

individual and non-transferable entitlement, although the total amount of leave that can be taken by the family is ten months. If the father takes at least three months' leave, he is entitled to one additional month, for a total of 11 months of parental leave for the family.

5. Japan: if both parents share some of the leave, parental leave can be extended up to 14 months (as a "bonus").
6. The Netherlands: each parent is entitled to 26 times the number of working hours per week per child. For example, a full-time job of 38 hours a week gives a leave entitlement of 988 hours, namely 26 weeks. Leave is unpaid, but all parents taking parental leave are entitled to a tax break for each hour of leave.
7. Norway: Norwegian law treats maternity, paternity and parental leave as one system of "parental leave" of a total duration of 49 or 59 weeks, depending on payment level. Of these, 14 weeks are exclusively reserved for mothers and 14 weeks are for fathers ("father's quota"). The remaining 21 or 31 weeks is a family entitlement and may be taken by either the mother or the father.
8. Poland: a new parental leave system was introduced in June 2013. Following maternity leave (26 weeks paid at 100 per cent), an additional period of 26 weeks, paid at 60 per cent of previous earnings by social insurance, can be used by either parent. Women also can opt for a total of 52 weeks parental leave paid at 80 per cent or, following the compulsory period of 14 weeks maternity leave, they can transfer up to 38 weeks to the father. Either parent can also take childcare leave until the child is 4 years old. It is paid at a flat rate out of general taxation.
9. Portugal: the Initial Parental Leave scheme provides for 120 days of parental leave paid at 100 per cent or 150 days at 80 per cent. Mothers have to take at least 45 days (six weeks) of postnatal leave. The remaining period may be divided between parents by mutual agreement. A "sharing bonus" of an additional 30 days is provided if both parents share the leave. An Additional Parental Leave of three months is available to each parent immediately after the initial parental leave.
10. Sweden: there are 480 days of paid parental leave available per family. A total of 60 days are reserved for each parent (mother's and father's quota). Half of the remaining 360 days are reserved for each parent.
11. United States: the Family and Medical Leave Act of 1993 provides up to 12 weeks of unpaid leave in a 12-month period to women and men who have worked for a covered employer for at least 1,250 hours over the preceding 12 months. This law provides unpaid leave for a variety of reasons including childbirth or the care of a newborn child up to 12 months.
12. Chile: in 2011, Chile introduced a paid "postnatal parental leave" of 12 weeks, in addition to 12 weeks of postnatal maternity leave. Mothers can choose to transfer up to six weeks of paid parental leave to fathers, which should be taken in the final period of the leave.
13. Syrian Arab Republic: there are no express legal provisions on paternity leave in the Labour Code. Nevertheless, all workers may interrupt work for no more than six days a year and for a maximum of two days at a time for urgent and valid reasons. The emergency leave shall be deducted from the statutory annual leave. Workers who have exhausted their annual leave may take emergency leave without pay.

Sources

All sources accessed on 4 Apr. 2014. All information in the table is based on data available as of December 2013 in the ILO Working Conditions Laws Database – Maternity Protection following the 2011–12 update (available at: <http://www.ilo.org/travdatabase>), in NORMLEX, Information System on International Labour Standards, available at: <http://www.ilo.org/normlex> and the *Conditions of work digest: Maternity and work* (ILO, 1994). Information on national legislation collected after 2012 may not yet be reflected in the database. This information covers the following countries:

- Bahrain: Labour Law No. 36 of 2012, Article 34.
- Bangladesh: Labour Act 2006, Article 115.
- Benin: Labour Code, Act No. 98–004, Article 159.
- Burkina Faso: Labour Code, Act No. 028-2008, Article 159.
- Central African Republic: Labour Code, Article 288.
- Chad: Labour Code, No. 38/PR/96, Articles 216 and 133 (parental leave).
- Chile: Labour Code, No. 20545 of 2011, Article 197 bis.
- Comoros: Labour Code, No. 84-018/PR, Article 128.
- Congo: Labour Code, Act No. 45/75, as amended to 6 March 1996, Article 119.
- Côte d'Ivoire: Labour Code, Act No. 95/15, Article 25.4.
- Democratic Republic of Congo: Labour Code, No. 015/2002, Article 146.
- El Salvador: Decreto Legislativo No. 332, March 2013. Available at: <http://www.asamblea.gob.sv/eparlamento/indice-legislativo/buscador-de-documentos-legislativos/reformase-el-art.-29-del-codigo-de-trabajo>.
- Ethiopia: Labour Proclamation No. 377/2003, Article 81.2.
- Finland: Salmi, M. and Lammi-Taskula, J. (2013) "Finland country note", in P. Moss (ed.), *International Review of Leave Policies and Research 2013*, p. 1110. Available at: http://www.leavenetwork.org/lp_and_r_reports/.
- Gabon: Labour Code, Act No. 3/94, Article 186.

