

Global Family Leave and Pay Snapshot

Global Family Leave and Pay

This snapshot provides the statutory Maternity, Paternity, Adoption and Shared Leave, together with corresponding pay, in more than 85 countries around the world.

Some of the longest and highest paid entitlements include:

- Slovakia, Finland, Spain, Norway and the Netherlands provide the longest Paternity Leave paid at more than 50%.
- Poland, Slovakia and Chile provide the longest Maternity Leave paid at more than 50%.
- Japan, Finland, Poland, Romania and Germany provide the longest Adoption Leave paid at more than 50%.

Many organisations also offer enhanced Family Leave policies.

Contact us to design a Global Family Leave and Pay Policy that meets your strategic aims, and for advice on the legal requirements, local norms and market-leading trends in family leave. We look forward to speaking with you.



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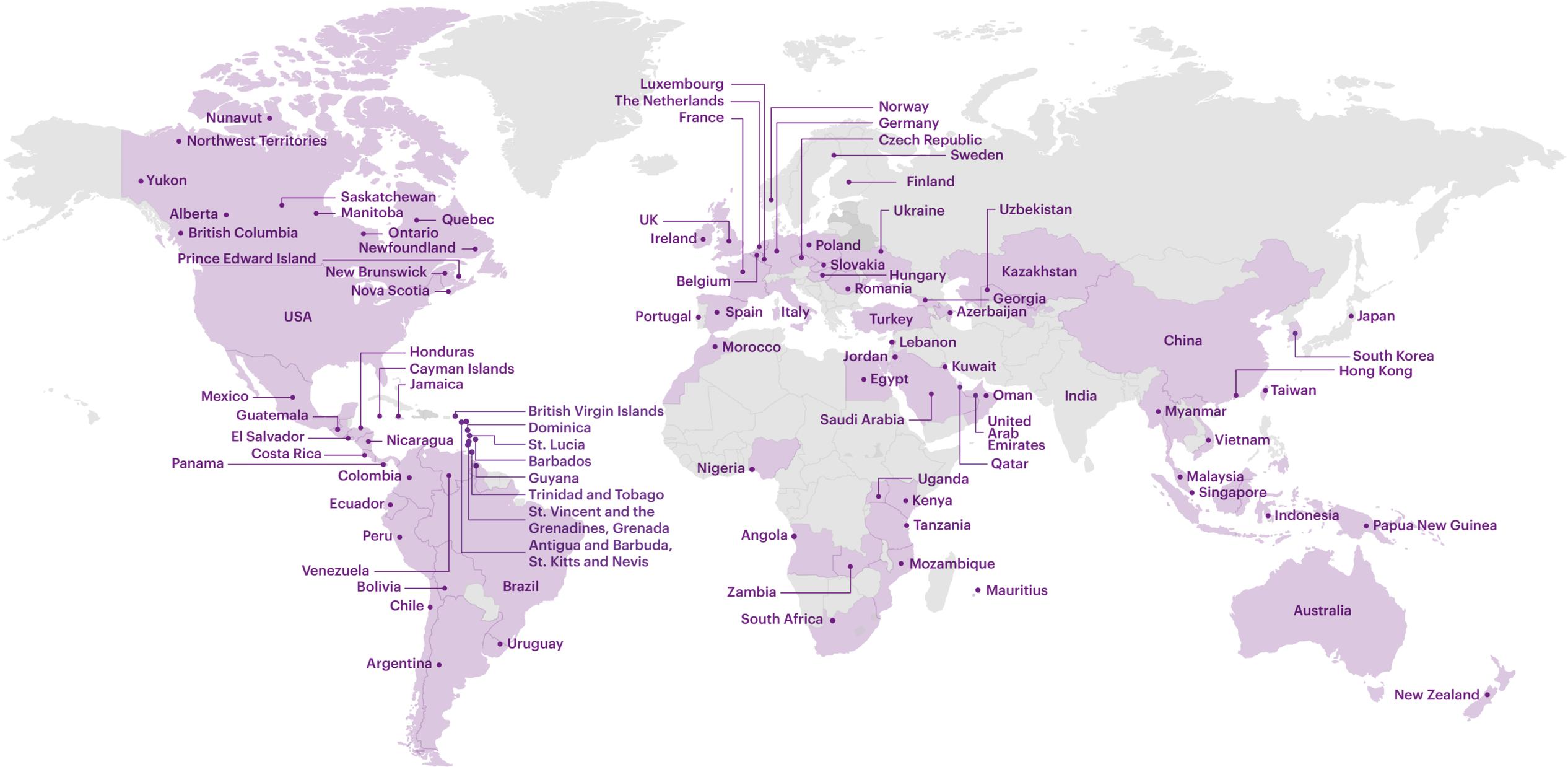


Purvis Ghani
Partner, United Kingdom
Global Head of Employment & Labor
D +44 20 7320 6133
purvis.ghani@dentons.com



Elouisa Crichton
Counsel, United Kingdom
D +44 141 271 5338
elouisa.crichton@dentons.com

Countries included



Countries in purple represent Dentons offices.

Country snapshot tables

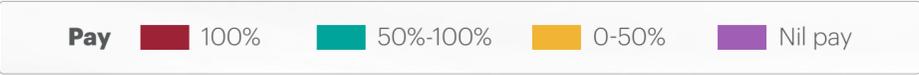
For each country we provide a snapshot of leave and pay available when welcoming a child into the family by birth or adoption. These rights are normally subject to qualifying conditions. Some employers offer more generous entitlements.

Maternity, Paternity and **Adoption** Leave are exclusive forms of leave available to one parent. **Shared** Leave is non-exclusive leave that can be shared between parents.

Many countries also offer Parental Leave that can be taken by each parent to care for a child throughout their life. Often this will be for a significant time period. It therefore forms a valuable part of the family leave regime in many countries. There is a huge variation globally on the form this leave takes and qualifying conditions. *It is therefore not generally reflected in this guide.*

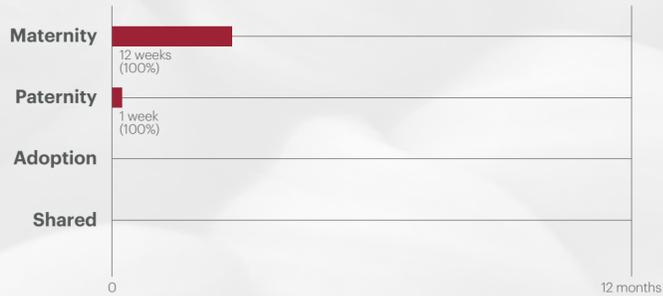


- Some countries offer different entitlements for subsequent children/multiples or where there are health complications. Some allow parents to extend the overall period of leave by reducing pay, or choosing to work part of the week.
- Often, the employer is responsible for the payments, though in some cases all or part of the payments will be refunded, or directly payable, by the state or insurers. Financial caps on payments often apply.
- Periods of leave and pay are rounded up to the nearest whole week and displayed from 1 week to 52+ weeks or more.
- Pay is expressed as a percentage of normal pay:

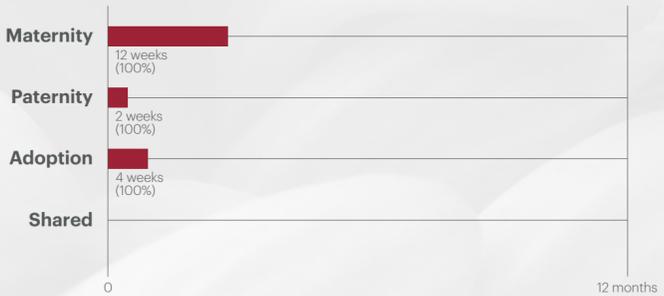


Africa

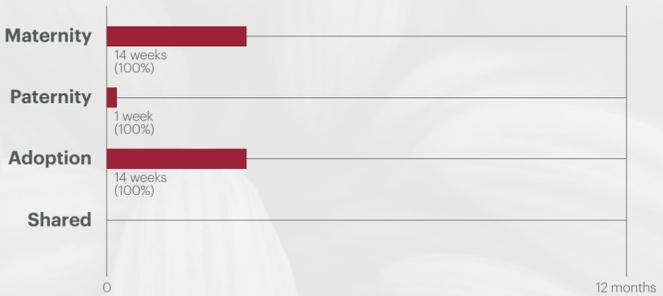
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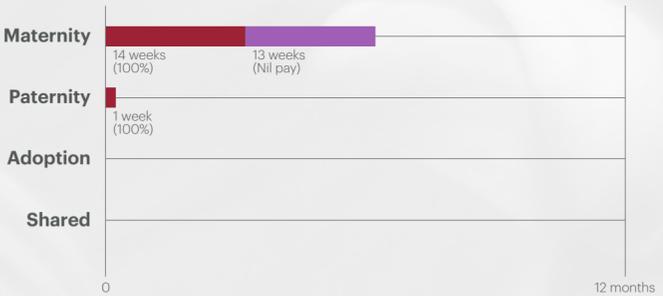
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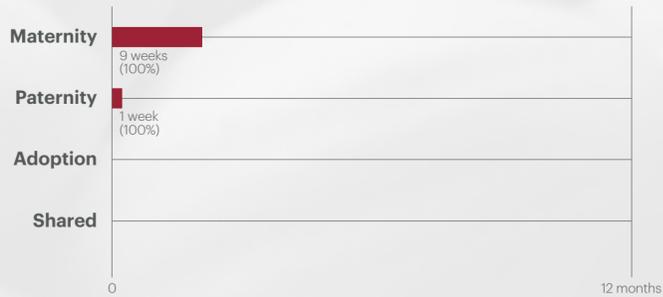
Mauritius



