

Country	Paternity leave						Parental leave						Ratification C156
	Duration of paternity leave (days) 1994	Duration of paternity leave (days) 2013	Amount of paternity leave cash benefits (% of previous earnings) 1994	Amount of paternity leave cash benefits (% of previous earnings) 2013	Source of funding of paternity leave cash benefits 1994	Source of funding of paternity leave cash benefits 2013	Duration of parental leave (weeks) 1994	Duration of parental leave (weeks) 2013	Amount of parental leave cash benefits (% of previous earnings) 1994	Amount of parental leave cash benefits (% of previous earnings) 2013	Source of funding of parental leave cash benefits 1994	Source of funding of parental leave cash benefits 2013	
Lithuania	***	30 consecutive days	***	100% up to a ceiling	***	Social security (Social insurance)	***	156 weeks, 52 paid (either parent)	***	100% until the child is 1 year or 70% until 2 year; last period unpaid	***	Social security (Social Insurance)	✓
Luxembourg	2 days	2 days	100%	100%	Employer liability	Employer liability	No parental leave	26 weeks (each parent)	***	Flat rate benefit	***	Social security (state)	
Malta	No paternity leave	No paternity leave	***	***	***	***	No parental leave	13 weeks (each parent)	***	Unpaid	***	***	
Monaco	***	***	***	***	***	***	***	***	***	***	***	***	
Netherlands	A short undefined period, as considered "fair"	2 days	100%	100%	Employer liability	Employer liability	26 weeks (each parent) with part-time work (at least 20 weekly hours)	26 weeks (each parent) with part-time work ⁶	Unpaid	Unpaid	***	***	✓
New Zealand	14 days	14 consecutive days	Unpaid	Unpaid	***	***	No parental leave	52 weeks (either parent)	***	Unpaid	***	***	
Norway	14 days	14 consecutive days	Flat rate benefit	Unpaid (though often covered by CBAs or employers)	Social security (social insurance)	***	42 or 52 weeks depending on payment level (18 weeks reserved for mothers; 4 weeks for fathers)	49 or 59 weeks depending on payment level (14 weeks reserved for mothers and 14 weeks for fathers) ⁷	42 weeks at 100% or 52 weeks at 80%	49 weeks at 100% or 59 weeks at 80% up to a ceiling	Employer for 2 weeks and social insurance for the remainder	Social security (social insurance)	✓
Poland	No paternity leave	14 consecutive days	***	100%	***	Social security (social insurance)	156 weeks (only mothers)	156 weeks after maternity leave, 104 paid (either parent)	Flat rate benefit	60% for 26 weeks and flat rate benefit for 104 weeks ⁸	Social security (social insurance)	Social security (social insurance 26 weeks and then state)	
Portugal	No paternity leave	20 days (10 of which are compulsory)	***	100%	***	Social security (social insurance)	26 weeks (each parent)	Initial Parental Leave: 17 or 21 weeks. Additional Parental Leave: 13 weeks (each parent) ⁹	***	Initial parental leave: 100% (or 80% for 21 weeks); Additional parental leave: 25%	***	Social security (social insurance)	✓