

In some countries, the age of the child affects the duration of the leave. In Slovenia, adoptive parents are entitled to 150 days of paid leave for adopting a child under 4, and to 120 days for adopting a child between 4 and 10 years old. In Latvia, one parent in an adoptive

family may take ten calendar days of leave if the child is up to 3 years of age. Until the child is 8, the adoptive parent may take up to 1½ years of leave (in a single period or piecemeal).

## Notes

**1.** This concept refers to the ability of laws, policies and measures explicitly to address gender-specific constraints and vulnerabilities, such as reproduction and care related needs, and result in the achievement of gender equality at work and in the household and social justice (Kabeer, 2013; Holmes and Jones, 2013).

**2.** Algeria, Benin, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, Comoros, Congo, Côte d'Ivoire, Democratic Republic of Congo, Djibouti, Ethiopia, Gabon, Kenya, Libya, Madagascar, Mali, Mauritania, Mauritius, Morocco, Mozambique, Rwanda, Seychelles, South Africa, the United Republic of Tanzania, Togo, Tunisia and Uganda.

**3.** Bangladesh, Cambodia, Indonesia, Republic of Korea, Myanmar, the Philippines and Singapore.

**4.** Azerbaijan, Bosnia and Herzegovina, Croatia, Kazakhstan and Serbia.

**5.** Australia, Belgium, Bulgaria, Denmark, Estonia, Finland, France, Greece, Hungary, Iceland, Italy, Latvia, Lithuania, Luxembourg, Netherlands, New Zealand, Norway, Poland, Portugal, Romania, Slovenia, Spain, Sweden and the United Kingdom.

**6.** Argentina, the Bahamas, Brazil, Chile, Colombia, Dominican Republic, Ecuador, El Salvador, Guatemala, Paraguay, Peru, Uruguay and the Bolivarian Republic of Venezuela.

**7.** In Slovenia, during the 75 days of additional leave, the state makes social security contributions on behalf of the employee.

**8.** Libya is not listed since the articles of the Labour Code that regulate emergency leave do not mention whether this leave is paid or unpaid.

**9.** In the Bahamas, for example, employed fathers are entitled to one week of unpaid leave.

**10.** The 1994 figures should be considered as references since some information may not have been available to the ILO in 1994.

**11.** Algeria, Benin, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, Comoros, Congo, Côte d'Ivoire, Democratic Republic of Congo, Djibouti, Ethiopia, Gabon, Madagascar, Mali, Mauritania, Seychelles and Togo.

**12.** Bangladesh, Cambodia and Myanmar.

**13.** Australia, Belgium, Denmark, Finland, France, Luxembourg, the Netherlands, New Zealand, Norway, Romania, Spain and Sweden.

**14.** Argentina, Brazil, Chile, Guatemala and Paraguay.

**15.** The rest are Libya, Mauritius, Morocco, Mozambique, Rwanda, the United Republic of Tanzania and Tunisia.

**16.** See European Trade Union Confederation (ETUC), n.d.: available at [http://www.etuc.org/IMG/pdf/The\\_Revised\\_Parental\\_Leave\\_Framework\\_Agreement\\_EN.pdf](http://www.etuc.org/IMG/pdf/The_Revised_Parental_Leave_Framework_Agreement_EN.pdf) [29 Mar. 2014].

**17.** In addition, South Africa provides for paid family responsibility leave of three days that can be used by either parent. Men and women employed for longer than four months and who work at least four days a week are entitled to this leave, for example when the child is born or sick (until the child reaches the age of 18). This is not a traditional form of parental leave, but could rather be called compassionate leave or emergency leave, as the length of parental leave is usually longer than three days. Moreover, the possible usage of the leave provided in South Africa is broader than what is normally defined as parental leave, as it can also be taken in the event of the death of family members (spouse or life partner, child, grandchild or sibling). A number of other countries offer similar provisions. In Azerbaijan, a single parent or another family member who is directly caring for a child until the age of three, shall be eligible for partially paid social leave. A parent raising a child alone is entitled to parental leave of not more than seven days each year.

**18.** In the Republic of Korea, parents are entitled to parental leave until the child is one year old. They may receive benefits for leave periods lasting longer than 30 days if they were covered for employment insurance benefits for a total of at least 180 days prior to taking the leave; if their spouse (if eligible for national employment benefits) is not currently on a leave of absence for child rearing; and if they apply for the cash allowance one month after the starting date of the leave and within six months of the end of the leave period. In Sweden, workers who have been in the service of an employer, either for the preceding six months or for not less than 12 months in the past two years, are entitled to leave to take care of a child until the child reaches 18 months, irrespective of whether the parent receives parental cash benefits. In addition, workers are entitled to leave for the time during which they are eligible for parental benefits. However, to qualify for parental cash benefits at a rate of 80 per cent of earnings (flat rate for the last 90 days of a total of 480 days), the parents must have been in insurable employment for at least 240 consecutive days before the birth. If parents do not meet these conditions, they receive a flat-rate benefit during the entire leave period. In Spain, parents are eligible for parental leave without any previous employment requirements. All workers are entitled to paternity leave cash benefits, whether employees or self-employed, irrespective of their sex, if affiliated to any social security scheme and provided they have made contributions over a minimum period of 180 days in the seven years immediately prior to the point at which the leave or the suspension of the contract starts or, alternatively, 360 days in the worker's entire working life prior to that date.

**19.** In Belgium, workers who have been employed by the same employer for at least 12 months within the 15 months preceding the employee's notification of the intended date of leave are entitled to four months of career interruption for any reason related to spending more time in the care of their child