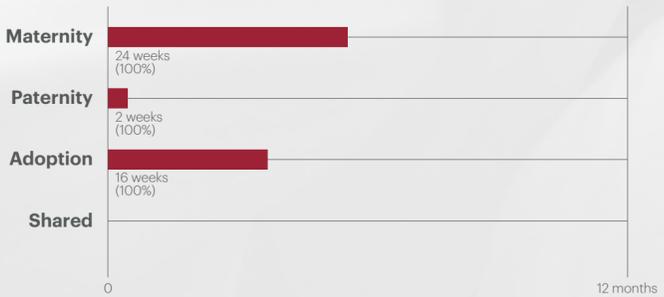
Morocco



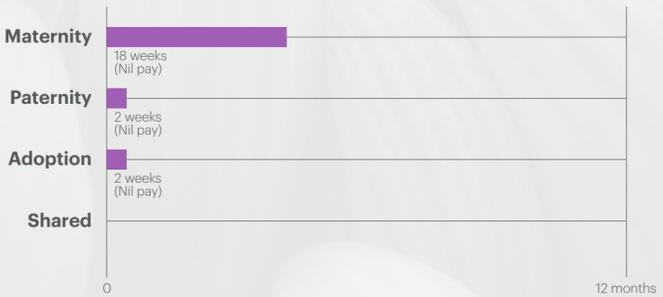
Mozambique



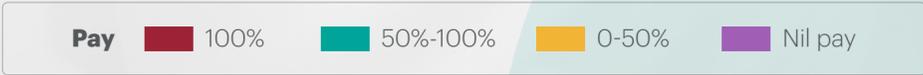
Nigeria



South Africa



Tanzania

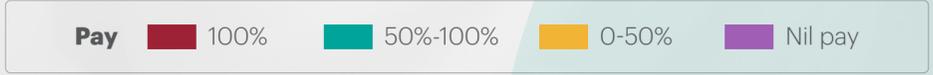
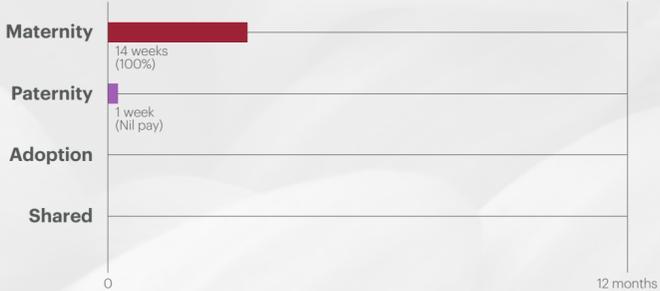


Africa

Uganda



Zambia



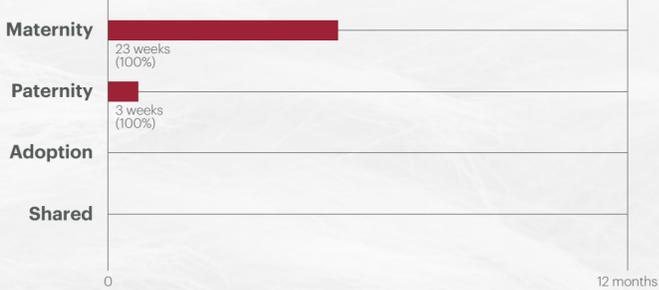
Contacts



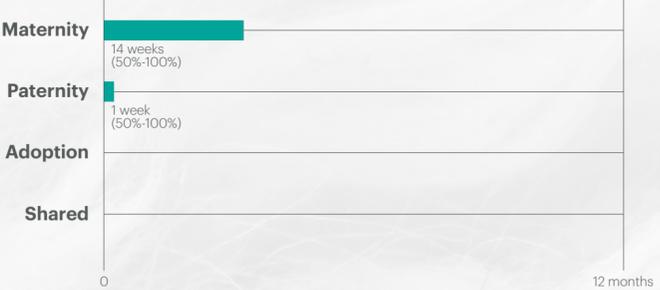
Vanessa Jacklin-Levin
 Johannesburg, South Africa
 D +27 10 591 7452
vanessa.jacklinlevin@dentons.com

Asia

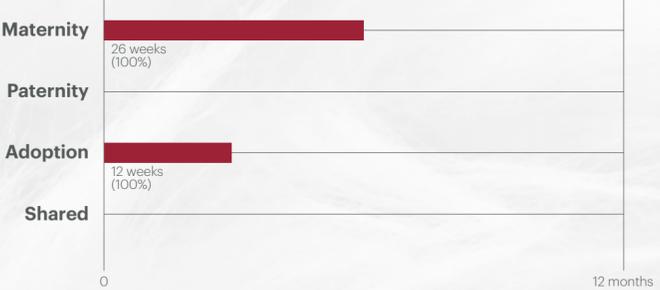
China-Beijing



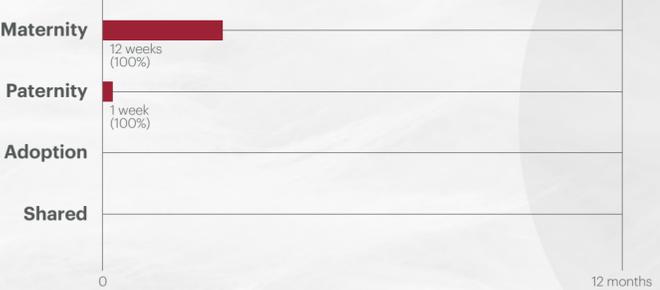
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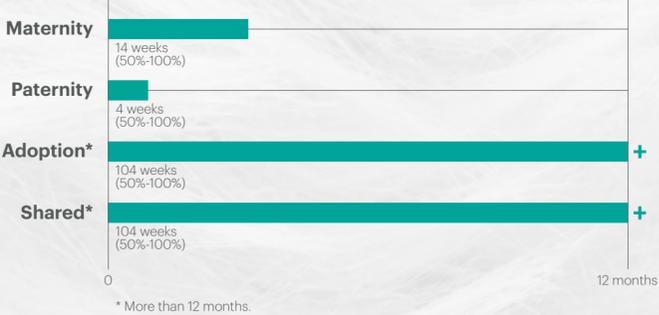
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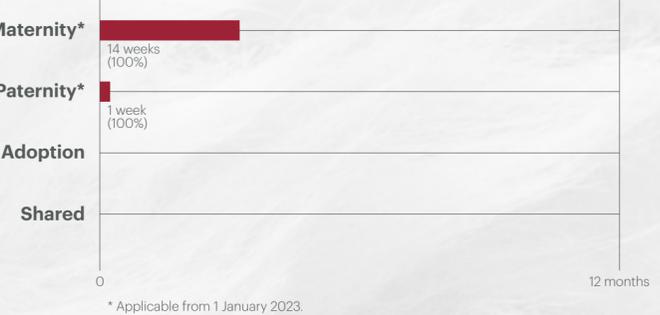
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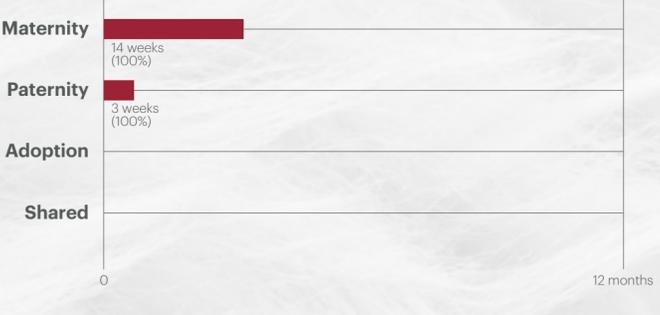
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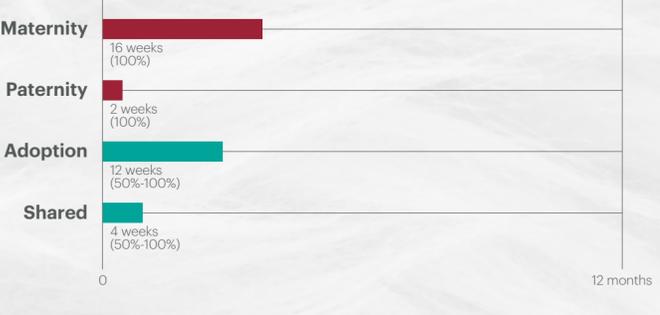
Malaysia



Myanmar

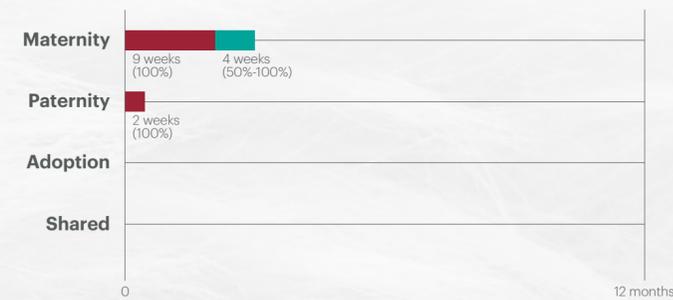


Singapore

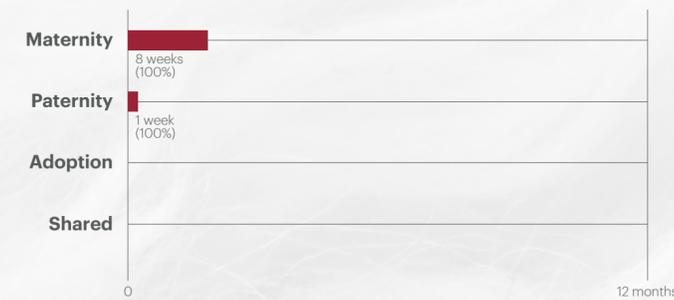


Asia

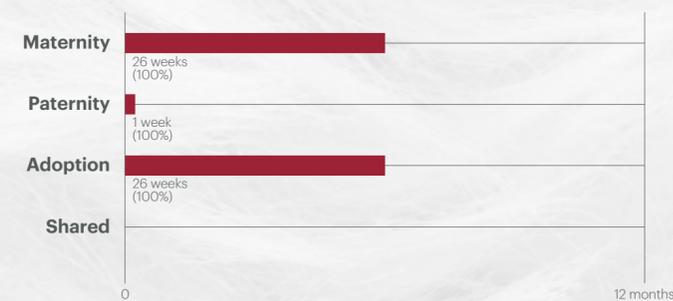
South Korea



Taiwan



Vietnam



Pay ■ 100% ■ 50%-100% ■ 0-50% ■ Nil pay

Contacts



I An Lim
Singapore
D +65 6885 3627
i-an.lim@dentons.com



Zhang (Joanie) Jie
Zhuhai, China
D +86 756 857 8909
joanie.zhang@dentons.cn



Edric Pan
Singapore
D +65 6885 3645
edric.pan@dentons.com



Luo (Shane) Xin
Shanghai, China
D +86 21 5878 8390
xin.luo@dentons.cn



Jenny Zhuang
Hong Kong
D + 852 2533 3660
jenny.zhuang@dentons.com

With thanks to our contributors:

