

Australia introduced a two-week paid paternity leave at the beginning of 2013. In Denmark, fathers are entitled to 14 days of paid paternity leave to be taken during the 14 weeks following birth, which corresponds to the postnatal portion of maternity leave. Estonia provides 14 days of paid paternity leave to be taken during the mother's maternity leave period or in the two months following birth. In Slovenia, fathers are entitled to 15 days of paid paternity leave to be taken before the child reaches 6 months of age, as well as 75 additional days of leave that may be taken before their child is 3 years old.<sup>7</sup> In Finland, 54 days of paternity leave are provided as of 2013, one to 18 days of which may be taken simultaneously with the mother during her maternity leave (in one continuous period or divided into up to four separate periods) and the remainder of which (or the full 54 days if none of the 18 days were taken) can be taken after maternity and parental leaves have been taken.

Many other countries around the world also provide paternity leave. In Azerbaijan, married male workers are entitled to 14 days of unpaid leave while their wives are on maternity leave. In Chile, fathers are entitled to five days of leave to be taken in the month following their child's birth (one in the first three days after birth and the other four in the months after birth). In the Philippines, married workers are eligible for seven days of paid paternity leave. In Uganda, fathers are entitled to four days of paid paternity leave immediately after the birth.

Instead of dedicated paternity leave, several countries offer general emergency leave or family leave, in addition to annual leave, which can be used by new fathers at the time of childbirth. In Croatia, for example, workers are entitled to seven days of paid leave for personal reasons. This type of leave is available in a number of African countries (including Libya, South Africa and Togo). In Chad, Congo, Côte d'Ivoire and Madagascar, for example, the Labour Codes do not provide for any specific paternity leave, but they entitle all workers covered by the law to ten days' leave a year for family events. Similar provisions exist in a number of other countries, including Cambodia, Myanmar, the Syrian Arab Republic and Viet Nam. It is important to note that, while these provisions may make it possible for workers to take time off for the birth of a child, they are not leave entitlements that are specifically set

aside for paternity. Workers may need them for other family events, such as deaths, emergencies or weddings, with the consequence that leave days may or may not be available for the birth of a child. In addition, this arrangement puts working parents at a disadvantage in comparison with other men workers and also fails to identify childbirth as a legitimate concern of working fathers, reflecting a social attitude which is not supportive of their caregiving role. Such leave should therefore be considered only as an indirect substitute for dedicated paternity (or parental) leave.

In almost all countries that offer paternity leave, fathers may choose whether to take the leave or not. Just three countries make paternity leave compulsory. Compulsory paternity leave helps to ensure that fathers share childcare responsibility with mothers and allows for greater involvement of men in the critical early stages of an infant's development (see Eligibility for parental leave under section 3.2: *Parental leave* below). In Chile, a five-day period of paternity leave is compulsory and must be taken during the first month after birth. In Portugal, ten days of compulsory leave must be taken within 30 days of birth, five of which must be consecutive. Fathers have the option to take an additional ten days of paternity leave. The 2012 labour law reform of Italy introduced on an experimental basis (until 2015) a period of one day of compulsory paternity leave plus the option of two voluntary days, which can be transferred from the compulsory share of maternity leave with the mother's consent.

### **Eligibility for paternity leave**

Similar to the case of maternity leave, certain categories of worker, such as the self-employed, non-standard (casual, short-term, part-time) or informal workers, are more likely to be excluded from the statutory provision of paternity leave or unable to meet the eligibility requirements for this entitlement. In the majority of countries with paternity leave provisions, the right to paternity leave is linked to a minimum time-in-service period, as with maternity leave. In Africa, for instance, the following countries make the right to paternity leave contingent on previous employment: Mauritius (12 months), South Africa (four months) and the United Republic of Tanzania (six months). In Latin America and the Caribbean, the Bahamas