

	Maternity Leave		Paternity Leave		Parental Leave		Additional Family Leave		Funding Sources	Comments
	Pay	Duration	Pay	Duration	Pay	Duration	Pay	Duration		
Argentina	100%	90 days	100%	2 days	-	-	100%	1-10 days*	Employer / Family Allowance Fund	*Leave for bereavement, marriage, and other events; amount of leave depends on event.
Australia	-	-	-	-	Fixed amount*	18 weeks**	-	-	General taxation	*Paid at the level of the national minimum wage. **If the primary caregiver returns to work before the expiry of this period, they can transfer the unused paid leave to their partner.
Austria	100%	16 weeks	-	-	Variable*	2 years	-	-	Statutory health insurance/ general taxation / employer contributions	* Parents can choose between flat rate options or an income-related option.
Bangladesh	100%	16 weeks	-	-	-	-	-	-	Employer	
Belgium	75%*	15 weeks	100%**	10 days	Fixed amount***	12 weeks*** *	Fixed amount*****	1 year (time credit system)	Federal health insurance, general taxation, and employee and employer contributions	*82% for first 30 days, then 75% **100% for 3 days then 82% ***Approx. EUR 653 (US \$892) per month net of taxes ****To be extended to 4 months by end 2011 *****Approx. EUR 592 (US \$809)per month
Brazil	100%	17 weeks*	100%	5 days	-	-	-	-	Social security and employer**	*Employer can extend for another 12 weeks ** Employer is reimbursed, except for the extended weeks, which are tax deductible. Employer pays for paternity leave.
Canada	55%	15-18 weeks*	-	-	55%	37 weeks	100%	3 days**	Employer and federal and state employment insurance program	* Varies by province. **Leave for bereavement
Chile	100%	18 weeks	100%	5 days	-	-	100%	3-7 days*	Social security	*Leave for bereavement
China	100%	13 weeks	-	-	-	-	100%	1-3 days*	Social security	*Leave for marriage or bereavement
Colombia	100%	12 weeks	100%	4-8 days	-	-	-	-	Social security	
Czech Republic	60%	28 weeks	-	-	Variable*	3 years	-	-	Social security/ health insurance/ general taxation	*Fixed amounts that vary according to length of leave
Denmark	100%	18 weeks	100%	2 weeks	100%	32 weeks*	-	-	Sickness benefit scheme/ employers and municipalities through pooled leave funds	*The leave period may be extended if the worker returns to work part-time, and the payment is then spread over the longer period. In certain sectors, fathers are entitled to additional non-transferable leave.
Egypt	100%	12 weeks	-	-	-	-	-	-	Social security / employer	
Estonia	100%	20 weeks	-	-	Variable*	3 years	80%	14 days**	Social security/ general taxation	*Flat rate for 3 years or 100% of earnings for 62 weeks **Leave for care of sick child
Ethiopia	100%	13 weeks	-	-	-	-	-	-	Employer	

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Finland	Variable*	21 weeks	70%	3-6 weeks	Variable**	158 working days	Variable***	3 years****	Health insurance / municipal taxes	*90% for first 56 days, then 70% ** 75% for first 30 days, then 30% ***Depends on number of children ****Home care leave
France	100%	16 weeks	100%	2 weeks	Variable*	3 years	Variable**	3 years	Social security / health insurance / family allowance fund	* Entitled to leave or to work part time until the child is 3 years old. Varying flat-rate payments depending on size of family and leave circumstances. **Leave to care for seriously ill or disabled family member. Amount of pay depends on length of employment and family circumstances.
Germany	100%	14 weeks	-	-	67%*	12-14 months**	80%	10 days***	General taxation / statutory health insurance / employer****	*If spread over 28 months, half of this amount is paid per month. ** A mother or father can receive parental leave pay for up to 12 months. An additional two months of pay is available if the other partner takes leave. May be taken over longer period with lesser pay. ***Leave for care of an ill child ****Depends on the amount to be paid while on leave and whether the worker is eligible to receive statutory health insurance.
Greece	100%	17 weeks*	100%	2 days	-	-	100%	3.75 months**	Social security and other government sources / employer funding of paternity leave	*An additional 6 months of paid leave is available with minimum wage pay after maternity leave. Public sector maternity leave is longer. **Through flexible working scheme. Longer leave available in public sector.
Hungary	70%	24 weeks	100%	5 days	Variable*	2-3 years**	70%	Variable***	Health insurance / general taxation	*Flat rate for uninsured parents, 70% of earnings for insured parents. **Depends on whether parents are insured. ***Leave length depends on age of child.
Iceland	80%	3 months	80%	3 months	80%	3 months	-	-	Social insurance fund with employee and employer contributions	
India	100%	12 weeks	-	-	-	-	-	-	Employer	
Indonesia	100%	13 weeks	100%	2 days	-	-	-	-	Employer	
Ireland	80% / fixed amount*	26 weeks	-	-	-	-	100%	3 days**	Social insurance fund	*Whichever is greater **Leave for family illness or injury
Israel	100%	14 weeks	100%	8 weeks*	-	-	-	-	Social security	* If mother returns to work before 14 weeks, partner can take up her maternity leave entitlement after 6 weeks of maternity leave.

