

Denmark, employers top up the state benefits through collective agreements (see box 3.1).

As discussed in the case of maternity leave benefits, the principles of solidarity and risk pooling through social insurance or public funds are also important for paternity leave benefits, in order to mitigate potential disadvantages or discrimination against men with family responsibilities at work and boost the take-up rate of paternity leave. In France, 62 per cent of eligible fathers took social insurance funded paternity leave in 2012 (Fagnani et al., 2013). In Estonia, only 14 per cent of fathers took up the two-week paternity leave in 2007. When paternity leave benefits at 100 per cent of previous earnings financed by general taxation were introduced in 2008, take-up of leave increased approximately fourfold, up to 50 per cent of eligible fathers. Paternity leave benefits were reintroduced in 2013, following their removal in 2009 in response to the economic crisis (Pall and Karu, 2013).

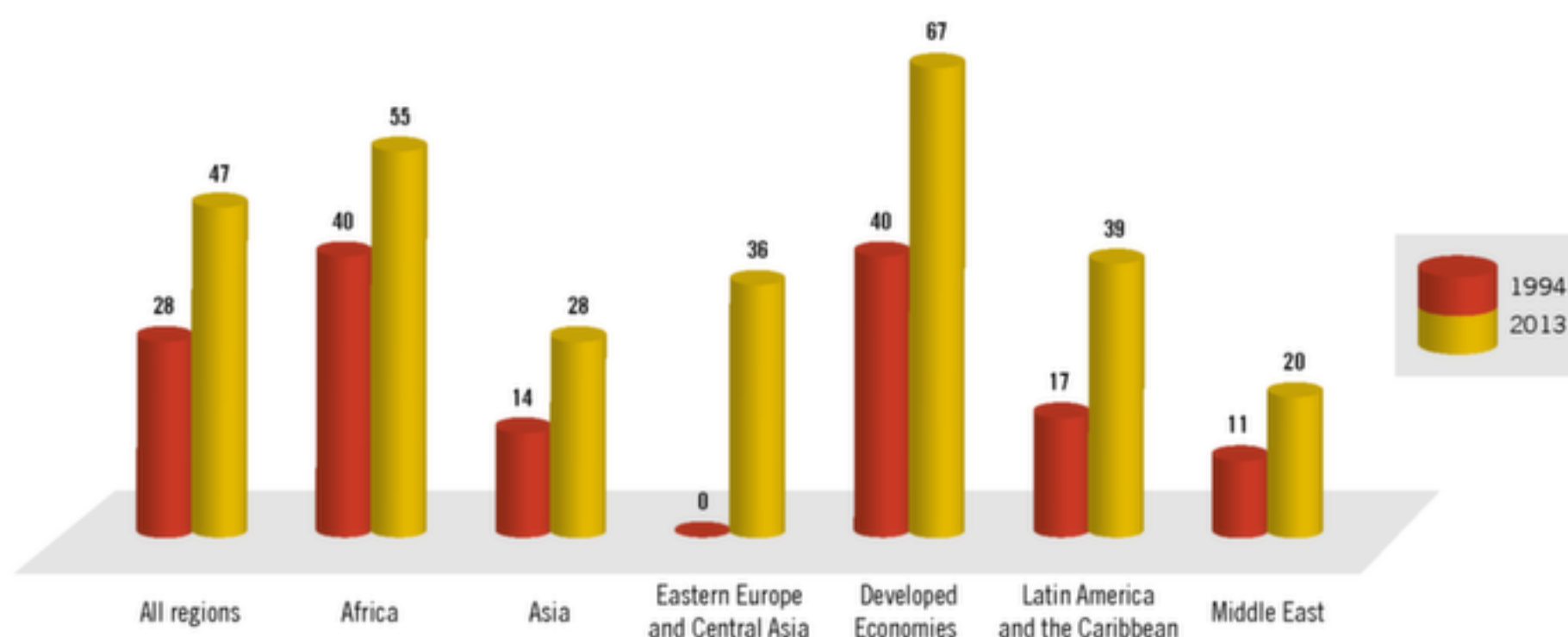
### Trends from 1994 to 2013 in paternity leave provision

Overall, paternity leave provisions have become more common over time (see figure 3.3), which is an indicator of the growing importance attached to the presence of the father around the time of childbirth. In 1994, statutory paternity leave provisions existed in 28 per cent, or 40, of the 141 countries for which data

were available to the ILO (ILO, 1994).<sup>10</sup> In Africa, there were 19 countries with provisions,<sup>11</sup> in Asia there were three,<sup>12</sup> in Eastern Europe and Central Asia there were no countries with provisions, in the Developed Economies there were 12 countries with provisions,<sup>13</sup> in Latin America and the Caribbean there were five countries with provisions,<sup>14</sup> and in the Middle East only Saudi Arabia had provisions for paternity leave (one day). By 2013, the laws of 79 countries, or 47 per cent of the total with available information (167), provided paternity leave. Countries that have recently introduced or increased statutory paternity leave include Australia (2013), Bulgaria (2009), Ecuador (2009), El Salvador (2013), Denmark (2009), Finland (2013), Republic of Korea and Peru (2010), Italy (2013), Mauritius (2008), Uruguay, which extended leave to the private sector (2008) and the Bolivarian Republic of Venezuela (2007).

The regions which saw the largest increase in paternity leave provisions are Eastern Europe and Central Asia, the Developed Economies and Latin America and the Caribbean. Countries in Eastern Europe and Central Asia had no paternity leave provisions in 1994, while five had introduced this entitlement by 2013 (Azerbaijan, Bosnia and Herzegovina, Croatia, Kazakhstan and Serbia). During this period, the percentage of Developed Economies with statutory paternity leave provisions increased from 40 per cent of all countries providing paternity leave in 1994 to 67 per cent doing

**Figure 3.3 Provision of statutory paternity leave, by region, 1994 (141 countries) and 2013 (167 countries) (%)**



Source: ILO Working Conditions Laws Database – Maternity Protection. Available at: <http://www.ilo.org/travdatabase> [29 Mar. 2014] and the *Conditions of work digest: Maternity and work* (ILO, 1994).