

Parental leave and Fathers' Entitlement to Leave in Korea

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Birth-related leave in Korea

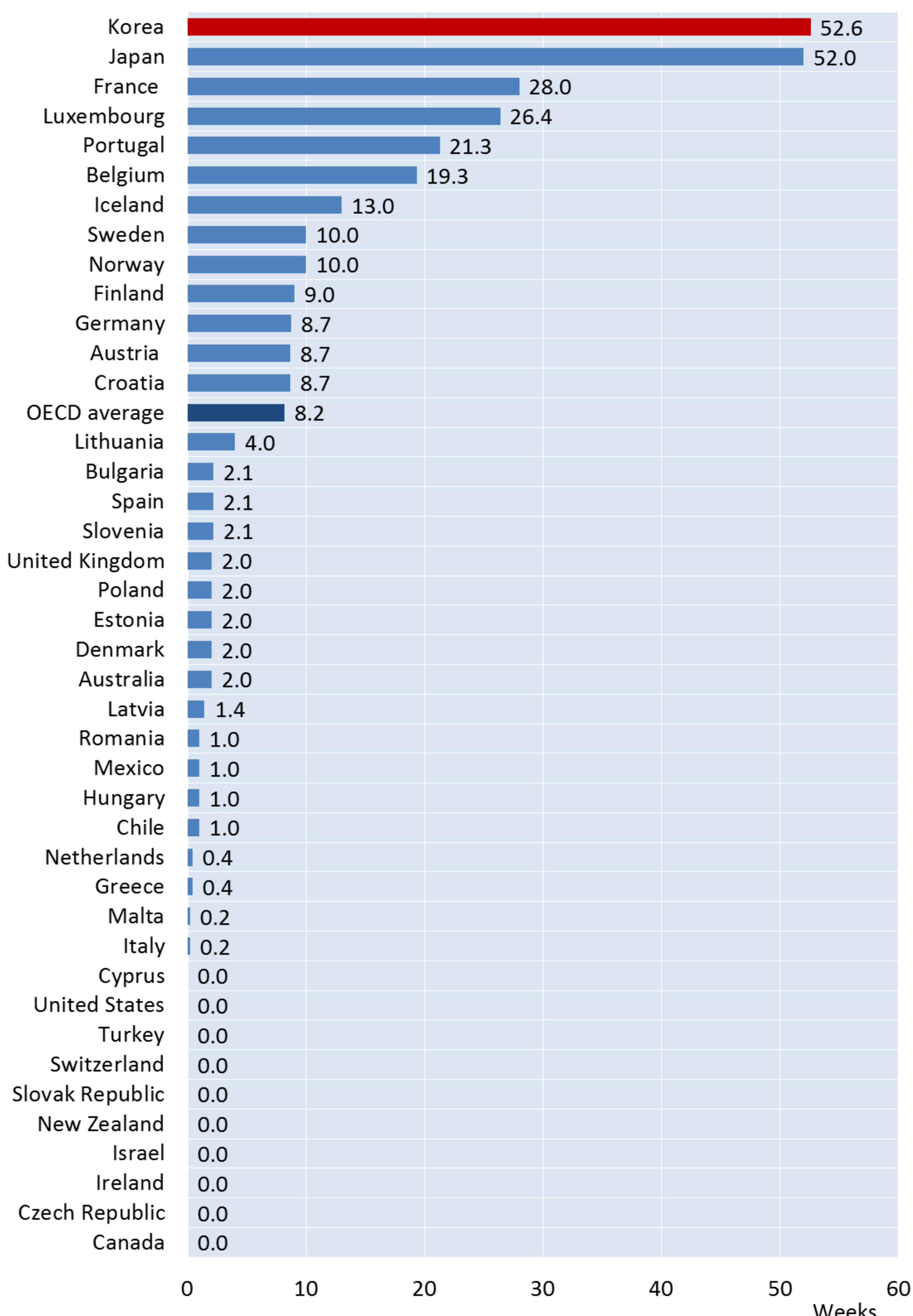
- **Maternity leave**
 - 90 calendar days
 - 60 days paid by the employer without a ceiling
 - 30 days paid by the Employment Insurance (EI) with a ceiling (€ 1 037 *)
- **Paternity leave**
 - Three to five days
 - Paid for the first three days by the employer, two days unpaid
- **Parental leave**
 - One year for each parent. Individual entitlement
 - 40% of the ordinary earnings by the EI with a ceiling (€ 768 * per month)
 - Until the child reaches the age of eight or the second grade in elementary school
 - Part-time parental leave possible with working hours between 15-30 hours per week

* The same currency rate was used as in the 12th Review (2016)
 Monthly average earnings in Korea (2015): € 2 698 (OECD Taxing wages Database)

Fathers' entitlement to leave

- Fathers in Korea are entitled to 52.6 weeks of paid leave after child birth, much longer than the OECD average of 8.2 weeks

Figure 1. Paid leave reserved for fathers (2015, paternity + parental leave) **



** Information refers to entitlements to paternity leave, 'father quotas' or periods of parental leave that can be used only by the father and cannot be transferred to the mother, and any weeks of sharable leave that must be taken by the father in order for the family to qualify for 'bonus' weeks of parental leave.

