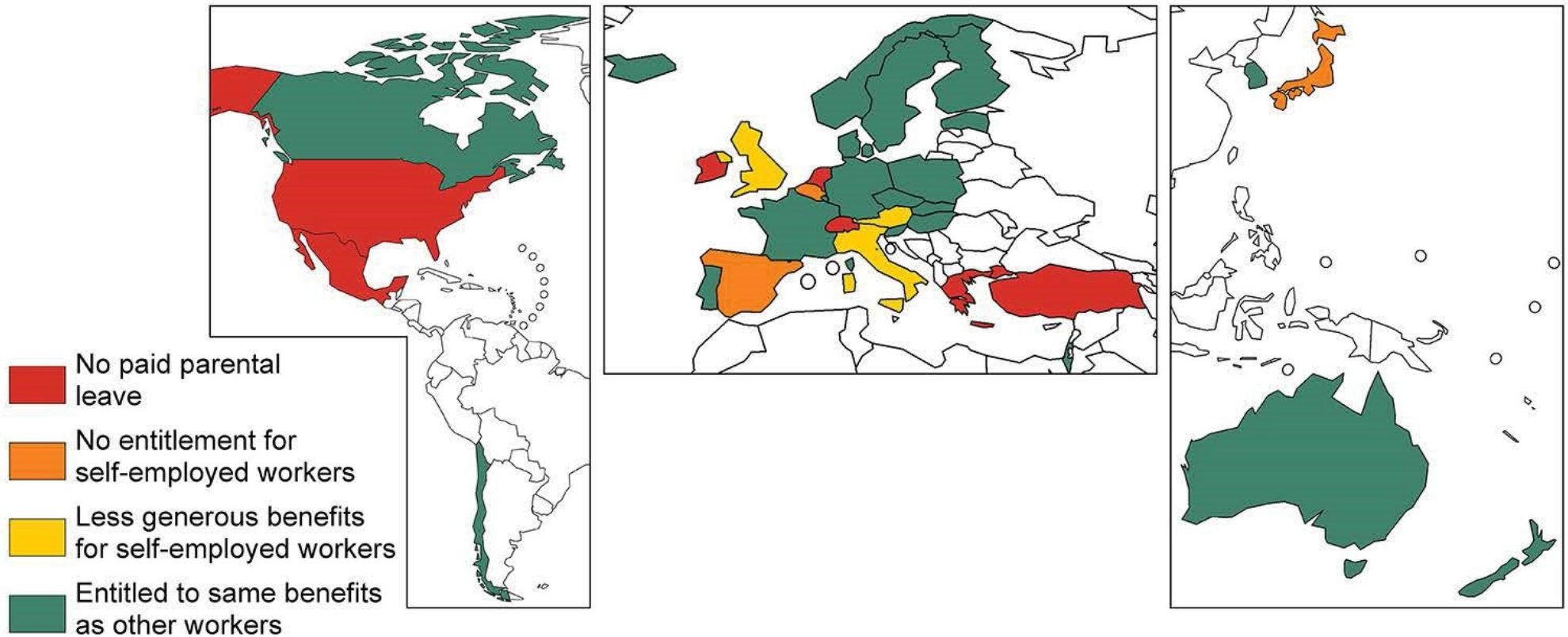
In Australia and New Zealand, there is no specific entitlement to paid maternity leave. In Australia, women and men are equally entitled to 18 weeks of Parental Leave Pay. In New Zealand, 18 weeks of Primary Carer Leave is available to mothers, the entire duration of which may also be transferred to fathers.

Figure 3: Are self-employed workers entitled to paid paternity leave benefits in OECD countries?



Paid paternity leave is leave that is solely reserved for fathers and cannot be used by or transferred to mothers.
 Less generous benefits means that self-employed workers are entitled to a shorter period of leave or lower payment level than formal sector workers.
 Same benefits means that paid paternity leave is available for the same duration and at the same payment rate (either percentage of earnings/profits or flat rate payment) as formal sector workers.

Figure 4: Are self-employed workers entitled to paid parental leave benefits in OECD countries?



Paid parental leave is leave that can be taken by either parent. This includes gender-neutral shared leave and maternity leave entitlements that can be transferred to the father. Less generous benefits means that self-employed workers are entitled to a shorter period of leave or lower payment level than formal sector workers. Same benefits means that paid parental leave is available for the same duration and at the same payment rate (either percentage of earnings/profits or flat rate payment) as formal sector workers.

Table 28: Employer responsibilities if parental leave policies take into account the size of the employer

Maternal leave	
Japan	Establishments with less than 5 employees not obligated to insure; voluntary insurance available. Self-employed covered by National Health Insurance
Korea	Employment Insurance Fund pays for the first 60 days up to a ceiling for small and medium sized enterprises (i.e. businesses that employ 500 workers in the manufacturing sector or 300 workers in the construction sector). Those who employ less than 5 employees are considered self-employed (and therefore not obligated to insure), but voluntary insurance for self-employed is available.
United Kingdom	Employers that qualify for Small Employer's Relief can claim 103% of employees' Statutory Maternity and Shared Parental Pay. This is done through reductions to the amount of National Insurance Contributions paid by employers to HM Revenue & Customs.
Paternal leave	
Korea	Those who employ less than 5 employees are considered self-employed (and therefore not obligated to insure), but voluntary insurance for self-employed is available.
United Kingdom	Employers that qualify for Small Employer's Relief can claim 103% of employees' Statutory Paternity and Shared Parental Pay. This is done through reductions to the amount of National Insurance Contributions paid by employers to HM Revenue & Customs.

Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

Paid paternal leave includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

Table 29: Paid leave policies incentivizing shared caregiving by fathers and labor force participation rates in OECD countries

Country	Any paid leave available to fathers	At least 2 weeks of paid leave reserved for fathers	Bonuses if fathers take paid leave	Labor force participation rate (%)
Sweden	X	X	X	90.5
Slovenia	X	X		90.5
Switzerland				90.2
Iceland	X	X		89.6
Portugal	X	X	X	88.5
Czech Republic	X			88.4
France	X	X		88.1
Austria	X		X	87.9
Estonia	X	X		87.7
Denmark	X	X		87.7
Germany	X	X	X	87.6
Netherlands	X			87.4
Slovakia	X			87.1
Finland	X	X	X	87.1
Luxembourg	X	X		86.9
Norway	X	X		86.9
Spain	X	X		86.8
Canada	X			86.5
United Kingdom	X	X		85.5
Belgium	X	X		85.4
New Zealand	X			84.8
Poland	X			84.6
Japan	X	X		84.5
Greece	X			84.0
Hungary	X			83.2
Australia				83.0
Israel	X			81.8
United States				81.3
Ireland				80.9
Chile	X			78.9
Korea	X	X	X	77.4
Italy	X	X	X	77.1
Mexico				73.4
Turkey				63.8

Any paid leave for fathers, or paid paternal leave, includes both paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

Bonuses are higher payment levels or additional leave that is available if both parents take leave.

Labor force participation rate refers to the percentage of the total working-age population (ages 25-54) that is either working (employed) or seeking work (unemployed), averaged from 2010 to 2015.

The table above reflects paid leave policies for fathers in 2009. Since then, 4 countries have passed legislation providing paid paternal leave: Australia, Ireland, Mexico, and Turkey. In addition, 4 countries have passed legislation either reserving 2 weeks of paid leave for fathers or providing bonuses if fathers take paid leave: Australia, Ireland, Japan, and Poland.

Since 2009, Finland has passed legislation that removed bonuses if fathers take paid leave, in favor of reserving a longer duration of total leave for fathers.

Table 30: Paid leave policies incentivizing shared caregiving by fathers and unemployment in OECD countries

Country	Any paid leave available to fathers	At least 2 weeks of paid leave reserved for fathers	Bonuses if fathers take paid leave	Unemployment rate (%)
Norway	X	X		3.1
Korea	X	X	X	3.2
Switzerland				4.0
Japan		X		4.1
Mexico				4.1
Australia				4.4
Austria			X	4.7
Luxembourg	X	X		4.8
Iceland	X	X		4.8
New Zealand				4.8
Netherlands	X			4.9
Germany		X	X	5.2
United Kingdom	X	X		5.5
Chile	X			5.8
Czech Republic				5.8
Israel				5.9
Sweden	X	X	X	6.0
Canada				6.1
Denmark	X	X		6.3
United States				6.6
Finland	X	X	X	6.8
Belgium	X	X		7.2
Poland				8.1
France	X	X		8.4
Slovenia	X	X		8.4
Hungary	X			8.8
Turkey				8.9
Estonia	X	X		9.5
Italy		X	X	9.8
Ireland				12.0
Slovakia				12.1
Portugal	X	X	X	12.8
Spain	X	X		21.6
Greece	X			21.7

Any paid leave for fathers, or paid paternal leave, includes both paternity leave, which is reserved for fathers of infants, and paid parental leave, which leave is available to either parent.

Incentives for fathers to take paid leave include any obligatory or non-transferable leave for fathers, as well as any bonus payment or bonus leave if both parents take leave.

Unemployment rate refers to the percentage of the total working-age population (ages 25-54) that is seeking work, averaged from 2010 to 2015.

The table above reflects paid leave policies for fathers in 2009. Since then, 4 countries have passed legislation providing paid paternal leave: Australia, Ireland, Mexico, and Turkey. In addition, 4 countries have passed legislation either reserving 2 weeks of paid leave for fathers or providing bonuses if fathers take paid leave: Australia, Ireland, Japan, and Poland.

Since 2009, Finland has passed legislation that removed bonuses if fathers take paid leave, in favor of reserving a longer duration of total leave for fathers.

Table 31: Paid leave policies incentivizing shared caregiving by fathers and GDP growth in OECD countries

Country	Any paid leave available to fathers	At least 2 weeks of paid leave reserved for fathers	Bonuses if fathers take paid leave	GDP growth rate (%)
Ireland				6.1
Turkey				5.2
Chile	X			4.2
Israel	X			3.9
Korea	X	X	X	3.6
Luxembourg	X	X		3.4
Estonia	X	X		3.3
Mexico				3.2
Poland	X			3.1
Slovakia	X			2.9
Sweden	X	X	X	2.7
Australia				2.6
New Zealand	X			2.4
Canada	X			2.3
United States				2.2
Germany	X	X	X	2.0
United Kingdom	X	X		2.0
Switzerland				1.7
Czech Republic	X			1.7
Hungary	X			1.7
Iceland	X	X		1.7
Norway	X	X		1.5
Japan	X	X		1.3
Belgium	X	X		1.3
Denmark	X	X		1.3
Austria	X		X	1.2
France	X	X		1.1
Netherlands	X			0.9
Slovenia	X	X		0.6
Finland	X	X	X	0.5
Spain	X	X		-0.2
Italy	X	X	X	-0.2
Portugal	X	X	X	-0.4
Greece	X			-4.2

Any paid leave for fathers, or paid paternal leave, includes both paternity leave, which is reserved for fathers of infants, and paid parental leave, which leave is available to either parent.

Incentives for fathers to take paid leave include any obligatory or non-transferable leave for fathers, as well as any bonus payment or bonus leave if both parents take leave.

GDP growth refers to the average annual percent change in gross domestic product from 2010 to 2015.

The table above reflects paid leave policies for fathers in 2009. Since then, 4 countries have passed legislation providing paid paternal leave: Australia, Ireland, Mexico, and Turkey. In addition, 4 countries have passed legislation either reserving 2 weeks of paid leave for fathers or providing bonuses if fathers take paid leave: Australia, Ireland, Japan, and Poland.

Since 2009, Finland has passed legislation that removed bonuses if fathers take paid leave, in favor of reserving a longer duration of total leave for fathers.

