

Global Family Leave and Pay Snapshot

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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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Countries included



Countries in purple represent Dentons offices.

August 2022

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.

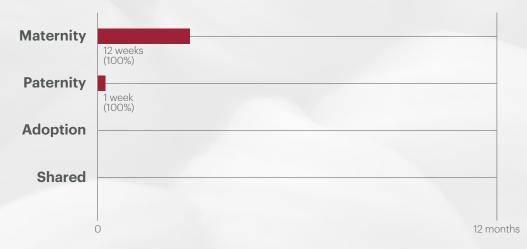
Many countries also offer Parental Leave that can be taken by each parent to care for a child throughout their life. Often this will be for a significant time period. It therefore forms a valuable part of the family leave regime in many countries. There is a huge variation globally on the form this leave 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:

| Pay 📕 | 100% | 50%-100% | 0-50% | Nil pay |
|-------|------|----------|-------|--------------------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | Glob | oal Family Leave a |

Africa

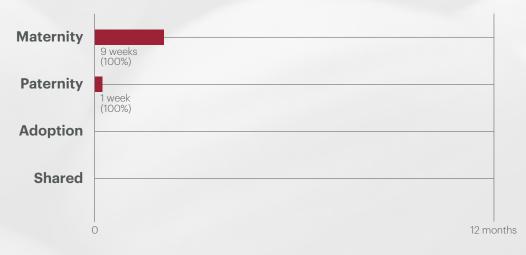
Angola



Kenya

| Maternity | 12 weeks |
|-----------|-------------------|
| Paternity | (100%) 2 weeks |
| Adoption | (100%) 4 weeks |
| Shared | (100%) |
| | |

Mozambique



Nigeria

| Maternity | |
|-----------|--------------------|
| | 24 weeks (100%) |
| Paternity | 2 weeks (100%) |
| Adoption | 16 weeks (100%) |
| Shared | |
| | 0 |



Pay 100%

Mauritius

| Maternity | 14 weeks | |
|-----------|------------------------------|---------|
| Paternity | (100%) 1 week | |
| Adoption | (100%) 14 weeks (100%) | |
| Shared | (100%) | |
| | | 12 mont |

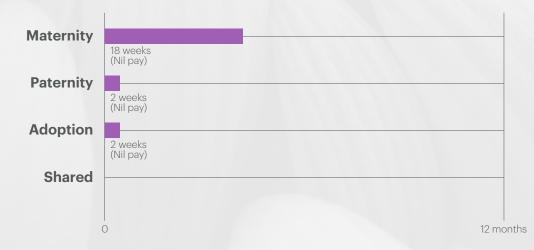
Morocco

| aternity | 14 weeks (100%) | 13 weeks (Nil pay) | |
|----------|--------------------|-----------------------|--|
| ternity | 1 week | | |
| option | (100%) | | |
| Shared | | | |
| | | | |

South Africa

12 months

12 months



Tanzania

| Maternity | 12 weeks | |
|-----------|------------------|---------------|
| Paternity | (100%) | |
| | 1 week (100%) | |
| Adoption | | |
| Shared | | |
| (|) | 12 months |

Africa



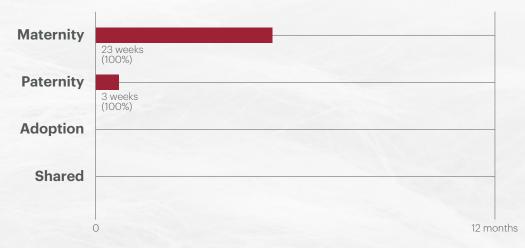
Contacts



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Asia

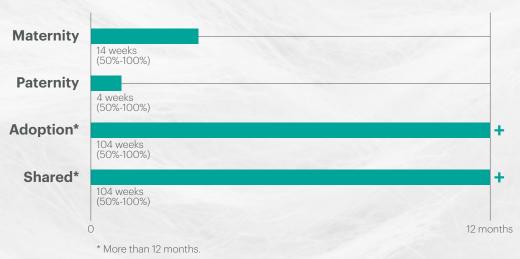
China-Beijing



Hong Kong

| Maternity | |
|-----------|------------------------|
| | 14 weeks (50%-100%) |
| Paternity | Lungh |
| | 1 week (50%-100%) |
| Adoption | 11.14.1 |
| Shared | |
| | |
| (| 0 |

Japan



Malaysia

| Maternity* | 14 weeks (100%) |
|------------|---------------------------------------|
| Paternity* | 1 week (100%) |
| Adoption | |
| Shared | |
| | 0 * Applicable from 1 January 2022 |



| Pay | 100% |
|-----|------|
| / | |

India

| Maternity | 26 weeks | |
|-----------|--------------------|----------|
| Paternity | (100%) | |
| Adoption | 12 weeks (100%) | |
| Shared | | |
| | | 12 month |

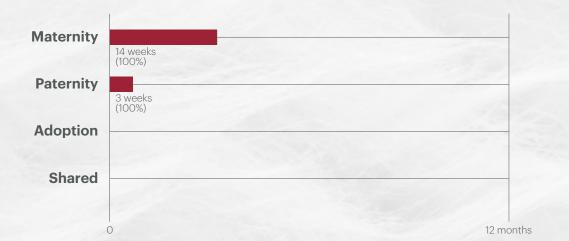
Indonesia

| Maternity | | | | |
|-----------|--------------------|--|---|----------|
| | 12 weeks (100%) | | | |
| Paternity | | | - | |
| | 1 week (100%) | | | |
| Adoption | | | | |
| | | | | |
| Shared | | | | |
| | | | | |
| | | | | |
| | 0 | | | 12 month |

