

## Appendix E: Policy Frameworks for Gender Equality

National policy frameworks play a key role in influencing the magnitude and scope of gender gaps. Most countries around the world have instituted some form of national machinery to promote gender mainstreaming across various policy areas. Regional variations in the size and type of gender gaps correspond to different mechanisms established at country and regional level for addressing these specific gaps.

In order to complement the data presented in this *Report* and to build a more comprehensive picture of the policy environment, in 2011 the World Economic Forum conducted a survey of national policy frameworks relating to parental leave, availability of childcare, type of taxation and workplace equality. In light of the positive feedback received by the survey last year, the World Economic Forum has worked in close collaboration with various ministries around the world to expand the size of the current database for the 2012 edition of the *Global Gender Gap Report*, reaching a total of 74 surveyed nations.

The survey targeted ministries of women's affairs or ministries with similar portfolios (e.g. ministries of social development, ministries of family policies). It was carried out by expert officers within the ministries, who in many cases collaborated with other applicable ministries in the country (e.g. ministries of finance or of welfare) for questions that cut across the domain of responsibility of more than one ministry.

This year's edition of the survey replicates the 2011 version and includes approximately 30 questions. Those questions in the 2011 survey that had not received a critical mass of replies from respondents and that were consequently not considered in the 2011 edition of the Appendix were removed from this year's survey.

Four relevant themes are covered by the survey: family leave, childcare assistance, taxation system and equality and work. Work-family policies normally cut across these four areas of intervention, with important effects on both women (e.g. participation rates, wages) and employers (e.g. productivity).

- **Family leave:** Maternity, paternity and parental leave—or any other type of additional shared leave—are closely associated with women's economic participation in many parts of the world and are thus an important element of policies aimed at a more efficient use of a country's human capital pool.<sup>1</sup>
- **Childcare assistance:** Childcare is an important factor in allowing women to reconcile professional

and family obligations because women tend to bear the majority of the caregiving responsibilities in the majority of countries. For example, a well-established daycare system can be a long-term investment that supports women in employment, thereby improving the efficiency of labour markets. In some parts of the developed world, research has shown that daycare assistance may even impact fertility rates.<sup>2</sup>

- **Taxation system:** Tax legislation may contain potentially discriminatory provisions that treat men and women differently.<sup>3</sup> For example, gender-biased taxation might alter the disposable income available to men and women in a family and may thus have implications for the economic and social decision-making at the household level.
- **Equality and work:** Legislative structures may help prevent gender-based discrimination in society and create an ecosystem of support for women through, among other policies, obligatory and voluntary quotas in public and private entities, targeted subsidies to female businesses and supervisory bodies monitoring the implementation of national policies.

The full set of survey questions is displayed in Box 1. Given the substantial differences of national policy systems around the world, the survey was designed to present both quantitative and qualitative data. The survey's goal was solely to provide country-level information on national policies with possible gender implications; by no means it aims to benchmark countries on policy-making criteria.

In addition to the 59 countries already incorporated in the World Economic Forum database last year, this edition of the *Global Gender Gap Report* sees the inclusion of 15 additional countries, for a total of 74 countries covered: Albania, Armenia, Australia, Austria, Azerbaijan, Bahamas, Barbados, Belgium, Botswana, Brazil, Brunei Darussalam, Bulgaria, Canada, Chile, Colombia, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Dominican Republic, Estonia, Ethiopia, Finland, Germany, Ghana, Greece, Iceland, Ireland, Israel, Jamaica, Japan, Korea, Rep., Kuwait, Latvia, Lebanon, Lesotho, Liberia, Lithuania, Luxembourg, Macedonia FYR, Madagascar, Malaysia, Mali, Malta, Mauritius, Mexico, Moldova, Namibia, Netherlands, New Zealand, Nigeria, Norway, Oman, Paraguay, Peru, Philippines, Portugal, Romania, the Russian Federation, Singapore, the Slovak Republic, Slovenia, Spain, Suriname, Sweden, Switzerland, Turkey, Uganda, the United

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## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

### Box 1: Survey Questions

#### CONTACT INFORMATION

- Name of the country
- Name of the ministry
- Respondent's name
- Department name

#### FAMILY LEAVE

- **During the first year after a child's birth:**<sup>1</sup>
  - Does your country provide mandatory maternity leave and how long is it? (Mothers only: Leave from work that a woman is entitled to take before, at and after the time that she gives birth)
  - Does your country provide paternity maternity leave and how long is it? (Fathers only: Leave from work that a man is entitled to take after the birth of a child or within a short period thereafter, simultaneously with the mother's leave)
  - Does your country provide any remaining leave (i.e. parental leave) that can be used by either parent to take care of an infant, and how long is it?
- **What is on average the percentage of wage paid during:**
  - Maternity leave? *Please explain if the payment varies according to specific variables (i.e. length of the period of leave, collective agreements, ceilings).*
  - Paternity leave? *Please explain if the payment varies according to specific variables (i.e. length of the period of leave, collective agreements, ceilings).*
  - Any other additional shared leave (i.e. parental leave, home-care leave, family leave)? *Is it paid or unpaid? Please explain if there are differences between the mother and the father's pay percentage.*

- Who is the provider (social security and/or employer, other) of the wage/benefits disbursed under maternity and/or paternity and/or shared leave coverage?
- Are all organizations and/or sectors in your country subjected to these policies (i.e. private sector, public sector, self-employed parents)?
- If not, please specify which organizations and/or sectors are not impacted by these policies and/or present specific exceptions.
- When were maternity leave and paternity leave<sup>2</sup> rights introduced in your country?

#### CHILDCARE ASSISTANCE

- **Which of these seven options does your country offer?**
  - Public daycare assistance with allowance or subvention
  - Public daycare assistance without allowance or subvention
  - Private daycare assistance with allowance
  - Private daycare assistance without allowance
  - Homecare assistance<sup>3</sup> with allowance
  - Homecare assistance without allowance
  - Informal family assistance<sup>4</sup> with no allowance. Which category of assisting family members is contributing to the majority of day care duties?

#### TAXATION SYSTEM

- Please indicate the type of tax system available at the national level: individual, income-splitting,<sup>5</sup> joint filing or other tax system.
- Does your government provide any childcare deductions or child-related allowances to couples with children?
- If so, are childcare deductions or any other child-related allowances allocated to the mother, to the father or to both?

(Continued on next page)

Arab Emirates, the United Kingdom, the United States, Uruguay and Vietnam. The survey collection process was implemented over a three-month period whereby the World Economic Forum worked in close collaboration with relevant ministries for the compilation of data. When surveys were partially completed and when appropriate supplemental information was available through other sources, internal research was carried out to complete the database.

For this edition of the *Global Gender Gap Report*, an additional regional feature has been integrated in the elaboration of data. Country responses are presented following a regional breakdown, when applicable, to provide readers with a clear overview of trends, preferences and potential patterns across six regions in the world. In the backdrop of the profound socio-economic

and political transformations that many regions have experienced in the past years, the regional focus hereby portrayed presents a snapshot of the region-by-region status quo of legislative frameworks for gender equality and intends to serve as a tool for further analysis and understanding of regional developments and challenges.

**Figure E1** displays the accumulated length of time available in the form of leave to the mother, to the father or to either parent. The listing of countries is arranged by six world regions. In order to create this chart we have interpreted some of the data in order to harmonize and compare within countries. However, comparisons should not be made across countries as data are not strictly comparable across countries. All leave available to one specific parent are grouped under one category, independently of the nature of such leave (e.g. only

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

### Box 1: Survey Questions (cont'd.)

#### EQUALITY AND WORK

- Reply to each of the following questions, indicating, when applicable, the relevant constitutional articles or legislative provisions:
  - Does your country have any legislation which prohibits discrimination on grounds of gender?
  - Does your country have any legislation which stipulates specific gender-neutral practices at the workplace (e.g. equal pay for the same work, equal opportunities for recruitment, training, career advancement)? Does it apply to both the private and public sector?
  - Does your country have any legislation which ensures a minimum mandatory percentage of both genders on corporate boards? If relevant, indicate the mandatory percentage.
  - Does your country have any legislation which ensures a minimum mandatory percentage of both genders in parliament/other political assemblies at national, regional and local level? If relevant, indicate the mandatory percentage.
  - Does your country have an authority specifically deemed to monitor the implementation of the above-mentioned legislation and/or institute legal proceedings for claims and possible compensation? If relevant, indicate the name of the authority.