India

Khaitan & Co
Anshul Prakash
anshul.prakash@khaitanco.com

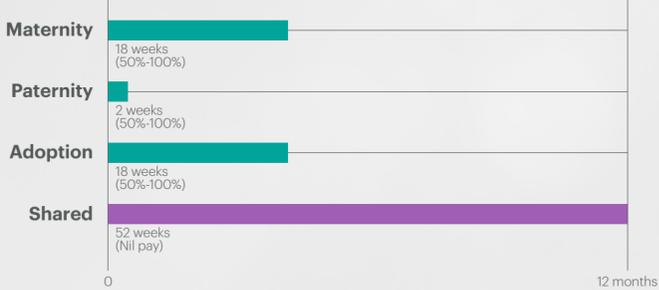
Vinay Joy
vinay.joy@khaitanco.com

Japan

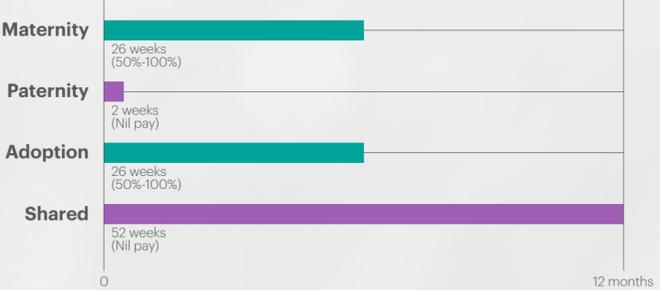
Atsumi & Saki
Emi Uchida
emi.uchida@aplaw.jp

Australasia

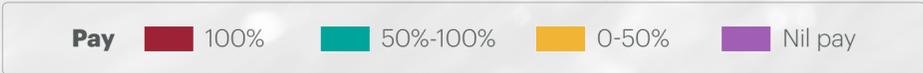
Australia



New Zealand



Papua New Guinea



Contacts



Ruth Nocka
 Sydney
 D +61 2 9931 4744
ruth.nocka@dentons.com



Charlotte Parkhill
 Auckland, New Zealand
 D +64 21 191 8881
charlotte.parkhill@dentons.com



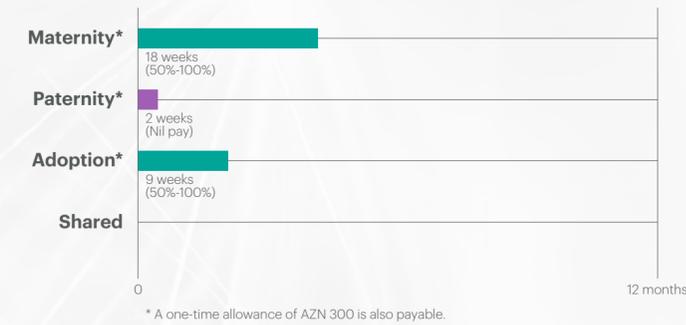
Greg Cain
 Wellington, New Zealand
 D +64 4 916 0963
greg.cain@dentons.com



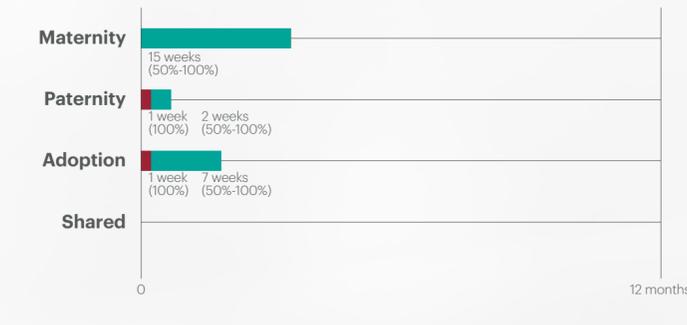
James Warren
 Auckland, New Zealand
 D +64 9 375 1199
james.warren@dentons.com

Europe

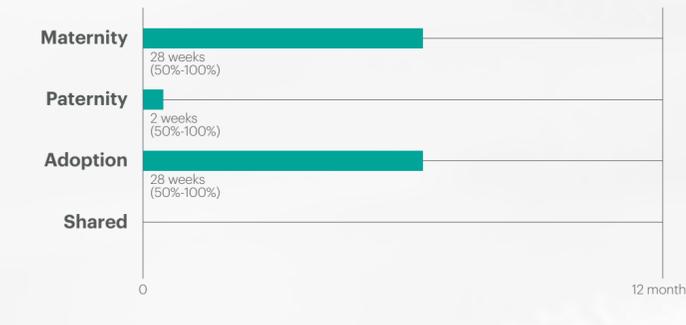
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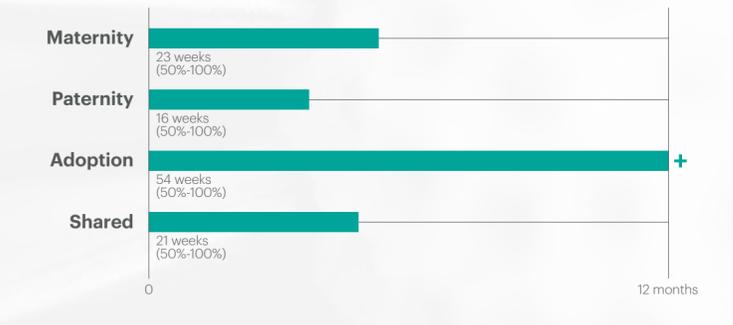
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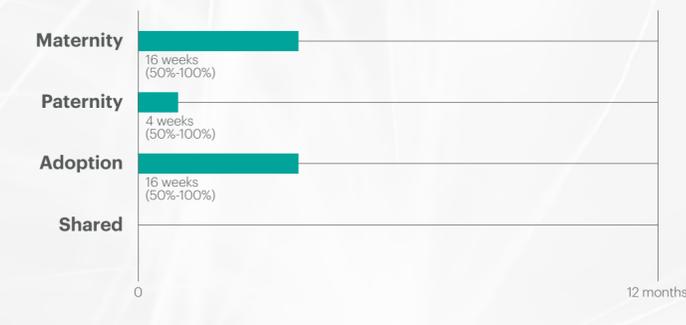
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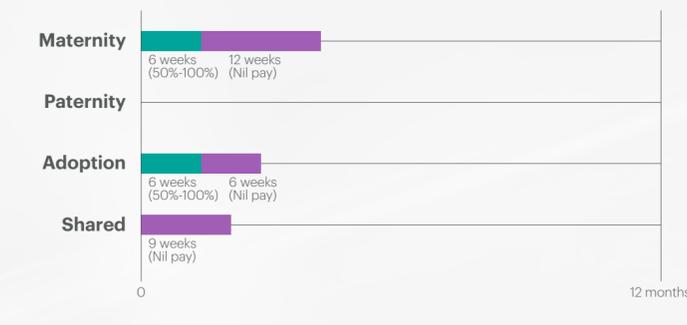
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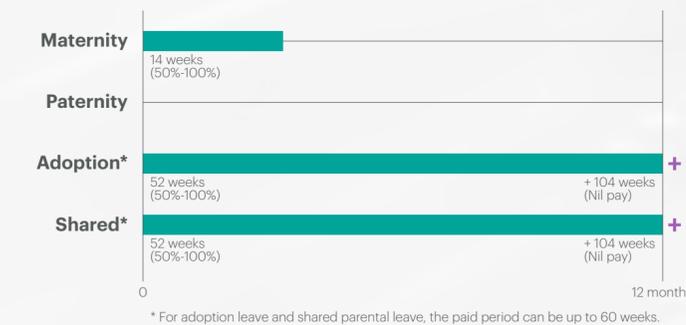
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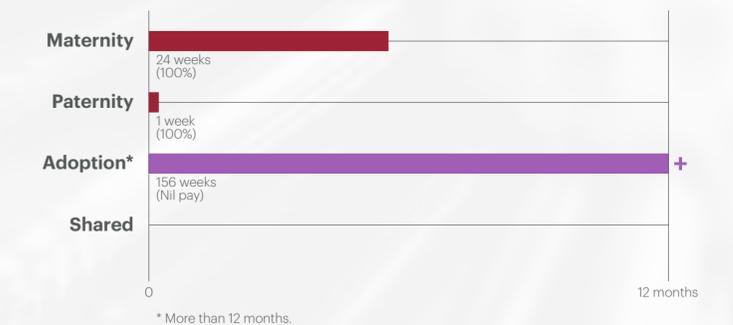
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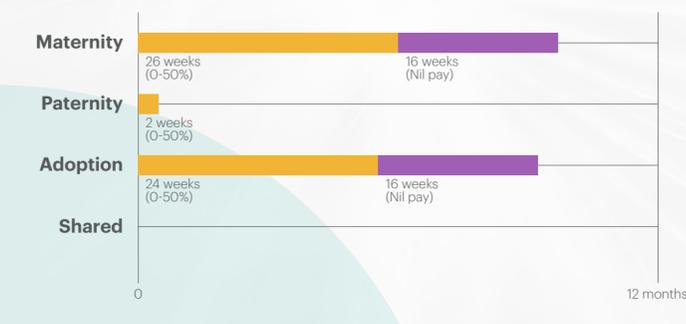
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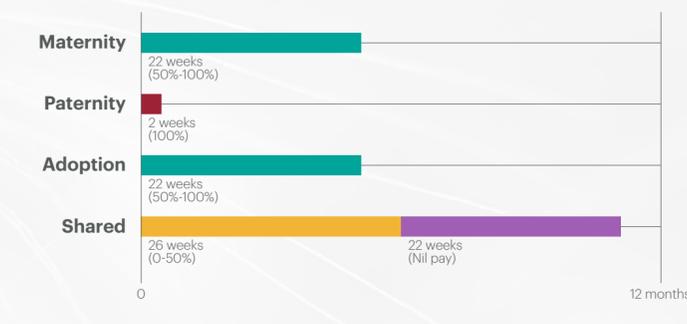
Hungary