Table 32: Paid leave policies incentivizing shared caregiving by fathers and gender equality in labor force participation in OECD countries

Country	Any paid leave available to fathers	At least 2 weeks of paid leave reserved for fathers	Bonuses if fathers take paid leave	Gender gap in labor force participation rate (%)
Slovenia	X	X		3.8
Norway	X	X		5.4
Sweden	X	X	X	5.7
Finland	X	X	X	6.3
Denmark	X	X		6.4
Portugal	X	X	X	6.7
Iceland	X	X		6.8
Austria	X		X	8.0
Canada	X			8.4
Estonia	X	X		8.7
Israel	X			10.0
France	X	X		10.2
Netherlands	X			10.4
Germany	X	X	X	10.7
Poland	X			11.0
Belgium	X	X		11.0
Switzerland				11.3
Spain	X	X		11.6
United Kingdom	X	X		12.5
Hungary	X			12.8
Slovakia	X			13.0
New Zealand	X			13.7
United States				14.3
Australia				14.5
Czech Republic	X			14.5
Luxembourg	X	X		15.2
Ireland				17.2
Greece	X			19.1
Japan	X	X		22.6
Italy	X	X	X	23.0
Chile	X			26.3
Korea	X	X	X	27.2
Mexico				39.5
Turkey				52.4

Any paid leave for fathers, or paid paternal leave, includes both paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

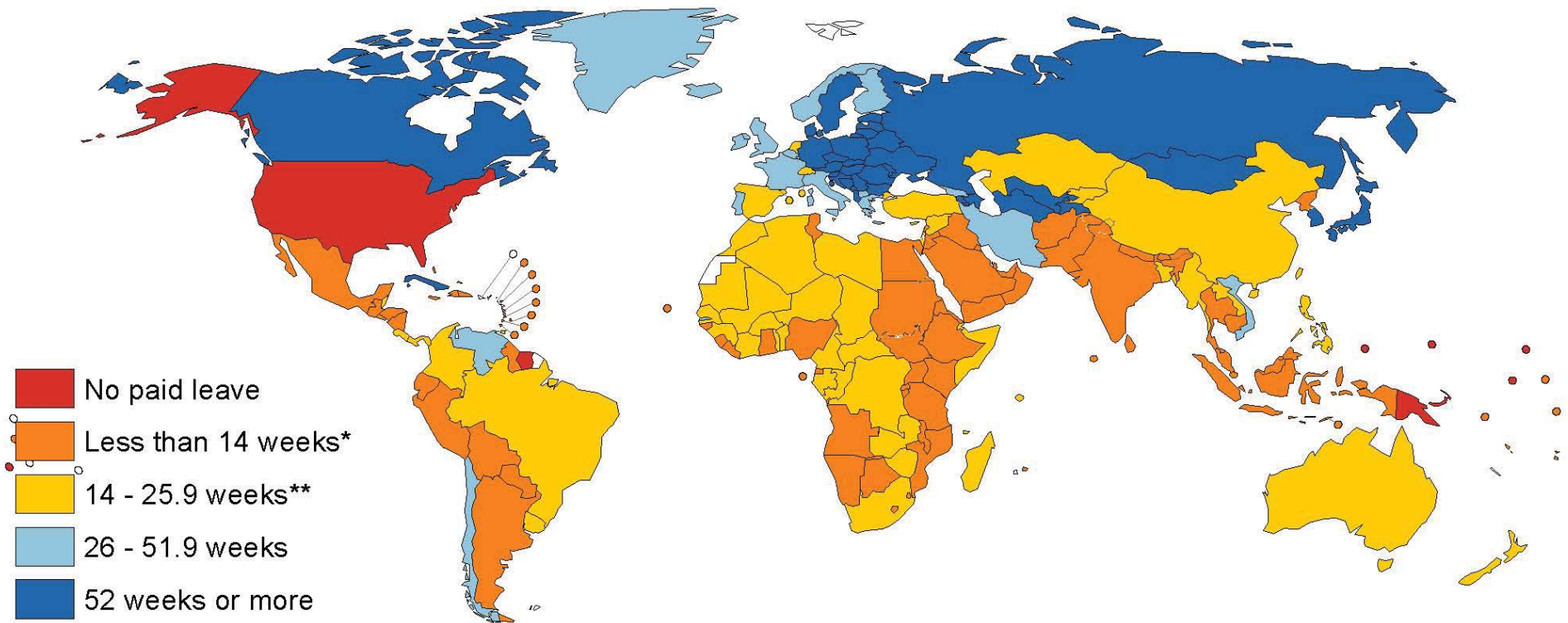
Bonuses are higher payment levels or additional leave that is available if both parents take leave.

Labor force participation rate refers to the percentage of the total working-age population (ages 25-54) that is either working (employed) or seeking work (unemployed), averaged from 2010 to 2015.

The table above reflects paid leave policies for fathers in 2009. Since then, 4 countries have passed legislation providing paid paternal leave: Australia, Ireland, Mexico, and Turkey. In addition, 4 countries have passed legislation either reserving 2 weeks of paid leave for fathers or providing bonuses if fathers take paid leave: Australia, Ireland, Japan, and Poland.

Since 2009, Finland has passed legislation that removed bonuses if fathers take paid leave, in favor of reserving a longer duration of total leave for fathers.

Map 1: Is paid leave available for mothers of infants?