Myanmar

12 months

12 months



Singapore

| Maternity | | |
|-----------|------------------------|---------------|
| | 16 weeks (100%) | |
| Paternity | | |
| | 2 weeks (100%) | |
| Adoption | | |
| | 12 weeks (50%-100%) | |
| Shared | | |
| | 4 weeks (50%-100%) | |
| |) | ا 12 month |



Asia

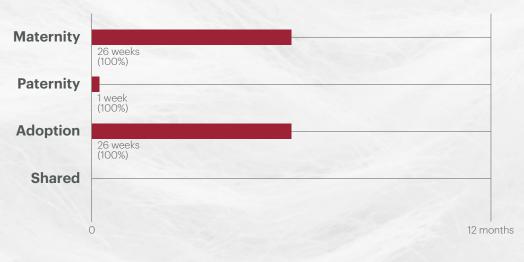
South Korea

| Maternity | 9 weeks (100%) | 4 weeks (50%-100%) | |
|-----------|-------------------|-----------------------|-----------|
| Paternity | 2 weeks (100%) | | |
| Adoption | | | |
| Shared | | | |
| | 0 | | 12 months |

Taiwan

| Maternity | |
|-----------|-------------------|
| | 8 weeks (100%) |
| Paternity | 1 week (100%) |
| Adoption | |
| Shared | |
| | |

Vietnam





| Pay | 100% |
|-----|------|
| | |

12 months

Nil pay

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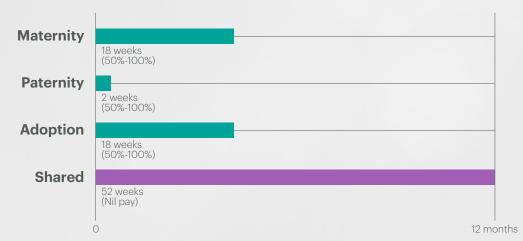
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Australasia

Australia



New Zealand

| Maternity | |
|-----------|------------------------|
| | 26 weeks (50%-100%) |
| Paternity | 2 weeks |
| Adoption | (Nil pay) |
| | 26 weeks (50%-100%) |
| Shared | 52 weeks |
| | (Nil pay) |



Pay 100%

Papua New Guinea

12 months

| Maternity | 6 weeks (Nil pay) |
|-----------|----------------------|
| Paternity | |
| Adoption | |
| Shared | |

12 months

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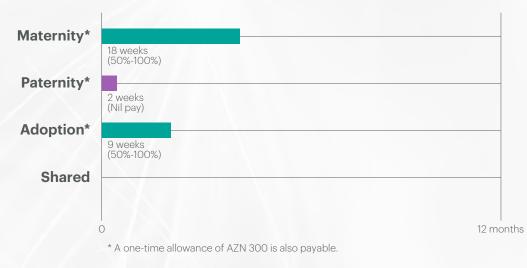
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50%-100% 0-50% Nil pay

Global Family Leave and Pay • 9



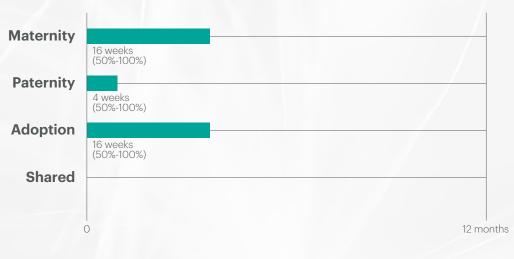
Azerbaijan



Belgium

| Maternity | | |
|-----------|-------------------------------------|--|
| materinty | 15 weeks (50%-100%) | |
| Paternity | 1 week 2 weeks (100%) (50%-100%) | |
| Adoption | 1 week 7 weeks (100%) (50%-100%) | |
| Shared | | |
| | 0 | |

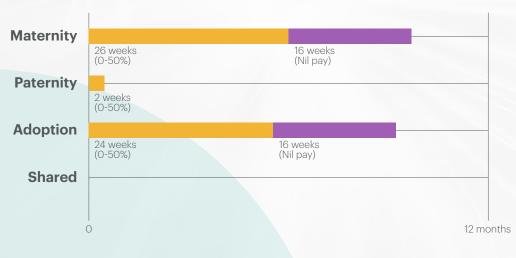
France



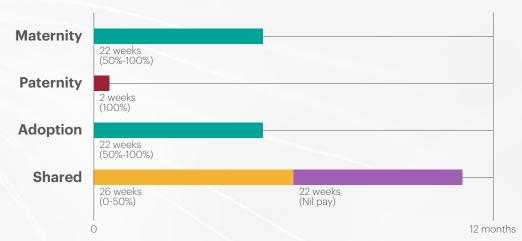
Georgia

| Maternity | | | | |
|-----------|-----------------------|-----------------------|--|--|
| | 6 weeks (50%-100%) | 12 weeks (Nil pay) | | |
| Paternity | | | | |
| | | _ | | |
| Adoption | 6 weeks (50%-100%) | 6 weeks (Nil pay) | | |
| Shared | | | | |
| | 9 weeks (Nil pay) | | | |
| | 0 | | | |