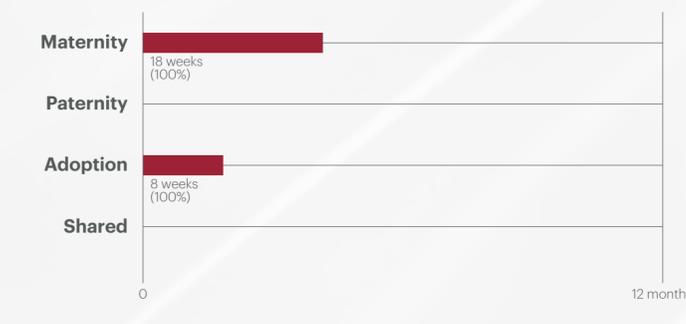
Ireland



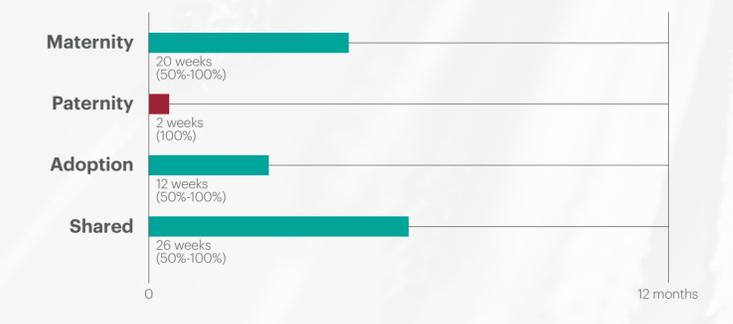
Italy



Kazakhstan



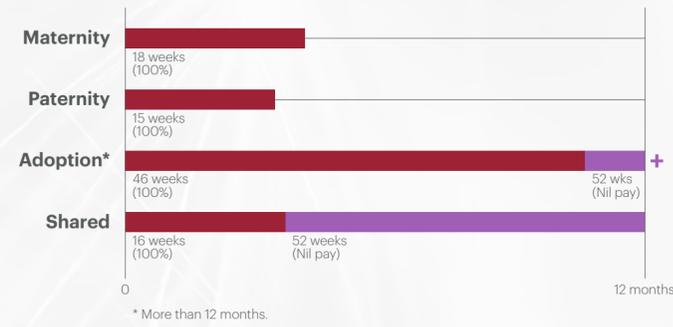
Luxembourg



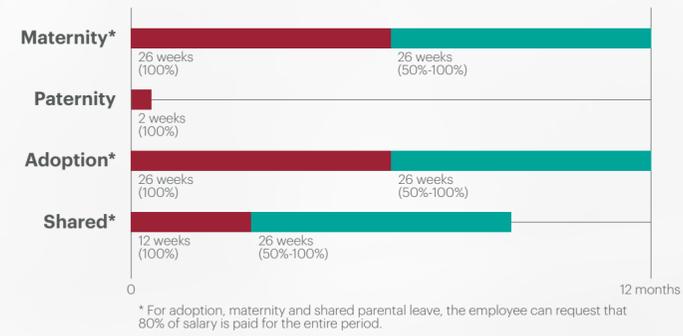
Pay 100% 50%-100% 0-50% Nil pay

Europe

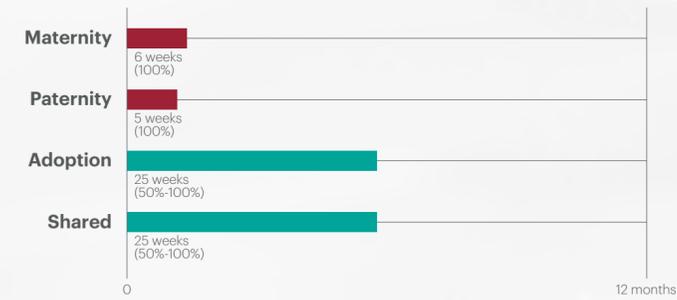
Norway



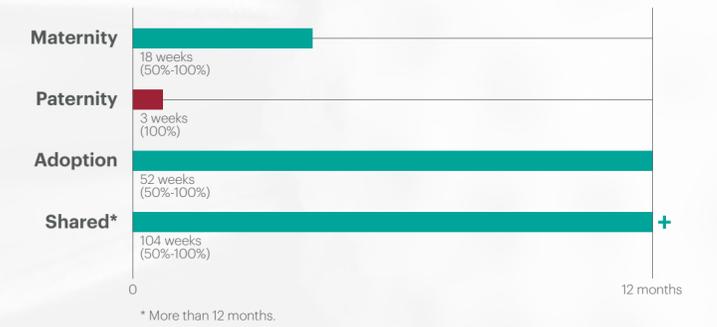
Poland



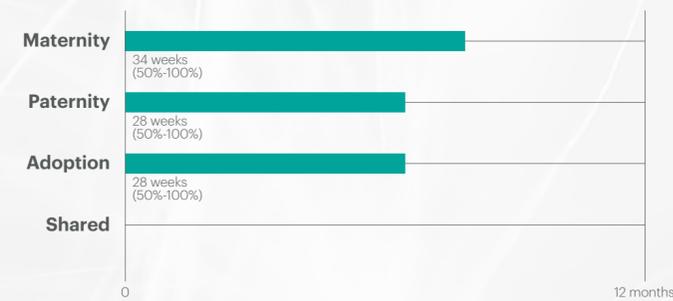
Portugal



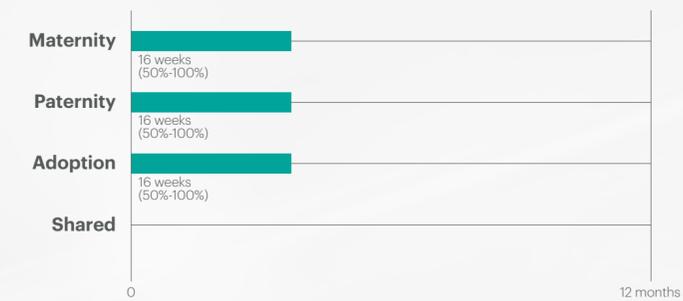
Romania



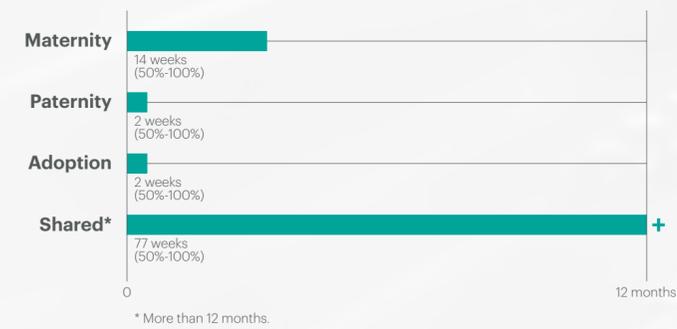
Slovakia



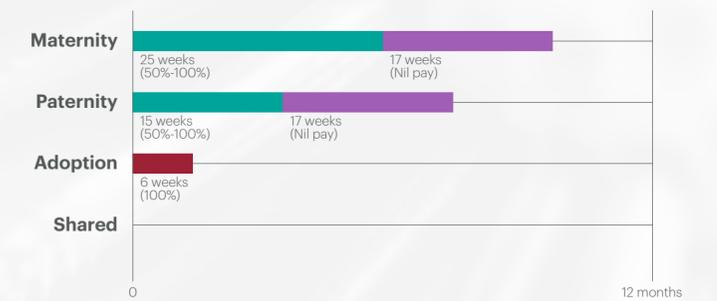
Spain



Sweden



The Netherlands

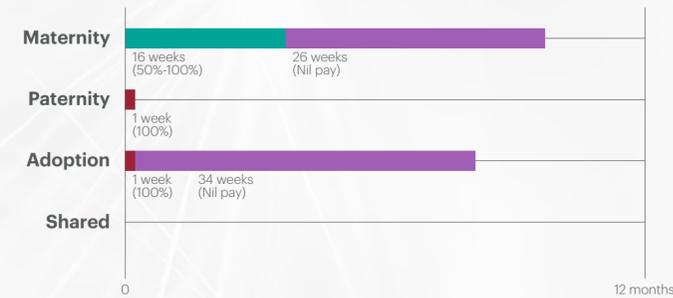


Pay 100% 50%-100% 0-50% Nil pay



Europe

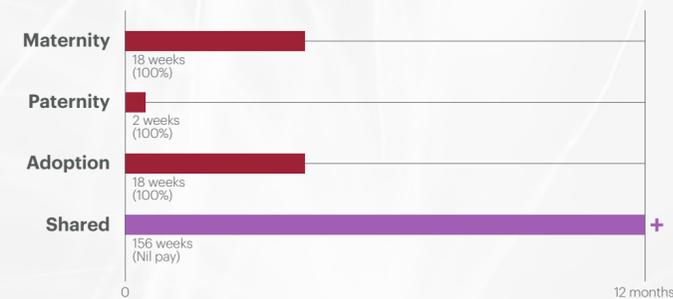
Turkey



UK

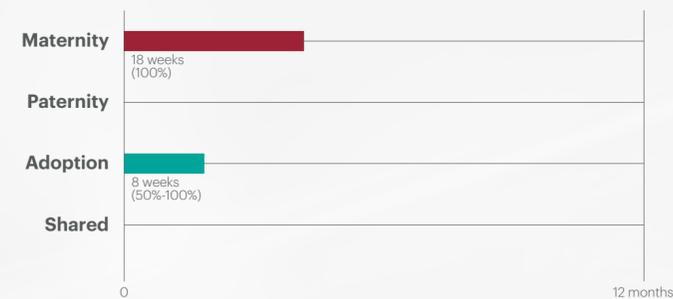


Ukraine



* A one-time allowance of UAH 10,320 is also payable.

