

The magnitude and type of gender gaps in countries around the world are the combined result of various socioeconomic and cultural variables. Policy can play a key role in influencing gender equality, both negatively and positively. In particular, those policies that influence whether and how women can combine work with family can be one of the drivers of women's economic participation.

In order to complement the data presented in this *Report* and to build a more comprehensive picture of the policy environment, the World Economic Forum has conducted a new survey of national policy frameworks relating to parental leave, availability of childcare, type of taxation and workplace equality.

The survey targeted ministries of women's affairs or ministries with similar portfolios (e.g., ministries of social development, ministries of family policies) based on an extensive database of the relevant ministries compiled by a research team at the Council of Women World Leaders in Washington, DC. The survey 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.

The survey contained over 30 questions covering four relevant themes: family leave, daycare assistance, taxation system and equality and work.

- **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 responsibility 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 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 thus may 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 survey questions are 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; we do not aim to benchmark countries on policy-making criteria. The survey concepts and design were created with the valuable input of the OECD Development Centre, the Nordic Gender Institute, the ILO, the Ministry of Foreign Affairs of Sweden and the Council of Women World Leaders.

Over 130 countries were targeted; responses were obtained from 59 ministries, including those in Albania, Armenia, Australia, Austria, Azerbaijan, Bahamas, Barbados, Belgium, Bulgaria, Canada, Chile, Colombia, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Dominican Republic, Estonia, Ethiopia, Finland, Germany, Greece, Iceland, Ireland, Israel, Jamaica, Japan, Korea, Rep., Kuwait, Latvia, Lesotho, Liberia, Lithuania, Luxembourg, Madagascar, Malaysia, Mali, Malta, Mauritius, Mexico, Moldova, Namibia, Netherlands, New Zealand, Norway, Philippines, Portugal, the Russian Federation, the Slovak Republic, Slovenia, Spain, Suriname, Sweden, Switzerland, Turkey, the United Arab Emirates, the United Kingdom and the United States. The survey collection process was implemented over a three-month period whereby the World Economic Forum worked in close collaboration with the Council of Women World Leaders. When surveys were partially completed and when relevant supplemental information

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was available through other sources, internal research was carried out to complete the database.

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

**Figure E1** displays the accumulated length of time available in the form of leave to the mother, to the father or to either parent. 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., maternity leave and parental leave available to the mother only 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 assumed 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, federally mandated provisions only are included in the computation. Countries without a 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).

**Figure E2** shows the prevalence of different types of childcare systems among the 59 countries covered in the survey.

**Table E2** displays the responses obtained on questions relating to the country's type of taxation system. 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 E3 through E9** display the results on all equality- and work-related questions in the survey.

## Notes

- 1 World Economic Forum, *The Global Gender Gap Report 2010*, [http://www3.weforum.org/docs/WEF\\_GenderGap\\_Report\\_2010.pdf](http://www3.weforum.org/docs/WEF_GenderGap_Report_2010.pdf).
- 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>.

## 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 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?
- **Maternity leave:** what percentage of mothers use maternity leave and return to work after the birth of the first child in 2000 and 2010? *Please indicate if your answer is based on data or opinion.*
- **Paternity leave:** what is the percentage of working fathers who benefited from paternity leave in 2000 and 2010? *Please indicate if your answer is based on data or opinion.*
- **Additional leave:** what is the share of take-out of additional shared leave days (i.e. parental leave, home-care leave, family leave) between mothers and fathers in 2000 and 2010? *Please indicate if your answer is based on data or opinion.*
- **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)? Are they 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 and paternity leave 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>2</sup>—with allowance
  - Homecare assistance—without allowance
  - Informal family assistance<sup>3</sup>—with no allowance. Which category of assisting family members is contributing to the majority of day care duties?
- For each of these options indicate, when applicable, amount of the allowance/subvention and percentage of families with children under the age of schooling using this offer.

### TAXATION SYSTEM

- **Please indicate the type of tax system available at national level: individual, income-splitting,<sup>4</sup> joint filing or other tax system for:**
  - Married couples
  - Unmarried couples

(Cont'd.)