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Italy	80%*	20 weeks	-	-	30%**	6 months	-	-	Social security	*100% for public sector workers and for workers covered by some collective bargaining agreements **100% for public sector workers for first 30 days
Japan	60%	14 weeks	-	-	30%*	1 year	40%	3 months	National health insurance / employment insurance	*Returning job allowance also given upon return to work after parental leave
Luxembourg	100%	16 weeks	100%	2 days	Fixed amount*	6 months	100%	2-4 days**	National health fund, through general taxation / employer for paternity leave	*1,778 EUR (US \$2,431)/ month full time or less for part-time leave. **Leave to care for an ill or disabled child. Can be extended to 52 weeks for exceptional illness.
Malaysia	100%	60 days	-	-	-	-	-	-	Employer	
Mexico	100%	12 weeks	-	-	-	-	-	-	Social security / employer	
The Netherlands	100%	16 weeks	100%	2 days	-	-	70% / Variable*	10 days**	Unemployment fund / employer	*Workers taking parental leave are entitled to a tax deduction of about half the minimum wage per hour. **Leave to care for a sick close relative. Additional parental leave available, with length based on number of working hours.
New Zealand	100%	14 weeks	100%*	1-2 weeks			100%	5 days**	General taxation	* Paid if the partner transfers the statutory entitlement after taking less than 14 weeks of maternity leave. **Leave to care for ill dependant
Nigeria	50%	12 weeks	-	-	-	-	-	-	Employer	
Norway	80% / 100%*	9 weeks	80% / 100%*	10 weeks	80% / 100%*	27-37 weeks for either parent	Fixed amount**	10 days***	General taxation / employer	*Depends on length of leave **Paid at rate of sickness benefit ***Leave to care for an ill child
Pakistan	100%	12 weeks	-	-	-	-	-	-	Employer	
Poland	100%	22 weeks	100%	1 week	Fixed amount	3 years	80%	14 days*	Social insurance fund / general taxation	*Leave to care for an ill family member
Portugal	80% / 100%*	120-150 days	100%	20 days	25%	3 months**	65%	30 days***	Social security / general taxation	*Depends on leave length **Per parent, non-transferable ***Leave to care for an ill child
Russia	100%	140 days			40%	18 months	Variable*	60 days	Social insurance fund / employer	*Depends on duration of employment
Saudi Arabia	50% / 100%*	10 weeks	-	1 day	-	-	-	-	Employer	*Depends on duration of employment
Slovak Republic	55%	28 weeks	55%	22 weeks*	Fixed amount	128 weeks	-	-	Social insurance/ general taxation	*For the period the mother does not take maternity leave due to illness, death, or waiving her rights.
Slovenia	100%	15 weeks	100% / Fixed amount*	13 weeks	100%	37 weeks	80%	15 days**	Social security / general taxation	* 100% of wages for the first two weeks, then social security benefits **Leave to care for an ill dependant

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South Africa	Variable*	4 months	-	-	-	-	100%	3 days**	Unemployment insurance fund / employer	*31% to 59% of earnings, depending on duration of employment and level of earnings. Available for 17 weeks. Longer for public sector workers. **Family responsibility leave. Available for bereavement or illness of family member, as well as for fathers at time of childbirth or adoption. Paid by employer.
South Korea	100%	13 weeks	-	-	Fixed amount	1 year	-	-	Employment insurance fund / employer	
Spain	100%	16 weeks	100%	15 days	-	-	100%	2-5 days**	Social security / employer	*Depends on the amount contributed to the social security scheme **Leave for bereavement, serious illness or marriage.
Sri Lanka	86% / 100%*	12 weeks	-	-	-	-	-	-	Employer	*Employees covered by the Shop and Offices Employees Act receive 100% paid maternity leave
Sweden	80%	50 days	80%	10 days	80%	480 days*	80%	120 days**	Social insurance	*60 days for mother, 60 days for father, and rest is a family entitlement. **Leave to care for an ill child
Switzerland	80%	14 weeks	-	-	-	-	-	-	Social insurance	
Turkey	66.6%	16 weeks	-	-	-	-	-	-	Social security	
United Arab Emirates	50% / 100%*	45 days	-	-	-	-	-	-	Employer	*100% after one year of continuous employment
United Kingdom	90%/ Fixed amount*	52 weeks	Variable**	2/26 weeks***	-	-	-	-	Employer****	* 90% for 6 weeks and then 124.88 GBP/week or 90% of weekly earnings, whichever is less. **Two weeks paid at a rate adjusted according to weekly earnings. Father receives 124.88 GBP (US \$197)/week or 90% of weekly earnings, whichever is less, if caring for the child during maternity leave not taken by mother. ***Up to 26 weeks to care for the child if the mother returns to work within the first year without using all of her maternity leave. ****Employer is reimbursed 92% of statutory paternity pay.