Uzbekistan



Pay 100% 50%-100% 0-50% Nil pay

Contacts



Alison Weatherhead
Glasgow, United Kingdom
D +44 141 271 5725
alison.weatherhead@dentons.com



Davide Boffi
Milan, Italy
D +39 02 726 268 27
davide.boffi@dentons.com

With thanks to our contributors:

Portugal

Morai Leitao Teles,
Soares da Silva & Associates
Eduardo Paulino
epaulino@mlgts.pt

Sweden

Vinge
Lina André
Lina.Andre@vinge.se

Norway

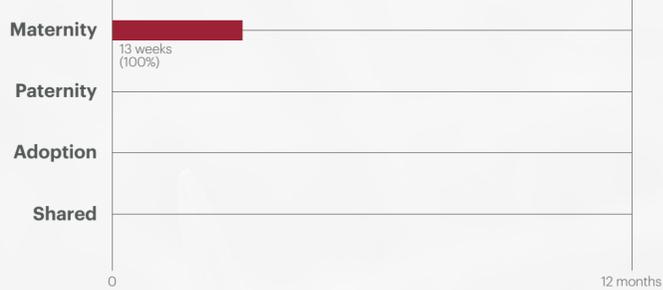
Simonsen Vogt Wiig
Lill Egeland
Lill.Christin.Egeland@svw.no

Finland

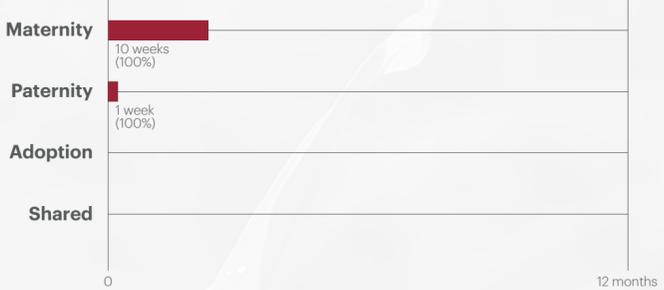
Borenius
Jani Syrjänen
Jani.Syrjanen@borenius.com

Middle East

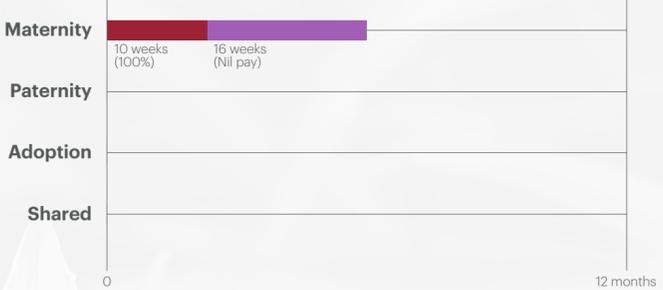
Egypt



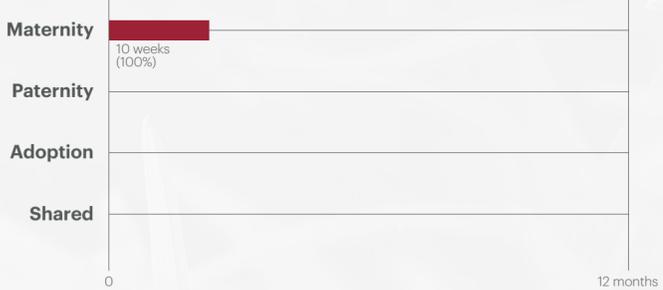
Jordan



Kuwait



Lebanon



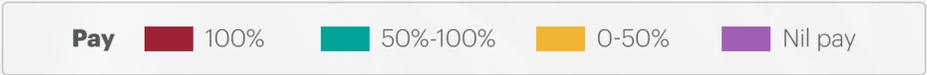
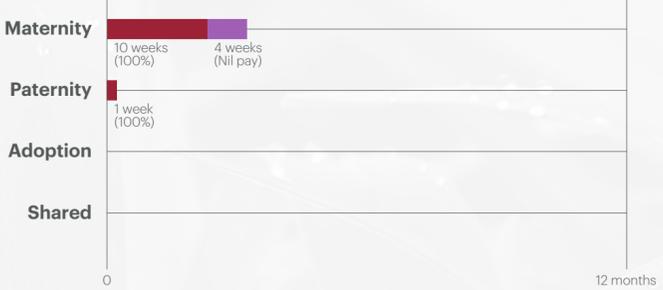
Oman



Qatar

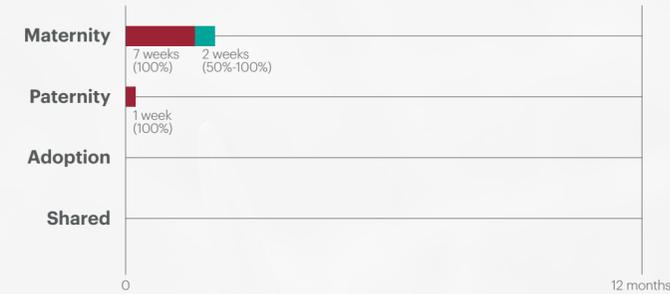


Saudi Arabia

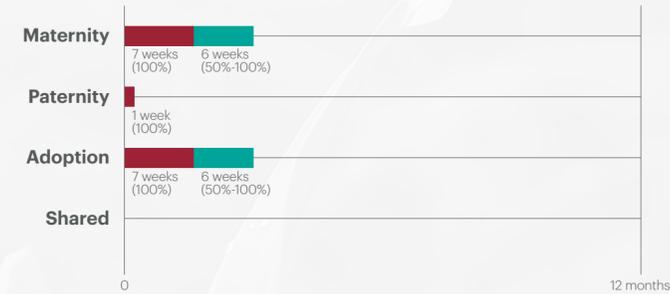


Middle East

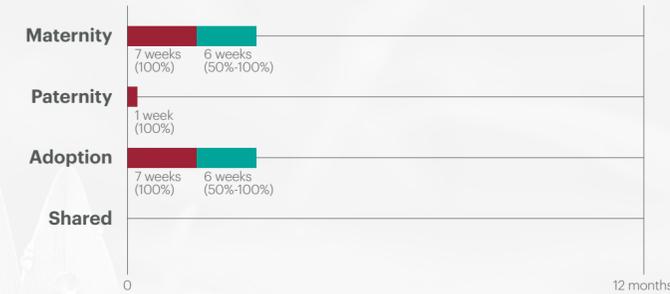
UAE – Labour law jurisdictions



UAE – DIFC Employment law jurisdictions



UAE – ADGM Employment regulation jurisdictions



Pay 100% 50%-100% 0-50% Nil pay

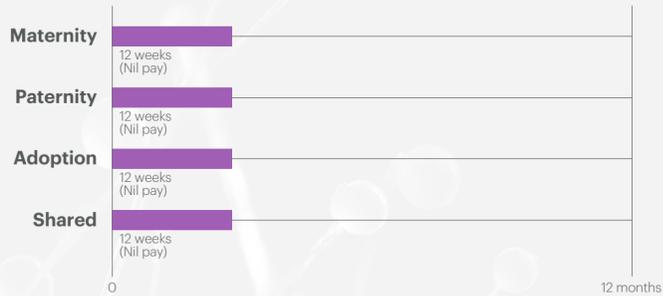
Contacts



Shiraz Sethi
Dubai, UAE
D +971 4 402 0927
shiraz.sethi@dentons.com

North America – USA

USA



Under US federal law, there is no minimum requirement for paid maternity, paternity, shared parental or adoption leave. The Family and Medical Leave Act provides some employees of larger employers with a right to unpaid leave of up to 12 weeks for either parent for childbirth, adoption or foster care placement. A few states have unpaid leave entitlements with broader coverage or more generous terms. An increasing number of states are requiring paid family leave, often financed by a tax system or by a requirement to purchase family leave insurance that operates similarly to short-term disability insurance.