- Does your country have any gender-equality labels available at the national level? If relevant, indicate the type of label.
- Does your country provide allowances such as tax-free allowances or any sort of subventions to female entrepreneurs? If relevant, indicate the type(s) of allowances/subventions and the number of women entrepreneurs who have benefited from these allowances in 2011 (or any other year, for which statistics are available).

Note: The grey highlights indicate those questions in the survey that have not received a critical mass of replies from respondents and that are consequently not considered in this Appendix.

#### NOTES

- 1 If your country has a mandatory offer going beyond the first year after a child's birth, please explain further.
- 2 The question refers to the year of introduction of maternity and paternity leave legislation in your country, not to the overall (and usually antecedent) introduction of maternity and paternity rights.
- 3 One parent stays home. The other parent is working.
- 4 Daycare provided by members of the family. Both parents are working.
- 5 Income-splitting is a form of family taxation, where income can be transferred to family members with more favourable tax brackets (with limits defined by attribution rules).

maternity leave and parental leave available to the mother have been grouped in the same category). Child sick leave, breastfeeding leave, annual leave, vacation leave and other leave of a similar nature are not accounted for in the figure. Both paid and unpaid leave were taken into account. The calculations include ordinary leave only; special cases (e.g. adoption, difficult pregnancy, more than one child) are not considered. When data are provided in days and no specific indication is given by respondents (calendar days vs. working days), we assume that numbers refer to working days. When a country presents different figures for the same leave in the public and in the private sector, the sector with the highest figure is taken into account. In the case of federated states, only federally mandated provisions are included in the computation. Countries without federally mandated legislation for maternity/paternity/parental leaves are thus not considered (e.g. the United States). When the application of these criteria did not allow for clear interpretation, countries were excluded (e.g. Moldova).

**Table E1** displays the complete set of responses obtained in relation to family leave, clustered by region.

**Figures E2 through E8** show the prevalence of different types of childcare systems among the 74 countries covered in the survey. A region-by-region breakdown is also provided.

**Table E2** displays the responses obtained on questions relating to the country's type of taxation system. Countries are listed by region. Individual taxation tends to be most favourable for women; joint taxation tends to be least favourable. Income-splitting is a form of family taxation where income can be transferred to family members with more favourable tax brackets (with limits defined by attribution rules).

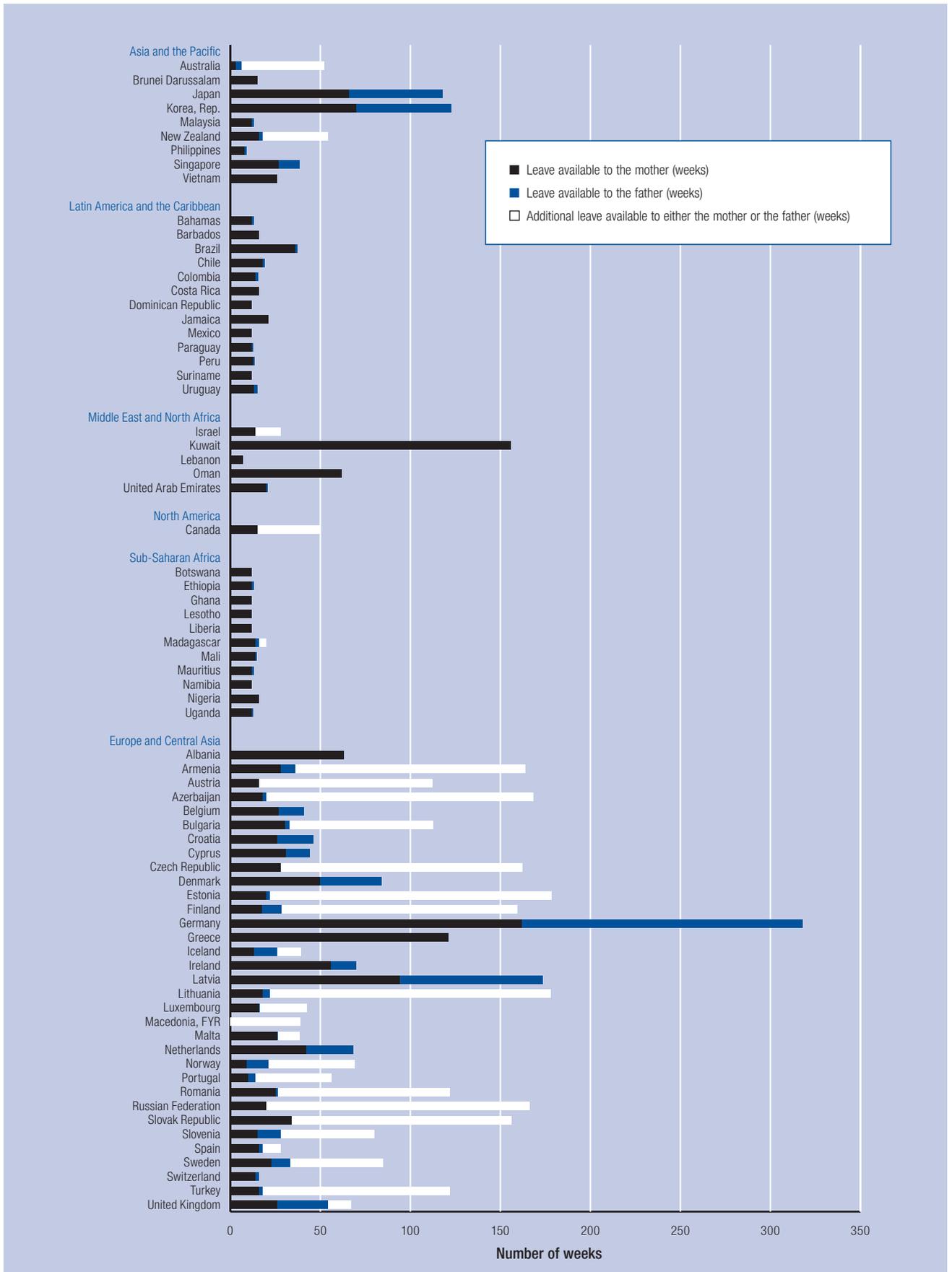
**Table E3** and **Figures E9 through E15** display the results on all equality- and work-related questions in the survey. For Table E3, regional groupings are reported.

#### NOTES

- 1 World Economic Forum, *The Global Gender Gap Report 2011*, <http://www.weforum.org/reports/global-gender-gap-report-2011>.
- 2 OECD (2011), *Doing Better for Families*, [www.oecd.org/social/family/doingbetter](http://www.oecd.org/social/family/doingbetter).
- 3 For more information on the taxation and gender equality nexus, please see OECD, *Gender and Taxation: Why care about Taxation and Gender Equality?*, <http://www.oecd.org/dataoecd/47/39/44896295.pdf>.

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

Figure E1: Length of accumulated leave available to parents, by region



## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

**Table E1: Maternity, paternity and additional shared leaves by region**

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
<b>ASIA AND THE PACIFIC</b>			
Australia	52 weeks, 18 weeks at national minimum wage.	Industrial instrument entitlement for paid maternity leave: 100% of pre birth earnings. Parental Leave Pay: National Minimum Wage.	3 weeks, concurrent to mother's leave.
Brunei Darussalam	15 weeks or 105 days of leave that must be taken two weeks before the expected delivery date.	100	No.
Japan	Up to 6 weeks before birth, 8 weeks after birth.	Minimum 2/3 of working salary (approximately 66%).	No. However, spousal maternity leave available at corporate level 50 (minimum).
Korea, Rep.	90-day maternity leave before and after birth. The postpartum period shall account for more than 45 days of the entire period of maternity leave.	100, up to a ceiling.	3 days.
Malaysia	Public sector: 8 weeks up to 12 weeks, private sector: 8 weeks.	100	Public sector: 1 week, private sector: none.
New Zealand	14 weeks, 10 days unpaid special leave during pregnancy.	100, up to a ceiling.	2 weeks; eligible male employees may also qualify for 14 weeks paid parental leave.
Philippines	8 weeks.	Private sector: 100%, public sector: 100% (2 or more years of service) or 50% (1 to 2 years of service).	1 week after legitimate wife's childbirth.
Singapore	12 to 16 weeks depending on the employee's social security coverage. The last 4 to 8 weeks can be taken flexibly over a 12-month period from the child's birth.	Statutory maternity leave of 12 weeks: 100% for the first 8 weeks, voluntary payment from the employer for the last 4 weeks. Third child and above: for all 12 weeks the maternity payment from the employer is voluntary. Government-Paid Maternity Leave of 16 weeks: 100% for the first 8 weeks (paid by the employer), 100% -capped at a specific amount per 4 weeks- for the remaining 8 weeks (paid by the Government). Third child and above: 100% -capped at a specific amount per 4 weeks- for all 16 weeks (paid by the Government).	No statutory entitlement; 3 days for public sector fathers on birth of the first 4 children.
Vietnam	4-6 months of paid maternity leave, depending on the nature of the work, to be taken before and after the time of giving birth. As of 1 May 2013, 6 months paid maternity leave.	100. Female workers are also entitled to an additional lump sum of 2 times the general minimum wage when giving birth.	No.