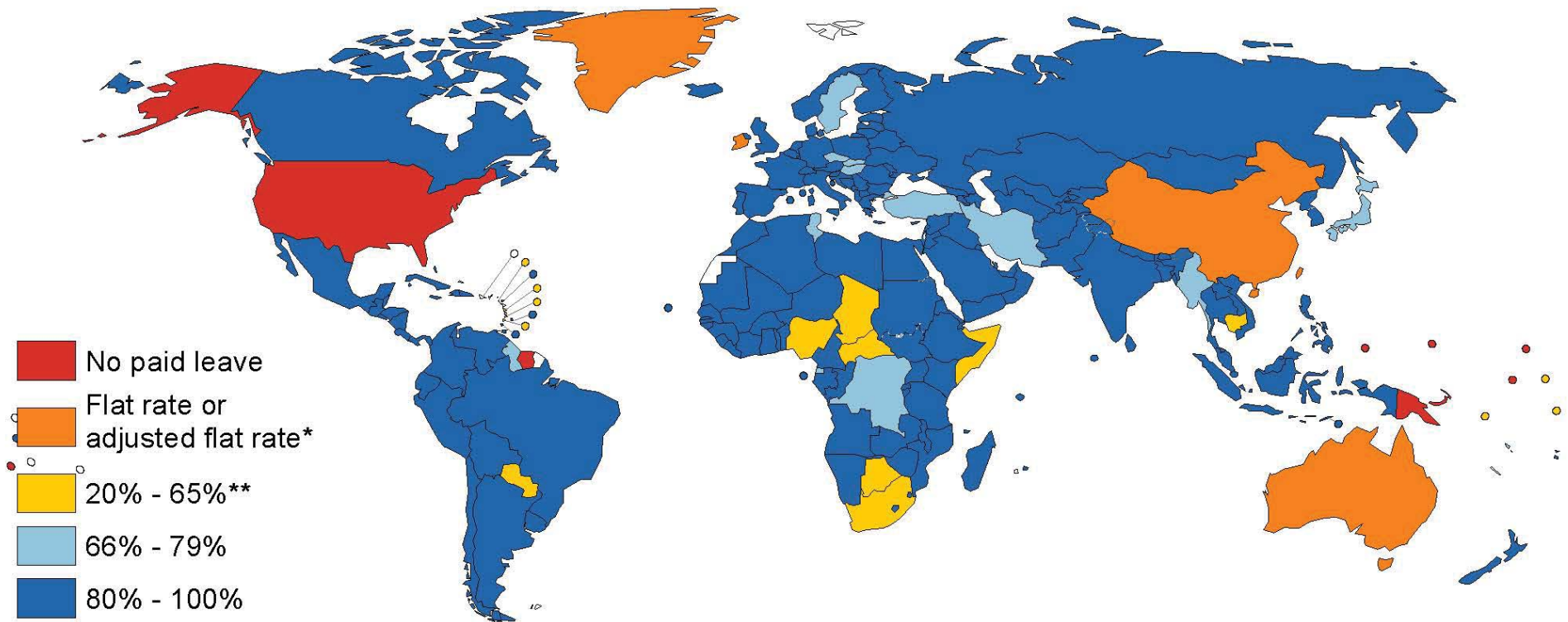
Paid leave for mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

*The International Labor Organization's Maternity Protection Convention (No. 183) states that all countries, regardless of income, should guarantee women a minimum of 14 weeks of paid maternity leave.

**The World Health Organization recommends at least 6 months of exclusive breastfeeding, which is facilitated by paid leave.

Source: *WORLD Policy Analysis Center, Adult Labor Database*

Map 2: What is the maximum wage replacement rate of paid leave for mothers?



Paid leave for mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

*A *flat rate* means all mothers receive the same amount while taking paid leave, regardless of previous salary. One country, China, uses an adjusted flat rate. The flat rate is set at the level of the average wage of the company.

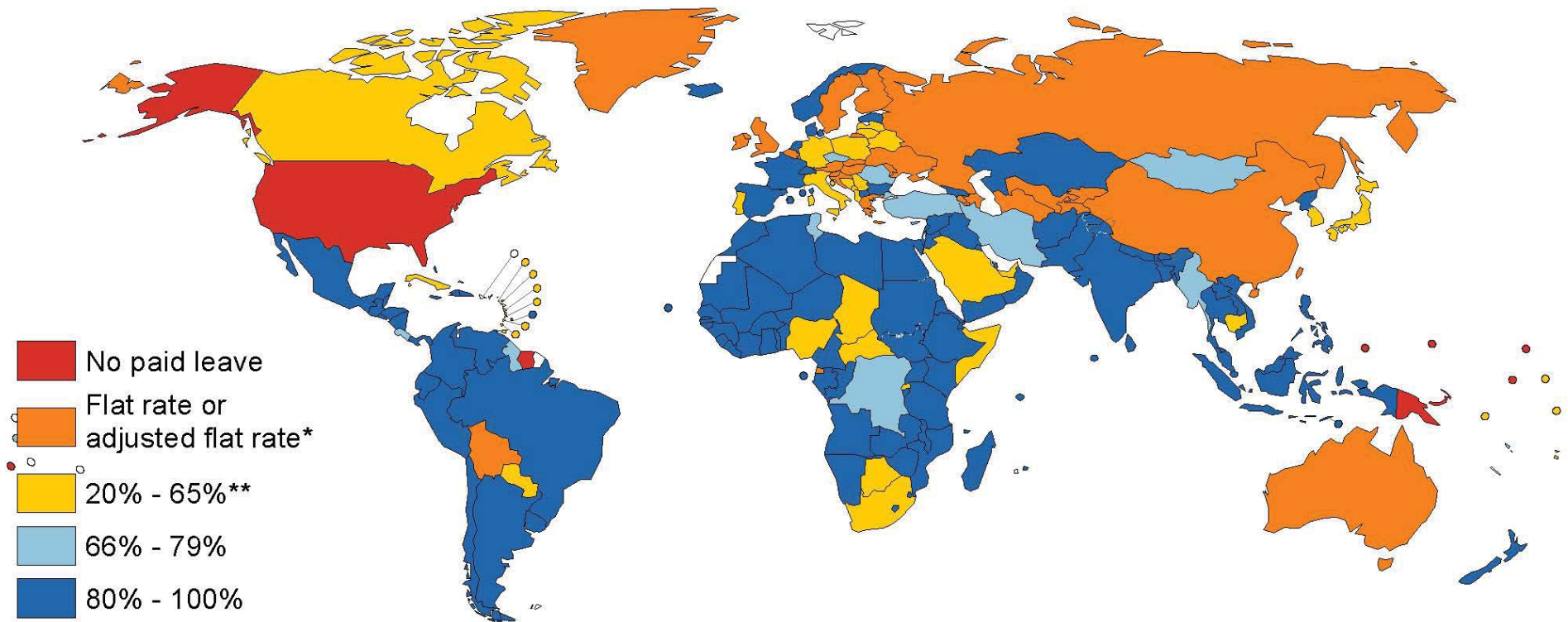
**International Labour Organization standards state that women should be guaranteed at least two-thirds of their previous earnings during paid leave to ensure a suitable standard of living.

Wage replacement rates vary by workers' income level in seven countries: Bolivia, Canada, Finland, France, Slovenia, South Africa, and Ukraine.

Additionally, countries may impose ceilings or maximum fixed rates on the amount of benefits that workers are entitled to.

Source: *WORLD Policy Analysis Center, Adult Labor Database*

Map 3: What is the minimum wage replacement rate of paid leave for mothers?



