

PARENTAL LEAVE

There are some dramatic differences in statutory paternity leave and pay worldwide, depending on the country and whether you are a mother or a father. Across the OECD, Japan appears to have the most balanced rules for both parents, while there is a stark contrast in Estonia. The United States, meanwhile, is the only industrialised nation not to require employers to offer paid parental leave

PAID LEAVE AVAILABLE TO PARENTS

Number of weeks leave equivalent to full-rate pay

Eurostat/OECD/Unicef 2019



18wks

average entitlement of paid leave available to mothers around the time of childbirth across the OECD

OECD 2019

8wks

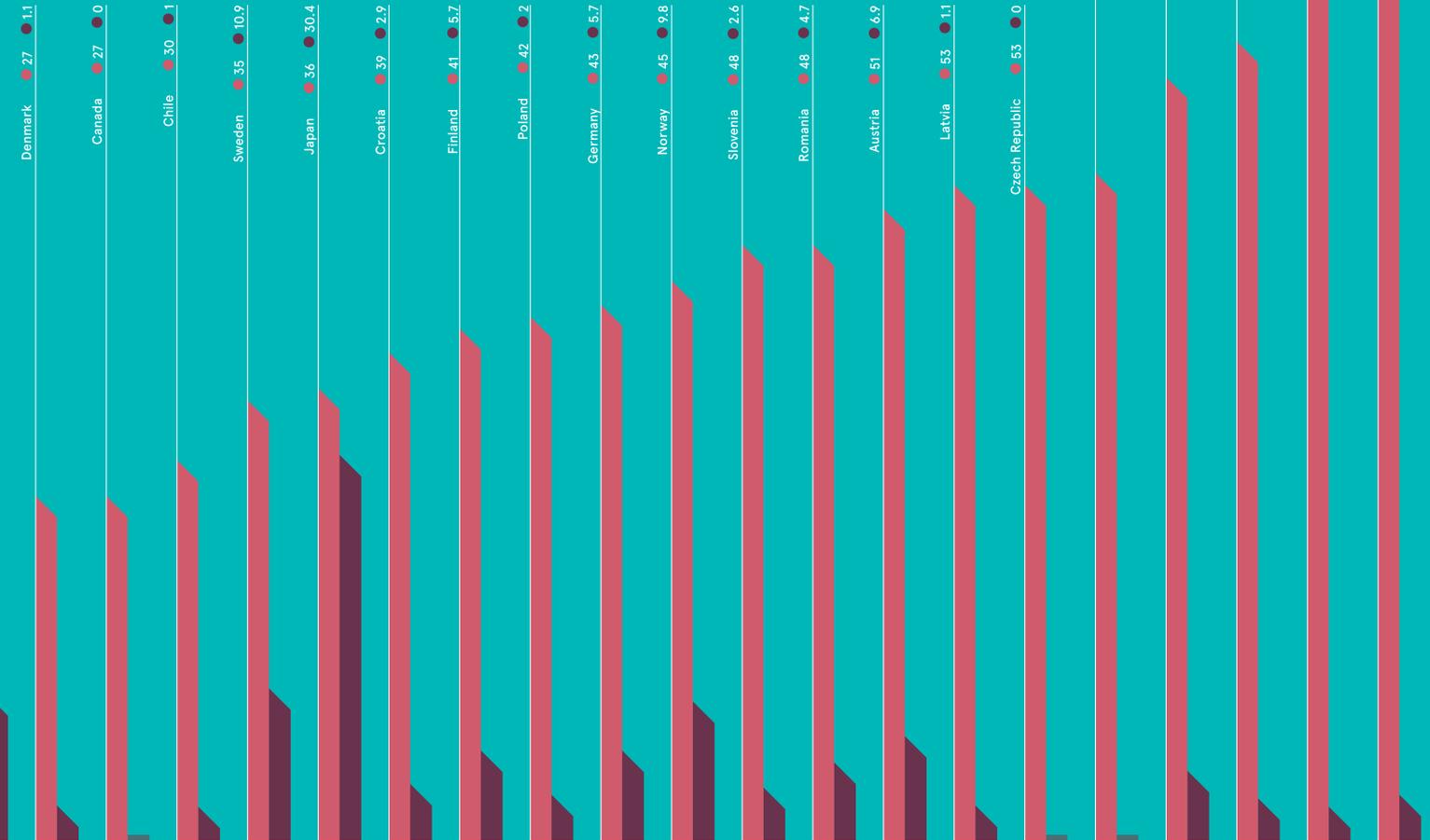
average entitlement of paid leave available to fathers, either through paid paternity leave or paid father-specific parental or home care leave

OECD 2019

0wks

paid maternity leave for new mothers in the United States – the only OECD country without a national statutory entitlement to paid leave

OECD 2019



GLOBAL MATERNITY POLICIES

Survey of employers worldwide

Aon 2019

Provide enhanced maternity pay beyond the statutory requirement?

58% Yes

32% No

Had requests for shared parental leave?

58% Yes

42% No

Policies for shared parental leave

38% Match enhanced maternity pay provision

58% Apply statutory shared parental pay

4% Enhanced but at a lower rate than enhanced maternity pay provision

MATERNITY LEAVE WITH JOB PROTECTION

Number of weeks after maternity leave which a woman can take as parental leave with her job protected, disregarding payment conditions; 2016 data for selected countries only

Ministry of Health, Labour and Welfare 2019

