

| Country                      | Paternity leave                                  |                                                  |                                                                                      |                                                                                      |                                                                     |                                                                                           | Parental leave                                   |                                                  |                                                                                     |                                                                                     |                                                                    |                                                                    | Ratification<br>C156 |
|------------------------------|--------------------------------------------------|--------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|---------------------------------------------------------------------|-------------------------------------------------------------------------------------------|--------------------------------------------------|--------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------|--------------------------------------------------------------------|----------------------|
|                              | Duration of<br>paternity<br>leave (days)<br>1994 | Duration of<br>paternity<br>leave (days)<br>2013 | Amount of<br>paternity leave<br>cash benefits<br>(% of previous<br>earnings)<br>1994 | Amount of<br>paternity leave<br>cash benefits<br>(% of previous<br>earnings)<br>2013 | Source of<br>funding of<br>paternity leave<br>cash benefits<br>1994 | Source of<br>funding of<br>paternity leave<br>cash benefits<br>2013                       | Duration of<br>parental leave<br>(weeks)<br>1994 | Duration of<br>parental leave<br>(weeks)<br>2013 | Amount of<br>parental leave<br>cash benefits<br>(% of previous<br>earnings)<br>1994 | Amount of<br>parental leave<br>cash benefits<br>(% of previous<br>earnings)<br>2013 | Source of<br>funding of<br>parental leave<br>cash benefits<br>1994 | Source of<br>funding of<br>parental leave<br>cash benefits<br>2013 |                      |
| Togo                         | 10 days                                          | 10 days                                          | 100%                                                                                 | 100%                                                                                 | Employer<br>liability                                               | Employer<br>liability                                                                     | No parental<br>leave                             | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| Tunisia                      | No paternity<br>leave                            | 1 day                                            | ***                                                                                  | 100%                                                                                 | ***                                                                 | Social security<br>(employer<br>reimbursed by<br>the National<br>Social Security<br>Fund) | No parental<br>leave                             | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| Uganda                       | No paternity<br>leave                            | 4 working days                                   | ***                                                                                  | 100%                                                                                 | ***                                                                 | Employer<br>liability                                                                     | No parental<br>leave                             | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| Zambia                       | No paternity<br>leave                            | No paternity<br>leave                            | ***                                                                                  | ***                                                                                  | ***                                                                 | ***                                                                                       | No parental<br>leave                             | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| Zimbabwe                     | No paternity<br>leave                            | No paternity<br>leave                            | ***                                                                                  | ***                                                                                  | ***                                                                 | ***                                                                                       | No parental<br>leave                             | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| ASIA                         |                                                  |                                                  |                                                                                      |                                                                                      |                                                                     |                                                                                           |                                                  |                                                  |                                                                                     |                                                                                     |                                                                    |                                                                    |                      |
| Afghanistan                  | No paternity<br>leave                            | No paternity<br>leave                            | ***                                                                                  | ***                                                                                  | ***                                                                 | ***                                                                                       | No parental<br>leave                             | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| Bangladesh                   | 10 days                                          | 10 days                                          | 100%                                                                                 | 100%                                                                                 | Employer<br>liability                                               | Employer<br>liability                                                                     | No parental<br>leave                             | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| Brunei<br>Darussalam         | ***                                              | No paternity<br>leave                            | ***                                                                                  | ***                                                                                  | ***                                                                 | ***                                                                                       | ***                                              | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| Cambodia                     | 10 days                                          | 10 days                                          | 100%                                                                                 | 100%                                                                                 | Employer<br>liability                                               | Employer<br>liability                                                                     | ***                                              | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| China                        | No paternity<br>leave                            | No paternity<br>leave                            | ***                                                                                  | ***                                                                                  | ***                                                                 | ***                                                                                       | No parental<br>leave                             | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| Fiji                         | No paternity<br>leave                            | No paternity<br>leave                            | ***                                                                                  | ***                                                                                  | ***                                                                 | ***                                                                                       | No parental<br>leave                             | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| Hong Kong<br>(China)         | No paternity<br>leave                            | ***                                              | ***                                                                                  | ***                                                                                  | ***                                                                 | ***                                                                                       | No parental<br>leave                             | ***                                              | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| India                        | No paternity<br>leave                            | No paternity<br>leave                            | ***                                                                                  | ***                                                                                  | ***                                                                 | ***                                                                                       | No parental<br>leave                             | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| Indonesia                    | No paternity<br>leave                            | 2 days                                           | ***                                                                                  | 100%                                                                                 | ***                                                                 | Employer<br>liability                                                                     | No parental<br>leave                             | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| Iran, Islamic<br>Republic of | No paternity<br>leave                            | No paternity<br>leave                            | ***                                                                                  | ***                                                                                  | ***                                                                 | ***                                                                                       | No parental<br>leave                             | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| Kiribati                     | ***                                              | No paternity<br>leave                            | ***                                                                                  | ***                                                                                  | ***                                                                 | ***                                                                                       | ***                                              | No parental<br>leave                             | ***                                                                                 | ***                                                                                 | ***                                                                | ***                                                                |                      |
| Korea,<br>Republic of        | No paternity<br>leave                            | 3 days                                           | ***                                                                                  | Unpaid                                                                               | ***                                                                 | ***                                                                                       | 52 weeks<br>(only mothers)                       | 52 weeks<br>(either parent)                      | ***                                                                                 | 40%                                                                                 | ***                                                                | Social security<br>(social insurance)                              | ✓                    |