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

- Does your government provide any childcare deductions to married couples with children?
- If so, are childcare deductions or any other child-related allowances allocated to the mother, to the father or to both?
- Are childcare deductions or any other child-related allowances also applicable to non-married couples?
- If so, who are they allocated to: the mother, the father or both?

**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 in 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 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 2010 (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 One parent stays home. The other parent is working.
- 3 Childcare provided by members of the family. Both parents are working.
- 4 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 E1: Maternity, paternity and additional shared leaves

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
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 after birth).	Employed mothers who are on maternity leave receive monthly child care allowances, before the child reaches the age of 2.	—
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 with the mother's leave.
Austria	16 weeks: 8 weeks before and 8 weeks after birth.	100	—
Azerbaijan	10 weeks before, 8 weeks after birth.	100	14 days.
Bahamas	Min. 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.	—	—
Belgium	Female employees—15 weeks: at least 1 week before birth (+ 5 optional weeks), at least 9 weeks after birth (+ max. 5 optional weeks). Independent female workers—max. 8 weeks.	Private sector: 82% for first month + 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 the birth of the child; not mandatory; not applicable to independent male workers.

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)
Albania	—	The employee who has a child up to 3 years old has the right to paid leave (max. 15 days/year when the child is sick), as well as to an additional unpaid leave (max. 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.	—
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' unpaid parental leave, providing s/he has already taken (or intend to take) 12 months' unpaid parental leave.	100
Austria	—	Parental leave. Employees—women and men—are entitled to parental leave until the 2nd 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 child care allowance is also provided.
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.
Bahamas	—	Family leave, unpaid, for a period not exceeding one week/year. Mothers enjoy an additional leave (6 weeks) in case of illness following the birth of the child.	Unpaid.
Barbados	—	—	—
Belgium	100% for the first 3 days; 82% for the remaining period (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 who work full-time can take this parental leave on a part-time regime.	Fixed monthly payment.

(Cont'd.)

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

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Bulgaria	58.6 weeks for pregnancy and childbirth, of which 45 weeks before birth. Breastfeeding maternity leave is also available.	90	15 days.
Canada	15 weeks.	55% (excl. Quebec).	5 weeks for biological fathers (Quebec only).
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	—
Croatia	14 weeks, of which 4 weeks before and 10 weeks after birth.	100	—
Cyprus	18 weeks, of which min. 2 weeks and max. 6 weeks before birth.	75	—
Czech Republic	28 weeks, of which 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, of which 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.
Dominican Republic	6 weeks before and 6 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)
Bulgaria	90	With the agreement of the mothers, 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.
Canada	—	35 weeks.	Biological parents: fixed monthly benefit. Slightly higher parental benefits apply to adoptive parents.
Chile	100	Mothers and fathers share a paid leave in case of disease of a 1-year-old or younger child. Breast-feeding and child feeding leave could be used by the father in the case of the mother's decease.	—
Colombia	100	—	—
Costa Rica	—	—	—
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 in 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 the unemployment benefit rate).	32 weeks to each parent.	100% during 10-week parental leave.
Dominican Republic	—	—	—

(Cont'd.)

Table E1: Maternity, paternity and additional shared leaves

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Estonia	20 weeks, of which 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 birth or during the 2 months after birth.
Ethiopia	4 weeks before and 8 weeks after birth	100	5 days after birth.
Finland	105 working days	Approximately 70%; minimum allowance.	Up to 18 days after birth; can be taken in up to 4 separate periods. Fathers can also take a full month of paternity leave ("daddy month"), between 13 and 36 working days; mothers not eligible for Maternity or Parental Allowance during the daddy month.
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).	If the mother does not use maternity leave, the father is entitled to it.
Iceland	2 weeks, mandatory + 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.	—
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	The father can take part of the leave instead of the mother, starting from 6 weeks (up to 14 weeks) after birth. If the mother of the baby has decided to split her maternity leave during an extended period of hospitalization, the father may take unpaid leave during that time.
Jamaica	Up to 8 weeks. Leave without pay for an additional period not exceeding 65 working days. In particular cases, the grant of leave—unpaid—can be authorized for periods in excess of 65 working days.	100	—
Japan	Up to 6 weeks before birth; 8 weeks after birth.	Min. 2/3 of working salary (approx. 66%).	No. However, spousal maternity leave available at corporate level.