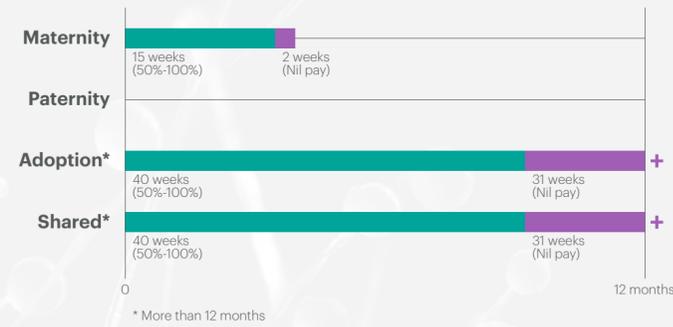
Contacts



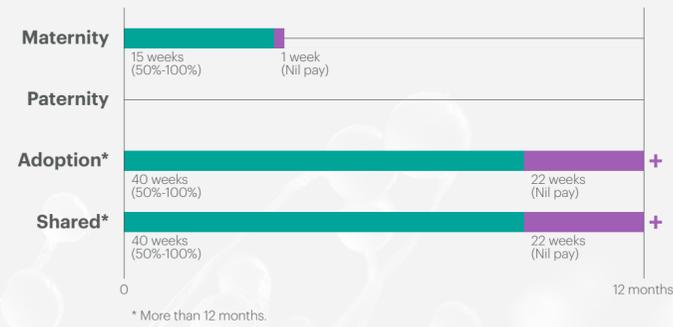
R. Daniel Beale
 Atlanta, USA
 D +1 404 527 8489
dan.beale@dentons.com

North America – Canada

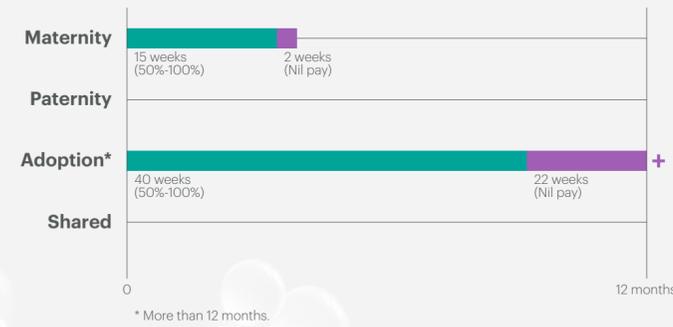
Federally Regulated Industries



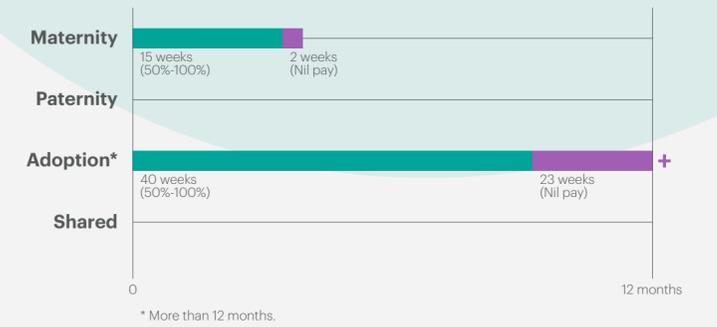
Alberta



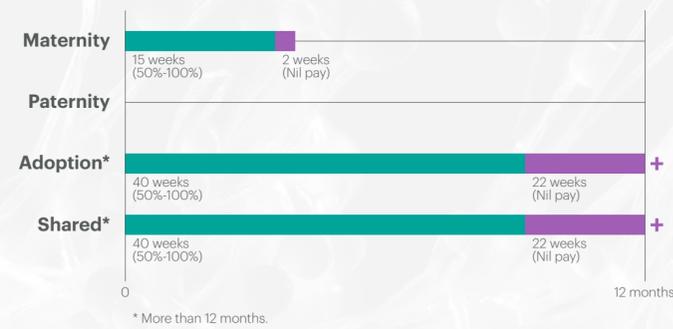
British Columbia



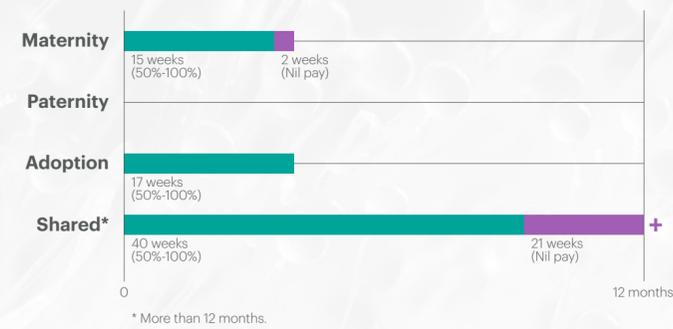
Manitoba



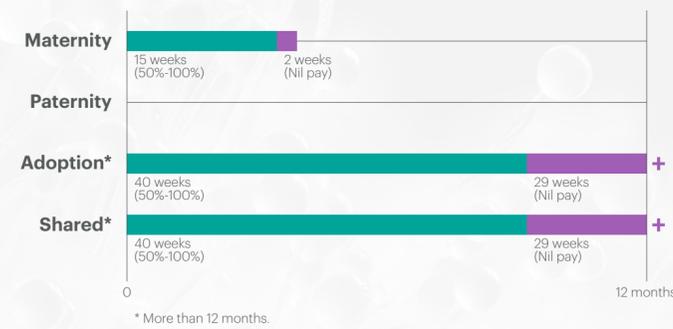
New Brunswick



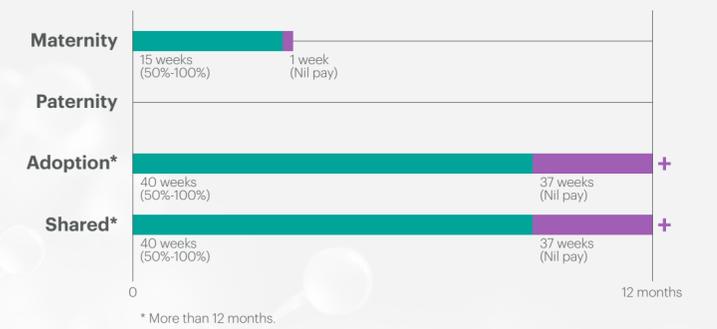
Newfoundland



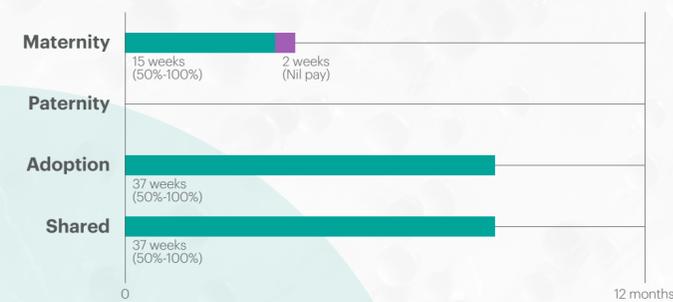
Northwest Territories



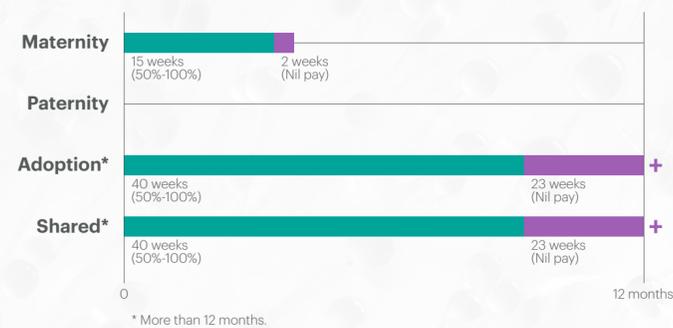
Nova Scotia



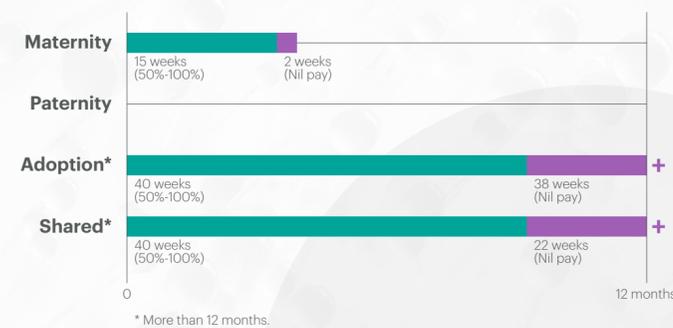
Nunavut



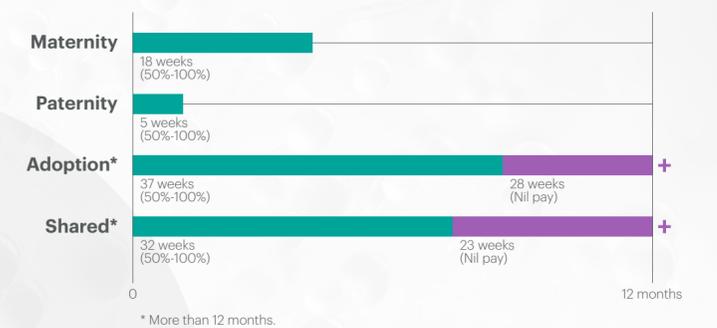
Ontario



Prince Edward Island



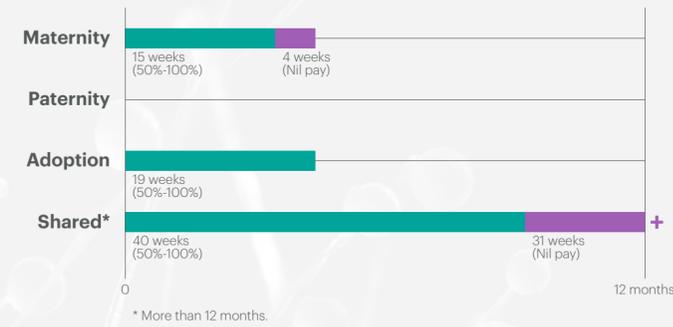
Quebec



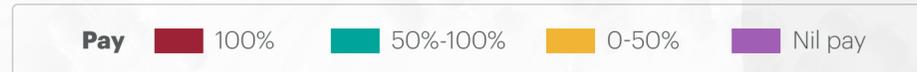
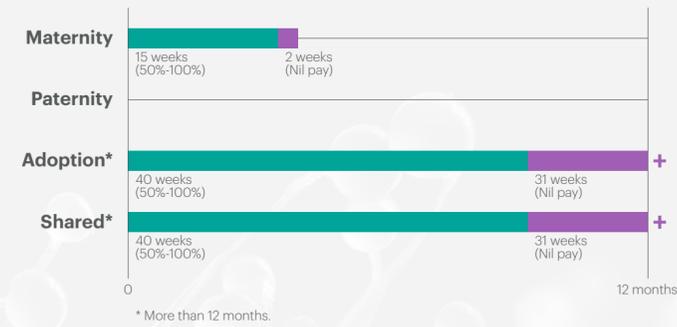
Pay 100% 50%-100% 0-50% Nil pay

