

Table 1 Maternity, Paternity, and Parental Leaves in the OECD Countries 1998-2002

Country	Duration of Child Birth Related Leave	Percentage of Wage Replaced	Country	Duration of Child Birth Related Leave	Percentage of Wage Replaced
Australia	1 year parental	Unpaid	Germany	14 weeks maternity including 6 weeks before birth + 3 years parental/child rearing leave full or part time up until child's 8 th birthday	100% Flat rate/Income-tested for 2 years; Unpaid for 3 rd year
Austria	16 weeks maternity; 8 weeks before/8 weeks after birth (mandated) Parental leave replaced by child care allowance for 30 months one parent or 36 months if child care is shared by both parents. Previous employment requirement eliminated.	100% Flat rate Higher rate for single- and low-income parents	Greece	17 weeks maternity; 3.5 months parental leave for each parent	50% Unpaid
Belgium	15 weeks maternity; 3 months parental for each parent 3 days paternity	75-80%; Low flat rate benefit	Hungary	24 weeks maternity Childrearing leave up to child's 3rd birthday	70% Flat rate/Income-tested
Canada	17 weeks maternity 35 weeks parental, either parent or shared within first year. Unpaid family leave	55% 55%	Iceland	3 months each for mother and father and one parent can take an additional 3 months for 9 months parental leave in all The 9-month leave may spread over the first 18 months after birth.	80%
Czech Republic	28 weeks maternity 37 weeks for multiple births or single mother Parental leave until child turns 3	69% Unpaid	Ireland	18 weeks maternity including up to 4 weeks before birth 14 weeks parental leave Maternity & parental leave cover adoption; 3 days paid family or emergency leave	70% Unpaid
Denmark	18 weeks maternity including 4 weeks prebirth 10 weeks parental 2 weeks paternity In addition, child care leave up to 52 weeks for either parent up to child's 8 th birthday.	90% 60% 100% 60%	Italy	5 months maternity including 1 month pre-birth; Additional 10 months parental leave, 20 months for multiple births Fathers applying for 3 month leave will be granted extra month. Unused parental leave can be taken until the child's 9 th birthday. Family (sick) leave-5 days/year for children 3-8 yrs old.	80% 30% Paid
Finland	18 weeks maternity 26 weeks parental Childrearing leave of absence until child is age 3, or can opt for home-care or child care allowances (under age 7). Guaranteed right to part-time work. Paternity- 18 days	65% Flat rate	Japan	14 weeks (6 pre- and 8 post- birth); Additional year up to child's first birthday	60% Unpaid
France		100% for maternity & paternity leaves; Flat rate, income-tested. 80%	Korea-South	8 weeks maternity	Unpaid

Country	Duration of Child Birth Related Leave	Percentage of Wage Replaced	Country	Duration of Child Birth Related Leave	Percentage of Wage Replaced
Luxembourg	16 weeks maternity Parental leave is 6 months full-time or 12 months part-time or pro-rated up to child's 5 th birthday 2 days/year family leave	100% Flat rate	Spain	16 weeks maternity; may transfer up to 10 weeks to father; 2 additional weeks maternity per child in multiple births; Additional parental leave until child is 3. 2 days paternity leave	100% Unpaid 100%
Mexico	12 weeks maternity (6 weeks pre-birth)	100%	Sweden	Full parental leave until child is 18 months, includes adoption +3 months +3 months Maternity leave may begin 60 days prior to expected delivery and 6 weeks after birth. Parental leave can be used full- or part-time until child's 8 th birthday. Additional 6 months for each child if multiple births.	80% Flat rate Unpaid
Netherlands	16 weeks maternity +6 months parental leave per parent 2 days paternity Family leave- 10 days/year + 2 days emergency leave	100% Unpaid Paid			
New Zealand	12 weeks paid parental leave (July 2002). May opt for parental tax credit in lieu of paid parental leave Extended parental leave.	Lower of 100% wages or flat-rate Unpaid	Switzerland	16 weeks maternity Right to part-time work until child is 8	Varies by Canton
Norway	52 weeks parental leave (or 42 weeks at 100%), including maternity Child rearing leave up to age 2 4 weeks paternity leave, "use it or lose it"	80% Flat rate	Turkey	12 weeks maternity	66 2/3%
Poland	16 weeks maternity leave for first child; 18 for subsequent births; 26 weeks for multiple births; Additional 24 month leave, 36 months for single parent. Additional 12 months for single parent	100% Flat rate	United Kingdom	18 weeks Ordinary Maternity Leave (up to 11 weeks prior birth), includes adoption Additional Maternity Leave of 11 weeks for women who've completed 1 year service with employer. 13 weeks parental leave up to child's 5 th birthday 18 weeks parental leave for disabled child up to child's 18 th birthday	6 weeks at 90% 12 weeks at flat rate varies by employment Unpaid Flat rate
Portugal	6 weeks mandated maternity leave post-birth Additional 6-24 months parental includes adoption 5 days paternity Up to 30 days/year family leave for children <10 and 15 days for >10 Special leave up to 4 years for sick child Right to part-time work.	100% Unpaid			
			United States	12 weeks family leave, includes maternity	Unpaid

Sources: Kamerman, S.B. (2000). "Parental Leave Policies: An Essential Ingredient in Early Childhood Education and Care Policies," *Social Policy Report*, Ann Arbor, MI: Society for Research in Child Development; European Industrial Relations Observatory Online, <http://www.eiro.eurofound.ie>; Social Security Throughout the World, online, <http://www-ssw.issa.int>; Country Ministry sites.