

so by 2013 (including Greece, Poland and Portugal). In Latin America and the Caribbean, less than 20 per cent of countries offered paternity leave in 1994, while by 2013, nearly 40 per cent did so (including Ecuador and the Bolivarian Republic of Venezuela). In Africa, over the same period, ten countries that previously were not counted as providing paternity leave in 1994 had paternity leave provisions in place in 2013 (including Kenya, South Africa and Uganda).¹⁵ Djibouti increased the overall duration of leave for family events (from ten to 11 days), among which three are explicitly dedicated to the birth of a child. Asia also saw remarkable change with the percentage of countries providing paternity leave increasing from 14 per cent in 1994 to 28 per cent in 2013 (including Indonesia, the Republic of Korea, the Philippines and Singapore). In the Middle East, Saudi Arabia was the only country to provide paternity leave in 1994 but, by 2013, six days' unpaid "emergency" leave that can be used by fathers at the time of childbirth were also offered in the Syrian Arab Republic.

Paternity leave is not a one-size-fits-all solution to promote the equal sharing of family responsibilities and, as the majority of countries still provide only a few days of paternity leave, this policy alone is unlikely to make a difference in transforming traditional gender roles (United Nations, 2011). However, in enshrining a statutory right to paternity leave in national legislation, governments, workers, employers and societies as a whole publicly affirm that they value the care work of both women and men, which is a crucial step in advancing gender equality both at work and in the home.

3.2 Parental leave

The employed mother or the employed father of the child should be entitled to parental leave during a period following the expiry of maternity leave.

Recommendation No. 191, Paragraph 10(3)

Either parent should have the possibility, within a period immediately following maternity leave, of obtaining leave of absence (parental leave), without relinquishing employment and with rights resulting from employment being safeguarded.

Recommendation No. 165, Paragraph 22(1)

The period during which parental leave might be granted, the length of the leave and other modalities, including the payment of parental benefits and the use and distribution of parental leave between the employed parents, should be determined by national laws or regulations or in any other manner consistent with national practice.

Recommendation No. 191, Paragraph 10(4)

The length of the period following maternity leave and the duration and conditions of the leave of absence referred to in subparagraph (1) of this Paragraph should be determined in each country [...].

Recommendation No. 165, Paragraph 22(2)

While maternity leave aims to protect working women during their pregnancy and recovery from childbirth, parental leave refers to a relatively long-term leave available to either or both parents, allowing them to take care of an infant or young child over a period of time, usually following the maternity or paternity leave period.

Parental leave is not included in any ILO Convention. However, both Recommendation No. 191 (accompanying Convention No. 183 on maternity protection) and Recommendation No. 165 (accompanying the Workers with Family Responsibilities Convention, 1981, No. 156) contain provisions on parental leave. According to Recommendations No. 191 and No. 165, a period of parental leave should be available to either parent after maternity leave without their relinquishing employment and with their employment rights protected (see Chapter 4). The duration of this leave period, as well as payment and other aspects, such as conditions of the leave and the distribution