Ireland

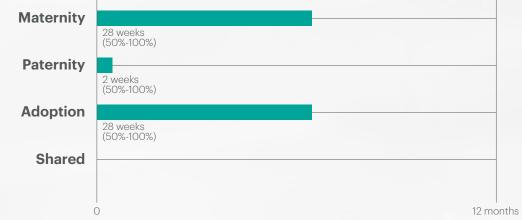


Italy



Pay 100%





Finland

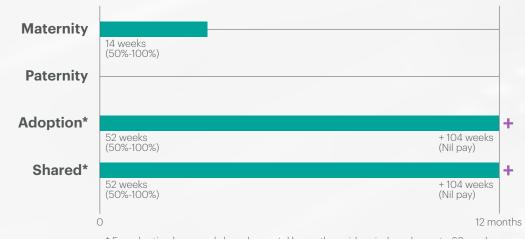
Hungary

| Maternity | | | | |
|-------------|------------------------|---|--|---------------|
| in accorney | 23 weeks (50%-100%) | | | |
| Paternity | 16 weeks (50%-100%) | - | | |
| Adoption | 54 weeks (50%-100%) | | | + |
| Shared | 21 weeks (50%-100%) | - | | |
| | 0 | | | 12 months |

Germany

12 months

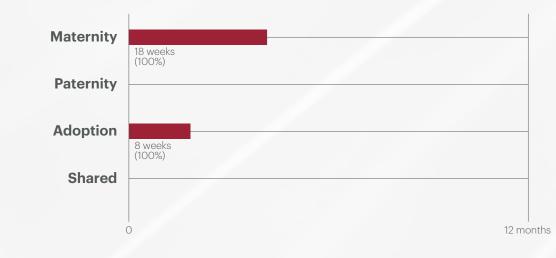
12 months



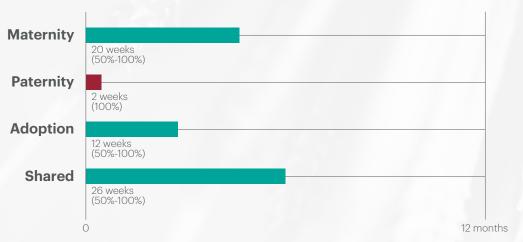
* For adoption leave and shared parental leave, the paid period can be up to 60 weeks.

Maternity 24 wee 100%) Paternity (100%) Adoption* 156 week (Nil pay) Shared 12 months * More than 12 months.

Kazakhstan



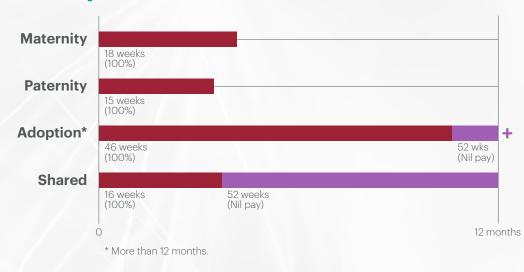
Luxembourg



50%-100%



Norway

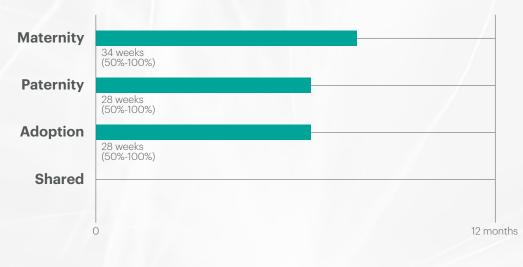


Poland

| laternity* | | | | |
|------------|--------------------|------------------------|------------------------|------|
| | 26 weeks (100%) | | 26 weeks (50%-100%) | |
| Paternity | | | | |
| | 2 weeks (100%) | | | |
| Adoption* | | | | |
| | 26 weeks (100%) | | 26 weeks (50%-100%) | |
| Shared* | | | | |
| | 12 weeks (100%) | 26 weeks (50%-100%) | | |
| | | | | |

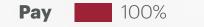
* For adoption, maternity and shared parental leave, the employee can request that 80% of salary is paid for the entire period.

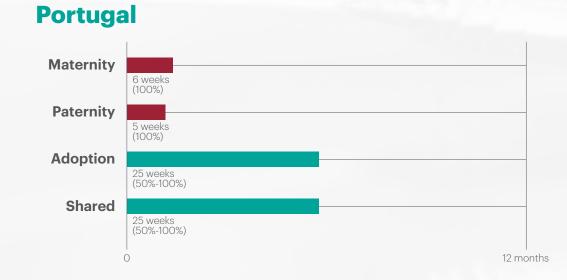
Slovakia



Spain

| Maternity | | | |
|-----------|------------------------|---|--|
| | 16 weeks (50%-100%) | | |
| Paternity | | | |
| | 16 weeks (50%-100%) | - | |
| Adoption | | | |
| | 16 weeks (50%-100%) | | |
| Shared | | | |
| | | | |
| | | | |
| (| 0 | | |