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)
Estonia	Paid on the basis of the 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, incl. 100% benefit.
Ethiopia	Unpaid.	—	—
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 min. 12 working days each parent. Parental Allowance covers 158 working days. After parental allowance/extended paternity allowance, parents can take child care leave with full employment security until the child ages 3. Minimum length: 1 month.	Approximately 70%; minimum allowance.
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	Varies based on income.	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 the mother only is entitled), 6 months: minimum wage (social subsidy).
Iceland	Approximately 80%; up to a ceiling.	13 weeks.	Unpaid.
Ireland	—	Parental Leave: 13 weeks for both mother and father, to be taken before the child is 8 years.	Parental Leave: unpaid.
Israel	100	No parental leave. Parents can take leave from their sick or vacation days if the child is sick.	Absence because of child sickness. Paid.
Jamaica	—	—	—
Japan	Min. 50%.	Child care leave: 1 year to each parent. It can be taken simultaneously. If fathers take child care leave within 8 weeks after birth, they can take child care leave again.	Min. 50%.

(Cont'd.)

Table E1: Maternity, paternity and additional shared leaves

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
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.
Kuwait	A 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.	—
Latvia	112 calendar days: 2 weeks before and 2 weeks after birth mandatory.	80, up to a ceiling.	10 calendar days.
Lesotho	12 weeks.	100	—
Liberia	12 weeks, of which 1 month before, 2 months after birth.	100	No, but under consideration.
Lithuania	18 weeks: 70 calendar days before, 56 calendar days after birth.	100	4 weeks: from birth until the child is 1 month old.
Luxembourg	8 weeks before, 8 weeks after birth.	100	2 days.
Madagascar	Public sector: 12 weeks. Private sector: 14 consecutive weeks, of which 8 weeks after birth.	100	Public sector: 15 days from birthday. Private sector: 3 days from birthday.
Malaysia	Public sector: 8 weeks up to 12 weeks. Private sector: 8 weeks.	100	Public sector: 1 week. Private sector: none.
Mali	14 weeks. 6 weeks before, 8 weeks after birth.	100	3 days.
Malta	14 weeks.	100	1–2 days (variable upon sectors).
Mauritius	Generally 12 weeks.	100	Private sector: 5 continuous working days. Public sector: normal casual leave + up to 8 days leave from accumulated vacation leave.
Mexico	6 weeks before and 6 after birth.	100% (50% in case of leave extension).	Federal law does not provide paternity leave. Some federal institutions have related provisions.

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)
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
Kuwait	—	Mother's leave, min. 6 months and max. 3 years.	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 8 years.	70
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.	—
Lithuania	100	Granted parental leave until the child reaches 3 years old.	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.	—
Madagascar	100	Paid leave: 4 weeks per calendar year of actual service.	—
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.
Mali	—	—	—
Malta	100	3 months for both parents.	Unpaid.
Mauritius	100	There is 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.
Mexico	100; where paternity leave is available.	No. But mothers and fathers have 6 working days/semester for maternal/parental care.	—

(Cont'd.)

Table E1: Maternity, paternity and additional shared leaves

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Moldova	70 calendar days before, 56 calendar days after birth.	100	—
Namibia	12 weeks, of which 4 weeks before and 8 weeks after birth.	100, up to a ceiling	—
Netherlands	16 weeks (10 weeks mandatory): 4 to 6 weeks before, 10 to 12 weeks after birth.	100, up to a ceiling. Self-employed: loss of earnings; maximum: legal minimum wage.	2 days, within 4 weeks after birth.
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.
Norway	3 weeks before, 6 weeks after birth.	100	12 weeks after birth for babies born after 1 July 2011 (father's quota).
Philippines	8 weeks.	Private sector: 100%. Public sector: 100% (2 or more years of service), 50% (1 to 2 years of service).	1 week after legitimate wife's childbirth.
Portugal	30 days before and 6 weeks after birth.	100	Compulsory period of 10 working days after birth, of which 5 consecutive days must be taken immediately after birth and 5 days within 30 days from birth. 10 additional working days may be added.
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.
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	—