Paid leave for mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

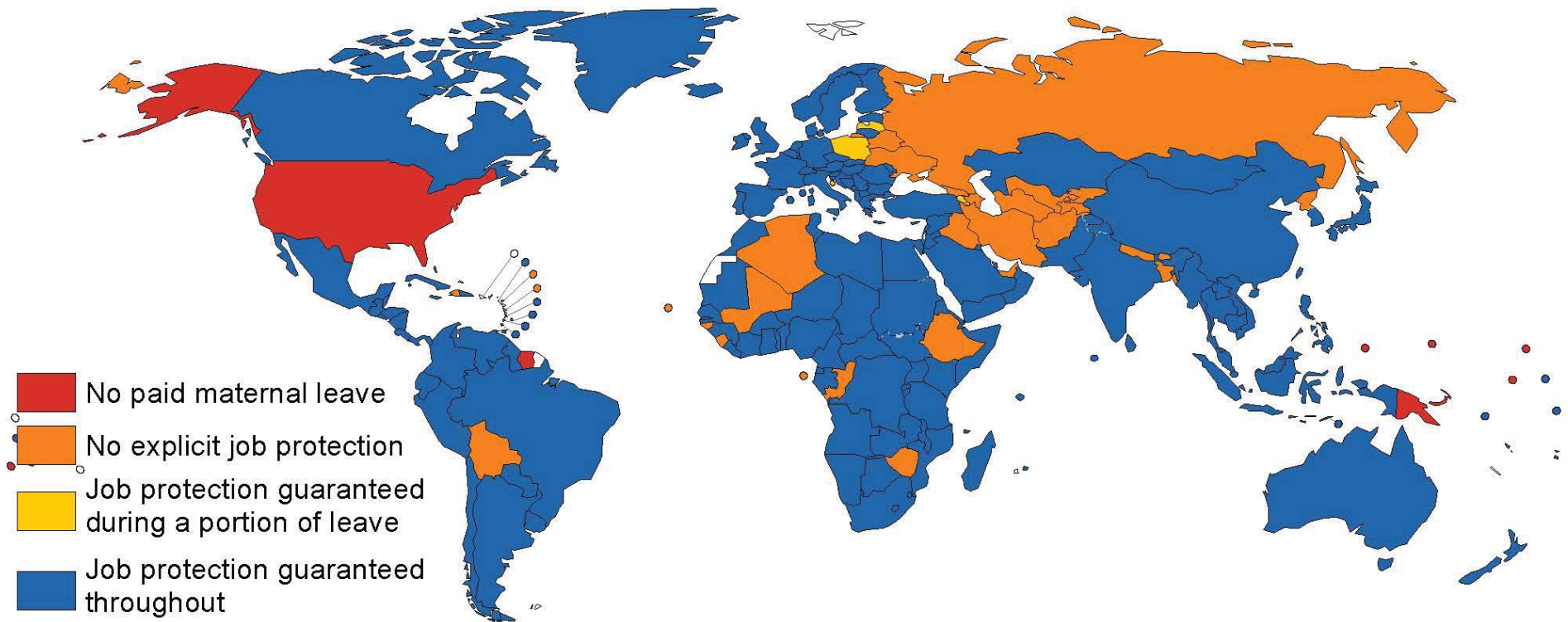
*A *flat rate* means all mothers receive the same amount while taking paid leave, regardless of previous salary. One country, China, uses an adjusted flat rate. The flat rate is set at the level of the average wage of the company.

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Wage replacement rates vary by workers' income level in seven countries: Bolivia, Canada, Finland, France, Slovenia, South Africa, and Ukraine.

Source: *WORLD Policy Analysis Center, Adult Labor Database*

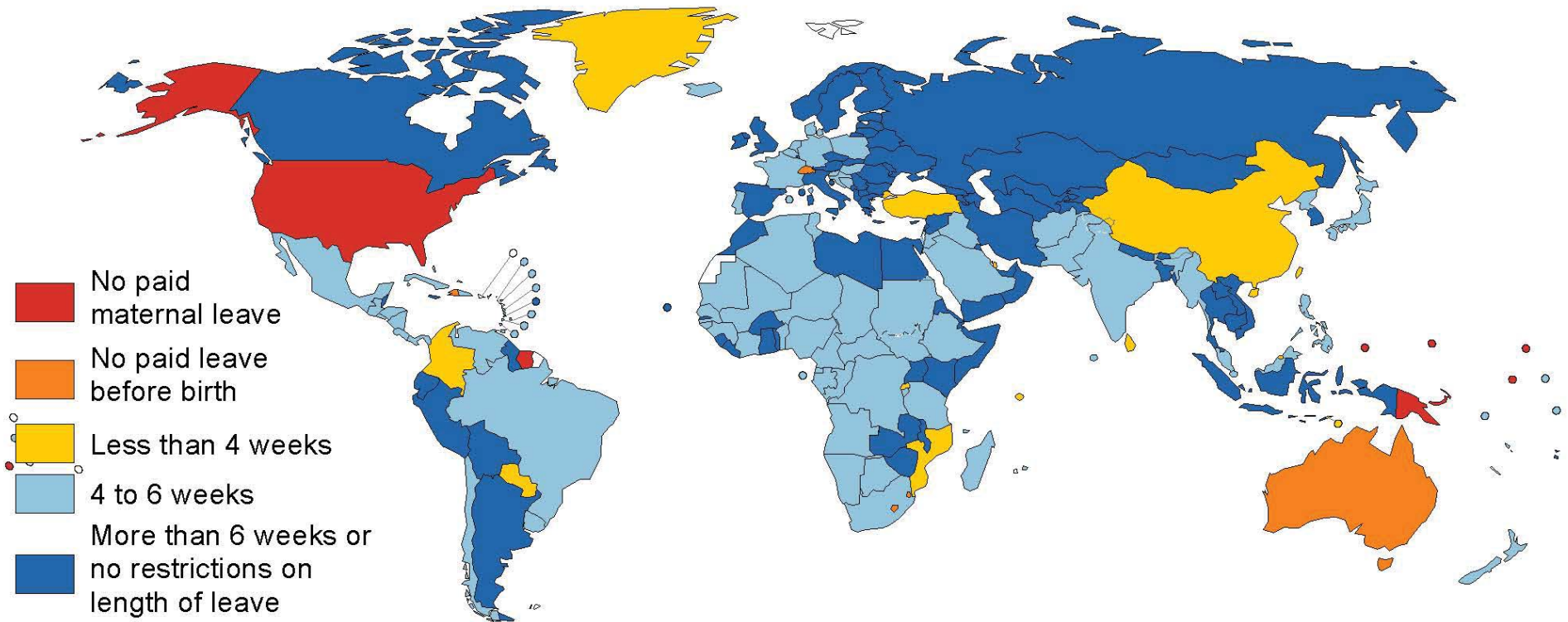
Map 4: Is job protection guaranteed for mothers of infants throughout paid leave?