Note: Blank cells mean that data are not available or not applicable.

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

Table E1: Maternity, paternity and additional shared leaves (cont'd.)

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
<b>ASIA AND THE PACIFIC</b>			
Australia	Industrial instrument entitlement for paid paternity leave: 100% of pre birth earnings.	Up to 52 weeks, unpaid, to be shared between the mother and the father. An employee is entitled to request up to an additional 12 months of unpaid parental leave, providing s/he has already taken (or intends to take) 12 months' unpaid parental leave.	100
Brunei Darussalam	—	No. However, both parents can take leaves to take care of their infant and a special leave is given to parents to take care of their sick children. Annual paid leave is available to both parents, with a duration ranging from a minimum of 22 days/year to a maximum of 42 days/year (civil servants).	Annual leave is paid without differences between mothers and fathers.
Japan	Minimum 50%.	Childcare leave: one year to each parent that can be taken simultaneously. If fathers take childcare leave within 8 weeks after birth, they can take childcare leave again.	Minimum 50%.
Korea, Rep.	Unpaid.	Parental leave: 1 year, until the child is 6. In case of a dual income couple, each parent is entitled to a 12-month parental leave before the child enters elementary school. They can opt for the divided use of parental leave once only.	40
Malaysia	100	Public sector: period of leave determined by the officer. Not more than 5 years for the entire service period.	Unpaid leave and half paid leave.
New Zealand	Unpaid.	52 weeks including 14-week paid parental leave, which may be taken by either partner or shared by both partners.	Parental leave is paid.
Philippines	100	1 week (solo parents); special leave privileges for government workers.	100
Singapore	100	Various leaves available according to security coverage: 6 days of unpaid infant care leave per year for each parent until the child turns 2 years old; 2 to 6 days of paid childcare leave per year for each parent, regardless of the number of children, until the child turns 7 years old. Public sector: for either parent, up to 5 days of paid childcare sick leave per year for each child below 12 years of age, capped at 15 days per year if the officer has 3 or more children.	Infant care leave: unpaid, childcare leave: 100%, with different conditions according to social security coverage.
Vietnam	—	Parents can take leave to take care of a sick infant: maximum 20 days if the child is under three years old; 15 working days if the child is between three years old and seven years old.	Paid.

(Cont'd.)

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

**Table E1: Maternity, paternity and additional shared leaves by region**

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
<b>LATIN AMERICAN AND THE CARIBBEAN</b>			
Bahamas	Minimum 12 weeks.	33 -1/3% of insurable wage payable by the National Insurance Board. 56 -2/3% of wages payable by the employer.	—
Barbados	12 weeks. In public service, it is practice for maternity leave to be granted for a period of up to 4 months.	—	—
Brazil	120 days of maternity leave. In 2008, a law was passed that allows the extension of the period to 180 days. A great part of the employers in the public sector and the larger corporations have adhered to this extension. Breastfeeding leave available until the baby is six months old: two half-hour periods during the work day.	100	5 days.
Chile	6 weeks before, 12 weeks after birth. Breastfeeding maternity leave is also available.	100, up to a ceiling.	5 working days.
Colombia	14 weeks, of which 2 weeks before birth. Breastfeeding maternity leave is also available.	100	8 days.
Costa Rica	4 weeks before, 12 weeks after birth.	100	—
Dominican Republic	6 weeks before and 6 weeks after birth.	100	—
Jamaica	Up to 8 weeks. Leave without pay for an additional period not exceeding 65 working days. In particular cases, a grant of unpaid leave can be authorized for periods in excess of 65 working days.	100	—
Mexico	6 weeks before and 6 weeks after birth.	100% (50% in case of leave extension).	Federal law does not provide paternity leave though some federal institutions have related provisions.
Paraguay	Minimum 12 weeks. Breastfeeding leaves are available (two half-hour breaks per day).	100	3 days.
Peru	90 calendar days, 45 days pre-partum and 45 days post-partum. The worker has the possibility of partially or fully deferring her pre-partum leave to accumulate these days for the post-partum period. Special provisions for multiple births and premature childbirth. Breastfeeding leaves are available.	100 (average of daily wages during the last 12 months of affiliation to the social security system).	4 consecutive working days between childbirth and date when mother/newborn are discharged from medical center.

Note: Blank cells mean that data are not available or not applicable.

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

**Table E1: Maternity, paternity and additional shared leaves (cont'd.)**

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
<b>LATIN AMERICAN AND THE CARIBBEAN</b>			
Bahamas	—	Family leave, unpaid, for a period not exceeding one week/year. Mothers enjoy an additional leave (six weeks) in case of illness following the birth of the child.	Unpaid.
Barbados	—	—	—
Brazil	100	Public servants (both male and female) are entitled to License due to illness of a family member. The criteria and periods are set by the governing bodies of each federal level.	Paid.
Chile	100	Mothers and fathers share a paid leave in case of disease of a one-year old or younger child. Breastfeeding and child feeding leave could be used by the father in the case of the mother's death.	—
Colombia	100	—	—
Costa Rica	—	—	—
Dominican Republic	—	—	—
Jamaica	—	—	—
Mexico	100, where paternity leave is available.	No, but mothers and fathers have 6 working days/semester for maternal/parental care.	—
Paraguay	100	—	—
Peru	100	—	—

(Cont'd.)

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

**Table E1: Maternity, paternity and additional shared leaves by region**

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Suriname	Public sector: 6 weeks before and 6 weeks after birth; private sector: no mandatory maternity leave. In general, maternity leave is stipulated in collective labor agreements, in which case employees are bound by the provisions in the agreement.	100	—
Uruguay	Private sector: 12 weeks; 6 before and 6 after birth. Public sector: 13 weeks; 1 week before and 12 weeks after birth (with the right of anticipating the leave up to 6 weeks before birth). Special conditions apply to select authorized workers and private sector's collective agreements.	Private sector: maternity leave pay takes into account the employee's seniority and the last six months' remunerations. It cannot be lower than the minimum wage and there are no stipulated maximums. Public sector: 100.	10 working days (public sector), 3 working days (private sector); 2 extra days for special collective agreements.
<b>MIDDLE EAST AND NORTH AFRICA</b>			
Israel	26 weeks (14 weeks paid) for women who have worked with the same employer/at the same place of employment for a period of at least 12 months; 14 weeks (7 weeks paid) for women who have worked for a shorter period. Mothers benefit for extended unpaid maternity leave.	100	Father can take part of maternity leave instead of mother, starting from 6 weeks (up to 14 weeks) after birth. If mother splits maternity leave during an extended period of hospitalization, father may take unpaid leave during that time.
Kuwait	Paid pre-delivery sickness leave of unspecified period, 8 weeks paid delivery leave, maternity leave for 16 weeks.	Full pay delivery leave for 8 weeks, full pay maternity leave for 4 weeks and half pay for 12 weeks.	—
Lebanon	7 weeks.	100	—
Oman	Private sector: 7 weeks, public sector: 50 days.	100	—
United Arab Emirates	Public sector: 60 days, private sector: 45 days.	Public sector: 100%. Private sector: 100% (1 year of service), 50% (<1 year of service).	Public sector only, 3 consecutive working days after birth.
<b>NORTH AMERICA</b>			
Canada	15 weeks.	55% (excluding Quebec).	5 weeks for biological fathers (Quebec only).
United States	No federal or state laws mandating maternity leave. However, the federal Family and Medical Leave Act (FMLA) provides for 12 weeks per year of unpaid leave. It is the right of the individual to choose to take FMLA. Some individual states may have laws that set forth broader protections for working mothers than are provided under the FMLA.	No paid leave to new parents. Any wages disbursed to a parent on such leave would be set by the mother's individual employer or a state having a paid leave law. Currently, only 6 states have laws providing paid family leave for employees. Payments are less than the employee's usual salary (e.g. CA: 55%; NJ: around 65%).	No federal or state laws directing or mandating paternity leave.