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)
Moldova	—	Partially paid parental leave for child care until the child ages 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).
Namibia	—	—	—
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).
New Zealand	Unpaid.	52 weeks, incl. 14-week paid parental leave, which may be taken by either partner or shared by both partners.	Parental leave is paid.
Norway	100	26 weeks or 36 weeks (depending on the received payment). Extended to 47/57 weeks.	Parental leave: 26 weeks with 100% pay or 36 weeks with 80% pay. Up to 1 year unpaid leave for each child.
Philippines	100	1 week (solo parents). Special leave privileges for government workers.	100
Portugal	100	Initial Parental Leave: granted to employed mother and father, to be shared. Max. 120–150 consecutive days, by the parents' joint decision. Extended Parental Leave: granted to one or to both parents alternately, max. 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%
Russian Federation	—	Child care 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.	—
Suriname	—	—	—

(Cont'd.)

Table E1: Maternity, paternity and additional shared leaves

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Sweden	2 weeks mandatory leave. 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 in connection to birth. Can be used within 2 months from the birth.
Switzerland	Min. 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 post natal leave period. Breastfeeding leaves available.	100	Public sector only: 10 days.
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. Private sector: none.
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. Fathers may also be able to take up to 26 weeks' additional paternity leave if the mother returns to work before the end of her 52-week maternity leave period.
United States	The United States does not have federal or state laws mandating maternity leave. However, the federal Family and Medical Leave Act (FMLA) provides for 12 weeks/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.

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)
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 leaves for childminding 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: max. 3 days.	—
Turkey	—	24 months.	Unpaid.
United Arab Emirates	100; public sector only.	No shared leave, max. 100-day leave (combined leaves) for mothers (public sector only).	Public sector only: 100% (annual leave, sick leave) and unpaid leave.
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.
United States	There is 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/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.	—

