

Total amount of 'well-paid' leave available to parents in first 18 months of a child's life: April 2019

This table is new to the Leave Review for the 2019 edition. The aim is to capture the extent to which 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 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 the father or the 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, which is 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)
Austria	12	2 (extra days of Parental leave)	1.9 (100% earnings)
Belgium	0	0.45	3.2
Bulgaria	6 # (with mother's agreement)	0.5 #	12 # (with possibility to transfer 6 months to father)
Canada Québec	0 1.6 – 5.8 (7 – 25 weeks)	0 0.69 – 1.15 (3 – 5 weeks)	0 3.5 – 4.1 (15 – 18 weeks)
Croatia	2 (with both parents' agreement) # (low) (100% earnings)	4 # (low) (100% earnings)	10 (6 with 100% earnings and no ceiling, then 4 with #)
Cyprus	0	0.45	0
Czech Republic	6 # (leave is an individual entitlement but only one parent at a time is entitled to the benefit)	0.2 #	5.1 #
Denmark	7.4 # (leave is an individual entitlement, but the benefit is a family entitlement) (100% earnings)	0.45 # (100% earnings)	3.3 # (100% earnings)
Estonia	14.4 # (100% earnings)	0.45 # (100% earnings)	3.7 (100% earnings)
Finland	6.2 #	2 #	3
France	0	0.45 # in private sector (100% earnings)	3.3 # in private sector

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)
Germany ⁷²	12 #	2	1.86 (100% earnings)
Greece	9 (public sector) and 3.6 (private sector) – childcare leave	2 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	3 #	3 #	3 #
Ireland	0	0	0
Israel	0	3 days (100% earnings)	3.5 # (100% earnings)
Italy	0	5 days (100% earnings)	4.7
Japan	12 (6 if only taken by one parent) #	2 (father bonus for Parental leave) #	1.9 #
Korea	6 (if 3 months taken by second parent)	3 days' Paternity leave (100% earnings) + 3 months Parental leave # (100% earnings)	3 Maternity # (100% earnings) + 3 Parental #
Latvia	0	0.33	1.9
Lithuania	12 #	0.9 # (100% earnings)	1.9 (100% earnings)
Luxembourg	0	4	2.8 Maternity # (high) 100% earnings + 4 Parental
Malta	0	1 day/5 days (both sectors 100% earnings)	3.3 (100% earnings)

⁷² Germany: the leave in columns (a) and (b) is paid at a replacement rate of between 65 and 67 per cent.

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)
Mexico	0	0.2 (100% earnings)	2.3 (100% earnings)
Netherlands	0	0.2 (100% earnings)	2.8 # (100% earnings)
New Zealand	5.1 # (100% earnings)	0	0
Norway	4.2 # (100% earnings # for 3.7 is possible)	4.4 # (100% earnings # for 3.4 is possible)	4.4 # (100% earnings # for 3.4 is possible)
Poland	7.4 (some period at 100% earnings is possible)	0.45 (100% earnings)	4.7 (100% earnings possible depending on Parental leave option)
Portugal	3.8 (some period at 100% earnings is possible)	1.8 (including sharing bonus) (100% earnings possible for some of the leave)	1.4 (100% earnings possible)
Romania	23	0.4 (100% earnings) plus 1 sharing bonus	4.2
Russia (2018)	0	0	2.3 # (100% earnings)
Slovakia (2018)	0	0	6.5 #
Slovenia	8.6 # (100 % earnings)	1 # (100% earnings)	3.6 (100% earnings)
South Africa	0	0.45	✘
Spain	0	1.8 # (100% earnings)	3.7 # (100% earnings)
Sweden	9.8 # (transferable Parental leave)	3.3 #	3 #
Switzerland	0	✘	3.3 #
United Kingdom	0	0	1.4
USA	✘	✘	✘

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)
Uruguay	0	public sector, 0.45 months; private sector, 10 – 13 days (100% earnings)	public sector, 3.1 months; private sector 3.5 months (100% earnings)

Key:

✘: no statutory entitlement. # See country note for full information.