Note: Blank cells mean that data are not available or not applicable.

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

Table E1: Maternity, paternity and additional shared leaves (cont'd.)

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Suriname	—	—	—
Uruguay	100	Parental leave is not available. Paid childcare sick leaves are available under various conditions.	Paid childcare sick leaves.
<b>MIDDLE EAST AND NORTH AFRICA</b>			
Israel	100	No parental leave. Parents can take leave from their sick or vacation days if the child is sick.	Paid absence because of child sickness.
Kuwait	—	Mother's leave, minimum 6 months and maximum 3 years.	Unpaid.
Lebanon	—	—	—
Oman	—	After maternity leave, a working mother can take a leave for up to 1 year.	Unpaid.
United Arab Emirates	100, public sector only.	No shared leave, maximum 100-day leave (combined leaves) for mothers (public sector only).	Public sector only: 100% (annual leave, sick leave) and unpaid leave.
<b>NORTH AMERICA</b>			
Canada	—	35 weeks.	Biological Parents: fixed monthly benefit. Slightly higher parental benefits apply to adoptive parents.
United States	No national program; any wages disbursed to a parent on such leave would be set by the father's individual employer or a state having a paid leave law.	The federal Family and Medical Leave Act (FMLA) mandates that employers having at least 50 employees must provide eligible employees with up to 12 weeks per year of unpaid, job-protected leave to care for themselves or the employee's spouse, child, or parent who has a serious medical condition. When available, the leave duration changes from state to state.	—

(Cont'd.)

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

**Table E1: Maternity, paternity and additional shared leaves by region**

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
<b>SUB-SAHARAN AFRICA</b>			
Botswana	12 weeks.	Private sector: 50%, public sector: 100%.	—
Ethiopia	4 weeks before and 8 weeks after birth.	100	5 days after birth.
Ghana	12 weeks. Breastfeeding leaves are available (shorter working hours).	100	—
Lesotho	12 weeks.	100	—
Liberia	12 weeks, of which 1 month before, 2 months after birth.	100	No, but under consideration.
Madagascar	Public sector: 12 weeks, private sector: 14 consecutive weeks, of which 8 weeks after birth.	100	Public sector: 15 days from birth, private sector: 3 days from birth.
Mali	14 weeks: 6 weeks before, 8 weeks after birth.	100	3 days.
Mauritius	Generally 12 weeks.	100	Private sector: 5 continuous working days, public sector: normal casual leave plus up to 8 days leave from accumulated vacation.
Namibia	12 weeks; 4 weeks before and 8 weeks after birth.	100, up to a ceiling.	—
Nigeria	16 weeks.	100	—
Uganda	12 weeks.	100	4 days.
<b>EUROPE AND CENTRAL ASIA</b>			
Albania	5 weeks before, 6 weeks after birth. After 6 weeks of postnatal period, the woman might either work or benefit from social insurance scheme (about 52 weeks).	80% for the prenatal period and 150 days after birth; 50% for the remaining period. The maternity benefit for self-employed women is equal to the basic level of retirement pension.	—
Armenia	140 days (70 days of pregnancy and 70 days after birth).	Employed mothers who are on maternity leave receive monthly child care allowances, before the child reaches the age of 2.	—
Austria	16 weeks: 8 weeks before and 8 weeks after birth.	100	—

Note: Blank cells mean that data are not available or not applicable.

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

Table E1: Maternity, paternity and additional shared leaves (cont'd.)

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
<b>SUB-SAHARAN AFRICA</b>			
Botswana	—	—	—
Ethiopia	Unpaid.	—	—
Ghana	—	—	—
Lesotho	—	2 hours for nursing per day for 6 months (mother only).	Both paid and unpaid.
Liberia	—	No, but there is provision for general annual leave of 1 month.	—
Madagascar	100	Paid leave: 4 weeks per calendar year of actual service.	—
Mali	—	—	—
Mauritius	100	No parental leave provided; however, either parent can take a leave without pay of 9 months.	Unpaid, if there is no more vacation leave left in an individual's bank.
Namibia	—	—	—
Nigeria	—	—	—
Uganda	100	Special leave of absence available.	Paid.
<b>EUROPE AND CENTRAL ASIA</b>			
Albania	—	The employee who has a child up to three years old has the right to paid leave (maximum 15 days/year when the child is sick), as well as to an additional unpaid leave (maximum 30 days/year). Leave is given to the spouse who effectively cares for the child; otherwise it's given to both of them.	—
Armenia	—	Additional leave is provided until the child reaches the age of 3. The leave is provided to the mother, the father, the stepmother, stepfather or to the legal guardian. The husband of the pregnant woman can take an extra non-paid leave, duration of which cannot surpass 2 months.	—
Austria	—	Parental leave. Employees - women and men - are entitled to parental leave until the second birthday of their child, when they are living with the child in the same household.	Childcare allowance: 80% of last income, up to a ceiling. Flat-rate childcare allowance is also provided.

(Cont'd.)

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

**Table E1: Maternity, paternity and additional shared leaves by region**

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Azerbaijan	10 weeks before, 8 weeks after birth.	100	14 days.
Belgium	Female employees: 15 weeks; at least 1 week before birth (plus 5 optional weeks), at least 9 weeks after birth (plus a maximum 5 optional weeks). Independent female workers: maximum 8 weeks.	Private sector: 82% for first month plus 75% thereafter up to a ceiling. Public sector: statutory civil servants 100%; contracted civil servants, as for private sector.	2 weeks within 4 months after child's birth; not mandatory and not applicable to independent male workers.
Bulgaria	58.6 weeks for pregnancy and childbirth, of which 45 weeks before birth. Breastfeeding maternity leave is also available.	90	15 days.
Croatia	14 weeks; 4 weeks before and 10 weeks after birth.	100	—
Cyprus	18 weeks; minimum 2 weeks and maximum 6 weeks before birth.	75	—
Czech Republic	28 weeks; 6 weeks before birth. Maternal leave cannot be shorter than 14 weeks and cannot be ended earlier than 6 weeks after the birth.	70	—
Denmark	18 weeks; 4 weeks before and 14 weeks after birth. 2 weeks are mandatory.	100% (or maternity leave benefit equivalent to the unemployment benefit rate).	2 weeks within the first 14 weeks after birth.
Estonia	20 weeks; 14 weeks can be taken before birth. Employees who go on pregnancy and maternity leave less than 30 days prior to their due date have their leave reduced by this amount.	100	2 weeks; can be used during the 2 months before or after birth.
Finland	105 working days.	Approximately 70% minimum allowance.	Up to 18 days after birth, taken in up to 4 separate periods; full month of additional paternity leave (daddy month) can be taken by fathers, between 13 and 36 working days (mothers not eligible for maternity or Parental Allowance during daddy month).

Note: Blank cells mean that data are not available or not applicable.

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

Table E1: Maternity, paternity and additional shared leaves (cont'd.)

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Azerbaijan	Unpaid.	Parental leave for both mothers and fathers until the child reaches the age of 3.	During the first period of parental leave (until the infant reaches the age of 1,5 years old): benefits equal to 2 equivalents of minimum salary; from the age of 1,5 years old until the age of 3 years old: benefits equal to 1 equivalents of minimum salary.
Belgium	100 for the first 3 days, 82 thereafter up to a ceiling.	Parental leave: 3 months of parental leave for each child from the child's birth until s/he is 12 years old. Valid for both parents. Employees that work full-time can take this parental leave on a part-time regime.	Fixed monthly payment.
Bulgaria	90	With the agreement of the mother, when the child is 6 months old insured fathers may use the leave for the rest of the 410 calendar days instead of the mother. For the time during which the father uses this leave, the leave of the mother is discontinued. An additional 6-month unpaid leave is granted for raising a child until completion of 8 years of age.	Cash compensation is provided for parental leave. An additional 6-month unpaid leave is granted for raising a child until completion of 8 years of age.
Croatia	—	Parental leave: 24 weeks for employed or self-employed parent after 6 months of age of the child or meeting other legal requirements. It can be used individually, simultaneously or alternately. If the father uses the right to parental leave for the duration of at least 12 weeks, parental leave is extended for 8 weeks.	80
Cyprus	—	Parental leave: 13 weeks each parent until the child reaches the age of 8. Fathers can use parental leave right after the birth of the child.	Unpaid social security benefits available.
Czech Republic	—	Parental leave for both parents until the child reaches age of 3.	Parental allowance varies according to the length of the period of leave. Care benefits: 60.
Denmark	100 (or paternity leave benefit equivalent to unemployment benefit rate).	32 weeks to each parent.	100% during 10-week parental leave.
Estonia	Paid on the basis of father's average wages, up to a ceiling.	Parental leave: 156,4 weeks until the child reaches the age of 3. One parent at a time.	Different types of parental benefits, including 100% benefit.
Finland	Approximately 70% minimum allowance.	Parental leave can be shared between parents, but both cannot be on parental leave at the same time (with exceptions). Up to 2 separate periods of minimum 12 working days each parent. Parental Allowance covers 158 working days. After parental allowance/extended paternity allowance, parents can take childcare leave with full employment security until the child reaches age 3. Minimum length: 1 month.	Approximately 70%; minimum allowance.