North America – Canada

Saskatchewan



Yukon



Contacts



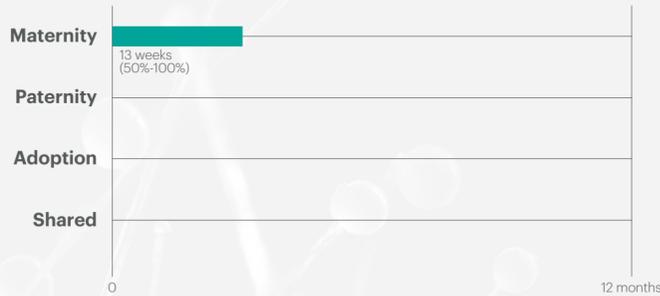
Andy Pushalik
 Toronto, Canada
 D +1 416 862 3468
andy.pushalik@dentons.com



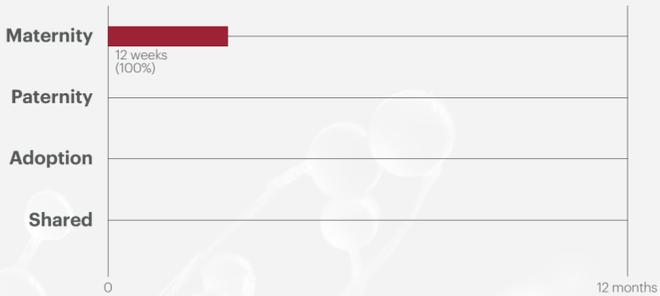
Catherine Coulter
 Ottawa, Canada
 D +1 613 783 9660
catherine.coulter@dentons.com

Caribbean

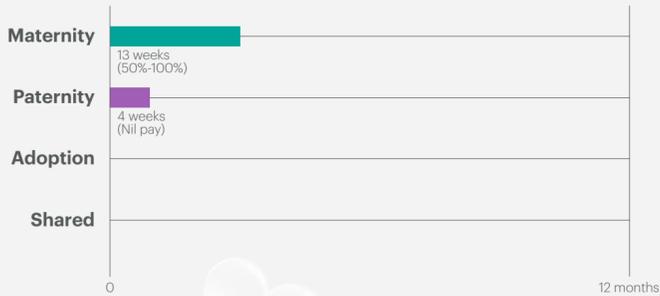
Antigua and Barbuda



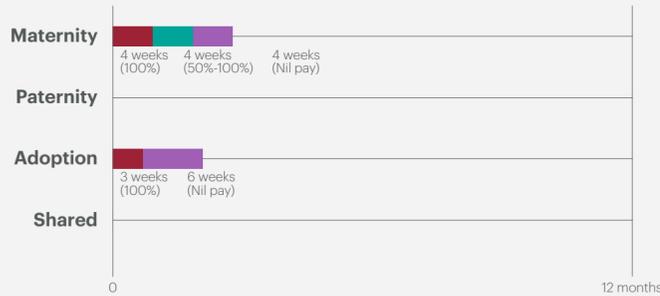
Barbados



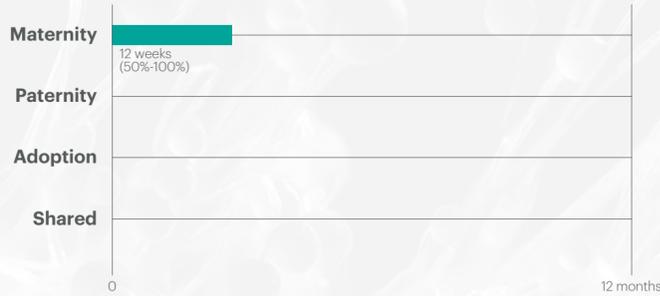
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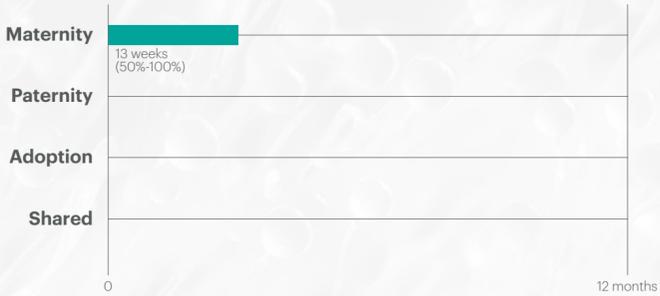
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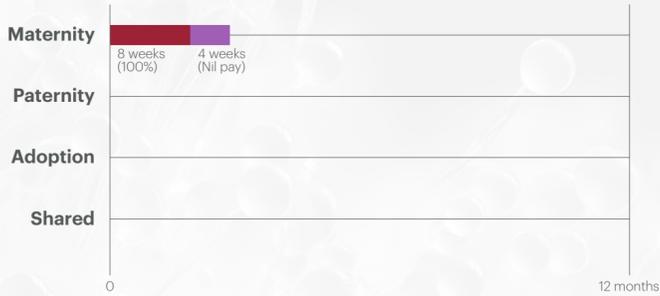
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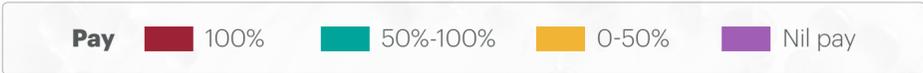
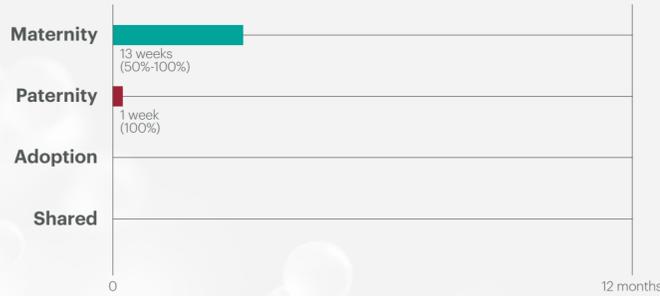
Grenada



Jamaica



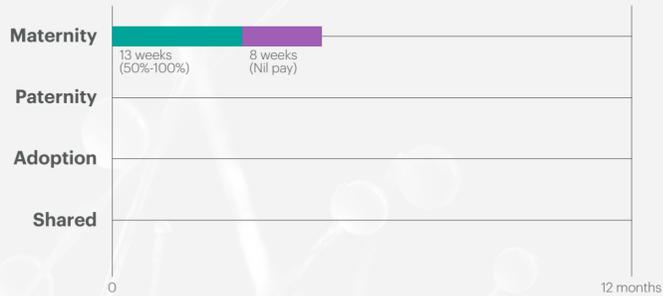
Saint Kitts and Nevis



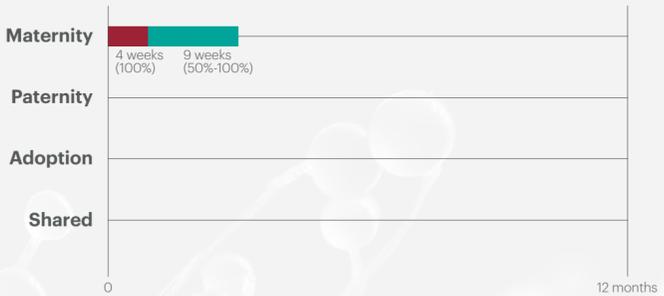
Caribbean

Contacts

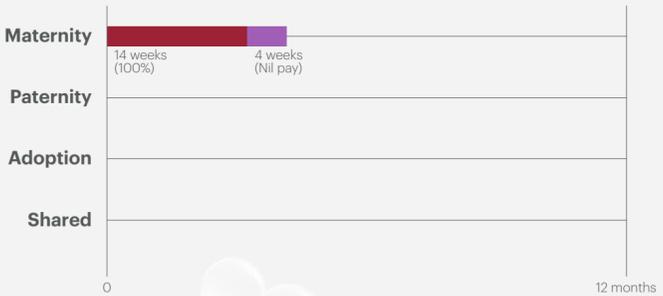
Saint Lucia



Saint Vincent and the Grenadines



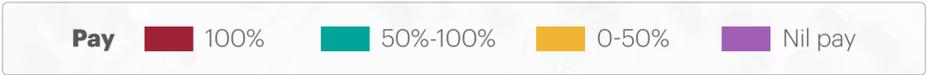
Trinidad and Tobago



Erica Marshall-Forde
 Barbados
 D +1 246 228 2260
erica.marshall-forde@dentons.com

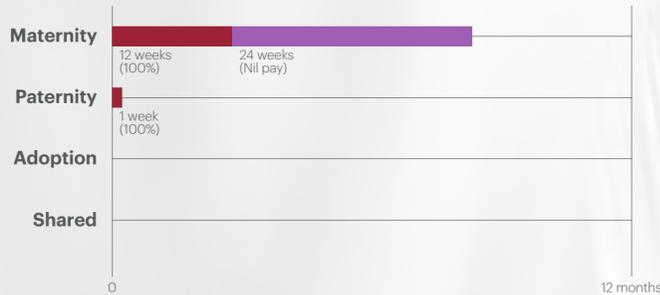


Len de Vries
 Grand Cayman, Cayman Islands
 D +1 345 745 5005
len.devries@dentons.com