Figure E1: Length of accumulated leave available to parents

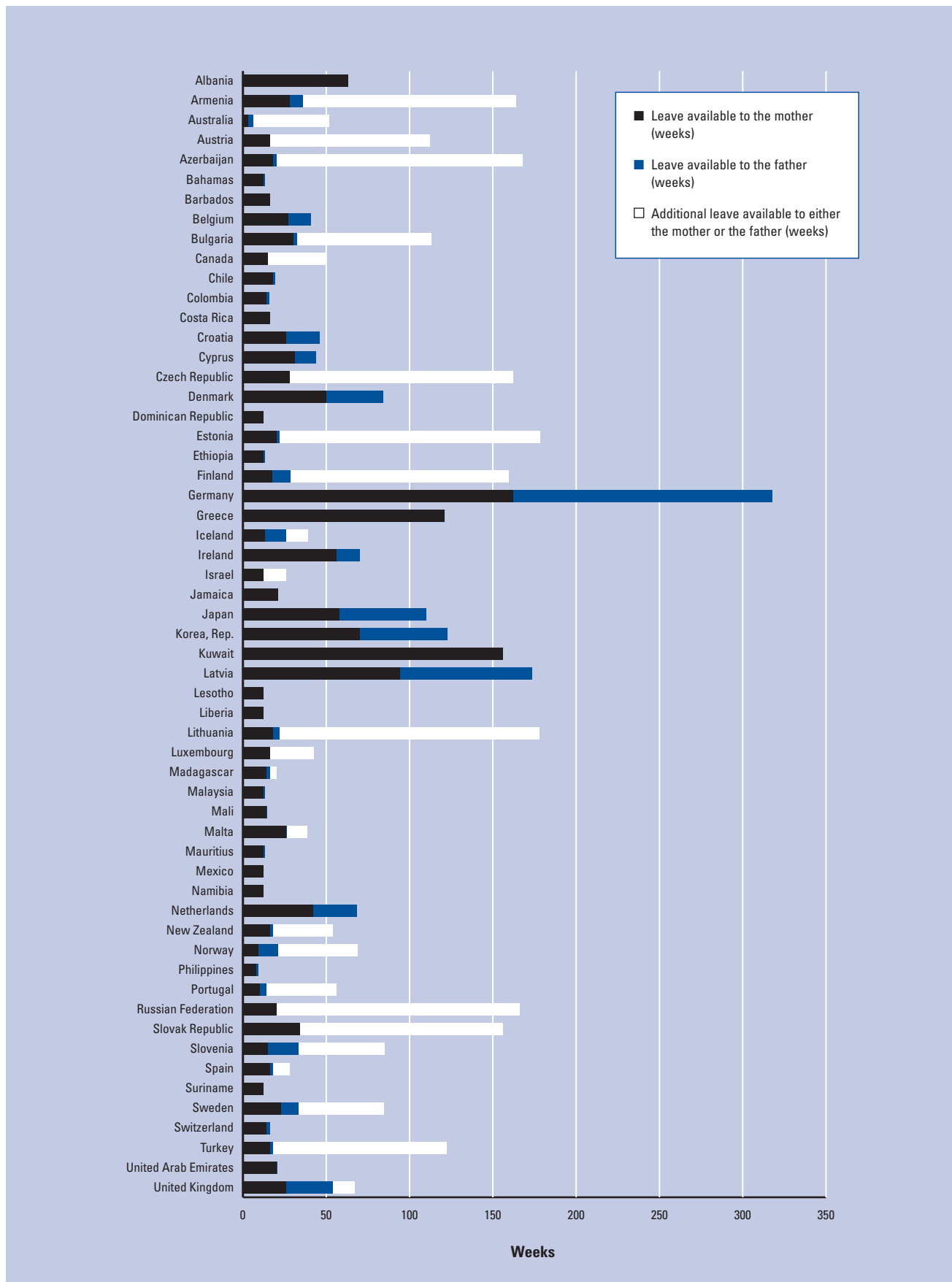
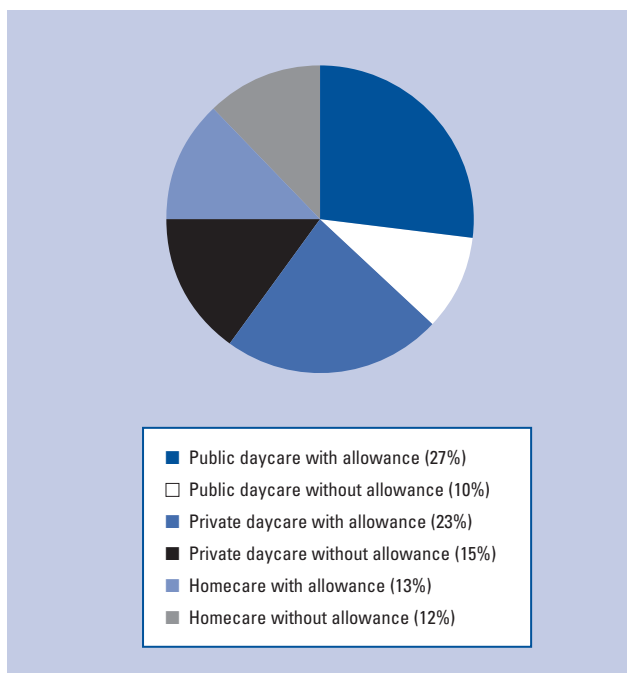


Figure E2: Childcare options (percentage of respondents)



Note: Homecare assistance is where one parent stays at home and the other parent is working.