(Cont'd.)

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

**Table E1: Maternity, paternity and additional shared leaves by region**

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Germany	6 weeks before and 8 weeks after birth. 2 weeks mandatory.	100	—
Greece	17 weeks; 8 weeks before and 9 weeks after birth.	Public sector: 100; private sector: the employer's obligation to pay remuneration during the maternity leave is limited to the payment of remuneration corresponding to 15 days of work (first year service), 1 month work (after first year of service).	Father is entitled to maternity leave if not used by mother.
Iceland	2 weeks, mandatory plus additional 11 weeks.	80, up to a ceiling.	13 weeks.
Ireland	26 weeks paid; up to 16 weeks unpaid.	100% for public sector and certain private sectors.	—
Latvia	112 calendar days: 2 weeks before and 2 weeks after birth mandatory.	80, up to a ceiling.	10 calendar days.
Lithuania	18 weeks; 70 calendar days before, 56 calendar days after birth.	100	4 weeks, from birth until child is 1 month old.
Luxembourg	8 weeks before, 8 weeks after birth.	100	2 days.
Macedonia, FYR	9 months after birth.	100	9 months (if mother does not use leave for birth and parenthood, father or adoptive parent is entitled to leave).
Malta	14 weeks.	100	1-2 days (varies by sector).
Republic of Moldova	70 calendar days before, 56 calendar days after birth.	100	—
Netherlands	16 weeks (10 weeks mandatory); 4 to 6 weeks before, 10 to 12 weeks after birth.	100, up to a ceiling. Self-employees: loss of earnings; maximum: legal minimum wage.	2 days within 4 weeks after birth.
Norway	3 weeks before, 6 weeks after birth.	100	12 weeks after birth for babies born after 1 July 2011 (father's quota).
Portugal	30 days before and 6 weeks after birth.	100	Compulsory period of 10 working days after birth; 5 consecutive days must be taken immediately after birth and 5 days within 30 days of birth; 10 additional working days may be added.
Romania	126 days; at least 42 days mandatory after delivery (confinement).	85% monthly wages in the last 6 months of the 12 months of contribution period, to the limit of 12 gross minimal monthly wages.	5 working days; up to 15 working days in special cases.

Note: Blank cells mean that data are not available or not applicable.

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

**Table E1: Maternity, paternity and additional shared leaves (cont'd.)**

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Germany	—	Parental leave for both father and mother for a period of 3 years each.	Unpaid. Financial support in the form of parental allowance for a period of 14 months: 67%.
Greece	Paid leave, amount depending on earnings.	Private sector: insured mothers entitled to a special 24-week leave after maternity leave. Public sector: 104-week unpaid leave to mothers at any time before the child completes 6 years of age.	a) Leave to bring up one's child: unpaid, b) Leave to take care of one's child: paid, c) Special provision for the protection of maternity (to which only the mother is entitled), 6 months: minimum wage (social subsidy).
Iceland	Approximately 80, up to a ceiling.	14 weeks.	Unpaid.
Ireland	—	Parental Leave: 14 weeks for both mother and father, to be taken before the child is 8 years.	Parental Leave unpaid.
Latvia	80, up to a ceiling.	Parental leave: 1 year and 1/2 for each parent up to the day the child reaches the age of eight years.	70
Lithuania	100	Granted parental leave until the child reaches age 3.	100% (70%; 40%). Varies according to the chosen duration of the allowance.
Luxembourg	100	Parental leave: 6-month full-time leave or 12-month part-time leave. Family leave and sick leave available.	—
Macedonia, FYR	100	9-month leave allows either the mother or the father to be the beneficiary during the parenthood period.	100
Malta	100	3 months for both parents.	Unpaid.
Republic of Moldova	—	Partially paid parental leave for child care until the child reaches the age of 3; additional unpaid leave to care for children aged 3 to 6 years (mothers, fathers and other caregivers in the family).	30% (until the child reaches 3); unpaid (child aged 3-6).
Netherlands	100, no ceiling.	Parental leave: 26 weeks per parent per child, non-transferable. Emergency and care leaves available.	Parental leave: no statutory payment (dependent on collective agreements).
Norway	100	26 weeks or 36 weeks (depending on the received payment). Can be extended to 47/57 weeks.	Parental leave: 26 weeks with 100% pay or 36 weeks with 80% pay. Up to one year unpaid leave for each child.
Portugal	100	Initial Parental Leave granted to employed mother and father, to be shared. Maximum 120-150 consecutive days, by the parents' joint decision. Extended Parental Leave granted to one or to both parents alternately, maximum 3 months.	Initial Parental Leave: 120 days = 100%; 150 days = 80% (mother only). If the father benefits for initial parental leave as well, the payment increases to 100% and 83%, respectively. Extended Parental Leave: 25%.
Romania	100	Childcare leaves available for either parent until child reaches age 1, 2 or 3 (for special cases).	75%, with specific conditions for maximum and minimum amounts.

(Cont'd.)

**Table E1: Maternity, paternity and additional shared leaves by region**

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Russian Federation	70 calendar days before, 70 calendar days after birth.	100, up to a ceiling.	—
Slovak Republic	34 weeks.	60	—
Slovenia	15 weeks.	100; no lower than 55% of minimum wage in Slovenia.	90 days; 15 days paid, 75 days unpaid.
Spain	16 weeks.	100	2 weeks.
Sweden	2 weeks mandatory leave that can be used before or after confinement. A mother has an optional right to 7-week maternity leave before birth and 7 weeks after birth.	Parental benefit: 80%, up to a ceiling, for the first 390 days. Fixed daily compensation for the remaining 90 days.	10 optional nursing days can be used within 2 months from birth.
Switzerland	Minimum 14 weeks after birth.	80, up to a ceiling.	No statutory paternity leave.
Turkey	16 weeks: 8 weeks before and 8 weeks after birth. The unused leave prior to birth can be added to the postnatal leave period. Breastfeeding leaves available.	100	Public sector only: 10 days.
United Kingdom	2 weeks mandatory after birth. Statutory Maternity Leave is available for 52 weeks.	Statutory Maternity Pay (SMP) paid for up to 39 weeks. 90% for the first 6 weeks followed by the lesser of that 90% rate or a flat rate payment for up to 33 weeks. Maternity Allowance is paid to working women who do not qualify for SMP, up to 39 weeks; 90% (with ceiling).	2 weeks within the first 8 weeks after birth; up to 26 weeks of additional paternity leave if mother returns to work before the end of her 52-week maternity leave period.

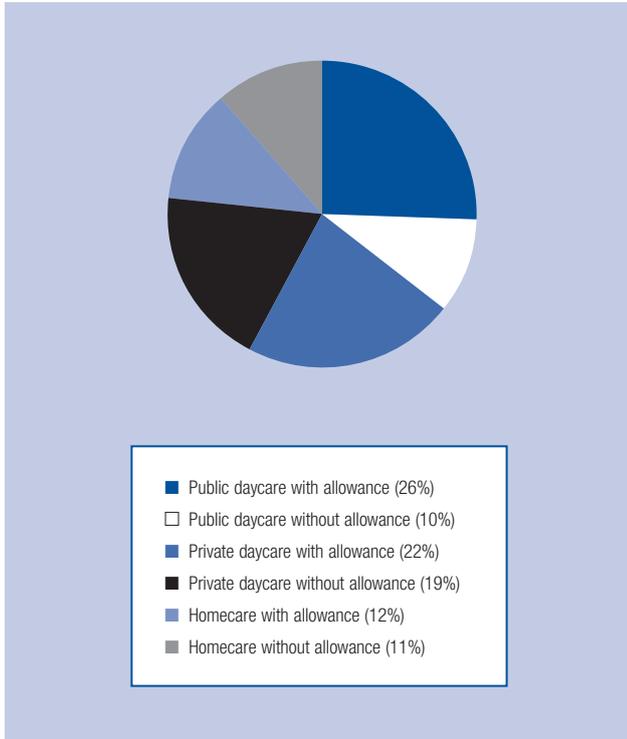
Note: Blank cells mean that data are not available or not applicable.

