

**Methodological notes**

*Paternity leave* is defined as a leave period reserved for fathers in relation to childbirth or leave that can be used exclusively by fathers as paternity leave. It does not include parental leave provisions that can be used by the father or mother or parts of maternity leave entitlements that the mother can transfer to the father. It includes “special” leave provisions in addition to annual leave that may be used by fathers at the time of birth but which are not strictly “paternity leave” (e.g., Central African Republic, the Bahamas, Ethiopia and Seychelles).

**Duration of paternity leave**

The duration of paternity leave is indicated as expressed in the national legislation, usually in days, either “consecutive” or “working”. When the law does not specify it, the duration is intended as “working” days, since this leave entitlement is usually short and can sometimes be taken flexibly and not over a consecutive period.

**Amount of paternity leave cash benefits**

Based on Article 6 of Convention No. 183, the amount of cash benefits is expressed as a percentage of the worker’s earnings prior to the beginning of paternity leave or of such of those earnings as are taken into account for the purpose of computing benefits.

**Source of funding of paternity leave cash benefits**

Based on Article 6 of Convention No. 183, countries are classified as financed by social security (social insurance or public funds, e.g. the state or government), the employer (“Employer liability”) or a mix of these systems (“Mixed”).

*Parental leave* is defined as a relatively long-term leave period for the care of an infant or young child typically following the expiry of maternity or paternity leave. It is available to parents, usually in addition to maternity and paternity leave, although a trend towards a single “Parental leave entitlement” connected with family care and featuring a parental and gender-neutral approach is observed in a growing number of countries. Parental leave might be available to *either parent* as a “family entitlement” that can be shared between parents as they please; or to *each parent* as an individual right. An individual right to parental leave can be either transferable to the other parent or non-transferable, for instance via a quota system whereby the unused entitlement is lost. In a decreasing number of countries, parental leave is available only to women, contrary to the provisions of ILO standards on maternity protection and workers with family responsibilities.

**Duration of parental leave**

Unless otherwise specified, the duration of paternity leave in days is intended as “consecutive” days, since this leave entitlement is usually long, although it can sometimes be taken flexibly in portions over a longer period (e.g., until the child is 8 years old). For comparative purposes, duration of parental leave in years or until the child reaches a certain age (usually in years or months) as expressed in the national legislation has been converted into “consecutive” weeks, based on a seven-day week and a 30-day month duration. Statutory duration in “working days” has been converted based on a six-day week.

**Amount of parental leave cash benefits**

Based on Article 6 of Convention No. 183, the amount of cash benefits is expressed as a percentage of the worker’s earnings (or other standard reference earnings) prior to the beginning of parental leave or a “flat rate benefit” in order to summarize more complex methods used for the purpose of computing benefits.

**Source of funding of parental leave cash benefits**

Similar to previous indicators, countries are classified as financed by “Social security” (social insurance or public funds, e.g. the state or government), the employer (“Employer liability”) or a combination of these systems (“Mixed”).

**Notes**

1. Nepal: any permanent worker or employee who does not have any leave accumulated may be entitled to a period of unpaid “special leave” of up to 30 days in one year. The total period of special leave shall not exceed more than six months in the entire period of service of a worker or employee. Fifteen days of paid “maternity care leave” are provided to male civil servants following the birth of their child.
2. Finland: either parent can take a “homecare leave” from the end of parental leave until a child’s third birthday. A state-funded allowance (paid out of municipal and general taxation) can be paid to either parent if the child is not attending a childcare service funded by the local government.
3. Israel: with the mother’s agreement, a father can replace his spouse during part of the maternity leave starting six weeks after the date of birth, and for a period of at least 21 consecutive days.
4. Italy: in addition to one paid day of compulsory leave, fathers can take two additional days of paid leave, if the mother agrees to transfer them from her maternity leave allowance. The six months’ parental leave is an