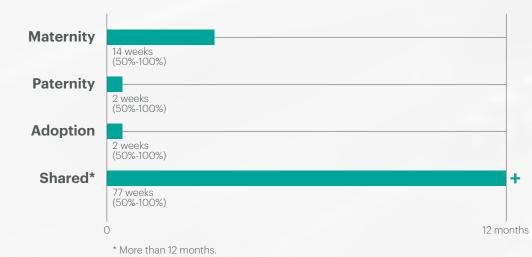
Romania

| Maternity | | |
|-----------|-------------------------|----------|
| | 18 weeks (50%-100%) | |
| Paternity | | |
| | 3 weeks (100%) | |
| Adoption | | |
| | 52 weeks (50%-100%) | |
| Shared* | | + |
| | 104 weeks (50%-100%) | |
| | 0 | 12 month |
| | * More than 12 months. | |

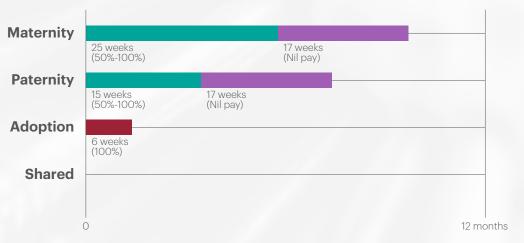
Sweden

12 months

12 months



The Netherlands

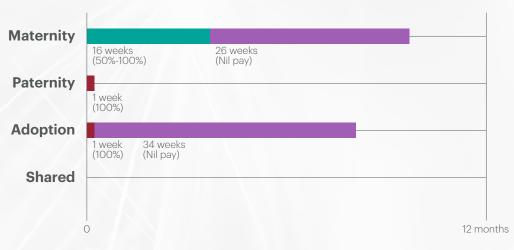








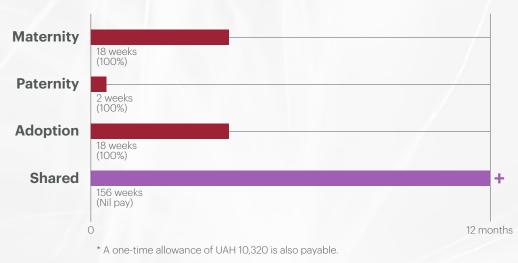
Turkey



UK

| Maternity | | | | | |
|-----------|-----------------------|---------------------|--|-----------------------|------|
| | 6 weeks (50%-100%) | 33 weeks (0-50%) | | 13 weeks (Nil pay) | |
| Paternity | 2 weeks (0-50%) | | | | |
| Adoption | | | | | |
| | 6 weeks (50%-100%) | 33 weeks (0-50%) | | 13 weeks (Nil pay) | |
| Shared | | | | | - |
| | 37 weeks (0-50%) | | | 13 weeks (Nil pay) | |
| (|)) | | | | 12 n |

Ukraine



Uzbekistan

| Maternity | | |
|-----------|-----------------------|--|
| | 18 weeks (100%) | |
| Paternity | | |
| | | |
| Adoption | | |
| | 8 weeks (50%-100%) | |
| Shared | | |
| | | |
| | | |
| (| J | |



12 months

12 months

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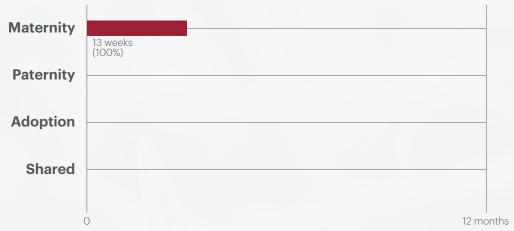
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50%-100% 0-50% Nil pay

Middle East

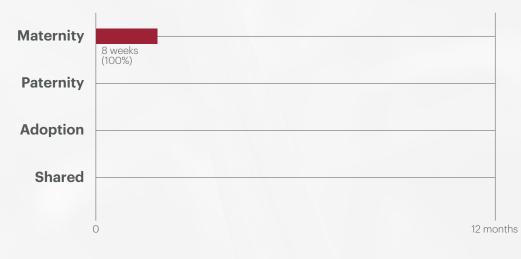
Egypt



Jordan

| Maternity | |
|-----------|--------------------|
| | 10 weeks (100%) |
| Paternity | 1 week |
| | (100%) |
| Adoption | |
| Shared | |
| | |
| | 0 |

Oman



Qatar

| Maternity | |
|-----------|-------------------|
| Paternity | 7 weeks (100%) |
| | |
| Adoption | |
| Shared | |
| | |

Kuwait

12 months

12 months

| Maternity | | | | |
|-----------|--------------------|-----------------------|--|----------|
| | 10 weeks (100%) | 16 weeks (Nil pay) | | |
| Paternity | | | | |
| | | | | |
| Adoption | | | | |
| | | | | |
| Shared | | | | |
| | | | | |
| | 0 | | | 12 month |

Lebanon

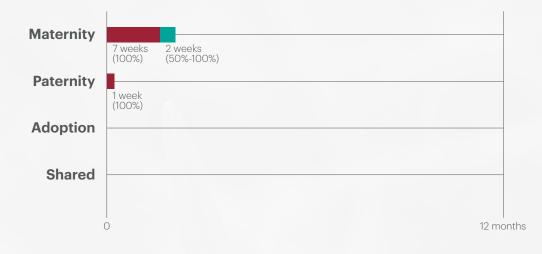
| laternity | | |
|-----------|--------------------|--------|
| latornity | 10 weeks (100%) | |
| Paternity | | |
| doption | | |
| Shared | | |
| | 0 | 12 mon |