Paid leave for mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.

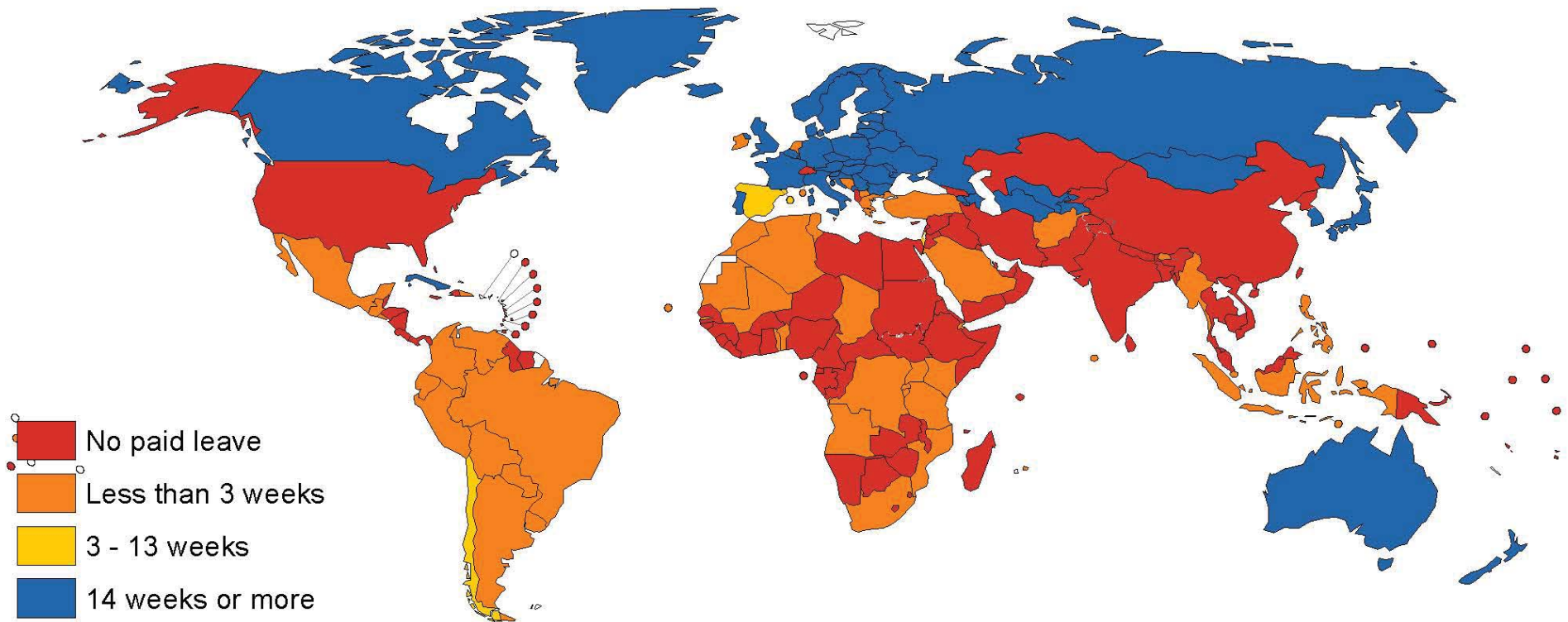
Source: WORLD Policy Analysis Center, Adult Labor Database

Map 5: Is paid leave available before birth for expecting mothers?



Source: WORLD Policy Analysis Center, Adult Labor Database

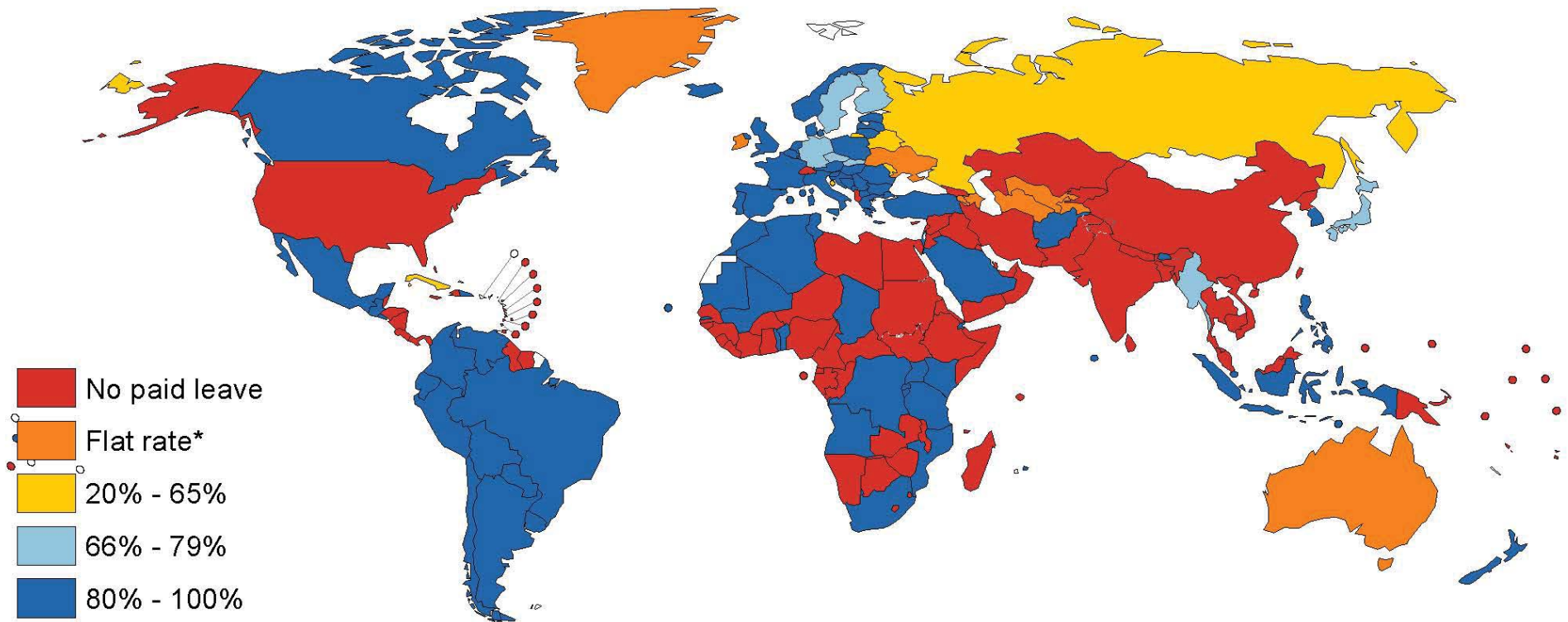
Map 6: Is paid leave available for fathers of infants?