Source: OECD Family Database, www.oecd.org/social/family/database.htm

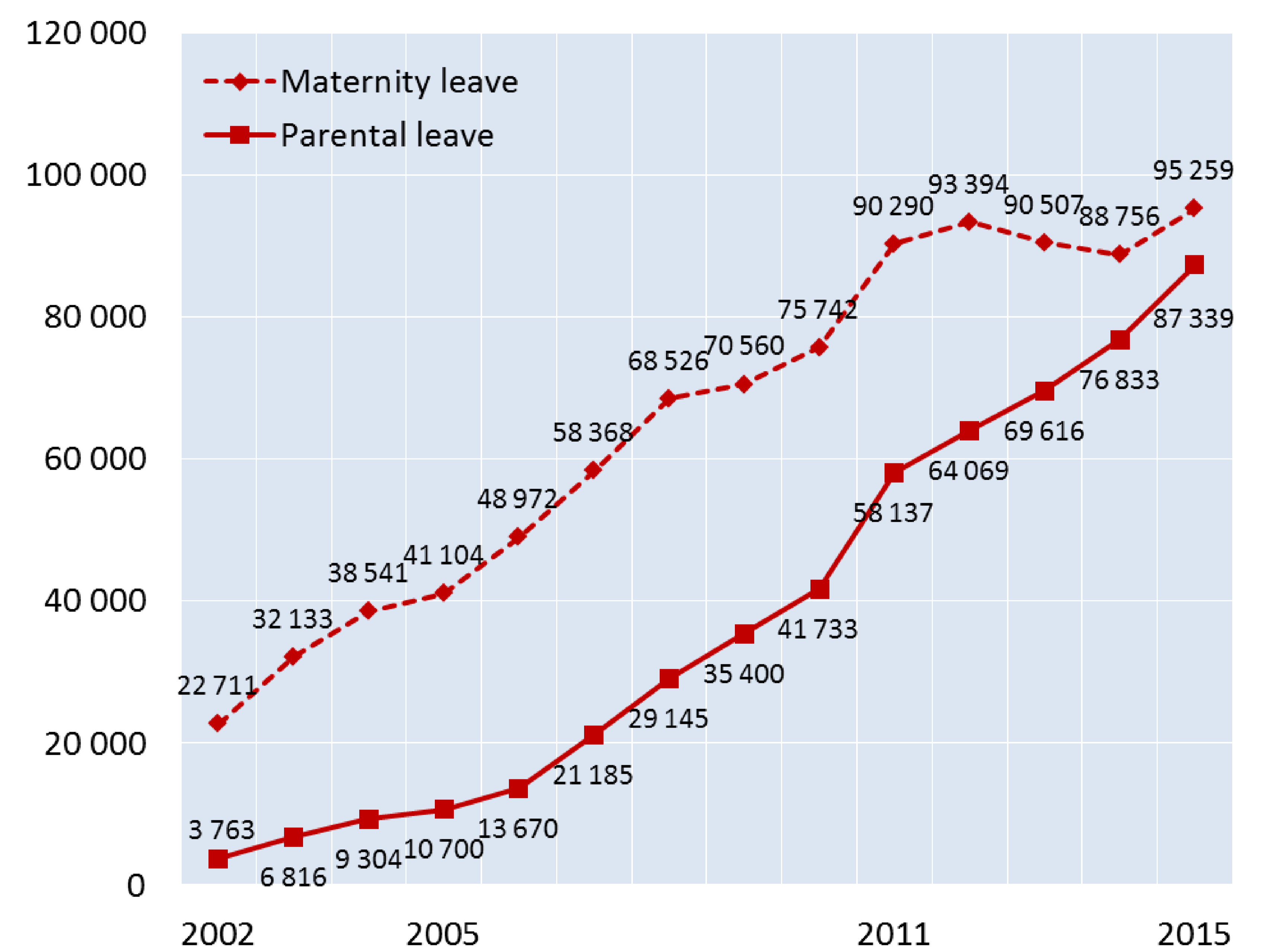
'Daddy month' benefit

- To encourage fathers to take parental leave, Korea has recently introduced an additional 'Daddy month' benefit
- When one parent (usually the mother) takes parental leave first, and then the other parent (usually the father) takes parental leave second, the benefit for the first three months for the second parent is 100% of ordinary earnings with a ceiling (€1,152), higher than the standard rate.