Table E1: Maternity, paternity and additional shared leaves (cont'd.)

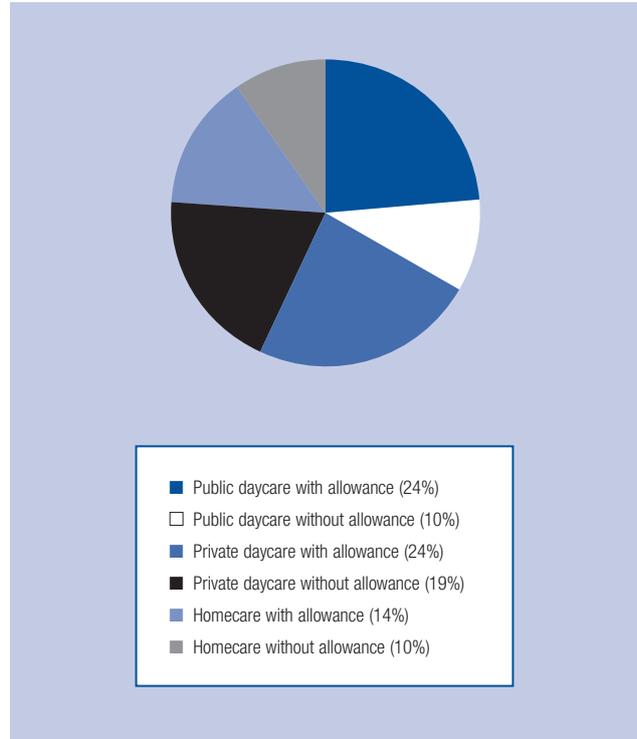
Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Russian Federation	—	Childcare leave available to both mother and father until the child turns 3 years of age.	Child care: 40%.
Slovak Republic	—	Parental leave up to the age of 3.	Monthly Parental Allowance.
Slovenia	100 with a minimum value and a ceiling.	260 days.	Paid parental leave 100%.
Spain	100	10 weeks.	—
Sweden	80, up to a ceiling.	The mother and father are both entitled to 240 optional days of parental benefit (in total, 480 calendar days), of which 60 are reserved to each parent, while the other days can be transferred to the other parent. Other childcare leaves available.	80, up to a ceiling. Collective agreements often provide supplementary pay, raising the payment percentage to 90%.
Switzerland	—	Leave for taking care of a sick child: maximum 3 days.	—
Turkey	—	24 months.	Unpaid.
United Kingdom	90 capped at a flat rate for 2 weeks.	Parental Leave 13 weeks until the child's 5th birthday. Additional Paternity Leave enables the father to take any remaining leave available to the mother after the 20th week of maternity leave as long as she has returned to the workplace.	Additional Paternity Leave: 90% capped at a flat rate.

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

**Figure E2: Childcare options, global overview (percentage of respondents)**

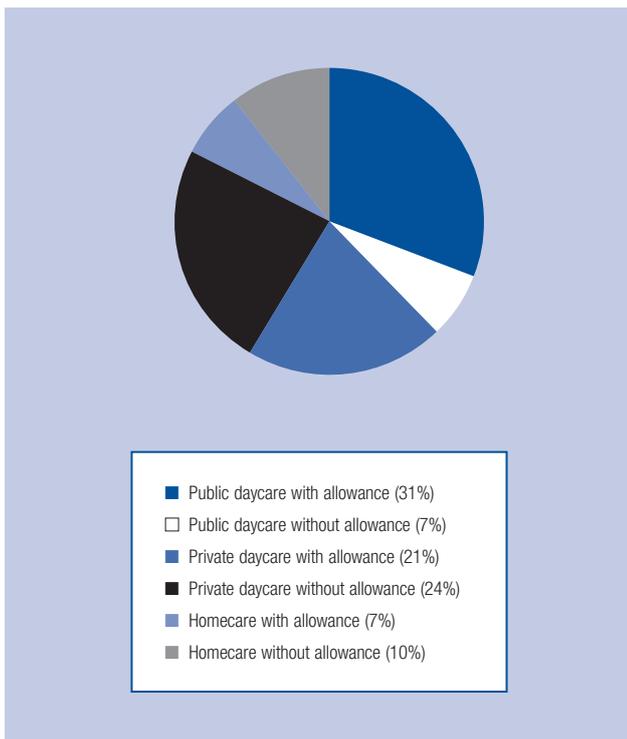


**Figure E3: Childcare options, Asia and the Pacific (percentage of respondents)**

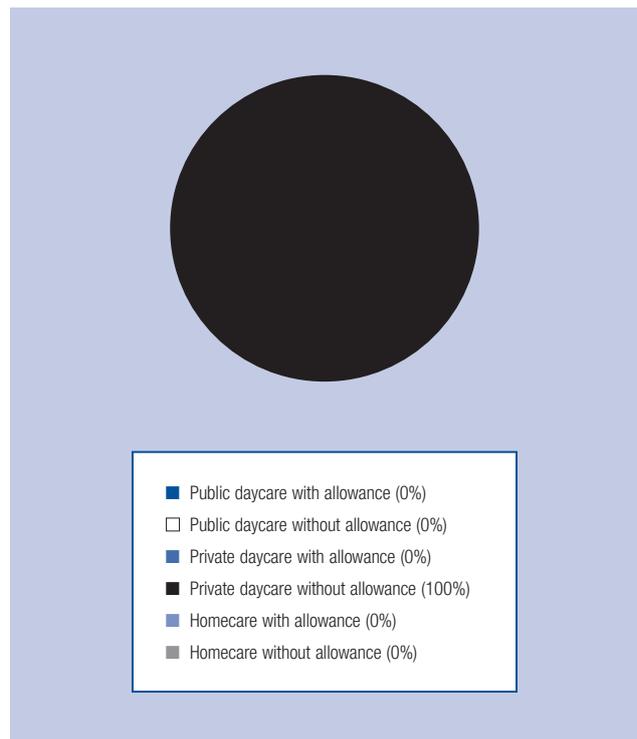


Notes: Homecare assistance is where one parent stays at home and the other parent is working. Though there are no substantial differences between the 2012 and the 2011 data, one evident difference is in the provision of private daycare assistance services without allowance (19% in 2012, compared to 15% in 2011), which is mainly due to the specific composition of the sample of countries (15 new countries were added as part of the 2012 survey process).

**Figure E4: Childcare options, Latin America and the Caribbean (percentage of respondents)**



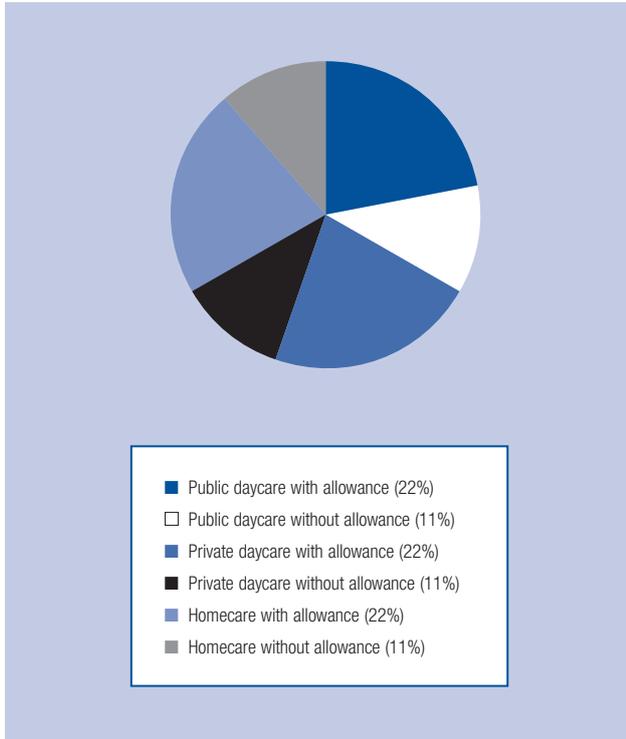
**Figure E5: Childcare options, Middle East and North Africa (percentage of respondents)**