Saudi Arabia

| Maternity | | | |
|-----------|--------------------|----------------------|--------|
| | 10 weeks (100%) | 4 weeks (Nil pay) | |
| Paternity | 1 week (100%) | | |
| Adoption | | 1100 | |
| Shared | | | |
| | 0 | | 12 mon |

Middle East

UAE – Labour law jurisdictions



UAE – DIFC Employment law jurisdictions

| laternity | 7 weeks (100%) | 6 weeks (50%-100%) |
|-----------|-------------------|-----------------------|
| Paternity | 1 week (100%) | |
| Adoption | 7 weeks (100%) | 6 weeks (50%-100%) |
| Shared | | |
| | | |
| | U | |

| F | ay | |
|---|----|--|
| | | |



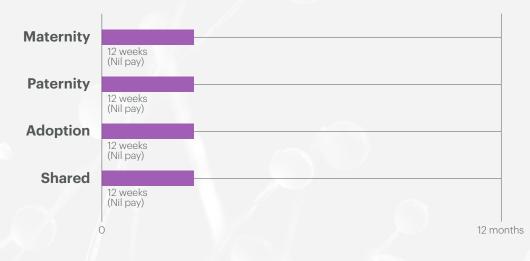
Contacts



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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.



Pay 100%

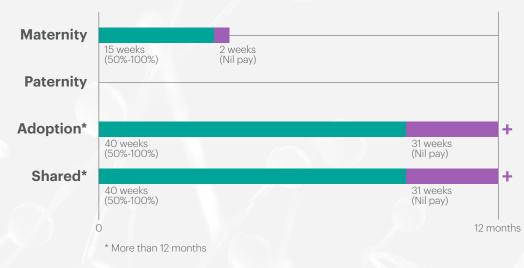
Contacts



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North America – Canada

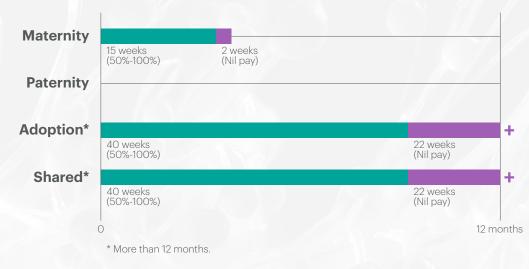
Federally Regulated Industries



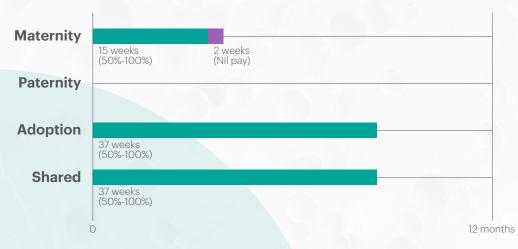
Alberta



New Brunswick



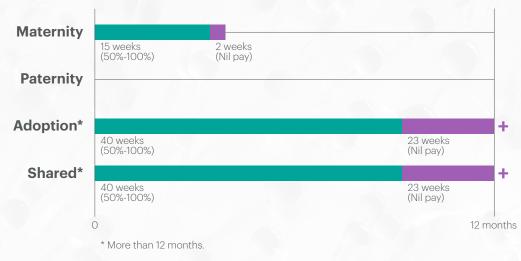
Nunavut



Newfoundland

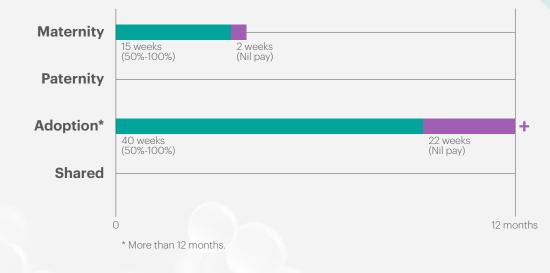
| Maternity | 15 weeks (50%-100%) | 2 weeks (Nil pay) | | |
|-----------|-------------------------|----------------------|-----------------------|-------|
| Paternity | | - | | - |
| Adoption | 17 weeks (50%-100%) | | | |
| Shared* | 40 weeks (50%-100%) | | 21 weeks (Nil pay) | + |
| | 0 * More than 12 mor | | | onths |