Table E2: Taxation systems

Country	Individual	Income-splitting	Joint filing
Albania			
Armenia			
Australia	■		
Austria	■		
Azerbaijan	■	■	
Bahamas			
Barbados	■		
Belgium			■
Bulgaria	■		
Canada	■		
Chile	■		
Colombia	■		
Costa Rica	■		■
Croatia	■		
Cyprus	■		
Czech Republic	■		
Denmark	■	■	
Dominican Republic	■		
Estonia	■		■
Ethiopia	■	■	
Finland			
Germany	■	■	
Greece	■	■	
Iceland	■		■
Ireland	■		
Israel	■		
Jamaica	■		
Japan	■		
Korea Rep.	■		
Kuwait			
Latvia	■		
Lesotho	■		
Liberia	■		
Lithuania	■		
Luxembourg			
Madagascar			
Malaysia	■	■	
Mali			
Malta	■		■
Mauritius	■		■
Mexico	■		
Moldova	■		
Namibia			
Netherlands	■		
New Zealand	■		
Norway	■		
Philippines	■		■
Portugal	■		■
Russian Federation	■		
Slovak Republic	■		
Slovenia	■		
Spain	■		■
Suriname	■		
Sweden	■		
Switzerland	■		■
Turkey			
United Arab Emirates			
United Kingdom	■		
United States	■		■

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

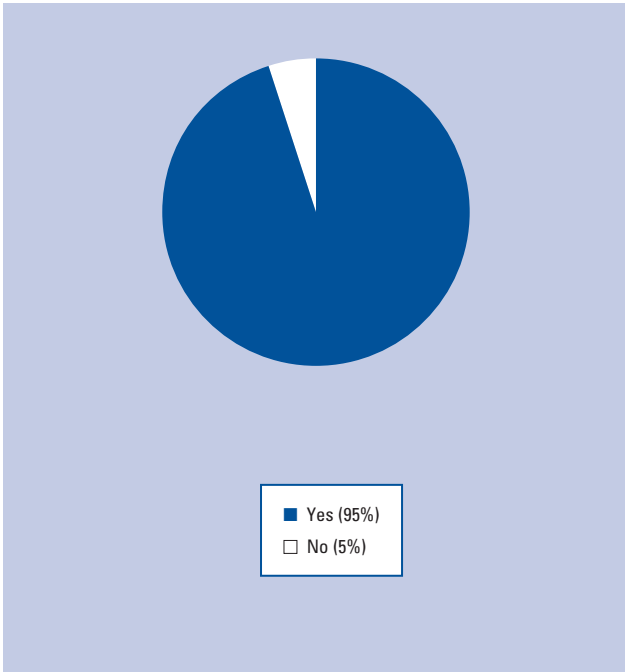
Table E3: Legislative support

Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices at workplace	Legislation for mandatory % of both genders in corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender equality labels*	Allowances/subventions to female entrepreneurs
Albania	■	■		■	■		
Armenia	■			■	■		
Australia	■	■			■	■	■
Austria	■	■			■	■	
Azerbaijan	■	■			■	■	
Bahamas	■	■					
Barbados	■						
Belgium	■	■	■	■	■	■	
Bulgaria	■	■			■	■	■
Canada	■	■			■		
Chile	■	■			■	■	
Colombia	■	■	■	■	■	■	■
Costa Rica	■	■		■	■	■	■
Croatia	■	■		■	■	■	■
Cyprus	■	■			■		
Czech Republic	■	■			■	■	
Denmark	■	■			■		
Dominican Republic	■			■	■	■	■
Estonia	■	■			■		
Ethiopia	■	■	■	■	■	■	■
Finland							
Germany	■	■			■	■	
Greece	■	■	■	■	■		■
Iceland	■	■	■	■	■	■	■
Ireland	■	■	■	■	■		■
Israel	■	■	■		■		
Jamaica	■	■					
Japan		■			■	■	
Korea, Rep.	■	■		■	■	■	■
Kuwait	■	■			■		■
Latvia	■	■			■	■	■
Lesotho		■		■	■		
Liberia	■	■					
Lithuania	■	■			■	■	
Luxembourg	■	■			■	■	
Madagascar	■	■					
Malaysia			■				■
Mali	■					■	■
Malta	■	■		■	■	■	■
Mauritius	■	■			■		
Mexico	■	■		■	■	■	
Moldova	■	■					
Namibia	■	■	■	■	■		
Netherlands	■	■	■		■		
New Zealand	■	■			■		
Norway	■	■	■		■		■
Philippines	■	■		■	■		
Portugal	■	■		■	■	■	■
Russian Federation	■						
Slovak Republic	■	■			■		
Slovenia	■	■			■	■	
Spain	■	■	■	■		■	
Suriname	■	■					■
Sweden	■	■			■		
Switzerland	■	■			■	■	
Turkey	■	■			■		■
United Arab Emirates	■	■					
United Kingdom	■	■			■		
United States	■	■			■		■