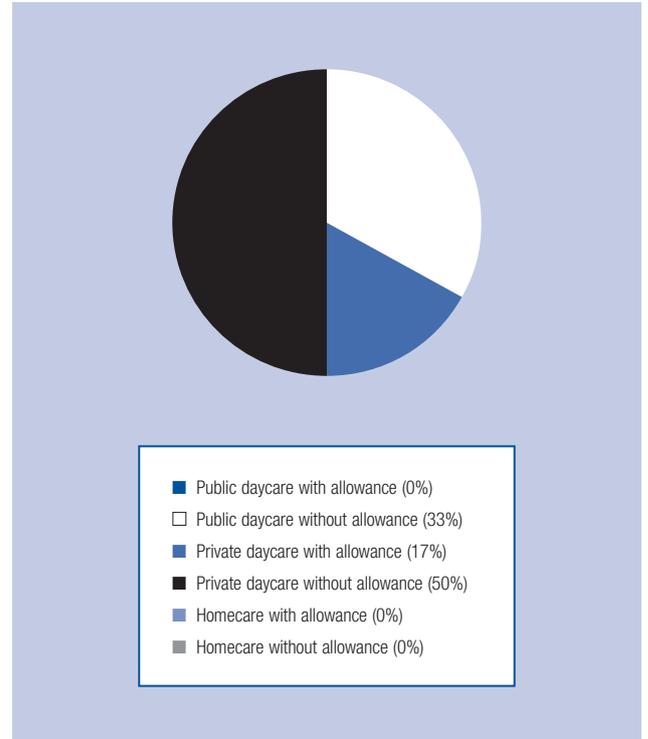
Note: Five countries responded to this question.

## Appendix E: Policy Frameworks for Gender Equality *(cont'd.)*

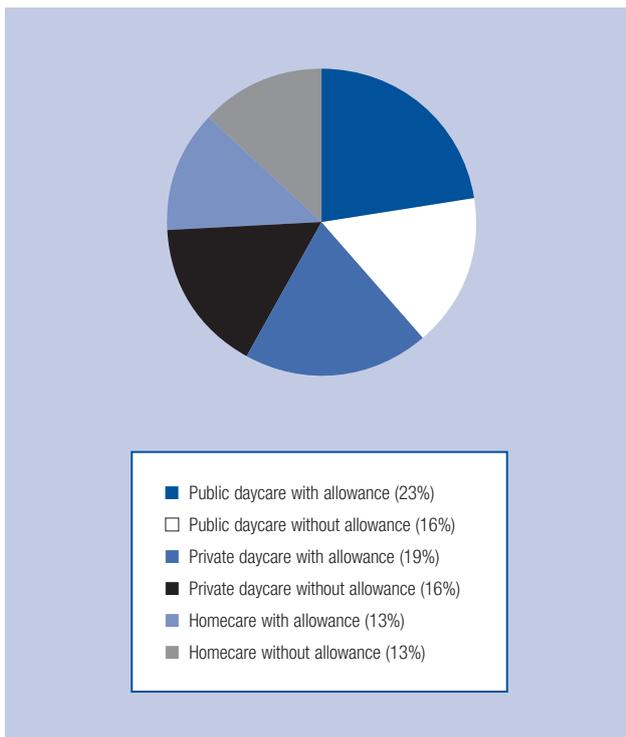
**Figure E6: Childcare options, North America**  
(percentage of respondents)



**Figure E7: Childcare options, Sub-Saharan Africa**  
(percentage of respondents)



**Figure E8: Childcare options, Europe and Central Asia**  
(percentage of respondents)





## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

Table E3: Legislative support by region

ASIA AND THE PACIFIC							
Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices in the workplace	Legislation for mandatory % of both genders on corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender-equality labels*	Allowances/subventions to female entrepreneurs
Australia	■	■			■	■	■
Brunei Darussalam							■
Japan		■			■	■	
Korea, Rep.	■	■		■	■	■	■
Malaysia	■		■				■
New Zealand	■	■			■		
Philippines	■	■		■	■		
Singapore	■	■	■		■		
Vietnam	■	■		■	■	■	■

LATIN AMERICA AND THE CARIBBEAN							
Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices in the workplace	Legislation for mandatory % of both genders on corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender-equality labels*	Allowances/subventions to female entrepreneurs
Bahamas	■	■					
Barbados	■						
Brazil	■	■		■	■		
Chile	■	■			■	■	
Colombia	■	■	■	■	■	■	■
Costa Rica	■	■		■	■	■	■
Dominican Republic	■			■	■	■	■
Jamaica	■	■					
Mexico	■	■		■	■	■	
Paraguay	■	■		■	■		
Peru	■	■		■	■		
Suriname	■	■					■
Uruguay	■	■		■	■	■	■

MIDDLE EAST AND NORTH AFRICA							
Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices in the workplace	Legislation for mandatory % of both genders on corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender-equality labels*	Allowances/subventions to female entrepreneurs
Israel	■	■	■		■		
Kuwait	■	■			■		■
Lebanon	■	■					
Oman	■	■					■
United Arab Emirates	■	■					

NORTH AMERICA							
Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices in the workplace	Legislation for mandatory % of both genders on corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender-equality labels*	Allowances/subventions to female entrepreneurs
Canada	■	■			■		
United States	■	■			■		■

(Cont'd.)

## Appendix E: Policy Frameworks for Gender Equality (cont'd.)

Table E3: Legislative support by region (cont'd.)

SUB-SAHARAN AFRICA							
Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices in the workplace	Legislation for mandatory % of both genders on corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender-equality labels*	Allowances/subventions to female entrepreneurs
Botswana	■	■					■
Ethiopia	■	■	■	■	■	■	■
Ghana		■	■	■	■	■	
Lesotho		■		■	■		
Liberia	■	■					
Madagascar	■	■					
Mali	■					■	■
Mauritius	■	■			■		
Namibia	■	■	■	■	■		
Nigeria	■	■			■		
Uganda							
EUROPE AND CENTRAL ASIA							
Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices in the workplace	Legislation for mandatory % of both genders on corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender-equality labels*	Allowances/subventions to female entrepreneurs
Albania	■	■		■	■		
Armenia	■			■	■		
Austria	■	■			■	■	
Azerbaijan	■	■			■	■	
Belgium	■	■	■	■	■	■	
Bulgaria	■	■			■	■	■
Croatia	■	■		■	■	■	■
Cyprus	■	■			■		
Czech Republic	■	■			■	■	
Denmark	■	■			■		
Estonia	■	■			■		
Finland							
Germany	■	■			■	■	
Greece	■	■	■	■	■		■
Iceland	■	■	■	■	■	■	■
Ireland	■	■	■	■	■		■
Latvia	■	■			■	■	■
Lithuania	■	■			■	■	
Luxembourg	■	■			■	■	
Macedonia, FYR	■	■		■	■		■
Malta	■	■		■	■	■	■
Moldova	■	■					
Netherlands	■	■	■		■		
Norway	■	■	■		■		■
Portugal	■	■		■	■	■	■
Romania	■	■			■		
Russian Federation	■						
Slovak Republic	■	■			■		
Slovenia	■	■			■	■	
Spain	■	■	■	■		■	
Sweden	■	■			■		
Switzerland	■	■			■	■	
Turkey	■	■			■		■
United Kingdom	■	■			■		

Notes: Blank cells indicate where data are not available or not applicable.

\* Gender-equality labels are labels, awards and initiatives rewarding leading organisations committed to gender equality at work.

