

## Total amount of 'well-paid' leave available to parents in first 18 months of a child's life: April 2023

The aim of this table is to capture the extent to which parenting-related leave is compensated in a way that is related to wages or not, and to highlight the gender gap in this type of leave. We recognise that there is disagreement over what might constitute 'well-paid' leave, with many arguing that this would be 100 per cent of wages. In some cases, parts of leave are paid at 100 per cent of wages, and then different percentages are used for other parts of leave. For consistency with other tables, and with other years of the Review, the definition of well-paid used here is 66 per cent of earnings or more (or a flat-rate of more than €1000 per month), an indicator used by the European Commission in monitoring member states' progress in meeting Employment Guidelines (European Commission (2010), *Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis, 2010 compendium*, Table 18.M3. Available at:

<http://www.nbbmuseum.be/doc/seminar2010/fr/bibliographie/risque/compendiumjul2010.pdf>)

To the extent that 'well-paid' leave is synonymous with wage-related maintenance intent, then the amount of such leave reduces the opportunity cost for mothers, but also for fathers, to take leave. This arguably contributes to a reduction in leave-taking decisions driven by economic factors. It should be noted that in some countries, ceilings on wage-related payments can significantly impact on how helpful payments are to parents, particularly in the case of a lack of recent uprating.

In the table below, column (a) indicates well-paid leave that is available to the family, technically available to either parent, but not specifically to either father or mother. In some cases, leave shown here can be transferred between parents where there is mutual agreement. This is exclusive of parent-specific leaves mentioned in columns (b) and (c). In some cases, leave is an individual entitlement, but the payment is a family entitlement and, so, this is considered as leave available to the family and not to a specific parent. Column (b) indicates the period of 'father-only' (including other non-birth parents) well-paid leave. This includes Paternity leaves but also non-transferable individual entitlements to Parental leave, including sharing bonuses. Column (c) indicates the period of 'mother-only' well-paid leave, which is usually for the birth mother. This includes Maternity leave and non-transferable elements of Parental leave. There is often very similar provision available for adoptive parents, mentioned in full detail in the country notes.

As parents may take some of this leave concurrently, the total amounts do not indicate the child's precise age at the end of well-paid leave. In some countries, it may be possible to take longer leaves, but at a lower payment, and this is not indicated in this table. Only post-birth leave is included in this table. A month is calculated to be 4.3 weeks; while 4 weeks would be 0.9 months. # indicates a ceiling on payments. Where there is 100 per cent replacement rate, this is indicated.

Country	Well-paid leave available as family entitlement (months) (a)	Period of 'father-only' well-paid leave (months) (b)	Period of 'mother-only' well-paid leave (months) (c)
Argentina	0	2 days (private sector)/5 days (public sector)(100% earnings)	2 (private sector)/2.3(public sector) (100% earnings)
Australia	0	0	0
Austria	12	2 (extra days of Parental leave)	1.9 (100% earnings)
Belgium	0	0.45 #	3.3
Bosnia and Herzegovina	0	0	Varies by place but up to 12
Brazil	0	0.2 or 0.9	4 or 6 (private or public)
Bulgaria	0	0.5 #	12 # (with possibility to transfer 6 months to father)
Canada Québec	0 1.6 to 5.8 (7 to 25 weeks)	0 0.7 to 1.16 (3 to 5 weeks)	0 3.5 to 4.2 (15 to 18 weeks)
Chile	0	1.15	5.5
China	0	0.2 to 1	2.7
Colombia	0	0.7	4
Croatia	4 (with both parents' agreement) # (100% earnings)	2 # (100% earnings)	8 (6 with 100% earnings and no ceiling, then 2 with #
Cyprus	0	2.8 (if Paternity leave and two years worth of paid Parental leave are used in the period)	6 (if Maternity leave and two years worth of paid Parental leave are used in the period)
Czech Republic	6 # (leave is an individual entitlement but only one parent at a time is entitled to the benefit)	0.45 #	5.1 #
Denmark	3 # (transferable part of leaves) (100% earnings)	2.6 # (100% earnings) <sup>87</sup>	2.6 # (100% earnings)
Estonia	14.5 # (100% earnings)	1 # (100% earnings)	3.7 (100% earnings)
Finland	0	6.2 #	7.2 #
France	0	25 days (# in private sector) (100% earnings)	3.3 (100% earnings) (# in private sector)

<sup>87</sup> Collective agreements do include provision for well-paid 'father-only' leave, please see country note..