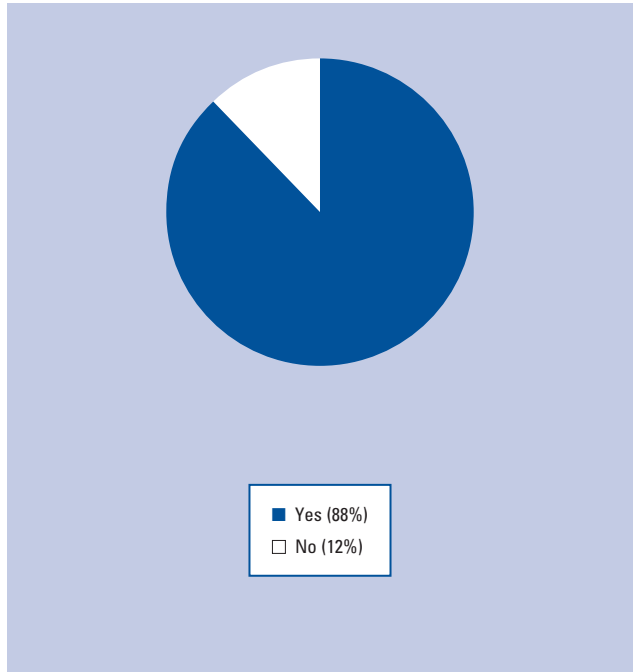
Note: Blank cells mean that data are not available or not applicable.

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

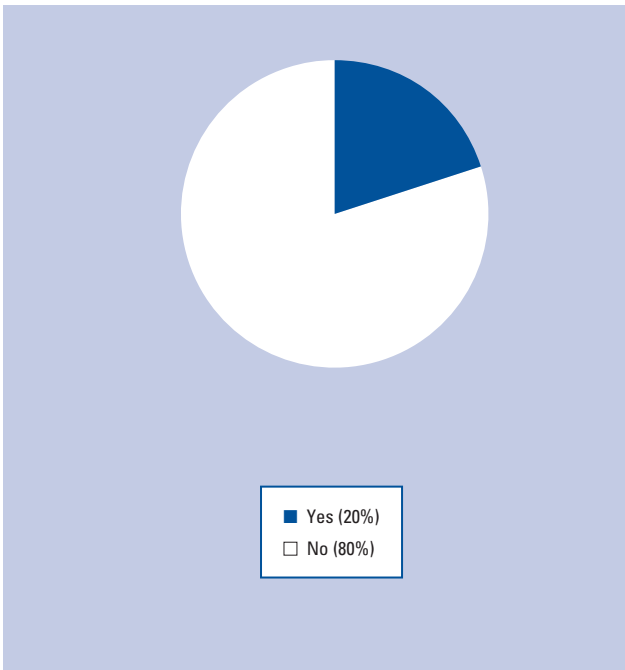
**Figure E3: Legislation prohibiting gender-based discrimination**