Take-up rates

- The number of employees taking maternity and parental leave in Korea has increased substantially

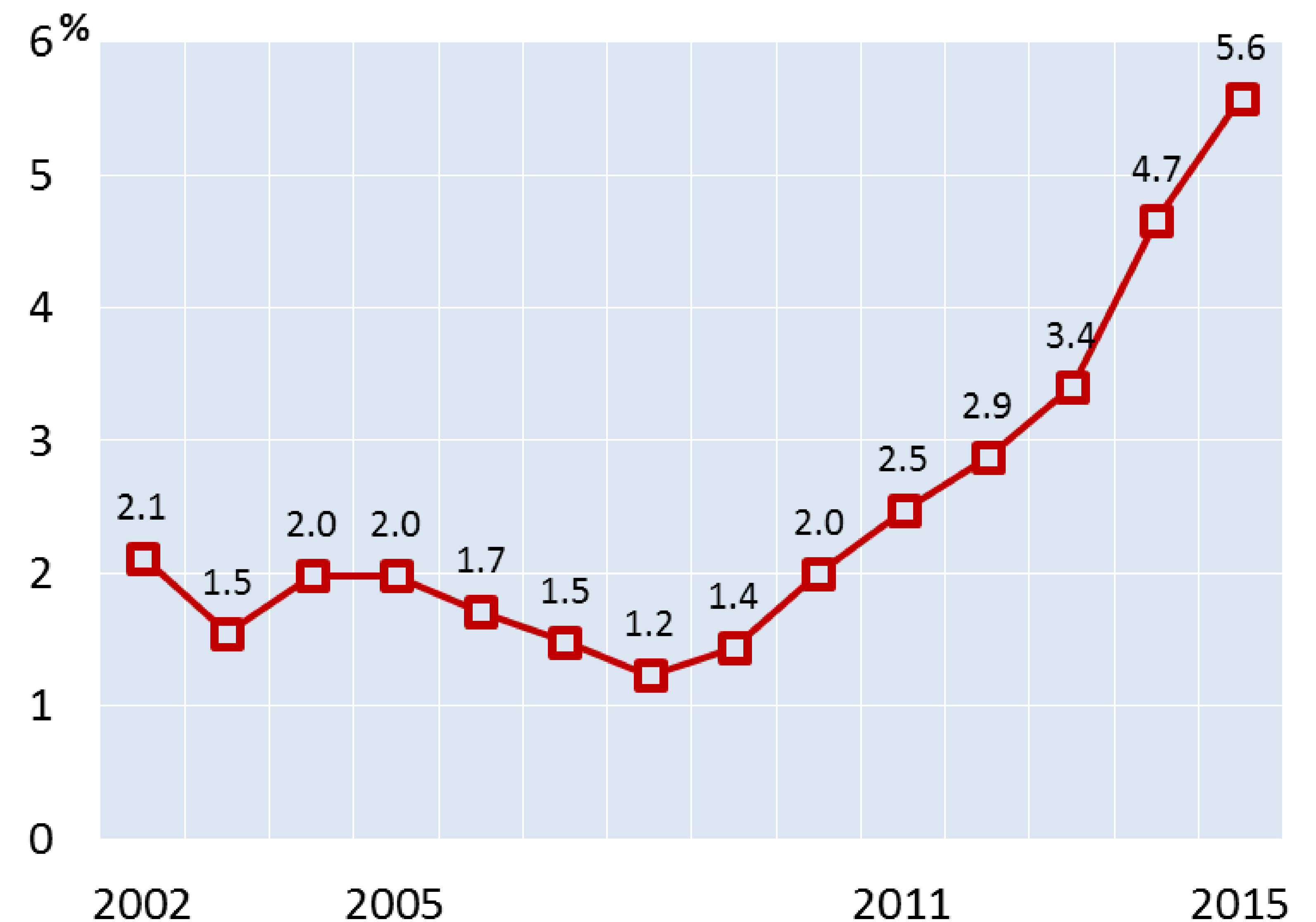
Figure 2. Number of employees taking maternity and parental leave in Korea



Source: Ministry of Employment and Labor, Korea

- Male employees' take-up rate of parental leave is low but is increasing sharply in Korea

Figure 3. Percentage of employees taking parental leave in Korea who are male



Source: Ministry of Employment and Labor, Korea