

- leave period. If the enterprise does not meet these criteria, then the employer pays the first 60 days of maternity leave.
13. Singapore: for the first and second child, the employer pays the first eight weeks and can claim reimbursement from the Government up to a ceiling for the last eight weeks. For the third and subsequent children, the Government pays the 16 weeks up to a ceiling.
  14. Sri Lanka: the duration of maternity leave is six weeks for the third and each subsequent child. The amount of maternity leave benefits is 6/7 of previous earnings for employees covered by the Maternity Benefits Ordinance; 100 per cent for those covered by the Shops and Offices Employees Act.
  15. Australia: a single parental leave system provides 52 weeks, which may be shared between the parents. The mother may take six weeks of prenatal leave.
  16. Bulgaria: the duration of maternity leave is calculated by adding the 45 days of compulsory leave to the 182 days (six months) of postnatal leave.
  17. Denmark: about 75 per cent of the workforce is covered by collective agreements, mandating employers to top up the state benefits, which represent on average around 50 per cent of previous earnings (daily cash benefits in relation to previous earnings up to a ceiling). In this framework, workers receive compensation during leave from their employer up to their full previous earnings.
  18. Finland: in general, the benefit is 70 per cent of previous earnings up to a ceiling, plus 40 per cent of an additional amount up to a ceiling, plus 25 per cent of another additional amount.
  19. Greece: the minimum benefit is 66.7 per cent of the insured's earnings. The insured may also receive a maternity supplement of up to 33.3 per cent of earnings.
  20. Israel: employment law allows 12 weeks of maternity leave, but maternity allowance can be paid up to 14 weeks. To be entitled to a full maternity allowance (14 weeks), the woman worker must have contributed for ten out of the previous 14 months or for 15 out of the previous 22 months before the day on which the woman discontinued work during pregnancy. In the event that the woman worker made contributions in six out of the previous 14 months, she will be entitled to a partial maternity allowance (seven weeks).
  21. Malta: the Employment and Industrial Relations Act (Chapter 452 of the Laws of Malta) requires employers to provide 100 per cent of previous earnings for 14 weeks of maternity leave. Since January 2013, the Protection of Maternity (Employment) Regulations, No. 452.91, 2004 as amended in 2012, entitles women employees to four additional unpaid weeks of maternity leave. Upon the expiry of the 18th week of leave, the employee can claim a four-week flat-rate "maternity leave benefit" (of approximately US\$ 220 per week), which is provided by social insurance in one lump-sum. If for any reason a woman does not avail herself of part of the maternity leave paid by the employer, she will be entitled to a "maternity benefit" for the weeks of maternity leave that she did not take up (approximately US\$ 120 per week for a maximum of 14 weeks, paid by the Government).
  22. Norway has one system of paid parental leave (with no distinction between maternity and paternity leave) of 59 weeks or 49 weeks altogether (paid respectively at 80 per cent or 100 per cent of previous earnings). For the purpose of determining the length of maternity leave, the 14 weeks of paid leave exclusively reserved for the father have been left out of consideration. The mother may use the remainder of 45 or 35 weeks, of which 14 weeks are exclusively reserved for her, six weeks to be taken after the birth.
  23. Sweden: parents are entitled to 480 calendar days paid parental leave paid at 80 per cent for 390 days and at a flat rate benefit for the remaining 90 days.
  24. United Kingdom: the employer administers the payment. Employers in medium and large companies can be reimbursed for 92 per cent of the costs by the State (general revenues). Small employers can claim back 103 per cent through reductions of national insurance contributions paid by employers to the Government's tax authority.
  25. United States: provisions for paid maternity leave benefits exist in five states (New York, New Jersey, California, Hawaii and Rhode Island). For instance, California provides six weeks paid at 55 per cent of previous earnings.
  26. The replacement rate varies depending upon the various cantonal regulations: 50–80 per cent (Federation of Bosnia and Herzegovina); 100 per cent (Republic of Srpska). The employer is reimbursed for initial payment.
  27. Serbia: an employed woman is entitled to leave for pregnancy and childbirth, as well as leave for childcare for a total duration of 365 days. She may start her maternity leave pursuant to the advice of a competent medical authority 45 days before the delivery term at the earliest and 28 days before at the latest. Maternity leave shall last until three months after childbirth.
  28. Plurinational State of Bolivia: 100 per cent of the minimum wage plus 70 per cent of the difference between the minimum wage and regular earnings.
  29. Brazil: optional leave paid by the employer can be provided for 60 additional days.
  30. Honduras: the Labour Code (31 March 2003) provides ten weeks' maternity leave, while according to the General Regulation of Social Security Act (15 February 2005) maternity benefits are paid for 84 days by social insurance up to 66 per cent of previous earnings. Beneficiaries of the maternity benefits should abstain from work (Article 69).
  31. Panama: the difference between Social Security Fund payments and the worker's entitlement during this