Ontario

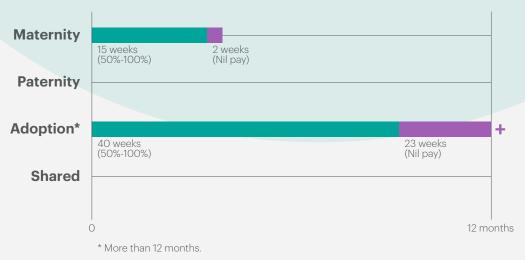


Pay 100%

British Columbia

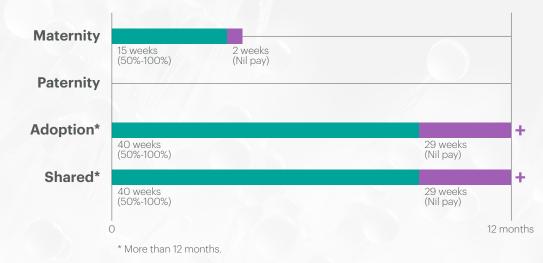


Manitoba

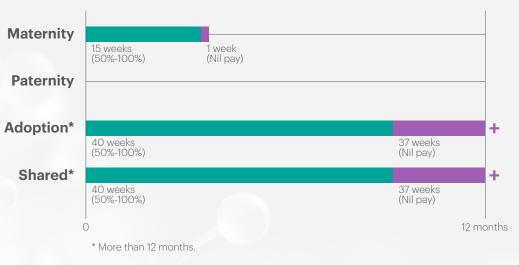


Northwest Territories

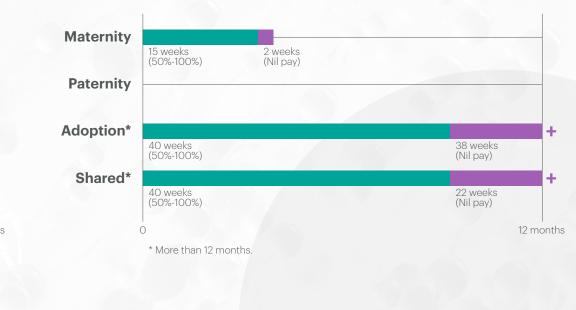
12 months



Nova Scotia

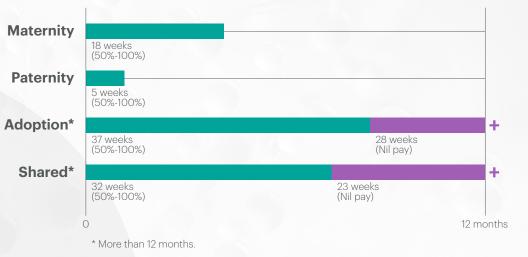


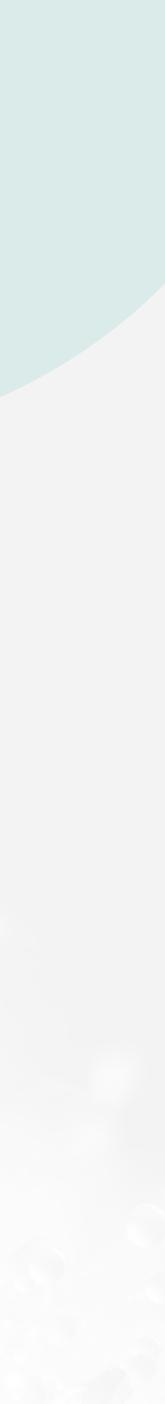
Prince Edward Island



50%-100% 0-50% Nil pay

Quebec





North America – Canada



Yukon

| Maternity | | _ | |
|-----------|------------------------|----------------------|-----------------------|
| materinty | 15 weeks (50%-100%) | 2 weeks (Nil pay) | |
| Paternity | | | |
| | | | |
| Adoption* | | | |
| | 40 weeks (50%-100%) | | 31 weeks (Nil pay) |
| Shared* | | | |
| | 40 weeks (50%-100%) | | 31 weeks (Nil pay) |
| (|)) | | |
| | * More than 12 months. | | |



Contacts

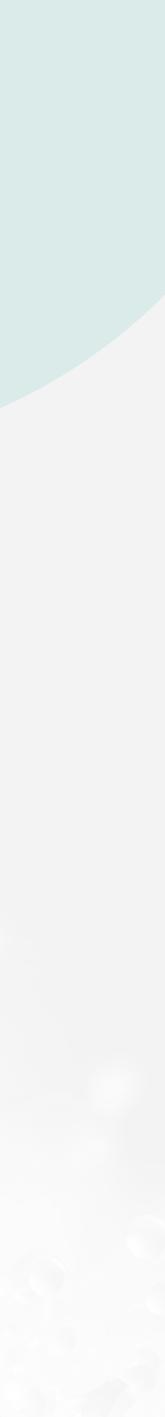


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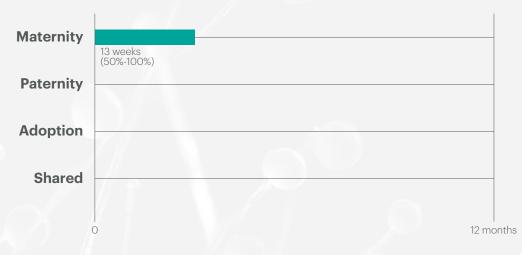
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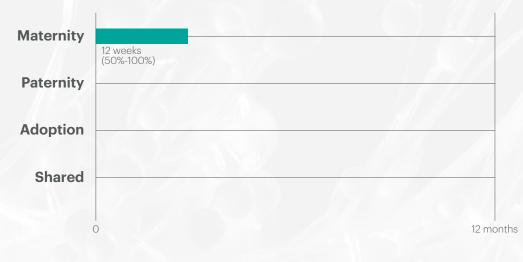
Antigua and Barbuda



Barbados

| Maternity | 12 weeks (100%) |
|-----------|--------------------|
| Paternity | |
| Adoption | |
| Shared | |
| (| |