Paid leave for fathers includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

Source: *WORLD Policy Analysis Center, Adult Labor Database*

Map 7: What is the maximum wage replacement rate of paid leave for fathers?



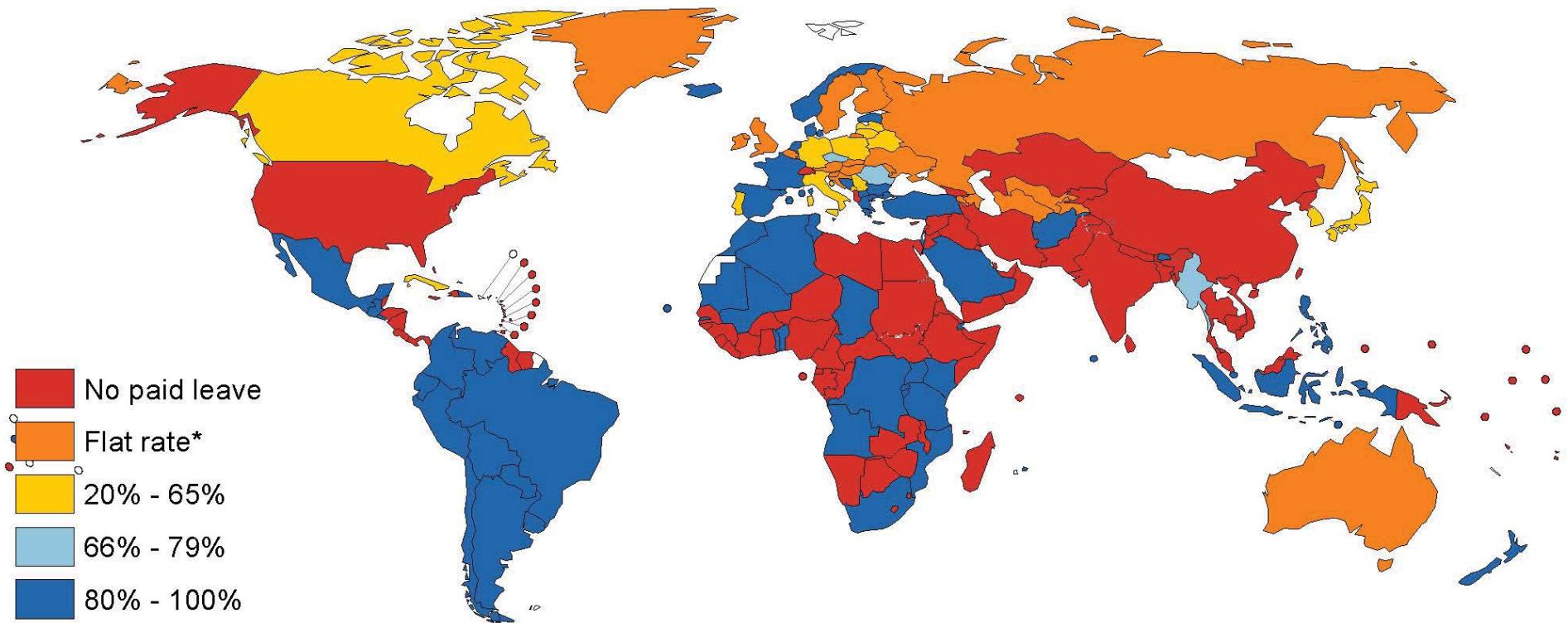
Paid leave for fathers includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

**Flat rate* means all fathers receive the same amount while taking paid leave, regardless of previous salary.

Wage replacement rates vary by workers' income level in five countries: Canada, Finland, France, Slovenia, and Ukraine. Additionally, countries may impose ceilings or maximum fixed rates on the amount of benefits that workers are entitled to.

Source: WORLD Policy Analysis Center, Adult Labor Database

Map 8: What is the minimum wage replacement rate of paid leave for fathers?



