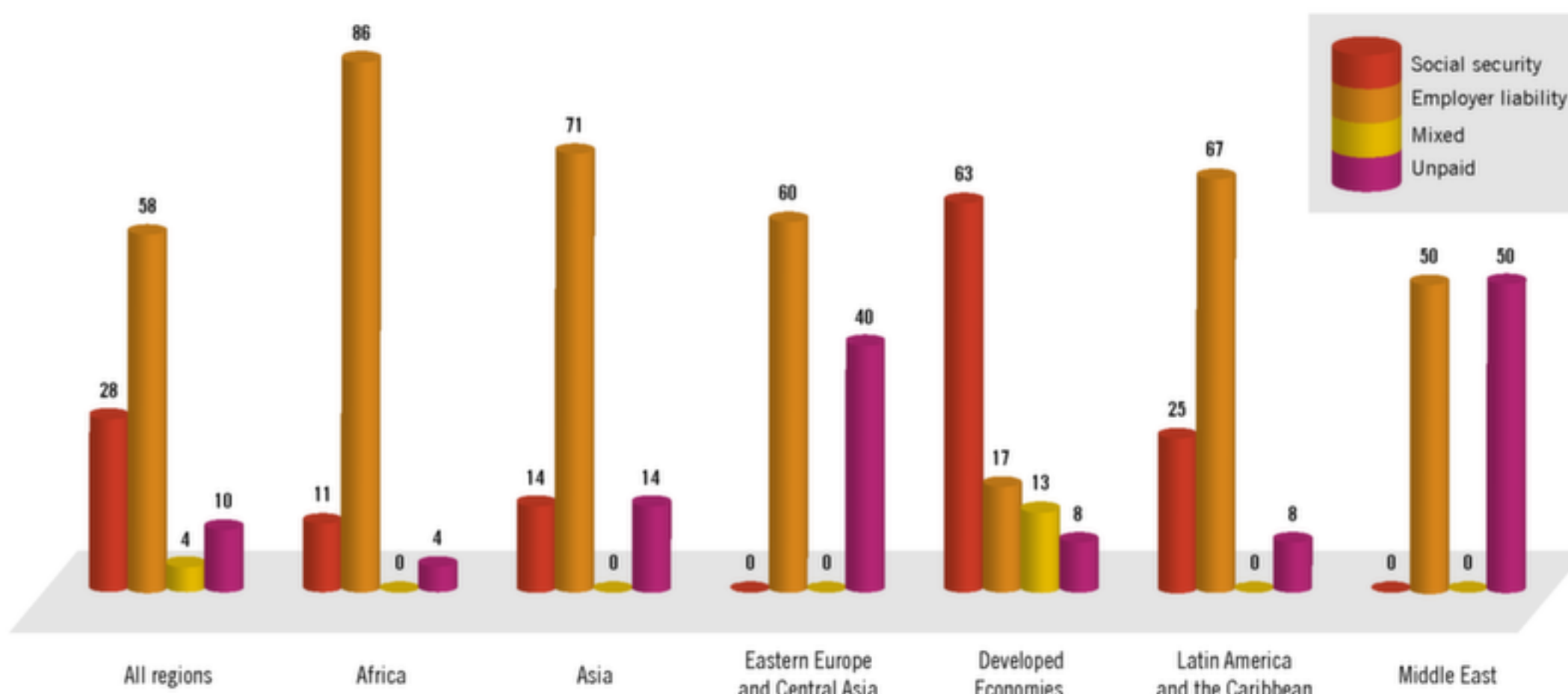


Figure 3.2 Source of funding of paternity leave benefits, 2013 (79 countries) (%)

Note: Figures may not add up to 100 per cent due to rounding.

Source: ILO Working Conditions Laws Database – Maternity Protection. Available at: <http://www.ilo.org/travdatabase> [25 Mar. 2014].

Box 3.1 Examples of collective bargaining agreements providing paternity leave

Fathers in a number of countries enjoy paternity leave provided through collective bargaining agreements instead of, or in certain cases beyond, legislated provisions. In **Uganda**, for example, among the 82 organizations that responded to a mail survey of the Federation of Uganda Employers, 15 reported that they provided paternity leave, which varied between one and four weeks (Federation of Uganda Employers, 2002). In the European Union, collective bargaining agreements provide paternity benefits to qualifying workers in countries such as Belgium, Greece and Portugal. In **Italy**, paternity leave above the recent one-day statutory entitlement has been provided for numerous workers through company level agreements (European Foundation for the Improvement of Living and Working Conditions, 2006). In **Austria**, there is no statutory paternity leave, but public sector workers are entitled to a month of unpaid leave. Other collective agreements provide a few days of leave for the birth of a child with full payment (Rille-Pfiffer and Dering, 2013). Although paternity leave is unpaid in **Norway**, the large majority of Norwegian men receive reimbursement during the two weeks of paternity leave as a part of a collective agreement between the social partners (Brandth and Kvande,

2013). In **Finland**, the length of paternity leave is defined by law, while the level of wage replacement is determined by collective agreements (Salmi and Lammi-Taskula, 2013).

In **Denmark**, leave policies are not only regulated through national legislation, but also through collective agreements and company-level measures, which cover around 75 per cent of the workforce. All male employees covered by collective agreements receive full earnings during paternity leave. To help employers to finance these costs, a system of leave reimbursement funds was set up in 1996 which aimed to pool the costs of leave compensation. Since 2006, all public and private employers are required to be members of a leave fund. This allows all employees, with a ceiling for those on high salaries, to receive full earnings during maternity and paternity leave without direct cost to the employer. An evaluation report in 2010 showed that more men took up leave as a result of receiving payment during that leave. Employers also reported being more favourably inclined towards men taking leave than previously and, in general, were positive about the fund system. In 2009, 61 per cent of Danish fathers took their two weeks of paternity leave (Bloksgaard and Rostgaard, 2013).