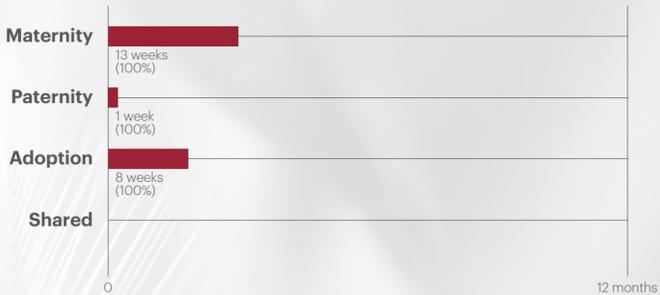


South and Central America

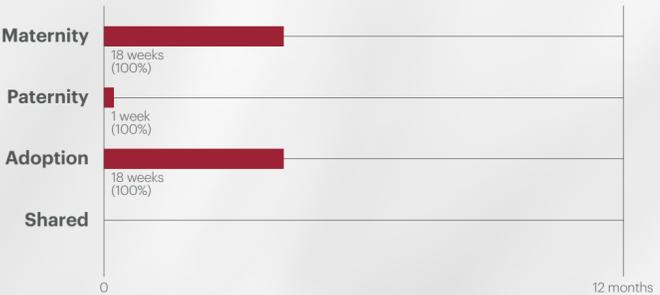
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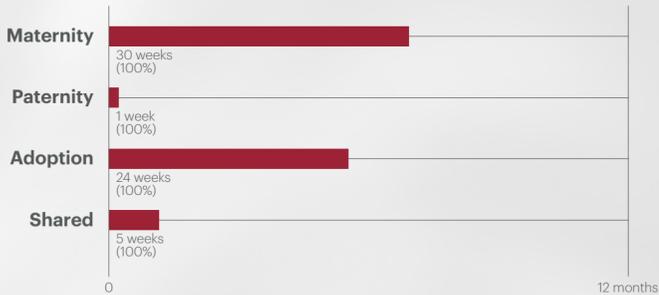
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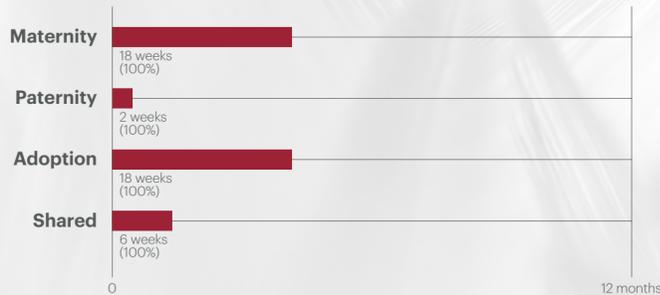
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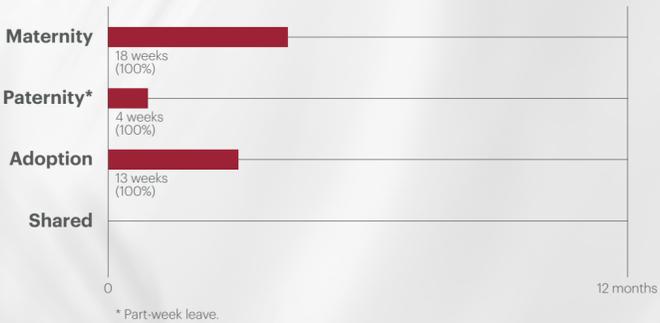
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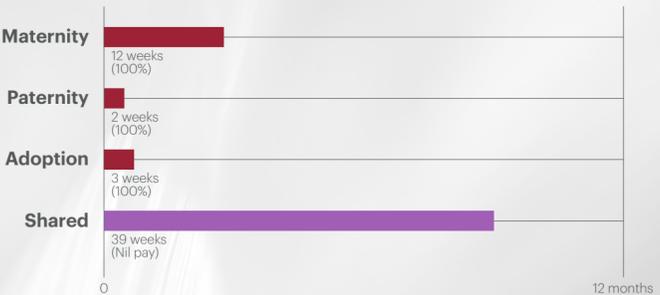
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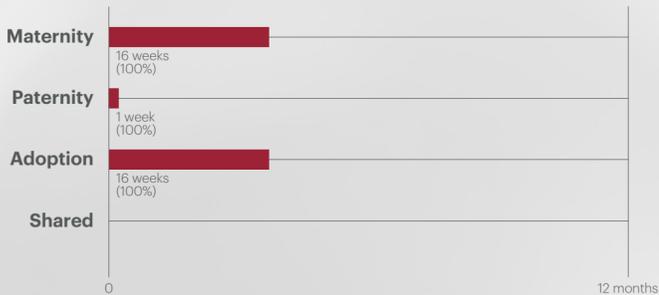
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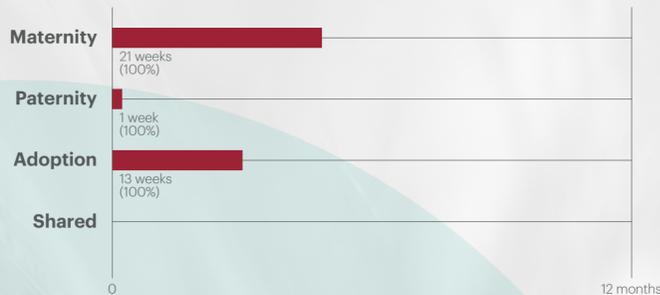
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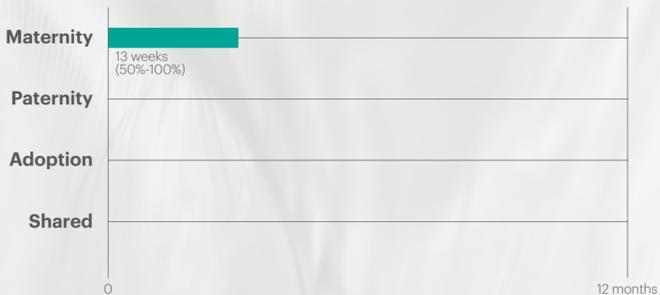
El Salvador



Guatemala



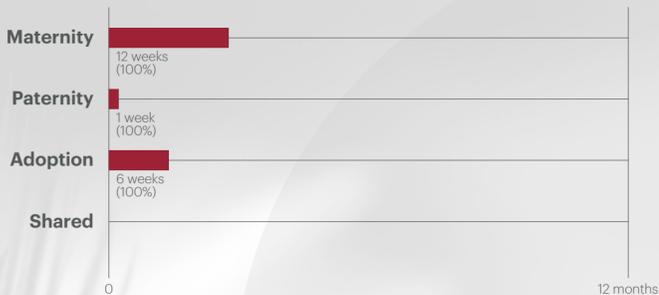
Guyana



Honduras



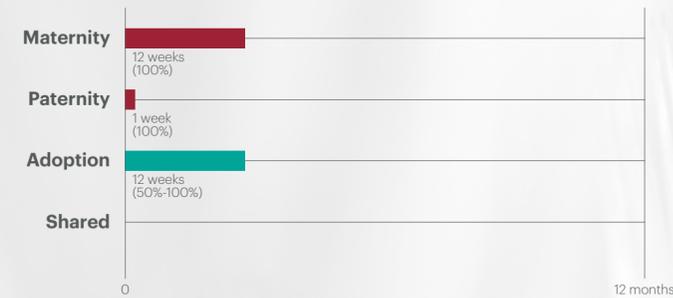
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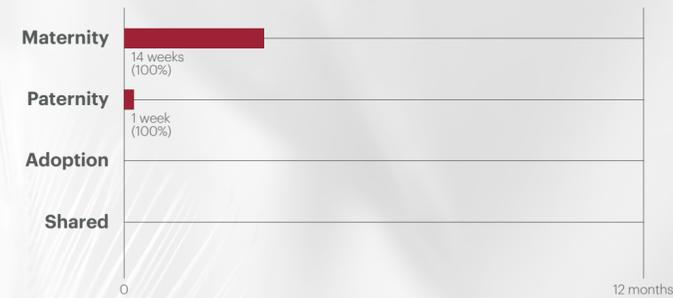
South and Central America

Contacts

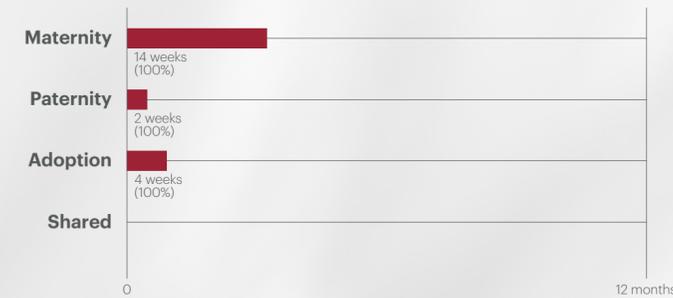
Nicaragua



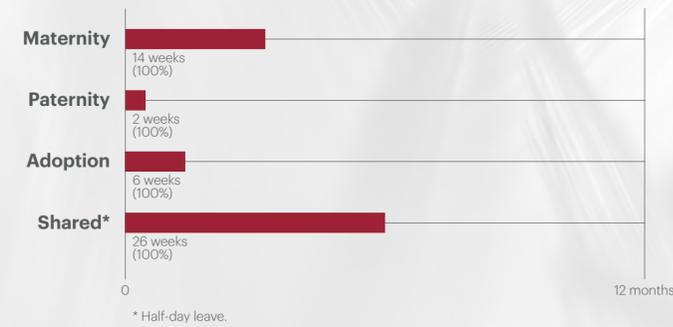
Panama



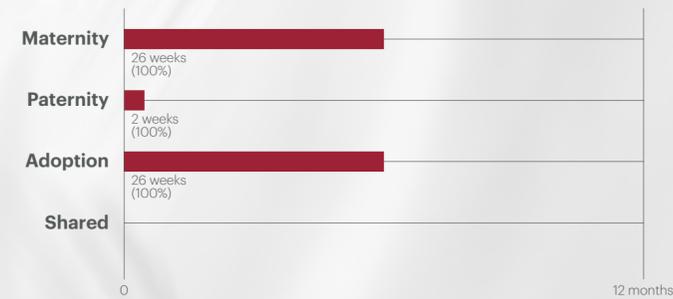
Peru



Uruguay



Venezuela



Yanet Aguiar
Caracas, Venezuela
D +58 212 276 0068
yanet.aguiar@dentons.com



Anna Karina Jiménez
San José, Costa Rica
D +506 2503 9815
annakarina.jimenez@dentons.com

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