Dominica



Grenada

| Maternity | |
|-----------|------------------------|
| | 13 weeks (50%-100%) |
| Paternity | |
| | |
| Adoption | |
| | |
| Shared | |
| | |
| | |

British Virgin Islands

| Maternity | 13 weeks | | |
|-----------|------------------------------------|------|--------------|
| Paternity | (50%-100%) 4 weeks (Nil pay) | | |
| Adoption | | | |
| Shared | | | |
| (| | | 12 month |

Cayman Islands

| Maternity | | | |
|-----------|-------------------|-----------------------|----------------------|
| internity | 4 weeks (100%) | 4 weeks (50%-100%) | 4 weeks (Nil pay) |
| Paternity | | | |
| Adoption | 3 weeks (100%) | 6 weeks (Nil pay) | |
| Shared | | | |
| | 0 | | 12 mont |

Jamaica

12 months

12 months

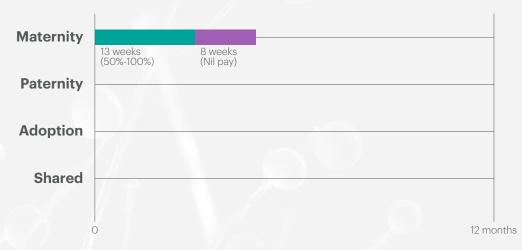
| Maternity | 8 weeks (100%) | 4 weeks (Nil pay) | <u>/</u> | |
|-----------|-------------------|----------------------|----------|--------|
| Paternity | | (| | |
| Adoption | | | | |
| Shared | | | | |
| | | | | 12 mor |

Saint Kitts and Nevis

| Maternity | | | |
|-----------|------------------------|--|----------|
| | 13 weeks (50%-100%) | | |
| Paternity | | | |
| | 1 week (100%) | | |
| Adoption | | | |
| | | | |
| Shared | | | |
| Sildreu | | | |
| | | | |
| | 2 | | 12 month |

Caribbean

Saint Lucia

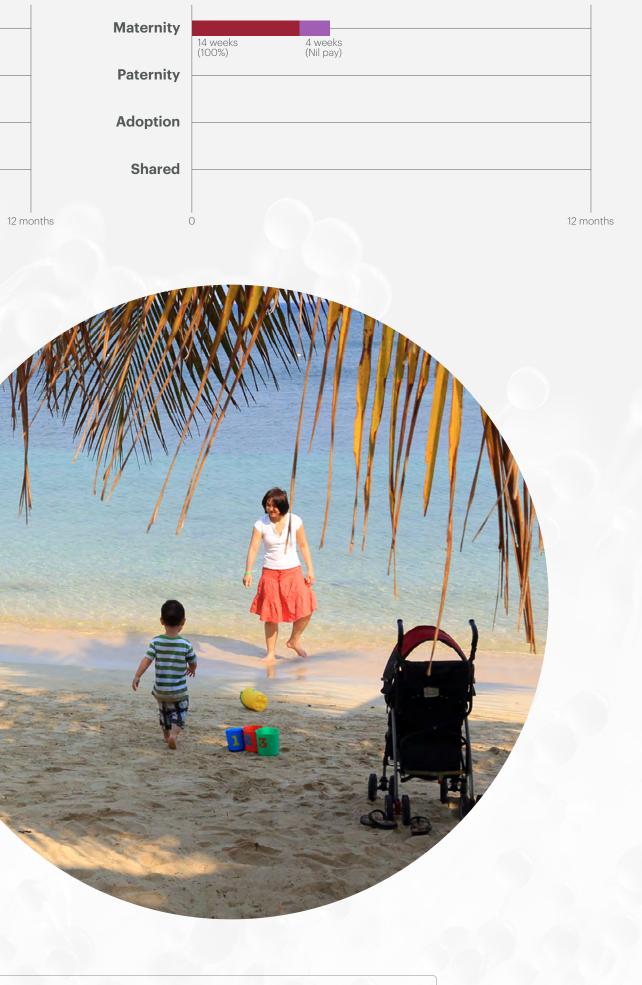


Saint Vincent and the Grenadines

| Maternity | 4 weeks (100%) | 9 weeks (50%-100%) | | | |
|-----------|-------------------|-----------------------|------|----------|--|
| Paternity | | | | | |
| Adoption | | | - | <u> </u> | |
| Shared | | | 5/ | | |
| (|) D | | | | |
| | | | | | |

| Pay | 100% |
|-----|------|
|-----|------|

Trinidad and Tobago



50%-100%

0-50% Nil pay

Contacts



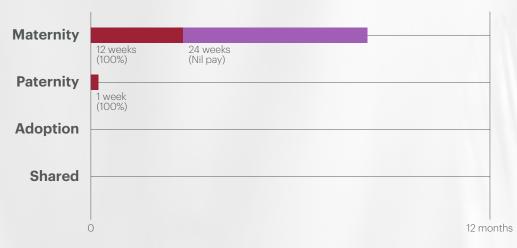
Erica Marshall-Forde Barbados D +1 246 228 2260 erica.marshall-forde@dentons.com