**Figure E4: Legislation imposing gender-neutral practices at workplace**



**Figure E5: Legislation for mandatory percentage of both genders in corporate boards**



**Figure E6: Legislation for mandatory percentage of both genders in political assemblies**

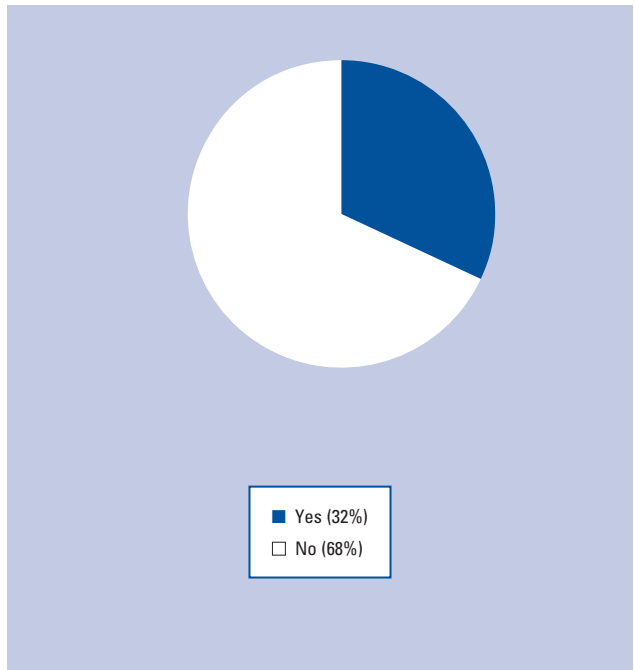


Figure E7: Monitoring authority

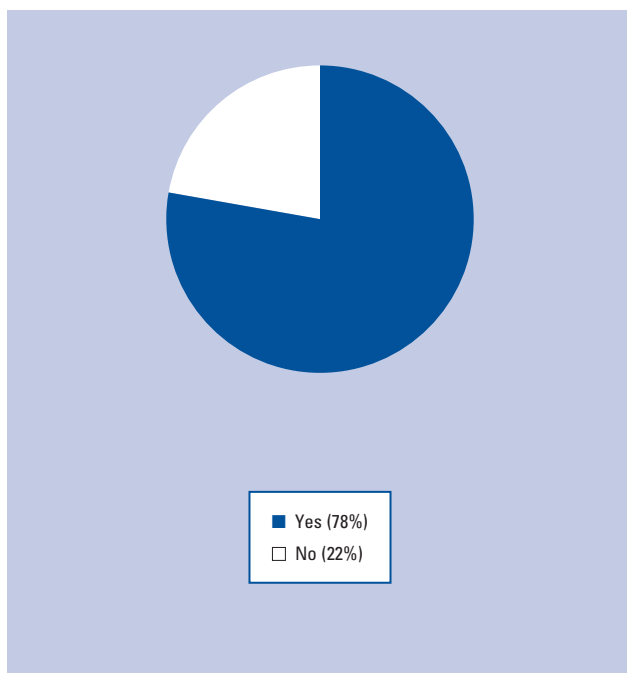


Figure E8: Gender equality labels

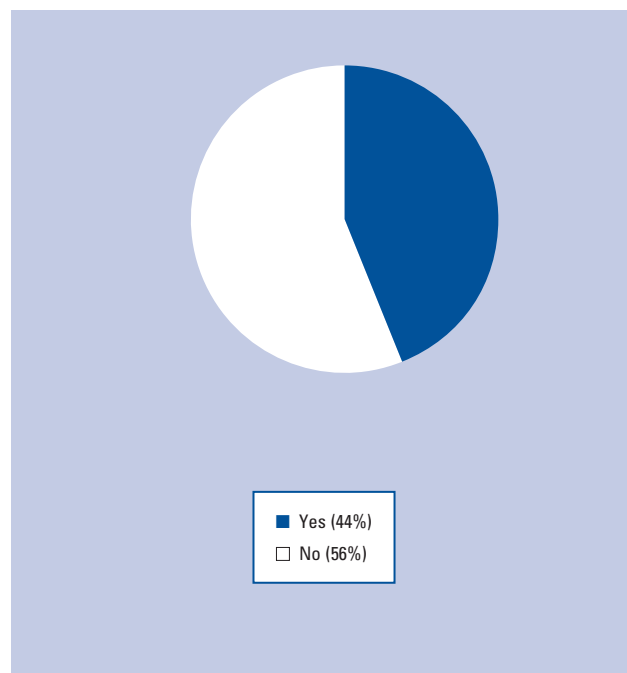


Figure E9: Allowances/subventions to female entrepreneurs