<b>Country</b>	<b>Well-paid leave available as family entitlement (months) (a)</b>	<b>Period of 'father-only' well-paid leave (months) (b)</b>	<b>Period of 'mother-only' well-paid leave (months) (c)</b>
Germany <sup>88</sup>	12 #	2	1.9 (100% earnings)
Greece	private sector 3.6 (100% earnings) public sector 9 (100% earnings) (Childcare leave rather than Parental leave)	14 days (100% earnings) (both private and public)	private sector: 2 # (100% earnings) public sector: 3 (100% earnings)
Hungary	24 #	0.2 (100% earnings)	5.6
Iceland	0	6 #	6 #
Ireland	0	0	0
Israel	0	3 days (100% earnings)	3.5 # (100% earnings)
Italy	0	10 days (100% earnings)	4.7 (80% earnings)
Japan	0	6 #	7.9 #
Korea	0	10 days Paternity leave (100% earnings) + 12 months Parental leave	3 Maternity leave # (100% earnings) + 12 Parental leave #
Latvia	0	0.33	1.9
Lithuania	18#	2 # (77.58% earnings)	2 (77.58% earnings)
Luxembourg	0	4	2.8 Maternity leave # (high) 100% earnings + 4 Parental leave
Malta	0	10 days (100% earnings)	3.3 (100% earnings)
Mexico	0	0.2 (100% earnings)	2.3 (100% earnings)
Netherlands	0	3.5 # (70 to 100% earnings)	4.9 # (70 to 100% earnings)
New Zealand	6 # (100% earnings)	0	0
Norway	4.2 # (80% earnings; or 3.7 at 100%)	4.4 # (80% earnings; or 3.4 at 100%)	4.4 # (80% earnings; or 3.4 at 100%)

<sup>88</sup> Germany: the leave in columns (a) and (b) is paid at a replacement rate of between 65 and 67 per cent.

<b>Country</b>	<b>Well-paid leave available as family entitlement (months) (a)</b>	<b>Period of 'father-only' well-paid leave (months) (b)</b>	<b>Period of 'mother-only' well-paid leave (months) (c)</b>
Poland	5,3 (82% earnings, or 100% if takes lower Parental leave option)	2.6 (100% earnings)	6.7 (82% earnings, or 70% earnings if takes higher Maternity leave pay option)
Portugal	4.6 (80% earnings; or 3.6 at 100%; includes sharing bonus)	1.2 (100% earnings)	1.4 (100% earnings possible)
Romania	17.8 (85% earnings)	0.5 (100% earnings) plus 2 sharing bonus	4.2
Russian Fed	0	0	2.3 # (100% earnings)
Serbia	0	0	11.2 (100% earnings)
Slovakia	0	6.5 #	6.5 #
Slovenia	6.7 # (100 % earnings)	2.5 # (100% earnings)	4.6 (100% earnings)
South Africa	0	0.45	0
Spain	0	3.7 # (100% earnings)	3.7 # (100% earnings)
Sweden	9.8 # (transferable Parental leave)	3.3 #	3 #
Switzerland	0	0.46 #	3.3 #
Türkiye	0	Public sector, 0.5; private sector, 0.2 (100% earnings)	3 (100% earnings)
United Kingdom	0	0	1.4
USA	0	0	0
Uruguay	0	public sector, 0.45 months; private sector, 10 - 13 days (100% earnings)	public sector, 3.1 months; private sector 3.3 months (100% earnings)

**Key:**

# See country note for full information with regard to ceiling amount

# 4. Country Notes: April 2023