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

South and Central America

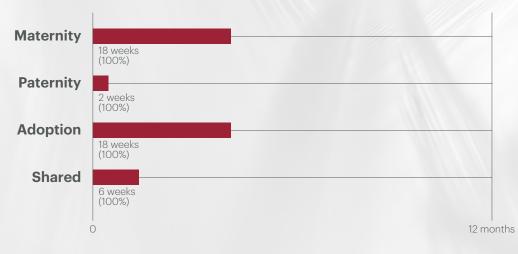
Argentina



Bolivia

| Maternity | 13 weeks (100%) |
|-----------|--------------------|
| Paternity | 1 week |
| Adoption | (100%) |
| | 8 weeks (100%) |
| Shared | |
| | |

Colombia



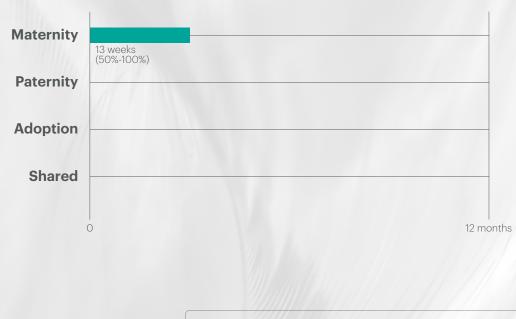
Guatemala



Costa Rica

| Maternity | 18 weeks (100%) |
|------------|-----------------------------|
| Paternity* | 4 weeks (100%) |
| Adoption | 13 weeks (100%) |
| Shared | |
| | 0 * Part-week leave. |

Guyana



Pay 100%

Brazil

| Maternity | | |
|-----------|--------------------|----------|
| | 18 weeks (100%) | |
| Paternity | 1 week (100%) | |
| Adoption | 18 weeks (100%) | |
| Shared | | |
| |) | 12 month |

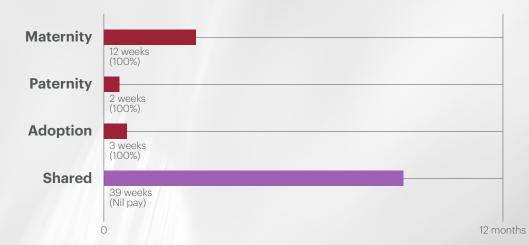
Chile

| Maternity | 30 weeks (100%) | |
|-----------|--------------------|----------------|
| Paternity | 1 week (100%) | |
| Adoption | 24 weeks (100%) | |
| Shared | 5 weeks (100%) | |
| | 0 | l 12 months |

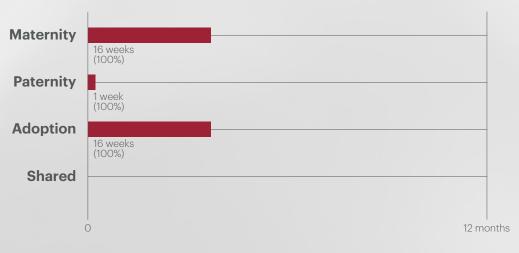
Ecuador

12 months

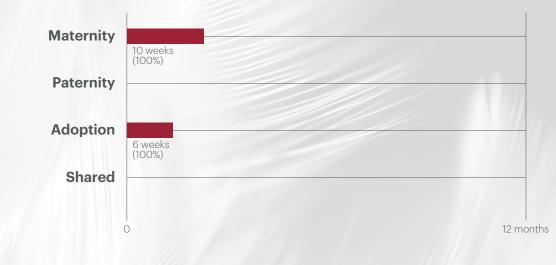
12 months



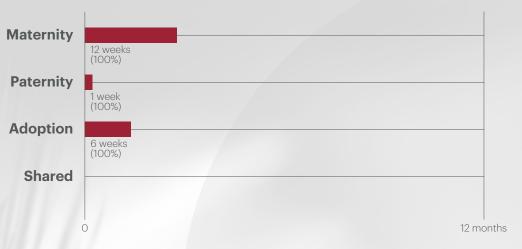
El Salvador



Honduras



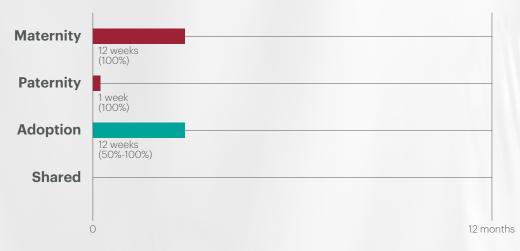
Mexico





South and Central America

Nicaragua



Panama

| Maternity | 14 weeks (100%) |
|-----------|--------------------|
| Paternity | 1 week |
| Adoption | (100%) |
| | |
| Shared | |
| | |

Uruguay



Venezuela

| Maternity | 26 weeks (100%) |
|-----------|--------------------|
| Paternity | 2 weeks (100%) |
| Adoption | 26 weeks (100%) |
| Shared | 0 |

Contacts



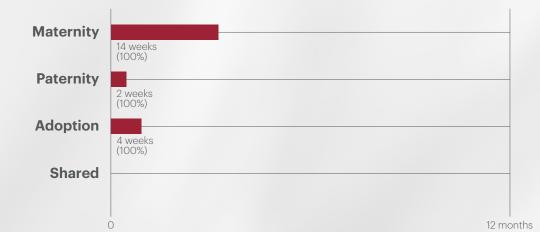
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Peru

12 months







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