## Appendix E: Policy Frameworks for Gender Equality *(cont'd.)*

Figure E9: Legislation prohibiting gender-based discrimination

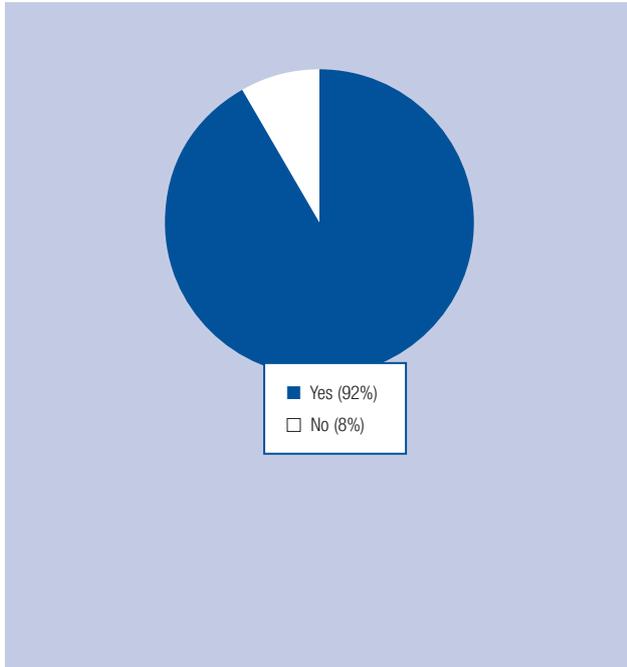


Figure E10: Legislation imposing gender-neutral practices in the workplace

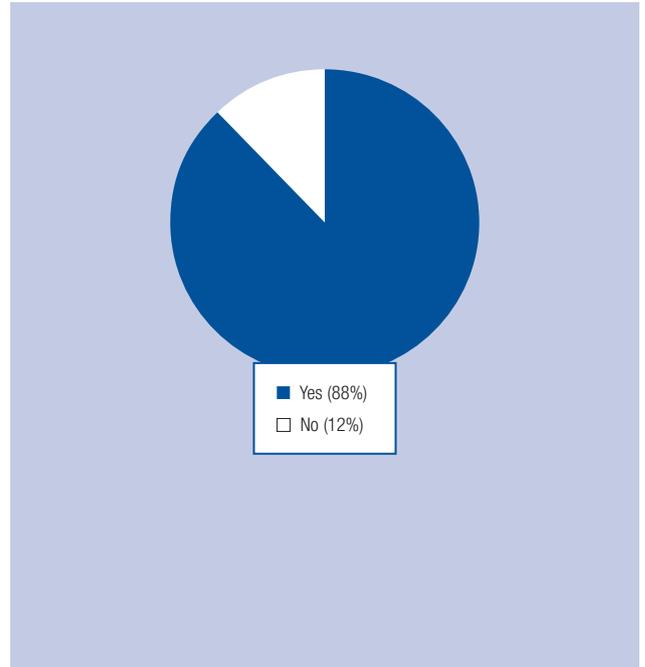


Figure E11: Legislation for mandatory percentage of both genders on corporate boards

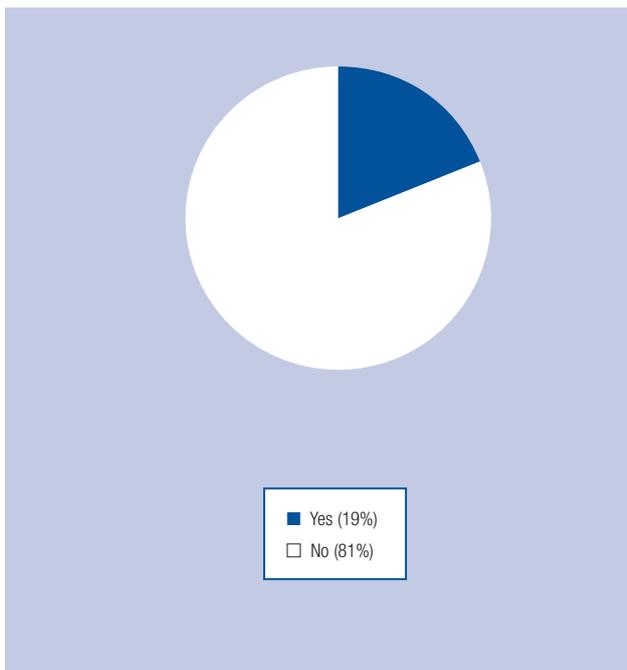
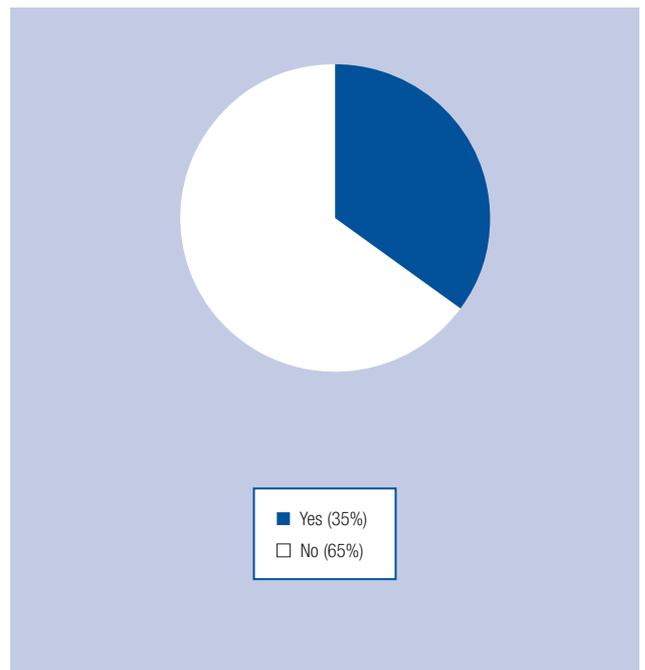


Figure E12: Legislation for mandatory percentage of both genders in political assemblies



## Appendix E: Policy Frameworks for Gender Equality *(cont'd.)*

Figure E13: Monitoring authority

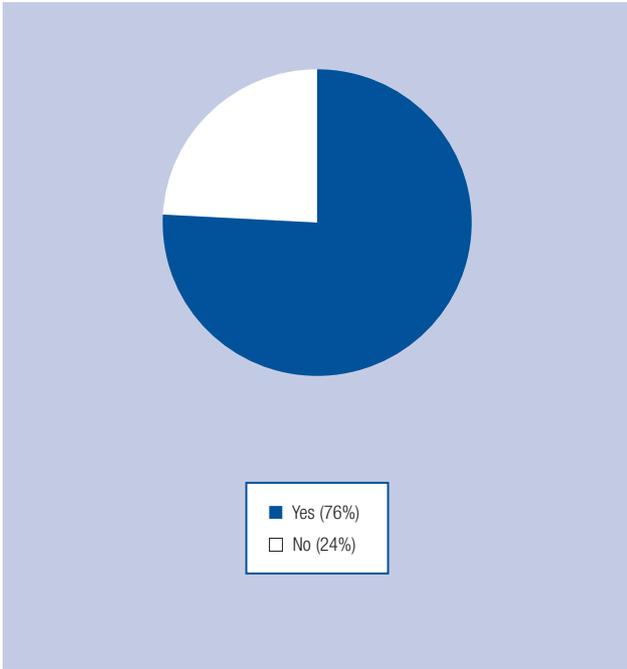


Figure E14: Gender-equality labels

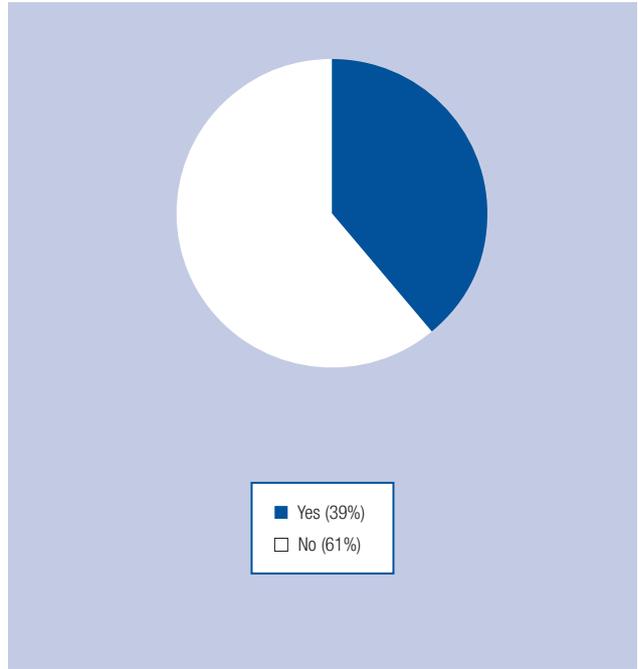


Figure E15: Allowances/subventions to female entrepreneurs