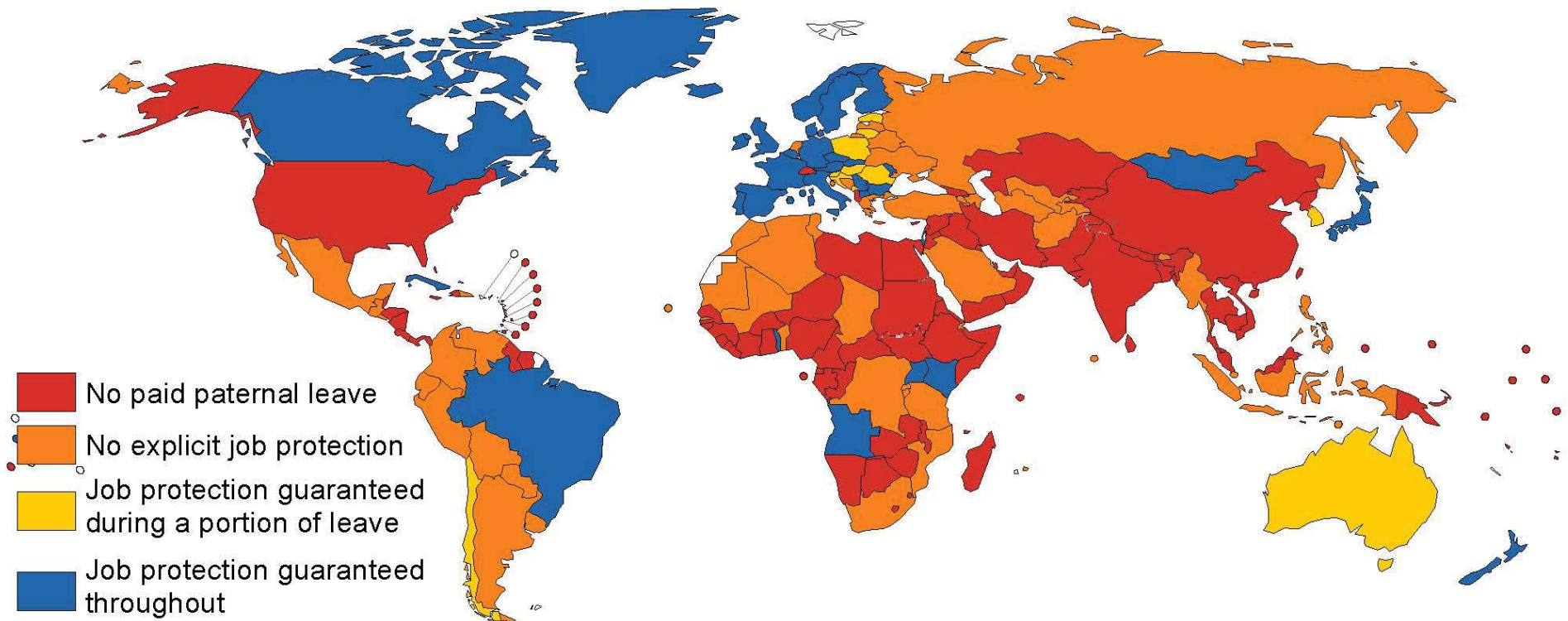
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**Flat rate* means all fathers receive the same amount while taking paid leave, regardless of previous salary.

Wage replacement rates vary by workers' income level in five countries: Canada, Finland, France, Slovenia, and Ukraine.

Source: WORLD Policy Analysis Center, Adult Labor Database

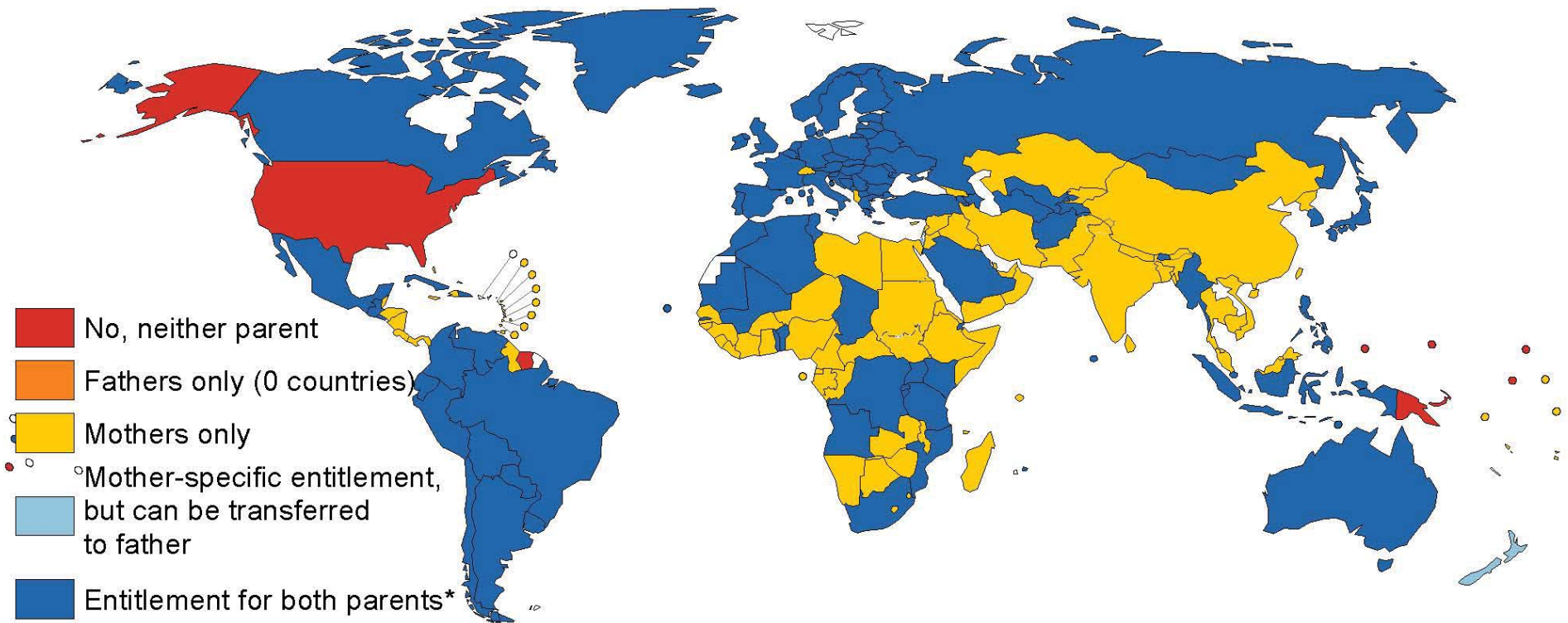
Map 9: Is job protection guaranteed for fathers of infants throughout paid leave?



Paid leave for fathers includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

Source: WORLD Policy Analysis Center, Adult Labor Database

Map 10: Is paid leave available for both parents of infants?



*Entitlement for both parents includes leave available for either parent to take, whether it is through maternity or paternity leave specifically for mothers or fathers, gender-neutral parental leave that can be used by either parent, or a combination of these types of leave.

Source: WORLD Policy Analysis Center, Adult Labor Database